

For Immediate Release

Contact: Kay Branz
Vice President, Communications and Marketing
(312) 424-9420
kbranz@ache.org



AmericanCollege of
HealthcareExecutives
for leaders who care[®]

Suite 1700
One North Franklin Street
Chicago, Illinois 60606-3529
(312) 424-2800 Phone
(312) 424-0023 Fax
ache@ache.org

Study Finds Disparities Continue Between White, Minority Healthcare Executives

CHICAGO, March 9, 2009—Minority healthcare executives continue to earn less than their white counterparts according to the 2008 study *A Racial/Ethnic Comparison of Career Attainments in Healthcare Management*, conducted by the American College of Healthcare Executives in collaboration with the Asian Health Care Leaders Association, the Institute for Diversity in Health Management, the National Association of Health Services Executives and the National Forum for Latino Healthcare Executives.

The study, which is the fourth such study conducted since 1992, compares the career attainments of Asian, black, Hispanic and white healthcare executives. It found that pay disparities exist between white healthcare executives and Asian, black and Hispanic healthcare executives, controlling for education and experience. White men continued to earn more than their minority counterparts, who earned between 14 and 22 percent less.

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Among women, a narrower gap existed with black women earning similar median incomes as white women, again controlling for education and experience. White women earned more than their Asian and Hispanic counterparts, who earned between 10 to 11 percent less, respectively.

“As in prior studies, there have been some positive results and some areas in which improvement is needed,” says Thomas C. Dolan, PhD, FACHE, CAE, president and CEO of ACHE. “Today in the United States there is a much greater appreciation of diversity and its role in our healthcare organizations. For quite some time now the healthcare field can be credited with measuring diversity and its implications for the healthcare work force and patient care delivery. There is still more work to do to ensure a diverse healthcare work force is in place to meet the needs of an increasingly diverse society.”

In addition to compensation, the study considered career measures such as position levels attained, type of employing organization, job satisfaction, perceived fairness and diversity initiatives of employing organizations.

While a complete list of recommendations can be found in the attached Executive Summary two notable recommendations are: First, it is imperative that remuneration be provided that is based on the accountabilities of the employed executive and in no way reflects biases relative to his/her gender or race/ethnicity. Second, organizations need to pursue pro-diversity initiatives including succession planning, which would include identifying talent that would come from a diverse work force.

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Other recommendations concern linking early careerists with mentors, greater transparency in organizations' decision making regarding promotions, and encouraging executive search firms to share the criteria used in recommending candidates for senior-level positions. To implement these recommendations ACHE will work with study collaborators to address racial/ethnic disparities in the healthcare management field.

This study is conducted every six years and will be conducted again in 2014. A copy of the *Racial/Ethnic Comparison of Career Attainments in Healthcare Management 2008* study is attached.

American College of Healthcare Executives

The American College of Healthcare Executives is an international professional society of more than 30,000 healthcare executives who lead hospitals, healthcare systems and other healthcare organizations. ACHE is known for its prestigious credentialing and educational programs and its annual Congress on Healthcare Leadership, which draws more than 4,000 participants each year. ACHE's established network of more than 80 chapters provides access to networking, education and career development at the local level. In addition, ACHE is known for its magazine, *Healthcare Executive*, and its journals, the *Journal of Healthcare Management* and *Frontiers of Health Services Management*, as well as groundbreaking research and career development and public policy programs. ACHE's publishing division, Health Administration Press, is one of the largest publishers of books and journals on all aspects of health services management in addition to textbooks for use in college and university courses. Through such efforts, ACHE works toward its goal of being the premier professional society for healthcare leaders by providing exceptional value to its members.

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