NORC NATIONAL OPINION RESEARCH CENTER
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1992 Survey on Best Hospitals

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Introduction

For 1992, *U.S. News and World Report* sought to update its listings of the best hospitals in the nation as identified by physicians. As in 1991, the National Opinion Research Center (NORC) at the University of Chicago was responsible for the design, implementation, and analysis of the physician survey. NORC, founded in 1941, has a fifty-year tradition of social science research in the public interest.

There are two major differences between the 1992 and 1991 projects. First, an additional specialty (geriatrics) was added this year to the 1991 total of fifteen specialty groupings, at the request of *U.S. News and World Report*. Secondly, in an effort to incorporate objective measures into the hospital "rankings," NORC embarked on a thorough analysis of the 1991 data. The goal of the analytic exercise is to arrive at a set of objective indicators which can be used to describe the level of quality at hospitals. Details on this process, and the results, can be found later in this report.

As in 1991, the 1992 "Survey on Best Hospitals" is a reputational or opinion survey. As described in detail below, NORC selected a probability sample of 1,600 board-certified physicians and, in a brief self-administered questionnaire, obtained respondents' views on the nation's best hospitals for each specialty area. This randomly-chosen sample is well-suited to provide guidance as to hospital excellence. NORC acknowledges that there are other important methodologies for adjudging the quality and effectiveness of hospital care (especially, medical outcomes research); however, such approaches are beyond the scope of this project. Instead, NORC has sought to supplement the reputational data with a modelling approach intended to describe more fully the attributes possessed by those hospitals nominated by physicians.

This report on the 1992 Survey on Best Hospitals is composed of eight sections, as follows:

1. Introduction (above)
2. Sample design and implementation

3. Questionnaire development
4. Data collection
5. Data preparation
6. 1992 survey: analysis and results
7. Hospital quality model: analysis and results
8. Conclusions/Recommendations

Sample design and implementation

Sample frame. The sample for the 1992 Survey on Best Hospitals was drawn from the American Medical Association's (AMA) Physician Masterfile, which contains names and associated data elements for over 560,000 physicians (both AMA members and non-members) in the United States and its possessions. The Physician Masterfile is widely acknowledged as the sample frame of choice for national surveys of physicians.

From within the Masterfile, NORC selected a target population of 146,125 board-certified physicians who met the eligibility requirements for inclusion (see below). Stratifying by region and by specialty within region, NORC selected a sample of 100 physicians from each of the sixteen specialty areas for a total of 1,600 physicians. The final sample includes both non-federal and federal medical and osteopathic physicians residing in the fifty states and the District of Columbia.

Eligibility requirements. NORC defined a probability sample of physicians who could properly represent the sixteen specialty groupings delineated by *U.S. News*. NORC used two rules of eligibility: one related to a mapping between the sixteen specialties and the AMA's list of 85 self-designated specialties and the second related to a mapping between these 85 specialties and the 23 member boards of the American Boards of Medical Specialties (ABMS).

Under the first rule, NORC proposed a linkage between each of the sixteen specialties and one or more relevant AMA specialties from the list of AMA self-designated practice specialty codes. These codes appear on the Physician's Professional Activities Questionnaire (PPA Census), completed by physicians in the United States for the AMA. The results of this AMA census inform the contents of the AMA's Masterfile. NORC first examined the physician's self-designated primary specialty from the AMA Masterfile; i.e.,

the specialty in which the physician spent most hours in a typical week. If it satisfied the initial mapping, he or she was preliminarily eligible for the survey.

Under the second rule, NORC proposed that the (above) physicians must also be certified by the corresponding member board of the ABMS. By requiring board-certification as a condition of eligibility, NORC sought to select only physicians with advanced training and expertise, i.e., those who were most knowledgeable in their chosen field.

Appendix A shows the exact correspondences which NORC used in drawing the physician sample for this survey. In many instances, NORC found a direct mapping between the specified *U.S. News* category (Column 1 on Appendix A) and one particular AMA self-designated specialty (Column 2) and the corresponding member board (column 3); *viz.*, psychiatry, neurology, and rheumatology. In other instances, more than one AMA self-designated specialty was needed to adequately represent the *U.S. News* category. In a few instances, most notably AIDS, where competing definitions presented themselves, NORC staff researched current medical sources and consulted medical experts before arriving at its final recommendation.

Stratification. For the 1992 survey, NORC selected a probability sample of sixteen equal-sized groups of 100 physicians each. To compensate for the widely varying number of eligible physicians across the targeted specialties, NORC used different probabilities of selection for each grouping. NORC also drew a sample which was geographically representative of the population of eligible physicians. This was done by using proportionate stratification according to the four United States Census regions (West, Northeast, South, and North Central) within each of the sixteen strata. Appendix B details the specialty by region breakdowns for the original sample and includes the sampling fraction utilized for each specialty.

Questionnaire development

The first two pages of the 1992 questionnaire, containing items regarding important attributes of high-quality hospital care and asking physicians to name specific hospitals, remain unchanged from the 1991 survey.

However, certain items from the back page of the 1991 instrument were dropped, having served their purpose, and were replaced with new items for 1992.

Specifically, the 1991 questions designed to gather information on the research activities of responding physicians were deleted. These 1991 items were used in the construction of the "eliteness index," which, in turn, was used to test for differences between elite and non-elite physicians. This test was deemed unnecessary in 1992; thus, NORC staff developed several new items in their stead.

After a search of the relevant literature, NORC decided to include several new questions (Question numbers 4-8 on the 1992 questionnaire-- see Appendix C). Physicians were asked about the number of patients they had admitted to hospitals in the previous year; as part of a future replication, data from this question will be used to test Muller and Bledsoe's[1] 1989 assertion that "prime admitters" differ from non-prime admitters in their ranking of hospital attributes.

Additionally, NORC added questions regarding physicians' involvement with and utilization of various quality assurance/control mechanisms, including the mortality rate index compiled by the Health Care Financing Administration (HCFA) and Peer Review Organization (PRO) outcomes data. Results from these questions are discussed in "Analysis and results" below.

Data collection

Data for the 1992 Survey on Best Hospitals were collected between 31 January and 3 April 1992. On 31 January, the entire sample of 1,600 physicians was sent a package containing the self-administered questionnaire (SAQ), a business reply envelope, and a $2.00 incentive fee in the form of a two-dollar bill clipped to the cover of the questionnaire. An introductory letter, printed on NORC letterhead, constituted the cover of the SAQ. The letter described the purpose of the study, how the respondents were selected, and the focus of the survey for each set of respondents.

Approximately three weeks after the mailout, nonrespondents were

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[1] Muller, Andreas and Patricia Bledsoe. 1989. "Physicians' ranking of hospital attributes: a comparison by group." *Health Care Financing Review* 14:3 (77-84).

contacted by telephone from NORC's Telephone Center in Chicago. The center features state-of-the-art work stations along with accommodations for support personnel. It is designed so that supervisors may monitor interviews as an enhancement to data quality. The center is equipped for around-the-clock operation, although, for this survey, telephone interviewing was concentrated between the hours of 8:30 a.m. and 6:30 p.m. (CST), Monday through Friday.

During the initial telephone contact, some nonresponders reported that they had recently returned their SAQs or had completed the SAQ and planned to mail it directly. If their questionnaires were not received in the ensuing seven to ten days, another call was made to attempt to complete the questionnaire by telephone. Other nonresponders reported that they had not completed the SAQ; in such cases, the interviewer sought to conduct a telephone interview immediately.

As in 1991, physicians reached by telephone were offered the option of receiving a facsimile transmission of the questionnaire. "Fax" versions of the questionnaires were sent to respondents who, when called, indicated that they no longer had the mail questionnaire available but did not want to complete the interview over the telephone. After completing the faxed version, respondents returned the document via fax or mail, or, in some cases, dictated their answers to the interviewer by phone.

To further enhance the final response rate across all sixteen specialties, NORC implemented an additional strategy approximately two weeks prior to the end of the data collection period: remailing via express mail. Thus, physicians who initially refused to complete the questionnaire and who were designated by the supervisor as likely to reconsider if approached again were sent a new copy of the questionnaire, a letter asking the respondent to comply, and another business reply envelope. The packages were sent via express mail overnight delivery to convey the importance of the study and to better ensure that the physician, and not a gatekeeper, would open the package.

On this survey, the use of fax and express mail proved to be successful methods of eliciting returns from otherwise uncooperative respondents. These methods, plus the short, easy-to-read format of the questionnaire and the

novelty of the two-dollar bill all served to encourage participation and resulted in a better-than-satisfactory response rate.

Response rate. The 1992 Survey on Best Hospitals achieved an overall response rate of 64.9%; in total, 1,038 of the 1,600 physicians responded to this survey. Table 1 displays response rates by specialty. As noted in the table, physical medicine and rehabilitation had the highest response rate (78%) and gastroenterology the lowest (54%). Response rates are calculated as the ratio of completed interviews to all sampled cases.

Table 1. Response rates by specialty

SPECIALTY	Frequency	Percent of total	Response rate (%)
AIDS	64	6.2	64
CANCER	67	6.5	67
CARDIOLOGY	56	5.4	56
ENDOCRINOLOGY	64	6.2	64
GASTROENTEROLOGY	54	5.2	54
NEUROLOGY	65	6.3	65
GYNECOLOGY	64	6.2	64
OPTHAMOLOGY	62	6.0	62
ORTHOPEDICS	64	6.2	64
OTOLARYNGOLOGY	57	5.5	57
PEDIATRICS	68	6.6	68
PSYCHIATRY	69	6.6	69
REHABILITATION	78	7.5	78
RHEUMATOLOGY	68	6.6	68
UROLOGY	62	6.0	62
GERIATRICS	76	7.3	76
TOTAL	1038	100.0	64.9

The responding physicians mirror the universe of physicians accurately on several key demographic characteristics. For example, responding physicians were 88.4% male; according to the AMA[2], 87.5% of board-certified physicians were male as of 1989. Of all physicians in 1989, 71.2% were under 55 years of age; of the respondents, 74.5% are under 55.

[2] Roback, Gene, L. Randolph, and B. Seidman. 1990. *Physician Characteristics and Distribution in the U.S.* American Medical Association: Chicago.

The original universe of 146,125 was sorted by region with 21.6% of physicians in the West, 27.9% in the North, 30.9% in the South, and 19.6% in the North Central region. The stratified sample of 1,600 and the 1,038 responding physicians both mirror that profile as seen in Table 2:

Table 2. Sampled and responding physicians by Census region

	Sample		Respondents	
CENSUS REGION	Frequency	Percent	Frequency	Percent
WEST	344	21.5	221	21.3
NORTH	439	27.4	281	27.1
SOUTH	490	30.6	308	29.7
NORTH CENTRAL	327	20.4	228	22.0

Data Preparation

The data for the 1992 Survey on Best Hospitals was captured directly off hard-copy questionnaires using computer-assisted data entry (CADE). NORC's CADE system is a microcomputer-based system running on a local area network. Loaded into this program were algorithms which assured that only valid responses could be entered, thereby reducing the amount of data cleaning needed. Key features of the system included:

- Maneuverability. The CADE operator had the ability to move backwards to previous items to verify or change the information entered without affecting other data.
- Programmed skip patterns. Skip patterns were programmed into the system, thus greatly reducing the possibility for error.
- On-line consistency checks. Checks were programmed at all items to ensure that only correct ranges and legal response values were entered.

Coding. A new coding scheme for hospital names was developed and implemented this year. NORC loaded an abridged version-- containing only names and ID numbers-- of the American Hospital Association's Annual Survey of

Hospitals datafile into the CADE software. Data entry personnel were thus able to search this file for matches to the nominations written on questionnaires. This method proved to be worthwhile in that it saved data entry time (CADErs did not have to type verbatim hospital names) and coding and editing time in the post-entry phase.

1992 survey: analysis and results

The 1992 Survey on Best Hospitals focussed on three major areas: 1) identification of the best hospitals in the nation in sixteen specialty areas, according to the physicians responding, 2) determining the characteristics of high-quality hospital care, and 3) discovering the level of involvement with, and use of, quality-of-care indicators by physicians. In the discussion below, the methodology and results for these areas are presented.

Weighting. As in 1991, weights were applied to the sample cases in order to correctly reflect the probabilities of selection applied to each specialty group and in order to compensate for differential rates of response. Differential response rate compensation was carried out on the basis of specialty, census region, and physician age (using age groups of 25-39, 40-54, and 55 and over).

The actual weighting was carried out in two steps. First, weights were assigned to physicians that reflected the probability of selection within specialty groups and the overall rates of response/non-response with respect to these groups. Next, a multidimensional raking (or balancing) procedure was applied which conformed the sample to known marginal distributions of physicians on the basis of specialty, region, and age.

When applied to the responding population as a whole, the weights do not make for large differences in marginal distributions nor do the weights change any substantive conclusions that would be drawn from the unweighted data. However, in analyzing any particular variable by specialty, region, or age, only the weighted data should be considered.

These weighted analyses have the strong and distinct advantage of allowing a generalization of any conclusions to the 146,125 physicians defined as eligible for this survey across the sixteen specialty areas as well as to

the entire eligible physician population in a specialty or region. Thus, reporting that the Johns Hopkins Hospital is the "most named hospital" can be taken as true for the entire population of 146,125 physicians, not just those physicians sampled or responding. Therefore, we strongly recommend that any conclusions reported be drawn from analyses of the weighted data.

Best hospitals by specialty. Appendix D lists the weighted frequency counts for hospitals nominated within each specialty grouping. Following last year's methodology[3] for choosing how many of these hospitals to cite as "best" in each specialty, these tables are annotated to show those hospitals at two standard deviations above the mean (CUTOFF2), one standard deviation above the mean (CUTOFF1), and NORC's recommended cutpoint (REC or REC CUT). Appendix E shows the mean, standard deviation, and cutpoints for each of the sixteen specialties.

Results of all nominations. The major thrust of the data collection effort was to elicit physicians' nominations of the "best" hospitals, regardless of location or expense, for care in the doctor's particular specialty area.

The table in Appendix F displays the hospital nominations for all specialties using the weighted frequencies. We caution that interpretation of the results on this list may be somewhat misleading, owing to the relatively larger weight given to those specialties which have many members (e.g., pediatrics, gynecology). In 1991, the consensus decision was to compose a "Best of the Best" list by counting the number of times a particular hospital appeared above the cutpoint on the lists by specialty. We recommend again employing that convention; thus, Appendix G presents those hospitals appearing at the top of two or more of the specialty lists.

Characteristics of high-quality care. In the questionnaire, responding physicians were probed about the determinants of high-quality hospital care in their respective specialties. To uncover this information, doctors were asked to rate, on a scale from one to seven, a number of items in terms of that

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[3] Hill, Craig A., R. Rubin, and M. Bradley. 1991. *1991 Survey on Best Hospitals*. NORC: Chicago (pages 10-11).

item's importance as a contributor to high-quality care. As we knew *a priori* that all of these items were important, doctors were instructed to make an attempt to spread their responses over all of the scale. The scale endpoints were labelled "Relatively Less Important" (1) and "Relatively More Important" (7) to convey the idea, again, that we realized that all of the items were indeed important.

The results, in aggregate, confirm this notion. As in 1991, all of the attributes presented to the doctors, with the exception of "quality of research at the hospital," were scored above the midpoint of the seven-point scale. Specifically, the results (Table 4, below) confirm that the medical staff at a particular hospital is far and away the strongest indicator of high-quality care, according to all physicians. This ranking for quality of medical staff was nearly unanimous; in fact, fifteen of the sixteen (save geriatricians) specialties accorded it the highest ranking of the attributes of high quality care. The quality of nursing services, communication between house staff, nurses, and attending physicians, the quality of medical and ancillary services, and state-of-the-art technology were also rated highly by all physicians.

Table 4. Weighted means for characteristics of high-quality hospital care.

Characteristic	Weighted mean
Quality of medical staff	6.56
Quality of nursing staff	5.95
Communication between house staff, nurses, and attending physicians	5.76
Quality of medical and ancillary services	5.68
State-of-the-art technology	5.51
Quality of house staff	5.15
Psychological/emotional support for patients and their families	4.97
Procedures to minimize pain and discomfort	4.94
Discharge planning/coordination of post-hospital care	4.79
Volume of procedures performed	4.56
Quality of teaching at the hospital	4.32
Effective quality assurance/improvement program	4.28
Quality of administration	4.22
Quality of research at the hospital	3.31

There are virtually no differences between the listing in Table 4 and the results of 1991; in fact, the order of preference is exactly the same. This would suggest that we now have a very firm handle on how physicians think about and rate this particular set of attributes. A complete listing of means for these items and means by specialty can be found in Appendix H.

Reviewing the tables in Appendix H reveals that, while there is not a great deal of variation by specialty, there are some interesting differences: AIDS specialists, for example, gave a mean score of 5.74 to discharge planning, ranking it third just behind nursing staff (5.86); gynecologists rated ancillary services (6.19) second behind medical staff; opthamologists ranked the availability of high-tech services second (6.21); psychiatrists ranked communication second (6.01) and volume of procedures last (3.01); and, geriatricians ranked nursing staff as most important, at 6.48, and discharge planning (6.03) third.

No statistically significant relationships were discovered between these attributes of high-quality care and age, sex, region, size of city/town in which the doctor's practice is located, or major professional activity.

Physicians' attitudes about quality-of-care indicators. Given the current focus on quality of care measurement and maintenance, we were interested in delineating the amount and type of quality-of-care indicators used by physicians. To that end, new questions were added to the survey instrument for 1992.

First, physicians were asked if they had served on quality assessment or assurance committee for a hospital in which they held admitting privileges during the past three years. A slight majority (53.2%) reported that they had served on such a committee. As might be expected, younger physicians were significantly (chi square=2103.32, df=2) more apt to do so: over 60% of those under 39 and 55% of those between 40-54 had served, while only 44% of those 55 and over had given time to such a committee. There were no significant differences in serving on a committee by sex or region.

The differences by specialty are statistically significant (chi square=4962.93, df=15) and are displayed below in Table 5. As might be expected, those specialties whose members spend most of their time in a hospital setting

(e.g., cancer specialists, gastroenterologists, rehabilitation specialists) as opposed to office-based practice are more likely to have served. Gynecologists also reported higher-than-average levels of service. This could be due to the relatively high number of malpractice suits aimed at gynecologists, leading hospitals to ask them to serve in an effort to implement more rigid standards in this area.

Table 5. QA committee service by specialty (weighted)

SPECIALTY	Percent YES
AIDS	44.3
CANCER	61.8
CARDIOLOGY	57.7
ENDOCRINOLOGY	47.0
GASTROENTEROLOGY	75.0
NEUROLOGY	55.4
GYNECOLOGY	66.3
OPTHAMOLOGY	45.5
ORTHOPEDICS	47.4
OTOLARYNGOLOGY	58.7
PEDIATRICS	42.9
PSYCHIATRY	48.9
REHABILITATION	63.6
RHEUMATOLOGY	37.5
UROLOGY	52.0
GERIATRICS	56.8

Physicians were also asked how useful they found HCFA mortality data in deciding where to admit or refer patients. The physicians who responded to this survey were overwhelmingly negative about the utility of such data: 67.8% of those responding termed the HCFA data "not at all useful." Another 16.7% were willing to admit that they did not know if these data were useful. Female physicians tended to consider these data more useful, however; over 25% considered it very or somewhat useful, compared to 16% for males. Interestingly, older physicians (55 and older) and physicians in the North Central were also somewhat more complimentary. Otolaryngologists and cancer specialists were especially damning, though: over 80% of these two specialties claimed the HCFA data were not at all useful. On the other hand, nearly 27% of gynecologists and 24.0% of cardiologists found these data very

or somewhat useful, compared to 15.6% overall, and 6.7% of urologists claimed the data were very useful (as compared to 1.4% overall). AIDS and orthopedic specialists appear to be most uncertain: 25.8 and 23.5%, respectively, answered "don't know."

On the matter of PRO hospital-specific outcomes data, much the same story is true: 60.6% of responding physicians find this data not at all useful in deciding where to refer or admit patients and an additional 19.5% do not know if the data would be useful or not. Female doctors and those in the North Central region tended to somewhat more favorable opinions of PRO data. No significant differences was found for age.

By specialty, gynecologists (28.5%), rehabilitation specialists (28.7%), and urologists (28.0&) all tended toward the favorable (very or somewhat useful), while AIDS specialists (30.5%), psychiatrists (29.4%), and geriatricians (27.8%) had higher proportions of "don't knows."

Physicians were also asked if they used any other type of outcomes data to aid in the admitting/referral decision-- 33.4% said that they did. Those who said they did included proportionally more women (44% to 34.6%), doctors 40 or over (38% compared to less than 27% for those under 40), and doctors in the North Central region (40.4%). Also, cardiologists (53.4%), gynecologists (43.4%), and rehabilitation specialists (43.8%) use other types of outcome data more often than average, while gastroenterologists (17.7%) and rheumatologists (22.6%) appear to use other avenues less often.

Hospital quality model: analysis and results

There are many competing definitions of "quality" as it relates to care administered to patients by hospitals. These definitions typically incorporate multiple constructs, including, for example, but not limited to, outcomes, costs, and timeliness of intervention. In order to arrive at a competing definition of quality, we followed a three-step approach.

Panel meetings. The first step consisted of research in the form of literature searches and meetings held with experts in the field of hospital quality assessment. NORC staff met first highly-placed representatives of the University of Chicago hospitals to discuss the general approach and possible

factors underpinning high quality care.

A second meeting was convened at the Washington, DC offices of NORC. In attendance, in addition to staff from *U.S. News* and NORC, were five experts in hospital quality: Richard Greene from the Extramural Research branch of the federal Agency for Health Care Policy and Research; Kathleen Lohr of the Institute of Medicine at the National Academy of Sciences; Daniel Longo, former President of the Hospital Research and Educational Trust of the AHA; James S. Roberts, Vice-President at the Joint Commission for Accreditation of Healthcare Organizations (JCAHO); and Stephen M. Shortell of the J. L. Kellogg Graduate School of Management at Northwestern University.

At this meeting, the general research approach was discussed and commented on by the experts. Also, the panel was presented with a list of possible indicators to be used in a statistical model; regarding this list, the panel was asked to comment on the viability and appropriateness of the potential indicators. The panels' comments were strongly considered in choosing a set of indicators with which to begin the modelling process.

Factor analysis. To build our model of hospital quality, we planned to use the AHA database; in order to sift through the more than 600 variables available in that file, we wanted to establish an *a priori* framework to use in the search for appropriate explanatory variables. The second step, then, was a search for the underlying structural antecedents to the provision of favorable outcomes, reasonable costs, and timeliness. While "quality" may indeed be composed of many separate indicators, we proceeded on the assumption that this knot of items could be reduced to a more concise set of dimensions underpinning the concept of quality care. Here, we show, via factor analytic techniques, that, according to physicians, quality may be defined by as few as four factors.

In order to arrive at an understanding of the broad dimensions underlying the fourteen attributes of high-quality care presented to the physicians, the principal components method was used for the initial extraction of factors (latent variables). This technique resulted in a four-factor solution which accounted for a cumulative 56.7 percent of the covariation among the observed variables. The four factors had eigenvalues over 1.0, suggesting that each factor accounted for more variance than would

any one variable in the data. Additionally, to improve interpretability, we ran a varimax rotation, maximizing factor loadings on one factor.

The varimax rotation yielded conceptually-distinct variable loadings (correlations between the variable and the factor) for eleven of the fourteen variables. (Three variables-- quality of house staff, ancillary services, and communication-- were not as clearly identified as fitting in only one factor.) The resultant loadings are presented in Table 6, below. The resulting solution provides us with solid ground for positing four major dimensions of physician-identified hospital quality.

Table 6. Dimensions of hospital quality: factor loadings (varimax rotation)

Item	Factor1	Factor2	Factor3	Factor4
DISCHARGE PLANNING	.715			
PAIN MINIMIZATION	.670			
QUALITY ASSURANCE PROG	.653			
QUAL OF ADMINISTRATION	.622			
PSYCHOLOGICAL SUPPORT	.561			
QUALITY OF MEDICAL STAFF		.737		
QUALITY OF NURSING STAFF		.654		
QUALITY OF COMMUNICATION		.588		
QUALITY OF ANCILLARY SERV		.548		
QUALITY OF RESEARCH			.806	
QUALITY OF TEACHING			.804	
QUALITY OF HOUSE STAFF			.653	
STATE-OF-THE-ART TECH				.785
VOLUME OF PROCEDURES				.674

Table 6 displays the loadings for all fourteen variables. We have termed the principal dimension, accounting for almost half the variance in the data, as a *Patient-oriented Care Philosophy*. This dimension is comprised of, according to the physicians in our sample: discharge planning activities, procedures to minimize patients' pain and discomfort, the existence of formal quality assurance programs, the general quality of hospital administration, and psychological/emotional support for patients and their families. These

variables exhibit loadings well above the generally-recognized floor for significance, ranging from .56 (quality of administration) to .71 (discharge planning).

The hospital's administration sets the tone or philosophy of the institution and is responsible for implementing high quality services, such as psychological support programs for patients, pain-minimizing procedures, and the planning for community-based care of patients after discharge. Additionally, formal quality assurance activities, such as peer review or a commitment to Total Quality Management programs, can form the underpinning for this patient-oriented care philosophy.

We label the second factor *Human Resources*. This factor is dominated by the appraised quality of human capital at a hospital-- its physicians and nurses. In addition, the quality of communication between and among staff levels is closely linked to overall staff quality. Communication between house staff, nurses, and physicians must be timely, thoughtful, and thorough in order to provide quality care.. The quality of ancillary services at a hospital-- which must imply, in some measure, the quality of ancillary services *personnel*-- is often viewed as supporting the physician's role in patient care by providing a set of resources upon which the physician can draw in delivering care; as such, it also loaded on this dimension.

A strong *Teaching Mission* is indicated by the profile of the third factor. On this factor, the "quality of teaching" and the "quality of research" are adjudged by physicians to be inseparable; in fact, the loadings for the two variables are nearly identical. High-quality care has often been associated with institutions which are closely affiliated with medical schools; often, these are also major medical research facilities-- combining a tradition of learning, research, and resident training.

We suggest that the last factor characterizes *High-Tech Procedures Factories*-- those large and renowned institutions which perform a high volume of procedures, employing state-of-the-art (and, often, expensive) technology. According to a subset of physicians in this sample, then, this type of

hospital profile ("level-two tertiary care"[4]) comprises one vector of high-quality care. The relationship between institutions that have state-of-the-art technology for specific procedures and those which are more likely to perform a higher number of procedures is a strong and positive correlation.

Factor analysis and other ranking procedures have been used with other smaller, less representative samples in prior research; however, the dimensions identified in this analysis add to the current state of our understanding of quality care. Although other researchers have identified the quality of nursing staff, the importance of teaching, and technology (based upon physician rankings), none have identified a "patient-oriented care philosophy" as being an important dimension of quality in the "best hospitals." This factor explained the largest proportion of the variance in the data.

We believe that the strength of this first factor can be attributed to an increasing awareness by physicians that the quality of an institution (as measured by consumers) is related to the satisfaction of a patients' total needs. Further research is warranted to understand how the various individual specialties differ in their perception of quality attributes.

A model of hospital quality: multiple regression. With the panel members opinions in hand and the factor analysis results known, we began the search for a set of items predictive (in the statistical sense) of hospital quality as determined by the physicians' 1991 rankings. From the outset, our conceptualization of the model stipulated that the 1991 physician rankings could be reduced to an arithmetic equation giving differing weights to some finite set of parameters in the AHA's database.

The American Hospital Association's Annual Survey of 1990, the national

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[4] Boscarino, Joseph A. 1988. "The Public's Rating of Hospitals." *Hospital and Health Services Administration* 33:2. The author classifies hospitals as follows: "Primary care hospitals [provide] only basic primary care... Secondary care hospitals have some advanced services such as CT scanners and CCUs, but no higher technology services such as megavoltage radiation, hemodialysis, neonatal intensive care, or cardiac catheterization. Level-one tertiary care hospitals have all or most of these higher technology services. Level-two tertiary care hospitals have all of these... plus burn care, open-heart, and/or organ transplant."

database for hospital information, provided data directly from 6871 hospitals in the United States. Hospitals provide information to the AHA on a range of indicators, including financial data, staffing information, volume measures, services offered, and available technology.

Our initial aim in combing the AHA database was to find a set of individual items or sets of items predictive of quality. A thorough review of the entire set of available variables was completed, keeping in mind the literature on prior research and our experts' opinions, including correlational analysis. Based upon this review, we selected nineteen variables of theoretical interest. We also decided to create two indices composed of several other variables. These indexes provide a summary score of the "services" offered by each institution and the "technology" available within each institution. These indexes were created to simplify the modeling process and better measure within the model the extent of hospital development in services and technology. The initial model run, then, used these 21 indicators, including the two created indexes. Although this was a very large predictive model, our presumption was that the best strategy, in order to prevent model misspecification by leaving out any important predictor variables, was to include any and all theoretically-appealing variables.

Model runs employed the Statistical Analysis Software (SAS) version of multiple regression, a statistical technique which allows one to test each variable in the model for its' independent contribution while controlling all other variables within the model. The procedure then assigns a coefficient which represents the influence and direction of influence that the predictor variable(s) have on the outcome variable (i.e., the physician ratings).

More than twenty specifications were attempted. After each iteration, we made slight changes to the model in keeping with the last run's results. Analysis of prediction errors made by the model currently under testing would instruct us, for example, to delete some outliers from the database or to transform some independent variables to achieve linearity.

Our final specification-- the model which results in the best "fit" of an equation to the data-- is composed of the following independent variables: 1) ratio of registered nurses to beds, 2) ratio of interns and residents to beds, 3) whether or not the hospital is a member of the Council on Teaching Hospitals (COTH), 4) ratio of Medicaid discharges to beds (which has a

slightly negative impact on the physicians' rankings), and 5) accreditation by the American Osteopathic Association (AOA), which also has a slight negative impact. This model and the appropriate statistics are shown in Table 7:

Table 7. Regression model of physician rankings

Variable	b	beta	t
INTERCEPT	-0.51	0.000	-3.40
RNs/beds	1.17	0.100	6.03
Interns & residents/beds	14.50	0.290	14.50
COTH member	1.00	0.060	3.04
Medicaid discharges/beds	-0.09	-0.084	-5.19
AOA accreditation	-1.33	-0.038	-2.57

$R^2 = .13$ F = 117.28 N = 4019

The intercept term in this regression model is the "expected" physician rating if the value for all other variables in the model are zero; it, appropriately, is near zero.

The ratio of registered nurses to beds was created from the AHA variables FTERN and STATBD. FTERN is the AHA's compilation of full-time equivalents of registered nurses, while STATBD is the average number of beds set up and staffed for use during the reporting period. The registered nurse-to-bed ratio has consistently been found to be a significant predictor of physician's ratings of quality (and of patient ratings of quality, as well) and is a strong representative of the *Human Resources* factor. The mean number of RNs/beds in our final sample of 4,019 hospitals is 0.74 and the standard deviation is 0.42; therefore, hospitals with a RNs/beds ratio of over 1.6 could be considered as having highly favorable (not to mention, highly expensive) staffing patterns.

The ratio of interns and residents to beds was created from the AHA variables FTERES and STATBD. FTERES is the AHA's compilation of full-time equivalents of interns and residents serving within the hospital. This variable is linked to the *Teaching Mission* dimension identified by the factor analysis. The presence and proportion of interns and residents can indicate

the level and quality of teaching and research that takes place within the institution. This variable is often used by hospital researchers as a proxy for the level of teaching hospital; for example, a value of over 0.25 is required to meet the COTH criteria for inclusion as an Academic Medical Center (AMC)-- criteria met by only 100 or so hospitals. The mean value of the 4,019 hospitals in the model is .03.

Also related to *Teaching Mission* factor is membership in the Council on Teaching Hospitals of the Association of American Medical Colleges (AAMC). This measure is an additional measure of the level of teaching commitment of the institution. Of the 4019 hospitals considered in the final modelling, 369 (9.2%) are members of COTH; apparently, almost all COTH members are viewed with favor by the physicians in this sample.

Also significantly predictive of quality in relation to physician ratings is the ratio of Medicaid discharges to beds (MCDCBD). This ratio was created by dividing the number of Medicaid discharges by STATBD. In this case, it is often perceived by physicians (and consumers) that a high ratio of Medicaid discharges to beds implies a lower quality of care. This "lower quality" of care is often associated with inadequate reimbursement mechanisms for Medicaid recipients. Often, reimbursement does not meet the hospital's costs; thus, there is a perception that care deteriorates in institutions having a high ratio of Medicaid discharges to beds.

Finally, accreditation by the American Osteopathic Association appears to result in a small decrease in the physician's rankings. Of the sample of 4,019, 82 (2.0%) are AOA-accredited. The parameter estimate (b=-1.33) attributable to AOA status suggests that accredited members of AOA suffer a 1.2% drop on the physicians' rating scale. This may suggest that physicians in general have a slightly negative perception toward osteopathic hospitals, perhaps related to the fact that osteopathy is viewed as an atypical and not well-understood form of medical practice.

Unfortunately, a statistically significant measure of *Patient-oriented care philosophy* proved elusive. Those which were attempted were inadequate measures of the construct, and failed to improve upon the model described above. Further research on this concept is needed, as we still believe that this dimension of quality is an important one. There is an argument to be made, however, that the negative impact of Medicaid discharges is

representative (in the reverse direction) of the patient-oriented care philosophy; in other words, admitting and treating a higher number of Medicaid patients would be in concert with such a philosophy.

Interestingly, much the same contention could be made for AOA accreditation. Osteopathy employs the concept of holistic treatment, a supposedly more patient-oriented approach. However, the physicians ranking hospitals in this sample apparently attribute some other negatives to that field.

Conclusions/Recommendations

Caution is in order in interpreting these findings, however; because the regression model does not account for all of the variation within the sample, there is always the possibility that any predictions resulting from the model may be inaccurate. In fact, the regression model "explains" only 13 percent of the variation within the sample, which, while statistically significant, may leave considerable room for error in predicting physician rankings. By another measure (mean squared error of the regression), this model could be expected to accurately predict values on the dependent variable in only 80% of the cases ((sum of squares - mean squared error)/sum of squares)); conversely, the model would err in "scoring" any particular hospital fully 20% of the time.

Thus, while we have confidence that the variables cited above do, in fact, carry a great deal of "weight" in determining which hospitals provide high-quality care, we are less than sanguine about the possibility of providing lists of "best," but unknown (or lesser known) hospitals, based on the predicted values generated by the model specification. We believe, however, that pooling the 1991 and 1992 data across years, and computing models based on smaller subsamples of hospitals (i.e., specialty-based subsamples) will get us closer to a useable specification. In fact, many of the errors in prediction from the model described above are due to the confounding effects of children's hospitals, psychiatric institutions, eye and ear hospitals and other non-general care facilities. Further research, however, is needed to bear out this supposition.

APPENDIX A

SPECIALTY TO BOARD MAPPING

NORC Sample Specification Mapping

NORC Spec Code	NORC Specialty Name	AMA Code	AMA Self-designated Specialty Name	American Board of:
A	AIDS	27	Infectious Diseases (ID)	Internal Medicine
B	Cancer	22	Hematology (HEM)	Internal Medicine
		44	Medical Oncology (ON)	Internal Medicine
C	Cardiology	08	Cardiovascular Diseases (CD)	Internal Medicine
			Cardiovascular Surgery (CDS)	Surgery
D	Endocrinology	14	Endocrinology (END)	Internal Medicine
		12	Diabetes (DIA)	Internal Medicine
E	Gastroenterology	17	Gastroenterology (GE)	Internal Medicine
F	Neurology	36	Neurology (N)	Psychiatry and Neurology
G	Gynecology	21	Gynecology (GYN)	Obstetrics and Gynecology
		42	Obstetrics and Gynecology (OBG)	Obstetrics and Gynecology
H	Ophthalmology	46	Ophthalmology (OPH)	Ophthalmology
I	Orthopedics	85	Orthopedic Surgery (ORS)	Orthopedic Surgery
J	Otolaryngology	48	Otolaryngology (OTO)	Otolaryngology
K	Pediatrics	55	Pediatrics (PD)	Pediatrics
		01	Adolescent Medicine (ADL)	Pediatrics
L	Psychiatry	63	Psychiatry (P)	Psychiatry and Neurology
M	Rehabilitation	62	Physical Medicine and Rehabilitation (PM)	Physical Medicine and Rehabilitation
N	Rheumatology	74	Rheumatology (RHU)	Internal Medicine
O	Urology	91	Urological Surgery (U)	Urology
P	Geriatrics		Geriatrics (GER)	Internal Medicine

APPENDIX B

SPECIALTY BY REGION BREAKDOWN

APPENDIX B

SPECIALTY BY REGION BREAKDOWN

LTR	SPECIALTY	WEST	NORTH	SOUTH	NORTH CENTRAL	TOTAL	NTH	FRAC	START PT
A	AIDS	412	717	732	447	2308	100	23.0	5.659
B	CANCER	1055	1688	1672	1119	5534	100	55.3	18.280
C	CARDIOLOGY	2950	4212	4752	3142	15056	100	150.5	82.740
D	ENDOCRINOLOGY	548	751	728	477	2504	100	23.0	3.749
E	GASTROENTEROL	1239	1820	2046	1216	6321	100	63.2	6.322
F	NEUROLOGY	1154	1480	1652	1138	5424	100	54.2	40.410
G	GYNECOLOGY	4731	4875	6979	4099	20684	100	206.8	8.330
H	OPTHAMOLOGY	2780	3037	3846	2542	12205	100	122.0	76.560
I	ORTHOPEDICS	3535	2932	4424	2706	13597	100	135.9	76.960
J	OTOLARYNGOLOGY	1346	1225	2036	1228	5835	100	58.3	29.990
K	PEDIATRICS	5416	6597	7530	4856	24399	100	243.9	8.360
L	PSYCHIATRY	3777	6118	4279	2901	17175	100	171.7	27.260
M	REHABILITATION	538	903	621	659	2721	100	27.2	7.502
N	RHEUMATOLOGY	523	664	720	516	2423	100	24.2	6.413
O	UROLOGY	1455	1599	2984	1401	7439	100	74.3	19.270
P	GERIATRICS	141	177	133	149	600	100	6.0	2.294

APPENDIX C

1992 SURVEY ON BEST HOSPITALS QUESTIONNAIRE (Urologists version)

NORC NATIONAL OPINION RESEARCH CENTER
at the University of Chicago

January 31, 1992

Dear Doctor:

The National Opinion Research Center at The University of Chicago is conducting a study for *U.S. News and World Report*. We request your judgment on two topics of considerable public interest--what are this nation's preeminent hospitals for treating the most serious or difficult medical problems and what are the determinants of outstanding hospital care?

You were chosen as part of a national random sample of 1,600 board-certified physicians, stratified by region and by 16 specialties. We are asking 100 specialists with your expertise to help us create a profile of the best hospital care for urological surgery.

The National Opinion Research Center has been conducting survey research in the public interest for nearly fifty years. Throughout its history, it has engaged in diverse health studies in such areas as access to health care, maternal and infant health, drug addiction, and AIDS. Findings from the current study will inform a broad spectrum of the American public.

Responding to this short questionnaire should take about five minutes. Your responses will be kept strictly confidential and results will be reported only in statistical, summary form. Please take a few minutes now to complete it, and return it to us in the postage-paid envelope. We enclose a two-dollar bill as a small gesture of our appreciation, and we thank you for sharing your views.

If you have any questions about this study, please contact Craig Hill, Survey Director, at 312-753-7593 (collect calls accepted).

Sincerely yours,

Norman M. Bradburn

Norman M. Bradburn, Ph.D.
Director
National Opinion Research Center

THE NATIONAL OPINION RESEARCH CENTER AT THE UNIVERSITY OF CHICAGO is conducting a nationwide survey of board-certified specialists for *U.S. News and World Report*. The purpose of this study is to identify hospitals which excel in treating patients with the most serious or difficult medical problems and the hospital characteristics associated with high-quality health care.

In this survey, we ask your professional judgment specifically with regard to urological surgery.

1. Below is a list of attributes of hospital staff and services usually considered significant to high-quality hospital care for urology patients with the most serious or difficult medical problems. All are important, but please indicate their relative importance by circling a number from 1 to 7 on each line.

   It is important that you distribute your responses over all of the scale, with approximately as many attributes being given a low number as a high number.

		Relatively Less Important						**Relatively More Important**
A.	Quality of medical staff	1	2	3	4	5	6	7
B.	Quality of house staff	1	2	3	4	5	6	7
C.	Quality of nursing services	1	2	3	4	5	6	7
D.	Quality of administration	1	2	3	4	5	6	7
E.	Quality of research at the hospital	1	2	3	4	5	6	7
F.	Quality of teaching at the hospital	1	2	3	4	5	6	7
G.	Quality of communication between house staff, nurses, and attending physicians	1	2	3	4	5	6	7
H.	Quality of medical and ancillary services (e.g., laboratory, radiology, anesthesiology)	1	2	3	4	5	6	7

2. Please also rate the relative importance of these factors usually considered significant to high-quality hospital care for urology patients with the most serious or difficult medical problems. *Again, please distribute your responses over all of the scale.*

		Relatively Less Important						**Relatively More Important**
A.	Volume of procedures performed	1	2	3	4	5	6	7
B.	Psychological/emotional support for patients and their families	1	2	3	4	5	6	7
C.	Effective quality assurance/ improvement program	1	2	3	4	5	6	7
D.	Procedures to minimize pain and discomfort	1	2	3	4	5	6	7
E.	Discharge planning/ coordination of post-hospital care	1	2	3	4	5	6	7
F.	State-of-the-art technology	1	2	3	4	5	6	7

3. In your estimation, which are the **five** hospitals in the United States that provide the best care in urology, regardless of location or expense? In answering, think about patients with the most serious or difficult medical problems. List these outstanding hospitals in any order.

Next, indicate whether or not your choice was based on: 1) the overall reputation of the hospital (including the reputation of its attending physicians), 2) on your colleagues' experience with the hospital (or its physicians), or 3) on your own direct personal experience with the hospital (or its physicians).

OUTSTANDING HOSPITALS	**Hospital reputation**	**Colleagues' experience with hospital**	**Your own experience with hospital**
a.	Yes No	Yes No	Yes No
b.	Yes No	Yes No	Yes No
c.	Yes No	Yes No	Yes No
d.	Yes No	Yes No	Yes No
e.	Yes No	Yes No	Yes No

For statistical purposes only, please tell us the following. . .

4. Please indicate how many patients you have admitted to hospitals since one year ago today.

0-50 1

51-100 2

101-200 3

over 200 4

---

5. Have you served on a quality assessment/assurance committee for a hospital in which you have admitting privileges during the past three years?

Yes 1

No 2

---

6. How useful do you find HCFA's mortality rate data in deciding where to refer or admit your patients?

Very useful 1

Somewhat useful 2

Not at all useful 3

Don't know 8

---

7. How useful do you find PRO hospital-specific outcomes data in deciding where to refer or admit your patients?

Very useful 1

Somewhat useful 2

Not at all useful 3

Don't know 8

---

8. Do you use any other type of patient outcome or quality of care data in deciding where to refer or admit your patients?

Yes 1

No 2

---

9. Which of the following comes closest to the type of place where your (main) practice is located?

CIRCLE ONE NUMBER

In a large city (over 250,000) 1

In a suburb near a large city 2

In a medium-size city (50,000 and 250,000) 3

In a town or city between 5,000 and 50,000 4

In the country, or a town less than 5,000 5

Thank you for your time and consideration.

APPENDIX D

HOSPITAL NOMINATIONS BY SPECIALTY

Appendix D

AIDS: Hospital Nominations (Weighted)

HOSPNAME	Frequency	Percent of all physicians	
SAN FRANCISCO GE	1223.8	60.9	
MASSACHUSETTS GE	539.0	26.8	
JOHNS HOPKINS HO	441.1	22.0	
			CUTOFF2
UCLA MEDICAL CEN	351.3	17.5	
UNIV OF CALIF SA	315.8	15.7	
MEMORIAL HOSPITA	281.5	14.0	
			CUTOFF1
CLINICAL CTR NAT	241.6	12.0	
			REC CUT
MAYO CLINIC	192.3	9.6	
NORTHWESTERN MEM	183.4		
UNIV OF CA SAN D	127.9		
NEW YORK UNIV ME	127.6		
BETH ISRAEL HOSP	124.8		
PRESBY HOSP IN T	123.8		
RUSH-PRESBY-ST L	123.0		
CEDARS-SINAI MED	95.8		
BRIGHAM AND WOME	94.6		
MOUNT SINAI MEDI	65.5		
CLEVELAND CLINIC	64.8		
DUKE UNIVERSITY	64.7		
JACKSON MEMORIAL	64.3		
BELLEVUE HOSPITA	63.3		
ST LUKE'S-ROOSEV	63.3		
UNIVERSITY OF AL	63.3		
SOCIETY OF THE N	60.4		
UNIV OF TX M D A	59.2		
HARBORVIEW MEDIC	58.7		
DALLAS COUNTY	32.9		
DECATUR VA MED C	32.9		
NEW YORK VA MEDI	32.9		
PACIFIC PRESBYTE	32.9		
ROPER HOSPITAL	32.9		
ST LUKE'S EPISCO	32.9		
WALTER REED ARMY	32.9		
WEST LA VA CTR	32.8		
BOSTON CITY HOSP	31.9		
MONTEFIORE MEDIC	31.9		
PRESBYTERIAN UNI	31.9		
STRONG MEM HOSP	31.9		
AUGUSTA MENTAL H	31.4		
BAYLOR UNIV MEDI	31.4		
EMORY UNIVERSITY	31.4		
NEW ENGLAND DEAC	31.4		
ST CLARE'S HOSP	31.4		
UNIV OF MIAMI HO	31.4		
BETH ISRAEL MEDI	31.1		
INDIANA UNIVERSI	31.1		
ROSWELL PARK CAN	31.1		
ST JOHN'S HOSPIT	31.1		
STANFORD UNIVERS	31.1		

AIDS: Hospital Nominations (Weighted)

HOSPNAME	Frequency
UNIV OF MICHIGAN	31.1
UNIV OF SOUTH AL	31.1
INSTITUTE OF MEN	30.4
ST VINCENT'S HOS	30.4
UNIVERSITY OF VI	30.4
DENVER VA MED CE	30.3
KAISER MARTINEZ	30.3
KAISER SD	30.3
LENOX HILL HOSPI	30.3
ROSE MEDICAL CEN	30.3
UNIVERSITY OF DE	30.3
UNIV OF PENN	29.7
KINGS COUNTY HOS	29.0
LAC-USC MEDICAL	29.0
SANTA MONICA HOS	29.0
UNIV OF PITTSBUR	29.0
BOSTON VA MED CE	28.1
BROOKLYN VA MED	28.1
MIAMI VA MED CEN	28.1
MORRISTOWN MEMOR	28.1
SAN FRAN VA MED	28.1
ST LUKE'S HOSPIT	28.1

Frequency Missing = 3447.1

Appendix D

CANCER: Hospital Nominations (Weighted)

HOSPNAME	Frequency	Percent of all physicians	
UNIV OF TX M D A	3413.2	61.6	
MEMORIAL HOSPITA	3172.6	57.3	
DANA-FARBER CANC	1995.9	36.0	
			CUTOFF2
MAYO CLINIC	1256.4	22.7	
STANFORD UNIVERS	1220.1	22.0	
			CUTOFF1 & RE
JOHNS HOPKINS HO	993.4	17.9	
FRED HUTCHINSON	898.4		
DUKE UNIVERSITY	771.6		
ROSWELL PARK CAN	671.8		
UNIV OF WASHINGT	596.9		
CLINICAL CTR NAT	574.5		
FOX CHASE	409.8		
UNIV OF CHICAGO	400.8		
CITY OF HOPE NAT	359.3		
USC-KENNETH NORR	348.4		
MASSACHUSETTS GE	327.5		
UNIV OF ARIZONA	268.4		
UCLA MEDICAL CEN	255.9		
UNIVERSITY OF AL	254.1		
INDIANA UNIVERSI	253.4		
UNIV OF CALIF SA	181.8		
UNIV OF NEBRASKA	173.6		
VANDERBILT UNIV	169.9		
CLEVELAND CLINIC	169.2		
SCRIPPS MEMORIAL	169.2		
HARPER HOSPITAL	165.4		
UNIV OF PENN	154.4		
BOSTON VA MED CE	87.0		
EMORY UNIVERSITY	87.0		
LITTLE ROCK VA M	87.0		
PORTLAND VA MED	87.0		
TULANE UNIV HOSP	87.0		
BARNES HOSPITAL	86.6		
MOUNT SINAI MEDI	84.2		
NEW YORK UNIV ME	84.2		
NORTH SHORE UNIV	84.2		
PRESBYTERIAN UNI	84.2		
UNIV OF MIAMI HO	84.2		
UNIV OF UTAH HOS	84.2		
NORTH CAROLINA B	82.9		
ABBOTT-NORTHWEST	82.2		
RUSH-PRESBY-ST L	82.2		
UNIV OF MINN HOS	82.2		
HERSHEY MED CTR	80.3		
BOSTON CHILDRENS	74.1		

Frequency Missing = 6548.9

CARDIOLOGISTS: Hospital Nominations (Weighted)

HOSPNAME	Frequency	Percent of all physicians	
MAYO CLINIC	5734.2	38.1	
CLEVELAND CLINIC	5385.1	35.8	
TEXAS HEART INST	3199.5	21.3	
STANFORD UNIVERS	3020.7	20.1	
MASSACHUSETTS GE	2924.7	19.4	CUTOFF2
EMORY UNIVERSITY	2449.3	16.3	
JOHNS HOPKINS HO	2147.9	14.3	
DUKE UNIVERSITY	1362.5	9.1	CUTOFF1 & REC
METHODIST HOUSTO	1351.8		
CEDARS-SINAI MED	1161.2		
UNIV OF MICHIGAN	1048.2		
UCLA MEDICAL CEN	837.4		
MEDICAL CTR OF D	836.6		
UNIV OF CALIF SA	802.7		
UNIV OF PENN	770.7		
BRIGHAM AND WOME	764.4		
SHADYSIDE HOSPIT	557.4		
SCRIPPS MEMORIAL	546.0		
BARNES HOSPITAL	544.4		
WILLIAM BEAUMONT	544.0		
UNIV OF SOUTH AL	533.1		
BETH ISRAEL HOSP	531.3		
MED COLLEGE OF V	527.8		
BAYLOR UNIV MEDI	517.3		
NEW YORK UNIV ME	498.7		
UNIV OF IOWA HOS	479.0		
FLORIDA HOSPITAL	300.7		
ST VINCENT HOSPI	300.7		
UNIV OF UTAH HOS	300.7		
WASHINGTON HOSPI	300.7		
BAUM HARMON MEMO	287.8		
TEMPLE UNIVERSIT	287.8		
ALLEGHENY GENERA	278.7		
LENOX HILL HOSPI	278.7		
UNIV OF WASHINGT	278.7		
UNIVERSITY OF AL	278.7		
WESTERN PENNSYLV	278.7		
HERSHEY MED CTR	274.4		
HENRY FORD HOSPI	272.0		
ILLINOIS MASONIC	272.0		
RIVERSIDE METHOD	272.0		
SHERMAN HOSPITAL	272.0		
ST JOSEPH MERCY	272.0		
SWEDISH COVENANT	272.0		
UNIV OF CHICAGO	272.0		
UNIVERSITY OF IL	272.0		
NEW ENGLAND MEDI	265.7		
BRIGHAM CITY COM	264.7		
LDS HOSPITAL	264.7		

Appendix D

CARDIOLOGISTS: Hospital Nominations (Weighted)

HOSPNAME	Frequency
MCKAY-DEE HOSPIT	264.7
UNIV OF SAN DIEG	264.7
UNIV OF PITTSBUR	253.4
BUFFALO GENERAL	245.3
HABERSHAM COUNTY	245.3
HOSPITAL OF SAIN	245.3
SOCIETY OF THE N	245.3
YALE-NEW HAVEN H	245.3
RUSH-PRESBY-ST L	239.5
UNIV OF MINN HOS	239.5
UNIVERSITY OF VI	239.5

Frequency Missing = 27031.9

ENDOCRINOLOGISTS: Hospital Nominations (Weighted)

HOSPNAME	Frequency	Percent of all physicians	
MAYO CLINIC	1569.2	62.7	
MASSACHUSETTS GE	1562.5	62.4	
			CUTOFF2
CLINICAL CTR NAT	794.6	31.7	
UNIV OF CALIF SA	654.3	26.1	
JOHNS HOPKINS HO	588.1	23.5	
BARNES HOSPITAL	508.1	20.3	
			CUTOFF1 & REC
UNIV OF CHICAGO	437.6	17.5	
VANDERBILT UNIV	405.1		
UNIV OF MICHIGAN	342.5		
UNIV OF WASHINGT	312.2		
BRIGHAM AND WOME	223.4		
SAN FRANCISCO GE	158.4		
MOUNT SINAI MEDI	154.8		
STANFORD UNIVERS	150.5		
UNIV OF MINN HOS	117.0		
UCLA MEDICAL CEN	115.3		
UNIVERSITY OF VI	113.4		
WALTER REED ARMY	84.3		
YALE-NEW HAVEN H	81.1		
NATIONAL NAVAL M	80.2		
UNIV OF PENN	80.2		
CLEVELAND CLINIC	78.3		
SCRIPPS MEMORIAL	77.4		
UNIV OF CA SAN D	76.0		
F G MCGAW HOSP,	68.6		
CEDARS-SINAI MED	43.1		
KAISER SANTA CLA	43.1		
KAISER SF	43.1		
OREGON STATE UNI	43.1		
SOCIETY OF THE N	43.1		
ZALE LIPSHY UNIV	43.1		
UNIV OF TEXAS HL	41.2		
MICHAEL REESE	41.1		
PRESBY HOSP IN T	39.9		
HOWARD UNIVERSIT	39.3		
JOSLIN CLINIC	39.0		
SIOUX VALLEY HOS	39.0		
PRESBYTERIAN UNI	38.1		
UNIVERSITY OF IL	37.1		
DALLAS COUNTY HO	35.1		
NEW ENGLAND MEDI	35.1		
STRONG MEM HOSP	35.1		
UNIV OF PITTSBUR	35.1		
UNIV OF MIAMI HO	34.3		
UNIVERSITY OF DE	34.3		

Frequency Missing = 2900.6

Appendix D

GASTROENTEROLOGISTS: Hospital Nominations (Weighted)

HOSPNAME	Frequency	Percent of all physicians	
MAYO CLINIC	2677.5	42.3	
MASSACHUSETTS GE	2184.4	34.5	
CLEVELAND CLINIC	1953.3	30.9	
JOHNS HOPKINS HO	1507.1	23.8	
			CUTOFF2
UCLA MEDICAL CEN	1284.2	20.3	
MOUNT SINAI MEDI	1269.0	20.1	
			CUTOFF1 & REC
UNIV OF CHICAGO	699.1	11.1	
DUKE UNIVERSITY	693.6		
UNIV OF PENN	686.4		
UNIV OF PITTSBUR	590.1		
YALE-NEW HAVEN H	578.8		
BRIGHAM AND WOME	354.7		
UNIV OF CALIF SA	352.0		
MEMORIAL HOSPITA	351.9		
STANFORD UNIVERS	340.4		
UNIV OF MICHIGAN	337.2		
BARNES HOSPITAL	329.0		
UNIV OF FLORIDA	251.2		
GEORGETOWN UNIVE	247.3		
OREGON STATE UNI	244.5		
BETH ISRAEL HOSP	241.7		
UNIV OF MIAMI HO	241.7		
VIRGINIA MASON M	239.1		
SHANDS HOSPITAL	227.8		
CLINICAL CTR NAT	226.8		
MONTEFIORE MEDIC	223.6		
SCRIPPS MEMORIAL	122.4		
SOCIETY OF THE N	122.4		
GRADUATE HOSPITA	118.9		
LAC-USC MEDICAL	118.9		
NEW ENGLAND MEDI	118.9		
PRESBY HOSP IN T	118.9		
TEMPLE UNIVERSIT	118.9		
THOMAS JEFFERSON	118.9		
DALLAS COUNTY HO	117.1		
MIAMI VALLEY HOS	116.1		
RUSH-PRESBY-ST L	116.1		
UNIV OF SOUTH FL	116.1		
UNIVERSITY OF IL	116.1		
DOCTORS' HOSP OF	113.4		
JERSEY SHORE MED	113.4		
MONMOUTH MEDICAL	113.4		
LAHEY CLINIC HOS	113.0		
UNIV OF WASHINGT	113.0		
BAYLOR UNIV MEDI	108.1		
SCOTT AND WHITE	108.1		

Frequency Missing = 10961.5

NEUROLOGISTS: Hospital Nominations (Weighted)

HOSPNAME	Frequency	Percent of all physicians	
MAYO CLINIC	3246.4	59.8	
MASSACHUSETTS GE	2680.0	49.4	
JOHNS HOPKINS HO	2088.7	38.5	
CLEVELAND CLINIC	1939.5	35.7	
PRESBY HOSP IN T	1656.4	30.5	
			CUTOFF2
UNIV OF CALIF SA	1513.9	27.9	
UCLA MEDICAL CEN	1022.7	18.8	
			CUTOFF1 & REC
SOCIETY OF THE N	820.3	15.1	
STANFORD UNIVERS	511.0		
DUKE UNIVERSITY	423.7		
UNIV OF MICHIGAN	419.5		
BARNES HOSPITAL	407.0		
UNIV OF PENN	324.4		
UNIV OF MIAMI HO	252.5		
UNIV OF CHICAGO	241.5		
MEMORIAL HOSPITA	241.1		
EMORY UNIVERSITY	175.8		
UNIV OF WASHINGT	168.2		
UNIVERSITY OF VI	167.6		
YALE-NEW HAVEN H	166.2		
RUSH-PRESBY-ST L	162.3		
CLINICAL CTR NAT	161.0		
UNIV OF CA SAN D	91.8		
UNIV OF MISSOURI	91.8		
UNIVERSITY OF DE	91.8		
BAYLOR UNIV MEDI	87.9		
GEORGETOWN UNIVE	87.9		
H LEE MOFFITT CA	87.9		
NEW ENGLAND MEDI	87.9		
NORTH CAROLINA B	87.9		
UNIVERSITY OF AL	87.9		
F G MCGAW HOSP,	87.5		
MARIAN HEALTH CE	87.5		
MONTREAL NEUROLO	87.5		
UNIV OF IOWA HOS	87.5		
GARFIELD MED CEN	85.1		
HUNTINGTON MEMOR	85.1		
JOHN F KENNEDY M	85.1		
LA CHILDRENS	85.1		
MUHLENBERG HOSPI	85.1		
NEW YORK UNIV ME	85.1		
UNIV OF CALIF IR	85.1		
ST MARY'S HILL H	83.8		
VANDERBILT UNIV	83.8		
DISTRICT OF COLU	83.1		
EDWARD HOSPITAL	83.1		
GOOD SAMARITAN H	83.1		
HENNEPIN COUNTY	83.1		
NORTHWESTERN MEM	83.1		

Appendix D

NEUROLOGISTS: Hospital Nominations (Weighted)

HOSPNAME	Frequency
KANSAS NEUROLOGI	81.1
BAY MEDICAL CENT	79.2
EVANSTON HOSPITA	79.2
HENRY FORD HOSPI	79.2
SOUTHWEST TEXAS	79.2
ST MARYS HOSPITA	79.2
UNIV OF CALIF, D	79.2
UNIV OF TX M D A	79.2
UNIV OF WI HOSPI	79.2
WILLIAM BEAUMONT	79.2
JACKSON MEMORIAL	77.4
SOUTH MIAMI HOSP	77.4
NEWINGTON CHILDR	74.9

Frequency Missing = 5001.1

GYNECOLOGISTS: Hospital Nominations (Weighted)

HOSPNAME	Frequency	Percent of all physicians	
BRIGHAM AND WOME	2851.8	13.8	
JOHNS HOPKINS HO	2828.9	13.7	
MAYO CLINIC	2639.8	12.8	
UNIV OF TX M D A	2275.7	11.0	
DUKE UNIVERSITY	1932.6	9.3	
			CUTOFF2
MASSACHUSETTS GE	1623.3	7.8	
YALE-NEW HAVEN H	1362.3	6.6	
MEMORIAL HOSPITA	1291.2	6.2	
			CUTOFF1 & REC
UNIV OF UTAH HOS	1093.5	5.3	
STANFORD UNIVERS	1034.3		
DALLAS COUNTY	1020.5		
UNIV OF CHICAGO	992.5		
EMORY UNIVERSITY	970.4		
MOUNT SINAI MEDI	901.9		
HCA PARKLAND HOS	713.4		
GEORGETOWN UNIVE	685.4		
UCLA MEDICAL CEN	685.4		
UNIVERSITY OF AL	681.5		
HUTZEL HOSPITAL	671.0		
WOMEN & INFANTS	659.9		
BARNES HOSPITAL	656.0		
OHIO STATE UNIV	650.7		
PRESBY HOSP IN T	644.9		
UNIV OF MIAMI HO	641.8		
BAYLOR UNIV MEDI	639.2		
GREATER BALTIMOR	628.1		
UNIV OF CALIF IR	628.0		
UNIV OF WASHINGT	628.0		
CLEVELAND CLINIC	620.1		
GEORGETOWN HOSPI	364.5		
LAC-USC MEDICAL	364.5		
ALEXANDRIA HOSPI	348.9		
COOK COUNTY HOSP	348.9		
HCA SOUTHERN HIL	348.9		
SCOTT AND WHITE	348.9		
SHANDS HOSPITAL	348.9		
BAYSTATE MEDICAL	337.8		
BETH ISRAEL HOSP	337.8		
FAULKNER HOSPITA	337.8		
NORTH SHORE UNIV	337.8		
THOMAS JEFFERSON	337.8		
UNIV OF PENN	337.8		
VANDERBILT UNIV	332.6		
WEST VIRGINIA UN	332.6		
F G MCGAW HOSP,	329.8		
GOOD SAMARITAN H	329.8		
LUTHERAN GEN PAR	329.8		
PIQUA MEMORIAL M	329.8		
BOSTON CHILDRENS	322.1		

Appendix D

GYNECOLOGISTS: Hospital Nominations (Weighted)

HOSPNAME	Frequency
ROSWELL PARK CAN	322.1
CEDARS-SINAI MED	320.9
NORTHWESTERN MEM	320.9
ST JOHN'S MERCY	320.9
UNIV OF CALIF, D	320.9
UNIV OF WI HOSPI	320.9
UNIVERSITY OF KA	320.9
WILLIAM BEAUMONT	320.9
SWEDISH MEDICAL	314.4
BAYLOR HOUSTON	307.1
EAST JEFFERSON G	307.1
METHODIST HOUSTO	307.1
PENNSYLVANIA HOS	307.1
UNIV OF NORTH CA	307.1
UNIVERSITY OF KE	307.1
UNIVERSITY OF VI	307.1
LENOX HILL HOSPI	297.4
NEW ENGLAND MEDI	297.4
PARKLAND MEDICAL	290.3
SOCIETY OF THE N	290.3
UNIV OF IOWA HOS	290.3

Frequency Missing = 57448.4

OPTHAMOLOGISTS: Hospital Nominations (Weighted)

HOSPNAME	Frequency	Percent of all physicians	
WILMER/HOPKINS	7853.3	64.4	
BASCOM PALMER	6753.2	55.3	
WILLS EYE HOSPIT	5137.7	42.1	
MASSACHUSETTS EY	4313.3	35.3	
			CUTOFF2
JULES STEIN/UCLA	3373.3	27.6	
			CUTOFF1
UNIV OF IOWA HOS	2163.6	17.7	
			REC CUT
DUKE UNIVERSITY	1426.8	11.7	
ESTELLE DOHENY E	1199.4		
BARNES HOSPITAL	1160.2		
UNIV OF CALIF SA	1039.7		
NEW YORK EYE AND	960.1		
MAYO CLINIC	912.0		
MANHATTAN EET HO	753.7		
UNIV OF MICHIGAN	725.6		
UNIVERSITY OF IL	572.9		
BAYLOR UNIV MEDI	415.1		
MASSACHUSETTS GE	399.2		
BESS KAISER MEDI	217.3		
EMORY UNIVERSITY	217.3		
GOOD SAMARITAN H	217.3		
LSU MEDICAL CENT	217.3		
STANFORD UNIVERS	217.3		
UNIV OF CALIF, D	217.3		
METHODIST HOUSTO	207.9		
PIEDMONT HOSPITA	207.9		
ROCKDALE HOSPITA	207.9		
SAINT JOSEPH'S H	207.9		
ST JOSEPH'S HOSP	207.9		
OKLAHOMA UNIVERS	207.2		
SCOTT AND WHITE	207.2		
PRESBY HOSP IN T	201.3		
TULANE UNIV HOSP	201.3		
CLEVELAND CLINIC	196.5		
INDIANA UNIVERSI	196.5		
PHILLIPS EYE INS	196.5		
LAC-USC MEDICAL	191.3		
MUSC MED CTR OF	191.3		
SCRIPPS MEMORIAL	191.3		
UNIV OF UTAH HOS	191.3		
ST LOUIS UNIVERS	183.1		
UNIV OF PENN	183.1		
WASHINGTON HOSPI	183.1		
UNIV OF MINN HOS	173.0		

Frequency Missing = 16617.1

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ORTHOPEDICS: Hospital Nominations (Weighted)

HOSPNAME	Frequency	Percent of all physicians	
HOSPITAL FOR SPE	5577.3	41.0	
MASSACHUSETTS GE	4744.7	34.9	
MAYO CLINIC	3919.8	28.8	
DUKE UNIVERSITY	2936.8	21.6	
			CUTOFF2
JOHNS HOPKINS HO	2583.5	19.0	
CLEVELAND CLINIC	2155.2	15.9	
			CUTOFF1 & REC
PRESBY HOSP IN T	1556.1	11.4	
BRIGHAM AND WOME	1471.4		
HOSPITAL FOR JOI	1289.2		
UNIV OF IOWA HOS	929.4		
UNIV OF WASHINGT	906.7		
CAMPBELL CLINIC	864.0		
UNIV OF MINN HOS	703.2		
HARBORVIEW MEDIC	692.7		
HUGHSTON SPORTS	642.9		
SWEDISH HOSPITAL	477.8		
UNIVERSITY OF VI	467.2		
LAC-USC MEDICAL	449.0		
ORTHOPAEDIC LA	448.5		
UNIV OF MIAMI HO	448.5		
EMORY UNIVERSITY	439.3		
VANDERBILT UNIV	439.3		
NEW ENGLAND BAPT	429.8		
UNIV OF CALIF SA	429.8		
STANFORD UNIVERS	426.6		
YALE-NEW HAVEN H	425.4		
BOSTON CHILDRENS	414.1		
BETH ISRAEL HOSP	244.2		
LAC-RANCHO LOS A	244.2		
MESA LUTHERAN HO	244.2		
PENN STATE UNIV	244.2		
STRONG MEM HOSP	244.2		
UNIV OF UTAH HOS	244.2		
HOSP OF THE MEDI	233.6		
MED COLLEGE OF V	233.6		
NATIONAL HOSP FO	233.6		
ORTHOPAEDIC HOSP	233.6		
UNION MEMORIAL H	233.6		
UNIV OF FLORIDA	233.6		
UNIV OF MARYLAND	233.6		
ALBERT EINSTEIN	226.2		
GOOD SAMARITAN H	226.2		
MAINE MEDICAL CE	226.2		
NEWINGTON CHILDR	226.2		
PENOBSCOT BAY ME	226.2		
UNITED HOSPITALS	226.2		
UNIV OF MICHIGAN	226.2		
UNIV OF PENN	226.2		
ERLANGER MEDICAL	222.8		

ORTHOPEDICS: Hospital Nominations (Weighted)

HOSPNAME	Frequency
LAHEY CLINIC HOS	222.8
SHANDS HOSPITAL	222.8
UNIV OF TORONTO	222.8
UNIVERSITY HOSPI	222.8
HENNEPIN COUNTY	220.9
METHODIST HOSPIT	220.9
UNIV OF TX M D A	220.9
HARBOR VIEW MEDI	215.7
COOK COUNTY HOSP	214.9
SAN FRANCISCO GE	214.9
UCLA MEDICAL CEN	214.9
UNIV OF CALIF, D	214.9
BAPTIST MEMPHIS	205.7
DALLAS COUNTY	205.7
HAVERFORD COMM H	205.7
UNIV HOSPITALS O	194.4
UNIV OF WI HOSPI	194.4

Frequency Missing = 22934.4

Appendix D

OTOLARYNGOLOGISTS: Hospital Nominations (Weighted)

HOSPNAME	Frequency	Percent of all physicians	
UNIV OF IOWA HOS	1742.0	29.9	
MASSACHUSETTS EY	1534.0	26.3	
JOHNS HOPKINS HO	1221.4	20.9	
UCLA MEDICAL CEN	1164.9	20.0	
			CUTOFF2
MAYO CLINIC	1024.9	17.6	
UNIV OF TX M D A	1023.6	17.5	
UNIV OF MICHIGAN	1009.9	17.3	
			REC CUT
CLEVELAND CLINIC	668.9	11.5	
			CUTOFF1
MOUNT SINAI MEDI	594.5	10.2	
UNIV OF CALIF SA	534.6		
MASSACHUSETTS GE	499.5		
MONTEFIORE PITTS	427.3		
STANFORD UNIVERS	420.7		
MEMORIAL HOSPITA	419.7		
VANDERBILT UNIV	405.7		
BARNES HOSPITAL	393.9		
MANHATTAN EET HO	291.6		
LAHEY CLINIC HOS	283.7		
UNIV OF MINN HOS	206.6		
OHIO STATE UNIV	204.2		
JACKSON MEMORIAL	203.1		
UNIV OF MIAMI HO	199.6		
UNIV OF PENN	199.6		
EMORY UNIVERSITY	198.0		
NEW ENGLAND MEDI	196.5		
YALE-NEW HAVEN H	196.5		
BAYLOR UNIV MEDI	192.7		
PRESBY HOSP IN T	190.2		
HOUSE GROUP	187.1		
UNIV OF CHICAGO	187.1		
OREGON STATE UNI	112.8		
UNIV OF CA SAN D	112.8		
UNIV OF PITTSBUR	112.8		
UNIVERSITY OF IL	112.8		
DUKE UNIVERSITY	108.0		
MUSC MED CTR OF	108.0		
NORTH CAROLINA B	108.0		
NORTHWESTERN MEM	108.0		
TAMPA GENERAL HO	108.0		
TULANE UNIV HOSP	108.0		
UNIV OF NORTH CA	108.0		
ABINGTON MEMORIA	104.5		
GEISINGER MEDICA	104.5		
HARTFORD HOSPITA	104.5		
NEW YORK EYE AND	104.5		
GEORGETOWN UNIVE	102.9		
INDIANA UNIVERSI	102.9		
UNIV OF FLORIDA	102.9		
HARPER HOSPITAL	102.1		

OTOLARYNGOLOGISTS: Hospital Nominations (Weighted)

HOSPNAME	Frequency
HENNEPIN COUNTY	102.1
UNIV OF CINCINNA	102.1
BAPTIST NASHVILL	99.7
BOSTON CHILDRENS	99.7
BAPTIST MEMPHIS	95.1
CHARITY HOSP AT	95.1
DALLAS COUNTY	95.1
METHODIST HOUSTO	95.1
OCSHNER	95.1
SHANDS HOSPITAL	95.1
ST JOSEPH'S HOSP	95.1
ST LOUIS UNIVERS	95.1
UNIVERSITY OF VI	95.1
F G MCGAW HOSP,	89.8

Frequency Missing = 9759.7

Appendix D

PEDIATRICIANS: Hospital Nominations (Weighted)

HOSPNAME	Frequency	Percent of all physicians	
BOSTON CHILDRENS	11695.8	47.9	
PHIL CHILDRENS	9321.6	38.2	
JOHNS HOPKINS HO	6953.0	28.5	
			CUTOFF2
LA CHILDRENS	3471.5	14.2	
			CUTOFF1
RAINBOW BABIES	2919.0	12.0	
			REC CUT
DC CHILDRENS	2632.2	10.8	
PITTS CHILDRENS	2554.0	10.5	
CHILDRENS MEMORI	2485.2	10.2	
DENVER CHILDRENS	1907.8	7.8	
CINCY CHILDRENS	1855.7		
STANFORD UNIVERS	1854.8		
MIAMI CHILDREN'S	1507.6		
NEW YORK UNIV ME	1421.7		
SOCIETY OF THE N	1388.9		
OAKLAND CHILDREN	1182.0		
PRESBY HOSP IN T	1112.4		
DUKE UNIVERSITY	1103.2		
MASSACHUSETTS GE	1055.3		
UNIV OF CHICAGO	1051.5		
YALE-NEW HAVEN H	1043.1		
PRIMARY CHILDREN	763.2		
ALBERT EINSTEIN	753.8		
ST JUDE CHILDREN	753.8		
VANDERBILT UNIV	748.1		
EGLESTON CHILDRE	720.2		
UCLA MEDICAL CEN	718.9		
ST LOUIS CHILDRE	715.6		
UNIV OF CALIF SA	691.6		
STRONG MEM HOSP	690.8		
GARFIELD MEDICAL	400.2		
HUNTINGTON MEMOR	400.2		
LOMA LINDA UNIVE	400.2		
NO CHILDRENS	400.2		
SUTTER MEMORIAL	400.2		
CLINICAL CTR NAT	383.0		
COOK COUNTY HOSP	383.0		
MEMORIAL HOSPITA	383.0		
TEXAS CHILDREN'S	383.0		
UNIV OF TEXAS ME	383.0		
UNIV OF WI HOSPI	383.0		
LAC-HARBOR-UCLA	381.6		
LUCILE PACKARD C	381.6		
NATIONAL JEWISH	381.6		
SAN FRANCISCO GE	381.6		
UNIV OF MINN HOS	381.6		
VALLEY CHILDREN'	381.6		
BELLEVUE HOSPITA	370.8		
ROCHESTER GENERA	370.8		
SHRINERS HOSPS F	370.8		

PEDIATRICIANS: Hospital Nominations (Weighted)

HOSPNAME	Frequency
UNIV OF FLORIDA	365.1
CHILDREN'S MED C	362.0
DAYTON CHILDRENS	362.0
LUTHERAN GENERAL	362.0
HUMANA HOSPITAL-	353.6
MAYO CLINIC	353.6
NEW ENGLAND MEDI	353.6
UNIV OF IOWA HOS	353.6
UNIV OF TX M D A	353.6
EMANUEL HOSPITAL	352.3
LAC-USC MEDICAL	352.3
BOSTON CITY HOSP	337.2
EMORY UNIVERSITY	337.2
UNIV OF NORTH CA	337.2
UNIV OF TENN MEM	337.2
UNIVERSITY OF DE	337.2
BROOKDALE HOSPIT	326.5
BROOKLYN HOSPITA	326.5
UNIV HOSP OF BRO	326.5
ST CHRISTOPHER'S	318.7
UNIV OF WASHINGT	318.7
WISC CHILDRENS	318.7

Frequency Missing = 41719.4

Appendix D

PSYCHIATRISTS: Hospital Nominations (Weighted)

HOSPNAME	Frequency	Percent of all physicians	
MCLEAN HOSPITAL	3663.4	21.5	
MENNINGER'S	2981.9	17.5	
UCLA MEDICAL CEN	2547.9	14.9	
MASSACHUSETTS GE	2412.1	14.1	
			CUTOFF2
SHEPPARD AND ENO	2133.4	12.5	
INSTITUTE OF LIV	1966.3	11.5	
MAYO CLINIC	1811.6	10.6	
PRESBY HOSP IN T	1772.6	10.4	
SOCIETY OF THE N	1714.6	10.0	
YALE-NEW HAVEN H	1469.8	8.6	
			CUTOFF1 & RE^
BARNES HOSPITAL	1186.0	6.9	
TIMBERLAWN PSYCH	1001.2		
DUKE UNIVERSITY	997.2		
UNIV OF PENN	986.5		
JOHNS HOPKINS HO	976.0		
STANFORD UNIVERS	759.9		
LANGLEY PORTER P	538.8		
WESTERN PSYCH IN	507.3		
MOUNT SINAI MEDI	499.3		
SILVER HILL HOSP	499.3		
WESTWOOD LODGE H	499.3		
BURKE REHABILITA	468.7		
MASS MENTAL HEAL	452.1		
CLEVELAND CLINIC	439.4		
EL CAMINO HOSPIT	275.8		
MESA VISTA HOSPI	275.8		
BELLEVUE HOSPITA	263.9		
NEW YORK UNIV ME	263.9		
UNIV OF CALIF SA	263.9		
ALBANY MEDICAL C	263.0		
JERRY L PETTIS M	263.0		
BOSTON CHILDRENS	255.6		
BRIGHAM AND WOME	255.6		
CARRIER FOUNDATI	255.6		
FRIENDS HOSPITAL	255.6		
GEORGETOWN UNIVE	255.6		
HOSPITAL OF SAIN	255.6		
INST OF PENNSYLV	255.6		
PEMBROKE HOSPITA	255.6		
ST VINCENT'S MED	255.6		
UNIV OF WASHINGT	255.6		
MED COLLEGE OF V	251.7		
OHIO STATE UNIV	251.7		
UNIVERSITY OF DE	251.7		
BUTLER HOSPITAL	243.7		
SIERRA VISTA COM	242.8		
CHARTER LAKE HOS	232.4		
HCA COLISEUM PSY	232.4		
HIGHLAND HOSPITA	232.4		

PSYCHIATRISTS: Hospital Nominations (Weighted)

HOSPNAME	Frequency
MEDICAL CLG OF G	232.4
UNIV OF CHICAGO	232.4
CHESTNUT LODGE	225.0
OCHSNER FOUNDATI	225.0
PAYNE WHITNEY	225.0
ARKANSAS STATE H	219.7
CEDARS-SINAI MED	219.7
CHARITY HOSP AT	219.7
HUMANA HOSPITAL-	219.7
JEWISH HOSPITAL	219.7
NORTHWESTERN MEM	219.7
UNIV OF MINN HOS	219.7

Frequency Missing = 44021.1

Appendix D

REHABILITATION: Hospital Nominations (Weighted)

HOSPNAME	Frequency	Percent of all physicians	
REHAB INSTITUTE	1383.3	50.8	
UNIV OF WASHINGT	1245.7	45.8	
MAYO CLINIC	835.3	30.7	CUTOFF2
CRAIG HOSPITAL	832.2	30.6	
TIRR	703.4	25.8	
RUSK INST	673.3	24.7	
LAC-RANCHO LOS A	482.3	17.7	
OHIO STATE UNIV	340.2	12.5	CUTOFF1 & R
UNIV OF MICHIGAN	304.5		
THOMAS JEFFERSON	272.7		
BAYLOR UNIV MEDI	271.5		
NATIONAL REHABIL	175.4		
REHABILITATION I	174.2		
NORTHWESTERN MEM	170.0		
MOSS REHABILITAT	140.2		
SANTA CLARA VALL	110.6		
ALFRED I DUPONT	106.8		
KESSLER INSTITUT	104.0		
UNIV OF MINN HOS	103.6		
SPAIN REHAB CTR	102.6		
MAGEE REHABILITA	100.8		
NORTHRIDGE HOSP	77.2		
STANFORD UNIVERS	75.6		
UNIV OF CHICAGO	74.4		
CASA COLINA HOSP	73.5		
MARIANJOY REHABI	73.5		
SPAULDING REHABI	72.7		
UNIV OF SOUTH AL	68.3		
MOUNT SINAI MEDI	66.7		
TEMPLE UNIVERSIT	63.0		
EMORY UNIVERSITY	38.6		
HARBORVIEW MEDIC	38.6		
MASSACHUSETTS GE	38.6		
ST MARY'S REGION	38.6		
UCLA MEDICAL CEN	38.6		
UNIV OF PENN	38.6		
WASHOE MEDICAL C	38.6		
METHODIST HOUSTO	37.0		
READING REHAB HO	37.0		
UNIV MEDICAL CEN	36.8		
VIRGINIA MASON M	36.8		
BURKE REHABILITA	35.8		
DC CHILDRENS	35.8		
HELEN HAYES HOSP	35.8		
LONG ISLAND HOSP	35.8		
METHODIST BROOKL	35.8		
ST FRANCIS MEDIC	35.8		
ST VINCENT'S HOS	35.8		
UNIV HOSP-SUNY H	35.8		

REHABILITATION: Hospital Nominations (Weighted)

HOSPNAME	Frequency
BIVINS REHAB	35.2
HOUSTON REHABILI	35.2
LUBBOCK REHAB IN	35.2
MEMORIAL HOSPITA	35.2
MOUNT VERNON HOS	35.2
NEW ENGLAND REHA	35.2
WILSON REHABILIT	35.2
ABBOTT-NORTHWEST	34.9
CATHERINE MCCAUL	34.9
MICHIANA COMMUNI	34.9
SOCIETY OF THE N	34.9
BRYN MAWR REHABI	34.1
JOHN F KENNEDY M	34.1
KAISER VALLEJO	34.0
HARMARVILLE REHA	33.3
SISTER KENNY INS	33.3
STORMONT-VAIL RE	33.3
ROOSEVELT WARM S	32.5
GOOD SHEPHERD RE	31.5
JERSEY CITY MEDI	31.5
UNIV OF MIAMI HO	31.5
NEW YORK UNIV ME	30.7

Frequency Missing = 2879

Appendix D

RHEUMATOLOGISTS: Hospital Nominations (Weighted)

HOSPNAME	Frequency	Percent of all physicians	
MAYO CLINIC	1117.5	46.1	
HOSPITAL FOR SPE	663.9	27.4	
BRIGHAM AND WOME	618.3	25.5	
UCLA MEDICAL CEN	585.0	24.1	
			CUTOFF2
JOHNS HOPKINS HO	398.6	16.4	
UNIVERSITY OF AL	368.9	15.2	
MASSACHUSETTS GE	358.0	14.8	
			CUTOFF1 & RI
STANFORD UNIVERS	297.6	12.3	
CLINICAL CTR NAT	251.3		
DUKE UNIVERSITY	220.3		
CLEVELAND CLINIC	215.1		
NORTHWESTERN MEM	147.3		
BARNES HOSPITAL	146.4		
UNIV OF WASHINGT	145.4		
CEDARS-SINAI MED	144.5		
UNIV OF CALIF SA	144.1		
UNIV OF CA SAN D	114.6		
VANDERBILT UNIV	109.5		
GEORGETOWN UNIVE	109.2		
UNIV OF PITTSBUR	107.2		
HOSPITAL FOR JOI	106.1		
UNIV OF MICHIGAN	103.7		
GOOD SAMARITAN H	103.6		
SOCIETY OF THE N	74.2		
NEW YORK UNIV ME	72.5		
UNIV OF NORTH CA	72.5		
UNIV OF TX M D A	71.4		
SCRIPPS MEMORIAL	70.7		
UNIV OF IOWA HOS	70.4		
UNIV OF SOUTH AL	69.5		
SOUTHWEST DALLAS	68.8		
BETH ISRAEL HOSP	39.4		
UNIV OF ARIZONA	39.4		
UNIV OF TEXAS ME	39.4		
UNIV OF UTAH HOS	39.4		
METHODIST REHABI	37.7		
MUSC MED CTR OF	37.7		
ST MARGARET MEMO	37.7		
UNIVERSITY OF DE	37.7		
WALTER REED ARMY	37.7		
FITZSIMONS ARMY	37.5		
MADIGAN ARMY MED	37.5		
UNIV HOSPITAL NE	37.5		
PRESBY HOSP IN T	36.5		
UNIV OF CINCINNA	36.5		
UNIV OF PENN	36.5		
YALE-NEW HAVEN H	36.5		
BAPTIST NASHVILL	35.9		
GEISINGER MEDICA	35.9		

RHEUMATOLOGISTS: Hospital Nominations (Weighted)

HOSPNAME	Frequency
ST JOSEPH'S HOSP	35.6
NEW ENGLAND MEDI	34.8
UNIV OF MASSACHU	33.9
MASON GENERAL HO	33.2
PRESBYTERIAN PHI	32.1
TEMPLE UNIVERSIT	32.1
THOMAS JEFFERSON	32.1

Frequency Missing = 4063.2

Appendix D

UROLOGISTS: Hospital Nominations (Weighted)

HOSPNAME	Frequency	Percent of all physicians	
MAYO CLINIC	3220.0	43.3	
JOHNS HOPKINS HO	2841.7	38.2	
UCLA MEDICAL CEN	1860.4	25.0	
CLEVELAND CLINIC	1795.8	24.1	
MASSACHUSETTS GE	1532.6	20.6	
DUKE UNIVERSITY	1478.6	19.9	
UNIV OF TX M D A	1219.8	16.4	
			CUTOFF2
MEMORIAL HOSPITA	961.7	12.9	
STANFORD UNIVERS	723.9	9.7	
UNIV OF WASHINGT	633.2	8.5	
			CUTOFF1 & REC
BAYLOR UNIV MEDI	482.5	6.5	
PRESBY HOSP IN T	460.2		
SOCIETY OF THE N	368.8		
UNIV OF MICHIGAN	331.5		
SWEDISH HOSPITAL	272.2		
UNIV OF CALIF SA	272.2		
BARNES HOSPITAL	254.4		
LAHEY CLINIC HOS	250.0		
EMORY UNIVERSITY	244.9		
UNIV OF IOWA HOS	244.5		
UNIV OF PENN	243.5		
NORTHWESTERN MEM	238.6		
BOSTON CITY HOSP	237.1		
F G MCGAW HOSP,	231.5		
HERMANN HOSPITAL	229.4		
METHODIST HOUSTO	229.4		
UNIV OF CHICAGO	216.8		
BRIGHAM AND WOME	136.1		
HUNTINGTON MEMOR	136.1		
KAISER LA	136.1		
KAISER MARTINEZ	136.1		
KAISER PANORAMA	136.1		
KAISER WOODLAND	136.1		
VIRGINIA MASON M	136.1		
DALLAS COUNTY HO	130.2		
NORTH CAROLINA B	130.2		
REX HOSPITAL	130.2		
UNIV OF NORTH CA	130.2		
UNIVERSITY OF AL	130.2		
WALTER REED ARMY	130.2		
WASHINGTON HOSPI	130.2		
LOMA LINDA UNIVE	129.8		
PHIL CHILDRENS	120.2		
UNIV OF ARIZONA	119.8		
OCHSNER	114.7		
SAINT FRANCIS HO	114.7		
UNIV OF CA SAN D	114.7		
UNIVERSITY OF KA	114.7		
LAC-USC MEDICAL	111.0		

UROLOGISTS: Hospital Nominations (Weighted)

HOSPNAME	Frequency
NEW YORK UNIV ME	111.0
DETROIT RECEIVIN	108.4
METHODIST HOSPIT	108.4

Frequency Missing = 12986.3

Appendix D

GERIATRICIANS: Hospital Nominations (Weighted)

HOSPNAME	Frequency	Percent of all physicians	
UCLA MEDICAL CEN	128.7	21.5	
BETH ISRAEL HOSP	125.2	20.9	
DUKE UNIVERSITY	110.4	18.4	
MOUNT SINAI MEDI	95.3	15.9	
MASSACHUSETTS GE	84.6	14.1	
JOHNS HOPKINS HO	62.5	10.4	CUTOFF2
UNIV OF MICHIGAN	40.8	6.8	CUTOFF1 & REC
CLEVELAND CLINIC	40.5		
UNIV OF WASHINGT	39.3		
RUSH-PRESBY-ST L	39.2		
BRIGHAM AND WOME	39.1		
MAYO CLINIC	32.2		
SEPULVEDA VA MED	31.8		
UNIVERSITY HOSPI	31.7		
YALE-NEW HAVEN H	24.2		
MONTEFIORE MEDIC	23.7		
SHADYSIDE HOSPIT	16.3		
UNIV OF NORTH CA	16.1		
MOUNT ZION MED C	15.8		
VETERANS AFFAIRS	15.4		
UNIV OF CHICAGO	14.6		
BOSTON CITY HOSP	14.0		
HUNTINGTON MEMOR	8.7		
LAC-USC MEDICAL	8.7		
UNIV OF PITTSBUR	8.7		
CEDARS-SINAI MED	8.3		
HOSP OF THE MEDI	8.3		
MEDICAL COLLEGE	8.3		
ST MARGARET MEMO	8.3		
BROCKTON-WEST RO	8.0		
NEW YORK UNIV ME	8.0		
UNIV OF MASSACHU	8.0		
BOSTON VA MED CE	7.9		
JACKSON MEMORIAL	7.9		
METHODIST HOUSTO	7.9		
NORTH CAROLINA B	7.9		
ROGER WILLIAMS G	7.9		
SHANDS HOSPITAL	7.9		
ST LOUIS UNIVERS	7.9		
STANFORD UNIVERS	7.9		
SUNNYSIDE COMM H	7.9		
UNIVERSITY HOSP	7.9		
UNIVERSITY OF AL	7.9		
UNIVERSITY OF KE	7.9		
BARNES HOSPITAL	7.8		
NORTHWESTERN MEM	7.8		
FRANCIS SCOTT KE	7.7		
HENNEPIN COUNTY	7.7		
LAHEY CLINIC HOS	7.7		

GERIATRICIANS: Hospital Nominations (Weighted)

HOSPNAME	Frequency
MCLEAN HOSPITAL	7.7
NORTH MISSISSIPP	7.7
ABBOTT-NORTHWEST	7.5
BAPTIST MEMPHIS	7.5
HARBORVIEW MEDIC	7.5
UNIV OF WI HOSPI	7.5
UNIV OF MIAMI HO	7.3
UNIV OF SOUTH FL	7.3
HEBREW REHAB CEN	7.1
LEMUEL SHATTUCK	7.1
NEW ENGLAND DEAC	7.1
NEWTON-WELLESLEY	7.1
HCA WESLEY MEDIC	6.9
LUTHERAN GENERAL	6.9
RIVERSIDE METHOD	6.9

Frequency Missing = 1631.7

APPENDIX E

TABLE OF MEANS, STANDARD DEVIATIONS, AND CUTPOINTS

APPENDIX E

SPECIALTY	MEAN	STANDARD DEVIATION	CUTOFF1	CUTOFF2
AIDS	92.94	166.98	259.92 (6)	426.9 (3)
CANCER	469.70	619.87	1089.57 (5)	1709.44 (3)
CARDIOLOGY	803.69	1076.48	1880.17 (7)	2956.65 (4)
ENDOCRINOLOGY	213.68	292.56	506.24 (6)	798.80 (2)
GASTROENTEROLOGY	449.01	515.88	964.89 (6)	1480.77 (4)
NEUROLOGY	357.18	619.07	976.25 (7)	1595.32 (5)
GYNECOLOGY	656.53	596.52	1253.05 (8)	1849.57 (5)
OPTHAMOLOGY	1032.47	1458.57	2491.04 (5)	3949.61 (4)
ORTHOPEDICS	682.37	1026.05	1708.87 (6)	2735.74 (4)
OTOLARYNGOLOGY	308.05	360.37	668.42 (8)	1028.79 (4)
PEDIATRICS	1131.25	1897.42	3028.67 (4)	4926.09 (3)
PSYCHIATRY	677.48	755.73	1433.21 (10)	2188.94 (4)
REHABILITATION	151.09	266.57	417.66 (7)	684.23 (5)
RHEUMATOLOGY	143.86	185.03	328.89 (7)	513.92 (4)
UROLOGY	465.51	612.18	1077.69 (7)	1689.87 (4)
GERIATRICS	21.36	27.66	49.02 (6)	76.68 (5)

APPENDIX F

WEIGHTED FREQUENCIES OF HOSPITAL NOMINATIONS (ALL SPECIALTIES)

Appendix F

ALL SPECIALTIES: Weighted Hospital Nominations

HOSPNAME	Frequency	Percent	Cumulative Frequency	Cumulative Percent
MAYO CLINIC	30542.7	6.8	30542.7	6.8
JOHNS HOPKINS HO	25631.9	5.7	56174.6	12.5
MASSACHUSETTS GE	22966	5.1	79140.6	17.6
CLEVELAND CLINIC	15721.7	3.5	94862.3	21.1
DUKE UNIVERSITY	13630	3.0	108492.3	24.2
BOSTON CHILDRENS	12861.4	2.9	121353.7	27.0
UCLA MEDICAL CEN	11811.5	2.6	133165.2	29.6
STANFORD UNIVERS	11092.4	2.5	144257.6	32.1
PHIL CHILDRENS	9441.8	2.1	153699.4	34.2
UNIV OF TX M D A	8716.6	1.9	162416	36.2
PRESBY HOSP IN T	7913.2	1.8	170329.2	37.9
WILMER/HOPKINS	7853.3	1.7	178182.5	39.7
UNIV OF CALIF SA	7196.4	1.6	185378.9	41.3
MEMORIAL HOSPITA	7137.9	1.6	192516.8	42.9
BRIGHAM AND WOME	6809.4	1.5	199326.2	44.4
BASCOM PALMER	6753.2	1.5	206079.4	45.9
UNIV OF IOWA HOS	6360.3	1.4	212439.7	47.3
HOSPITAL FOR SPE	6241.2	1.4	218680.9	48.7
MASSACHUSETTS EY	5847.3	1.3	224528.2	50.0
BARNES HOSPITAL	5679.8	1.3	230208	51.3
UNIV OF WASHINGT	5641.6	1.3	235849.6	52.5
YALE-NEW HAVEN H	5629.2	1.3	241478.8	53.8
EMORY UNIVERSITY	5189.2	1.2	246668	54.9
SOCIETY OF THE N	5163.2	1.1	251831.2	56.1
WILLS EYE HOSPIT	5137.7	1.1	256968.9	57.2
UNIV OF MICHIGAN	4920.7	1.1	261889.6	58.3
UNIV OF CHICAGO	4820.3	1.1	266709.9	59.4
UNIV OF PENN	4297.6	1.0	271007.5	60.3
NORTHWESTERN MEM	3964	0.9	274971.5	61.2
MOUNT SINAI MEDI	3731.2	0.8	278702.7	62.0
MCLEAN HOSPITAL	3671.1	0.8	282373.8	62.9
LA CHILDRENS	3556.6	0.8	285930.4	63.7
JULES STEIN/UCLA	3373.3	0.8	289303.7	64.4
TEXAS HEART INST	3199.5	0.7	292503.2	65.1
MENNINGER'S	2981.9	0.7	295485.1	65.8
RAINBOW BABIES	2919	0.6	298404.1	66.4
BAYLOR UNIV MEDI	2745.7	0.6	301149.8	67.0
NEW YORK UNIV ME	2703.4	0.6	303853.2	67.6
VANDERBILT UNIV	2694	0.6	306547.2	68.2
DC CHILDRENS	2668	0.6	309215.2	68.8
CLINICAL CTR NAT	2632.8	0.6	311848	69.4
PITTS CHILDRENS	2554	0.6	314402	70.0
METHODIST HOUSTO	2236.2	0.5	316638.2	70.5
UNIV OF MINN HOS	2226.4	0.5	318864.6	71.0
SHEPPARD AND ENO	2133.4	0.5	320998	71.5
DANA-FARBER CANC	1995.9	0.4	322993.9	71.9
CEDARS-SINAI MED	1993.5	0.4	324987.4	72.4
SAN FRANCISCO GE	1978.7	0.4	326966.1	72.8
UNIV OF MIAMI HO	1972.8	0.4	328938.9	73.2

ALL SPECIALTIES: Weighted Hospital Nominations

HOSPNAME	Frequency	Percent	Cumulative Frequency	Cumulative Percent
INSTITUTE OF LIV	1966.3	0.4	330905.2	73.7
UNIV OF UTAH HOS	1953.3	0.4	332858.5	74.1
DENVER CHILDRENS	1907.8	0.4	334766.3	74.5
UNIVERSITY OF AL	1872.5	0.4	336638.8	74.9
CINCY CHILDRENS	1855.7	0.4	338494.5	75.4
BETH ISRAEL HOSP	1644.4	0.4	340138.9	75.7
LAC-USC MEDICAL	1624.7	0.4	341763.6	76.1
MIAMI CHILDREN'S	1507.6	0.3	343271.2	76.4
GEORGETOWN UNIVE	1488.3	0.3	344759.5	76.8
OHIO STATE UNIV	1446.8	0.3	346206.3	77.1
UNIVERSITY OF VI	1420.3	0.3	347626.6	77.4
HOSPITAL FOR JOI	1395.3	0.3	349021.9	77.7
NEW ENGLAND MEDI	1389.9	0.3	350411.8	78.0
REHAB INSTITUTE	1383.3	0.3	351795.1	78.3
DALLAS COUNTY	1354.2	0.3	353149.3	78.6
ESTELLE DOHENY E	1199.4	0.3	354348.7	78.9
OAKLAND CHILDREN	1182	0.3	355530.7	79.2
SCRIPPS MEMORIAL	1177	0.3	356707.7	79.4
UNIV OF PITTSBUR	1136.3	0.3	357844	79.7
UNIVERSITY OF IL	1110.9	0.2	358954.9	79.9
NEW YORK EYE AND	1064.6	0.2	360019.5	80.2
MANHATTAN EET HO	1045.3	0.2	361064.8	80.4
ROSWELL PARK CAN	1025	0.2	362089.8	80.6
MED COLLEGE OF V	1013.1	0.2	363102.9	80.8
STRONG MEM HOSP	1002	0.2	364104.9	81.1
TIMBERLAWN PSYCH	1001.2	0.2	365106.1	81.3
UNIV OF WI HOSPI	985	0.2	366091.1	81.5
ALBERT EINSTEIN	980	0.2	367071.1	81.7
UNIV OF NORTH CA	971.1	0.2	368042.2	81.9
GOOD SAMARITAN H	960	0.2	369002.2	82.2
UNIV OF FLORIDA	952.8	0.2	369955	82.4
COOK COUNTY HOSP	946.8	0.2	370901.8	82.6
WILLIAM BEAUMONT	944.1	0.2	371845.9	82.8
SHANDS HOSPITAL	902.5	0.2	372748.4	83.0
FRED HUTCHINSON	898.4	0.2	373646.8	83.2
LAHEY CLINIC HOS	877.2	0.2	374524	83.4
CAMPBELL CLINIC	864	0.2	375388	83.6
MEDICAL CTR OF D	836.6	0.2	376224.6	83.8
UNIV OF CALIF, D	832.3	0.2	377056.9	83.9
CRAIG HOSPITAL	832.2	0.2	377889.1	84.1
F G MCGAW HOSP,	807.2	0.2	378696.3	84.3
HARBORVIEW MEDIC	797.5	0.2	379493.8	84.5
UNIVERSITY OF DE	783	0.2	380276.8	84.7
PRIMARY CHILDREN	763.2	0.2	381040	84.8
RUSH-PRESBY-ST L	762.3	0.2	381802.3	85.0
THOMAS JEFFERSON	761.5	0.2	382563.8	85.2
ST JUDE CHILDREN	753.8	0.2	383317.6	85.3
SWEDISH HOSPITAL	750	0.2	384067.6	85.5
LAC-RANCHO LOS A	726.5	0.2	384794.1	85.7

Appendix F

ALL SPECIALTIES: Weighted Hospital Nominations

HOSPNAME	Frequency	Percent	Cumulative Frequency	Cumulative Percent
EGLESTON CHILDRE	720.2	0.2	385514.3	85.8
ST LOUIS CHILDRE	715.6	0.2	386229.9	86.0
HCA PARKLAND HOS	713.4	0.2	386943.3	86.1
UNIV OF CALIF IR	713.1	0.2	387656.4	86.3
TIRR	703.4	0.2	388359.8	86.5
UNIV OF SOUTH AL	702	0.2	389061.8	86.6
BELLEVUE HOSPITA	698	0.2	389759.8	86.8
RUSK INST	673.3	0.1	390433.1	86.9
HUTZEL HOSPITAL	671	0.1	391104.1	87.1
SCOTT AND WHITE	664.2	0.1	391768.3	87.2
WOMEN & INFANTS	659.9	0.1	392428.2	87.4
HUGHSTON SPORTS	642.9	0.1	393071.1	87.5
UNIV OF CA SAN D	637.8	0.1	393708.9	87.7
HUNTINGTON MEMOR	630.1	0.1	394339	87.8
GREATER BALTIMOR	628.1	0.1	394967.1	87.9
BOSTON CITY HOSP	620.2	0.1	395587.3	88.1
WASHINGTON HOSPI	614	0.1	396201.3	88.2
LENOX HILL HOSPI	606.4	0.1	396807.7	88.3
INDIANA UNIVERSI	583.9	0.1	397391.6	88.5
SHADYSIDE HOSPIT	573.7	0.1	397965.3	88.6
HUMANA HOSPITAL-	573.3	0.1	398538.6	88.7
LANGLEY PORTER P	538.8	0.1	399077.4	88.8
LOMA LINDA UNIVE	530	0.1	399607.4	89.0
WESTERN PSYCH IN	507.3	0.1	400114.7	89.1
BURKE REHABILITA	504.5	0.1	400619.2	89.2
TEMPLE UNIVERSIT	501.8	0.1	401121	89.3
HOSPITAL OF SAIN	500.9	0.1	401621.9	89.4
SILVER HILL HOSP	499.3	0.1	402121.2	89.5
WESTWOOD LODGE H	499.3	0.1	402620.5	89.6
MASS MENTAL HEAL	452.1	0.1	403072.6	89.7
ORTHOPAEDIC LA	448.5	0.1	403521.1	89.8
UNIVERSITY OF KA	435.6	0.1	403956.7	89.9
NEW ENGLAND BAPT	429.8	0.1	404386.5	90.0
UNIV OF ARIZONA	427.6	0.1	404814.1	90.1
MONTEFIORE PITTS	427.3	0.1	405241.4	90.2
UNIV OF TEXAS ME	422.4	0.1	405663.8	90.3
NORTH SHORE UNIV	422	0.1	406085.8	90.4
NORTH CAROLINA B	416.9	0.1	406502.7	90.5
HENNEPIN COUNTY	413.8	0.1	406916.5	90.6
VIRGINIA MASON M	412	0.1	407328.5	90.7
FOX CHASE	409.8	0.1	407738.3	90.8
OREGON STATE UNI	400.4	0.1	408138.7	90.9
GARFIELD MEDICAL	400.2	0.1	408538.9	91.0
NO CHILDRENS	400.2	0.1	408939.1	91.0
SUTTER MEMORIAL	400.2	0.1	409339.3	91.1
TULANE UNIV HOSP	396.3	0.1	409735.6	91.2
TEXAS CHILDREN'S	383	0.1	410118.6	91.3
LAC-HARBOR-UCLA	381.6	0.1	410500.2	91.4
LUCILE PACKARD C	381.6	0.1	410881.8	91.5

ALL SPECIALTIES: Weighted Hospital Nominations

HOSPNAME	Frequency	Percent	Cumulative Frequency	Cumulative Percent
NATIONAL JEWISH	381.6	0.1	411263.4	91.6
VALLEY CHILDREN'	381.6	0.1	411645	91.6
ROCHESTER GENERA	370.8	0.1	412015.8	91.7
SHRINERS HOSPS F	370.8	0.1	412386.6	91.8
LUTHERAN GENERAL	368.9	0.1	412755.5	91.9
GEORGETOWN HOSPI	364.5	0.1	413120	92.0
CHILDREN'S MED C	362	0.1	413482	92.1
DAYTON CHILDRENS	362	0.1	413844	92.1
CITY OF HOPE NAT	359.3	0.1	414203.3	92.2
HERSHEY MED CTR	354.7	0.1	414558	92.3
JACKSON MEMORIAL	352.7	0.1	414910.7	92.4
EMANUEL HOSPITAL	352.3	0.1	415263	92.5
HENRY FORD HOSPI	351.2	0.1	415614.2	92.5
ALEXANDRIA HOSPI	348.9	0.1	415963.1	92.6
HCA SOUTHERN HIL	348.9	0.1	416312	92.7
USC-KENNETH NORR	348.4	0.1	416660.4	92.8
ST JOSEPH'S HOSP	338.6	0.1	416999	92.8
BAYSTATE MEDICAL	337.8	0.1	417336.8	92.9
FAULKNER HOSPITA	337.8	0.1	417674.6	93.0
UNIV OF TENN MEM	337.2	0.1	418011.8	93.1
MUSC MED CTR OF	337	0.1	418348.8	93.1
WEST VIRGINIA UN	332.6	0.1	418681.4	93.2
LUTHERAN GEN PAR	329.8	0.1	419011.2	93.3
PIQUA MEMORIAL M	329.8	0.1	419341	93.4
METHODIST HOSPIT	329.3	0.1	419670.3	93.4
BROOKDALE HOSPIT	326.5	0.1	419996.8	93.5
BROOKLYN HOSPITA	326.5	0.1	420323.3	93.6
UNIV HOSP OF BRO	326.5	0.1	420649.8	93.7
ST JOHN'S MERCY	320.9	0.1	420970.7	93.7
ST CHRISTOPHER'S	318.7	0.1	421289.4	93.8
WISC CHILDRENS	318.7	0.1	421608.1	93.9
UNIVERSITY OF KE	315	0.1	421923.1	93.9
CHARITY HOSP AT	314.8	0.1	422237.9	94.0
SWEDISH MEDICAL	314.4	0.1	422552.3	94.1
BAPTIST MEMPHIS	308.3	0.1	422860.6	94.1
BAYLOR HOUSTON	307.1	0.1	423167.7	94.2
EAST JEFFERSON G	307.1	0.1	423474.8	94.3
PENNSYLVANIA HOS	307.1	0.1	423781.9	94.3
NEWINGTON CHILDR	301.1	0.1	424083	94.4
FLORIDA HOSPITAL	300.7	0.1	424383.7	94.5
ST VINCENT HOSPI	300.7	0.1	424684.4	94.5
PARKLAND MEDICAL	290.3	0.1	424974.7	94.6
BAUM HARMON MEMO	287.8	0.1	425262.5	94.7
ST LOUIS UNIVERS	286.1	0.1	425548.6	94.7
WALTER REED ARMY	285.1	0.1	425833.7	94.8
DALLAS COUNTY HO	282.4	0.1	426116.1	94.9
MONTEFIORE MEDIC	279.2	0.1	426395.3	94.9
RIVERSIDE METHOD	278.9	0.1	426674.2	95.0
ALLEGHENY GENERA	278.7	0.1	426952.9	95.1

Appendix F

ALL SPECIALTIES: Weighted Hospital Nominations

HOSPNAME	Frequency	Percent	Cumulative Frequency	Cumulative Percent
WESTERN PENNSYLV	278.7	0.1	427231.6	95.1
EL CAMINO HOSPIT	275.8	0.1	427507.4	95.2
MESA VISTA HOSPI	275.8	0.1	427783.2	95.2
ILLINOIS MASONIC	272	0.1	428055.2	95.3
SHERMAN HOSPITAL	272	0.1	428327.2	95.4
ST JOSEPH MERCY	272	0.1	428599.2	95.4
SWEDISH COVENANT	272	0.1	428871.2	95.5
HARPER HOSPITAL	267.5	0.1	429138.7	95.5
BRIGHAM CITY COM	264.7	0.1	429403.4	95.6
LDS HOSPITAL	264.7	0.1	429668.1	95.7
MCKAY-DEE HOSPIT	264.7	0.1	429932.8	95.7
UNIV OF SAN DIEG	264.7	0.1	430197.5	95.8
ALBANY MEDICAL C	263	0.1	430460.5	95.8
JERRY L PETTIS M	263	0.1	430723.5	95.9
CARRIER FOUNDATI	255.6	0.1	430979.1	95.9
FRIENDS HOSPITAL	255.6	0.1	431234.7	96.0
INST OF PENNSYLV	255.6	0.1	431490.3	96.1
PEMBROKE HOSPITA	255.6	0.1	431745.9	96.1
ST VINCENT'S MED	255.6	0.1	432001.5	96.2
UNIVERSITY HOSPI	254.5	0.1	432256	96.2
BUFFALO GENERAL	245.3	0.1	432501.3	96.3
HABERSHAM COUNTY	245.3	0.1	432746.6	96.3
MESA LUTHERAN HO	244.2	0.1	432990.8	96.4
PENN STATE UNIV	244.2	0.1	433235	96.5
BUTLER HOSPITAL	243.7	0.1	433478.7	96.5
SIERRA VISTA COM	242.8	0.1	433721.5	96.6
HOSP OF THE MEDI	241.9	0.1	433963.4	96.6
NATIONAL HOSP FO	233.6	0.1	434197	96.7
ORTHOPAEDIC HOSP	233.6	0.1	434430.6	96.7
UNION MEMORIAL H	233.6	0.1	434664.2	96.8
UNIV OF MARYLAND	233.6	0.1	434897.8	96.8
CHARTER LAKE HOS	232.4	0.1	435130.2	96.9
HCA COLISEUM PSY	232.4	0.1	435362.6	96.9
HIGHLAND HOSPITA	232.4	0.1	435595	97.0
MEDICAL CLG OF G	232.4	0.1	435827.4	97.0
HERMANN HOSPITAL	229.4	0.1	436056.8	97.1
MAINE MEDICAL CE	226.2	0.1	436283	97.1
PENOBSCOT BAY ME	226.2	0.1	436509.2	97.2
UNITED HOSPITALS	226.2	0.1	436735.4	97.2
CHESTNUT LODGE	225	0.1	436960.4	97.3
OCHSNER FOUNDATI	225	0.1	437185.4	97.3
PAYNE WHITNEY	225	0.1	437410.4	97.4
ERLANGER MEDICAL	222.8	0.0	437633.2	97.4
UNIV OF TORONTO	222.8	0.0	437856	97.5
ARKANSAS STATE H	219.7	0.0	438075.7	97.5
JEWISH HOSPITAL	219.7	0.0	438295.4	97.6
BESS KAISER MEDI	217.3	0.0	438512.7	97.6
LSU MEDICAL CENT	217.3	0.0	438730	97.7
HARBOR VIEW MEDI	215.7	0.0	438945.7	97.7

ALL SPECIALTIES: Weighted Hospital Nominations

HOSPNAME	Frequency	Percent	Cumulative Frequency	Cumulative Percent
PIEDMONT HOSPITA	207.9	0.0	439153.6	97.8
ROCKDALE HOSPITA	207.9	0.0	439361.5	97.8
SAINT JOSEPH'S H	207.9	0.0	439569.4	97.9
OKLAHOMA UNIVERS	207.2	0.0	439776.6	97.9
HAVERFORD COMM H	205.7	0.0	439982.3	98.0
PHILLIPS EYE INS	196.5	0.0	440178.8	98.0
UNIV HOSPITALS O	194.4	0.0	440373.2	98.0
HOUSE GROUP	187.1	0.0	440560.3	98.1
NATIONAL REHABIL	175.4	0.0	440735.7	98.1
REHABILITATION I	174.2	0.0	440909.9	98.2
UNIV OF NEBRASKA	173.6	0.0	441083.5	98.2
KAISER MARTINEZ	166.4	0.0	441249.9	98.2
PRESBYTERIAN UNI	154.2	0.0	441404.1	98.3
GEISINGER MEDICA	140.4	0.0	441544.5	98.3
MOSS REHABILITAT	140.2	0.0	441684.7	98.3
UNIV OF CINCINNA	138.6	0.0	441823.3	98.4
KAISER LA	136.1	0.0	441959.4	98.4
KAISER PANORAMA	136.1	0.0	442095.5	98.4
KAISER WOODLAND	136.1	0.0	442231.6	98.5
BAPTIST NASHVILL	135.6	0.0	442367.2	98.5
REX HOSPITAL	130.2	0.0	442497.4	98.5
ABBOTT-NORTHWEST	124.6	0.0	442622	98.5
UNIV OF SOUTH FL	123.4	0.0	442745.4	98.6
BOSTON VA MED CE	123	0.0	442868.4	98.6
JOHN F KENNEDY M	119.2	0.0	442987.6	98.6
GRADUATE HOSPITA	118.9	0.0	443106.5	98.6
MIAMI VALLEY HOS	116.1	0.0	443222.6	98.7
OCHSNER	114.7	0.0	443337.3	98.7
SAINT FRANCIS HO	114.7	0.0	443452	98.7
DOCTORS' HOSP OF	113.4	0.0	443565.4	98.8
JERSEY SHORE MED	113.4	0.0	443678.8	98.8
MONMOUTH MEDICAL	113.4	0.0	443792.2	98.8
SANTA CLARA VALL	110.6	0.0	443902.8	98.8
DETROIT RECEIVIN	108.4	0.0	444011.2	98.9
TAMPA GENERAL HO	108	0.0	444119.2	98.9
ALFRED I DUPONT	106.8	0.0	444226	98.9
ABINGTON MEMORIA	104.5	0.0	444330.5	98.9
HARTFORD HOSPITA	104.5	0.0	444435	98.9
KESSLER INSTITUT	104	0.0	444539	99.0
SPAIN REHAB CTR	102.6	0.0	444641.6	99.0
MAGEE REHABILITA	100.8	0.0	444742.4	99.0
OCSHNER	95.1	0.0	444837.5	99.0
UNIV OF MISSOURI	91.8	0.0	444929.3	99.1
H LEE MOFFITT CA	87.9	0.0	445017.2	99.1
MARIAN HEALTH CE	87.5	0.0	445104.7	99.1
MONTREAL NEUROLO	87.5	0.0	445192.2	99.1
LITTLE ROCK VA M	87	0.0	445279.2	99.1
PORTLAND VA MED	87	0.0	445366.2	99.2
GARFIELD MED CEN	85.1	0.0	445451.3	99.2

Appendix F

ALL SPECIALTIES: Weighted Hospital Nominations

HOSPNAME	Frequency	Percent	Cumulative Frequency	Cumulative Percent
MUHLENBERG HOSPI	85.1	0.0	445536.4	99.2
ST MARY'S HILL H	83.8	0.0	445620.2	99.2
DISTRICT OF COLU	83.1	0.0	445703.3	99.2
EDWARD HOSPITAL	83.1	0.0	445786.4	99.2
KANSAS NEUROLOGI	81.1	0.0	445867.5	99.3
NATIONAL NAVAL M	80.2	0.0	445947.7	99.3
BAY MEDICAL CENT	79.2	0.0	446026.9	99.3
EVANSTON HOSPITA	79.2	0.0	446106.1	99.3
SOUTHWEST TEXAS	79.2	0.0	446185.3	99.3
ST MARYS HOSPITA	79.2	0.0	446264.5	99.4
SOUTH MIAMI HOSP	77.4	0.0	446341.9	99.4
NORTHRIDGE HOSP	77.2	0.0	446419.1	99.4
CASA COLINA HOSP	73.5	0.0	446492.6	99.4
MARIANJOY REHABI	73.5	0.0	446566.1	99.4
SPAULDING REHABI	72.7	0.0	446638.8	99.4
SOUTHWEST DALLAS	68.8	0.0	446707.6	99.5
ST VINCENT'S HOS	66.2	0.0	446773.8	99.5
ST LUKE'S-ROOSEV	63.3	0.0	446837.1	99.5
ST MARGARET MEMO	46	0.0	446883.1	99.5
KAISER SANTA CLA	43.1	0.0	446926.2	99.5
KAISER SF	43.1	0.0	446969.3	99.5
ZALE LIPSHY UNIV	43.1	0.0	447012.4	99.5
UNIV OF MASSACHU	41.9	0.0	447054.3	99.5
UNIV OF TEXAS HL	41.2	0.0	447095.5	99.5
MICHAEL REESE	41.1	0.0	447136.6	99.5
HOWARD UNIVERSIT	39.3	0.0	447175.9	99.6
JOSLIN CLINIC	39	0.0	447214.9	99.6
SIOUX VALLEY HOS	39	0.0	447253.9	99.6
ST MARY'S REGION	38.6	0.0	447292.5	99.6
WASHOE MEDICAL C	38.6	0.0	447331.1	99.6
NEW ENGLAND DEAC	38.5	0.0	447369.6	99.6
METHODIST REHABI	37.7	0.0	447407.3	99.6
FITZSIMONS ARMY	37.5	0.0	447444.8	99.6
MADIGAN ARMY MED	37.5	0.0	447482.3	99.6
UNIV HOSPITAL NE	37.5	0.0	447519.8	99.6
READING REHAB HO	37	0.0	447556.8	99.6
UNIV MEDICAL CEN	36.8	0.0	447593.6	99.6
HELEN HAYES HOSP	35.8	0.0	447629.4	99.7
LONG ISLAND HOSP	35.8	0.0	447665.2	99.7
METHODIST BROOKL	35.8	0.0	447701	99.7
ST FRANCIS MEDIC	35.8	0.0	447736.8	99.7
UNIV HOSP-SUNY H	35.8	0.0	447772.6	99.7
BIVINS REHAB	35.2	0.0	447807.8	99.7
HOUSTON REHABILI	35.2	0.0	447843	99.7
LUBBOCK REHAB IN	35.2	0.0	447878.2	99.7
MOUNT VERNON HOS	35.2	0.0	447913.4	99.7
NEW ENGLAND REHA	35.2	0.0	447948.6	99.7
WILSON REHABILIT	35.2	0.0	447983.8	99.7
CATHERINE MCCAUL	34.9	0.0	448018.7	99.7

ALL SPECIALTIES: Weighted Hospital Nominations

HOSPNAME	Frequency	Percent	Cumulative Frequency	Cumulative Percent
MICHIANA COMMUNI	34.9	0.0	448053.6	99.8
BRYN MAWR REHABI	34.1	0.0	448087.7	99.8
KAISER VALLEJO	34	0.0	448121.7	99.8
HARMARVILLE REHA	33.3	0.0	448155	99.8
SISTER KENNY INS	33.3	0.0	448188.3	99.8
STORMONT-VAIL RE	33.3	0.0	448221.6	99.8
MASON GENERAL HO	33.2	0.0	448254.8	99.8
DECATUR VA MED C	32.9	0.0	448287.7	99.8
NEW YORK VA MEDI	32.9	0.0	448320.6	99.8
PACIFIC PRESBYTE	32.9	0.0	448353.5	99.8
ROPER HOSPITAL	32.9	0.0	448386.4	99.8
ST LUKE'S EPISCO	32.9	0.0	448419.3	99.8
WEST LA VA CTR	32.8	0.0	448452.1	99.8
ROOSEVELT WARM S	32.5	0.0	448484.6	99.8
PRESBYTERIAN PHI	32.1	0.0	448516.7	99.9
SEPULVEDA VA MED	31.8	0.0	448548.5	99.9
GOOD SHEPHERD RE	31.5	0.0	448580	99.9
JERSEY CITY MEDI	31.5	0.0	448611.5	99.9
AUGUSTA MENTAL H	31.4	0.0	448642.9	99.9
ST CLARE'S HOSP	31.4	0.0	448674.3	99.9
BETH ISRAEL MEDI	31.1	0.0	448705.4	99.9
ST JOHN'S HOSPIT	31.1	0.0	448736.5	99.9
INSTITUTE OF MEN	30.4	0.0	448766.9	99.9
DENVER VA MED CE	30.3	0.0	448797.2	99.9
KAISER SD	30.3	0.0	448827.5	99.9
ROSE MEDICAL CEN	30.3	0.0	448857.8	99.9
KINGS COUNTY HOS	29	0.0	448886.8	99.9
SANTA MONICA HOS	29	0.0	448915.8	99.9
BROOKLYN VA MED	28.1	0.0	448943.9	99.9
MIAMI VA MED CEN	28.1	0.0	448972	100.0
MORRISTOWN MEMOR	28.1	0.0	449000.1	100.0
SAN FRAN VA MED	28.1	0.0	449028.2	100.0
ST LUKE'S HOSPIT	28.1	0.0	449056.3	100.0
MOUNT ZION MED C	15.8	0.0	449072.1	100.0
VETERANS AFFAIRS	15.4	0.0	449087.5	100.0
MEDICAL COLLEGE	8.3	0.0	449095.8	100.0
BROCKTON-WEST RO	8	0.0	449103.8	100.0
ROGER WILLIAMS G	7.9	0.0	449111.7	100.0
SUNNYSIDE COMM H	7.9	0.0	449119.6	100.0
UNIVERSITY HOSP	7.9	0.0	449127.5	100.0
FRANCIS SCOTT KE	7.7	0.0	449135.2	100.0
NORTH MISSISSIPP	7.7	0.0	449142.9	100.0
HEBREW REHAB CEN	7.1	0.0	449150	100.0
LEMUEL SHATTUCK	7.1	0.0	449157.1	100.0
NEWTON-WELLESLEY	7.1	0.0	449164.2	100.0
HCA WESLEY MEDIC	6.9	0.0	449171.1	100.0

Frequency Missing = 269951.4

APPENDIX G

"BEST OF THE BEST" TABLE

APPENDIX G

HOSPITAL NAME	NUMBER OF LISTS
JOHNS HOPKINS (including Wilmer Eye)	13
MAYO CLINIC	12
MASSACHUSETTS GENERAL	11
UCLA MEDICAL CENTER	9
CLEVELAND CLINIC	5
DUKE UNIVERSITY	4
MEMORIAL HOSPITAL FOR CANCER (Sloan-Kettering)	4
UNIVERSITY OF TEXAS-- M D ANDERSON	4
STANFORD UNIVERSITY	3
UNIVERSITY OF CALIFORNIA AT SAN FRANCISCO	3
BRIGHAM AND WOMEN'S	2
CLINICAL CENTER-- NATIONAL INSTITUTES OF HEALTH	2
HOSPITAL FOR SPECIAL SURGERY	2
PRESBYTERIAN HOSPITAL IN THE CITY OF NEW YORK	2
MOUNT SINAI MEDICAL CENTER (New York)	2
UNIVERSITY OF IOWA	2
UNIVERSITY OF WASHINGTON	2
YALE-NEW HAVEN HOSPITAL	2

APPENDIX H

HIGH-QUALITY CHARACTERISTICS TABLES

WEIGHTED MEANS FOR CHARACTERISTICS/ATTRIBUTES (ALL SPECIALTIES)

N Obs	Variable	N	Sumwgt	Mean	Variance	Std Dev	Std Error	CV	T	Prob>|T|
1600	MEDSTAFF	1034	143180.30	6.5627394	101.6780306	10.0835525	0.3135836	153.6485272	20.9281995	0.0001
	HOUSSTAF	1020	140952.70	5.1545568	318.3703421	17.8429354	0.5586840	346.1584770	9.2262478	0.0001
	NURSSTAF	1031	143127.70	5.9492369	164.6038564	12.8298034	0.3995680	215.6546053	14.8891737	0.0001
	ADMINSTF	1031	143002.80	4.2243404	361.6775650	19.0178223	0.5922860	450.1962595	7.1322647	0.0001
	RESEARCH	1028	141859.90	3.3075957	407.0521463	20.1755334	0.6292576	609.9757946	5.2563461	0.0001
	TEACHING	1031	142349.00	4.3221821	407.3219086	20.1822176	0.6285496	466.9451022	6.8764376	0.0001
	COMMNCTN	1032	142885.00	5.7638031	236.1538657	15.3672986	0.4783631	266.6173432	12.0490124	0.0001
	ANCILSRV	1035	143295.00	5.6848194	259.4106741	16.1062309	0.5006379	283.3200089	11.3551514	0.0001
	VOLPROC	1033	142568.70	4.5591950	378.3219825	19.4505008	0.6051745	426.6213872	7.5336864	0.0001
	PSYCHSUP	1031	142675.20	4.9658217	271.8604586	16.4881915	0.5135038	332.0334999	9.6704666	0.0001
	QUALASSR	1026	141942.90	4.2847434	370.8324968	19.2570116	0.6011948	449.4320886	7.1270467	0.0001
	MINPAIN	1028	141928.10	4.9357964	282.5545304	16.8093584	0.5242695	340.5602090	9.4146169	0.0001
	DISCHPLN	1033	142602.00	4.7882870	360.1738003	18.9782454	0.5904810	396.3472851	8.1091302	0.0001
	HIGHTECH	1027	141066.50	5.5103196	277.0642670	16.6452476	0.5194037	302.0740862	10.6089341	0.0001

WEIGHTED MEANS FOR CHARACTERISTICS/ATTRIBUTES BY SPECIALTY

SPECIALTY	N Obs	Variable	N	Sumwgt	Mean	Variance	Std Dev	Std Error	CV
AIDS	100	MEDSTAFF	64	2009.20	6.4564503	25.2451469	5.0244549	0.6280569	77.8207007
		HOUSSTAF	64	2009.20	5.1355763	78.6792032	8.8701298	1.1087662	172.7192670
		NURSSTAF	64	2009.20	5.8696994	36.3419890	6.0284317	0.7535540	102.7042669
		ADMINSTF	64	2009.20	3.2639857	79.3372188	8.9071443	1.1133930	272.8916474
		RESEARCH	64	2009.20	3.4433108	107.6256734	10.3742794	1.2967849	301.2879205
		TEACHING	64	2009.20	4.0151304	90.3678131	9.5061987	1.1882748	236.7594005
		COMMNCTN	64	2009.20	5.5523591	78.0717472	8.8358218	1.1044777	159.1363523
		ANCILSRV	64	2009.20	5.2788174	51.0188511	7.1427481	0.8928435	135.3096262
		VOLPROC	64	2009.20	4.4455007	84.8145676	9.2094825	1.1511853	207.1641219
		PSYCHSUP	64	2009.20	5.0473820	69.3576442	8.3281237	1.0410155	164.9988771
		QUALASSR	63	1978.90	3.3181566	100.0744228	10.0037204	1.2603503	301.4842817
		MINPAIN	63	1976.30	4.8215352	76.3929438	8.7403057	1.1011750	181.2764059
		DISCHPLN	64	2009.20	5.7373084	60.4179901	7.7729010	0.9716126	135.4799235
		HIGHTECH	64	2009.20	4.8709934	60.7275234	7.7927866	0.9740983	159.9835175
CANCER	100	MEDSTAFF	67	5537.10	6.5897491	68.6160323	8.2834795	1.0119881	125.7025009
		HOUSSTAF	65	5363.50	4.5363475	243.0921392	15.5914124	1.9338767	343.6996887
		NURSSTAF	67	5537.10	6.0189269	113.9793502	10.6761112	1.3042946	177.3756587
		ADMINSTF	67	5537.10	4.3240686	235.8371848	15.3569914	1.8761551	355.1514321
		RESEARCH	66	5450.50	4.0417209	291.3168584	17.0680069	2.1009264	422.2955298
		TEACHING	67	5537.10	4.5023929	222.8125865	14.9269081	1.8236121	331.5327716
		COMMNCTN	67	5537.10	5.4731177	179.5772175	13.4006424	1.6371490	244.8447698
		ANCILSRV	67	5537.10	5.9934262	89.2859808	9.4491259	1.1543945	157.6581687
		VOLPROC	67	5537.10	4.6017771	190.8435599	13.8146140	1.6877237	300.2017196
		PSYCHSUP	67	5537.10	5.4115512	125.4053311	11.1984522	1.3681087	206.9360858
		QUALASSR	66	5460.50	4.2477063	225.8901897	15.0296437	1.8500213	353.8296389
		MINPAIN	67	5537.10	5.8647668	115.8050350	10.7612748	1.3146990	183.4902433
		DISCHPLN	67	5537.10	5.2650485	137.9733557	11.7462060	1.4350275	223.0977746
		HIGHTECH	67	5537.10	5.6833902	102.1530060	10.1070770	1.2347760	177.8353523

WEIGHTED MEANS FOR CHARACTERISTICS/ATTRIBUTES BY SPECIALTY

SPECIALTY	N Obs	Variable	N	Sumwgt	Mean	Variance	Std Dev	Std Error	CV
CARDIOLOGY	100	MEDSTAFF	55	14805.30	6.5653111	216.0322265	14.6980348	1.9818826	223.8741565
		HOUSSTAF	55	14805.30	5.0895828	722.1979337	26.8737406	3.6236544	528.0146082
		NURSSTAF	55	14805.30	6.3073899	158.4666994	12.5883557	1.6974135	199.5810607
		ADMINSTF	55	14805.30	4.4622601	593.7352337	24.3666829	3.2856028	546.0614602
		RESEARCH	55	14805.30	3.5306343	727.9751057	26.9810138	3.6381192	764.1973512
		TEACHING	55	14805.30	4.2147339	636.8421444	25.2357315	3.4027853	598.7502894
		COMMNCTN	55	14805.30	5.7075980	474.5938601	21.7851752	2.9375124	381.6872774
		ANCILSRV	55	14805.30	6.0143192	280.6466242	16.7525110	2.2589081	278.5437625
		VOLPROC	55	14805.30	5.0951416	517.3960643	22.7463418	3.0671161	446.4319845
		PSYCHSUP	55	14805.30	4.4310011	469.4952570	21.6678392	2.9216908	489.0055077
		QUALASSR	55	14805.30	4.4257867	648.1415118	25.4586235	3.4328401	575.2338552
		MINPAIN	55	14805.30	4.9897334	427.4988996	20.6760465	2.7879575	414.3717677
		DISCHPLN	54	14504.60	4.8606097	504.0366809	22.4507613	3.0551616	461.8918709
		HIGHTECH	54	14533.30	5.9935115	176.9238543	13.3012727	1.8100739	221.9278758
ENDOCRINOLOGY	100	MEDSTAFF	64	2503.20	6.6442953	21.5012584	4.6369449	0.5796181	69.7883633
		HOUSSTAF	64	2503.20	5.1555209	78.8461828	8.8795373	1.1099422	172.2335613
		NURSSTAF	63	2465.30	5.7620574	62.0606801	7.8778601	0.9925171	136.7195714
		ADMINSTF	62	2427.20	3.5588744	102.9514007	10.1464970	1.2886064	285.1041021
		RESEARCH	64	2503.20	3.5745446	132.0920310	11.4931297	1.4366412	321.5271054
		TEACHING	64	2503.20	4.3880633	126.9911770	11.2690362	1.4086295	256.8111600
		COMMNCTN	64	2503.20	5.7783237	69.0358101	8.3087791	1.0385974	143.7922045
		ANCILSRV	64	2503.20	5.8978907	63.1297010	7.9454201	0.9931775	134.7163000
		VOLPROC	64	2503.20	4.9908917	79.4592552	8.9139921	1.1142490	178.6052014
		PSYCHSUP	64	2503.20	4.7949425	56.6225621	7.5247965	0.9405996	156.9319449
		QUALASSR	63	2460.10	3.8656152	113.0217840	10.6311704	1.3394016	275.0188468
		MINPAIN	64	2503.20	4.5844519	112.4429198	10.6039106	1.3254888	231.3015998
		DISCHPLN	64	2503.20	4.6534835	106.5567441	10.3226326	1.2903291	221.8259187
		HIGHTECH	64	2503.20	5.6536034	73.5834296	8.5780784	1.0722598	151.7276301

WEIGHTED MEANS FOR CHARACTERISTICS/ATTRIBUTES BY SPECIALTY

SPECIALTY	N Obs	Variable	N	Sumwgt	Mean	Variance	Std Dev	Std Error	CV
GASTROENTEROLOGY	100	MEDSTAFF	53	6210.20	6.6728769	48.4782902	6.9626353	0.9563915	104.3423312
		HOUSSTAF	50	5845.60	4.7690571	237.2645409	15.4033938	2.1783688	322.9861498
		NURSSTAF	53	6210.20	5.8983930	162.4318106	12.7448739	1.7506431	216.0736656
		ADMINSTF	53	6210.20	4.0543944	299.8004826	17.3147475	2.3783635	427.0612552
		RESEARCH	53	6210.20	2.9563782	365.6468464	19.1218944	2.6265942	646.8013571
		TEACHING	53	6210.20	4.1237641	366.9561300	19.1560990	2.6312926	464.5294548
		COMMNCTN	53	6210.20	5.6256803	194.2388019	13.9369581	1.9143884	247.7381811
		ANCILSRV	53	6210.20	6.0588065	130.0174316	11.4025187	1.5662564	188.1974394
		VOLPROC	53	6210.20	4.8984413	195.3027719	13.9750768	1.9196244	285.2964041
		PSYCHSUP	53	6210.20	4.8755757	173.8218362	13.1841509	1.8109824	270.4121903
		QUALASSR	53	6210.20	4.2830988	255.5921518	15.9872497	2.1960176	373.2636232
		MINPAIN	52	6081.80	5.0267848	255.7449375	15.9920273	2.2176952	318.1363007
		DISCHPLN	52	6099.50	4.7399951	250.8799654	15.8391908	2.1965006	334.1604903
		HIGHTECH	53	6210.20	6.0048952	118.4764375	10.8846882	1.4951269	181.2635841
NEUROLOGY	100	MEDSTAFF	63	5266.70	6.6824577	26.3070201	5.1290370	0.6461979	76.7537511
		HOUSSTAF	63	5266.70	5.1605559	192.6957761	13.8814904	1.7489034	268.9921504
		NURSSTAF	63	5266.70	5.8192037	109.4578689	10.4622115	1.3181147	179.7876832
		ADMINSTF	63	5266.70	3.5287941	287.2207678	16.9475888	2.1351955	480.2657300
		RESEARCH	62	5182.90	3.1552606	232.0735778	15.2339613	1.9347150	482.8115142
		TEACHING	63	5266.70	4.3308713	194.8987878	13.9606156	1.7588722	322.3511980
		COMMNCTN	62	5185.60	5.6926874	120.4688179	10.9758288	1.3939317	192.8057515
		ANCILSRV	63	5266.70	6.0617464	96.5733342	9.8271733	1.2381075	162.1178541
		VOLPROC	63	5266.70	4.8256403	216.2664370	14.7060000	1.8527819	304.7471213
		PSYCHSUP	62	5174.90	4.7106031	162.8290195	12.7604475	1.6205784	270.8877650
		QUALASSR	63	5266.70	3.7771090	279.0579089	16.7050265	2.1046355	442.2701710
		MINPAIN	63	5266.70	4.5260600	154.5444170	12.4315895	1.5662331	274.6669197
		DISCHPLN	63	5266.70	4.8264948	268.7373162	16.3932095	2.0653503	339.6504138
		HIGHTECH	63	5266.70	5.8177227	123.9367264	11.1326873	1.4025868	191.3581641

WEIGHTED MEANS FOR CHARACTERISTICS/ATTRIBUTES BY SPECIALTY

SPECIALTY	N Obs	Variable	N	Sumwgt	Mean	Variance	Std Dev	Std Error	CV
GYNECOLOGY	100	MEDSTAFF	67	20681.10	6.5207895	248.8736798	15.7757307	1.9273123	241.9297647
		HOUSSTAF	64	19721.00	4.7341261	1062.12	32.5902217	4.0737777	688.4105172
		NURSSTAF	67	20681.10	6.0267394	280.3076585	16.7423911	2.0454086	277.8018092
		ADMINSTF	67	20681.10	4.2834134	863.7720789	29.3899996	3.5905599	686.1350326
		RESEARCH	65	20069.90	3.3166134	1024.45	32.0069972	3.9699794	965.0505803
		TEACHING	66	20316.60	4.3623736	1020.01	31.9375178	3.9312367	732.1133069
		COMMNCTN	66	20360.20	5.7351303	498.1759197	22.3198548	2.7473842	389.1778155
		ANCILSRV	67	20681.10	6.1932199	261.9476611	16.1847972	1.9772877	261.3308988
		VOLPROC	66	20390.80	4.8477254	571.0482955	23.8966168	2.9414702	492.9449304
		PSYCHSUP	66	20390.80	4.8578133	585.0523967	24.1878564	2.9773193	497.9165472
		QUALASSR	66	20390.80	5.0214656	685.6803716	26.1854993	3.2232121	521.4712504
		MINPAIN	66	20390.80	4.9952135	676.2474673	26.0047586	3.2009645	520.5935323
		DISCHPLN	66	20390.80	4.4940414	740.8663035	27.2188593	3.3504100	605.6655186
		HIGHTECH	66	20390.80	5.7323106	516.1643099	22.7192498	2.7965463	396.3366808
OPTHALMOLOGY	100	MEDSTAFF	62	12202.70	6.4558991	199.4829371	14.1238429	1.7937298	218.7742192
		HOUSSTAF	61	12019.60	4.9819711	419.4851334	20.4813362	2.6223664	411.1090922
		NURSSTAF	62	12202.70	5.3269850	330.0225340	18.1665223	2.3071506	341.0282233
		ADMINSTF	61	11994.80	4.2709257	515.8995515	22.7134223	2.9081557	531.8149668
		RESEARCH	61	12019.60	3.3089287	710.4177995	26.6536639	3.4126520	805.5073384
		TEACHING	62	12202.70	4.0115712	733.9736475	27.0919480	3.4406808	675.3450607
		COMMNCTN	62	12202.70	5.4700435	436.6181356	20.8954094	2.6537197	381.9971337
		ANCILSRV	62	12202.70	5.1585633	475.1789666	21.7986001	2.7684250	422.5711496
		VOLPROC	62	12202.70	5.1063453	380.3692852	19.5030584	2.4768909	381.9377097
		PSYCHSUP	62	12202.70	4.4197268	383.1136027	19.5732880	2.4858101	442.8619450
		QUALASSR	62	12202.70	4.4037221	418.4026281	20.4548925	2.5977739	464.4909904
		MINPAIN	62	12202.70	4.8618994	426.2011757	20.6446404	2.6218719	424.6208858
		DISCHPLN	62	12202.70	3.9613856	639.0065305	25.2785785	3.2103827	638.1246633
		HIGHTECH	62	12202.70	6.2084211	280.8906879	16.7597938	2.1284959	269.9525943

WEIGHTED MEANS FOR CHARACTERISTICS/ATTRIBUTES BY SPECIALTY

SPECIALTY	N Obs	Variable	N	Sumwgt	Mean	Variance	Std Dev	Std Error	CV
ORTHOPEDICS	100	MEDSTAFF	63	13594.10	6.7214159	50.7821299	7.1261581	0.8978115	106.0216812
		HOUSSTAF	61	13167.50	5.2250161	447.2327817	21.1478789	2.7077084	404.7428436
		NURSSTAF	63	13594.10	6.0726345	237.0139800	15.3952584	1.9396202	253.5186085
		ADMINSTF	63	13594.10	4.5214027	536.7634586	23.1681561	2.9189133	512.4108123
		RESEARCH	62	13373.20	2.9989157	537.0497464	23.1743338	2.9431433	772.7570822
		TEACHING	62	13373.20	4.3069422	620.1945723	24.9037060	3.1627738	578.2224277
		COMMNCTN	63	13594.10	5.6245945	359.1316361	18.9507687	2.3875724	336.9268446
		ANCILSRV	63	13594.10	6.1148439	150.4238991	12.2647421	1.5452123	200.5732645
		VOLPROC	63	13594.10	4.7865103	463.9430201	21.5393366	2.7137013	450.0008381
		PSYCHSUP	62	13394.90	4.3842880	383.7447946	19.5894052	2.4878569	446.8092639
		QUALASSR	63	13594.10	3.8405338	596.7763347	24.4290060	3.0777655	636.0836158
		MINPAIN	61	13150.70	4.8214696	431.1679718	20.7645846	2.6586326	430.6692019
		DISCHPLN	63	13594.10	4.4781339	497.6257984	22.3075278	2.8104843	498.1433865
		HIGHTECH	63	13594.10	5.6694081	367.0664560	19.1589785	2.4138044	337.9361354
OTOLARYNGOLOGY	100	MEDSTAFF	58	5833.40	6.6275928	34.2065976	5.8486407	0.7679641	88.2468313
		HOUSSTAF	57	5730.50	5.1265160	271.8364192	16.4874625	2.1838178	321.6114501
		NURSSTAF	57	5720.60	5.8835437	85.2634527	9.2338211	1.2230495	156.9431898
		ADMINSTF	58	5833.40	4.3542874	256.9223150	16.0287964	2.1046841	368.1152628
		RESEARCH	58	5833.40	2.9702403	240.1592021	15.4970708	2.0348651	521.7446733
		TEACHING	58	5833.40	4.2176089	250.5028829	15.8272829	2.0782241	375.2667230
		COMMNCTN	58	5833.40	5.8263620	169.8969320	13.0344517	1.7115074	223.7151033
		ANCILSRV	58	5833.40	6.0213255	102.6197778	10.1301420	1.3301528	168.2377425
		VOLPROC	58	5833.40	5.0322796	186.1072715	13.6421139	1.7912973	271.0921271
		PSYCHSUP	58	5833.40	4.6529125	182.9095175	13.5244045	1.7758413	290.6653500
		QUALASSR	56	5635.40	4.1492884	335.6268508	18.3201215	2.4481292	441.5244155
		MINPAIN	58	5833.40	4.8834299	177.0091782	13.3044796	1.7469638	272.4412941
		DISCHPLN	58	5833.40	4.5100285	240.6476437	15.5128219	2.0369333	343.9628389
		HIGHTECH	58	5833.40	5.7254603	151.5349076	12.3099516	1.6163758	215.0037021

WEIGHTED MEANS FOR CHARACTERISTICS/ATTRIBUTES BY SPECIALTY

NORCSPEC	N Obs	Variable	N	Sumwgt	Mean	Variance	Std Dev	Std Error	CV
PEDIATRICS	100	MEDSTAFF	68	24407.60	6.4912978	329.1037008	18.1412155	2.1999455	279.4697779
		HOUSSTAF	68	24407.60	5.5472885	424.4135229	20.6012991	2.4982745	371.3760132
		NURSSTAF	68	24407.60	6.0007743	291.8747848	17.0843433	2.0717809	284.7023112
		ADMINSTF	68	24407.60	4.0855553	820.2109321	28.6393249	3.4730283	700.9897722
		RESEARCH	68	24407.60	3.5262254	948.2369573	30.7934564	3.7342551	873.2696461
		TEACHING	67	24055.30	4.8315964	976.5283115	31.2494530	3.8177283	646.7728392
		COMMNCTN	68	24407.60	6.0562530	423.1406569	20.5703830	2.4945253	339.6552803
		ANCILSRV	68	24407.60	5.7901350	516.0692458	22.7171575	2.7548600	392.3424473
		VOLPROC	68	24407.60	4.2712966	1023.68	31.9949571	3.8799585	749.0689538
		PSYCHSUP	68	24407.60	5.3980727	574.6047844	23.9709154	2.9069005	444.0643277
		QUALASSR	67	24026.00	4.4105511	829.6159001	28.8030537	3.5188531	653.0488640
		MINPAIN	68	24407.60	5.0615382	592.5495531	24.3423407	2.9519424	480.9277287
		DISCHPLN	68	24407.60	4.7444280	931.4362824	30.5194411	3.7010259	643.2691418
		HIGHTECH	66	23636.60	5.4355618	442.0121845	21.0240858	2.5878861	386.7877250
PSYCHIATRY	100	MEDSTAFF	69	17069.50	6.5218723	242.9711443	15.5875317	1.8765183	239.0039374
		HOUSSTAF	69	17069.50	5.6457248	387.9636488	19.6967929	2.3712152	348.8797886
		NURSSTAF	69	17069.50	5.9912710	348.1927446	18.6599235	2.2463908	311.4518363
		ADMINSTF	69	17069.50	4.3248543	547.0195736	23.3884496	2.8156385	540.7916222
		RESEARCH	68	16820.00	3.0117479	588.0276266	24.2492810	2.9406573	805.1563943
		TEACHING	69	17069.50	4.0728024	667.3366449	25.8328598	3.1099109	634.2772731
		COMMNCTN	69	17069.50	6.0133103	342.6315348	18.5103089	2.2283793	307.8222807
		ANCILSRV	69	17069.50	4.3095697	782.2807506	27.9692823	3.3671059	649.0040587
		VOLPROC	67	16624.80	3.0095039	783.6134088	27.9930957	3.4199010	930.1564945
		PSYCHSUP	69	17069.50	5.9769706	219.9398138	14.8303680	1.7853665	248.1251607
		QUALASSR	68	16844.50	3.9902639	682.6853423	26.1282480	3.1685155	654.8000015
		MINPAIN	67	16588.90	4.5882005	613.3279757	24.7654593	3.0255824	539.7640991
		DISCHPLN	69	17069.50	5.7950438	379.7284160	19.4866215	2.3459135	336.2635756
		HIGHTECH	66	16313.10	4.0611410	800.3426958	28.2903287	3.4822987	696.6103452

WEIGHTED MEANS FOR CHARACTERISTICS/ATTRIBUTES BY SPECIALTY

SPECIALTY	N Obs	Variable	N	Sumwgt	Mean	Variance	Std Dev	Std Error	CV
REHABILITATION	100	MEDSTAFF	78	2721.30	6.5052365	22.5391074	4.7475370	0.5375527	72.9802369
		HOUSSTAF	78	2721.30	5.2494764	58.8709039	7.6727377	0.8687665	146.1619634
		NURSSTAF	78	2721.30	6.3463418	23.2958055	4.8265729	0.5465018	76.0528347
		ADMINSTF	78	2721.30	4.5073678	71.7945805	8.4731683	0.9593974	187.9848425
		RESEARCH	78	2721.30	3.3264616	94.8124551	9.7371687	1.1025173	292.7185058
		TEACHING	78	2721.30	4.4917870	87.6889928	9.3642401	1.0602914	208.4747135
		COMMNCTN	78	2721.30	6.3452027	41.9553413	6.4772943	0.7334092	102.0817558
		ANCILSRV	78	2721.30	5.0460809	86.6156597	9.3067534	1.0537823	184.4352795
		VOLPROC	78	2721.30	4.1591886	97.8389678	9.8913582	1.1199758	237.8194195
		PSYCHSUP	78	2721.30	5.7842575	41.6594563	6.4544137	0.7308184	111.5858635
		QUALASSR	78	2721.30	4.2028075	93.8252635	9.6863442	1.0967625	230.4731829
		MINPAIN	78	2721.30	4.6913240	75.5681046	8.6929917	0.9842875	185.2993248
		DISCHPLN	78	2721.30	5.7007313	62.1189172	7.8815555	0.8924104	138.2551665
		HIGHTECH	78	2721.30	4.4037041	105.4960341	10.2711262	1.1629760	233.2383369
RHEUMATOLOGY	100	MEDSTAFF	68	2423.90	6.5399150	16.6193121	4.0766791	0.4943700	62.3353521
		HOUSSTAF	68	2423.90	5.0235983	46.9095614	6.8490555	0.8305700	136.3376420
		NURSSTAF	68	2423.90	5.5090557	54.7467092	7.3991019	0.8972729	134.3079901
		ADMINSTF	68	2423.90	3.2161805	93.6017853	9.6748016	1.1732420	300.8164951
		RESEARCH	68	2423.90	3.2205949	84.1609986	9.1739304	1.1125025	284.8520424
		TEACHING	68	2423.90	4.2675028	76.3610470	8.7384808	1.0596965	204.7680167
		COMMNCTN	68	2423.90	5.7853459	56.6384631	7.5258530	0.9126437	130.0847533
		ANCILSRV	68	2423.90	5.5695367	78.2949204	8.8484417	1.0730312	158.8721320
		VOLPROC	68	2423.90	4.2008746	96.8131492	9.8393673	1.1931986	234.2218752
		PSYCHSUP	67	2384.50	5.1612497	46.4999922	6.8190903	0.8330845	132.1209130
		QUALASSR	68	2423.90	3.5521680	77.9526229	8.8290783	1.0706830	248.5546369
		MINPAIN	67	2423.90	5.0652255	52.9013113	7.2733288	0.8885785	143.5933862
		DISCHPLN	68	2423.90	5.1008705	94.7064289	9.7317228	1.1801447	190.7855299
		HIGHTECH	67	2387.40	4.9912876	89.8390863	9.4783483	1.1579645	189.8978593

WEIGHTED MEANS FOR CHARACTERISTICS/ATTRIBUTES BY SPECIALTY

SPECIALTY	N Obs	Variable	N	Sumwgt	Mean	Variance	Std Dev	Std Error	CV
UROLOGY	100	MEDSTAFF	60	7323.90	6.6864239	62.1606855	7.8842048	1.0178465	117.9136251
		HOUSSTAF	60	7323.90	4.9127241	317.2602207	17.8118000	2.2994935	362.5646321
		NURSSTAF	61	7438.60	5.7245315	229.6071720	15.1527942	1.9401165	264.6992894
		ADMINSTF	61	7438.60	4.3888769	362.5605849	19.0410237	2.4379533	433.8472917
		RESEARCH	61	7438.60	3.3890786	396.0939138	19.9021083	2.5482038	587.2424539
		TEACHING	61	7438.60	4.0005377	384.1934074	19.6008522	2.5096320	489.9554386
		COMMNCTN	61	7438.60	5.3216734	289.8475379	17.0249093	2.1798163	319.9164614
		ANCILSRV	61	7438.60	5.8159062	180.6246226	13.4396660	1.7207729	231.0846411
		VOLPROC	61	7438.60	5.1335197	276.4161998	16.6257691	2.1287116	323.8668587
		PSYCHSUP	61	7438.60	4.3052322	293.4339404	17.1299136	2.1932607	397.8859431
		QUALASSR	60	7330.20	4.0453194	324.3390818	18.0094165	2.3250057	445.1914634
		MINPAIN	61	7438.60	5.0826768	254.0779301	15.9398221	2.0408851	313.6107730
		DISCHPLN	61	7438.60	4.3396741	361.6728749	19.0176990	2.4349668	438.2287336
		HIGHTECH	60	7327.60	5.8523391	153.9871818	12.4091572	1.6020153	212.0375624
GERIATRICS	100	MEDSTAFF	75	591.1000000	6.3774319	5.5665992	2.3593642	0.2724359	36.9955209
		HOUSSTAF	73	574.4000000	5.1451950	14.6724759	3.8304668	0.4483222	74.4474564
		NURSSTAF	73	574.5000000	6.4791993	5.7476224	2.3974199	0.2805968	37.0017933
		ADMINSTF	74	582.8000000	3.7664722	23.4556333	4.8431016	0.5629991	128.5845577
		RESEARCH	75	591.1000000	3.0006767	22.6479964	4.7589911	0.5495210	158.5972625
		TEACHING	74	582.8000000	4.4684283	18.4016092	4.2897097	0.4986686	96.0004149
		COMMNCTN	74	583.1000000	5.7811696	15.1037465	3.8863539	0.4517795	67.2243533
		ANCILSRV	75	591.1000000	4.7257655	22.9206212	4.7875486	0.5528185	101.3073657
		VOLPROC	76	599.8000000	3.7794265	24.6752385	4.9674177	0.5698019	131.4331081
		PSYCHSUP	75	592.0000000	5.7883446	14.0290610	3.7455388	0.4324976	64.7082902
		QUALASSR	75	592.3000000	3.8809725	27.3107808	5.2259718	0.6034432	134.6562436
		MINPAIN	76	599.8000000	5.3072691	12.4746093	3.5319413	0.4051415	66.5491279
		DISCHPLN	76	599.8000000	6.0335112	11.4135056	3.3783880	0.3875277	55.9937311
		HIGHTECH	76	599.8000000	3.7494165	19.5583855	4.4224863	0.5072940	117.9513233

WEIGHTED MEANS FOR CHARACTERISTICS/ATTRIBUTES BY SPECIALTY

SPECIALTY	N Obs	Variable	T	Prob>|T|
AIDS	100	MEDSTAFF	10.2800411	0.0001
		HOUSSTAF	4.6317936	0.0001
		NURSSTAF	7.7893550	0.0001
		ADMINSTF	2.9315665	0.0047
		RESEARCH	2.6552674	0.0100
		TEACHING	3.3789577	0.0013
		COMMNCTN	5.0271355	0.0001
		ANCILSRV	5.9123658	0.0001
		VOLPROC	3.8616725	0.0003
		PSYCHSUP	4.8485178	0.0001
		QUALASSR	2.6327256	0.0107
		MINPAIN	4.3785367	0.0001
		DISCHPLN	5.9049340	0.0001
		HIGHTECH	5.0005151	0.0001
CANCER	100	MEDSTAFF	6.5116865	0.0001
		HOUSSTAF	2.3457274	0.0221
		NURSSTAF	4.6146990	0.0001
		ADMINSTF	2.3047500	0.0243
		RESEARCH	1.9237803	0.0588
		TEACHING	2.4689423	0.0161
		COMMNCTN	3.3430785	0.0014
		ANCILSRV	5.1918355	0.0001
		VOLPROC	2.7266175	0.0082
		PSYCHSUP	3.9554980	0.0002
		QUALASSR	2.2960311	0.0249
		MINPAIN	4.4609199	0.0001
		DISCHPLN	3.6689531	0.0005
		HIGHTECH	4.6027703	0.0001

WEIGHTED MEANS FOR CHARACTERISTICS/ATTRIBUTES BY SPECIALTY

SPECIALTY	N Obs	Variable	T	Prob>|T|
CARDIOLOGY	100	MEDSTAFF	3.3126640	0.0017
		HOUSSTAF	1.4045442	0.1659
		NURSSTAF	3.7158829	0.0005
		ADMINSTF	1.3581252	0.1801
		RESEARCH	0.9704559	0.3361
		TEACHING	1.2386129	0.2208
		COMMNCTN	1.9430038	0.0572
		ANCILSRV	2.6624895	0.0102
		VOLPROC	1.6612158	0.1025
		PSYCHSUP	1.5165879	0.1352
		QUALASSR	1.2892493	0.2028
		MINPAIN	1.7897451	0.0791
		DISCHPLN	1.5909501	0.1176
		HIGHTECH	3.3111970	0.0017
ENDOCRINOLOGY	100	MEDSTAFF	11.4632291	0.0001
		HOUSSTAF	4.6448555	0.0001
		NURSSTAF	5.8054994	0.0001
		ADMINSTF	2.7618010	0.0076
		RESEARCH	2.4881262	0.0155
		TEACHING	3.1151294	0.0028
		COMMNCTN	5.5635839	0.0001
		ANCILSRV	5.9384054	0.0001
		VOLPROC	4.4791529	0.0001
		PSYCHSUP	5.0977511	0.0001
		QUALASSR	2.8860764	0.0054
		MINPAIN	3.4586877	0.0010
		DISCHPLN	3.6064316	0.0006
		HIGHTECH	5.2726059	0.0001

WEIGHTED MEANS FOR CHARACTERISTICS/ATTRIBUTES BY SPECIALTY

SPECIALTY	N Obs	Variable	T	Prob>|T|
GASTROENTEROLOGY	100	MEDSTAFF	6.9771394	0.0001
		HOUSSTAF	2.1892790	0.0334
		NURSSTAF	3.3692722	0.0014
		ADMINSTF	1.7046992	0.0942
		RESEARCH	1.1255558	0.2655
		TEACHING	1.5672009	0.1231
		COMMNCTN	2.9386306	0.0049
		ANCILSRV	3.8683363	0.0003
		VOLPROC	2.5517706	0.0137
		PSYCHSUP	2.6922270	0.0095
		QUALASSR	1.9503936	0.0565
		MINPAIN	2.2666708	0.0277
		DISCHPLN	2.1579758	0.0357
		HIGHTECH	4.0163113	0.0002
NEUROLOGY	100	MEDSTAFF	10.3411935	0.0001
		HOUSSTAF	2.9507381	0.0045
		NURSSTAF	4.4147929	0.0001
		ADMINSTF	1.6526796	0.1035
		RESEARCH	1.6308658	0.1081
		TEACHING	2.4623001	0.0166
		COMMNCTN	4.0839072	0.0001
		ANCILSRV	4.8959777	0.0001
		VOLPROC	2.6045378	0.0115
		PSYCHSUP	2.9067418	0.0051
		QUALASSR	1.7946618	0.0776
		MINPAIN	2.8897743	0.0053
		DISCHPLN	2.3368892	0.0227
		HIGHTECH	4.1478523	0.0001

WEIGHTED MEANS FOR CHARACTERISTICS/ATTRIBUTES BY SPECIALTY

SPECIALTY	N Obs	Variable	T	Prob>|T|
GYNECOLOGY	100	MEDSTAFF	3.3833591	0.0012
		HOUSSTAF	1.1620973	0.2496
		NURSSTAF	2.9464721	0.0044
		ADMINSTF	1.1929653	0.2372
		RESEARCH	0.8354233	0.4066
		TEACHING	1.1096695	0.2712
		COMMNCTN	2.0874875	0.0408
		ANCILSRV	3.1321795	0.0026
		VOLPROC	1.6480621	0.1042
		PSYCHSUP	1.6316064	0.1076
		QUALASSR	1.5579072	0.1241
		MINPAIN	1.5605339	0.1235
		DISCHPLN	1.3413407	0.1845
		HIGHTECH	2.0497821	0.0444
OPTHALMOLOGY	100	MEDSTAFF	3.5991480	0.0006
		HOUSSTAF	1.8997998	0.0623
		NURSSTAF	2.3089021	0.0244
		ADMINSTF	1.4686028	0.1472
		RESEARCH	0.9696063	0.3361
		TEACHING	1.1659237	0.2482
		COMMNCTN	2.0612741	0.0435
		ANCILSRV	1.8633567	0.0672
		VOLPROC	2.0615948	0.0435
		PSYCHSUP	1.7779825	0.0804
		QUALASSR	1.6951907	0.0951
		MINPAIN	1.8543619	0.0685
		DISCHPLN	1.2339294	0.2220
		HIGHTECH	2.9168113	0.0049

WEIGHTED MEANS FOR CHARACTERISTICS/ATTRIBUTES BY SPECIALTY

SPECIALTY	N Obs	Variable	T	Prob>|T|
ORTHOPEDICS	100	MEDSTAFF	7.4864441	0.0001
		HOUSSTAF	1.9296820	0.0584
		NURSSTAF	3.1308368	0.0027
		ADMINSTF	1.5490020	0.1265
		RESEARCH	1.0189499	0.3123
		TEACHING	1.3617611	0.1783
		COMMNCTN	2.3557796	0.0217
		ANCILSRV	3.9572841	0.0002
		VOLPROC	1.7638309	0.0827
		PSYCHSUP	1.7622750	0.0830
		QUALASSR	1.2478318	0.2168
		MINPAIN	1.8135148	0.0748
		DISCHPLN	1.5933673	0.1162
		HIGHTECH	2.3487438	0.0220
OTOLARYNGOLOGY	100	MEDSTAFF	8.6300811	0.0001
		HOUSSTAF	2.3475018	0.0225
		NURSSTAF	4.8105524	0.0001
		ADMINSTF	2.0688556	0.0431
		RESEARCH	1.4596743	0.1499
		TEACHING	2.0294294	0.0471
		COMMNCTN	3.4042284	0.0012
		ANCILSRV	4.5267923	0.0001
		VOLPROC	2.8092934	0.0068
		PSYCHSUP	2.6201173	0.0112
		QUALASSR	1.6948813	0.0958
		MINPAIN	2.7953813	0.0071
		DISCHPLN	2.2141267	0.0308
		HIGHTECH	3.5421591	0.0008

WEIGHTED MEANS FOR CHARACTERISTICS/ATTRIBUTES BY SPECIALTY

NORCSPEC	N Obs	Variable	T	Prob>|T|
PEDIATRICS	100	MEDSTAFF	2.9506630	0.0044
		HOUSSTAF	2.2204480	0.0298
		NURSSTAF	2.8964328	0.0051
		ADMINSTF	1.1763668	0.2436
		RESEARCH	0.9442915	0.3484
		TEACHING	1.2655684	0.2101
		COMMNCTN	2.4278178	0.0179
		ANCILSRV	2.1017892	0.0393
		VOLPROC	1.1008614	0.2749
		PSYCHSUP	1.8569857	0.0677
		QUALASSR	1.2534059	0.2145
		MINPAIN	1.7146467	0.0910
		DISCHPLN	1.2819224	0.2043
		HIGHTECH	2.1003868	0.0396
PSYCHIATRY	100	MEDSTAFF	3.4755176	0.0009
		HOUSSTAF	2.3809416	0.0201
		NURSSTAF	2.6670653	0.0096
		ADMINSTF	1.5360119	0.1292
		RESEARCH	1.0241751	0.3094
		TEACHING	1.3096203	0.1947
		COMMNCTN	2.6985129	0.0088
		ANCILSRV	1.2799032	0.2049
		VOLPROC	0.8799974	0.3821
		PSYCHSUP	3.3477556	0.0013
		QUALASSR	1.2593481	0.2123
		MINPAIN	1.5164685	0.1342
		DISCHPLN	2.4702717	0.0160
		HIGHTECH	1.1662242	0.2478

WEIGHTED MEANS FOR CHARACTERISTICS/ATTRIBUTES BY SPECIALTY

NORCSPEC	N Obs	Variable	T	Prob>|T|
REHABILITATION	100	MEDSTAFF	12.1015788	0.0001
		HOUSSTAF	6.0424482	0.0001
		NURSSTAF	11.6126649	0.0001
		ADMINSTF	4.6981239	0.0001
		RESEARCH	3.0171515	0.0035
		TEACHING	4.2363703	0.0001
		COMMNCTN	8.6516545	0.0001
		ANCILSRV	4.7885420	0.0001
		VOLPROC	3.7136416	0.0004
		PSYCHSUP	7.9147668	0.0001
		QUALASSR	3.8320124	0.0003
		MINPAIN	4.7662132	0.0001
		DISCHPLN	6.3880151	0.0001
		HIGHTECH	3.7865820	0.0003
RHEUMATOLOGY	100	MEDSTAFF	13.2287875	0.0001
		HOUSSTAF	6.0483746	0.0001
		NURSSTAF	6.1397771	0.0001
		ADMINSTF	2.7412763	0.0078
		RESEARCH	2.8949103	0.0051
		TEACHING	4.0270992	0.0001
		COMMNCTN	6.3391067	0.0001
		ANCILSRV	5.1904706	0.0001
		VOLPROC	3.5206836	0.0008
		PSYCHSUP	6.1953498	0.0001
		QUALASSR	3.3176654	0.0015
		MINPAIN	5.7003689	0.0001
		DISCHPLN	4.3222414	0.0001
		HIGHTECH	4.3103976	0.0001

WEIGHTED MEANS FOR CHARACTERISTICS/ATTRIBUTES BY SPECIALTY

NORCSPEC	N Obs	Variable	T	Prob>|T|
UROLOGY	100	MEDSTAFF	6.5691871	0.0001
		HOUSSTAF	2.1364375	0.0368
		NURSSTAF	2.9506123	0.0045
		ADMINSTF	1.8002301	0.0769
		RESEARCH	1.3299872	0.1886
		TEACHING	1.5940735	0.1162
		COMMNCTN	2.4413404	0.0176
		ANCILSRV	3.3798221	0.0013
		VOLPROC	2.4115619	0.0190
		PSYCHSUP	1.9629368	0.0543
		QUALASSR	1.7399181	0.0871
		MINPAIN	2.4904277	0.0155
		DISCHPLN	1.7822313	0.0798
		HIGHTECH	3.6531106	0.0006
GERIATRICS	100	MEDSTAFF	23.4089258	0.0001
		HOUSSTAF	11.4765556	0.0001
		NURSSTAF	23.0907828	0.0001
		ADMINSTF	6.6900143	0.0001
		RESEARCH	5.4605319	0.0001
		TEACHING	8.9607168	0.0001
		COMMNCTN	12.7964418	0.0001
		ANCILSRV	8.5484940	0.0001
		VOLPROC	6.6328781	0.0001
		PSYCHSUP	13.3835309	0.0001
		QUALASSR	6.4313795	0.0001
		MINPAIN	13.0997928	0.0001
		DISCHPLN	15.5692391	0.0001
		HIGHTECH	7.3910132	0.0001