

TABLE 1

POPULATION, SAMPLE, AND RESPONSE RATES

	<u>Black</u>	<u>White</u>	<u>Hispanic</u>	<u>Asian</u>	<u>Native American</u>
Population	2,033 ¹	13,601	449 ²	240	153 ³
Sample	1,573	1,608	449	240	153
Responses	526	779	215	118	68
Response Rate (%)	33.4	48.4	47.9	49.2	44.4
Analyzed ⁴	497	742	204	114	64
Males (#)	222	359	125	65	37
(%)	44.7	48.4	61.3	57.0	57.8
Female (#)	275	383	79	49	27
(%)	55.3	51.6	38.7	43.0	42.2

¹Composed of 696 ACHE affiliates, 539 of whom were sampled and 282 of whom responded and 1,337 NAHSE members, 1,034 of whom were sampled and 244 of whom responded.

²Composed of 281 ACHE affiliates, 159 of whom responded and 168 AHHE members, 56 of whom responded.

³Composed of 51 ACHE affiliates, 29 of whom responded and 102 EDLP members 39 of whom responded.

⁴Responses were analyzed if they were from employed healthcare executives who gave their gender.

TABLE 2

POSITION BY RACE/ETHNICITY¹

	<u>Females</u>					<u>Males</u>				
	<u>Black</u>	<u>White</u>	<u>Hispanic</u>	<u>Asian</u>	<u>Native American</u>	<u>Black</u>	<u>White</u>	<u>Hispanic</u>	<u>Asian</u>	<u>Native American</u>
CEO	11	13	9	9	12***	19	37	23	11	32***
COO/Senior Vice President	15 } 26	27 } 40	16 } 25	15 } 24	16 } 28	25 } 44	25 } 62	24 } 47	23 } 34	14 } 46
Vice President	19	28	24	17	8	24	19	23	20	16
Department Head	39	19	32	34	44	22	10	20	31	30
Department Staff/Other	<u>17</u>	<u>14</u>	<u>20</u>	<u>26</u>	<u>20</u>	<u>11</u>	<u>9</u>	<u>10</u>	<u>15</u>	<u>8</u>
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
n	(266)	(381)	(76)	(47)	(25)	(216)	(355)	(123)	(65)	(37)

***Chi-square significant p<.001

¹Responses may not total to 100 due to rounding.

TABLE 3

EMPLOYING ORGANIZATION¹

Setting	<u>Females</u>					<u>Males</u>				
	<u>Black</u>	<u>White</u>	<u>Hispanic</u>	<u>Asian</u>	<u>Native American</u>	<u>Black</u>	<u>White</u>	<u>Hispanic</u>	<u>Asian</u>	<u>Native American</u>
System Hospital	31	38	36	43	50 ^{***}	36	41	37	47	44 ^{***}
Freestanding Hospital	22	34	22	24	13	23	34	25	16	14
Other Provider	15	11	19	9	17	13	9	18	15	14
Public health agencies/ military (nonhospital)	12	4	8	9	17	12	3	9	10	19
Non-provider (e.g., consulting; education)	<u>20</u>	<u>14</u>	<u>15</u>	<u>15</u>	<u>4</u>	<u>15</u>	<u>13</u>	<u>11</u>	<u>13</u>	<u>8</u>
n	100% (260)	100% (376)	100% (78)	100% (46)	100% (24)	100% (217)	100% (352)	100% (122)	100% (62)	100% (36)

*** Chi-square significant p<.001
¹Responses may not total to 100 due to rounding.

TABLE 4

**PREDICTED MEDIAN TOTAL COMPENSATION CONTROLLING
FOR EDUCATION AND YEARS OF EXPERIENCE**

	<u>Females</u>					<u>Males</u>				
	<u>Black</u>	<u>White</u>	<u>Hispanic</u>	<u>Asian</u>	<u>Native American</u>	<u>Black</u>	<u>White</u>	<u>Hispanic</u>	<u>Asian</u>	<u>Native American</u>
Median ² (\$)	79,800	104,000	80,500	71,300	61,100	98,800	118,800	103,700	86,600	85,500
n	(271)	(374)	(78)	(48)	(27)	(217)	(350)	(123)	(63)	(37)
Median controlling for education and experience ³	87,200	104,000	99,100	1	1	122,600	120,200	115,200	1	1
n	(271)	(374)	(78)	(48)	(27)	(217)	(350)	(123)	(63)	(37)

¹Too few observations to model.

²Respondents did not state their exact income, but assigned themselves into income brackets. This 'interpolated median' estimates the median (50th percentile) from the percentiles of the brackets on either side of the median. For example, if the \$60-75,000 bracket were at the 40th percentile, and the \$75-90,000 bracket were at the 60th percentile, the 50th percentile would be estimated as midway between \$75,000 and \$90,000, and the 'interpolated median' would be \$82,500.

³To standardize the results for the other groups onto the education/experience distribution of Whites, cases from the other groups were reweighted to force the education/experience distribution for the gender/ethnicity group to be equal to that of the distribution for the White female or male respondents. To do this, crosstables of education by experience were computed for men and women of each racial/ethnic group. Then, cases in each of the six minority gender/ethnic combinations were reweighted so that their education/experience cell frequencies matched the cell frequencies of White men or women respectively. Where there was a higher proportion of Whites in the education/experience cell, the case weights were greater than 1; where the proportion of Whites was lower, the case weights were less than 1. When cases in either the White or minority groups had no counterparts in the corresponding cell for the other group (a cell frequency of zero), they were combined with cases in nearest-neighbor cells as necessary to allow weights to be computed. Interpolated medians were then computed for the weighted cases.

TABLE 5

JOB SATISFACTION
(percent satisfied or very satisfied)

	<u>Females</u>					<u>Males</u>				
	<u>Black</u>	<u>White</u>	<u>Hispanic</u>	<u>Asian</u>	<u>Native American</u>	<u>Black</u>	<u>White</u>	<u>Hispanic</u>	<u>Asian</u>	<u>Native American</u>
Pay and fringe benefits n	42 (256)	67 (370)	59 (76)	57 (46)	56 ^{***} (27)	48 (211)	68 (339)	60 (118)	62 (60)	67 ^{***} (36)
Security n	60 (257)	79 (370)	68 (76)	72 (46)	70 ^{***} (26)	69 (211)	76 (339)	71 (118)	75 (60)	69 (36)
Sanctions and treatment received when mistake made n	53 (255)	76 (368)	65 (36)	57 (46)	65 ^{***} (26)	58 (210)	73 (338)	66 (116)	60 (60)	51 ^{***} (35)
Supervisor's respect n	65 (255)	79 (368)	74 (76)	67 (46)	70 ^{**} (27)	71 (206)	83 (336)	77 (118)	73 (59)	69 [*] (36)
Subordinates' respect n	77 (244)	89 (357)	84 (70)	69 (39)	76 ^{***} (25)	82 (206)	92 (335)	91 (115)	84 (56)	69 ^{***} (35)
Autonomy n	79 (257)	86 (370)	78 (76)	80 (46)	78 (27)	83 (212)	89 (338)	86 (117)	90 (60)	89 (35)

*Chi-square significant p<.05

**Chi-square significant p<.01

***Chi-square significant p<.001