**Table 1. Sample Characteristics**

|  |  |  |
| --- | --- | --- |
| **Variable** | **Frequency** | **Percent** |
| ***Individual Characteristics***  |  |  |
| Gender  |  |  |
|  Male |  350 | 18.91 |
|  Female | 1,501 | 81.09 |
| Age |  |  |
|  <=40 |  587 | 31.90 |
|  41-50  |  448 | 24.35 |
|  51-60 |  582 | 31.63 |
|  61+ |  223 | 12.12 |
| Education  |  |  |
|  Associate |  264 | 14.02 |
|  Bachelor |  718 | 38.13 |
|  Master |  457 | 24.27 |
|  Doctoral  |  72 |  3.82 |
|  No College Degree Indicated |  372 | 19.76 |
| Race  |  |  |
|  Non-Hispanic White | 1,260 | 68.93 |
|  Non-White |  568 | 31.07 |
| Supervisory Role |  |  |
|  Yes |  817 | 43.60 |
|  No | 1,057 | 56.40 |
| Tenure in Public Health Practice |  |  |
|  0-5 Years |  535 | 29.51 |
|  6-10 Years |  346 | 19.08 |
|  11-15 Years |  295 | 16.27 |
|  16-20 Years |  185 | 10.20 |
|  21+ Years |  452 | 24.93 |
| ***Agency Characteristics***  |  |  |
| Jurisdiction Population  |  |  |
|  ≤50,000 |  210 | 11.15 |
|  50,001-500,000 |  680 | 36.09 |
|  500,000+ |  994 | 52.76 |
| Formally Engaged in Accreditation  |  |  |
|  Yes |  587 | 31.16 |
|  No | 1,297 | 68.84 |

 **Data Source: 2014 PH WINS and 2014 Forces of Changes Survey**

N=1,884

a. The sum of numbers in each characteristic may not add up to the total due to missing values