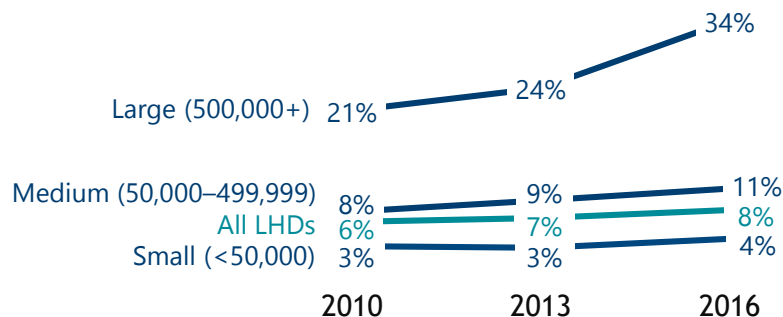


# NACCHO'S 2016 PROFILE STUDY: LEADERSHIP CHARACTERISTICS

## Key Findings

Few top executives are **a race other than white**, but the number is increasing



### Background and Methods

NACCHO conducts the Profile study every three years to develop a comprehensive description of local health department (LHD) infrastructure and practice. The 2016 Profile study included a total of 2,533 LHDs in the United States, of which 76% completed the survey.

In the Profile study, NACCHO assesses the characteristics of LHDs' top executives to determine how leadership changes over time, as well as how new and experienced leaders differ.

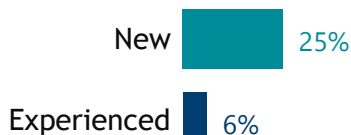
For more information about the Profile study, email [profileteam@naccho.org](mailto:profileteam@naccho.org).

New and experienced leaders **have different demographic and educational characteristics**

#### Female



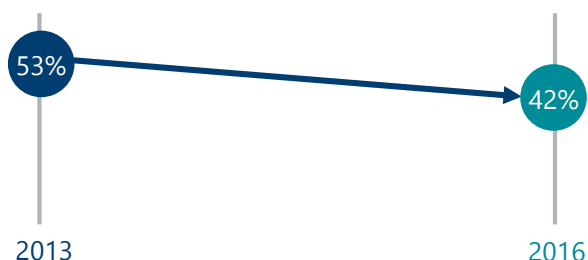
#### Younger than 40 years old



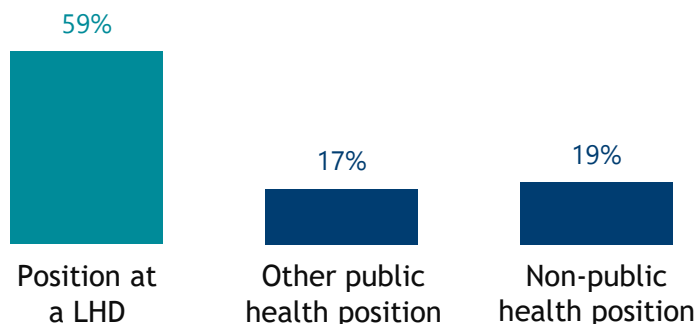
#### Have a nursing degree



Fewer leaders are remaining in their **executive positions for 6 years or more**



Top executives most often come from positions in **either the same or another LHD**



## NACCHO Recommendations

- Explore ways to support small and rural LHDs in recruiting leaders that are racially diverse
- Ensure LHD leadership resources are appropriate for varying experience levels
- Share tools and strategies to improve retention of top executives
- Develop resources on LHD leadership core competencies tailored to a broad range of public health expertise
- Identify promising practices in LHD succession planning and talent development