Appendix Figure 1

Appendix Table 1: Demographic differences between local respondents included in national sample and not included in national sample (centralized, small LHD staff)

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|  | **Mid/Large LHD (included in national sample)** | **Small LHD (from centralized states, not included in national sample)** |
| **Gender** | **Estimate (95% CI)** | **Estimate (95% CI)** | **p<.05** |
| Male | 17% (14%-20%) | 14% (13%-15%) |  |
| Female | 83% (79%-86%) | 85% (84%-87%) |  |
| Non-binary | 1% (0%-1%) | 1% (0%-2%) |  |
| **Race/Ethnicity** |  |  |  |  |
| American Indian or Alaska Native | 0% (0%-1%) | 1% (1%-3%) |  |
| Asian | 6% (5%-8%) | 7% (6%-8%) |  |
| Black or African American | 15% (12%-18%) | 8% (8%-9%) | \* |
| Hispanic or Latino | 15% (12%-18%) | 6% (6%-7%) | \* |
| Native Hawaiian or other Pacific Islander | 0% (0%-1%) | 1% (1%-2%) |  |
| White | 58% (53%-62%) | 69% (68%-71%) | \* |
| Two or more races | 6% (5%-7%) | 6% (5%-7%) |  |
| **Age** |  |  |  |  |
| 20 or below | 0% (0%-0%) | 0% (0%-0%) |  |
| 21 to 25 | 2% (2%-3%) | 2% (2%-3%) |  |
| 26 to 30 | 7% (6%-8%) | 7% (6%-9%) |  |
| 31 to 35 | 10% (8%-11%) | 10% (9%-11%) |  |
| 36 to 40 | 11% (9%-14%) | 10% (8%-11%) |  |
| 41 to 45 | 10% (8%-12%) | 12% (11%-14%) |  |
| 46 to 50 | 15% (13%-18%) | 15% (14%-16%) |  |
| 51 to 55 | 17% (15%-20%) | 14% (13%-16%) |  |
| 56 to 60 | 15% (12%-18%) | 15% (13%-16%) |  |
| 61 to 65 | 10% (8%-13%) | 10% (9%-12%) |  |
| 66 to 70 | 3% (2%-4%) | 3% (2%-4%) |  |
| 71 to 75 | 1% (0%-1%) | 0% (0%-1%) |  |
| 76 or above | 0% (0%-0%) | 0% (0%-1%) |  |
| **Supervisory Status** |  |  |  |  |
| Non-supervisor | 75% (72%-78%) | 75% (73%-77%) |  |
| Supervisor | 15% (13%-17%) | 19% (17%-21%) |  |
| Manager | 7% (5%-10%) | 6% (5%-6%) |  |
| Executive | 2% (1%-4%) | 1% (0%-1%) |  |
| **Tenure in current position** |  |  |  |  |
| 0-5 years | 59% (54%-63%) | 55% (53%-57%) |  |
| 6-10 years | 17% (14%-20%) | 17% (16%-19%) |  |
| 11-15 years | 10% (9%-12%) | 12% (10%-14%) |  |
| 16-20 years | 8% (6%-11%) | 8% (6%-10%) |  |
| 21 or above | 7% (6%-8%) | 8% (7%-10%) |  |
| **Tenure in current agency** |  |  |  |  |
| 0-5 years | 41% (37%-46%) | 40% (38%-42%) |  |
| 6-10 years | 20% (16%-25%) | 17% (15%-19%) |  |
| 11-15 years | 13% (11%-16%) | 14% (13%-15%) |  |
| 16-20 years | 11% (8%-15%) | 12% (10%-15%) |  |
| 21 or above | 14% (12%-17%) | 17% (15%-19%) |  |
| **Tenure in public health practice** |  |  |  |
| 0-5 years | 32% (27%-36%) | 33% (30%-35%) |  |
| 6-10 years | 18% (16%-21%) | 16% (14%-18%) |  |
| 11-15 years | 14% (12%-16%) | 15% (14%-16%) |  |
| 16-20 years | 13% (10%-17%) | 14% (12%-16%) |  |
| 21 or above | 23% (18%-27%) | 23% (21%-25%) |  |
| **Tenure in management** |  |  |  |  |
| 0-5 years | 37% (23%-55%) | 41% (30%-53%) |  |
| 6-10 years | 15% (10%-22%) | 18% (11%-28%) |  |
| 11-15 years | 14% (9%-21%) | 15% (9%-23%) |  |
| 16-20 years | 18% (8%-35%) | 14% (9%-22%) |  |
| 21 or above | 16% (8%-31%) | 12% (8%-18%) |  |
| **Educational attainment** |  |  |  |  |
| No College Degree | 18% (15%-21%) | 21% (19%-23%) |  |
| Associates | 18% (14%-23%) | 21% (19%-24%) |  |
| Bachelors | 38% (34%-42%) | 39% (38%-41%) |  |
| Masters | 24% (19%-29%) | 17% (15%-19%) |  |
| Doctoral | 3% (2%-4%) | 2% (1%-2%) |  |
| **Any degree in Public Health (any level)** | 11% (9%-14%) | 6% (5%-7%) | \* |
| **Job classification** |  |  |  |  |
| Administrative | 35% (32%-39%) | 37% (35%-39%) |  |
| Clinical and Lab | 28% (25%-31%) | 36% (35%-38%) | \* |
| Public Health Sciences | 30% (26%-35%) | 17% (16%-19%) | \* |
| Social Sciences and All Other | 6% (5%-8%) | 9% (8%-11%) |  |