

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

Instrument :

- Q1. There is really something refreshing about enthusiasm for change.
- Q2. If I were to follow my deep convictions, I would devote more time to change movements. This seems to me to be a primary need today.
- Q3. 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, 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.

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

