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Intersections of Power and Privilege: Long-Term Trends in Managerial Representation

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Table S1. Managerial Representation, Average Managerial Wages, and Employment Growth by Industrial Sector

Industry Sector	Average Managerial Wage (2000) ^a	Percent Employment Growth (1966 to 2000) ^b	White Male Managerial Representation (2000)	White Female Managerial Representation (2000)	Black Male Managerial Representation (2000)	Black Female Managerial Representation (2000)
Retail	\$24.89	630.5%	1.43	.91	.73	.39
Social Services	\$25.91	210%	.78	1.72	.38	.69
Agriculture, Forestry, and Fishing	\$26.24	117%	2.02	.50	.21	.08
Personal Services	\$28.49	449%	1.47	.92	.77	.45
Construction	\$33.18	73%	2.32	.32	.21	.04
Communications, Transportation, and Utilities	\$34.25	79%	1.78	.64	.80	.40
Nondurable Manufacturing	\$37.14	-3.5%	1.87	.57	.52	.16
Wholesale Trade	\$37.31	87.5%	1.93	.60	.46	.15
Producer Services	\$37.45	427%	1.56	1.02	.44	.37
Durable Manufacturing	\$38.04	-15.5%	1.99	.44	.39	.11
Mining and Extractive	\$40.50	-16%	2.27	.29	.29	.05
Correlations						
Average Managerial Wages (2000)	1.000	-.5887	.5862	-.5450	-.2013	-.5341
Percent Employment Growth 1966 to 2000	-.5887	1.000	-.5863	.5401	.5169	.5859

Note: Industry sectors are sorted by average managerial wage (2000).

^a We obtained wage data from the Bureau of Labor Statistics (2000), Occupation Employment Statistics (OES) National 2-Digit SIC Industry-Specific Occupational Employment and Wage Estimates (http://www.bls.gov/oes/oes_dl.htm) and then collapsed them into 11 industrial sectors to match the previous trends.

^b We calculated employment growth using the universe of EEO-1 reporting establishments.

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Table S2. Cross-Sectional Analyses of Bottom-Up Relationships

	White Males			White Females			Black Males			Black Females		
	1966	1985	2000	1966	1985	2000	1966	1985	2000	1966	1985	2000
Race-Sex Composition of Nonmanagers												
Asian Female	-.018	-.029	-.034	.010	-.001	-.010	-.003	-.089	-.104	-.027	-.043	-.065
Black Female	-.024	-.029	-.037	.025	-.007	-.007	.014	-.059	-.066	REF	REF	REF
Hispanic Female	-.005	-.016	-.031	-.010	-.017	-.018	-.023	-.091	-.088	-.037	-.076	-.068
Native American Female	-.066	-.052	-.046	-.026	-.008	-.006	-.024	-.073	-.093	-.040	-.072	-.081
White Female	-.008	-.013	-.020	REF	REF	REF	-.024	-.104	-.109	-.036	-.085	-.087
Asian Male	-.012	-.003	-.007	-.025	-.032	-.022	-.019	-.062	-.077	-.028	-.076	-.082
Black Male	.000	.001	-.001	-.032	-.046	-.049	REF	REF	REF	-.037	-.085	-.069
Hispanic Male	-.012	-.004	-.005	-.029	-.049	-.050	-.017	-.089	-.093	-.037	-.093	-.096
Native American Male	-.062	-.011	-.013	-.034	-.052	-.064	-.027	-.114	-.091	-.036	-.085	-.090
White Male	REF	REF	REF	-.038	-.052	-.043	-.025	-.100	-.104	-.037	-.096	-.096
Organizational Variables												
Establishment Size(ln)	.080	.107	.252	.499	.723	.760	.229	1.101	1.073	.065	.740	.893
Percent of Employment in	-.002	.017	.026	.027	.044	.038	.016	.063	.058	.005	.041	.051
Intercept	.285	.230	-.290	-5.306	-3.628	-3.256	-5.494	-2.039	-1.344	-3.527	-1.537	-2.125
R-Square	.123	.150	.174	.243	.270	.224	.138	.267	.250	.116	.258	.282

BOLD = not statistically significant at $p < .01$.

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