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

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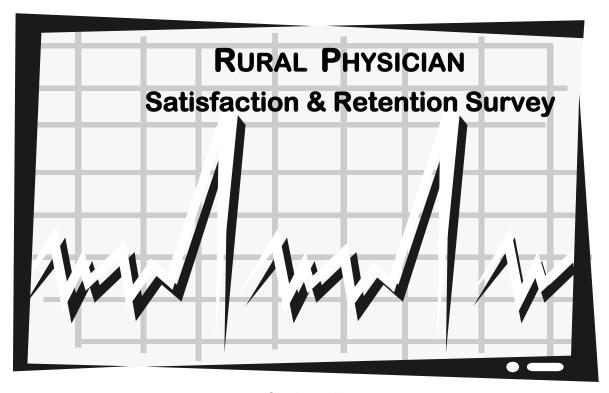


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NEBRASKA



Conducted by

THE CENTER FOR APPLIED RURAL INNOVATION (CARI)

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Undergraduate Creative Activities and Research Experiences

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?

| a. Practice Management | Effective 37 | 15 | Ineffective 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 ha | ve you bee | n in your | <u>current</u> | practice? |
|------|----------|----------|------------|-----------|----------------|-----------|
| | | | | | | |

_____Years Average: 14

Q25. How many total years have you been in <u>rural</u> 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?

- **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?

| | | | Not |
|--|-------------|----|--------------------|
| Practice-Related Factors | Influential | 15 | <u>Influential</u> |
| 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 Profession | onals 8 | | 47 |
| f. Limited Contact with Specialists for Patient Refere | als 6 | | 53 |
| g. Inadequate Access to Medical Technology | 9 | | 52 |
| h. Limited Continuing Medical Education Opportunit | ties 8 | | 53 |
| i. Excessive Administrative Responsibilities | 10 | | 50 |
| j. Excessive Call Hours | 29 | | 36 |
| k. Limited Opportunities for Promotion | 11 | | 46 |
| I. Inadequate Income Level | 19 | | 37 |
| m. Other (please list) | | | |

| Li | festyle & Community Factors | Influential | 15 | Not Influential |
|----|---|-------------|----|--------------------|
| n. | Lack of Rural/Small Town Lifestyle | 16 | | 43 |
| 0. | 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 Acc | cess to Cultural Activities | | 9 | 48 |
|--|--|-------------|------------------------|-----------------------|
| v. Limited Access to Recreational Activities | | 9 | 48 | |
| w. Long Distance from Family | | 17 | 39 | |
| x. Long Distar | nce from Friends | | 9 | 46 |
| y. Climate | | | 6 | 57 |
| z. Topography | y | | 6 | 54 |
| aa. High Cost o | of Living | | 3 | 60 |
| bb. Lack of Pro | fessional Relationships | | 13 | 41 |
| cc. Lack of Soc | cial/Personal Relationship | os | 11 | 44 |
| income | from your practice c | | actice to your current | practice, how did the |
| 38 | Increased | | | |
| 24 | Decreased | | | |
| 5 | Did Not Change | | | |
| Q32. When y work? | ou think about your a | average we | ek, how many hours v | would you say you |
| | hrs. | Average: | 56 hours | |
| | <u>verage</u> week, approxi e location on the follo | | | spend at your primary |
| Patien | nt Carehrs. | Average: | 46 hours | |
| Admin | nistrativehrs. | Average: | 6 hours | |
| Other | hrs. | Average: | 2 hours | |
| | | | | |
| Q34. On aver | • | s per week | are you on call at you | ur primary practice |
| On Ca | | Average: | 53 hours | |
| | | | | |
| Q35. Which o | of the following best | describes y | our primary practice | location? |
| 146 | 1-Private Clinic | | | |
| 22 | 2- Hospital | | | |
| | | | | |
| Q36. Which o | of the following best | | our primary practice | location? |
| 79 | 2- Self-employed part | • | ıroup | |
| 73 51 | 3- Salaried—Hospital | | ισαρ | |
| 31 | J-Jaianeu—HUSPilai | | | |

| 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 2 | Use Occasionally 3 | 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 | | , | imately how many hours do you spend at your on the following activities? |
|-----|----------------|------|---|
| | , , | | Average: 7 hours |
| | Administrative | hrs. | Average: 0.9 hours |
| | Other | hrs. | Average: 0 hours |
| | | | |

| Q43. On average, how | / many hour | s 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 tha | t do have ca | all, 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
- 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 | Not 15 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 |
| I. 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 15 | 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 |
| I. 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?

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

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

- **1-**In the same community as you
- **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 | 15 | Not Important |
|-----------|--|--|
| 141 | | 6 |
| 118 | | 15 |
| 36 | | 70 |
| 24 | | 108 |
| 56 | | 53 |
| 139 | | 17 |
| s) 99 | | 41 |
| 50 | | 48 |
| 85 | | 25 |
| 79 | | 40 |
| 53 | | 59 |
| 31 | | 88 |
| 36 | | 86 |
| 70 | | 26 |
| 73 | | 37 |
| 76 | | 30 |
| | 118 36 24 56 139 8) 99 50 85 79 53 31 36 70 73 | 141 118 36 24 56 139 s) 99 50 85 79 53 31 36 70 73 |

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

| | Satisfied | 15 | 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-Neigboring State 3-Out of State

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

| Q57. | With | which | racial | or ethnic | backgrou | and do | vou most | closely | v identify | y yourself? |
|------|------|-------|--------|-----------|----------|--------|----------|---------|------------|-------------|
| | | | | | | | | | | |

1 African American
1 Asian
1 Hispanic
1 Native American
1 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

2-\$80,000-100,000

3-\$100,000-120,000

4-\$120,000-140,000

5-\$140,000-160,000

60 6-More than \$160,000