



**REPORT TITLE:** Mentoring Participant Demographics

**DATE RANGE:** August 24, 2011 – December 12, 2011

**DESCRIPTION:** This report gives viewers an understanding of *who* is participating in the AHLA Mentoring Program, *what* it is they are interested in, and *where* they are located. These important statistics will allow the AHLA to hone in on popular needs as well as improve on outreach methods in the lacking areas.

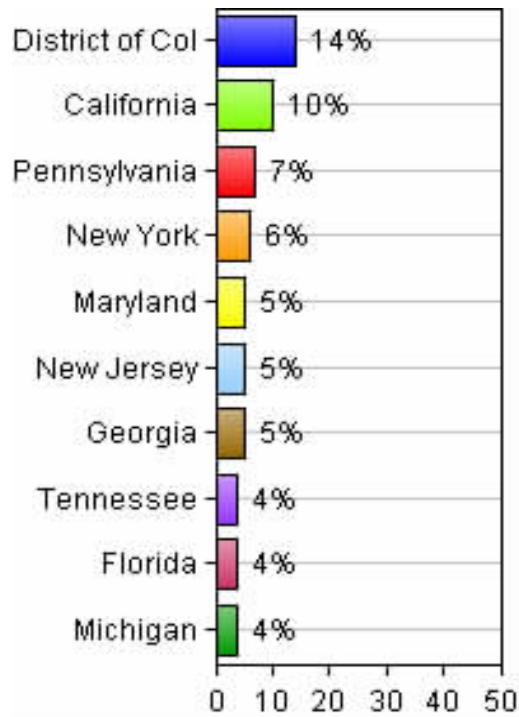
**BASIC BREIFING:** Since September 22, 2011 (last Mentoring Committee call) participation in the AHLA Mentoring Program has doubled, growing from 130 participants to 260. Of the 260 participants:

*Mentors = 109*

*Mentees = 116*

*Both = 35*

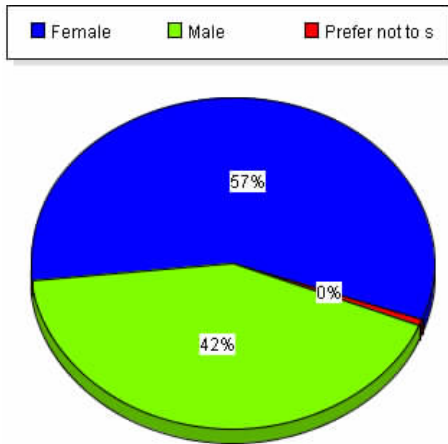
### Demographic Chart: State (All Participants)



State	Count	Percent
District of Columbia	36	14%
California	25	10%
Pennsylvania	18	7%
New York	15	6%
Maryland	14	5%
New Jersey	13	5%
Georgia	12	5%
Tennessee	11	4%
Florida	11	4%
Michigan	10	4%
Ohio	9	3%
Illinois	9	3%
Massachusetts	7	3%
Wisconsin	6	2%
Washington	6	2%
Texas	6	2%
Missouri	6	2%
Virginia	5	2%
Connecticut	5	2%
North Carolina	5	2%
Arizona	3	1%
Minnesota	3	1%
Utah	3	1%
South Dakota	2	1%
Colorado	2	1%
Indiana	2	1%
Oklahoma	2	1%
Mississippi	2	1%
Nevada	1	0%
Arkansas	1	0%
South Carolina	1	0%
Oregon	1	0%
Hawaii	1	0%
Alabama	1	0%
Iowa	1	0%

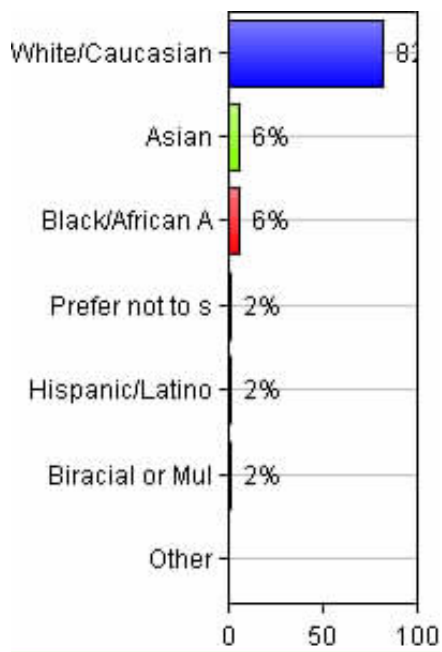
Kansas	1	0%
Kentucky	1	0%
Louisiana	1	0%
Wyoming	1	0%
New Mexico	1	0%
Not Answered	0	0%
Total Participants	260	100%

**Demographic Chart: Gender (All Participants)**



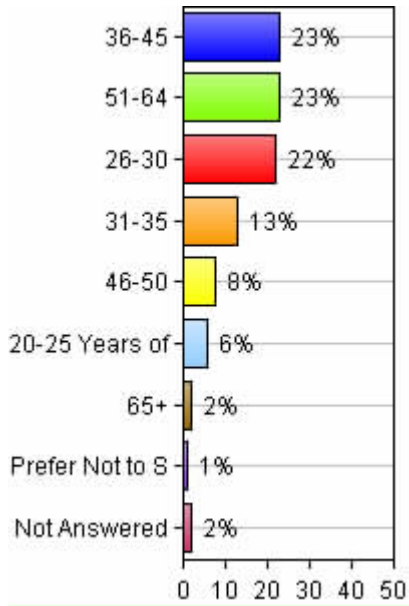
Gender	Count	Percent
Female	149	57%
Male	110	42%
Prefer not to say	1	0%
Not Answered	0	0%
Total Participants	260	100%

**Demographic Chart: Race/Ethnicity (All Participants)**



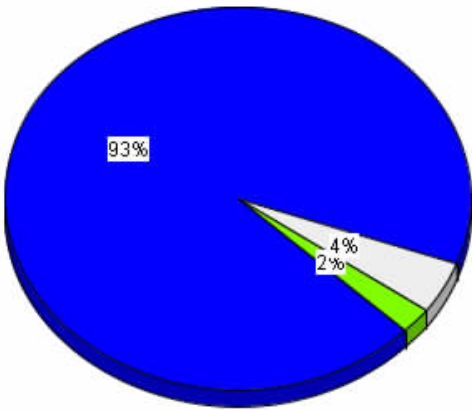
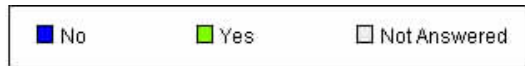
Race/Ethnicity	Count	Percent
White/Caucasian	212	82%
Asian	16	6%
Black/African American	15	6%
Prefer not to say	6	2%
Hispanic/Latino	5	2%
Biracial or Multi-Racial	4	2%
Other	2	1%
Not Answered	0	0%
Total Participants	260	100%

Demographic Chart: Age Range (All Participants)



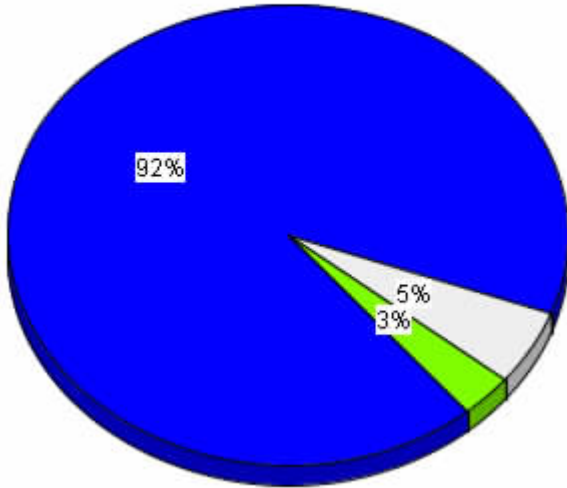
Age Range	Count	Percent
36-45	61	23%
51-64	60	23%
26-30	57	22%
31-35	35	13%
46-50	21	8%
20-25 Years of Age	15	6%
65+	4	2%
Prefer Not to Say	3	1%
Not Answered	4	2%
Total Participants	260	100%

Demographic Chart: Do you identify yourself as a person with a disability? (All Participants)



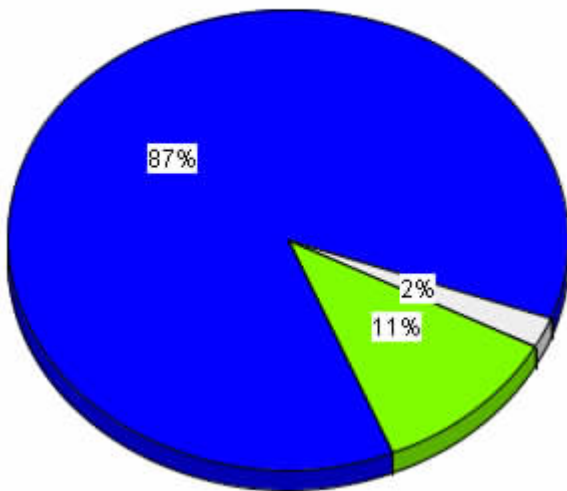
Do you identify yourself as a person with a disability?	Count	Percent
No	243	93%
Yes	6	2%
Not Answered	11	4%
Total Participants	260	100%

Demographic Chart: Do you identify yourself as someone in the Lesbian, Gay, Bisexual, or Transgender (LGBT) community? (All Participants)



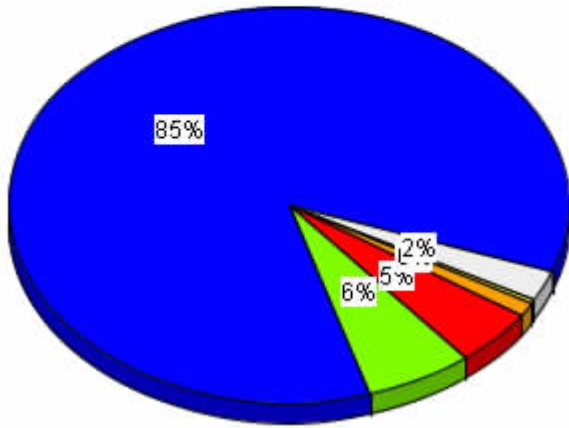
Do you identify yourself as someone in the Lesbian, Gay, Bisexual, or Transgender (LGBT) community?	Count	Percent
No	238	92%
Yes	8	3%
Not Answered	14	5%
Total Participants	260	100%

Demographic Chart: Are you a law student or a graduate student? (All Participants)



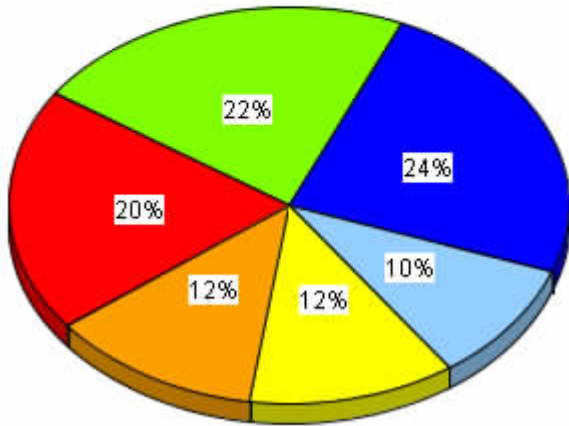
Are you a law student or a graduate student?	Count	Percent
No	225	87%
Yes	29	11%
Not Answered	6	2%
Total Participants	260	100%

Demographic Chart: Highest Degree Earned (All Participants)



Highest Degree Earned	Count	Percent
JD	222	85%
BA/BS	16	6%
Other	12	5%
MA/MS/MBA/MPH	3	1%
PHD	1	0%
Not Answered	6	2%
Total Participants	260	100%

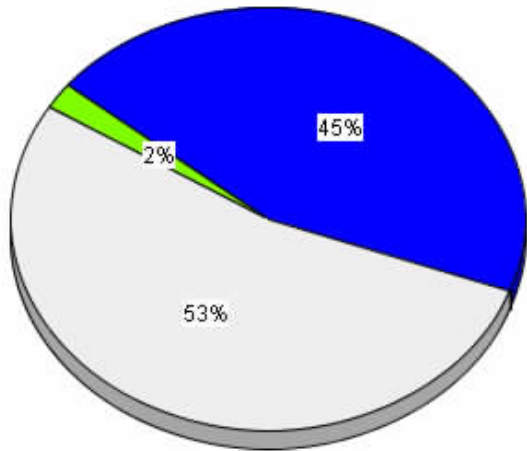
Demographic Chart: Years of Experience in Health Law (All Participants)



Years of Experience in Health Law	Count	Percent
Less than 1 year	62	24%
1-5 years	58	22%
21 + years	52	20%
6-10 years	32	12%
11-15 years	31	12%
16-20 years	25	10%
Not Answered	0	0%
Total Participants	260	100%

Demographic Chart: For mentors: I have a special interest in mentoring a person with a disability (All Participants)

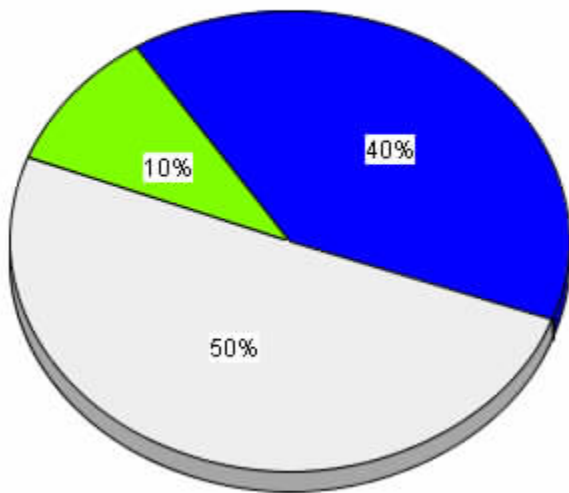
No
  Yes
  Not Answered



For mentors: I have a special interest in mentoring a person with a disability	Count	Percent
No	115	44%
Yes	5	2%
Not Answered	137	53%
Total Participants	260	100%

Demographic Chart: For Mentors: I have a special interest in mentoring with a person from a racially/ethnically diverse background (All Participants)

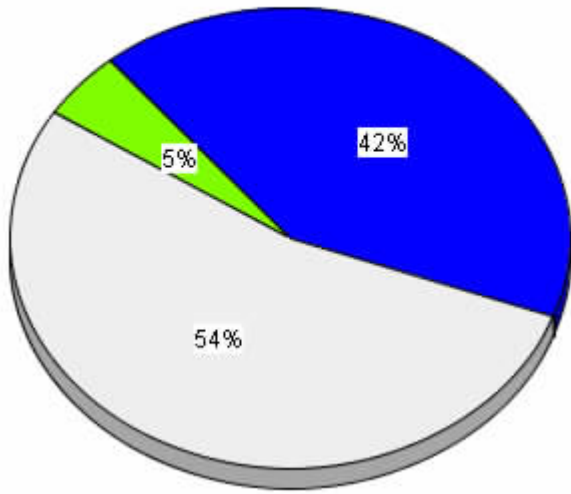
No
  Yes
  Not Answered



For Mentors: I have a special interest in mentoring with a person from a racially/ethnically diverse background	Count	Percent
No	103	40%
Yes	26	10%
Not Answered	131	50%
Total Participants	260	100%

Demographic Chart: For Mentors: I have a special interest in mentoring with a person from the Lesbian, Gay, Bisexual, or Transgender (LGBT) community (All Participants)

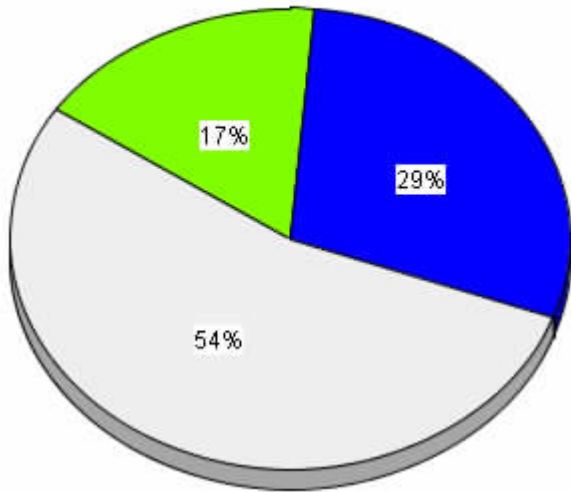
No
  Yes
  Not Answered



For Mentors: I have a special interest in mentoring with a person from the Lesbian, Gay, Bisexual, or Transgender (LGBT) community	Count	Percent
No	108	42%
Yes	12	5%
Not Answered	140	54%
Total Participants	260	100%

Demographic Chart: For Mentors: I have a special interest in mentoring a law student or graduate student (All Participants)

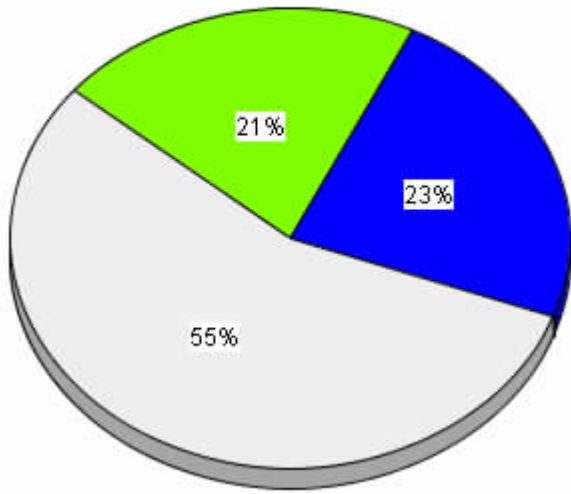
No
  Yes
  Not Answered



For Mentors: I have a special interest in mentoring a law student or graduate student	Count	Percent
No	76	29%
Yes	44	17%
Not Answered	140	54%
Total Participants	260	100%

**Demographic Chart: For Mentees: I have a special interest in being mentored by an AHLA Fellow (All Participants)**

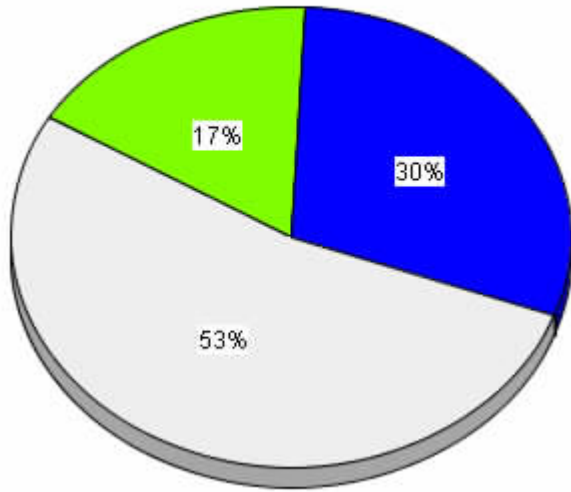
Yes     
  No     
  Not Answered



For Mentees: I have a special interest in being mentored by an AHLA Fellow	Count	Percent
Yes	61	23%
No	55	21%
Not Answered	144	55%
<b>Total Participants</b>	<b>260</b>	<b>100%</b>

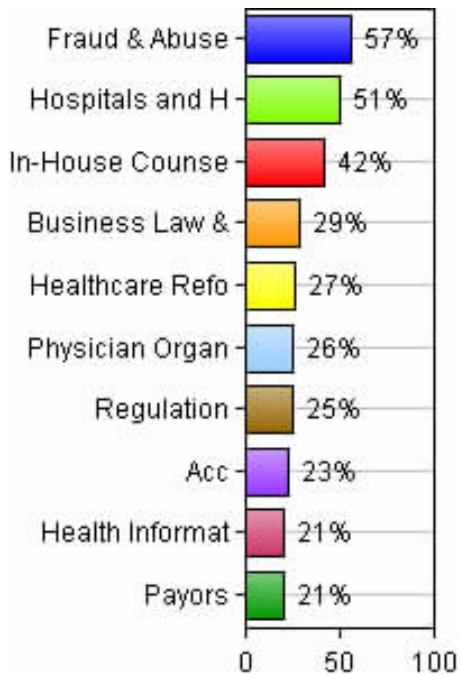
**Demographic Chart: For Mentees: I have a special interest in being mentored by an AHLA Board Member or Leader (All Participants)**

Yes     
  No     
  Not Answered



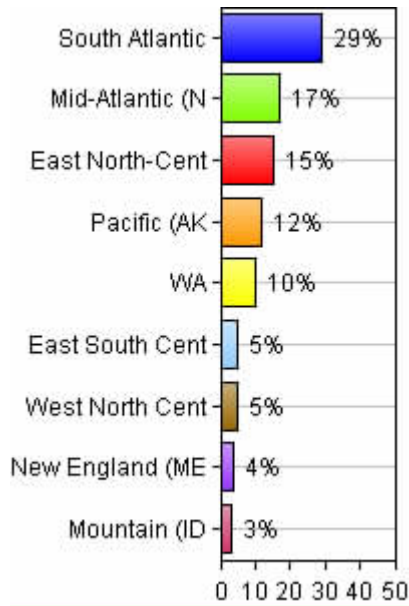
For Mentees: I have a special interest in being mentored by an AHLA Board Member or Leader	Count	Percent
Yes	77	30%
No	45	17%
Not Answered	138	53%
<b>Total Participants</b>	<b>260</b>	<b>100%</b>

Demographic Chart: Practice Areas/Specialized Areas (All Participants)



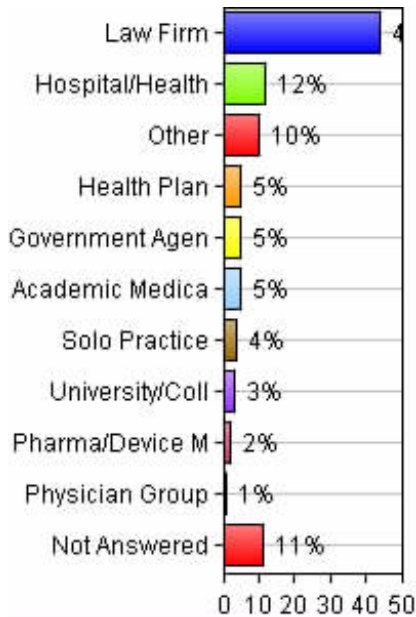
Practice Areas/Specialized Areas	Count	Percent
Fraud & Abuse	149	57%
Hospitals and Health Systems	132	51%
In-House Counsel	108	42%
Business Law & Governance	76	29%
Healthcare Reform	69	27%
Physician Organizations	68	26%
Regulation, Accreditation, and Payment	64	25%
Health Information and Technology	59	23%
Payors, Plans, and Managed Care	54	21%
Healthcare Liability and Litigation	54	21%
Medical Staff Credentialing, and Peer Review	50	19%
Teaching Hospitals and Academic Medical Centers	47	18%
Life Sciences/Pharma	37	14%
Long Term or In-Home Care, Senior Housing, Rehab	31	12%
Labor and Employment	26	10%
Other	25	10%
Antitrust	21	8%
Alternative Dispute Resolution	12	5%
Tax and Finance	9	3%
Pro Bono	7	3%
Not Answered	0	0%
Total Participants	260	100%

Demographic Chart: Your Region (All Participants)



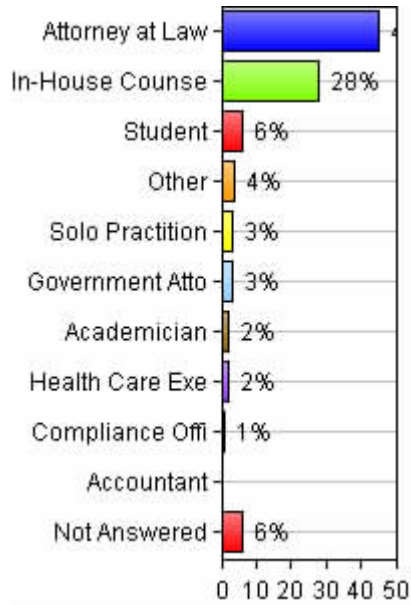
Your Region	Count	Percent
South Atlantic (DE, MD, DC, VA, WV, NC, SC, GA, FL)	76	29%
Mid-Atlantic (NY, PA, NJ)	44	17%
East North-Central (WI, MI, IL, IN, OH)	38	15%
Pacific (AK, WA, OR, CA, HI)	30	12%
East South Central (KY, TN, MS, AL, TX, OK, AR)	25	10%
West North Central (MO, ND, SD, NE, KS, MN, IA)	14	5%
New England (ME, NH, VT, MA, RI, CT)	14	5%
Mountain (ID, MT, WY, NV, UT, CO, AZ, NM)	11	4%
Not Answered	8	3%
Total Participants	260	100%

Demographic Chart: Your Practice Setting (All Participants)



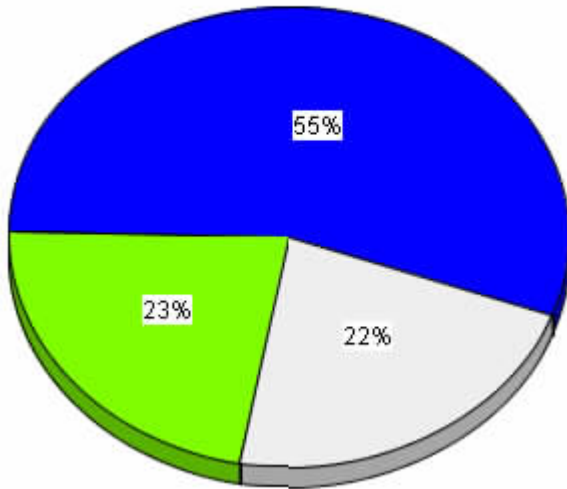
Your Practice Setting	Count	Percent
Law Firm	115	44%
Hospital/Health System/Medical Center	32	12%
Other	25	10%
Health Plan	12	5%
Government Agency	12	5%
Academic Medical Center	12	5%
Solo Practice	10	4%
University/College	7	3%
Pharma/Device Manufacturer Industry	4	2%
Physician Group	3	1%
Not Answered	28	11%
Total Participants	260	100%

Demographic Chart: Professional Category (All Participants)



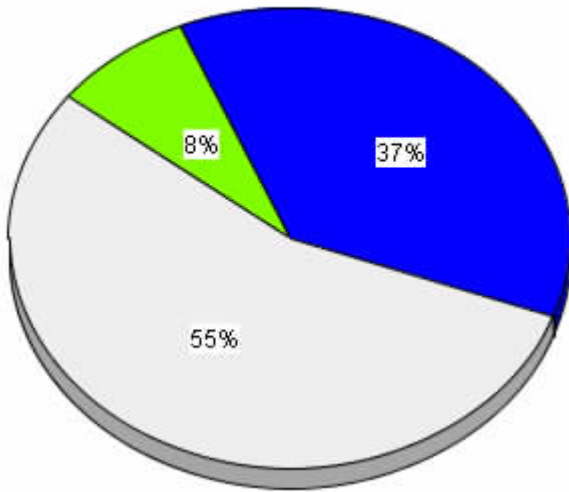
Professional Category	Count	Percent
Attorney at Law Firm	117	45%
In-House Counsel	73	28%
Student	15	6%
Other	11	4%
Solo Practitioner	9	3%
Government Attorney	8	3%
Academician	5	2%
Health Care Executive	4	2%
Compliance Officer	2	1%
Accountant	1	0%
Not Answered	15	6%
<b>Total Participants</b>	<b>260</b>	<b>100%</b>

Demographic Chart: I am an AHLA leader (All Participants)



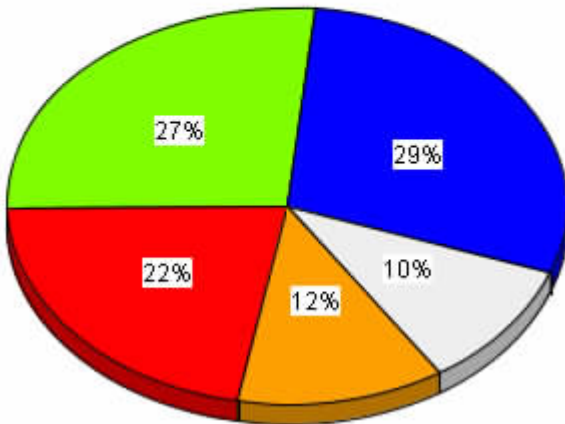
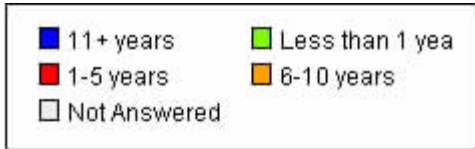
I am an AHLA leader	Count	Percent
No	142	55%
Yes	58	22%
Not Answered	57	22%
<b>Total Participants</b>	<b>260</b>	<b>100%</b>

Demographic Chart: For mentees: I am interested in being mentored by an AHLA leader (All Participants)



For mentees: I am interested in being mentored by an AHLA leader	Count	Percent
Yes	95	37%
No	21	8%
Not Answered	141	54%
Total Participants	260	100%

Demographic Chart: Number of Years of AHLA Membership and Participation (All Participants)



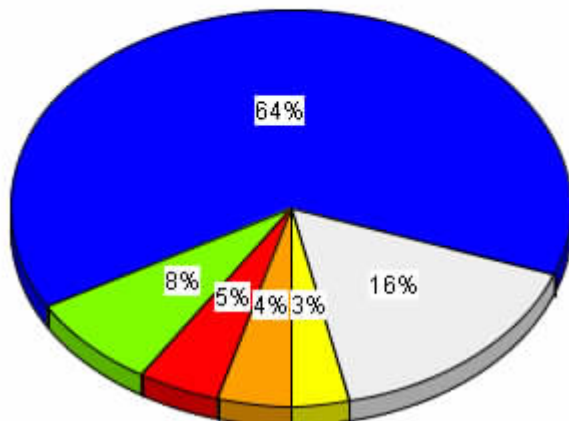
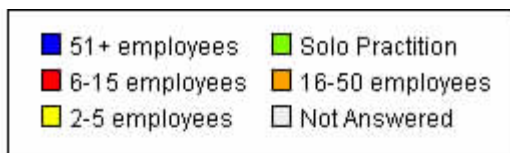
Number of Years of AHLA Membership and Participation	Count	Percent
11+ years	75	29%
Less than 1 year (new member)	70	27%
1-5 years	57	22%
6-10 years	31	12%
Not Answered	27	10%
Total Participants	260	100%

**Demographic Chart: AHLA Activities I Participate In (Select as many as apply) (All Participants)**



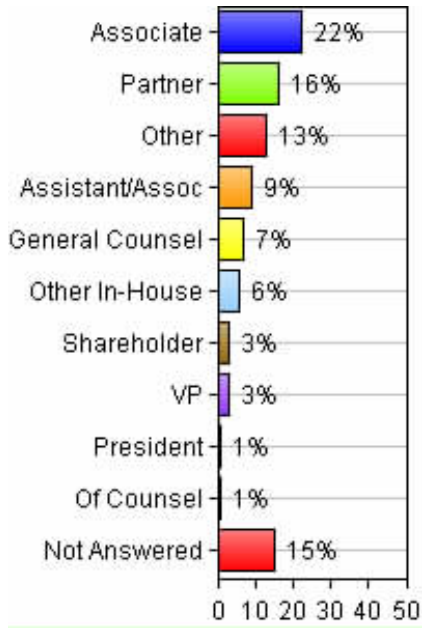
AHLA Activities I Participate In (Select as many as apply)	Count	Percent
Program Attendee	150	58%
Annual Meeting Attendee	84	32%
Author	57	22%
Program or Webinar Faculty/Moderator	50	19%
Practice Group/PG Task Force/Affinity Group Leader	48	18%
Webinar/Roundtable Discussion Participant	47	18%
Committee/Council/Task Force Involvement	38	15%
Other	16	6%
Board of Directors	11	4%
Program Planning Committee Member	10	4%
Not Answered	1	0%
<b>Total Participants</b>	<b>260</b>	<b>100%</b>

**Demographic Chart: Firm/Organization/Company Size (All Participants)**



Firm/Organization/Company Size	Count	Percent
51+ employees	166	64%
Solo Practitioner	20	8%
6-15 employees	12	5%
16-50 employees	11	4%
2-5 employees	9	3%
Not Answered	42	16%
<b>Total Participants</b>	<b>260</b>	<b>100%</b>

Demographic Chart: Current Title (All Participants)



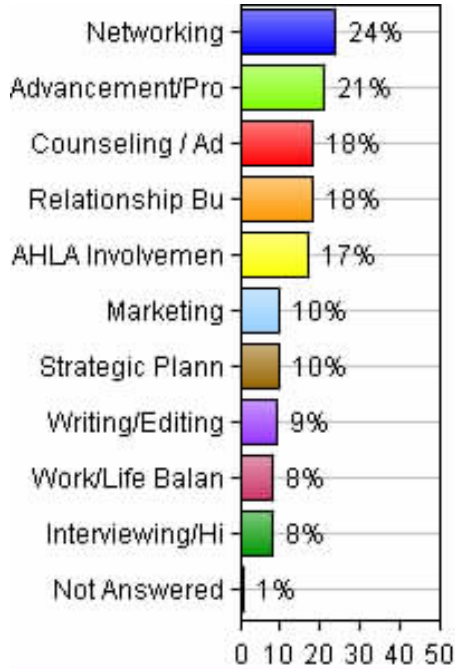
Current Title	Count	Percent
Associate	56	22%
Partner	42	16%
Other	33	13%
Assistant/Associate General Counsel	24	9%
General Counsel	19	7%
Other In-House Counsel	15	6%
Shareholder	9	3%
VP	7	3%
President	3	1%
Of Counsel	3	1%
Senior Partner	3	1%
Paralegal	2	1%
Compliance Officer	2	1%
SVP	1	0%
Supervisor/Manager	1	0%
Not Answered	40	15%
Total Participants	260	100%

## Demographic Chart: Areas of Expertise (All Participants)



Areas of Expertise	Count	Percent
Counseling / Advice	46	18%
Work/Life Balance	44	17%
Problem-solving	41	16%
AHLA Involvement	37	14%
Advancement/Promotion	36	14%
Writing/Editing	36	14%
Public Speaking	35	13%
Organizational Culture	34	13%
Networking	33	13%
Relationship Building	30	12%
Learning from Mistakes	27	10%
Listening	22	8%
Management	21	8%
Interviewing/Hiring	20	8%
Communication	20	8%
Marketing	17	7%
Openness to Feedback	16	6%
Negotiation	15	6%
Strategic Planning	14	5%
Time Management	13	5%
Resolving Conflict	12	5%
Social Media/Social Networking	12	5%
Computer/Technology Skills	12	5%
Performance Management	11	4%
Motivation	11	4%
Project Management	11	4%
Change Management	9	3%
Innovation	9	3%
Employee Relations	8	3%
Training	7	3%
Persuasion	7	3%
EEOC/Discrimination	4	2%
Profit & Loss Responsibilities	3	1%
Budgeting / Cost Control	1	0%
Not Answered	14	5%
<b>Total Participants</b>	<b>260</b>	<b>100%</b>

### Demographic Chart: Areas for Development (All Participants)



Areas for Development	Count	Percent
Networking	63	24%
Advancement/Promotion	54	21%
Counseling / Advice	48	18%
Relationship Building	46	18%
AHLA Involvement	44	17%
Marketing	27	10%
Strategic Planning	25	10%
Writing/Editing	23	9%
Work/Life Balance	22	8%
Interviewing/Hiring	20	8%
Management	20	8%
Negotiation	16	6%
Problem-solving	16	6%
Time Management	14	5%
Performance Management	13	5%
Training	13	5%
Organizational Culture	13	5%
Project Management	12	5%
Public Speaking	12	5%
Learning from Mistakes	11	4%
Innovation	10	4%
Persuasion	8	3%
Communication	8	3%
Motivation	7	3%
Profit & Loss Responsibilities	7	3%
Change Management	6	2%
Openness to Feedback	5	2%
Resolving Conflict	4	2%
Social Media/Social Networking	4	2%
Listening	4	2%
Budgeting / Cost Control	3	1%
EEOC/Discrimination	2	1%
Employee Relations	1	0%
Computer/Technology Skills	1	0%
Not Answered	2	1%
<b>Total Participants</b>	<b>260</b>	<b>100%</b>