

Online-only content for “Perceptions of Employment-Based Discrimination Among Newly Arrived Foreign-Educated Nurses,” by Pittman and colleagues in the *American Journal of Nursing*, January 2014, p. 26-35.

**Table 3.** Regression Analyses

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Log, self-reported wages		Binary, insufficient orientation practices (Insufficient orientation = 1)		Binary, discriminatory practices (Discrimination = 1)		Binary, job satisfaction (Satisfaction = 1)	
	Ordinary least square analysis		Logistic regression analysis (odds ratios)		Logistic regression analysis (odds ratios)		Logistic regression analysis (odds ratios)	
	Robust SE		Robust SE		Robust SE		Robust SE	
No. of observations	302	302	302	302	302	302	300	300
Staffing agency	-0.110 <sup>a</sup> (0.0459)	-0.101 <sup>a</sup> (0.0458)	0.960 (0.373)	0.910 (0.374)	3.570 <sup>b</sup> (1.518)	3.948 <sup>b</sup> (1.752)	1.158 (0.522)	1.179 (0.543)
Direct recruitment (HCO)	-0.0698 <sup>c</sup> (0.0417)	-0.0393 (0.0413)	1.038 (0.375)	1.389 (0.528)	1.058 (0.416)	1.066 (0.441)	0.755 (0.298)	0.773 (0.312)
Placement agency	-0.0584 <sup>c</sup> (0.0349)	-0.0308 (0.0339)	1.237 (0.423)	1.611 (0.588)	1.257 (0.458)	1.286 (0.480)	0.687 (0.256)	0.704 (0.266)
H-1B visa	0.0535 (0.0926)	0.0429 (0.0896)	0.359 (0.308)	0.321 (0.288)	0.176 (0.196)	0.161 <sup>c</sup> (0.170)	2.229 (1.788)	2.204 (1.770)
Other temporary visa (TN, student, dependent, tourist)	-0.110 <sup>a</sup> (0.0459)	0.137 <sup>d</sup> (0.0308)	1.121 (0.373)	1.545 (0.559)	1.040 (0.376)	1.096 (0.418)	1.078 (0.397)	1.115 (0.432)
Union opportunity	0.145 <sup>d</sup> (0.0307)	0.139 <sup>d</sup> (0.0310)	0.895 (0.241)	0.835 (0.228)	0.693 (0.211)	0.709 (0.216)	1.257 (0.370)	1.257 (0.369)
HIC educated	0.128 <sup>d</sup> (0.0317)	—	0.929 (0.287)	—	0.497 <sup>a</sup> (0.177)	—	2.172 <sup>a</sup> (0.761)	—
Canadian educated	—	0.0592 (0.0384)	—	0.409 <sup>a</sup> (0.152)	—	0.560 (0.239)	—	2.093 <sup>c</sup> (0.910)
Other HIC educated <sup>e</sup>	—	0.253 <sup>d</sup> (0.0736)	—	2.742 (1.920)	—	0.777 (0.544)	—	2.556 (1.695)
Philippines educated	—	-0.0445 (0.0322)	—	0.428 <sup>b</sup> (0.128)	—	1.422 (0.433)	—	1.010 (0.332)
Wages (ln)	—	—	1.146 (0.604)	0.810 (0.456)	0.222 <sup>b</sup> (0.123)	0.223 <sup>b</sup> (0.127)	2.694 <sup>c</sup> (1.595)	2.642 (1.588)
Insufficient orientation	—	—	—	—	—	—	0.464 <sup>b</sup> (0.121)	0.461 <sup>b</sup> (0.122)

**Table 3.** Continued

Discrimination	—	—	—	—	—	—	<b>0.391<sup>d</sup></b> <b>(0.106)</b>	<b>0.391<sup>d</sup></b> <b>(0.107)</b>
Constant	<b>3.306<sup>d</sup></b> <b>(0.0347)</b>	<b>3.305<sup>d</sup></b> <b>(0.0413)</b>	—	—	—	—	—	—
$R^2$	0.199	0.225						
<i>Log Likelihood</i>			−208.0	−200.2	−185.5	−184.7	−179.9	−179.8

HCO = health care organization; HIC = high-income country; LIC = low-income country; SE = standard error; TN = temporary status; (ln) = natural logarithm.

<sup>a</sup>  $P < 0.05$ ; <sup>b</sup>  $P < 0.01$ ; <sup>c</sup>  $P < 0.10$ ; <sup>d</sup>  $P < 0.001$ ; <sup>e</sup> Other HICs: Australia, France, Germany, the Netherlands, New Zealand, Portugal, the United Kingdom.

Notes: Standard errors are robust for all equations and are shown in parentheses. Logistic regression analyses used odds ratios. Not all respondents responded to questions underlying the control or outcome variables.