

Characteristics of Change: leader openness to change and local health department accreditation status

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Research objectives:

1. Classify socio-demographic characteristics of LHD leaders by examining the variation in openness to change score
2. Characterize association between accreditation status of LHD and leader openness to change.

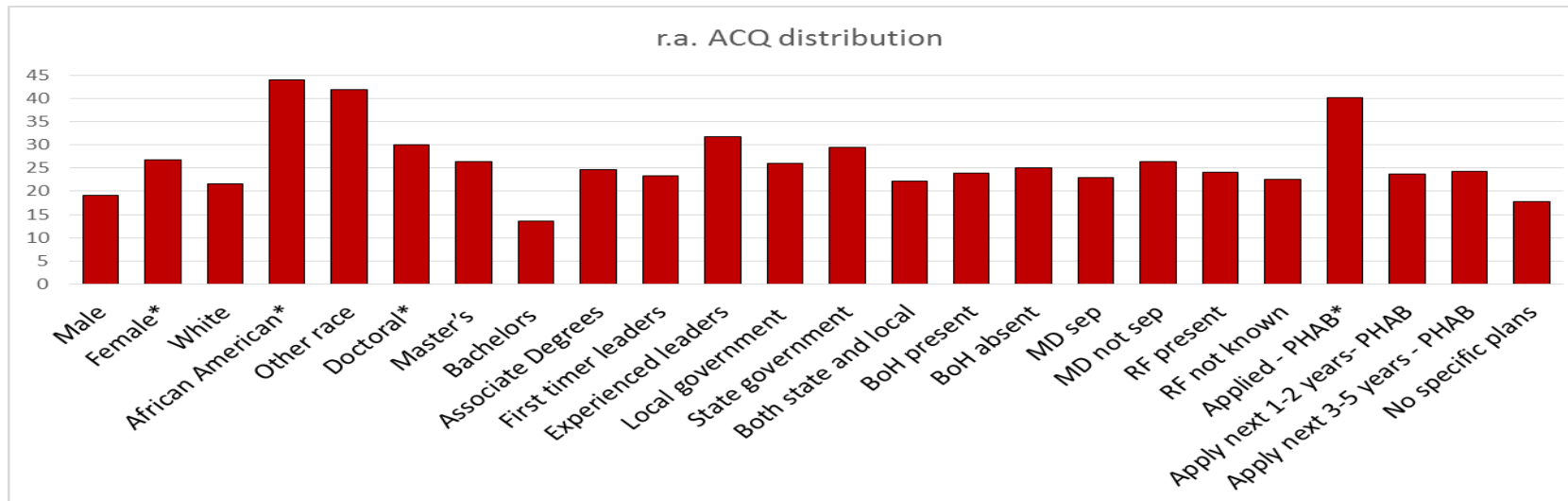
Data and Methods:

- A cross-sectional survey of KY LHD leaders.
- Actual expenditures and revenues from state health department and county level population estimates from the national census website.
- To identify differences in ACQ score the Wilcoxon-Mann-Whitney and Kruskal Wallis non-parametric tests are used

Openness to change frequency distribution and intercorrelation matrix

Variable	Frequency Distribution					Intercorrelation matrix				
	Strongly Disagree (%)	Disagree (%)	Neutral (%)	Agree (%)	Strongly Agree (%)	Q1	Q2	Q3	Q4	Q5
Q1.			12.50	52.08	35.42	-				
Q2.	2.08		16.67	58.33	22.92	0.54***	-			
Q3.			2.08	75	22.92	0.50***	0.41**	-		
Q4.		2.08	10.42	43.75	43.75	0.42**	0.50**	0.45**	-	
Q5.	2.08	6.25	25	45.83	20.83	0.43**	0.55***	0.33	0.46**	-

Variation in r.a. openness to change score



Principal Findings :

- LHD leaders had a generally high openness to change score
- Statistically significant variations in rank ACQ score distributions by gender, race, highest degree obtained and accreditation status are present.

Implications for Public Health Policy:

- Public Health leadership development programs will benefit from preparing leaders to modify their behaviors so as to recognize the complex interactions between individual leader and agency characteristics.