

THE NATIONAL OPERA CENTER AMERICA

Women in Leadership positions at North American Opera Companies, 1990

Level One Companies												
Level	Company	General Director	Artistic Director	Artistic Admin	Development Director	Marketing Director	Stage Manager	Director of Production	Director of Finance	Director of Education	Other	Total Leadership Positions
Level 1	Greater Miami Opera											5
Level 1	Houston Grand Opera				Marcia James	Dolores Johnson				Elaine Adams	Karen Cardell (Public Relations)	7
Level 1	Los Angeles Music Center Opera				Connie Morgan							4
Level 1	Lyric Opera of Chicago	Ardis Krainik				Susan Mathieson						9
Level 1	Metropolitan Opera											6
Level 1	Michigan Opera Theatre				Elizabeth Eckert		Julia Saylor, Rebecca Happel			Joann Forman	Melodee DuBols (Managing Director)	7
Level 1	New York City Opera				Barbara Zarlengo	Susan Woelzl				Karen DiChiera		8
Level 1	San Diego Opera			Marianne Fletcher	Kathleen McLaughlin	Brenda Hughes				Nancy Kelly		7
Level 1	San Francisco Opera			Sarah Billinghamurst	Julie LeVay	Julia Saylor				Christine Bullin		8
Level 1	Seattle Opera							Melanie Ross		Nancy Cobbs	Colleen Armstrong (Chief of Staff)	8
Level 1	The Dallas Opera				Mary Brineger				Anne Wilson			7
Level 1	Washington Opera				Patricia Fleischer							5
Level 1	Santa Fe Opera											2
Level 1 PCMs		13 Total Leadership Positions			83							
# Female GDs		1 (7.7%) Females in Leadership Positions			28 (33.7%)							

Level Two Companies												
	Company	General Director	Artistic Director	Artistic Admin	Development Director	Marketing Director	Stage Manager	Director of Production	Director of Finance	Director of Education	Other	Total Leadership Positions
Level 2	American Music Theater Festival	Marjorie Samoff										2
Level 2	Atlanta Opera				Erin Blair	Mary Earle		Marta Foldi		Sarah Jones		6
Level 2	Baltimore Opera Company				Ann McIntosh	Patricia Kramer						5
Level 2	Brooklyn Academy of Music				Karen Brooks Hopkins					Leanne T Wells		5
Level 2	Chicago Opera Theater					Eileen Gill						5
Level 2	Florentine Opera				Nancy Reiser							5
Level 2	Fort Worth Opera											5
Level 2	Kentucky Opera											6
Level 2	Lyric Opera of Kansas City					Virginia Long		Mary Frances Gordon				4
Level 2	Minnesota Opera					Kathy Graves				Laura Johnson		6
Level 2	Music Theatre Group	Lyn Austin				Rebecca Fogg, Monina von Oppel					Diane Wondisford (Managing Director)	6
Level 2	Opera Colorado											1
Level 2	Opera Company of Philadelphia	Jane Grey Nemeth		Danielle Orlando	Leslie Scott Harrington	Elena Park						5
Level 2	Opera Omaha	Mary Robert				Charlotte Meares		Rhonda Jamison		Helen Potter		5
Level 2	Opera Pacific							Lori Burrell				5
Level 2	Opera Theatre of Saint Louis									Lynn Hizer		6
Level 2	Pittsburgh Opera			Catherine Wolff		Maria Levy					Patricia O'Neill (Dir. Of Admin)	6
Level 2	Virginia Opera				Priscilla Hanley	Lisa Jardanhazy				Krista Rimple	Eilene Rosenblum (Public Relations)	8
Level 2	Utah Opera				Sarah Fugate	Judith Frisbie Goins						6
Level 2 PCMs		19 Total Leadership Positions			97							
# Female GDs		4 (21%) Females in Leadership Positions			37 (38.1%)							

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Level Three Companies												
	Company	General Director	Artistic Director	Artistic Admin	Development Director	Marketing Director	Stage Manager	Director of Production	Director of Finance	Director of Education	Other	Total Leadership Positions
Level 3	Arizona Opera	Glynn Ross			Carmen Nickel	Linda Kelly						4
Level 3	Austin Lyric Opera											2
Level 3	Central City Opera				Barbara Arko	JoAnn Sims						5
Level 3	Connecticut Opera				Betty Hughes							3
Level 3	Glimmerglass Opera							Amanda May				4
Level 3	New Orleans Opera							Nancy Kritikos				4
Level 3	Opera Carolina				Susan Ehrman	Leslie Paliyenko					Melody Boyette (Dir. Operations)	5
Level 3	Orlando Opera Company					Barbara Battersby				Robin Jensen		5
Level 3	Pennsylvania Opera Theater	Patricia Fulvio	Barbara Silverstein			Laura Young						5
Level 3	Sarasota Opera					Martha Osgood				Carol Walker		5
Level 3	Anchorage Opera				Cathy McMenamy							3
Level 3	Boston Lyric Opera											1
Level 3	Des Moines Metro Opera	Jerilee Mace				Carol Carder				Denise Dixon		4
Level 3	Knoxville Opera				Marylne Driese					Ellen F Eleazar		5
Level 3	Madison Opera	Ann Stanke								Joanna Overn		5
Level 3	Nashville Opera											1
Level 3	Palm Beach Opera				Dr. Ava Coleman	Maria Wise Miller						5
Level 3	Skylight Opera Theatre	Jane Keegan	Francesca Zambello		Kathy Tryner	Carla Slawson				Cindy Rosten		6
Level 3	Syracuse Opera				Dana Booth	Julie Richard						5
Level 3	Wolf Trap Opera				Janice Y. McKelvey					Margaret E. Edwards		6
Level 3 PCMs		20 Total Leadership Positions			83							
# Female GDs		5(25%) Females in Leadership Positions			37 (44%)							

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Level Four Companies												
	Company	General Director	Artistic Director	Artistic Admin	Development Director	Marketing Director	Stage Manager	Director of Production	Director of Finance	Director of Education	Other	Total Leadership Positions
Level 4	Amato Opera	Sally Amato										3
Level 4	American Ritual Theater Company											1
Level 4	Ash Lawn-Highland Opera	Judith H. Walker										3
Level 4	Augusta Opera										Cynthia Bostrom (Business Manager)	3
Level 4	Baton Rouge Opera		Marioara Trifan									2
Level 4	Chattanooga Opera					Rebecca Humble						4
Level 4	Chautauqua Opera	Linda Jackson				Carol Halter						4
Level 4	Colorado Opera Festival	Elizabeth Lilly (Exec)										2
Level 4	Eugene Opera										Stephanie Meeks (Managing Director)	2
Level 4	Four Corners Opera	Judith Turano										3
Level 4	Gold Coast Opera					Catherine Lucas				Cheryl Cavendish		4
Level 4	Greater Buffalo Opera Company	Donna Flood								Margo Davis		3
Level 4	Greensboro Opera Company	Anne Bodner								Mary Hoffer		3
Level 4	Indianapolis Opera Company				Melissa B. McNabb	Donna Noblitt				Patricia Harvey		7
Level 4	June Opera Festival	Deborah Sandler			Emily Grand							5
Level 4	Lake George Opera											1
Level 4	Marin Opera Company		Ingrid Martinez									2
Level 4	Mississippi Opera					Kate Treyens					Barbara Johnson (Business Manager)	5
Level 4	Mobile Opera											1
Level 4	National Arts Centre											4
Level 4	Nevada Opera											3
Level 4	New Jersey state Opera									Alberta Kreh		3
Level 4	Opera de Camara											1
Level 4	Opera Ebony				Valerie Thompson							6
Level 4	Opera Ensemble of New York										Dorothy M Ryan (Managing Director)	3
Level 4	Opera Grand Rapids											2
Level 4	Opera Memphis					Gale Billingsley	Jill Janovetz			Mimi Michel		6
Level 4	Opera San Jose		Irene Dalis									5
Level 4	Opera Theatre at Wildwood		Dr. Ann Chotard									4
Level 4	OperaDelaware				June Canson					Evelyn Swensson		6
Level 4	Piedmont Opera Theatre											1
Level 4	Portland Opera					Mary Jo Daley						5
Level 4	Riverside Opera			Frances Freedman								2
Level 4	Sacramento Opera	Marianne H. Oaks			Janey Potts							5
Level 4	Shreveport Opera											1
Level 4	Southwest Virginia Opera	Judith W. Clark	Victoria Bond									2
Level 4	Spoletto Festival					Ann Hume Wilson						5
Level 4	Texas Opera Theater	Anne Tomfohrde										1
Level 4	Townsend Opera Players											1
Level 4	Tri Cities Opera		Carmen Savoca			Betty K. Warner				Lee Hill		6
Level 4	Triangle Music Theater	Esther Nelson-Rapp			Terrie Ernst	Revah Anzaldua		Martha Elsberry		Mary Mathis		6
Level 4	Vineyard Theatre	Barbara Zinn Krieger						Kate Mennone		Irene Tiersten		5
Level 4	Whitewater Opera Company											1
Level 4 PCMs		43 Total Leadership Positions			145							
# Female GDs		13 (31%) Females in Leadership Positions			56 (38.6%)							

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Canadian Companies												
	Company	General Director	Artistic Director	Artistic Admin	Development Director	Marketing Director	Stage Manager	Director of Production	Director of Finance	Director of Education	Other	Total Leadership Positions
Canada	Calgary Opera					Sally Truss		Lynn Grills				5
Canada	Canadian opera Company			Donna L. Coutts		Linda Barnett-Clark				Martha Paisley	Karen Lynch (Public Relations)	9
Canada	Edmonton Opera					Tricia Baldwin						4
Canada	Manitoba Opera					Jeanie M. Dubberley						4
Canada	Opera de Montreal					Marie Helene Guay				Margot Provencheur		5
Canada	Opera Hamilton				Carol Anne Muncaster, Sarah Wood	Christine Stanton						6
Canada	Opera Lyra	Marlene Bogert										1
Canada	Pacific Opera Victoria	Jane Heffelfinger				Deborah Mills						3
Canada	Vancouver Opera	Beverly Trifonidis			Micki Partridge	Ann Tanner		Debra Harrison		Kerri Mooney		6
Canada PCMs		9 Total Leadership Positions			43							
# Female GDs		3 (33.33%) Females in Leadership Positions			20 (46.5%)							
Total PCM Sample Size		104 Total Leadership Positions			448							
Total Female GDs		26 (25%) Females in Leadership Positions			180 (40.1%)							

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Women in Leadership Positions at North American Opera Companies, 1999

Canadian Companies												
Level	Company	GD	AD	Artistic Admin	Development Director	Marketing Director	Stage Manager	Director of Production	Director of Finance	Director of Education	Other	Total Leadership Pos
Canada	Calgary Opera				Brenda Ann Marks	Fran Pauze						5
Canada	Canadian Opera Company					Susan Harrington			Lindy Cowan			10
Canada	Chants Libres	Pauline Vaillancourt	Liette Turner									2
Canada	Edmonton Opera	Elizabeth Whitlock				Laurel Erickson			Mary Phillips-Rickey			7
Canada	Manitoba Opera											5
Canada	Opera Atelier	Joan Bosworth	Jeanette Zingg		Dina Lieberman							6
Canada	Opera Ontario			Mary Romeo		Christina Loewen				Zis Parras		9
Canada	Opera Lyra Ottawa											5
Canada	Opera De Montreal				Elise Cote				Nathalie Allen			5
Canada	Pacific Opera Victoria				Shelley Gadsden	Susan Kerschbaumer						6
Canada	Tapestry New Opera Works	Claire Hopkinson			Nadine Demoe			Susan Worthington				5
Canada	Vancouver Opera							Debra Harrison				6
Canada PCMs		12 Total Leadership Positions			71							
# Female GDs		3 (33.33%) Females in Leadership Positions			23 (32.5%)							

Level One Companies												
Level	Company	GD	AD	Artistic Admin	Development Director	Marketing Director	Stage Manager	Director of Production	Director of Finance	Director of Education	Other	Total Leadership Positions
Level 1	Cleveland Opera				Marietta Giulia	Carola Bamberger		Sarah Schermaier		Judith Ryder		6
Level 1	The Dallas Opera								Maureen Mixtacki	Kay Holt		8
Level 1	Florida Grand Opera				Christi Caceres				Freda Gimpel		Savannah Whaley (Public Relations), Deborah McKinnon (Dir. Audience Development)	11
Level 1	Houston Grand Opera			Ann Owens							Jo Labreque-French	8
Level 1	Los Angeles Opera				Connie Morgan			Chari Shanker				9
Level 1	Lyric Opera of Chicago			Ursula Eggers Carroll	Mary Selander	Susan Mathieson				Jean Kellogg	Carol Stitzer (Dir. Capitol Campaign)	10
Level 1	Metropolitan Opera				Lillian Silver							
Level 1	Michigan Opera Theatre				Mary Parkhill	Marci Schramm (PR)				Karen Vanderkloot DiChiera		10
Level 1	New York City Opera				Jane Gullong	Claudia Keenan						8
Level 1	Portland Opera				Mary Ann Sprinkle					Diane Syrcle	Valeria Ramirez (Business Affairs)	7
Level 1	San Diego Opera			Marianne Flettner								8
Level 1	San Francisco Opera			Christina Scheppelman	Monica Mackey							12
Level 1	Santa Fe Opera									Andrea Fellows Walter		7
Level 1	Seattle Opera			Kathy Magiera	Michele Hasson	Linda Prather		Cynthia Sullivan		Perry Lorenzo		11
Level 1	Washington National Opera				Beverly With	Suzanne Stevens				Debra Evans		10
Level 1 PCMs		15 Total Leadership Positions			125							
# Female GDs		0 Females in Leadership Positions			42 (33.6%)							

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Women in Leadership Positions at North American Opera Companies, 1999

Level Two Companies												
	Company	GD	AD	Artistic Admin	Development Director	Marketing Director	Stage Manager	Director of Production	Director of Finance	Director of Education	Other	Total Leadership Positions
Level 2	Arizona Opera				Laura Shairer	Julia Waterfall			Leilani M. Rothrock	Deanna Hoying	Heather Davies (Dir. Of Admin), Monica Barrows (Dir. Of PR)	9
Level 2	Atlanta Opera			Sarah D. Wikle	Rebecca Guberman	Cristina Vasconez						8
Level 2	Austin Lyric Opera				Penny Burnett			Susan Threadgill	Jeanne Lynch	Margaret Perry		7
Level 2	Baltimore Opera Company				Leslie Marqua	Deborah Goetz						8
Level 2	Boston Lyric Opera	Janice Mancini del Sesto			Sue Dahling Sullivan	Revah Anzaldua						8
Level 2	Cincinnati Opera	Patricia K. Beggs			Serafina S. Williams	Evelyn E. Stubbs				Megan Loughney		7
Level 2	Florentine Opera				Nancy Tawney			Amy Peterson	Catherine Kiekhofer			6
Level 2	Glimmerglass Opera	Esther Nelson										8
Level 2	Lyric Opera of Kansas City				Michelle LaPointe	Virginia M. Long		Mary Frances Gordon		Paula Winens		6
Level 2	Minnesota Opera			Roxanne Stouffer Cruz		Glyn Northington				Carla Alcorn		8
Level 2	Opera Company of Philadelphia			Susan Ashbaker							Georgette Macbeth (Corporate Giving)	10
Level 2	Opera Pacific				Alice Klein	Marci Schramm						4
Level 2	Opera Theatre of Saint Louis				Christy Fox	Maggie Stearns				Allison Felter		7
Level 2	Palm Beach Opera			Valerie Stoelzel	Ava Coleman							5
Level 2	Pittsburgh Opera					Sally Moxom				Darlene Durrwachter Rushing		7
Level 2	Sarasota Opera	Susan T Danis			Libby Snyder	Tomara Kafka						5
Level 2	Utah Opera	Anne Ewers						Michelle Peterson		Paula Fowler		7
Level 2	Virginia Opera					Maggi Fennessey				Helen Stevensen		8
Level 2 PCMs		15 Total Leadership Positions			128							
# Female GDs		5 (33.33%) Females in Leadership Positions			53 (41.4%)							

Level Three Companies												
	Company	GD	AD	Artistic Admin	Development Director	Marketing Director	Stage Manager	Director of Production	Director of Finance	Director of Education	Other	Total Leadership Positions
Level 3	Anchorage Opera				Gerl Shafer							4
Level 3	Chicago Opera Theater				Doris McGee							4
Level 3	Connecticut Opera					Martha Perry		Diana Vassall				4
Level 3	Dayton Opera	Ardith Hamilton		Pam Eyink		Katherine Pridemore						5
Level 3	Des Moines Metro Opera	Jerilee M. Mace				Kristin Tabatabai						5
Level 3	Fort Worth Opera				Julie Dobrick	Phyllis van Aken			Eleanor Snyder			6
Level 3	Hawaii Opera Theatre				Deb Michaels	Lili Meagher						6
Level 3	Indianapolis Opera				JoEllen Bendall				Carole Schott	Patricia Harvey		7
Level 3	Knoxville Opera Company				Susan Arp							4
Level 3	New Orleans Opera					Marci Schramm		Rebecca Hildebrand		Carol Rausch		6
Level 3	Opera Carolina				Dee Orren				Marsha Sutton	Teresa Robertson		7
Level 3	OperaDelaware					Cindy Frankey						5
Level 3	Opera Memphis			Jane Brigdon	Tracy Paterson					Cindy Ensley		6
Level 3	Opera Omaha	Jane Hill		Betsy Browning	Mary Beth Brennan				Elizabeth Fullerton			8
Level 3	Orlando Opera			Kathy Olsen	Joan Sberro	Peggy Roberts						6
Level 3	Toledo Opera				Elizabeth Emmert	Libbey McKnight				Joan E. Eckerman		5
Level 3	Tri-Cities Opera	Susan MacLennan				Kim Eaton						3
Level 3	Tulsa Opera	Carol I Crawford						Amanda Foust				6
Level 3	Utah Festival Opera Company			Mary Shearer	Lila Geddes	Judith Anderson				Susan Ames		7
Level 3	Wolf trap Opera			Lisa Ostrich	Jo Hodgjin	Kristina Roy						5
Level 3 PCMs		20 Total Leadership Positions			109							
# Female GDs		5 (25%) Females in Leadership Positions			49 (44.1%)							

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Level Four Companies												
	Company	GD	AD	Artistic Admin	Development Director	Marketing Director	Stage Manager	Director of Production	Director of Finance	Director of Education	Other	Total Leadership Positions
Level 4	Amarillo Opera	Mila Gibson							Katrina Perales	Heather Turk		5
Level 4	American Opera Projects	Grethe Barrett Holby			Anne Whitehouse							3
Level 4	Ash Lawn Opera	Judith H Walker										2
Level 4	Augusta Opera				Arlene Schler							5
Level 4	Berkshire Opera Company				Susan Bronson							5
Level 4	Boheme Opera NJ				Sheila E. Marrero	Barbara Lerman					Sandra M. Pucciatti (Managing Dir.)	4
Level 4	Central City Opera				Nancy Brittain	JoAnn Sims				Deborah Morrow		5
Level 4	Chattanooga Symphony and Opera					Patty Grove Currey						3
Level 4	Chautauqua Opera											4
Level 4	Colorado Opera Festival										Jacquelyn Foreman (Bookkeeper)	4
Level 4	Connecticut Grand Opera			Arlene Arend	Leslie Cooper				Wanda Burnett			4
Level 4	DiCapo Opera Theatre		Diane Martindale									2
Level 4	El Paso Opera											1
Level 4	Encompass Music Theatre	Nancy Rhodes				Suzanne Ford						3
Level 4	Eugene Opera	Tamara Kabush	Francis Graffeo							Sibyl Barnum		4
Level 4	Fargo-Moorhead Opera	Rebecca Sunduet-Schoenwald										2
Level 4	Gold Coast Opera									Cheryl Cavendish		4
Level 4	Greensboro Opera Company	Susy Wrenn				Emily Pickens				Elizabeth Bell		4
Level 4	Jarvis Conservatory	Leticia Jarvis								Deanna Martinez		3
Level 4	Kentucky Opera	Deborah S. Sandler							Susan Martin			5
Level 4	Lake George Opera Festival											4
Level 4	Lyric Opera Cleveland					Shani Spiegle					Clara Amster (Managing Director)	4
Level 4	Madison Opera	Ann Stanke				Patricia Helm						6
Level 4	Mississippi Opera											2
Level 4	Mobile Opera								Nanct Tomas	Georgette Reims		4
Level 4	Music Theatre Group	Diane Wondisford										3
Level 4	Musical Traditions											2
Level 4	Nashville Opera	Carol Penterman							Lori Eubank			5
Level 4	Nautilus Music Theater											2
Level 4	Nevada Opera					Erin Taggart						3
Level 4	Opera Birmingham									Mary K Jackson		4
Level 4	Opera Colorado				Mary Fitzgerald					Sharon Stevens		6
Level 4	Opera Columbus			Patricia Dewey						Keena Smith		6
Level 4	Opera Ebony											5
Level 4	Opera Festival of New Jersey	Karen Tiller								Shari Ward		5
Level 4	Opera Idaho											3
Level 4	Opera North	Patricia Compton										3
Level 4	Opera Roanoke								Sallee Ebbett			4
Level 4	Opera Rochester											4
Level 4	Opera Southwest	Justine M Opel										2
Level 4	Opera Theater of Pittsburgh	Cynthia L Kroenberg	Mildred Miller Posvar									2
Level 4	Pacific Repertory Opera	Jill Anderson										1
Level 4	Pamiro Opera Company											1
Level 4	Pensacola Opera											2
Level 4	Piedmont opera	Mary Robert				Virginia Hart				Victoria Auchincloss		4
Level 4	Pocket Opera	Deborah Lielas Tomleson										1
Level 4	Sacramento Opera										Evie Turner (Business Manager)	3
Level 4	San Diego Comic Opera					Kathleen Switzer						3
Level 4	Shreveport Opera	Gayle Norton										3
Level 4	Skylight Opera Theatre	Joan Lounsbury			Mary Kay Gundlach	Roberta Monda			Amy Jensen			6
Level 4	Syracuse Opera	Catherine Wolf			Laura Scala Souser							5
Level 4	Tacoma	Anne w. Farrell				Janet Pritchard						5
Level 4	Townsend Opera Players											4
Level 4	Triangle Opera					Miranda Danku						4
Level 4	Whitewater Opera Company											3
Level 4 PCMs		55 Total Leadership Positions			196							
# Female GDs		23 (41%) Females in Leadership Positions			73 (37.2%)							
Total PCM Sample Size		117 Total Leadership Positions			629							
# Female GDs		38 (32.4%) Females in Leadership Positions			241 (38.3%)							

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Level	Company	GD	AD	Artistic Admin	Development Director	Marketing Director	Stage Manager	Director of Production	Director of Finance	Director of Education	Other	Total Leadership Positions
Level 1	The Dallas Opera				Cynthia Young	Jennifer Schuder		Jeri Shaffer	Maureen Allen Mixtacki	Margery Anderon Clive		12
Level 1	Florida Grand Opera				Nancy Herstand					Cecelia Schieve		13
Level 1	Houston Grand Opera			Diane Zola		Elizabeth Baisley					Ann Owens (Executive Director)	10
Level 1	Los Angeles Opera								Faith Raiguel (CFO)	Stacy Brightman		14
Level 1	Lyric Opera of Chicago				Mary Selander	Susan Mathieson Mayer	Caroline Moores				Susan Vanden Boch (Dir. Institution Resources), Julie Borchard Young (Dir. HD Broadcast), Mia Bongiovanni (Dir. Media & Jane Gullong (Exec. Director)	15
Level 1	The Metropolitan Opera				Elizabeth Hurley	Karen Karp					Ann S. Campbell (Dir. Strategic Plan	11
Level 1	New York City Opera				Jennifer Zaslow						Susan McConkey (CIO), Beth Sincla	10
Level 1	San Diego Opera										Elizabeth Kellogg (Dir. Human Resources)	12
Level 1	San Francisco Opera				Mary Powell	Marcia Lazer						14
Level 1	Santa Fe Opera				Carole B. Ely					Andrea Fellows Walters		12
Level 1	Seattle Opera				Mary Kaufman-Cranney				Katherine Anderson (CFO)		Hilda Cullen (Dir. Of Public Relation	13
Level 1	Utah Symphony & Opera	Melia Tourangeau								Paula Fowler		
Level 1	Washington National Opera			Christina Scheppelmann						Michelle Krisel		
Level 1 PCMs		13 Total Leadership Positions			136							
# Female GDs		1 (8.1%) Females in Leadership Positions			37 (27.2%)							

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												Level Two Companies	
	Company	GD	AD	Artistic Admin	Development Director	Marketing Director	Stage Manager	Director of Production	Director of Finance	Director of Education	Other	Total Leadership Positions	
Level 2	Arizona opera	Debra Harrison			Lisa Bury	Shadi Mogadine	Keri Muir		Julia Nierad	Laura Baldasano	Christina Herrera (Dir. Communications), Elecia Osadchuk (Company Manager)	12	
Level 2	The Atlanta Opera				Mary K Rorabaugh	Shannon McClure				Emalee Idebn	Molly Browning (Dir. Public Relations)	10	
Level 2	Austin Lyric Opera				Karen Reiner	Susan Mobley				Julie Green	Kathleen Creegan (CAO)	8	
Level 2	Boston Lyric Opera	Esther Nelson		Jennifer McDonald		Judith McMichael						8	
Level 2	Central City Opera				Lori M Pidick	Deb Hruby			Jenny Sutton	Deborah Morrow		8	
Level 2	Chicago Opera Theater			Alexandra Subbarao	Marla Krupman	Colleen Flanigan		Erin Feeney		Kara Kane	Jennifer Bellin (Dir. Of Public Relations), Amy Steir (Dir. Human Resources)	9	
Level 2	Cincinnati Opera	Patricia K Beggs								Charmaine Moore		10	
Level 2	Fort Worth Opera				Suzy Williams	Diane Rhodes Bergman			Karen Holcombe			7	
Level 2	Glimmerglass Opera			Andrea Lyons	Bridget Rigas	Debra Bell			Meg O'Neil			11	
Level 2	Hawaii Opera Theatre				Suzanne Watanabe						Karen Tiller (Executive Director)	8	
Level 2	Lyric Opera of Kansas City			Carolyn Gordanier	Michelle Lapointe		Tracy Davis			Paula Winans		7	
Level 2	Michigan Opera Theatre				Mary Parkhill	Sharon Faulkner				Karen Vanderkloot		9	
Level 2	Minnesota Opera			Roxanne Stouffer		Lani Willis				Jamie Andrews		8	
Level 2	New Orleans Opera Association					Janet Wilson						6	
Level 2	Opera Cleveland						Lisa Kish	Maidie Rosengarden				5	
Level 2	Opera Colorado									Leigh Holman		7	
Level 2	Opera Company of Philadelphia				Josie Burri	Tracy Galligher						12	
Level 2	Opera Theatre of Saint Louis				Nicole Ambos Freber	Maggie Stearns (Communication)			Heather Kemp	Allison Felter		12	
Level 2	Palm Beach Opera					Alexandra Wasil			Sharon Runk			6	
Level 2	Pittsburgh Opera				Rachel French, Lynette Vybiral		Christine Schott			Marilyn Michalka		9	
Level 2	Sarasota Opera	Susan T Danis			Melissa Lane						Sarah Thomas (Company Manager)	9	
Level 2	The Skylight				Christine McGee	Valerie Woods			Margaret Niedermann			6	
Level 2	Tulsa Opera					Heather Ann Hope				Christina Maxwell		6	
Level 2	Virginia Opera										Danielle Canonico (Dir. Of Communications)	6	
Level 2 PCMs		24 Total Leadership Positions			199								
# Female GDs		2 (8.6%) Females in Leadership Positions			75 (37.1%)								

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	Company	GD	AD	Artistic Admin	Development Director	Marketing Director	Stage Manager	Director of Production	Director of Finance	Director of Education	Other	Total Leadership Positions
Level 3	Chautauqua Opera			Caron Bishop							Sallyann Tumbull (Company Manager)	6
Level 3	Dayton Opera				Wendy Merrett			Caroline Bankey		Pam Eyink		7
Level 3	Des Moines Metro Opera					McB Smith						8
Level 3	Florentine Opera Company			Lisa Kay Hampson	Cindy Hosale	Amy Erato		Noele Stelmack	Catherine Kiekhofer	Elizabeth Gardner		11
Level 3	Indianapolis Opera						Deborah Jo Barrett			Patricia Harvey		8
Level 3	Kentucky Opera			Alise Oliver	Tanya Eikenboom						Carla Givens (Dir. Patron Services)	7
Level 3	Knoxville Opera				Celeste Hart	Deborah Sims						5
Level 3	Lyric Opera San Diego				Pamela Arnold	Kathleen Switzer						7
Level 3	Madison Opera				Beth Tolles				Minh Martin			6
Level 3	Nashville Opera	Carol Penterman		Karen L Haas	Lynn Newcomb							9
Level 3	Opera Columbus				Susan Ropp	Lisa Minken			Donna Zianni			7
Level 3	Opera Omaha					Kelly Blice				Jenny Daggett		6
Level 3	Opera Theatre of Pittsburgh					Sarah Marshall						5
Level 3	Sacramento Opera Company				Melissa Crone	Jennifer Lin						6
Level 3	San Antonio Opera										Bonnie Victor Fried (Dir. Patron Services)	5
Level 3	Tri-Cities Opera											7
Level 3 PCMs		16 Total Leadership Positions			110							
# Female GDs		1 (6.25%) Females in Leadership Positions			35 (31.8%)							

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Women in Leadership positions at North American Opera Companies, 2008

	Company	GD	AD	Artistic Admin	Development Director	Marketing Director	Stage Manager	Director of Production	Director of Finance	Director of Education	Other	Total Leadership Positions
Level 4	Opera Vivente								Kathy Lambrow			3
Level 4	Orlando Opera			Daniela C Janesick				Nancy Kritikos	Sueanne Larson			7
Level 4	Pacific Repertory Opera					Carolyn Mason						3
Level 4	Pensacola Opera	Sherrie Mitchell			Erin Kelley							4
Level 4	Piedmont Opera	Bonnie M. Poindexter									Rachel Williams (Business Manager)	3
Level 4	Portland Opera			Clare Burovac				Laura Hassell			Valeria Ramirez (Dir. Business Operations)	9
Level 4	PORTOpera	Dona D Vaughn										1
Level 4	Rogue Opera	Lorrie Hall	Willene Gunn		Elaine Plaisance							4
Level 4	Shreveport Opera				Amanda Gouthiere	Nicole Clark		Debra Hicks				7
Level 4	Sorg Opera											1
Level 4	Spokane Opera		Marjory Halvorson									2
Level 4	Springfield Regional Opera		Jane Munson-Berg									1
Level 4	Syracuse Opera	Catherine Wolff			Eileen Price	Susan M. McKenna						5
Level 4	Tacoma Opera	Kathryn Smith							Marian Scheele			2
Level 4	Townshend Opera Players							Barbara Wesley			Erika Townsend (Business Manager)	3
Level 4	Wichita Grand Opera		Margaret Ann Pent				Shayna Leahy		Colleen Craig			6
Level 4 PCMs		58 Total Leadership Positions			233							
# Female GDs		19 (32.7%) Females in Leadership Positions			82 (35.1%)							

												Canadian Companies	
	Company	GD	AD	Artistic Admin	Development Director	Marketing Director	Stage Manager	Director of Production	Director of Finance	Director of Education	Other	Total Leadership Positions	
Canada	Calgary Opera				Helen Moore Parkhouse				Sherril Rau			7	
Canada	Canadian Opera Company				Marion Yorke	Claudine Domingue (PR)			Lindy Cowan			9	
Canada	Chants Libres	Pauline Vaillancourt		Celine Lessard	Barbara Claus							4	
Canada	Edmonton Opera	Mary Phillips Rickey										6	
Canada	Manitoba Opera				Heather Laser					Sally Sweatman	Marla Aronovitch (Company Manager)	7	
Canada	Opera Atelier	Jane Hargraft	Jeanette Zing			Judy Harquail						6	
Canada	Opera Hamilton					Jana Rees						4	
Canada	Opera Lyra Ottawa	Elizabeth Howarth										4	
Canada	Opera de Montreal							Christine Krebs				6	
Canada	Opera New Brunswick											3	
Canada	Opera de Quebec					Helene Hall						2	
Canada	Pacific Opera Victoria											6	
Canada	Queen of Puddings Music Theatre	Dairine Ni Mheadhra	Nathalie Bonjour									3	
Canada	Soundstreams Canada			Jennifer Winchester		Alison McColl				Adriana Kraevska		2	
Canada	Tapestry New Opera Works					Anna Mathew						5	
Canada	Vancouver New Music											2	
Canada	Vancouver Opera							Kelly Letford (CFO)				5	
Canada PCMs		17 Total Leadership Positions			83								
# Female GDs		5 (29.4%) Females in Leadership Positions			27 (32.5%)								

**Total PCM Sample Size:
Number of Female GDs**

**127 Total Leadership Positions
28 (22%) Females in Leadership Positions**

**732
250 (34%)**

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Women in leadership positions at North American Opera Companies, Present Day

Level One Companies															
	Company	GD	AD	Artistic Admin	Development Director	Marketing Director	Stage Manager	Director of Production	Director of Finance	Director of Education	Other	Total Leadership Positions			
Level 1	Canadian Opera Company				Christie Darville (Chief Advan	Gianna Wichelow (Senior Communications Manager)			Lindy Cowan	Katherine Semcesen		11			
Level 1	Dallas Opera	Susan T Danis		Dr. Julie Maykowski Diane Zola	Gae Whitener	Carrie Ellen Adamian, Suzanne	Bethany Ann Morales			Shelly Garcia		10			
Level 1	Florida Grand Opera						Isabel D Almaraz							10	
Level 1	Houston Grand Opera						Deborah Hirsch		Kristin E Burke		Tanya Lovetro		Molly Dill (General Manager)	11	
Level 1	Los Angeles Opera							Diane Rhodes Bergman	Lyla Forlani		Faith Raiguel	Stacy Brightman		12	
Level 1	Lyric Opera of Chicago							Mary Ladish Selander	Lisa Middleton			Roberta Lane (CFO)	Elizabeth Landon (Dir. Human Resources), Cayenne Harris (Lyric Unlimited Director)	10	
Level 1	Metropolitan Opera							Judith Helf	Gillian Brierley		Laura Mitgang			13	
Level 1	Opera de Montreal							Monique Denis						11	
Level 1	Opera Philadelphia													10	
Level 1	San Diego Opera						Priti Ghandi	Rise Walter (Audience Development)		Mary Yankee Peters, Joan T Foster				Cindy Bartelli (Dir. Of Admin)	12
Level 1	San Francisco Opera								Marcia Lazer				Kristen Jones		11
Level 1	The Santa Fe Opera								Laura Hudman			Heather Kemp	Andrea Fellows Walter		14
Level 1	Seattle Opera							Lisa Bury					Barbara Lynn Jamison	Nancy Del Villar Vive (Dir. Human Resources)	9
Level 1	Vancouver Opera											Catriona Cheng (CFO)	Colleen Maybin		10
Level 1	WNO				Francesca Zambello						Andrea Bachinski				11
Level 1 PCMs # Female GDs			15 Total Leadership Positions 1 (6.6 %) Females in Leadership Positions				165 43 (26%)								

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Women in leadership positions at North American Opera Companies, Present Day

Level Two Companies												
	Company	GD	AD	Artistic Admin	Development Director	Marketing Director	Stage Manager	Director of Production	Director of Finance	Director of Education	Other	Total Leadership Positions
Level 2	Arizona Opera					Laura Schairer	Keri Muir		Joann Serra			12
Level 2	The Atlanta Opera				Sarah Zabinski							10
Level 2	Austin Opera				Brittney Snyder	Jonna Robertson			Eva Kuhlman			12
Level 2	Boston Lyric Opera	Esther Nelson						Bonni Baynton				8
Level 2	Calgary Opera											8
Level 2	Central City Opera					Valerie Hamlin				Deborah Morrow		8
Level 2	Cincinnati Opera	Patricia K Beggs			Sneja Tomassian	Katie Syrony						9
Level 2	Florentine Opera			Lisa Kay Hanson						Sarah Lewis Martin		10
Level 2	Fort Worth Opera					Holland Sanders				Hannah Guinn	Christina Allen (Media Relations), Sus	7
Level 2	GlimmerGlass	Francesca Zambello				June Dzialo		Abby Rodd	Tammy Crossway			11
Level 2	Hawaii Opera Theater				Elizabeth Case				Suzanne Ruiz			8
Level 2	Lyric Opera of Kansas City	Deborah Sandler			Lea Petrie	Liz Benditt		Tracy Davis-Singh		Linda Ade Brand		7
Level 2	Michigan Opera Theatre									Karen DiChiera		9
Level 2	Minnesota Opera	Nina Archabal		Roxanne Stouffer Cruz	Krystal Kohler	Katherine Castille		Karen Quisenberry				8
Level 2	Opera Atelier	Patricia Barretto		Jeannette Lajeunesse Zingg					Trini Mitra			6
Level 2	Opera Carolina				Janet Dalton Dickinson	Megan Miller			Vanessa Thorne (CFO)	Ashley Lam	Alina Machninol	5
Level 2	Opera Colorado				Camille Spaccavento			Katie Preissner		Cherity Koepke		7
Level 2	Opera Omaha			Blythe Watkins	Michaela Cavanaugh				Jenny Daggett	Betsy Paragas		6
Level 2	Opera San Jose						Allie Bailey	Kelly Mack		Lettie Smith		7
Level 2	Opera Theatre of Saint Louis				Nicole Ambose Freber		Vonetta Flowers		Mary Ip	Alison Feiter		6
Level 2	Pacific Opera Victoria				Nicole Olszewski	Janet Lewis	Sara Robb	Ereca Hassell	Marilyn Walker		Kristina Klass	9
Level 2	Palm Beach Opera					Ceci Dadesmon						6
Level 2	Pittsburgh Opera				Cynthia McCormick	Debra L Bell			Jennie Leghart	Marilyn Michalka Egan, Phd.		6
Level 2	Portland Opera			Clare Burovac	Sue Dixon			Laura Hassell	Valeria Ramirez (COO)	Alexis Hamilton		6
Level 2	Sarasota Opera				Stacy Ridenour							6
Level 2	Skylight Music Theatre				Becca Kitelinger	Jennifer Samuelson			Cindy Haas	Amanda Sinko		5
Level 2	Utah opera/ Utah Symphony											6
Level 2 PCMs				27 Total Leadership Positions:								
# Female				6 (22.22%) Females in Leadership Positions:								215
												79 (36.7%)

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Women in leadership positions at North American Opera Companies, Present Day

Level Three Companies												
	Company	GD	AD	Artistic Admin	Development Director	Marketing Director	Stage Manager	Director of Production	Director of Finance	Director of Education	Other	Total Leadership Positions
Level 3	Amarillo Opera					Katherine Ross Stribling						4
Level 3	Chicago Opera Theatre			Jane Hulbert	Alice Dubose (interim)		Amy Esposito		Jacqueline Egger	Linden Christ		9
Level 3	Dayton Opera											7
Level 3	Des Moines Metro Opera					Deanna Sargent			Elaine Raleigh			8
Level 3	Gotham Chamber Opera			Naomi Major	Jan Need	Michelle Tabnick						5
Level 3	Indianapolis Opera										Carla Given Motes (Director of Patron Services)	8
Level 3	Kentucky Opera				Frances Skolnik	Michele Winters				Aubrey Baker		7
Level 3	Long Beach Opera				Elizabeth Kurila			Darlene Miyakawa				4
Level 3	Madison Opera	Kathryn Smith			Beth Tolles	Steffanie Berg	Jill Krynicki		Jennifer Fenster			6
Level 3	Manitoba Opera				Monica Wood	Darlene Ronald				Livia Dymond		7
Level 3	Nashville Opera			Karen L Haas	Kira Hilly, Kristin Starling					Lori Eubank	Anna Young	9
Level 3	New Orleans Opera							Sarah McCall				6
Level 3	North Carolina Opera							Linda T Carlson				4
Level 3	Opera de Quebec											2
Level 3	Opera Lafayette								Lisa Mion			3
Level 3	Opera Memphis					Tierney Bamrick		Erin Craig				8
Level 3	Opera Santa Barbara											3
Level 3	Opera Tampa										Chandra McKern (Managing Director)	3
Level 3	Pensacola Opera					Erika Beach				Amanda Cook		5
Level 3	Tri Cities Opera	Susan Ashbaker										3
Level 3	Tulsa Opera						Rachel Ginzberg	Erin Turner				6
Level 3	Wichita Grand Opera		Margaret Ann Pent							Colleen Craig		6
Level 3	Wolf Trap Opera	Kim Witman		Lee Anne Myslewski								7
Level 3 PCMs		23 Total Leadership Positions:			130							
# Female GDs		3 (13%) Females In Leadership Positions:			48 (36.9%)							

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Women in leadership positions at North American Opera Companies, Present Day

Level Four Companies												
	Company	GD	AD	Artistic Admin	Development Director	Marketing Director	Stage Manager	Director of Production	Director of Finance	Director of Education	Other	Total Leadership Positions
Level 4	American Lyric Theatre				Lyndsay Werking							3
Level 4	American Opera Projects				Anne Whitehouse						Kaylee Johnson (Company Manager)	4
Level 4	Anchorage Opera				Judy Berry							6
Level 4	Annapolis Opera	Kathy Swekel										3
Level 4	Ardea Arts	Grethe Barrett Holby										5
Level 4	Ash Lawn Opera	Michelle Krisel									Corine Brouwer (Orchestra Manager)	4
Level 4	Asheville Lyric Opera				Sarah Collins	Wendy Kilby	Mary Parisi					7
Level 4	The Banff Centre	Kelly robinson										3
Level 4	Beth Morrison Projects	Beth Morrison/ Jecca Barry										4
Level 4	Boston Baroque				C.C Cave	Sue Aclair						3
Level 4	Cedar Rapids Opera Theatre				Virginia Michalicek							6
Level 4	Center City Opera Theater				Jennifer Braun					Joy Kurtz	Jennifer Rivera (Artistic Development)	4
Level 4	Center for Contemporary Opera											5
Level 4	Chants Libres	Pauline Vaillancourt										2
Level 4	Chautauqua Opera											6
Level 4	Chelsea Opera	Lynne Hayden Findlay										1
Level 4	Delaware Valley Opera	Carol Castel										3
Level 4	Dupage Opera Theater	Paula Cebula										3
Level 4	Encompass New opera	Nancy Rhodes										2
Level 4	Fargo Moorhead Opera											4
Level 4	Festival Opera	Sara Nealy										6
Level 4	Fresno Grand Opera											2
Level 4	Golden Gate Opera	Roberta Wain-Becker										3
Level 4	Greensboro Opera Company											2
Level 4	Guerilla Opera	Aliana de la Guardia										4
Level 4	HERE Arts center	Kim Whitener										2
Level 4	Hubbard Hall Opera Theater	Alexina Jones										3
Level 4	The Industry LA	Elizabeth Cline	Yuval Sharon									4
Level 4	Intermountain Opera Bozeman	Jackie Vick										3
Level 4	Juventas Music	Tammy Lynch										3
Level 4	Knoxville Opera								N. Marie Butler			5
Level 4	The Little Opera Theatre of NY				Nicole Goldberg				Madeline Djerejian		Stephanie Petermeier (Business Man)	2
Level 4	Livermore Valley Opera											4
Level 4	Lyric Opera of the North	Sarah Lawrence										3
Level 4	Mississippi Opera	Tippy Garner										3
Level 4	Mobile Opera									Stacey B. Driskell		5
Level 4	Musical Traditions											4
Level 4	Music Theatre Group	Diane Wondisford										6
Level 4	Nautilus Music Theatre											3
Level 4	Opera Birmingham						Eleanor Walter					5
Level 4	Opera Circle	Dorota Sobieska										1
Level 4	Opera Columbus			Perry Kriha Dye	Denise Rehg	Kathy Karnap					Destiny Coleman	3
Level 4	Opera Coeur D'Alene						Keira Kindsfather					4

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Women in leadership positions at North American Opera Companies, Present Day

	Company	GD	AD	Artistic Admin	Development Director	Marketing Director	Stage Manager	Director of Production	Director of Finance	Director of Education	Other	Total Leadership Positions
Level 4	Opera Delaware					Mary Wilcosky				Kim Doucette	Stephanie Sancion (Director of Volunteer Services)	5
Level 4	Opera Ebony									Natalie Borneo	Katie Buttita (Tour Manager)	5
Level 4	Opera For The Young		Diane Garton Edie								Linda Berg (Director of Children's Chorus)	3
Level 4	Opera Fort Collins	Vicki Mykles										6
Level 4	Opera Idaho											5
Level 4	Opera in the Heights	Mariam Khalili										4
Level 4	Opera Lancaster											3
Level 4	Opera Naples	Carol Shaw										2
Level 4	Opera North											4
Level 4	Opera on Tap	Anne Ricci Hiatt										3
Level 4	Opera on the James	Cecelia Schieve										4
Level 4	Opera Parallele		Nicole Paiement				Laura Anderson			Roma Olvera		2
Level 4	Opera Piccola of San Antonio		Kristin Roach									3
Level 4	Opera Providence											2
Level 4	Opera Roanoke	Linda Gavel Webb	Scott Williamson									5
Level 4	Opera San Antonio			Stephanie McCranie	Rhanda Luna						Lynne Squilla (Production and Patron services Director)	5
Level 4	Opera Theater of Pittsburgh				Annette Romain	Yvonne Hudson				Christina Farrell		2
Level 4	Opera Theatre of Weston	Nan Nall									Jen Rimes (Business Manager)	4
Level 4	Piedmont Opera					Mariedith Appanaitis						2
Level 4	PORTopera	Dona D Vaughn										5
Level 4	Saskatoon Opera	Karen Reynaud	Barbara Montalbetti								Amy J. Gouthiere (Executive Director); Cathy Sholar (Dir. Patron)	7
Level 4	Shreveport Oprea											3
Level 4	Skylark Opera											4
Level 4	Solo Opera	Sylvia Amorino										4
Level 4	Soundstreams Canada	Susan Worthington										3
Level 4	Sugar Creek Opera	Helen Todd			Celeste Kelley	Sarah Baumann						2
Level 4	Syracuse Opera	Lisa Smith										5
Level 4	Tacoma Opera			Maria Levy								3
Level 4	Tapestry Opera	Katie Pounder										5
Level 4	Toledo Opera	Suzanne Rorick			Madeline Hart				Char Robison			3
Level 4	Townshend Opera Theater			Charla Lawson							Susan Derry (President)	2
Level 4	Urbanarias											3
Level 4	Vision Into Art	Paola Prestini									Stevie Stallmeyer (Box Office Manager)	4
Level 4	West Bay Opera							Michelle Robinson			Sandra Stewart (Director of Volunteers)	4
Level 4	West Edge Opera											2
Level 4 PCMs				78 Total Leadership Positions:		293						
# Female GDs				38 (49%) Females in Leadership Positions:		101 (34.4%)						

Total PCM Sample Size:
Number of Female GDs

140 Total Leadership Positions:
51 (36%) Females in Leadership Positions:

786
271 (34.5%)