

WHY THE HEALTH CARE INDUSTRY

NEEDS FEMALE LEADERS

Over a century ago, women were the founders, leaders and operators of hospitals across the U.S.

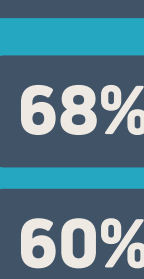
Today, women are the majority of workers in the health care industry — but not in leadership positions. More women are needed in executive roles because their leadership will help health care organizations and the industry as a whole flourish through times of complex change.

THE CURRENT LANDSCAPE

A BREAKDOWN OF WOMEN IN HEALTH CARE



WOMEN MAKE UP **46.8%** OF THE TOTAL LABOR FORCE IN THE U.S.



WOMEN MAKE UP **78%** OF THE HEALTH CARE WORKFORCE.

Percentage of women by position in health care and pharmaceuticals

68% ENTRY LEVEL

60% MANAGER

50% SENIOR MANAGER/DIRECTOR

36% VICE PRESIDENT

32% SENIOR VICE PRESIDENT

26% CHIEF EXECUTIVE OFFICER (CEO), CHIEF OPERATIONS OFFICER (COO), AND CHIEF FINANCIAL OFFICER (CFO)

Women in health care executive roles

11,2% CEOs

17,3% COOs

60% CHIEF NURSING OFFICERS

22.6%

of executive positions at Fortune 500 health care companies were held by women as of 2017

WHAT DEFINES A HEALTH CARE LEADER?

The ability to effectively influence and motivate others, think critically and solve complex problems, while upholding the values of their organization.

CORE COMPETENCIES OF A HEALTH CARE LEADER



Self-awareness



Strong interpersonal relationship skills



Effective execution and performance



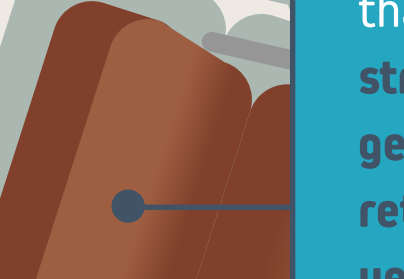
The ability to create and promote a compelling vision

WOMEN ARE LEADERS:

THE FEMALE ADVANTAGE

WOMEN-LED ORGANIZATIONS ARE **OFTEN MORE PROFITABLE**

ACCORDING TO "THE BOTTOM LINE: CORPORATE PERFORMANCE AND WOMEN'S REPRESENTATION ON BOARDS": **FIRMS WITH WOMEN IN TOP LEADERSHIP POSITIONS ARE VALUED \$42 MILLION MORE THAN OTHER FIRMS**



The Women on Boards study by MCSI found that **companies with strong female leadership generated a 10.1% return on equity per year compared to 7.4% for those without female leadership.**

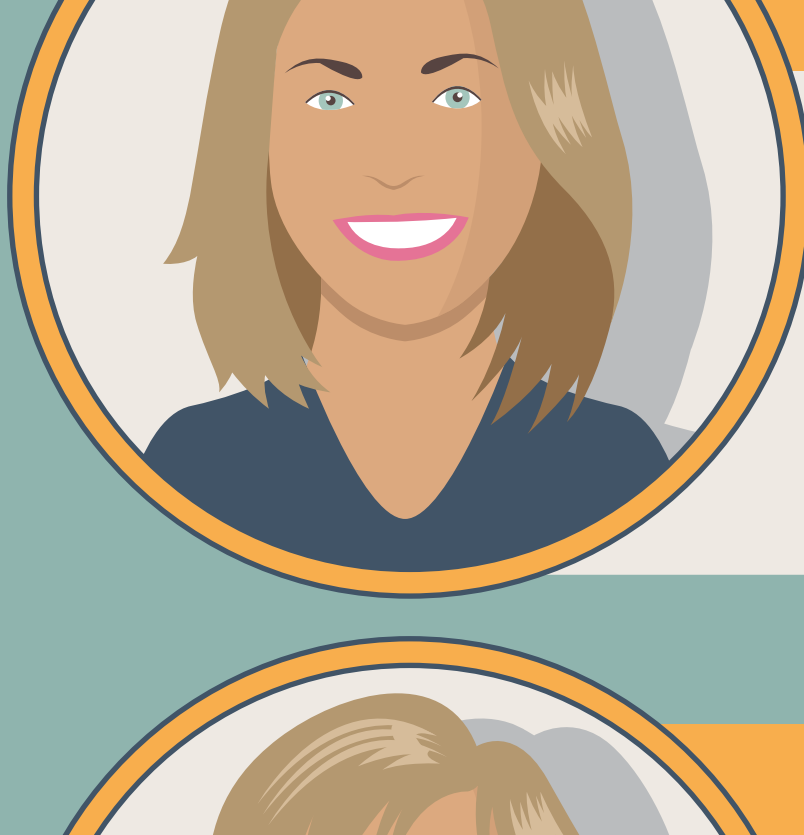
A global survey of 21,980 firms from 91 countries by the Peterson Institute for International Economics discovered that **the presence of women in corporate leadership positions is associated with greater performance and profitability.**

According to the 2015-2016 UC Davis Study of California Women Business Leaders: A Census of Women Directors and Executive Officers: **Out of the 400 largest public companies in California, the top 25 companies with the highest percentage of women holding executive and board member positions had a 74% higher return on assets and equity out of all companies surveyed.**

The 2015 McKinsey Global Institute paper, "The power of parity: How advancing women's equality can add \$12 trillion to global growth" found that if every country was able to narrow the gender gap at the same rate as the country with the fastest improvement, **the world's annual gross domestic product would increase \$12 trillion by 2025.**

PRESSING FORWARD

INSPIRATIONAL FEMALE LEADERS IN HEALTH CARE

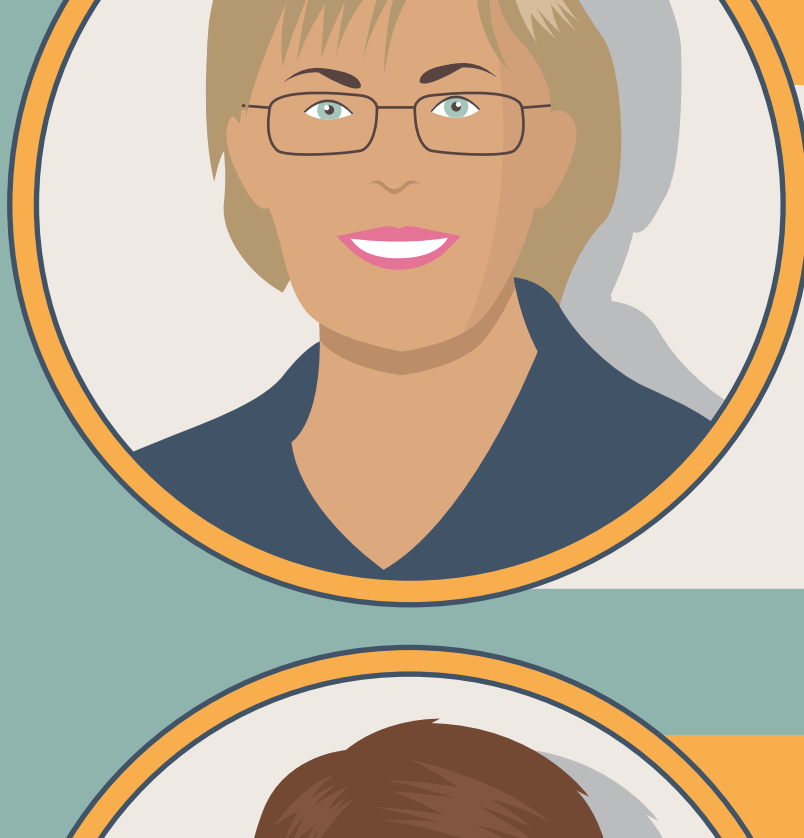


KAREN LYNCH

PRESIDENT OF AETNA

Became the first woman to become president of the 160-year-old company in 2015.

Has strategic oversight of 95% of Aetna's revenue streams.



CHRISTINE CANDIO

CEO OF ST. LUKE'S HOSPITAL

Began her health care career as a nurse.

Since 2015, has been CEO of St. Luke's 493-bed hospital and more than two dozen care sites in St. Louis.



RUTH BRINKLEY

PRESIDENT/CEO OF KENTUCKYONE HEALTH

Credited with the successful rollout of KentuckyOne in 2012.

Brokered an agreement that made University of Louisville's facilities affiliates of KentuckyOne.



KATHY LANCASTER

EVP/CFO OF KAISER PERMANENTE

Has held CFO position since 2005.

Responsible for controller's office, supply chain, treasury, capital planning, financial services and revenue cycle.



JUDY MURPHY

CHIEF NURSING OFFICER (CNO) OF IBM GLOBAL HEALTHCARE

Has a reputation for patient advocacy, a commitment to health information technology and mentoring women in health care throughout their careers.

Served as deputy national coordinator and CNO for programs and policy at the Office of the National Coordinator.

FACTORS THAT CAN HELP PUT MORE WOMEN IN HEALTH CARE LEADERSHIP POSITIONS

Women and men should feel confident and empowered to call attention to gender biases in the workplace.

Assessments of health organizations should include metrics that evaluate gender parity.

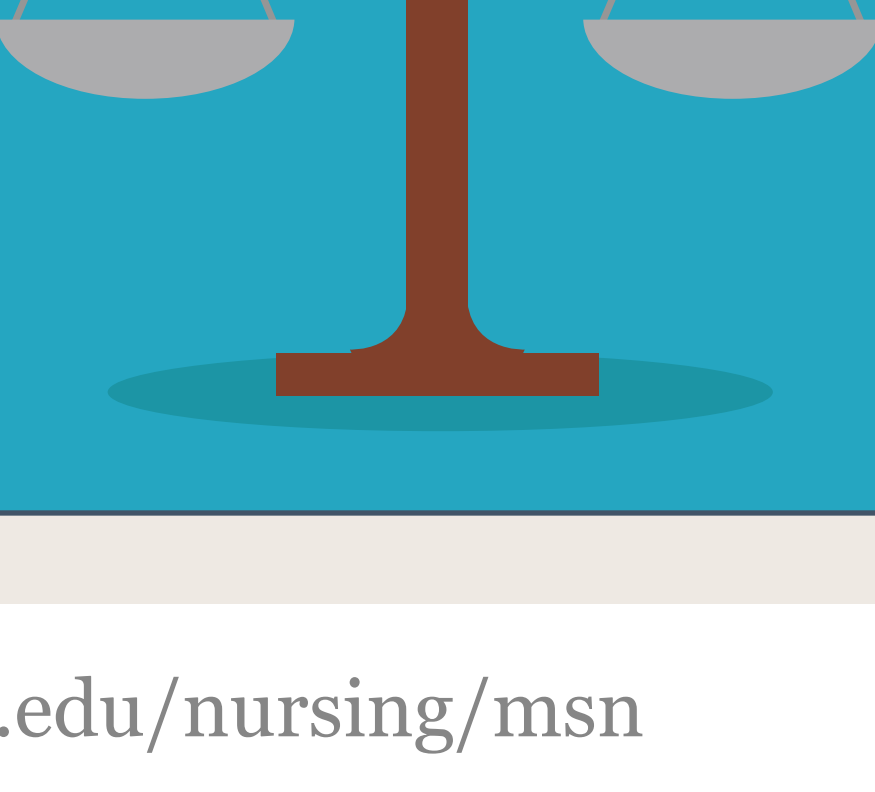


Classrooms in schools and universities need to reflect gender balance in leadership and faculty.

Women in charge hire more women. Increase gender equality by hiring female leaders.

CONCLUSION

Women are an important component of health care in the U.S. As the data shows, having women in charge helps organizations become more successful and profitable. Increasing gender equality also serves as an inspiration for future generations, resulting in more opportunities for women to be leaders.



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BRADLEY University

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