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Nebraska Rural Physician Satisfaction & Retention Survey: Appendix A: Survey (with Results)

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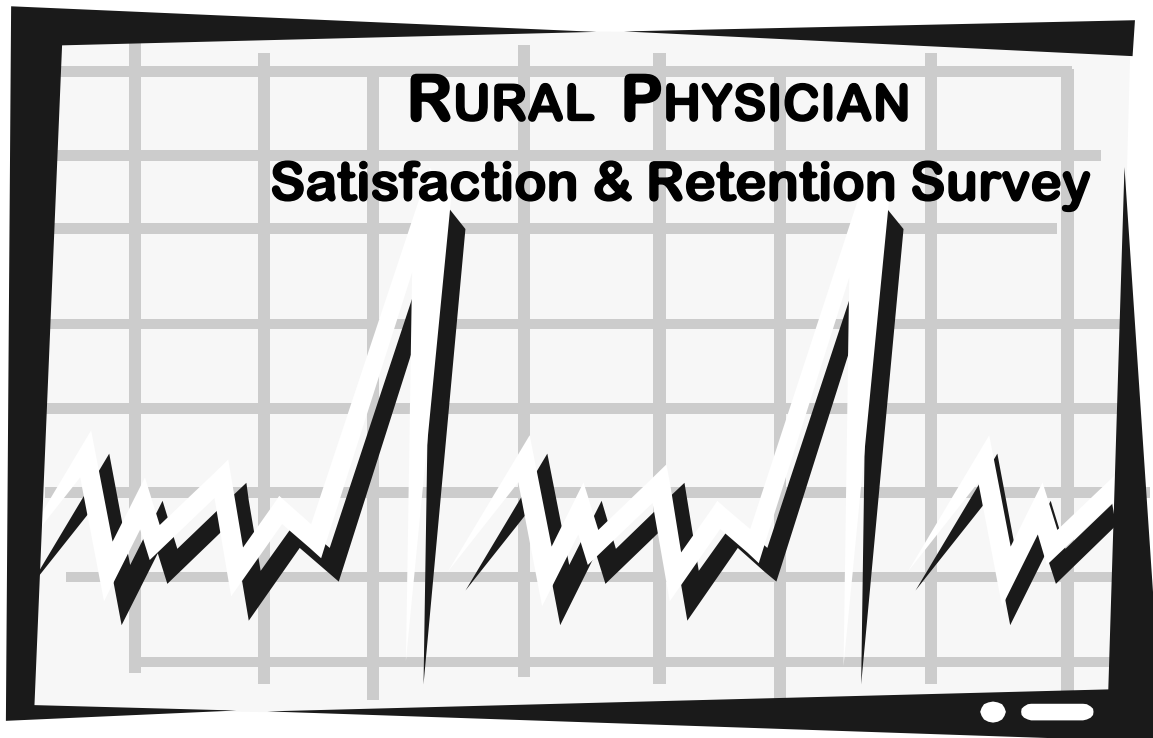
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Appendix A: Survey (with Results)

NEBRASKA



Conducted by

THE CENTER FOR APPLIED RURAL INNOVATION (CARI)
University of Nebraska-Lincoln

In cooperation with

THE OFFICE OF RURAL HEALTH
Nebraska Health & Human Services System
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The survey consisted of the following questions; responses are indicated next to each.

EDUCATIONAL BACKGROUND

Education at various levels often influences a physician's decision to enter rural practice. To begin, I'd like to ask you a few questions about your education and some of the programs in which you may have participated.

High School

Q1-3 1-nonmetro NE 2-metro NE 3-out of state

Undergraduate College

Q4-9 1-NE public 2-NE private 3-out of state

Medical School/College

Q10-13 1-UNMC 2-Creighton 3-out of state

Year Graduated: 1-prior to 1970 2-1970-79 3-1980-89 4-1990-99 5-2000-02

Residency

Q15-18 1-NE 2-Neighboring State 3-Out of State

Q20. Were/are you a participant in any of the following programs?

****This question recoded to 1-participant in any 2-not a participant***

- 4 Rural Health Opportunities Program (RHOP)
- 19 National Health Service Corps (NHSC)
- 1 J-1 Visa Waiver
- 29 Nebraska Loan Repayment Program: _____
- 18 Other Loan Repayment Program: _____

Q21. When did you first become interested in rural medicine?

(Circle the number of your choice.)

- 13 **0** Before High School
- 64 **1** High School
- 32 **2** Undergraduate
- 41 **3** Medical School
- 17 **4** Residency
- 2 **5** Post-Residency

Q22. Please describe the experience(s) or factor(s) that *most influenced* your decision to enter rural practice:

1-Rural Lifestyle 2-Physician Contact 3-Fill a Need 4-Medical School

Q23. How effective were the following areas of your medical education in preparing you for rural practice?

| | Effective | 1-----5 | Ineffective |
|------------------------------|-----------|---------|-------------|
| a. Practice Management | 37 | | 82 |
| b. Use of Medical Technology | 100 | | 28 |
| c. Patient Relations | 138 | | 11 |
| d. Communications Technology | 70 | | 40 |
| e. Mental Health Care | 86 | | 42 |

INFORMATION ABOUT YOUR PRACTICE

Physicians who choose to enter rural practice face many unique challenges and situations while serving in a rural community. In addition, just as there are differences among physicians, there is great variation among rural practices. The following section includes questions about the organization of your particular practice as well as some practice-related factors.

Q24. How many years have you been in your current practice?

_____ Years **Average: 14**

Q25. How many total years have you been in rural practice?

_____ Years **Average: 16**

Q26. Do you plan to leave your current practice within 10 years?

51 1-Yes **124** 2-No (Go to Q29)

Q27. If yes, when do you plan to leave your practice?

8 1-Less than 1 year
19 2-1-5 years
14 3-6-10 years
10 4-Don't know/Not sure

Q28. Do you plan to retire from medical practice within 10 years?

32 1-Yes 19 2-No

Q29. Did you practice in another location prior to your current practice?

69 1-Yes 103 2-No (Go to Q32)

Q30. If yes, how influential were the following characteristics of your *previous* practice and community in your decision to leave that practice?

| <i>Practice-Related Factors</i> _____ | Influential | 1-----5 | Not Influential |
|---|--------------------|----------------|------------------------|
| a. Patient Relationships | 11 | | 50 |
| b. Excessive Expectations by Patients | 13 | | 46 |
| c. Lack of Clinical Autonomy | 17 | | 45 |
| d. Lack of Variety of Medical Conditions | 5 | | 57 |
| e. Limited Contact with Other Health Care Professionals | 8 | | 47 |
| f. Limited Contact with Specialists for Patient Referrals | 6 | | 53 |
| g. Inadequate Access to Medical Technology | 9 | | 52 |
| h. Limited Continuing Medical Education Opportunities | 8 | | 53 |
| i. Excessive Administrative Responsibilities | 10 | | 50 |
| j. Excessive Call Hours | 29 | | 36 |
| k. Limited Opportunities for Promotion | 11 | | 46 |
| l. Inadequate Income Level | 19 | | 37 |
| m. Other (please list) _____ | | | |

| <i>Lifestyle & Community Factors</i> _____ | Influential | 1-----5 | Not Influential |
|--|--------------------|----------------|------------------------|
| n. Lack of Rural/Small Town Lifestyle | 16 | | 43 |
| o. Too Little Personal Time Away From Work | 29 | | 28 |
| p. Few Volunteer Involvement/Leadership Opportunities | 5 | | 58 |
| q. Few Elected Involvement/Leadership Opportunities | 4 | | 56 |
| r. Lack of Employment for Spouse | 9 | | 53 |
| s. Quality of School System(s) | 9 | | 49 |
| t. Lack of Variety of Churches/Religious Organization(s) | 3 | | 59 |

| | | |
|--|----|----|
| u. Limited Access to Cultural Activities | 9 | 48 |
| v. Limited Access to Recreational Activities | 9 | 48 |
| w. Long Distance from Family | 17 | 39 |
| x. Long Distance from Friends | 9 | 46 |
| y. Climate | 6 | 57 |
| z. Topography | 6 | 54 |
| aa. High Cost of Living | 3 | 60 |
| bb. Lack of Professional Relationships | 13 | 41 |
| cc. Lack of Social/Personal Relationships | 11 | 44 |

Q31. When you moved from you previous practice to your current practice, how did the income from your practice change?

- 38 Increased
- 24 Decreased
- 5 Did Not Change

Q32. When you think about your average week, how many hours would you say you work?

_____hrs. **Average: 56 hours**

Q33. In an average week, approximately how many hours do you spend at your primary practice location on the following activities?

- Patient Care _____hrs. **Average: 46 hours**
- Administrative _____hrs. **Average: 6 hours**
- Other _____hrs. **Average: 2 hours**

Q34. On average, how many hours per week are you on call at your primary practice location?

On Call _____hrs. **Average: 53 hours**

Q35. Which of the following best describes your primary practice location?

- 146 1-Private Clinic
- 22 2-Hospital

Q36. Which of the following best describes your primary practice location?

- 26 1-Self-employed solo practice
- 79 2-Self-employed partnership or group
- 51 3-Salaried—Hospital

14 4-Other _____

Q37. How many people provide direct administrative support to you personally?

17 Less than 1 (part time)

90 1-3

37 4-6

26 More than 6

Q38. Please list the number of other health care professionals working at your primary practice location.

| | | | | |
|-----------------------|-------|----------|--------|---------|
| Number of Physicians: | 0: 21 | 1: 32 | 2: 22 | 3-5: 55 |
| Average: 4 | | 6-10: 33 | 11+: 7 | |

| | | | | |
|--------------------------------|--------|-------|------|------|
| Number of Nurse Practitioners: | 0: 137 | 1: 26 | 2: 5 | 3: 2 |
| Average: 0.3 | | | | |

| | | | | |
|----------------------------------|-------|-------|-------|---------|
| Number of Physicians Assistants: | 0: 71 | 1: 50 | 2: 36 | 3-5: 13 |
| Average: 1 | | | | |

| | | | | |
|-------------------|-------|----------|---------|---------|
| Number of Nurses: | 0: 27 | 1: 15 | 2: 16 | 3-5: 42 |
| Average: 7 | | 6-10: 40 | 11+: 30 | |

| | | | | |
|------------------------------------|--------|-------|--------|--|
| Number of Mental Health Providers: | 0: 150 | 1: 17 | 2-3: 3 | |
| Average: 0.1 | | | | |

Q39. Do you work closely with any of the following health care services in the community where your primary practice is located? 1-Yes 2-No

112 (68%) Emergency Medical Service

146 (83%) Nursing Home

117 (67%) Assisted Living/Retirement Community

123 (70%) Public Health Program or Organization

16 (9%) Other _____

Q40. Listed below are some telecommunications technologies or applications now in use by some rural physicians. Please indicate how often you use each of the following.

| | Don't Use <u>1</u> | Use Rarely <u>2</u> | Use Occasionally <u>3</u> | Use Regularly <u>4</u> |
|-----------------------------|--------------------------|---------------------------|---------------------------------|------------------------------|
| FAX Machine | 3 | 0 | 10 | 154 |
| Computer | 4 | 9 | 27 | 30 |
| Cellular Phone | 7 | 8 | 20 | 135 |
| E-Mail | 25 | 23 | 37 | 85 |
| Internet | 22 | 19 | 49 | 80 |
| Online purchasing | 63 | 38 | 35 | 34 |
| Telemedicine | 90 | 47 | 24 | 9 |
| Electronic Medical Modeling | 135 | 24 | 8 | 3 |
| EMS Communication | 103 | 37 | 19 | 11 |
| Video Conferencing | 98 | 49 | 16 | 7 |

Q41. Do you have an additional, secondary practice location?

56 Yes 115 No (Go to Q46)

If yes, please provide the following information about this practice:

Q42. In an average week, approximately how many hours do you spend at your secondary practice location on the following activities?

Patient Care _____ hrs. **Average: 7 hours**

Administrative _____ hrs. **Average: 0.9 hours**

Other _____ hrs. **Average: 0 hours**

Q43. On average, how many hours per week are you on call at your secondary practice location?

On Call _____ hrs. **42 respondents have no call at their secondary location; of the 14 that do have call, they have an average of 40 hours per week.**

Q44. Which of the following best describes your secondary practice location?

- 42 Private Clinic
- 5 Hospital
- 4 Public Health Clinic
- 4 Federal/State Institution

Q45. Which of the following best describes your *secondary* practice location?

- 9 Self-employed solo practice
- 18 Self-employed partnership or group
- 19 Salaried—Hospital
- 11 Other_____

PRACTICE-RELATED SATISFACTION FACTORS

Q46. When you think about the factors that influenced your decision to practice in your current location, how important was each of the following?

| | Influential | 1-----5 | Not Influential |
|---|-------------|---------|--------------------|
| a. Patient Relationships | 124 | | 17 |
| b. Realistic Expectations by Patients | 95 | | 31 |
| c. Clinical Autonomy | 132 | | 17 |
| d. Variety of Medical Conditions | 125 | | 13 |
| e. Contact with Other Health Care Professionals | 100 | | 25 |
| f. Contact with Specialists for Patient Referrals | 92 | | 30 |
| g. Access to Medical Technology | 73 | | 43 |
| h. Continuing Medical Education Opportunities | 45 | | 72 |
| i. Limited Administrative Responsibilities | 61 | | 49 |
| j. Reasonable Call Hours | 86 | | 45 |
| k. Opportunities for Promotion | 17 | | 132 |
| l. Desirable Income Level | 69 | | 35 |
| m. Integrated Care | 48 | | 60 |
| n. Other (please list)_____ | 26 | | 0 |

Q47. As you consider your current practice situation, to what extent have your expectations been met in each of the following areas?

| | Satisfied 1-----5 | Not Satisfied |
|---|--------------------------|----------------------|
| a. Patient Relationships | 156 | 4 |
| b. Realistic Expectations by Patients | 131 | 11 |
| c. Clinical Autonomy | 144 | 8 |
| d. Variety of Medical Conditions | 157 | 2 |
| e. Contact with Other Health Care Professionals | 128 | 14 |
| f. Contact with Specialists for Patient Referrals | 136 | 11 |
| g. Access to Medical Technology | 119 | 20 |
| h. Continuing Medical Education Opportunities | 103 | 37 |
| i. Limited Administrative Responsibilities | 109 | 40 |
| j. Reasonable Call Hours | 88 | 50 |
| k. Opportunities for Promotion | 57 | 60 |
| l. Desirable Income Level | 97 | 35 |
| m. Integrated Care | 89 | 20 |
| n. Other (please list)_____ | 8 | 4 |

LIFESTYLE & COMMUNITY SATISFACTION FACTORS

While your practice is likely where you spend a great deal of your time, the way you spend your time away from work is also important. The following section asks about your involvement in, and satisfaction with, your rural community and lifestyle as a rural physician.

Q48. How many organizations are you involved with in your community?

Number of Elected Positions/Organizations: _____

***68 respondents held at least one elected position.**

Number of Volunteer Positions/Organizations:_____

***143 respondents held at least one elected position.**

Q49. When you think of your *closest* friends, how close to you would you say that most of them generally live?

- 85 1-In the same community as you
- 24 2-Within 50 miles of your community
- 61 3-More than 50 miles from you

Q50. How close to you do most of your family members (grown children, parents, siblings) live?

- 20 1-In the same community as you
- 33 2-Within 50 miles of your community
- 147 3-More than 50 miles from you

Q51. How important were the following lifestyle and community factors to you in choosing a practice?

| | Important | 1-----5 | Not Important |
|--|------------------|---------|--------------------------|
| n. Rural/Small Town Lifestyle | 141 | | 6 |
| o. Sufficient Personal Time Away From Work | 118 | | 15 |
| p. Volunteer Involvement/Leadership Opportunities | 36 | | 70 |
| q. Elected Involvement/Leadership Opportunities | 24 | | 108 |
| r. Employment for Spouse | 56 | | 53 |
| s. Quality School System(s) | 139 | | 17 |
| t. Variety of Churches and Religious Organization(s) | 99 | | 41 |
| u. Access to Cultural Activities | 50 | | 48 |
| v. Access to Recreational Activities | 85 | | 25 |
| w. Close (proximity) to Family | 79 | | 40 |
| x. Close (proximity) to Friends | 53 | | 59 |
| y. Climate | 31 | | 88 |
| z. Topography | 36 | | 86 |
| aa. Reasonable Cost of Living | 70 | | 26 |
| bb. Opportunities for Professional Relationships | 73 | | 37 |
| cc. Opportunities for Social/Personal Relationships | 76 | | 30 |

Q52. Thinking about your current lifestyle and community, how *satisfied* are you with each of these factors?

| | Satisfied | 1-----5 | Not Satisfied |
|--|------------------|----------------|----------------------|
| n. Rural/Small Town Lifestyle | 149 | | 7 |
| o. Personal Time Away From Work | 94 | | 37 |
| p. Volunteer Involvement/Leadership Opportunities | 119 | | 9 |
| q. Elected Involvement/Leadership Opportunities | 99 | | 12 |
| r. Employment for Spouse | 92 | | 25 |
| s. Quality of School System(s) | 134 | | 10 |
| t. Variety of Churches and Religious Organization(s) | 139 | | 8 |
| u. Access to Cultural Activities | 100 | | 25 |
| v. Access to Recreational Activities | 121 | | 14 |
| w. Close (proximity) to Family | 102 | | 27 |
| x. Close (proximity) to Friends | 108 | | 22 |
| y. Climate | 89 | | 23 |
| z. Topography | 95 | | 17 |
| aa. Cost of Living | 122 | | 9 |
| bb. Opportunities for Professional Relationships | 113 | | 14 |
| cc. Opportunities for Social/Personal Relationships | 121 | | 14 |

DEMOGRAPHIC INFORMATION

For this final section, I would like to ask you some questions about you and your household. Your answers are completely confidential.

Q53. Age: Average 46

1-Under 35 2-35-44 3-45-54 4-55-64 5-Over 65

Q54-55. Birthplace: 1-NE 2-Neighboring State 3-Out of State

Q56. Gender : 139 1-Male 31 2-Female

Q57. With which racial or ethnic background do you most closely identify yourself?

1 African American 6 Asian 1 Hispanic
1 Native American 159 Caucasian 4 Other: _____

Q58. What is your current marital status?

160 1-Married 5 2-Divorced/Separated 0 3-Widowed 6 4-Never Married

Q59. Do you have children still at home? (Circle the number of your answer.)

106 1-Yes 66 2-No

Q60. What was your approximate income from all practice locations, before income taxes, for 2001? (Circle the number of your answer.)

16 1-Less than \$80,000
14 2-\$80,000-100,000
22 3-\$100,000-120,000
31 4-\$120,000-140,000
26 5-\$140,000-160,000
60 6-More than \$160,000