

PRELIMINARY SUMMARY REPORT:  
THE HAWAII ISLAND CLINICIAN RECRUITMENT & RETENTION SURVEY  
*Survey Initiated by the Alliance Recruitment & Retention Committee*

Co-Chairs: Blayne Hanagami & Karen Teshima

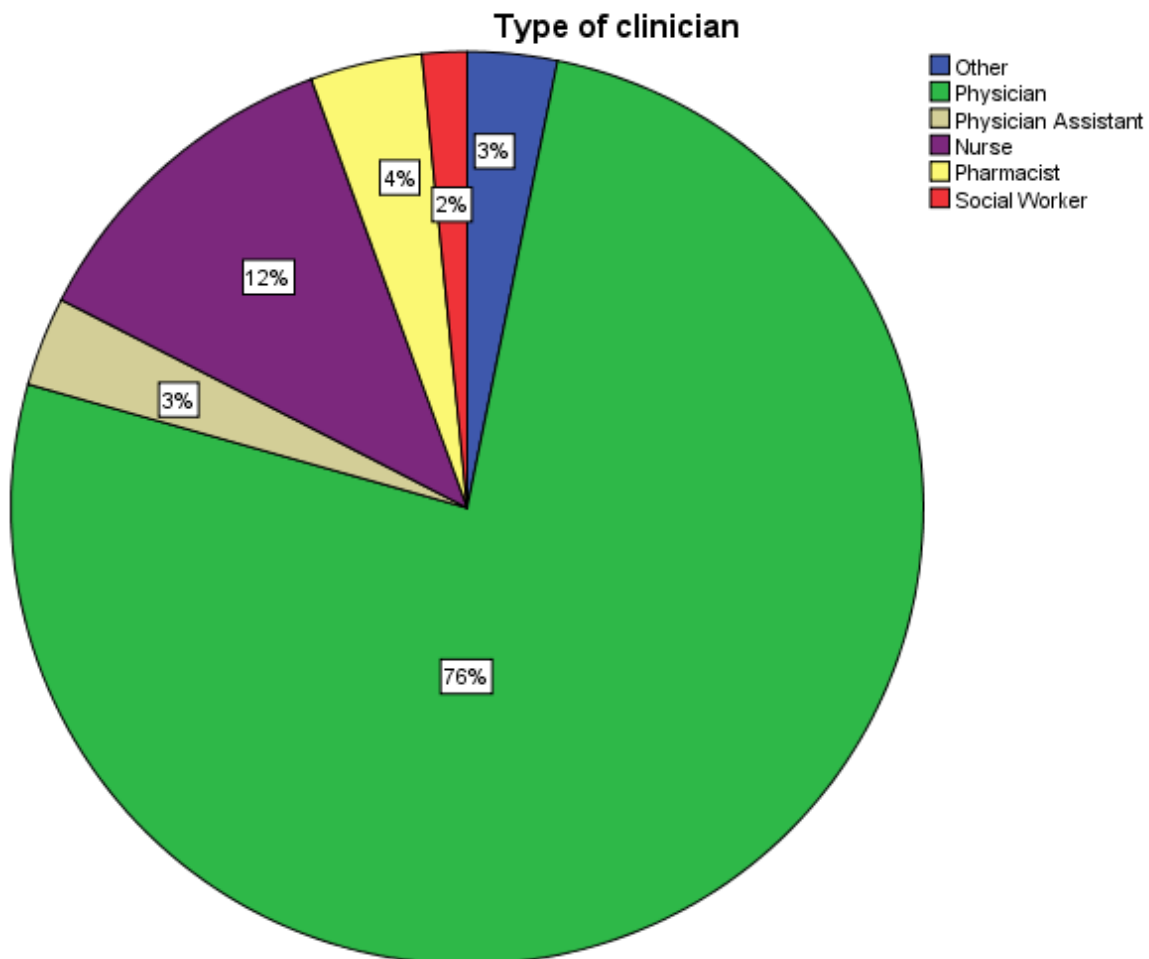
Survey Design & Analysis: Karen Pellegrin ([karen3@hawaii.edu](mailto:karen3@hawaii.edu))

August 8, 2010

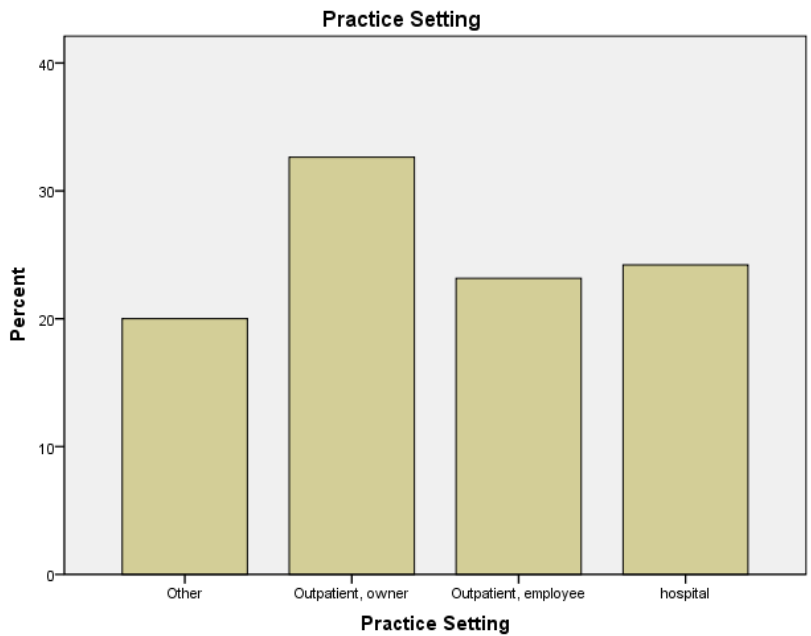
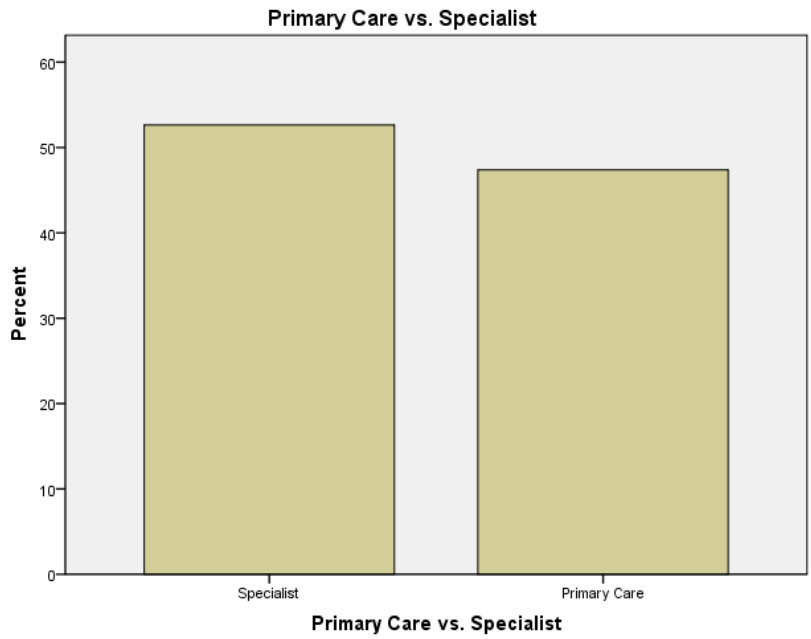
**DESCRIPTIVE STATISTICS**

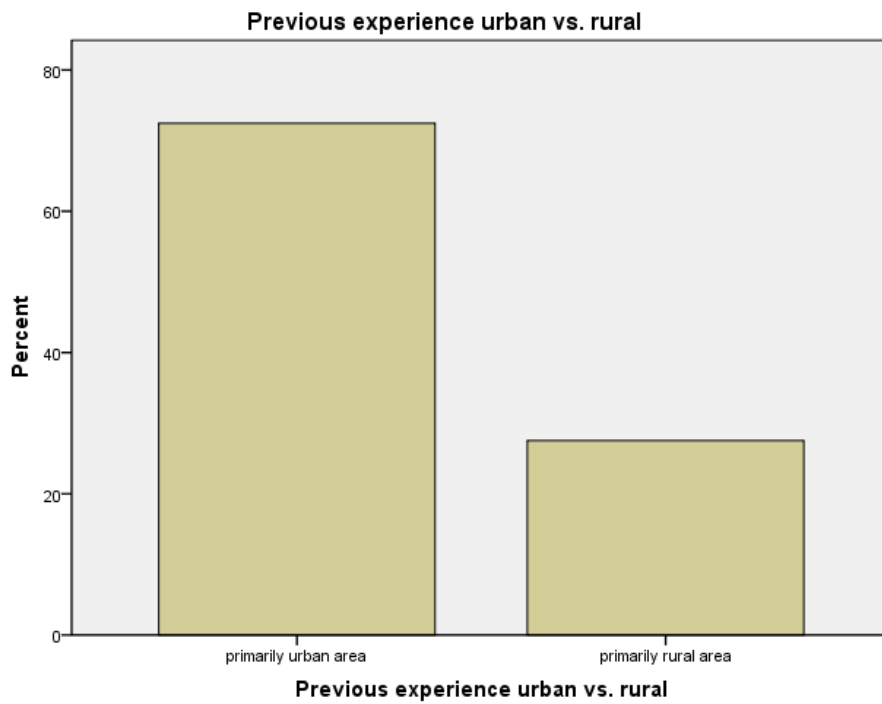
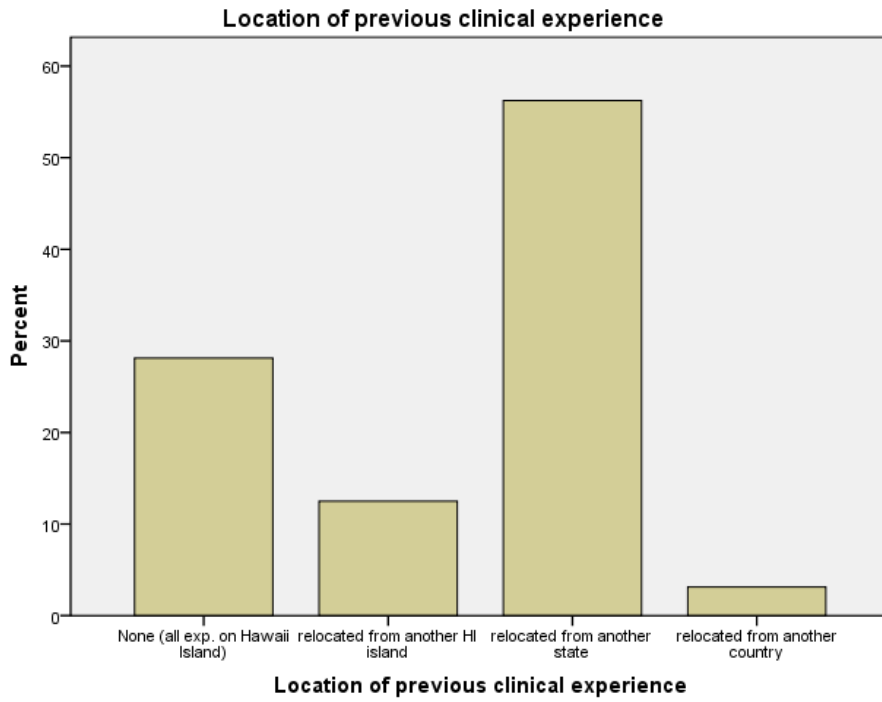
Total Sample = 127

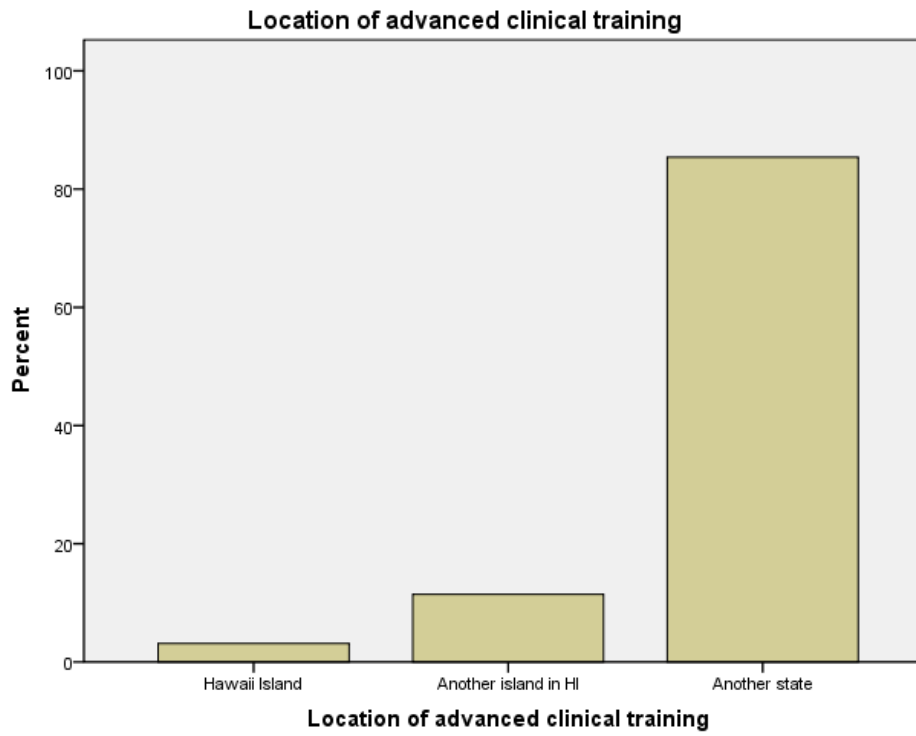
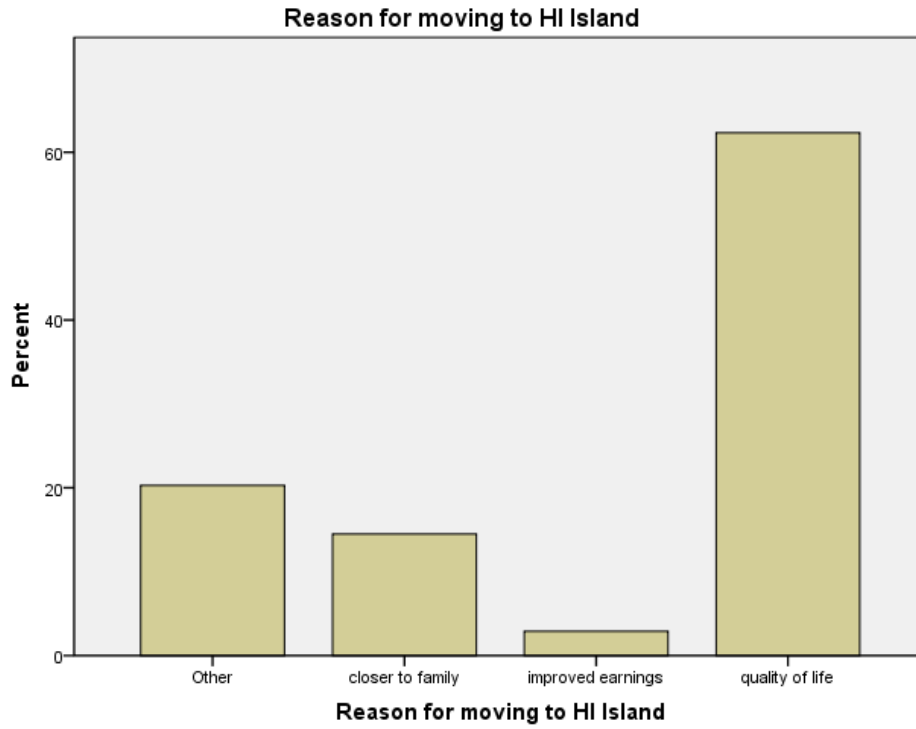
Sample by Clinician Type:

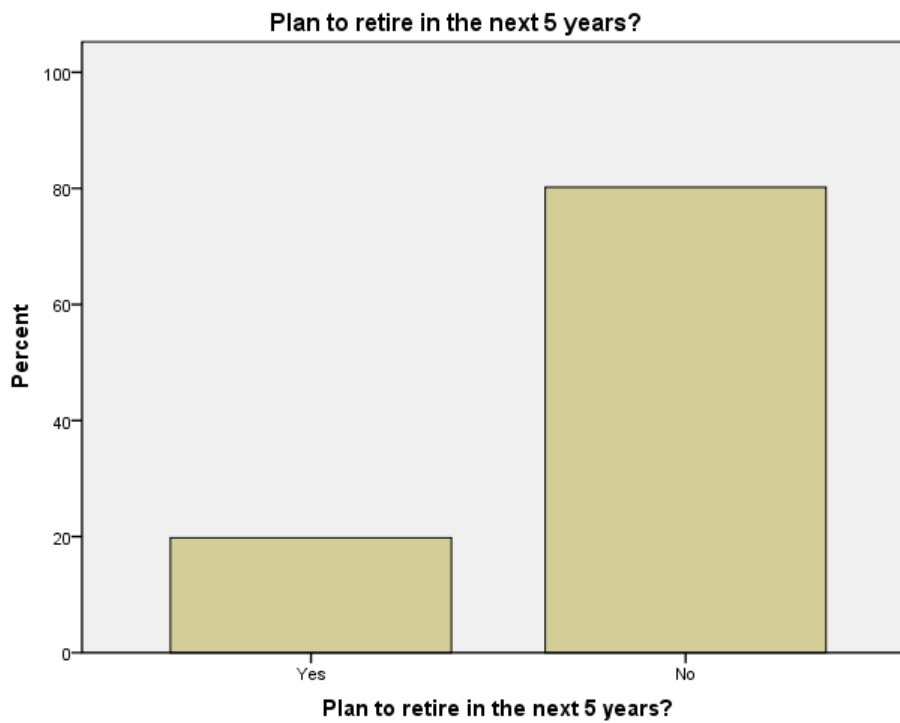
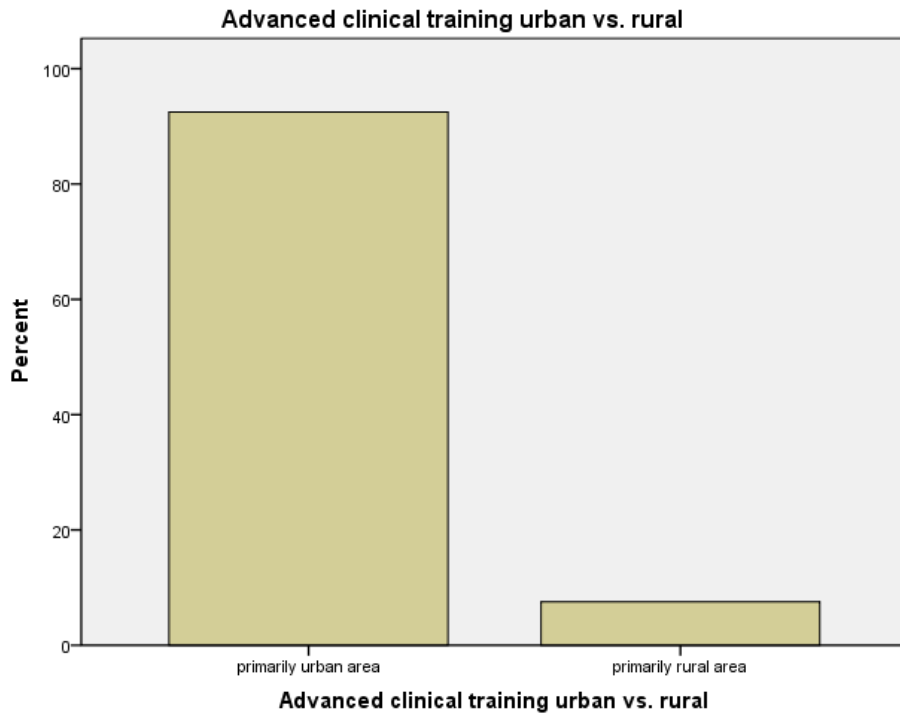


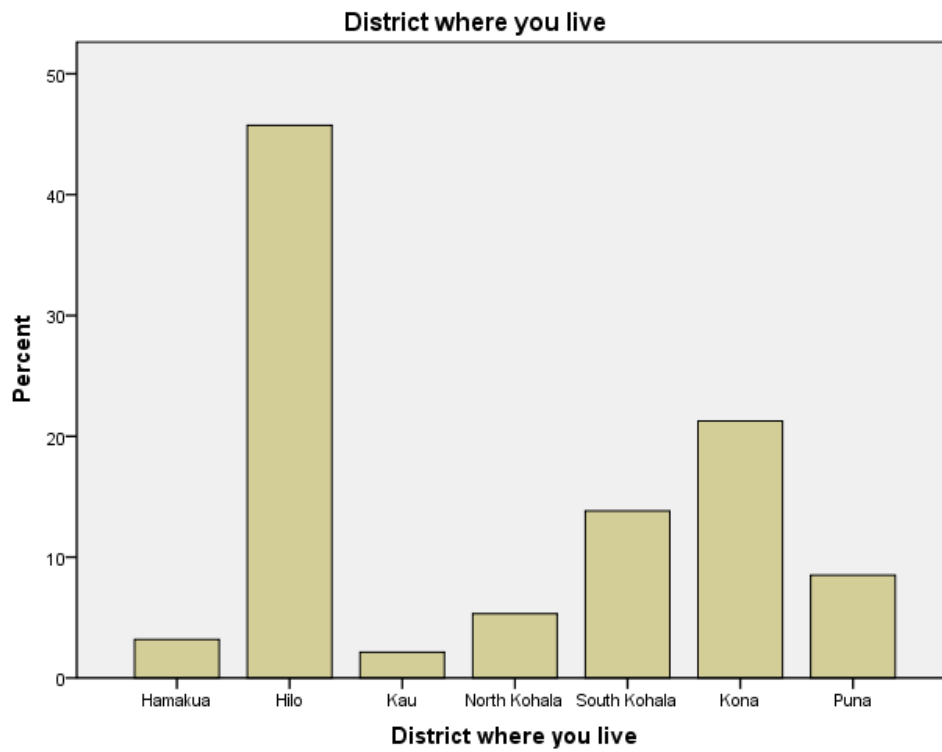
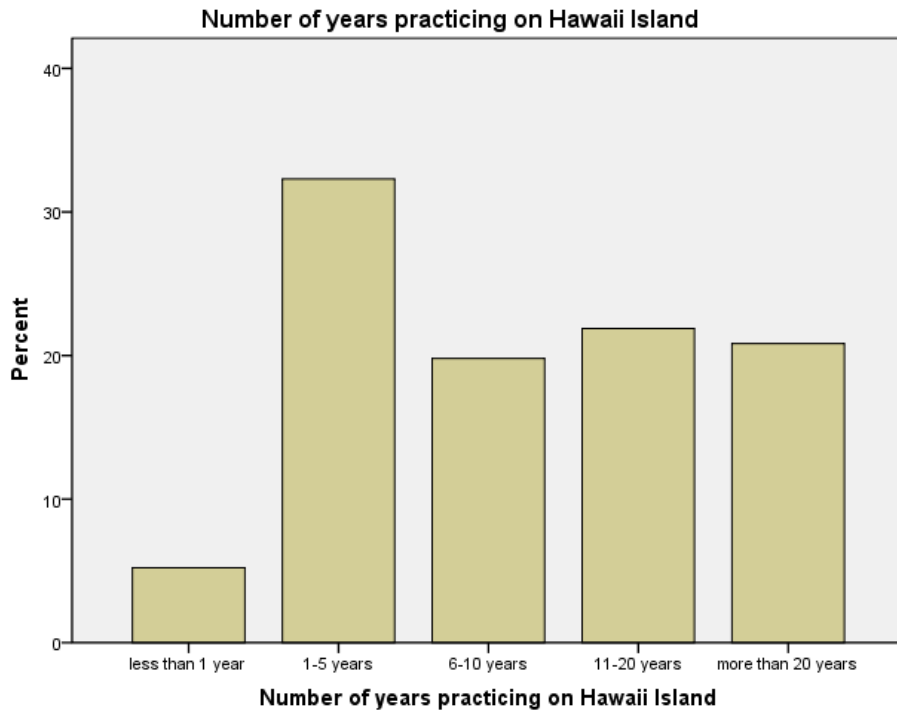
Given the small numbers of non-physician clinicians responding, the remaining analyses include only the 96 physicians who completed the survey to allow greater certainty about applying results specifically to physicians.

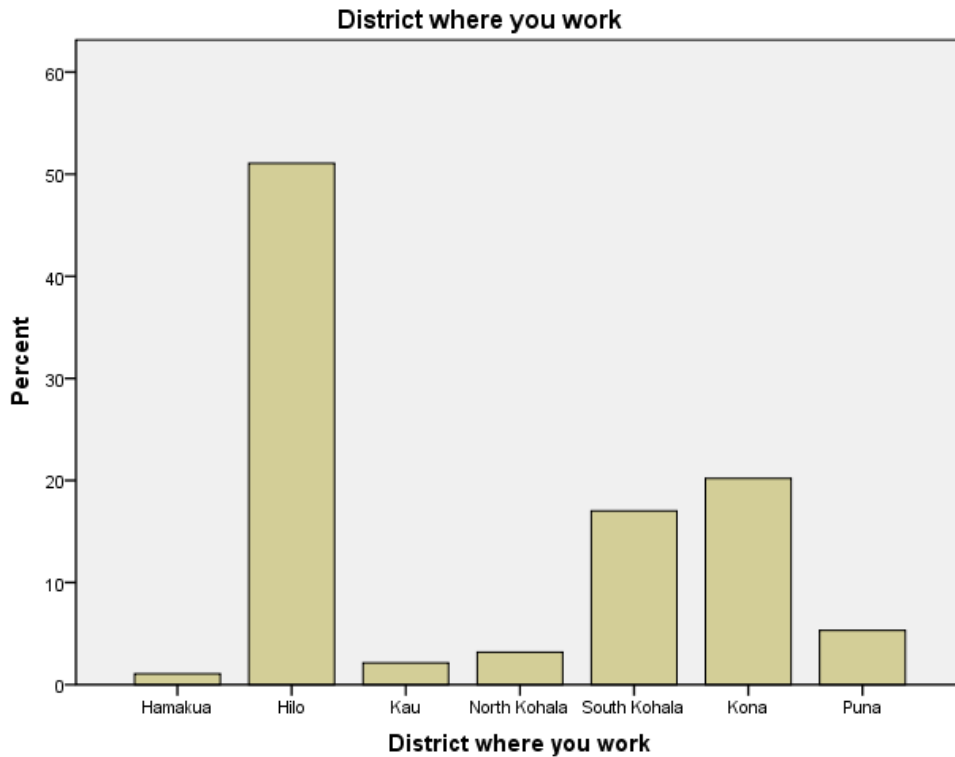












## ANALYTICAL STATISTICS

Kendall & Spearman Correlations were obtained to identify the best predictors of:

RECRUITMENT question: **Would you recommend Hawaii Island to your healthcare colleagues who are interested in relocating?**

RETENTION question: **Do you plan to continue practicing on Hawaii Island for the next 5 years?**

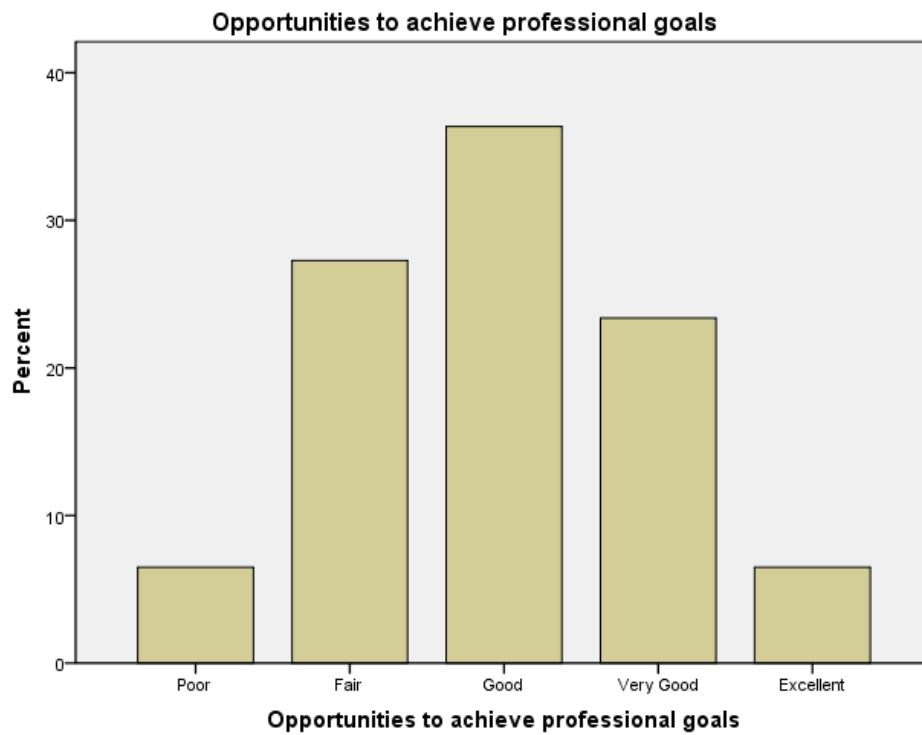
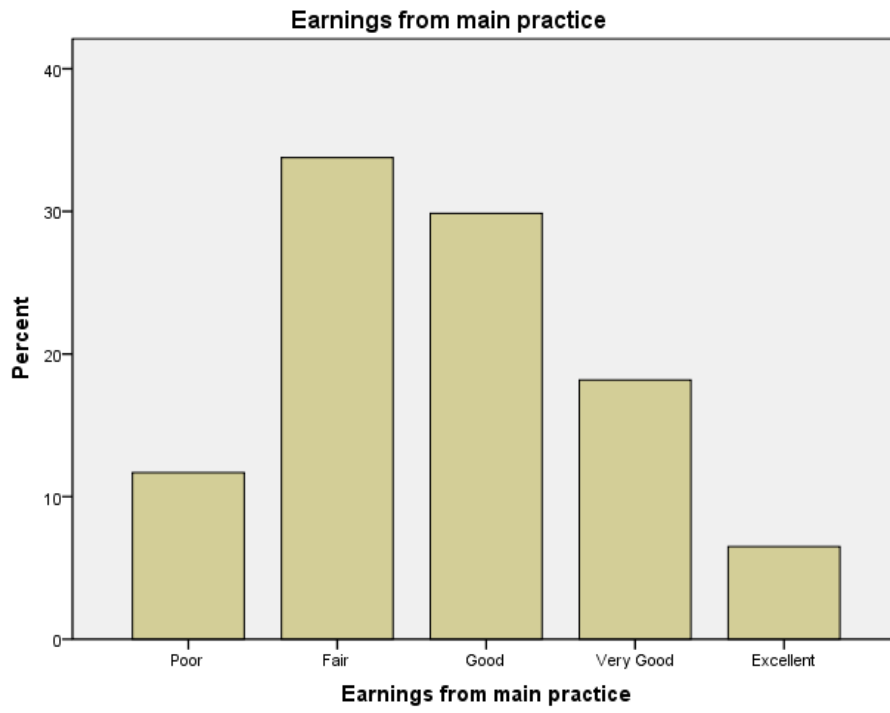
The following chart summarizes these correlations to identify priorities for improving recruitment and retention of physicians (NOTE: physicians who reported that they planned to retire in the next 5 years were omitted from these analyses to maximize relevance to those who are retention targets, leaving a sample of 77 physicians). The actual table of correlations follows the summary chart.

PRIORITY LEVEL	SURVEY ITEMS
<b>Top Priorities (R&amp;R correlations <math>p &lt; .001</math>):</b>	Earnings from main practice
	Opportunities to achieve professional goals
<b>Important Priorities (R&amp;R correlations <math>p &lt; .01</math>):</b>	Access to good K-12 schools
	Social support in the community
	Support from the business community
	Stability of earnings
	Access to current scientific literature
	Degree of acceptance by other clinicians in the community
	Cooperation among healthcare providers
<b>Moderate Priorities (R&amp;R correlations <math>p &lt; .05</math>):</b>	Access to shopping and other services
	Cost of living
	Quality of healthcare facilities and equipment
	Quality of health information technology
	Quality of healthcare workforce
<b>Low Priorities (i.e., not predictors of both R&amp;R):</b>	Access to cultural activities
	Opportunities to enjoy outdoor activities
	Support from elected officials
	Amount of personal time away from work
	Access to Continuing Education opportunities
	Access to consultants for referrals
	Quality of clinician-patient relationships

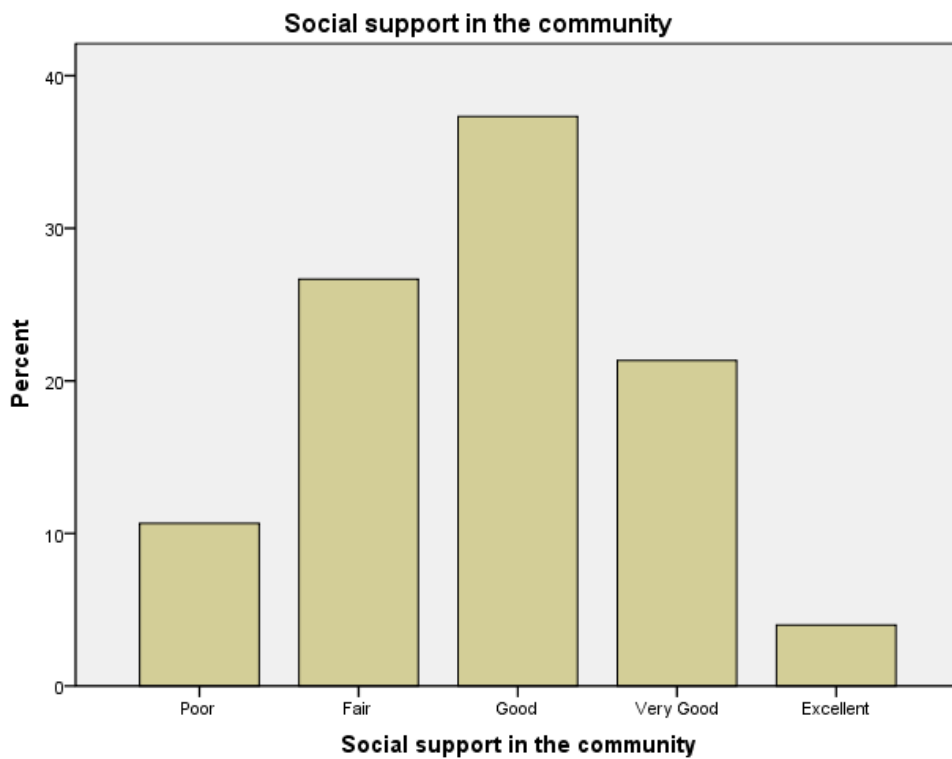
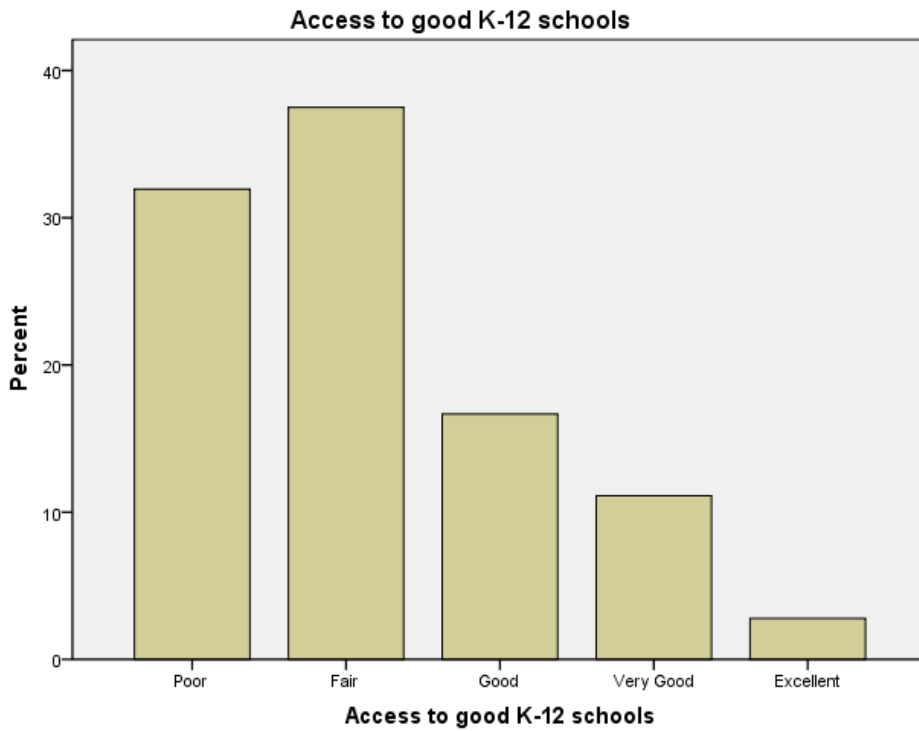


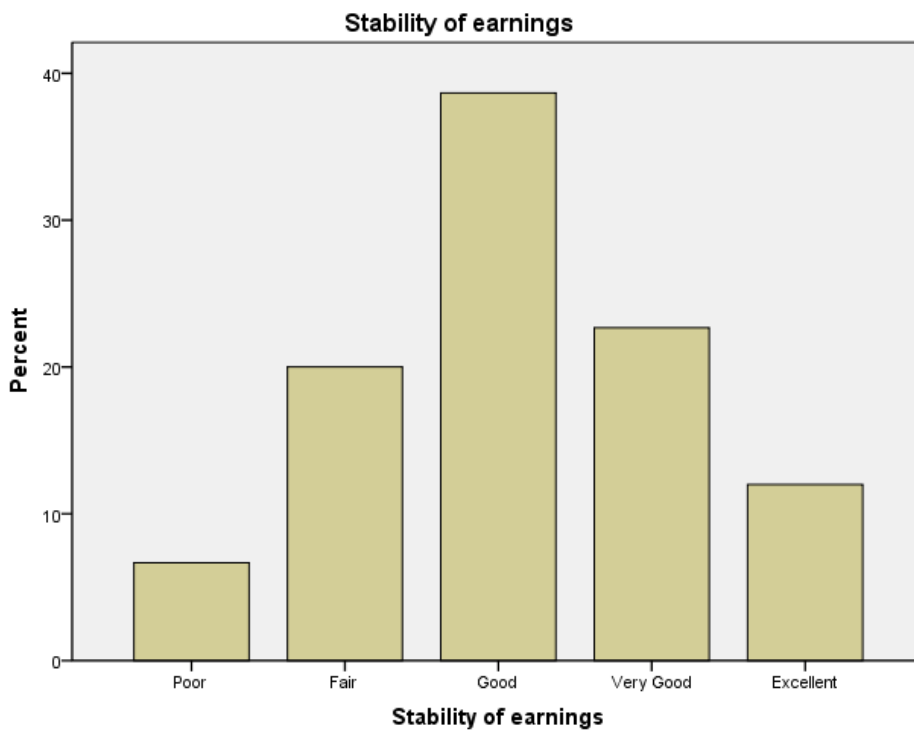
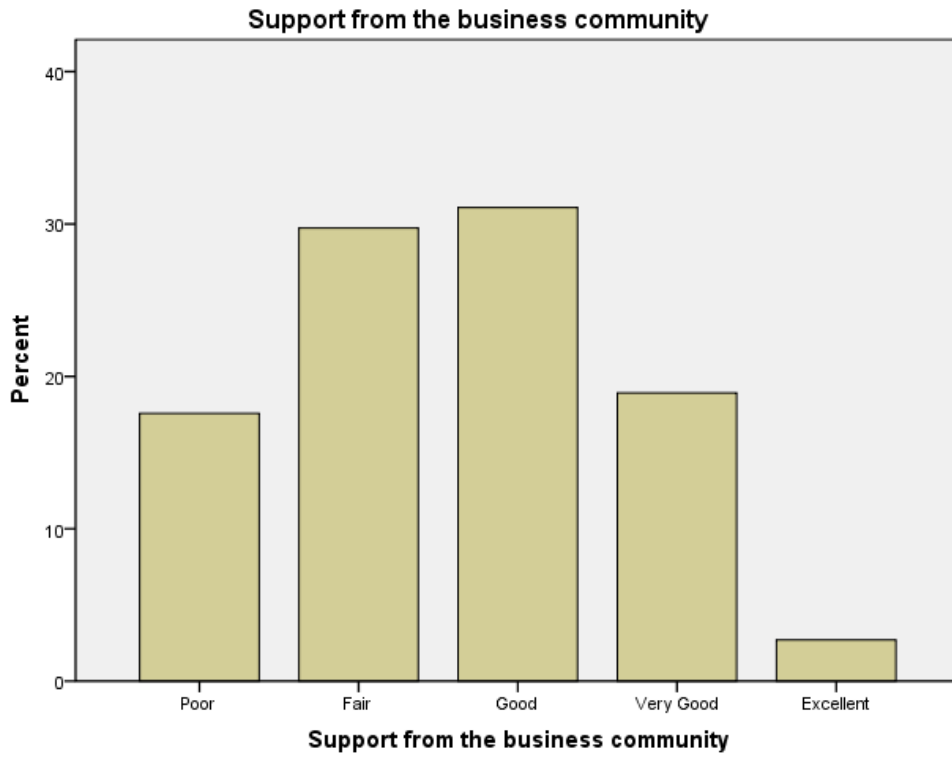
		PHYS(exclR5)-Kendall				PHYS(exclR5)-Spearman			
		Overall rating of the healthcare environment	Overall rating of the community environment	Would you recommend Hawaii Island to your healthcare colleagues who are interested in relocating?	Do you plan to continue practicing on Hawaii Island for the next 5 years?	Overall rating of the healthcare environment	Overall rating of the community environment	Would you recommend Hawaii Island to your healthcare colleagues who are interested in relocating?	Do you plan to continue practicing on Hawaii Island for the next 5 years?
Access to cultural activities	Correlation Coefficient	.091	.238	.128	.172	.108	.268	.147	.193
	Sig. (2-tailed)	.353	.016	.202	.090	.349	.018	.205	.094
	N	77	77	76	76	77	77	76	76
Opportunities to enjoy outdoor activities	Correlation Coefficient	.237	.226	.141	.091	.262	.245	.153	.099
	Sig. (2-tailed)	.020	.029	.178	.389	.021	.032	.187	.395
	N	77	77	76	76	77	77	76	76
Access to shopping and other services	Correlation Coefficient	.264	.166	.238	.222	.300	.185	.264	.248
	Sig. (2-tailed)	.008	.100	.020	.032	.008	.107	.021	.031
	N	77	77	76	76	77	77	76	76
Cost of living	Correlation Coefficient	.183	.171	.275	.244	.214	.193	.305	.276
	Sig. (2-tailed)	.064	.087	.007	.017	.061	.093	.007	.016
	N	77	77	76	76	77	77	76	76
Access to good K-12 schools	Correlation Coefficient	.372	.226	.437	.282	.435	.266	.498	.324
	Sig. (2-tailed)	.000	.026	.000	.006	.000	.024	.000	.005
	N	72	72	71	72	72	72	71	72
Social support in the community	Correlation Coefficient	.373	.443	.338	.268	.433	.486	.381	.302
	Sig. (2-tailed)	.000	.000	.001	.008	.000	.000	.001	.009
	N	75	75	74	74	75	75	74	74
Support from the business community	Correlation Coefficient	.435	.427	.354	.307	.504	.480	.403	.356
	Sig. (2-tailed)	.000	.000	.000	.002	.000	.000	.000	.002
	N	74	74	73	73	74	74	73	73
Support from elected officials	Correlation Coefficient	.433	.294	.246	.122	.495	.339	.283	.142
	Sig. (2-tailed)	.000	.003	.015	.232	.000	.003	.014	.229
	N	75	75	74	74	75	75	74	74
Amount of personal time away from work	Correlation Coefficient	.199	.307	.097	.027	.243	.362	.116	.034
	Sig. (2-tailed)	.039	.002	.333	.786	.036	.001	.326	.776
	N	75	75	74	74	75	75	74	74
Earnings from main practice	Correlation Coefficient	.473	.323	.424	.398	.539	.376	.477	.453
	Sig. (2-tailed)	.000	.001	.000	.000	.000	.001	.000	.000
	N	77	77	76	76	77	77	76	76
Stability of earnings	Correlation Coefficient	.359	.317	.400	.340	.412	.368	.456	.387
	Sig. (2-tailed)	.000	.001	.000	.001	.000	.001	.000	.001
	N	75	75	74	74	75	75	74	74
Quality of healthcare facilities and equipment	Correlation Coefficient	.431	.332	.260	.233	.497	.385	.299	.266
	Sig. (2-tailed)	.000	.001	.010	.022	.000	.001	.009	.021
	N	76	76	75	75	76	76	75	75
Quality of health information technology	Correlation Coefficient	.296	.278	.234	.211	.348	.316	.275	.243
	Sig. (2-tailed)	.002	.004	.018	.034	.002	.005	.016	.034
	N	77	77	76	76	77	77	76	76
Quality of healthcare workforce	Correlation Coefficient	.429	.437	.298	.231	.496	.489	.335	.266
	Sig. (2-tailed)	.000	.000	.003	.021	.000	.000	.003	.021
	N	76	76	75	75	76	76	75	75
Access to Continuing Education opportunities	Correlation Coefficient	.305	.259	.230	.086	.348	.297	.259	.098
	Sig. (2-tailed)	.002	.010	.023	.400	.002	.009	.025	.401
	N	76	76	75	75	76	76	75	75
Opportunities to achieve professional goals	Correlation Coefficient	.575	.431	.421	.389	.648	.491	.471	.443
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000
	N	77	77	76	76	77	77	76	76
Access to current scientific literature	Correlation Coefficient	.371	.348	.286	.259	.432	.405	.331	.300
	Sig. (2-tailed)	.000	.000	.004	.009	.000	.000	.003	.009
	N	77	77	76	76	77	77	76	76
Access to consultants for referrals	Correlation Coefficient	.336	.243	.198	.126	.381	.278	.227	.140
	Sig. (2-tailed)	.001	.015	.050	.217	.001	.014	.048	.226
	N	77	77	76	76	77	77	76	76

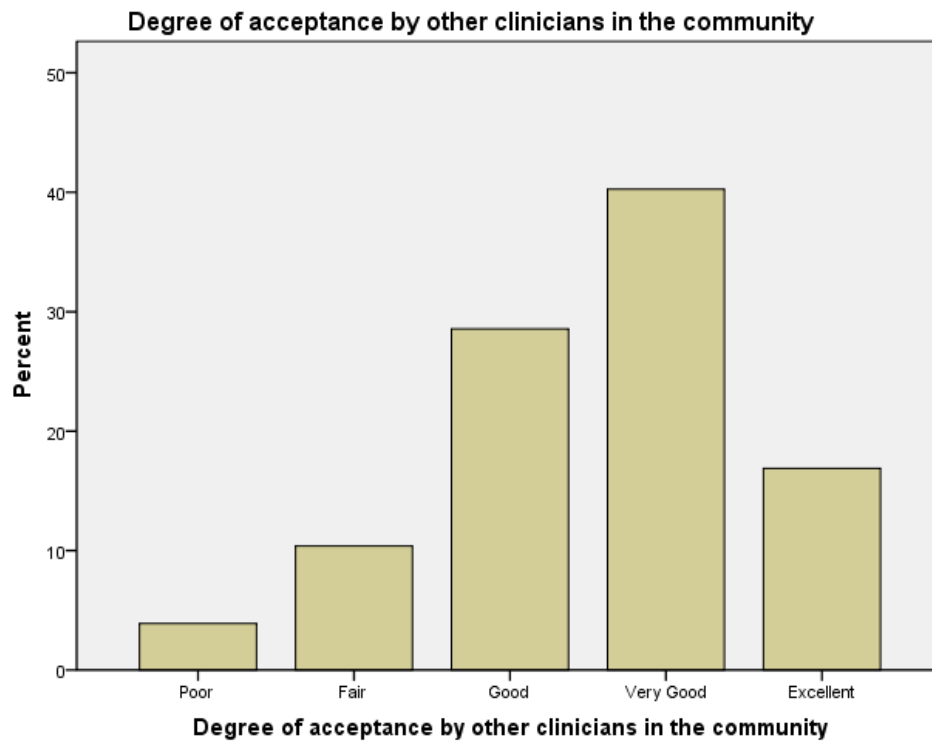
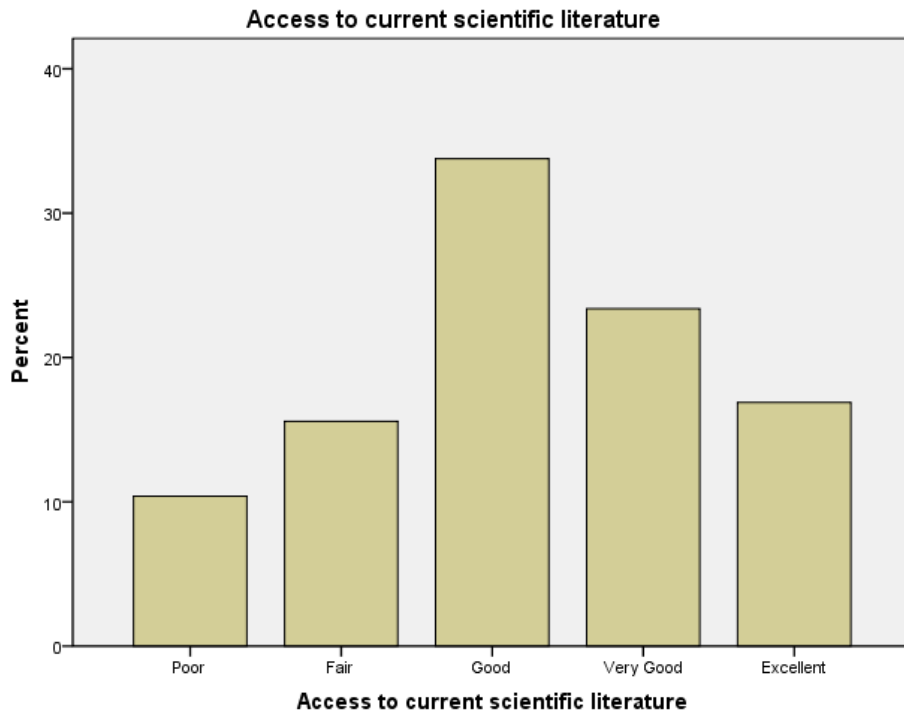
RATINGS ON TOP PRIORITY SURVEY ITEMS (77 physicians who do not plan to retire in the next 5 years):



RATINGS ON IMPORTANT PRIORITY SURVEY ITEMS (77 physicians who do not plan to retire in the next 5 years):







Cooperation among healthcare providers

