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

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Research objectives:

Instrument :

1.Classify sociodemographic characteristics of LHD leaders by examining the variation in openness to change score between accreditation status of LHD and leader openness to change.

Data and Methods:

• A cross-sectional survey of KY LHD leaders.

•Actual expenditures and department and county level population estimates from the national census website.

•To identify differences in ACQ score the Wilcoxon-Mann-Whitney and Kruskal Wallis nonparametric tests are used

O1. There is really something refreshing about enthusiasm for change.

Q2. If I were to follow my deep convictions, I would devote more 2. Characterize association time to change movements. This seems to me to be a primary need today.

> O3. The current situation in the community calls for change; we should do something now (we must respond at once).

Q4. If you want to get anywhere, revenues from state health it's the policy of the system as a whole that needs to be changed, not just the behavior of isolated individuals.

> Q5. Any organizational structure becomes a deadening weight in time and needs to be revitalized.

Principal Findings:

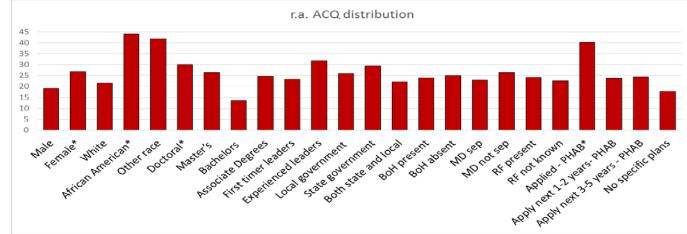
•LHD leaders had a generally high openness to change score •Statistically significant variations in rank ACQ score distributions by gender, highest degree obtained and accreditation status are present.

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.

Variabl e	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



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