

Health Center Expansion and Recruitment Survey 2004: Results by Health and Human Services Regions and Health Center Geography

Technical Report

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Overview

Federally qualified health centers (HCs) face major barriers in recruiting and retaining health professionals, yet there have been no projections of key health professions staffing needs for HCs and proposed new HCs. A study by the University of Washington Rural Health Research Center (RHRC) and collaborators described the current staffing needs of HCs across the United States and the staffing, recruitment, and retention issues that HC chief executive officers (CEO) regard as most critical throughout the nation as a whole. Many of this study's findings have been published.¹⁻⁵ Presented here are further findings from the national study of HCs reported by HHS region, urban and rural geography, as well as national overall estimates.

Methods

The survey was conducted between May and September 2004. Of the 846 HCs in the national study, survey responses were received from 671 HCs (79.3%). The response rate for HCs in rural locations was 97.5%. Questionnaires were mailed to the CEOs of all federally qualified HCs in the nation. The questionnaire profiled their current staff vacancies, projected staffing needs, recruitment and retention issues, center site expansion plans, and CEO perception of policies that would facilitate recruitment and retention.

Findings and Collaborators

This report includes 118 graphs of selected survey results for HCs throughout the nation and by HHS region. Results are reported overall and by geographic location of the HCs when there are large enough numbers to protect respondent confidentiality. Vacancy rates for selected health personnel are reported at the state level in addition to HHS regions and for the nation overall.

These data were collected via a collaborative project between the WWAMI RHRC, South Carolina RHRC, National Association of Community Health Centers, and Health Resources and Services Administration's Bureau of Health Professions, Bureau of Primary Health Care (BPHC), and Office of Rural Health Policy (ORHP). Core funding for data collection came from ORHP and BPHC.

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1. Rosenblatt RA, Andrilla CHA, Curtin T, Hart LG. Shortages of medical personnel at community health centers: implications for planned expansion. *JAMA*. Mar 1 2006;295(9):1042-1049.
 2. WWAMI Rural Health Research Center, University of Washington. Project summary: physicians currently fulfilling service obligations in federally funded health centers. Seattle, WA: Author; Sep 2005.
 3. WWAMI Rural Health Research Center, University of Washington. Project summary: family physician vacancies in federally funded health centers. Seattle, WA: Author; Nov 2005.
 4. WWAMI Rural Health Research Center, University of Washington. Project summary: dentist vacancies in federally funded health centers. Seattle, WA: Author; Dec 2005.
 5. WWAMI Rural Health Research Center, University of Washington. Project summary: registered nurse vacancies in federally funded health centers. Seattle, WA: Author; Dec 2006.

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Figure 1a: Family Physician Overall Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

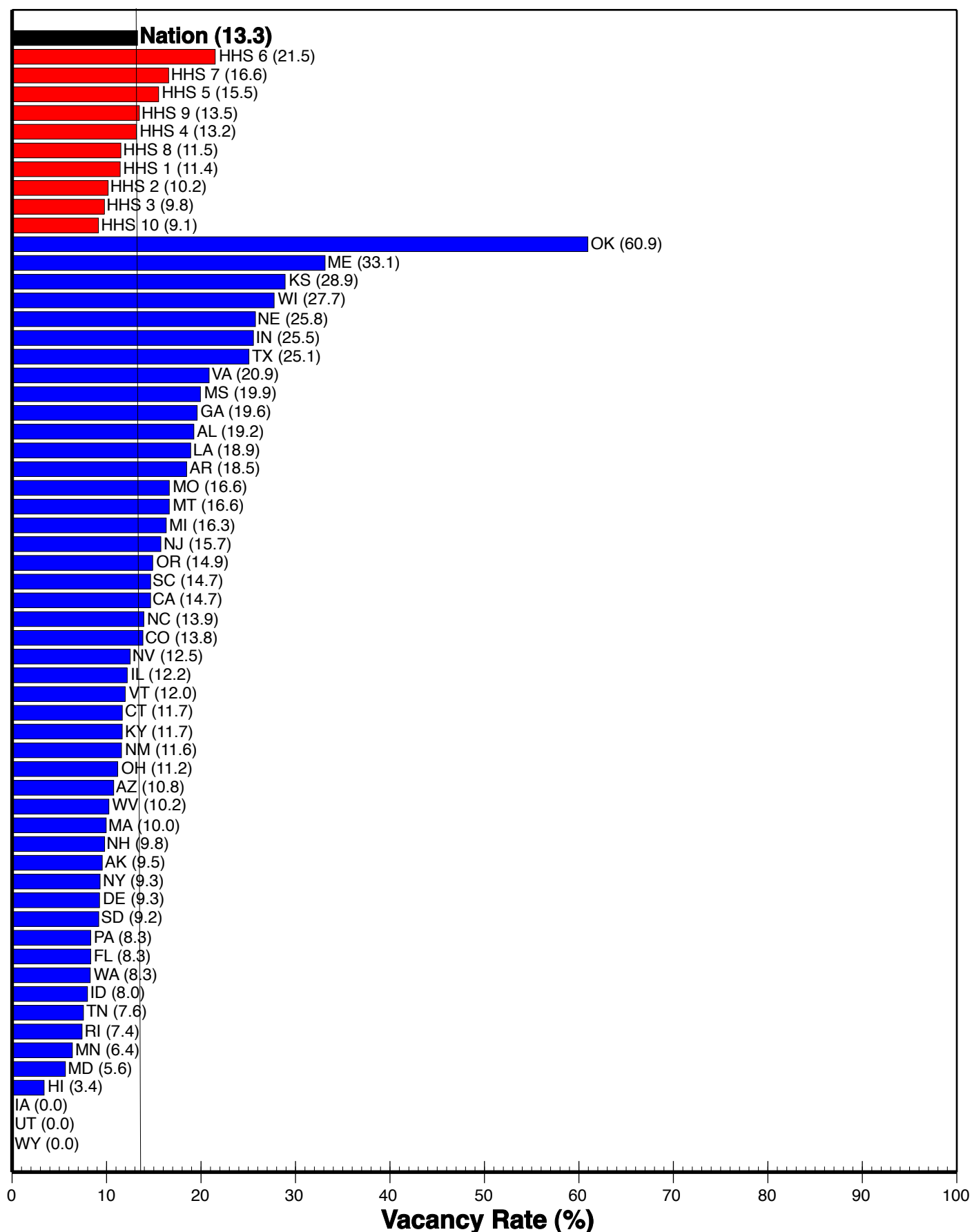


Figure 1b: Family Physician Urban Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

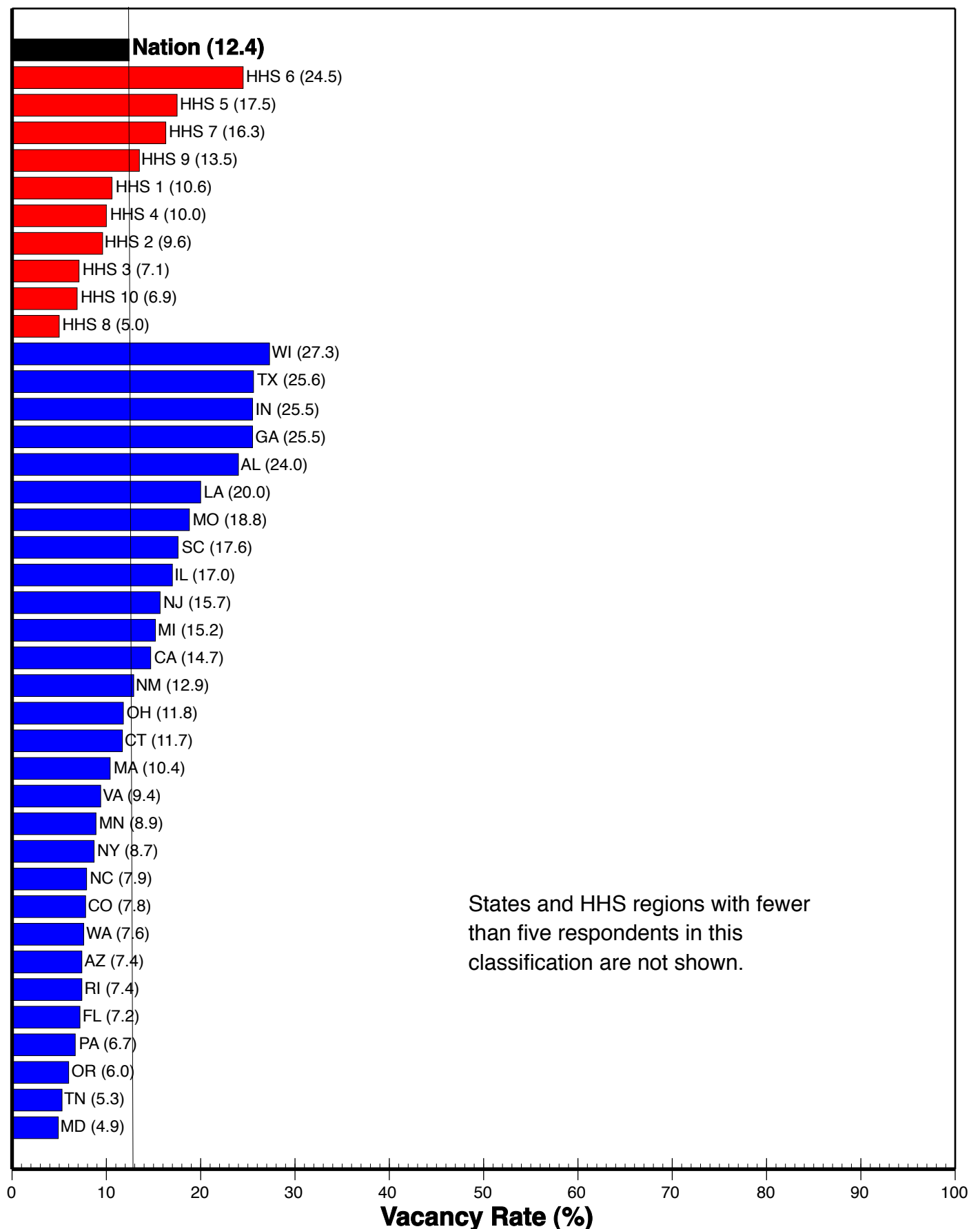


Figure 1c: Family Physician Rural Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

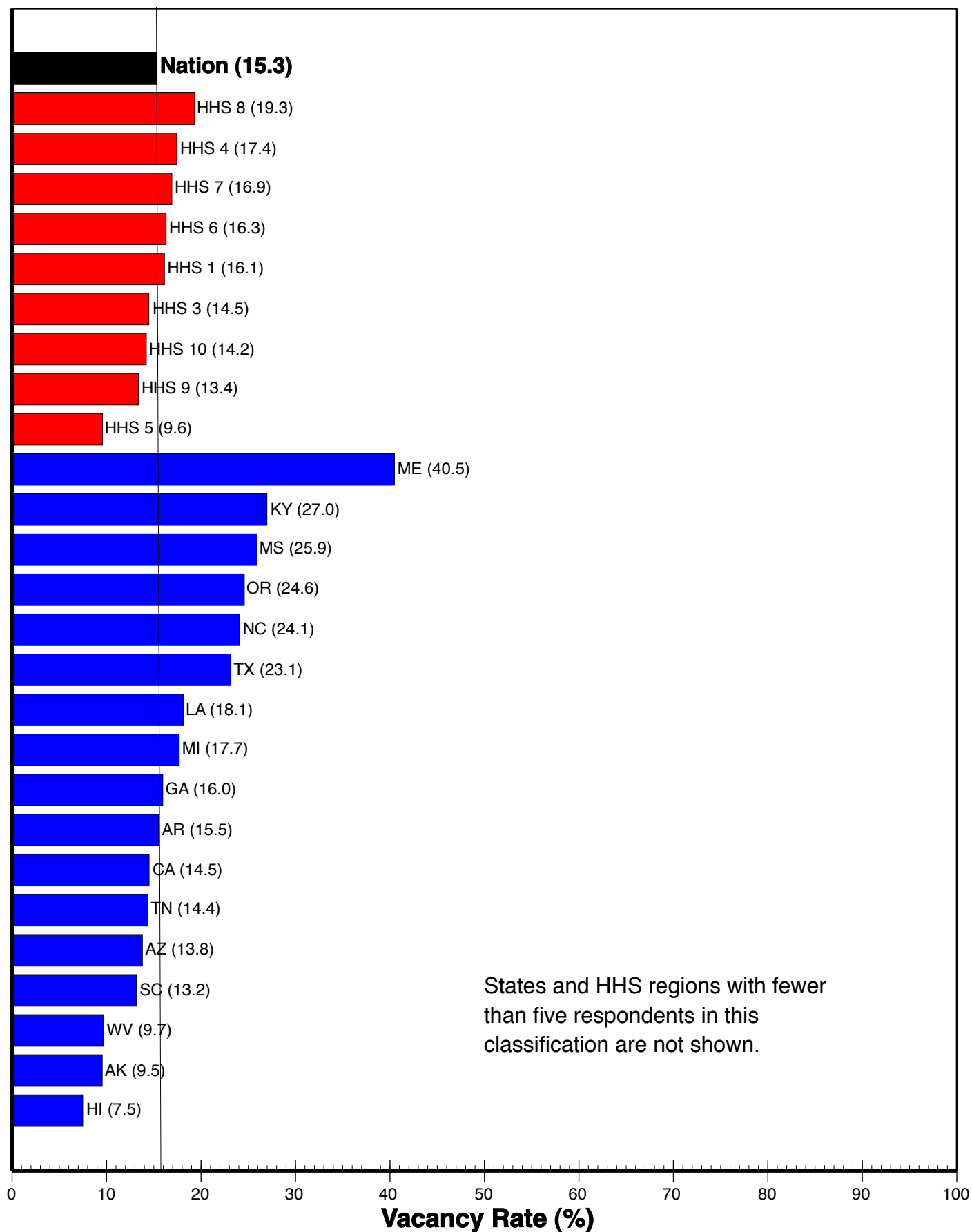


Figure 1d: Family Physician Large Rural Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

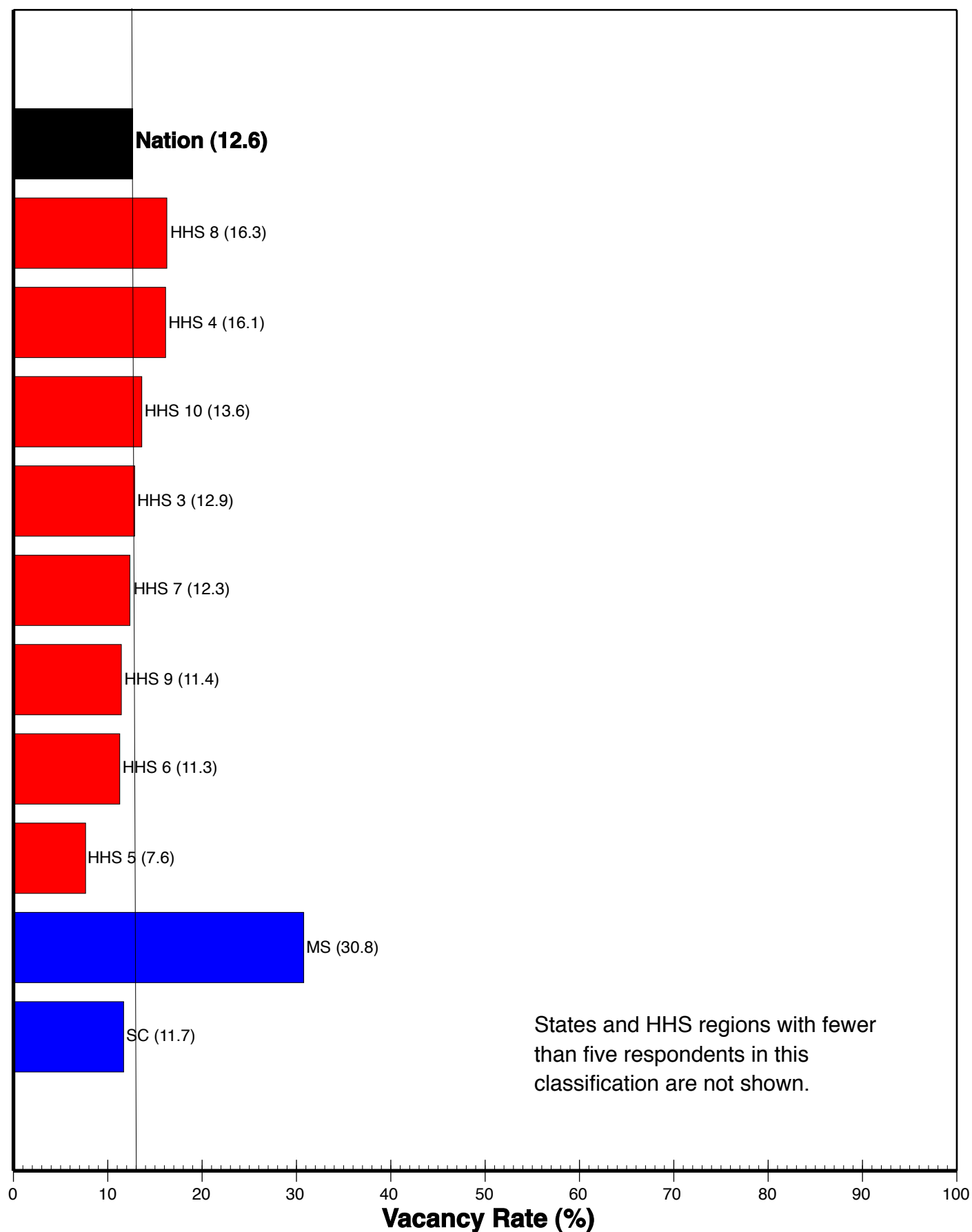


Figure 1e: Family Physician Small/Isolated Small Rural Vacancy Rate by Geography

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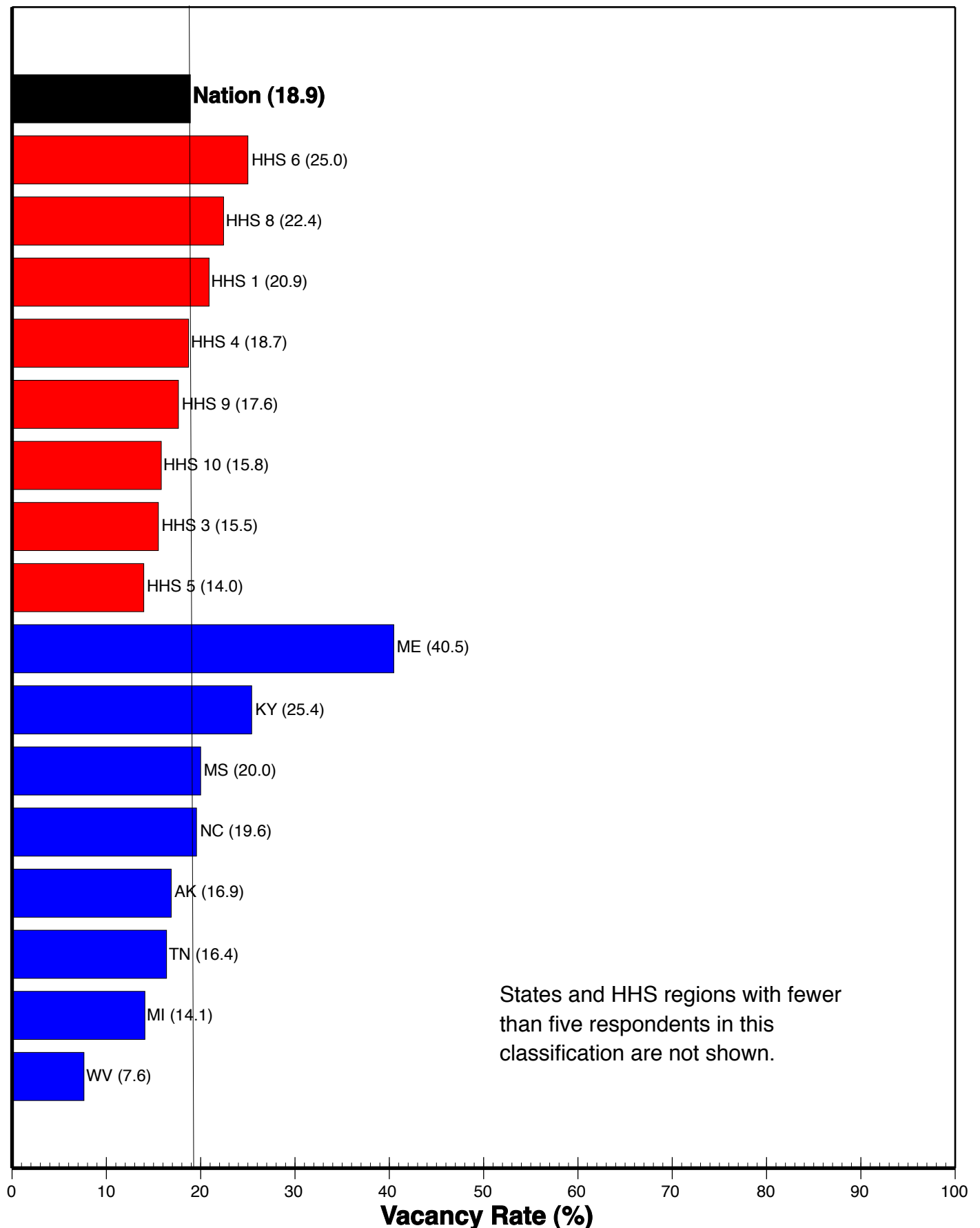


Figure 2a: Internal Medicine Overall Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

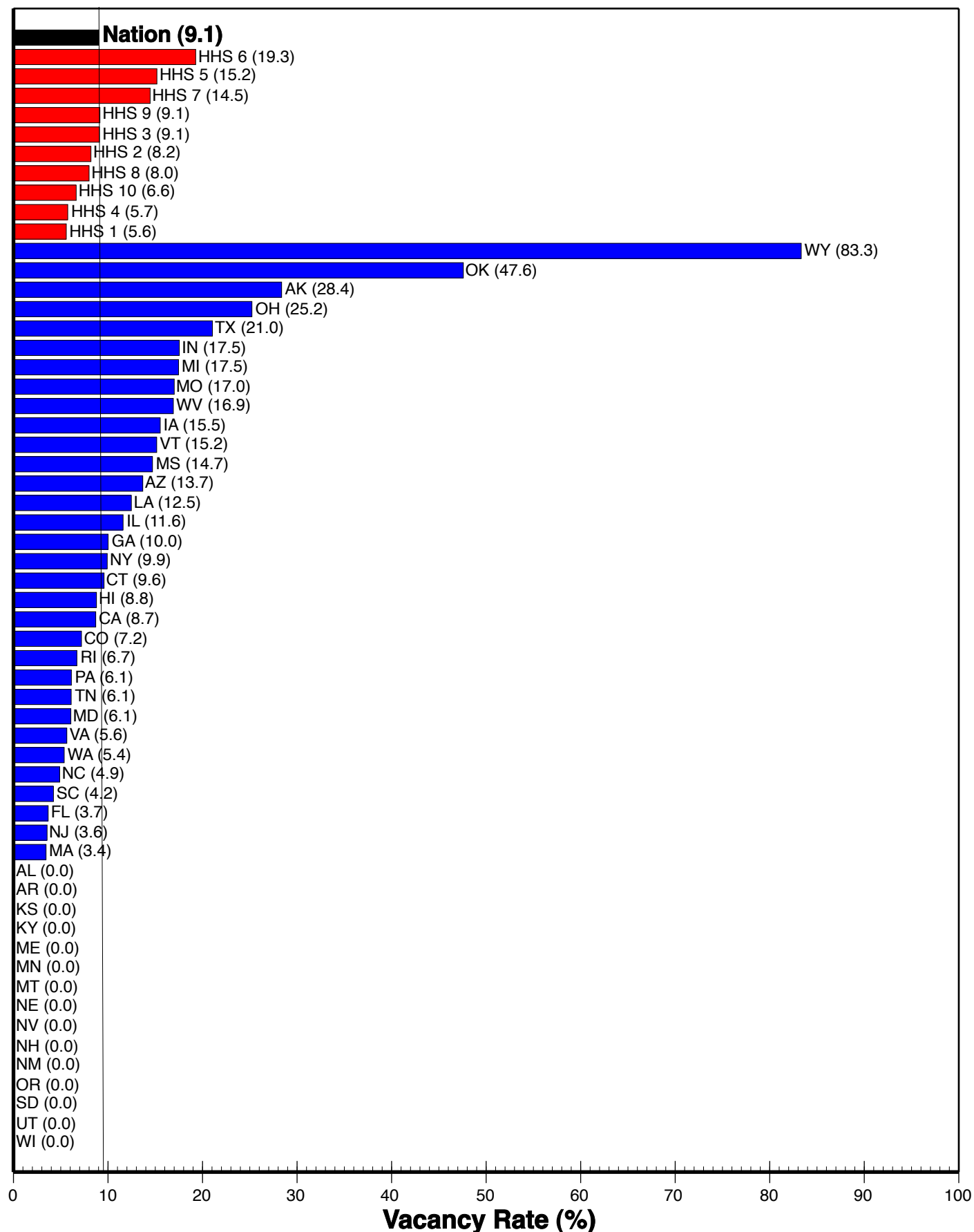


Figure 2b: Internal Medicine Urban Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

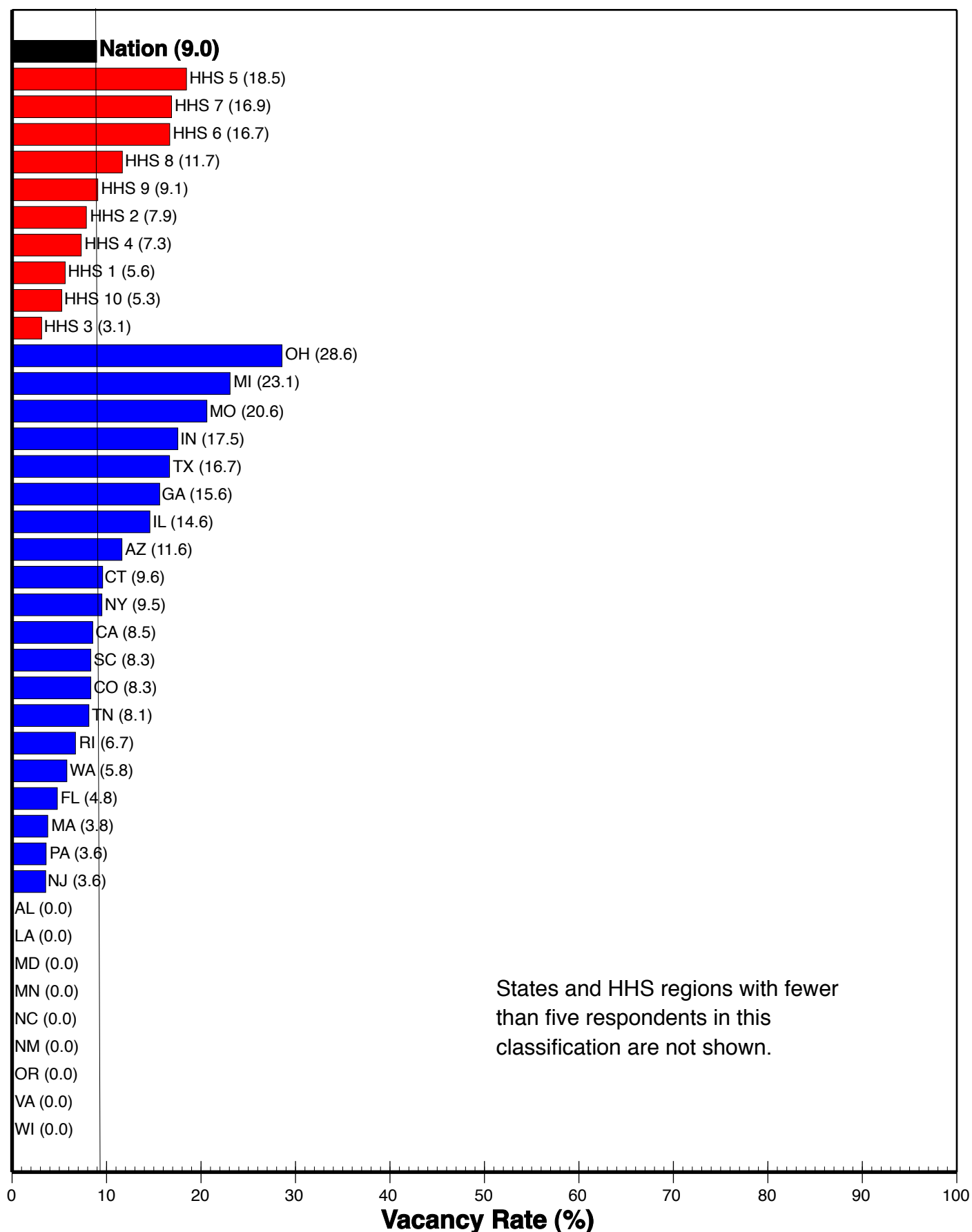


Figure 2c: Internal Medicine Rural Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

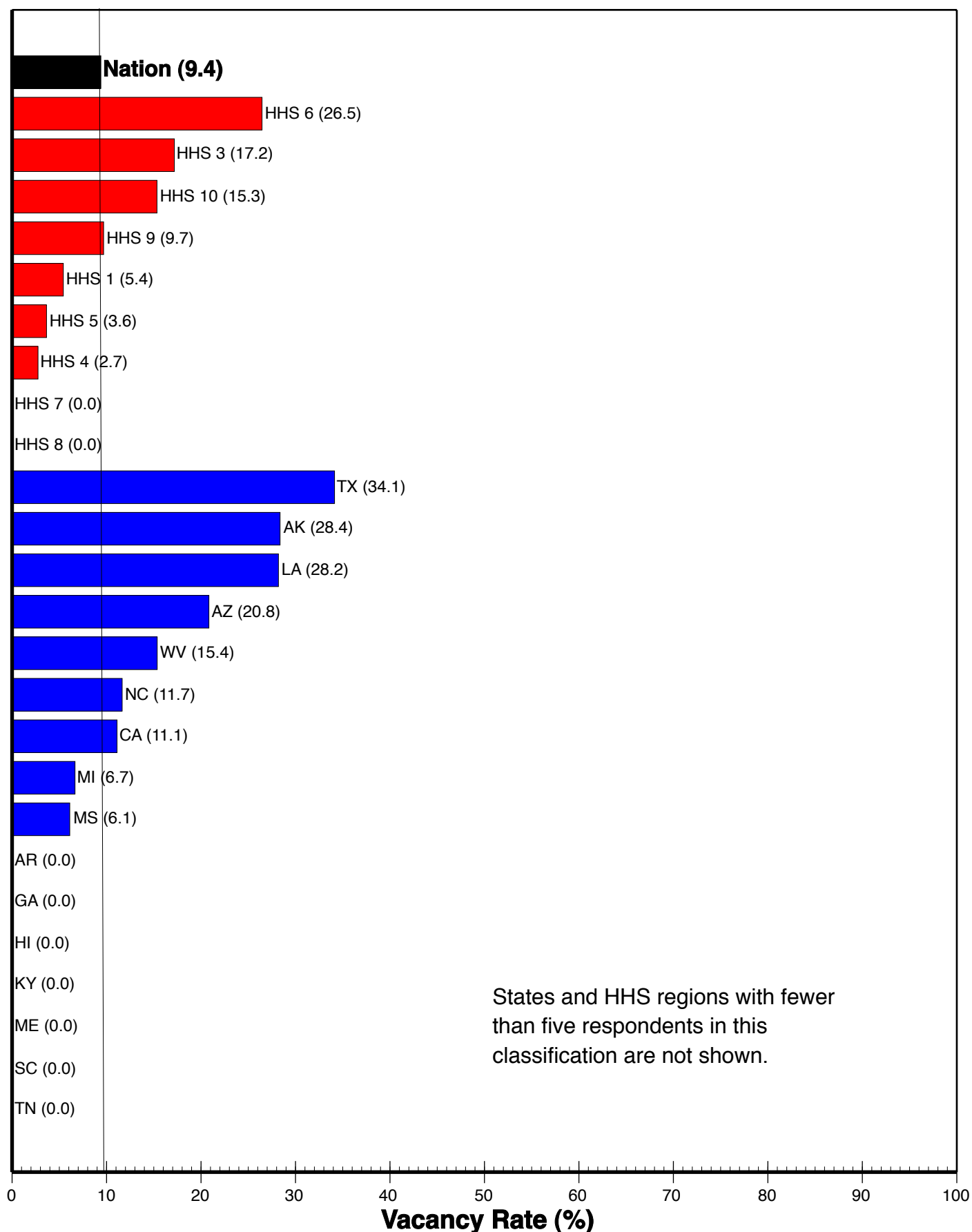


Figure 2d: Internal Medicine Large Rural Vacancy Rate by Geography
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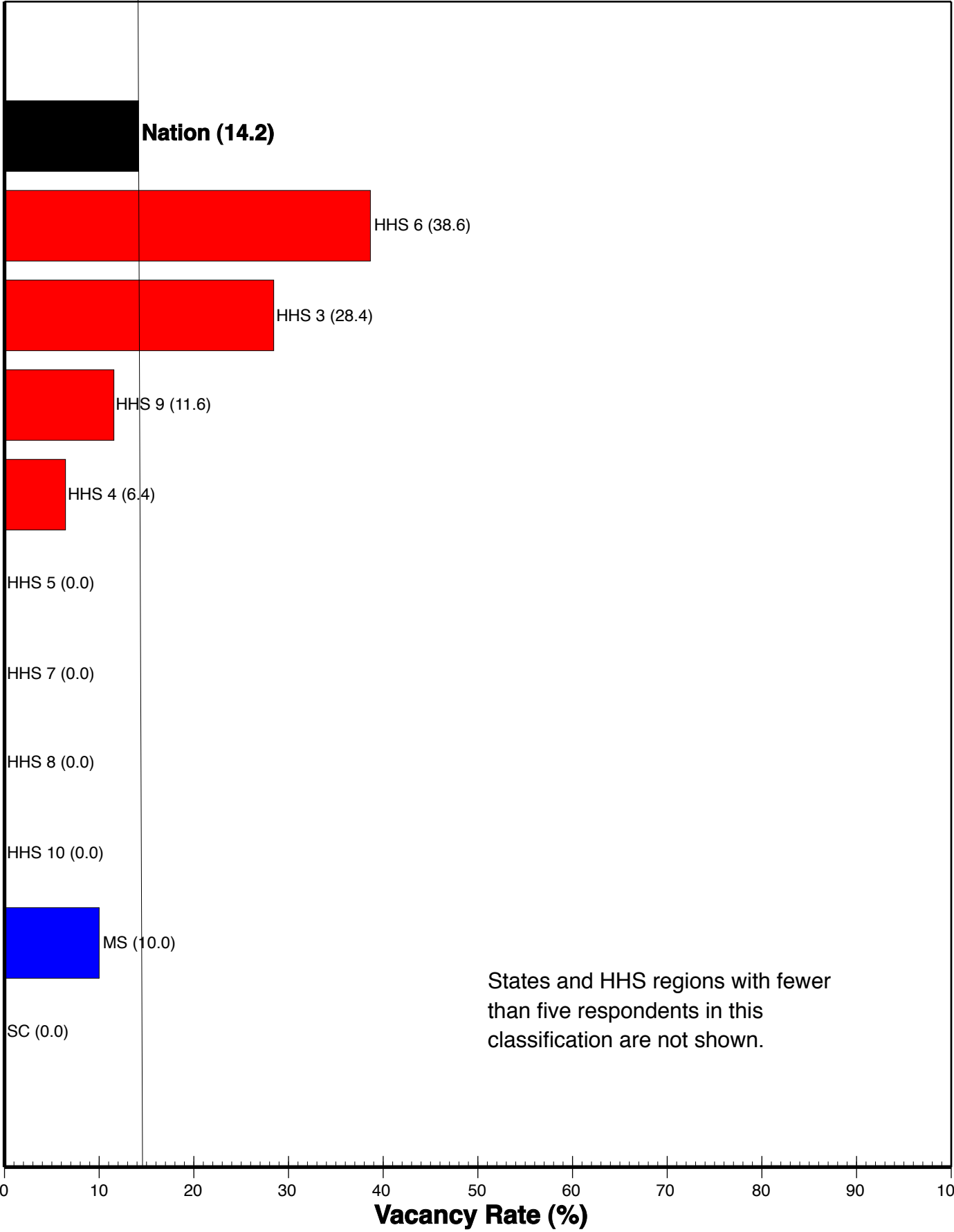


Figure 2e: Internal Medicine Small/Isolated Small Rural Vacancy Rate by Geography

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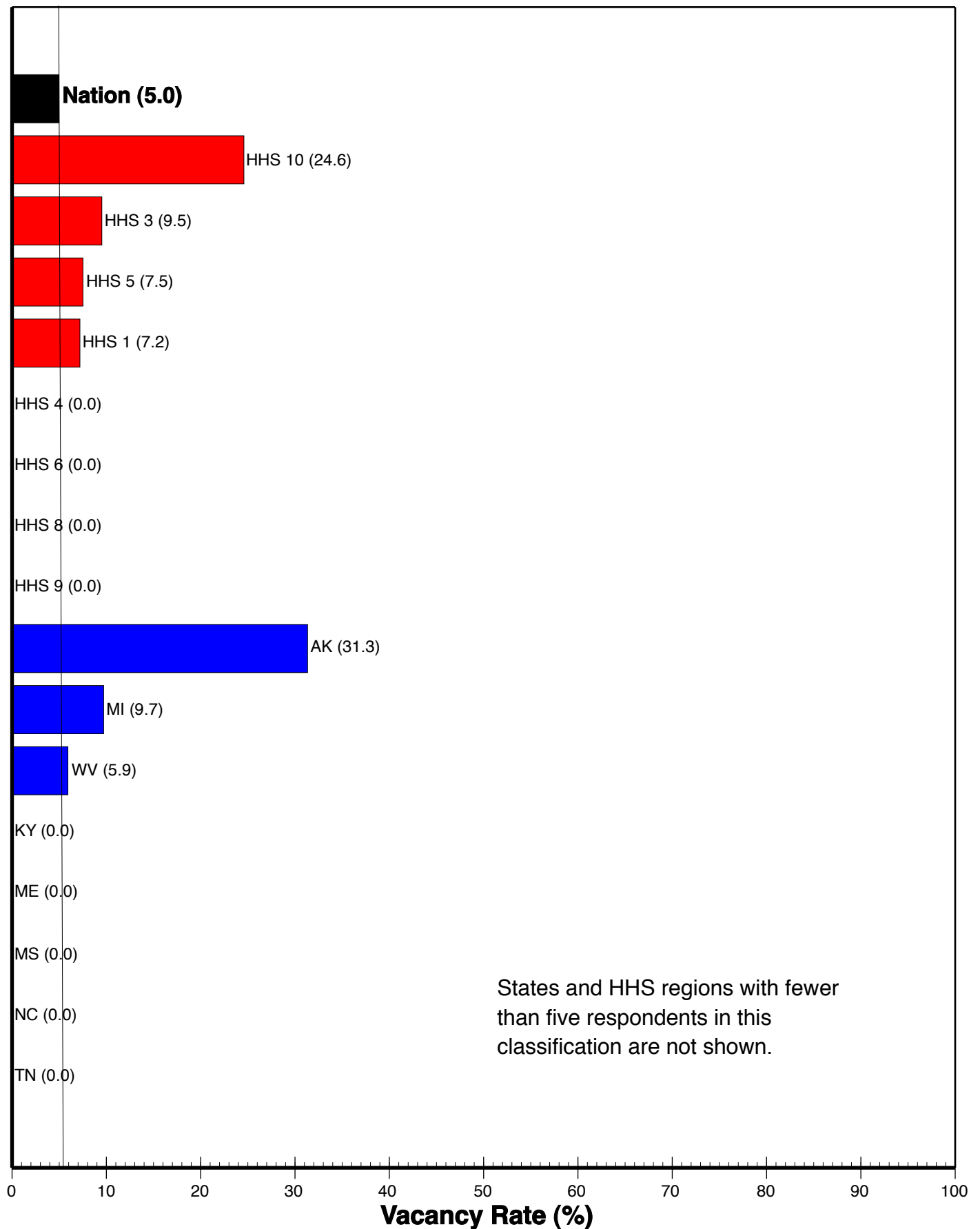


Figure 3a: Pediatrician Overall Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

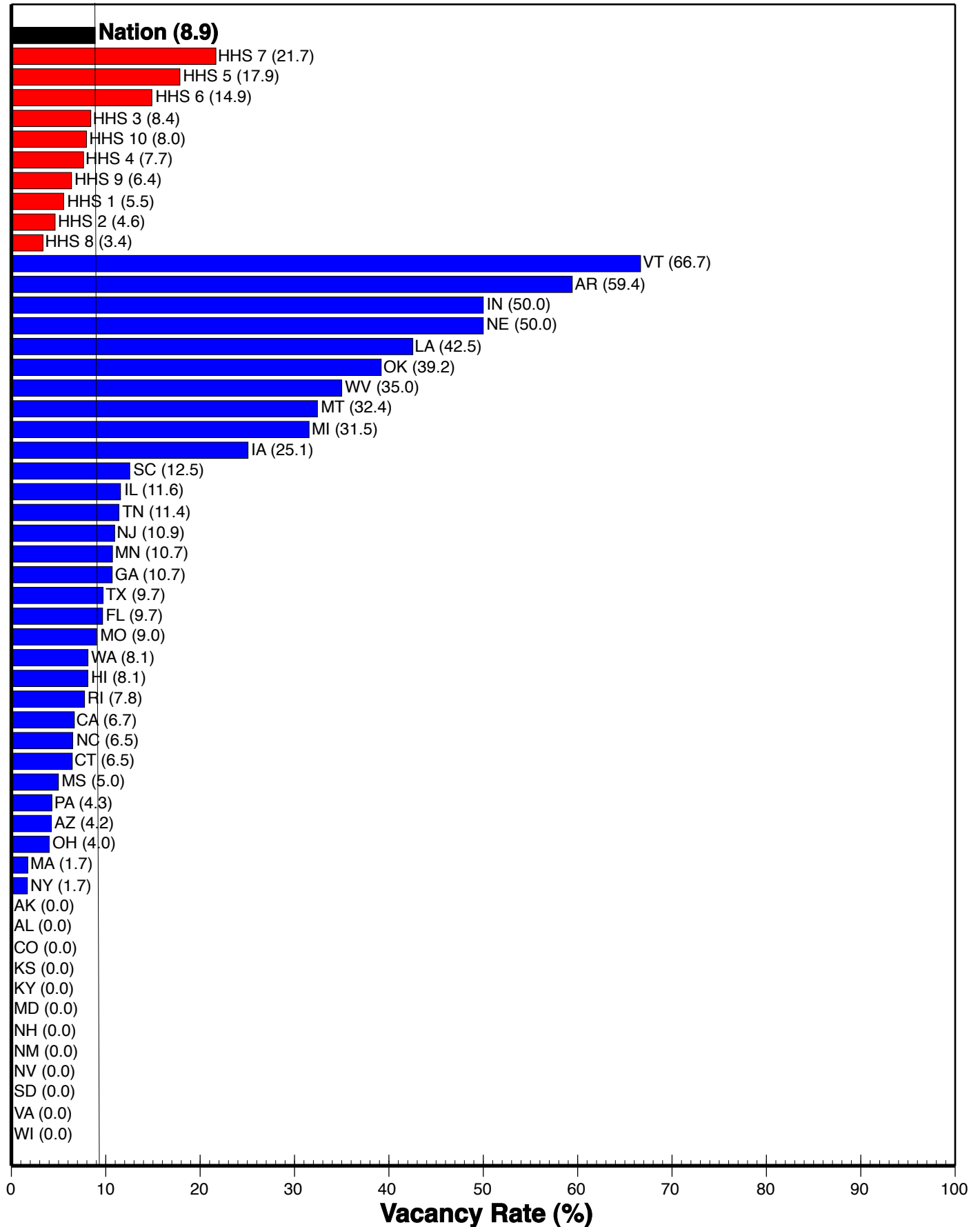


Figure 3b: Pediatrician Urban Vacancy Rate by Geography

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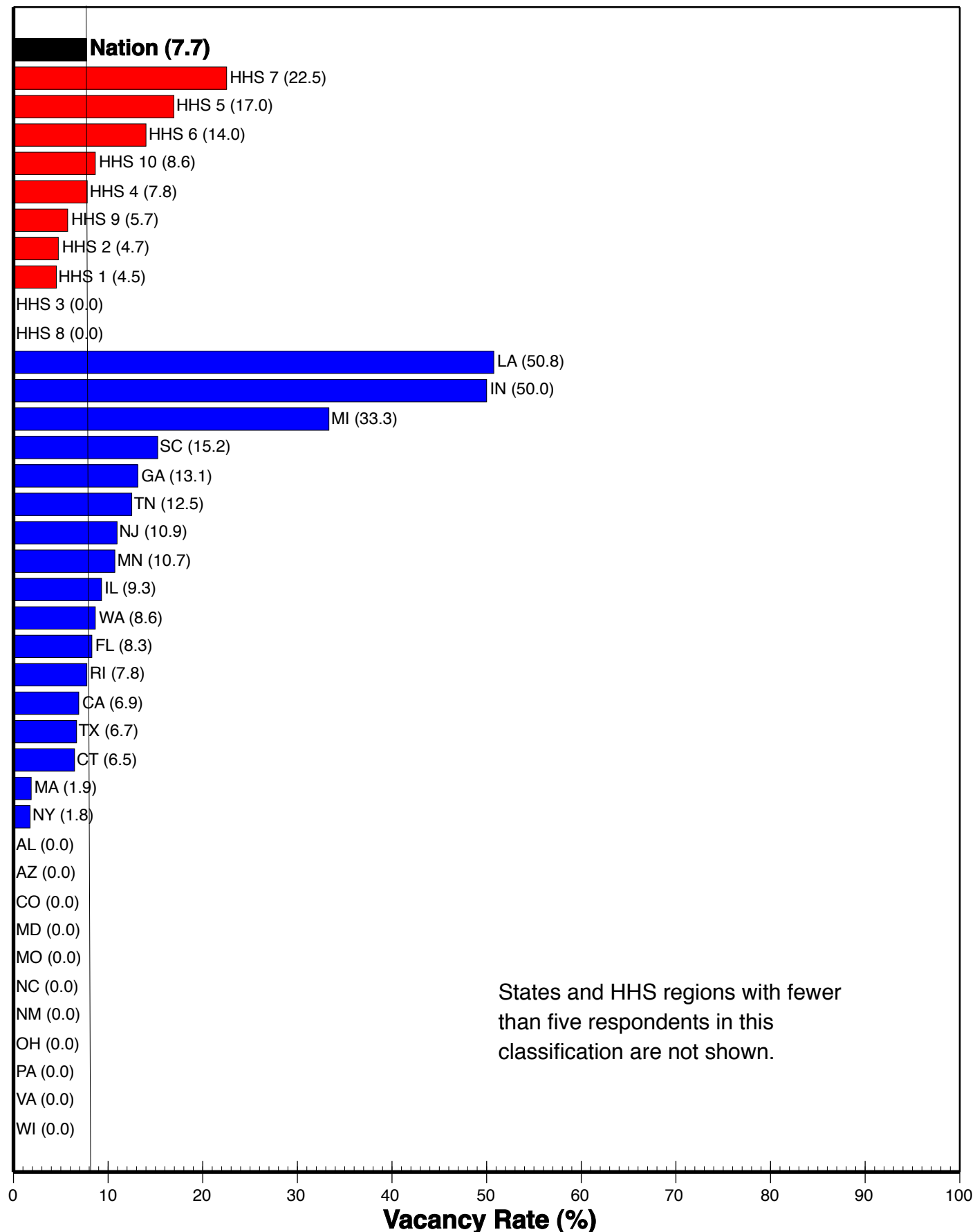


Figure 3c: Pediatrician Rural Vacancy Rate by Geography

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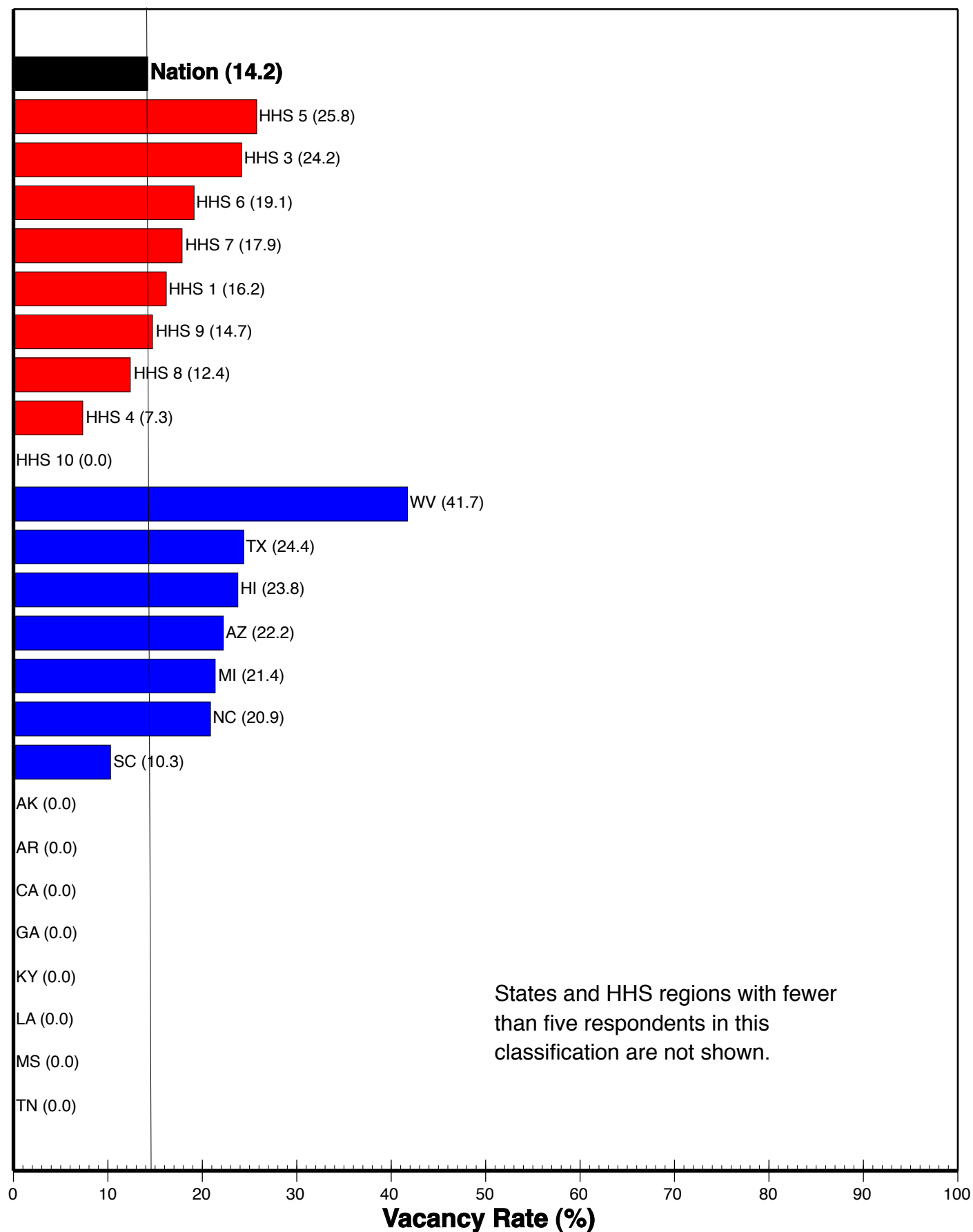


Figure 3d: Pediatrician Large Rural Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

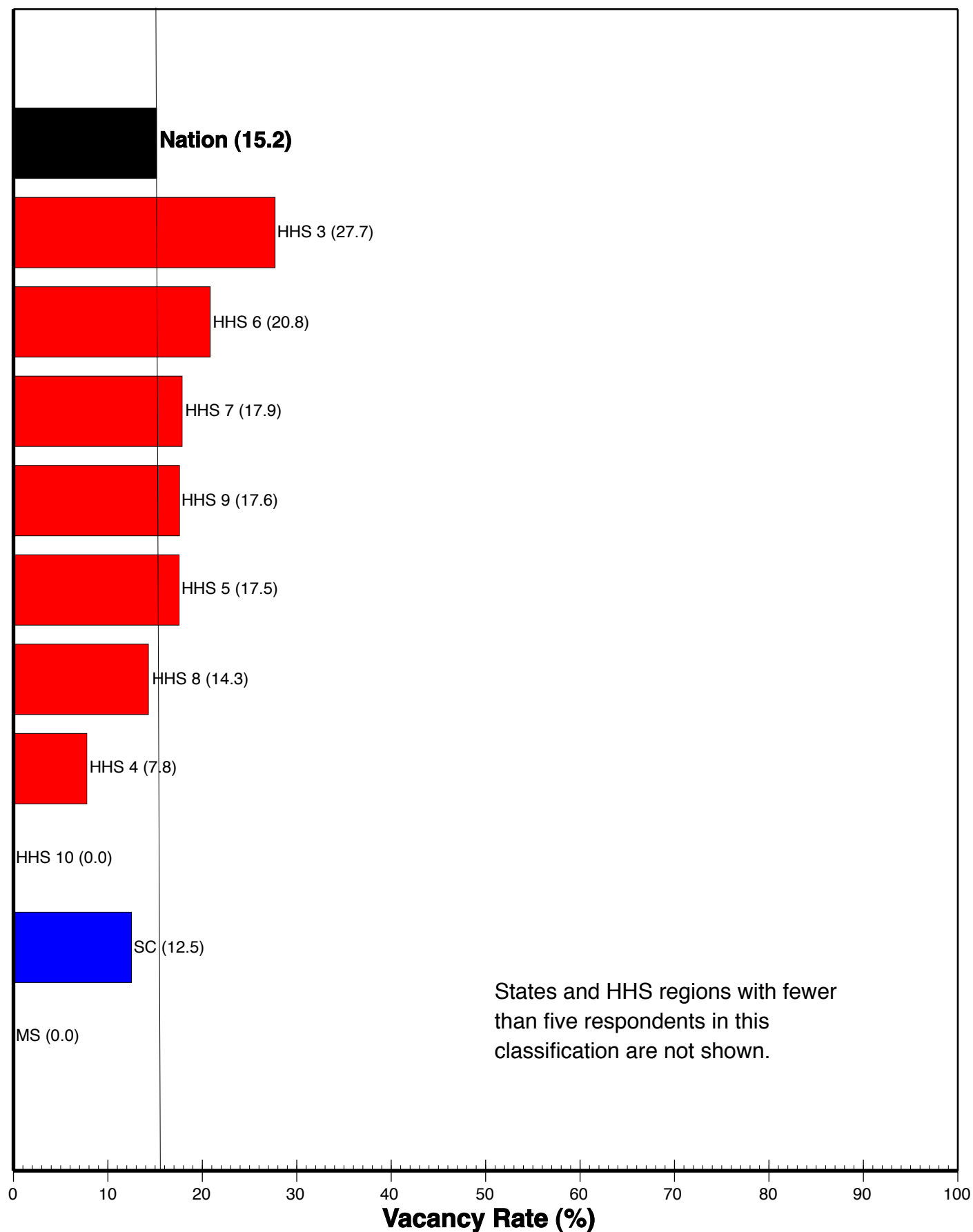


Figure 3e: Pediatrician Small/Isolated Small Rural Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

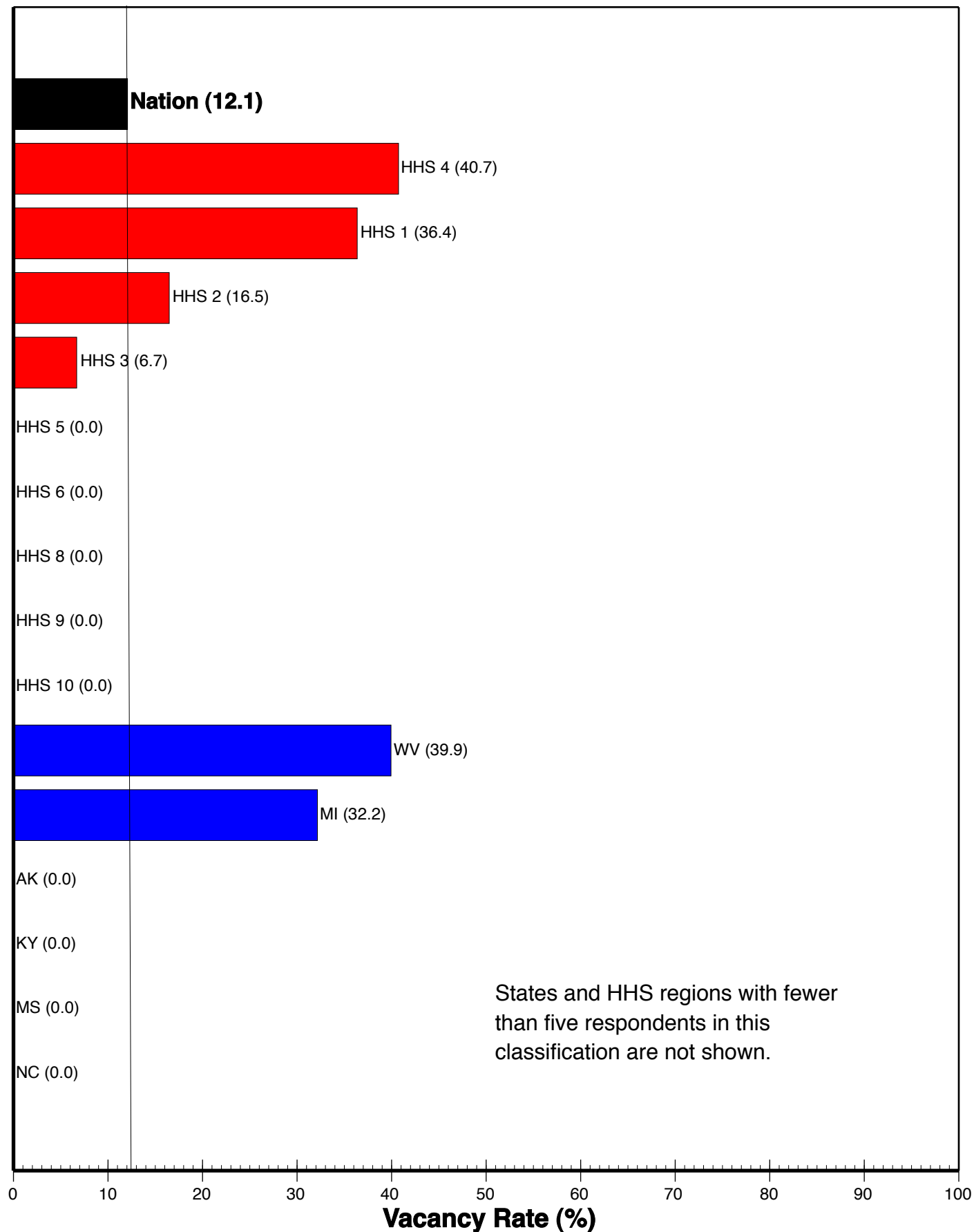


Figure 4a: Obstetrician Overall Vacancy Rate by Geography
(2004 Federally Funded Health Center Survey)

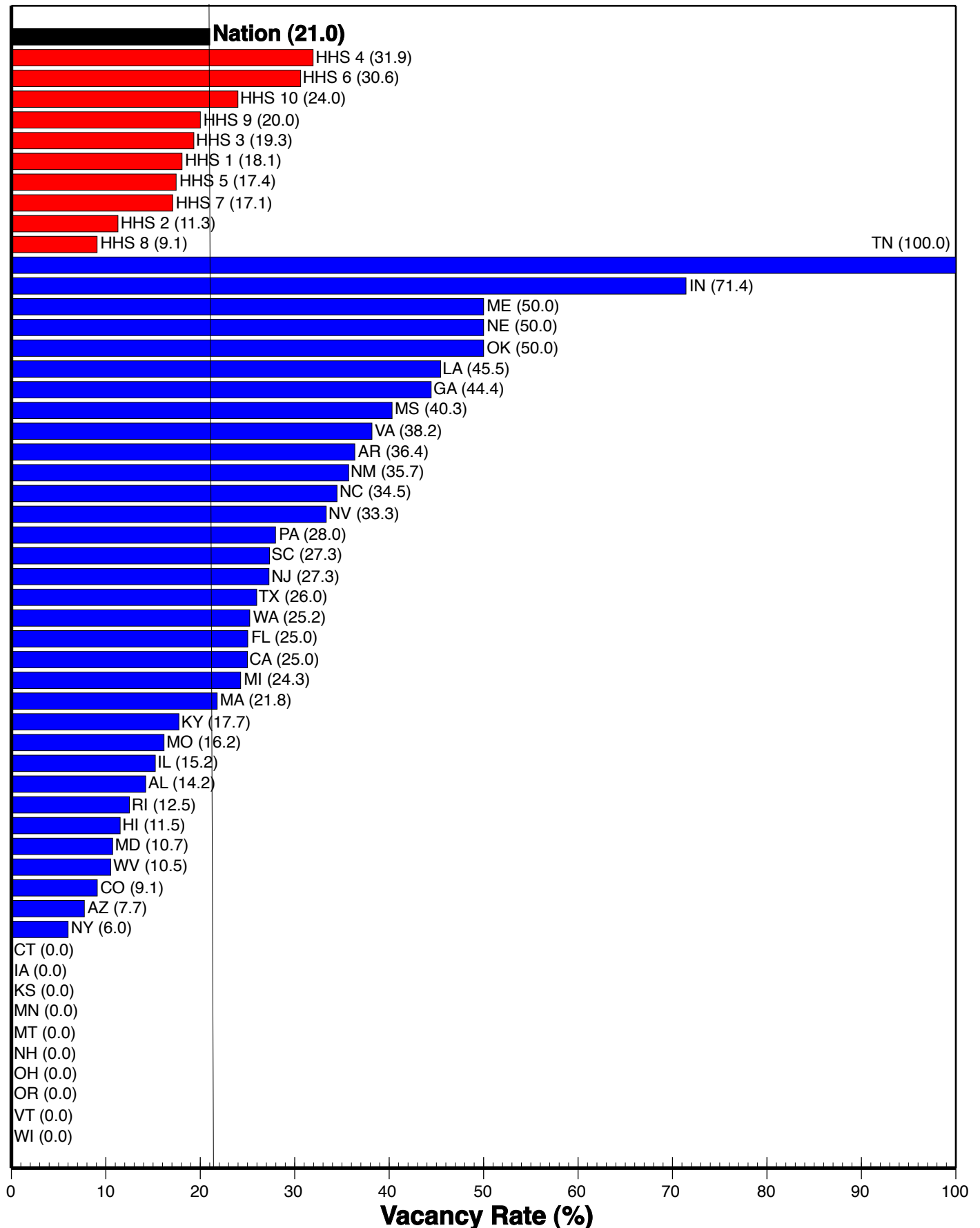


Figure 4b: Obstetrician Urban Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

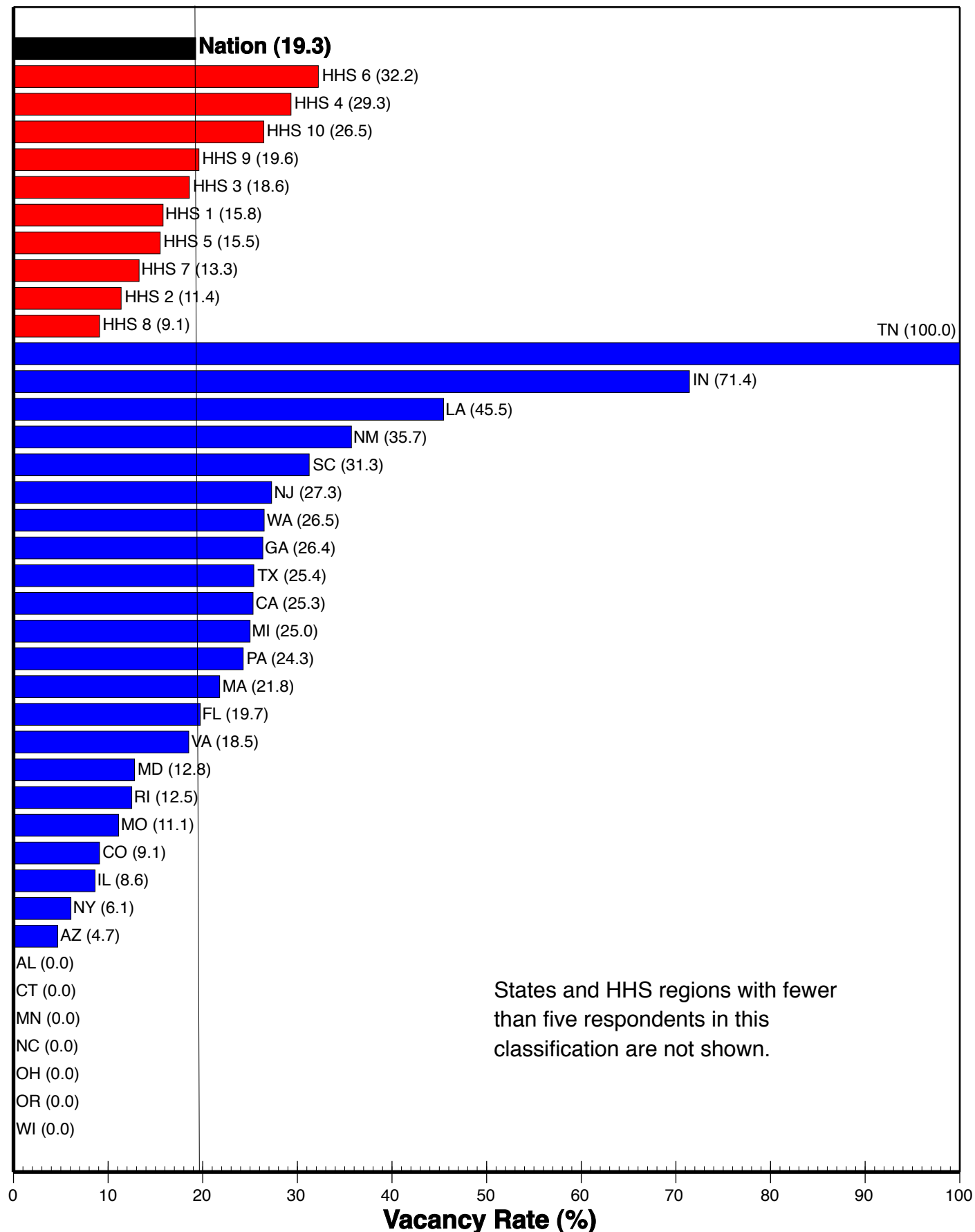


Figure 4c: Obstetrician Rural Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

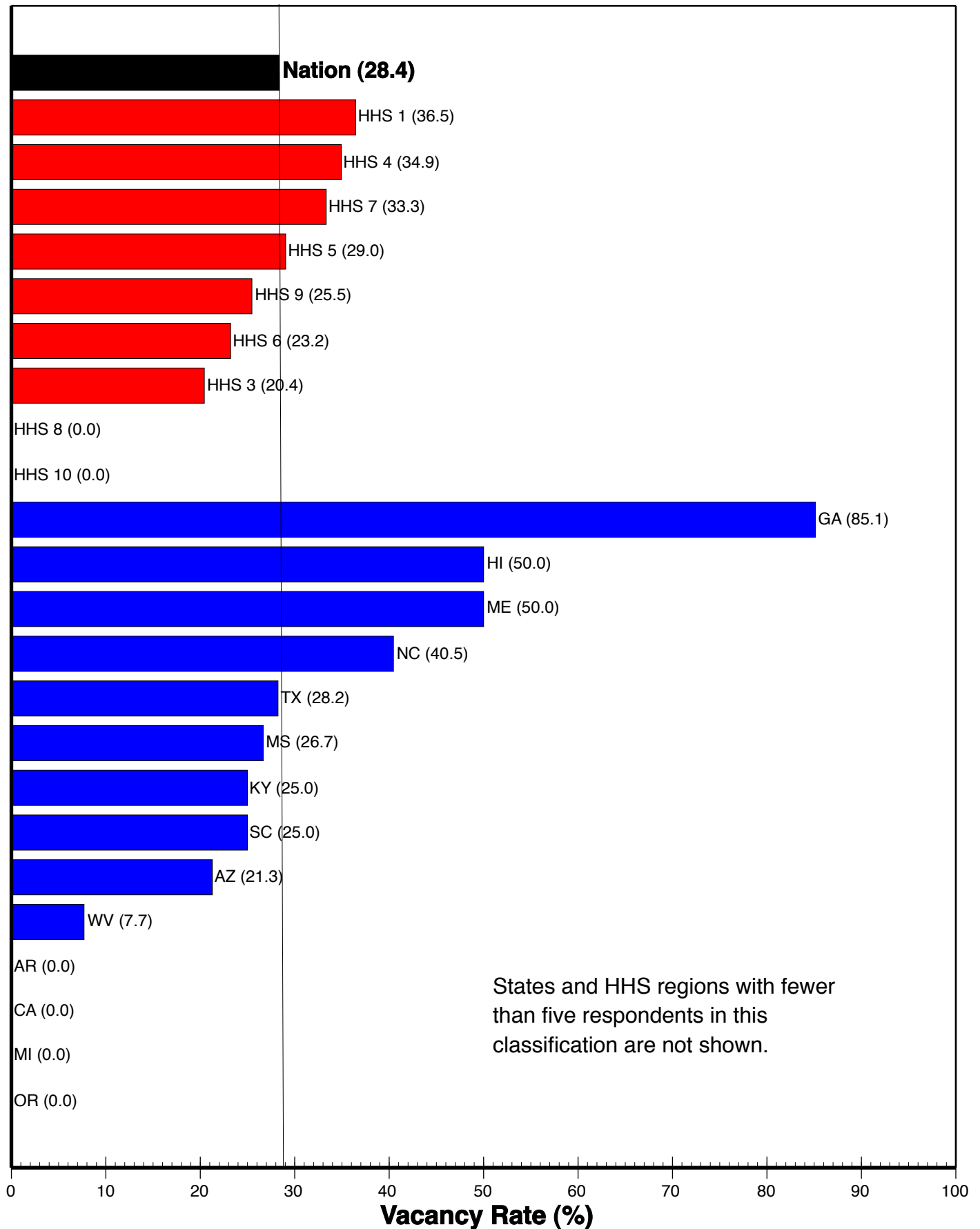


Figure 4d: Obstetrician Large Rural Vacancy Rate by Geography
(2004 Federally Funded Health Center Survey)

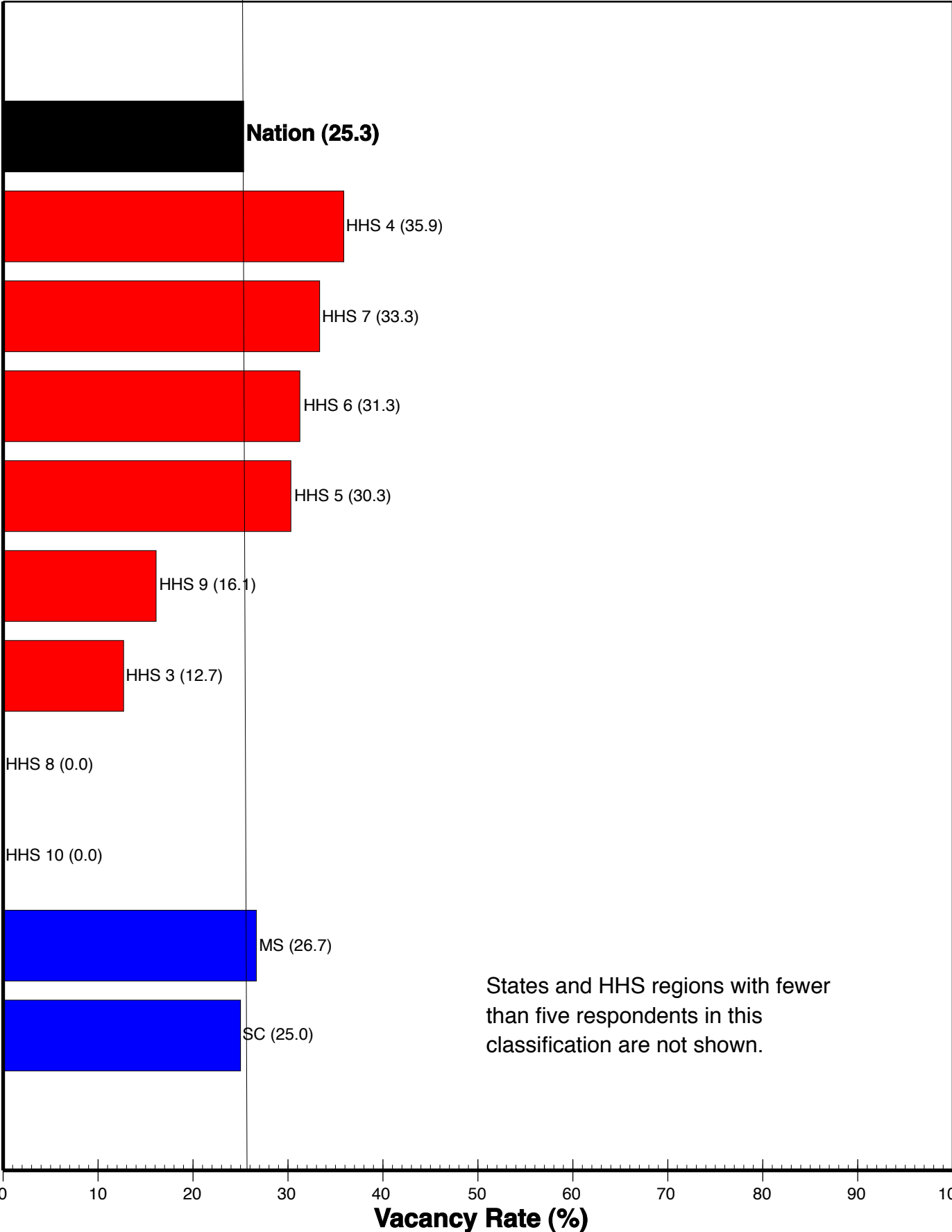


Figure 4e: Obstetrician Small/Isolated Small Rural Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

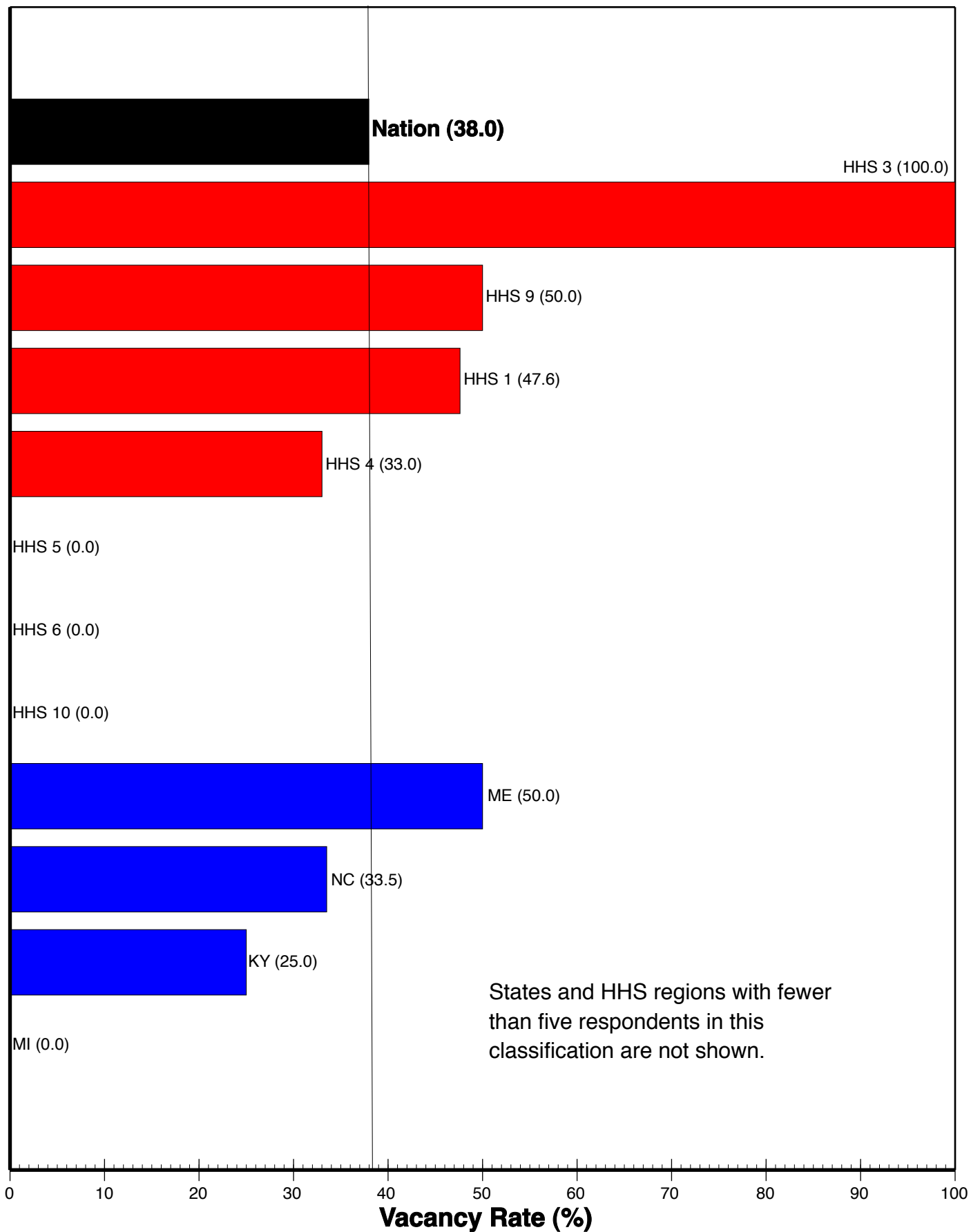


Figure 5a: Psychiatrist Overall Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

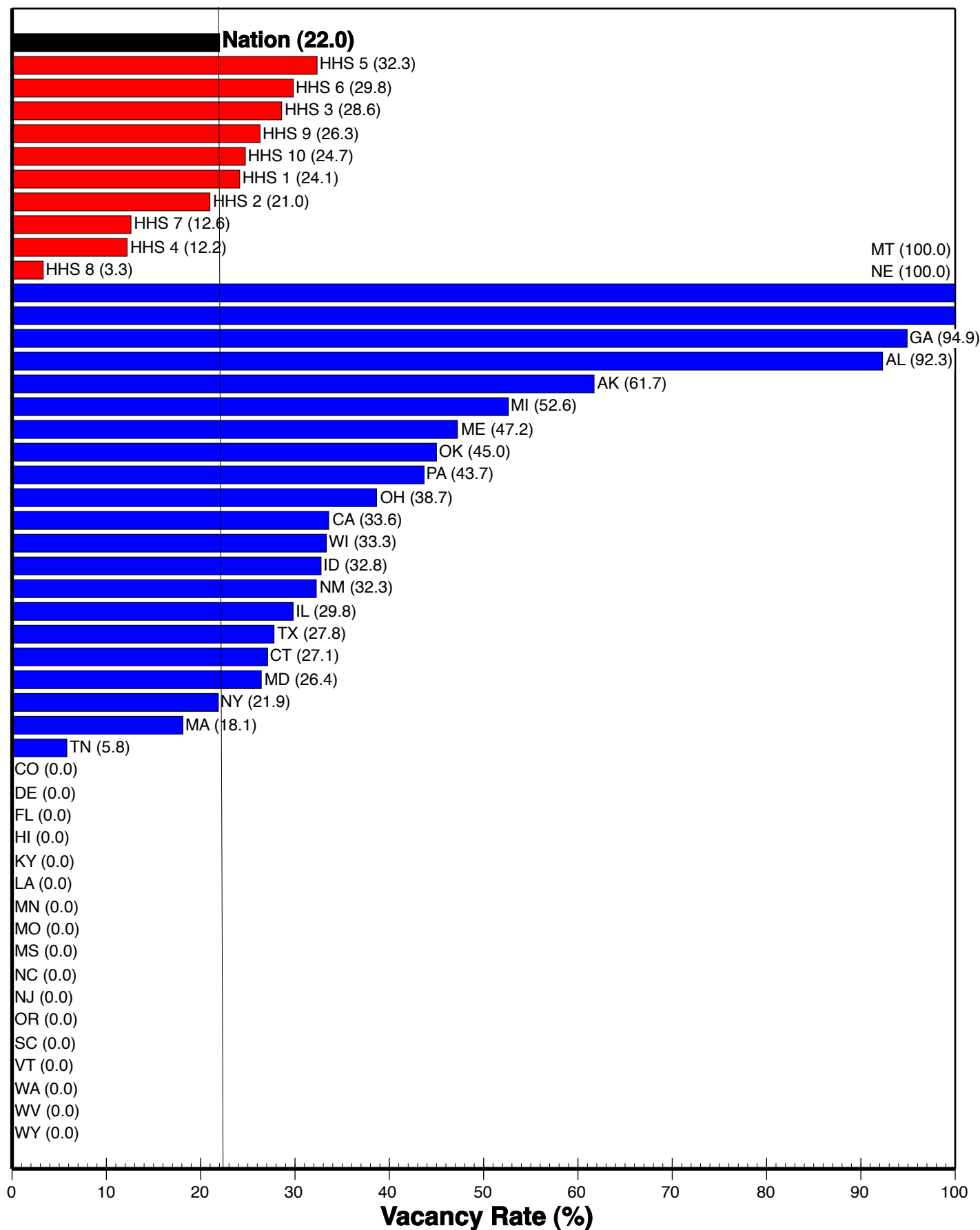


Figure 5b: Psychiatrist Urban Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

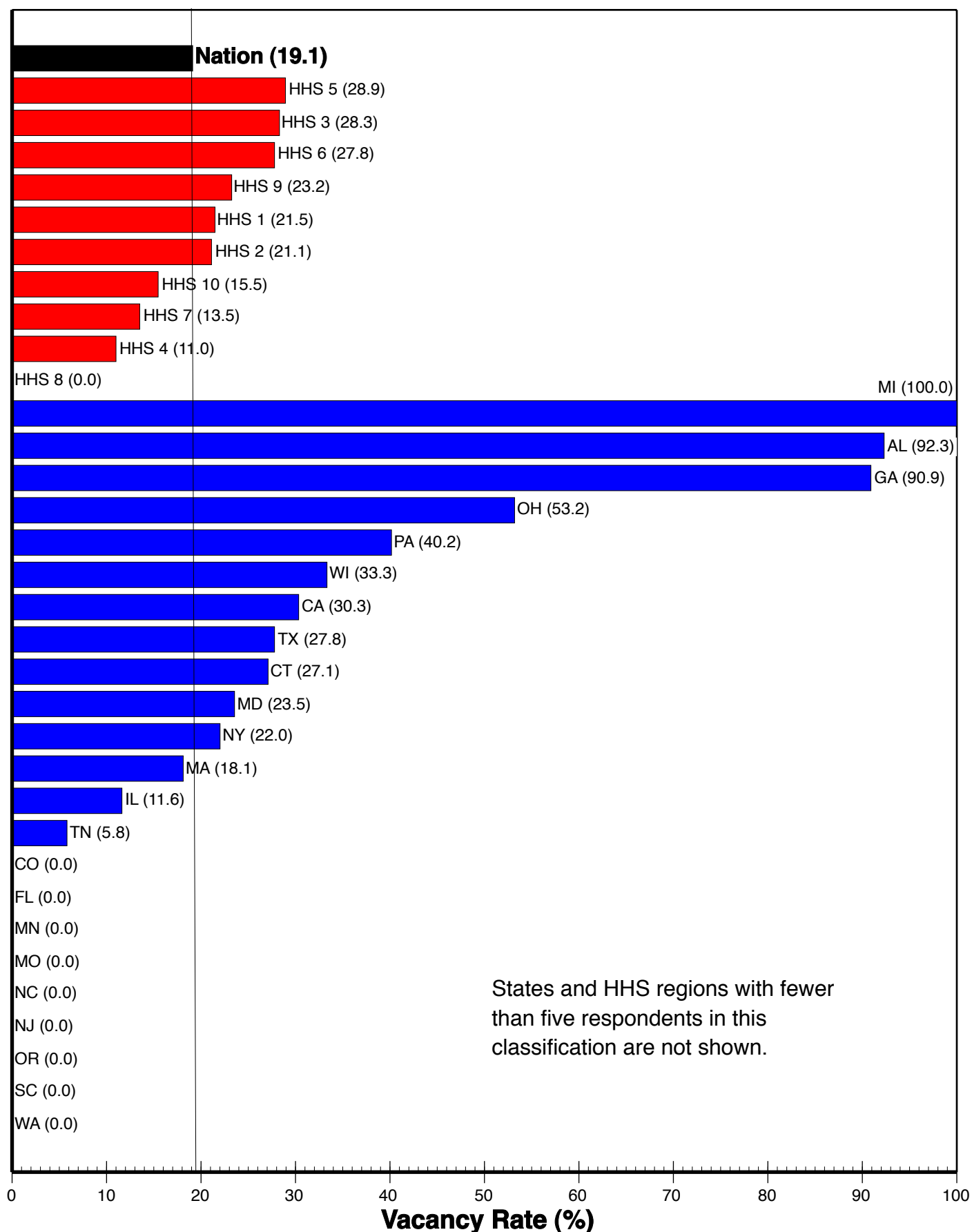


Figure 5c: Psychiatrist Rural Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

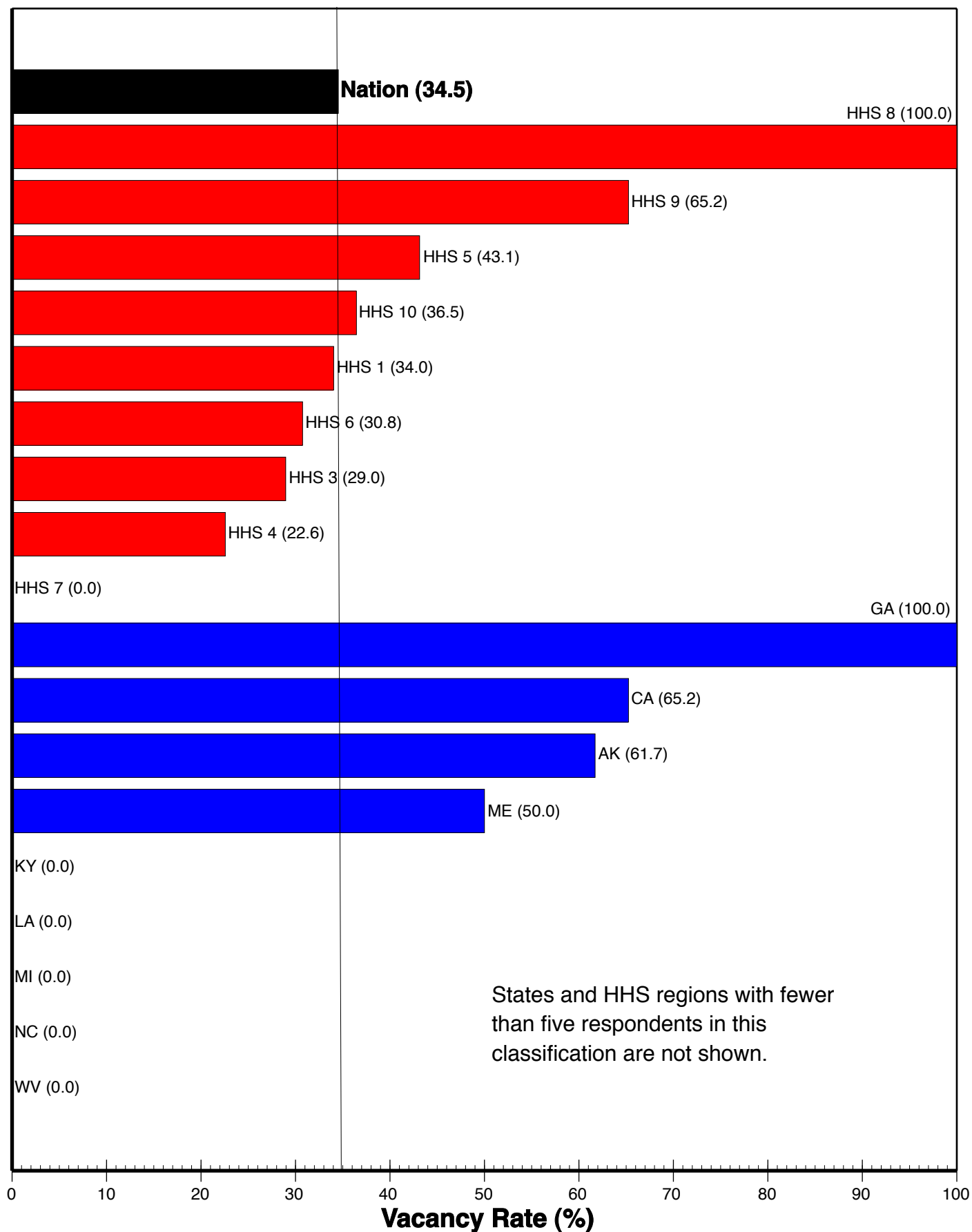


Figure 5d: Psychiatrist Large Rural Vacancy Rate by Geography
(2004 Federally Funded Health Center Survey)

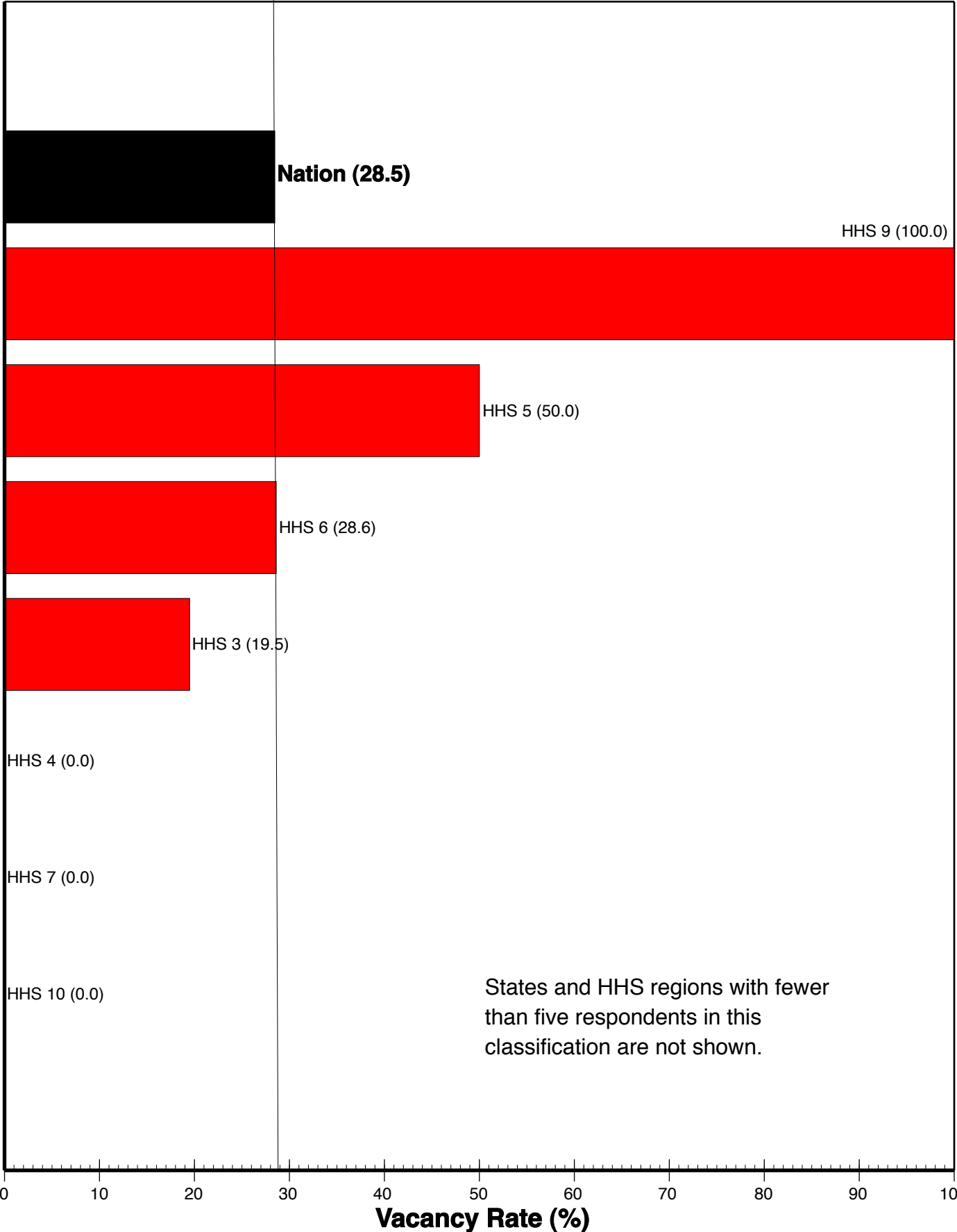


Figure 5e: Psychiatrist Small/Isolated Small Rural Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

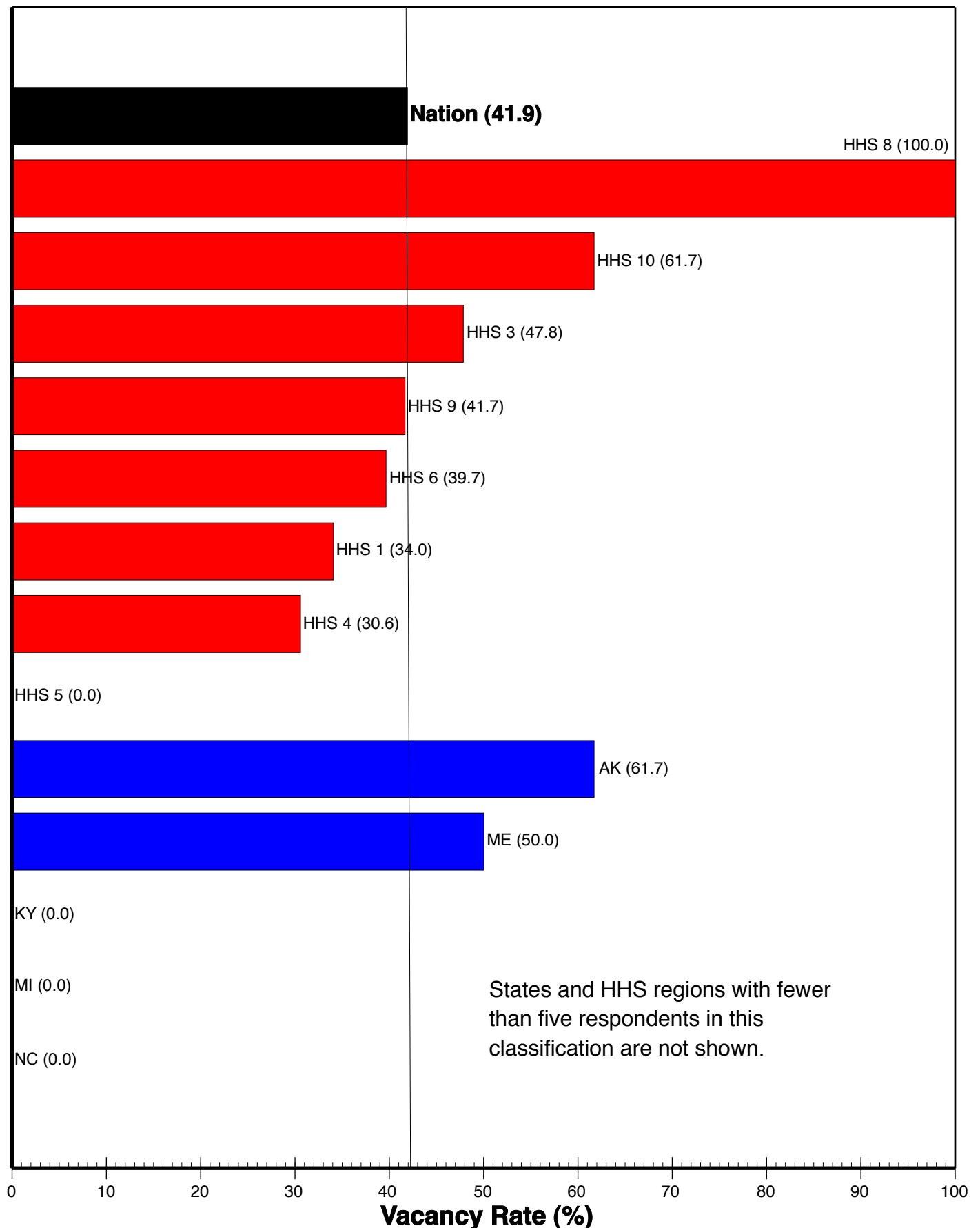


Figure 6a: Certified Nurse Midwife Overall Vacancy Rate by Geography
(2004 Federally Funded Health Center Survey)

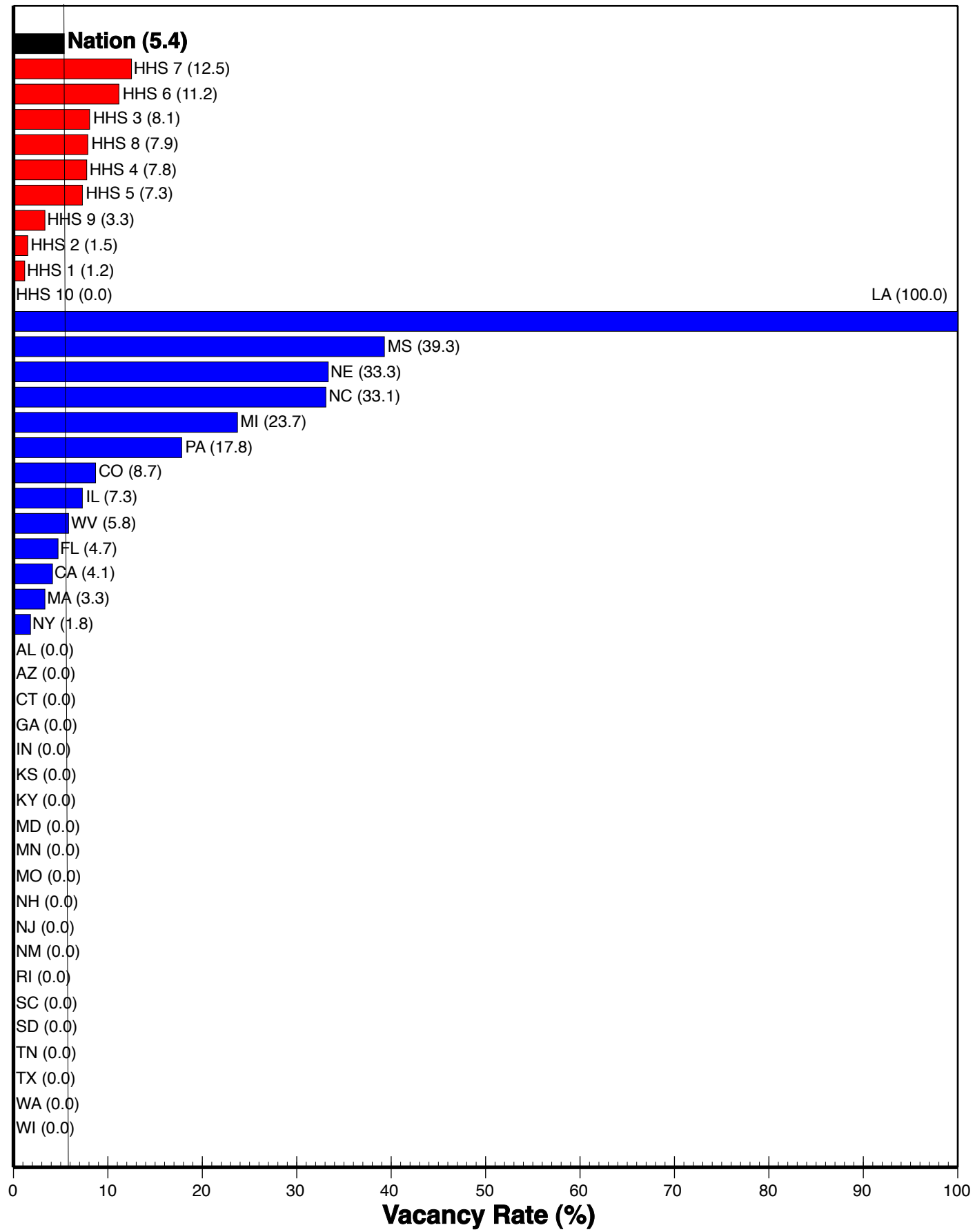


Figure 6b: Certified Nurse Midwife Urban Vacancy Rate by Geography
(2004 Federally Funded Health Center Survey)

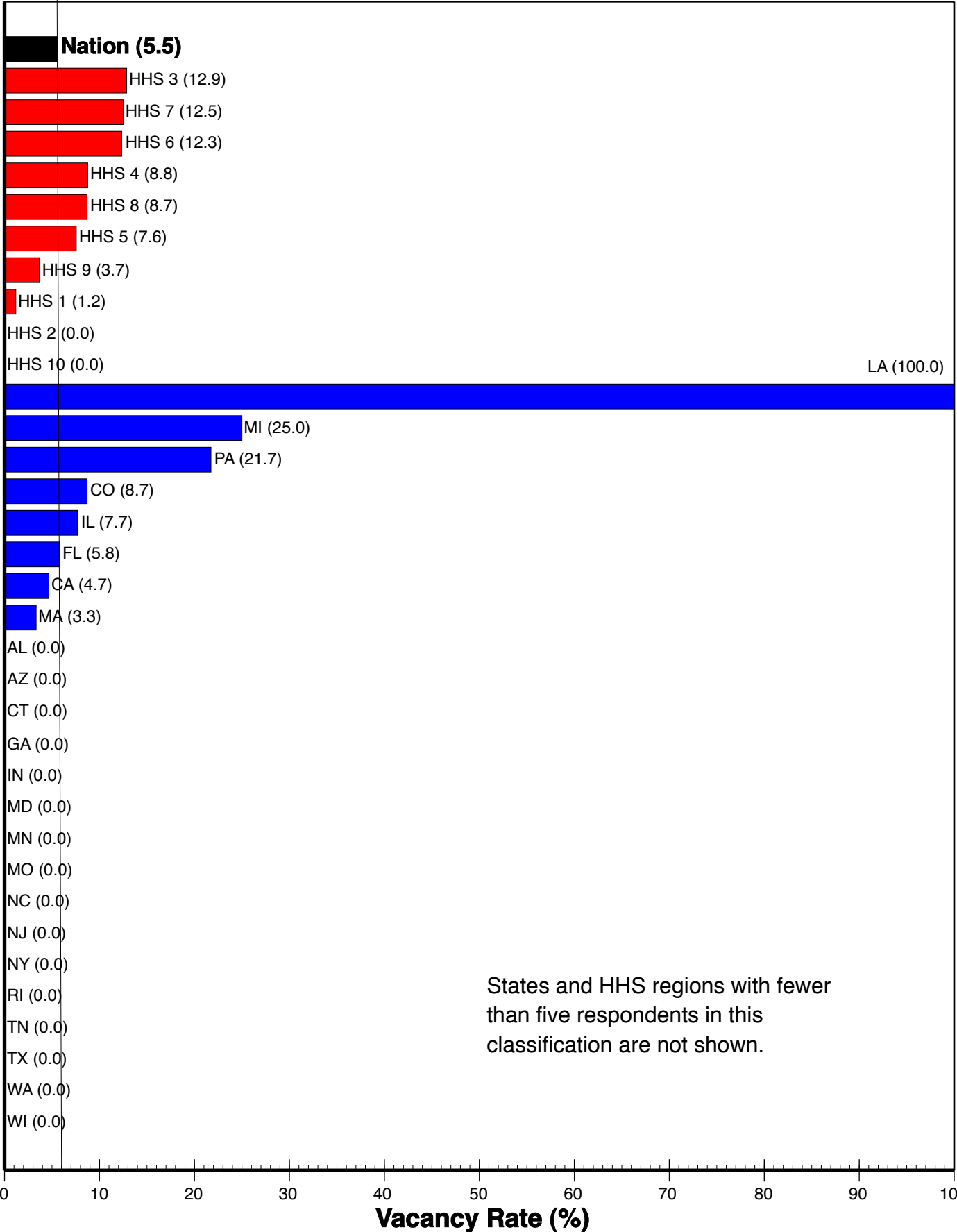
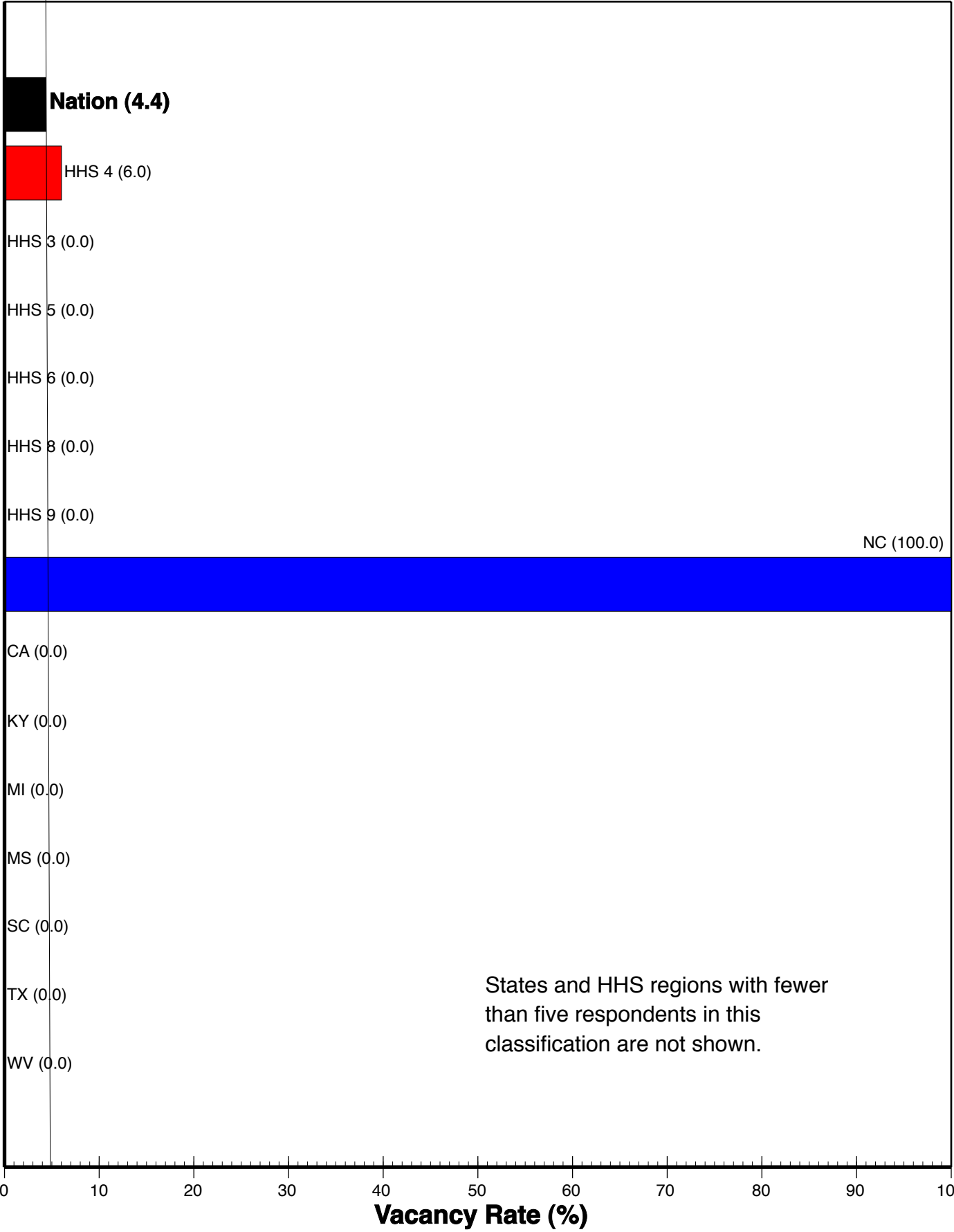
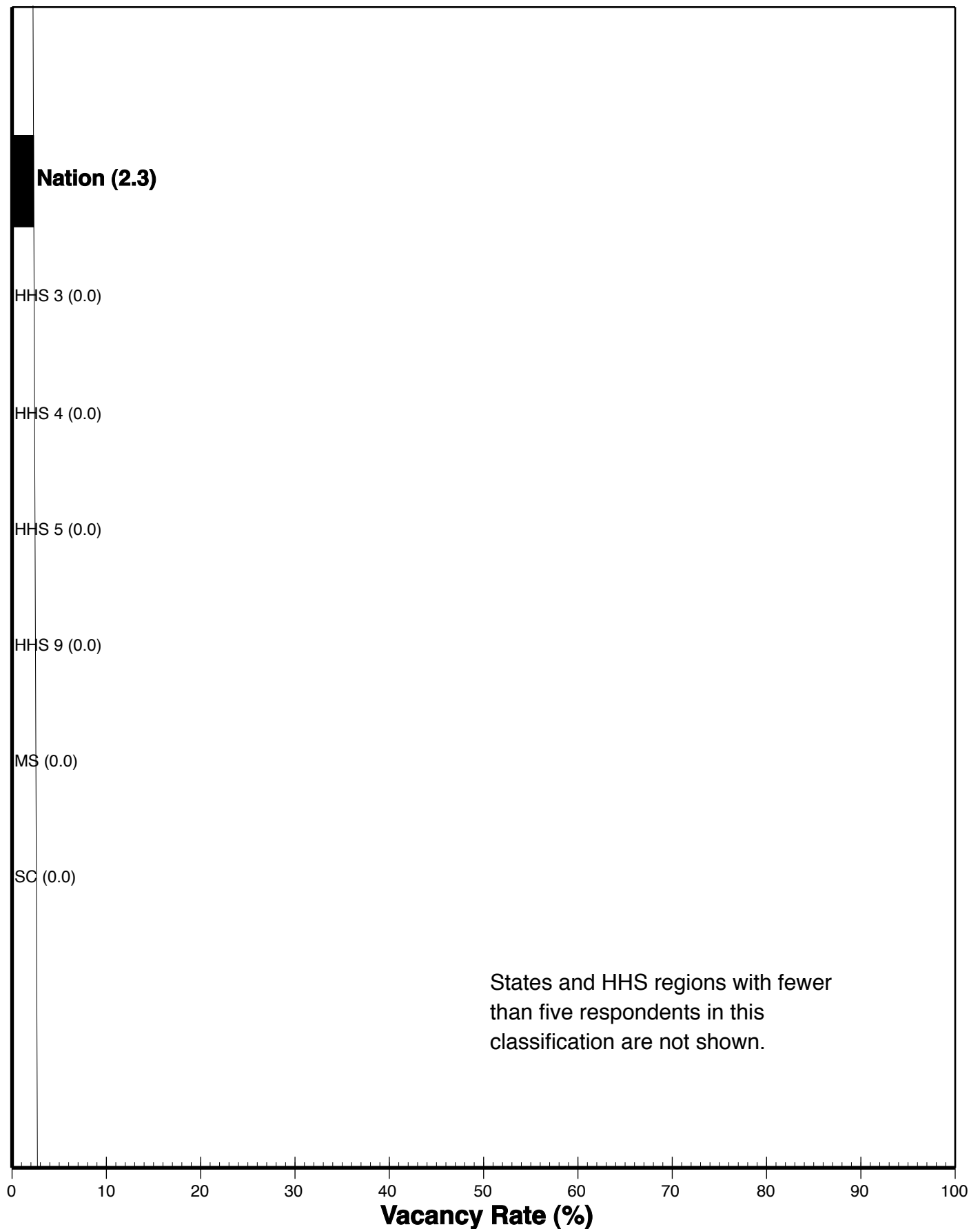


Figure 6c: Certified Nurse Midwife Rural Vacancy Rate by Geography
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**Figure 6d: Certified Nurse Midwife Large Rural
Vacancy Rate by Geography**
(2004 Federally Funded Health Center Survey)



**Figure 6e: Certified Nurse Midwife Small/Isolated Small Rural
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(2004 Federally Funded Health Center Survey)

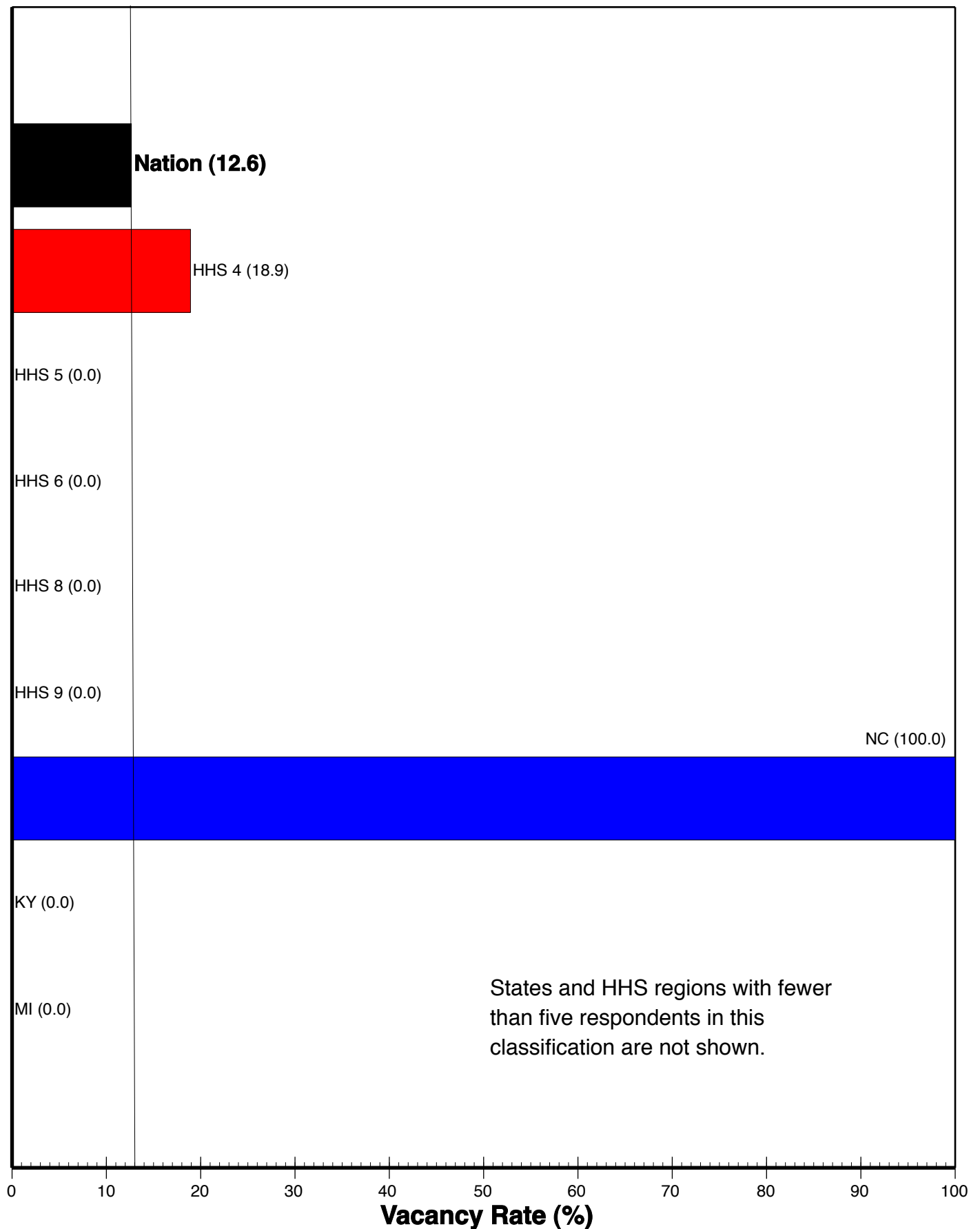


Figure 7a: Dentist Overall Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

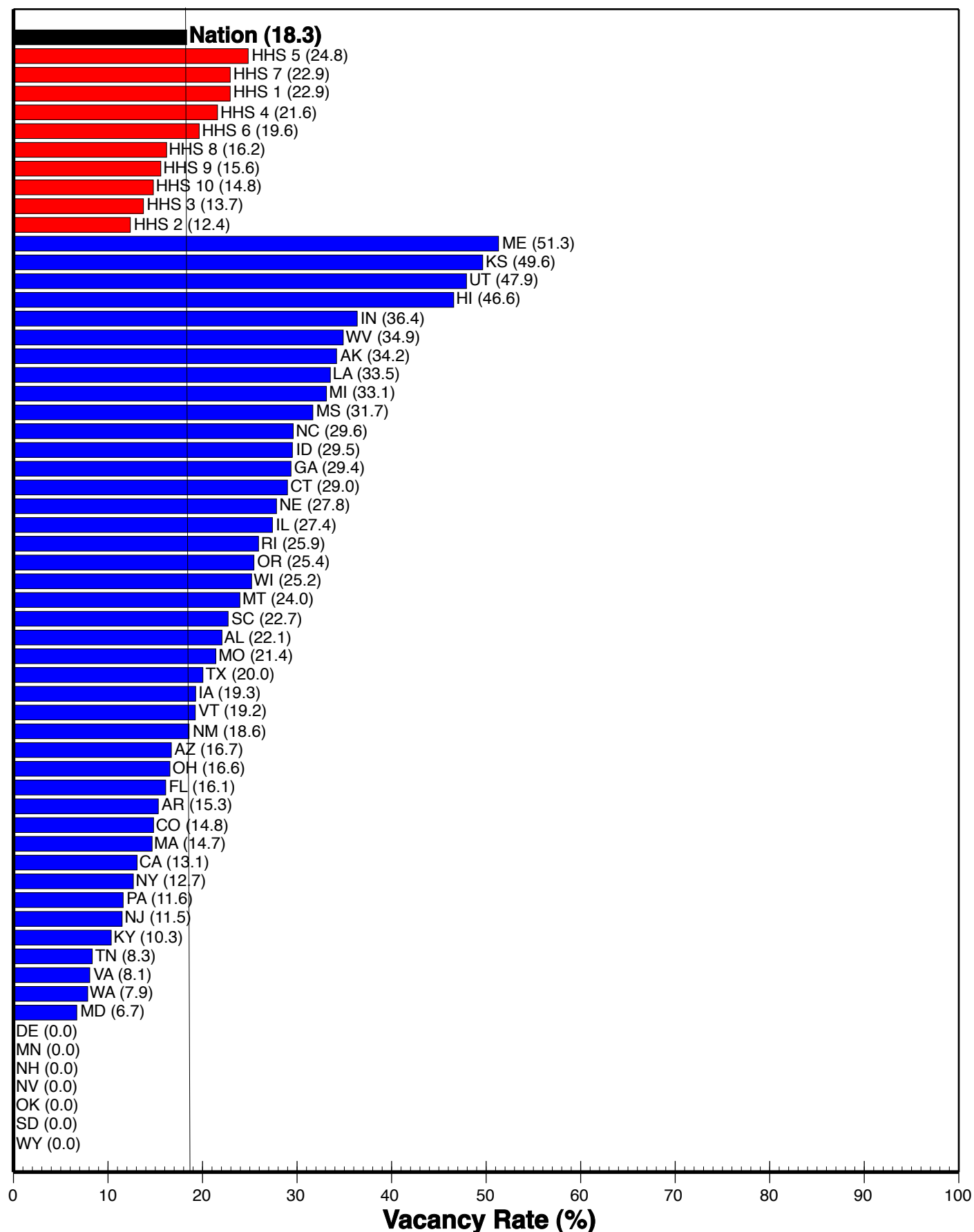


Figure 7b: Dentist Urban Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

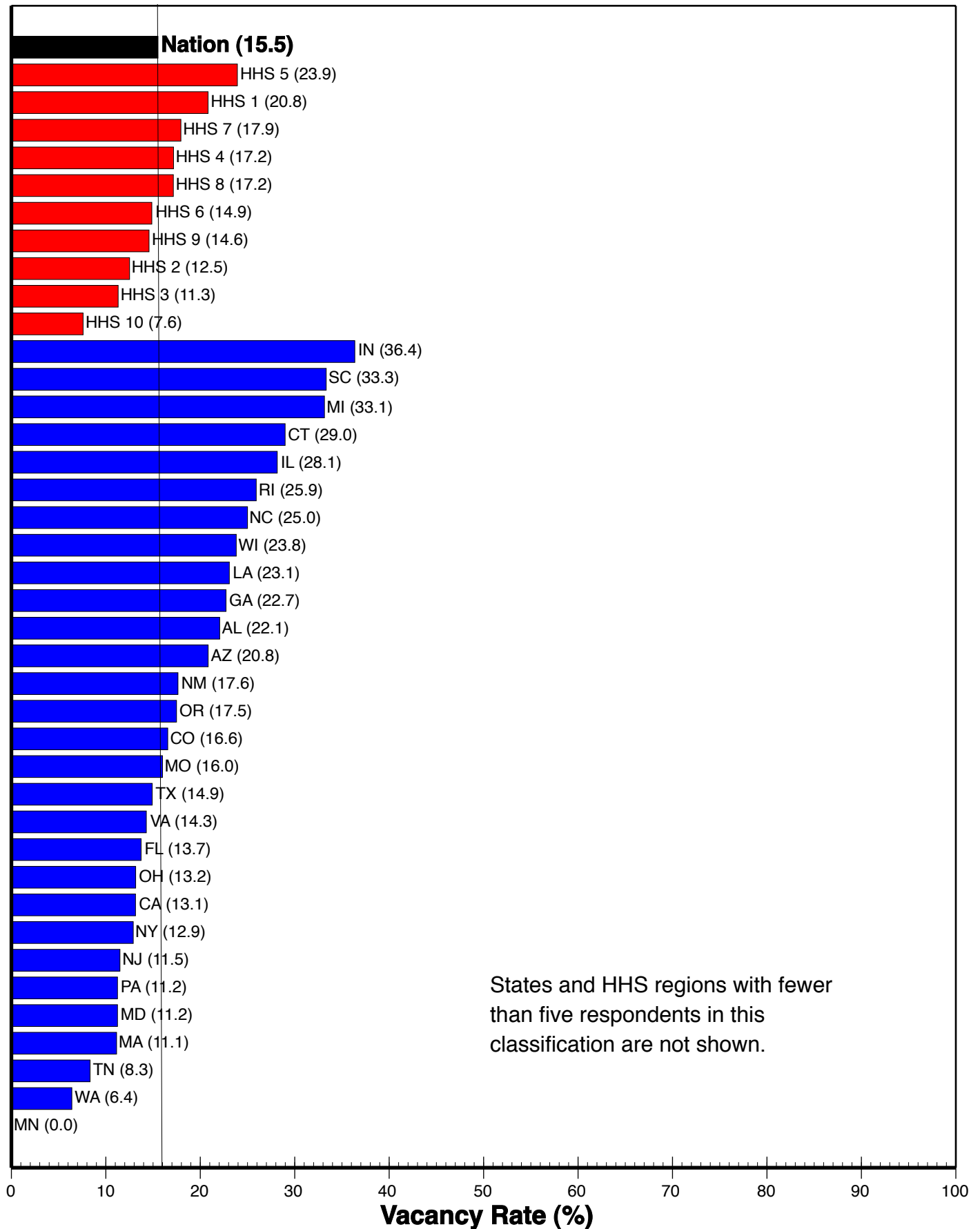


Figure 7c: Dentist Rural Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

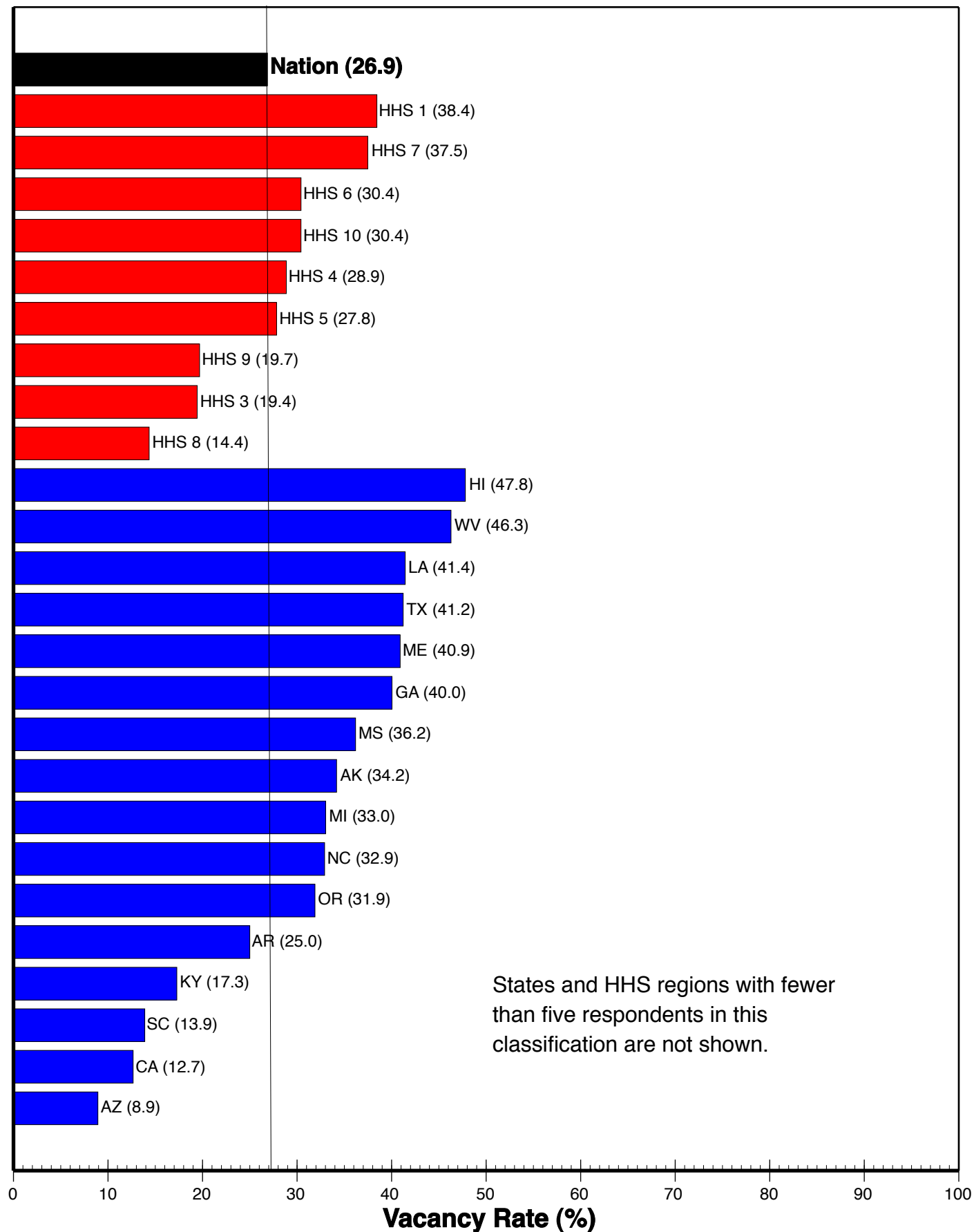


Figure 7d: Dentist Large Rural Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

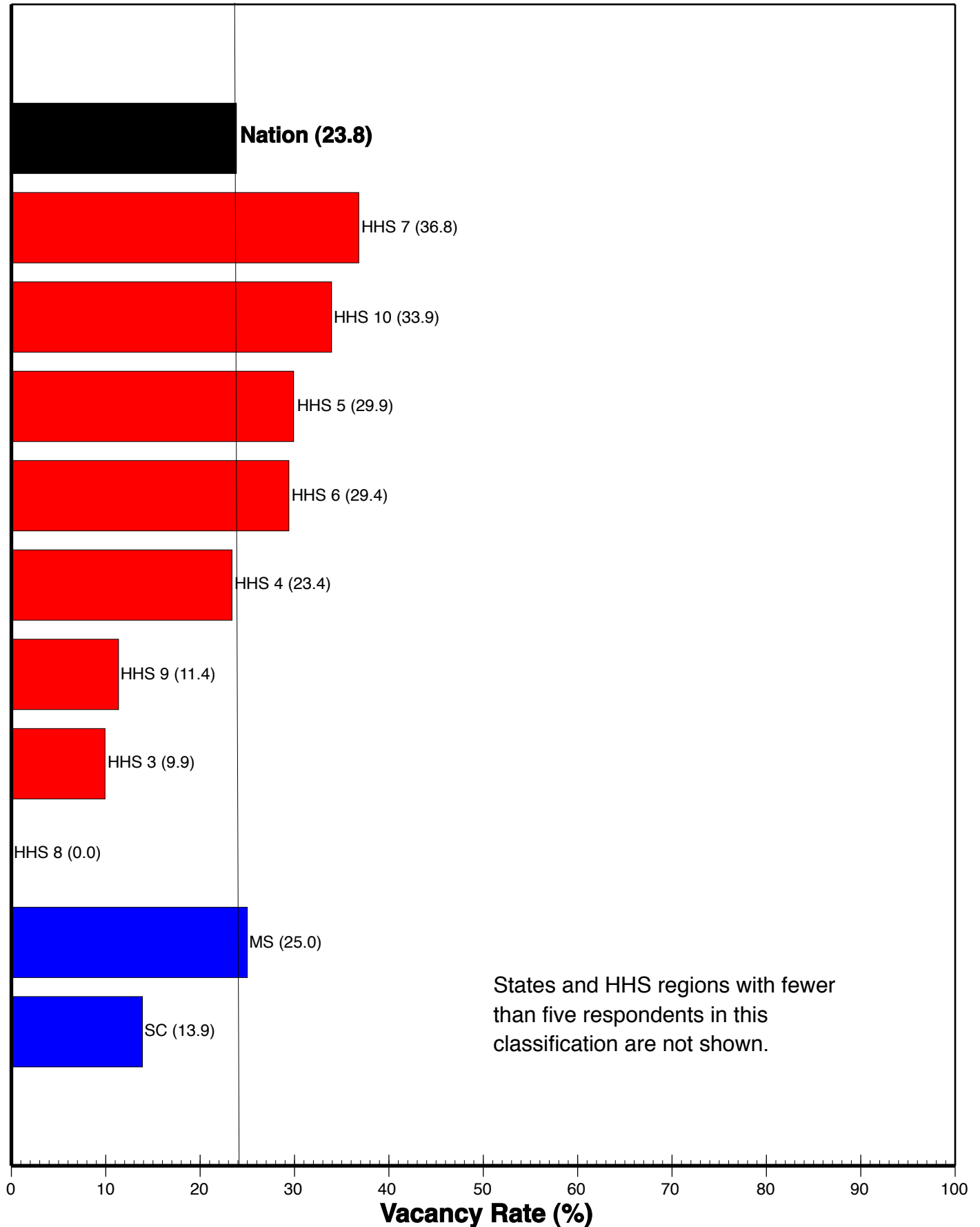


Figure 7e: Dentist Small/Isolated Small Rural Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

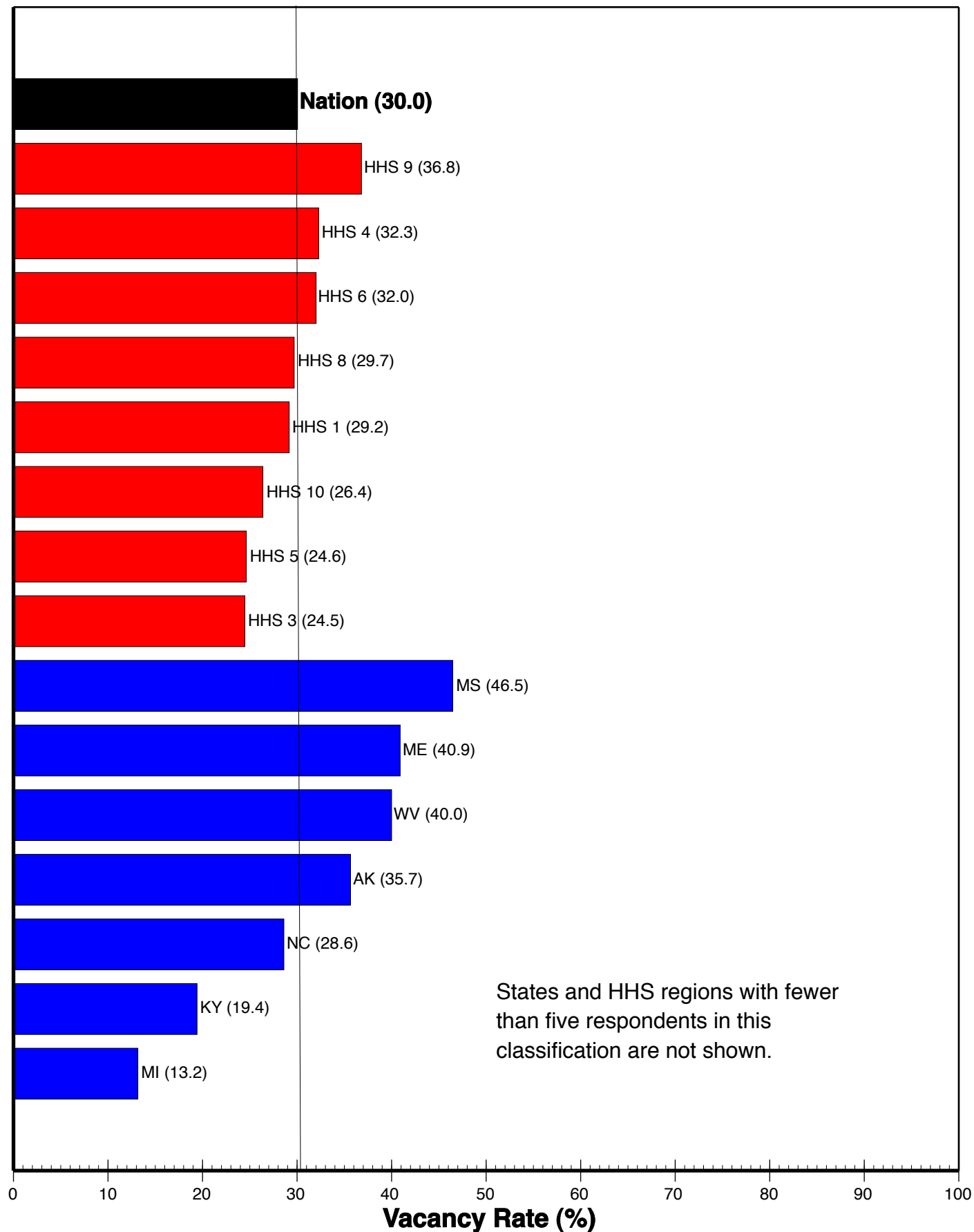


Figure 8a: Nurse Practitioner Overall Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

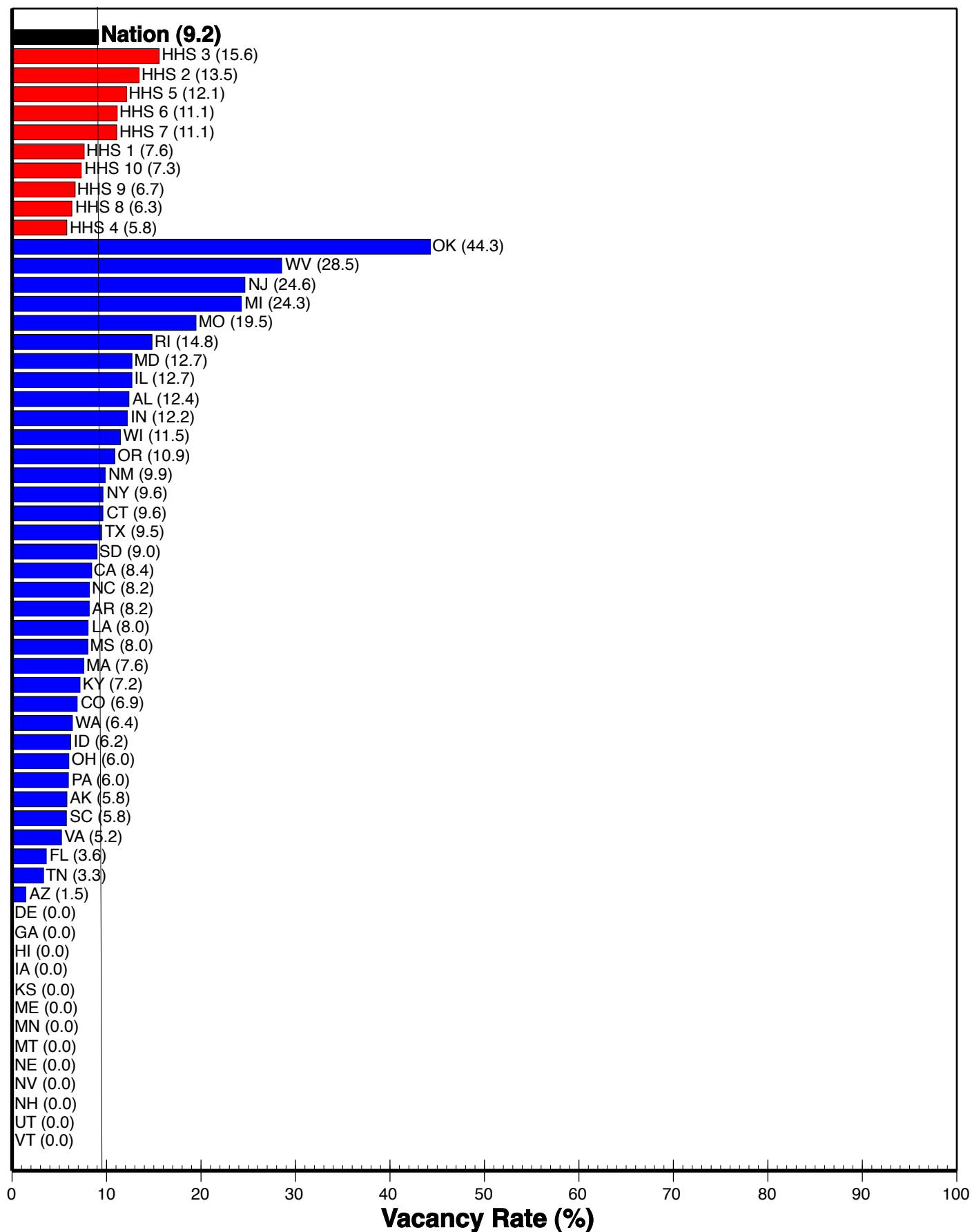


Figure 8b: Nurse Practitioner Urban Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

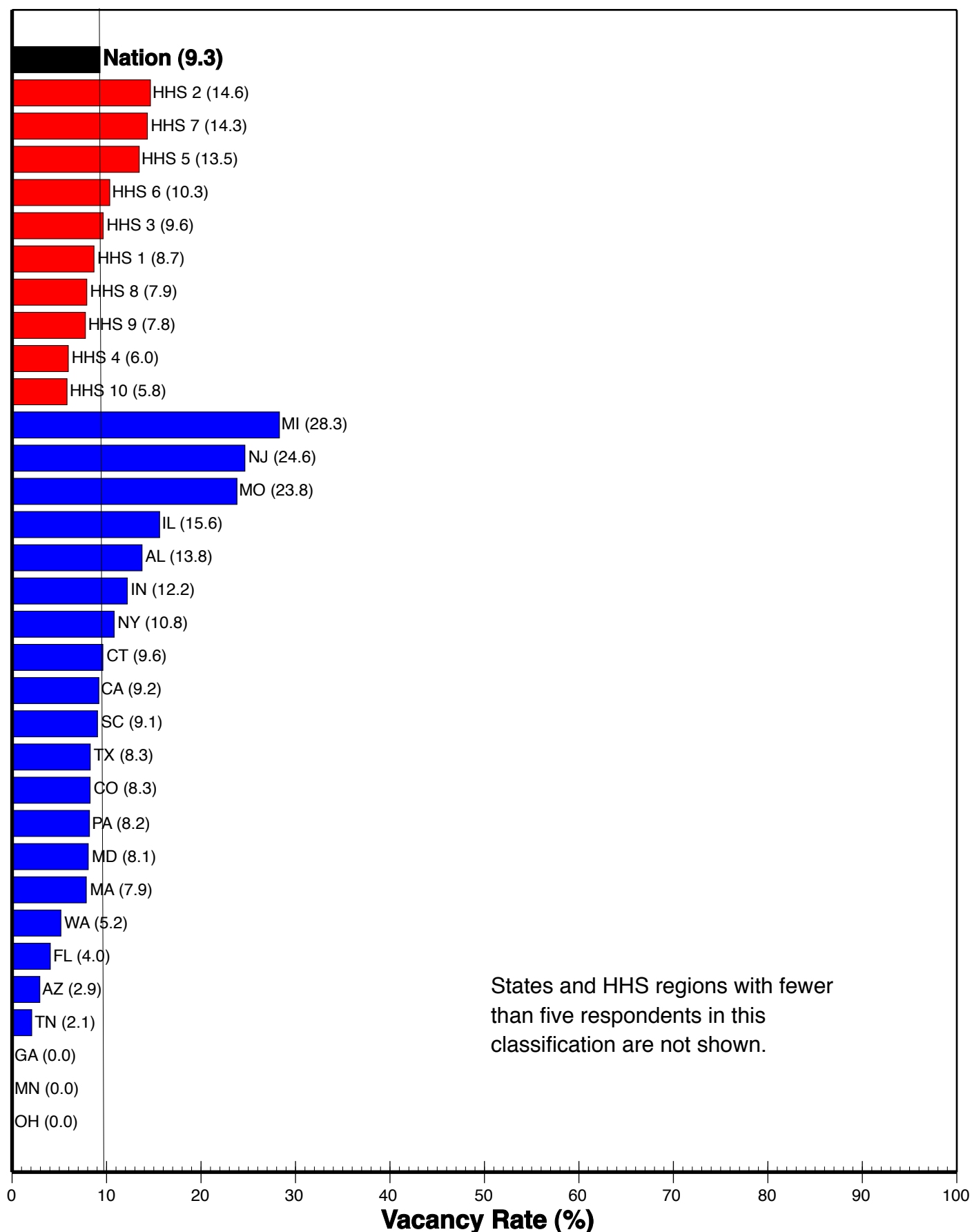


Figure 8c: Nurse Practitioner Rural Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

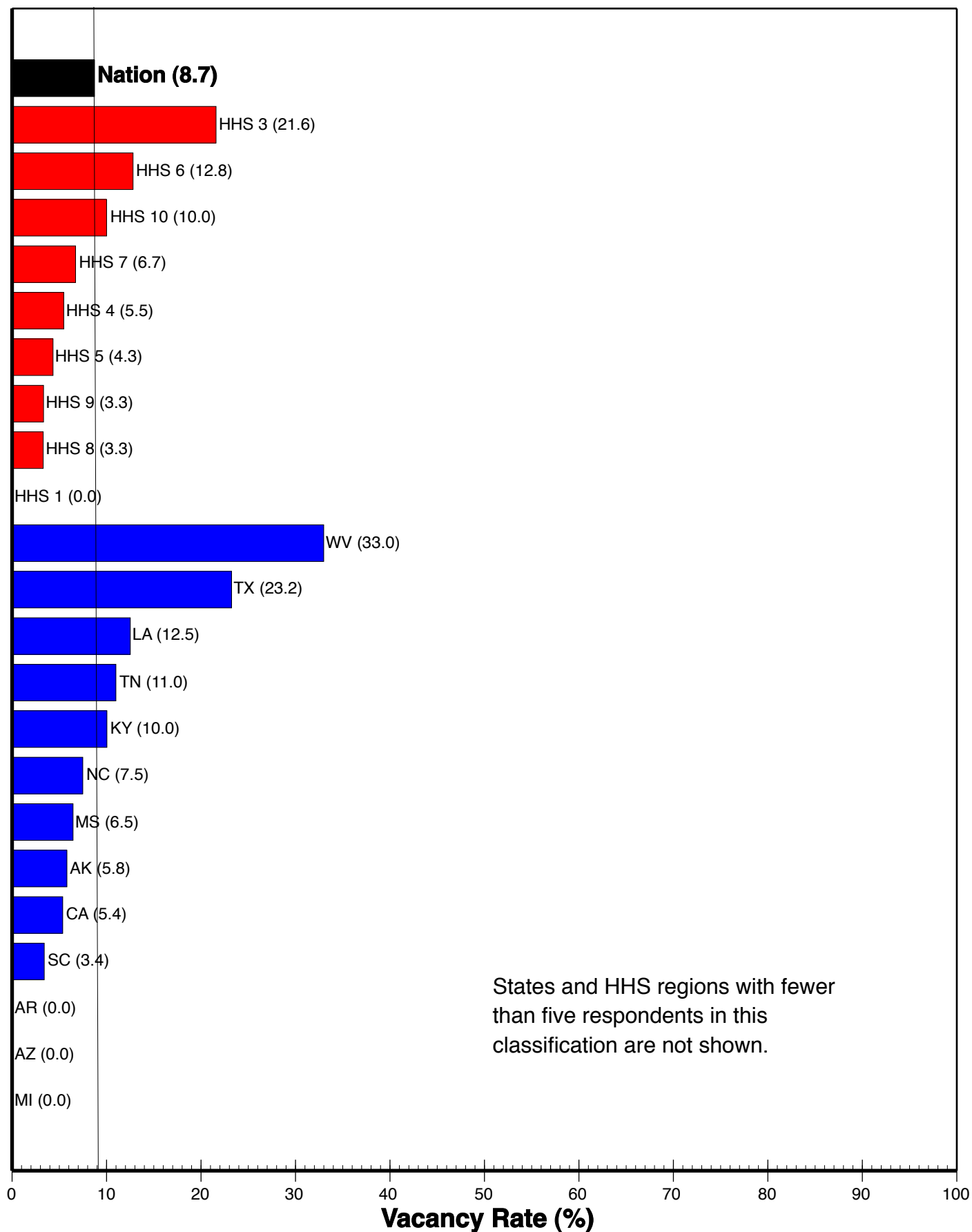


Figure 8d: Nurse Practitioner Large Rural Vacancy Rate by Geography
(2004 Federally Funded Health Center Survey)

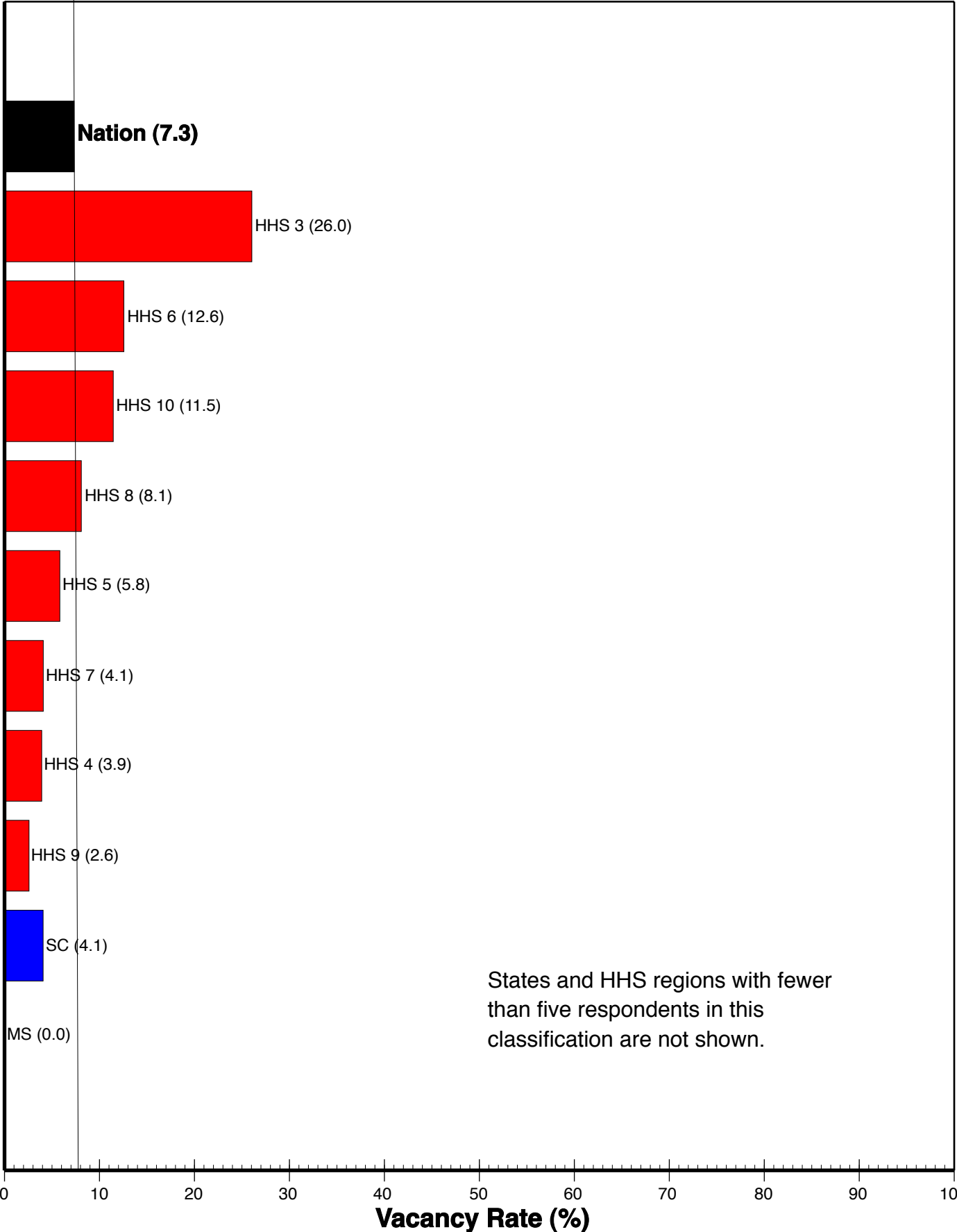


Figure 8e: Nurse Practitioner Small/Isolated Small Rural Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

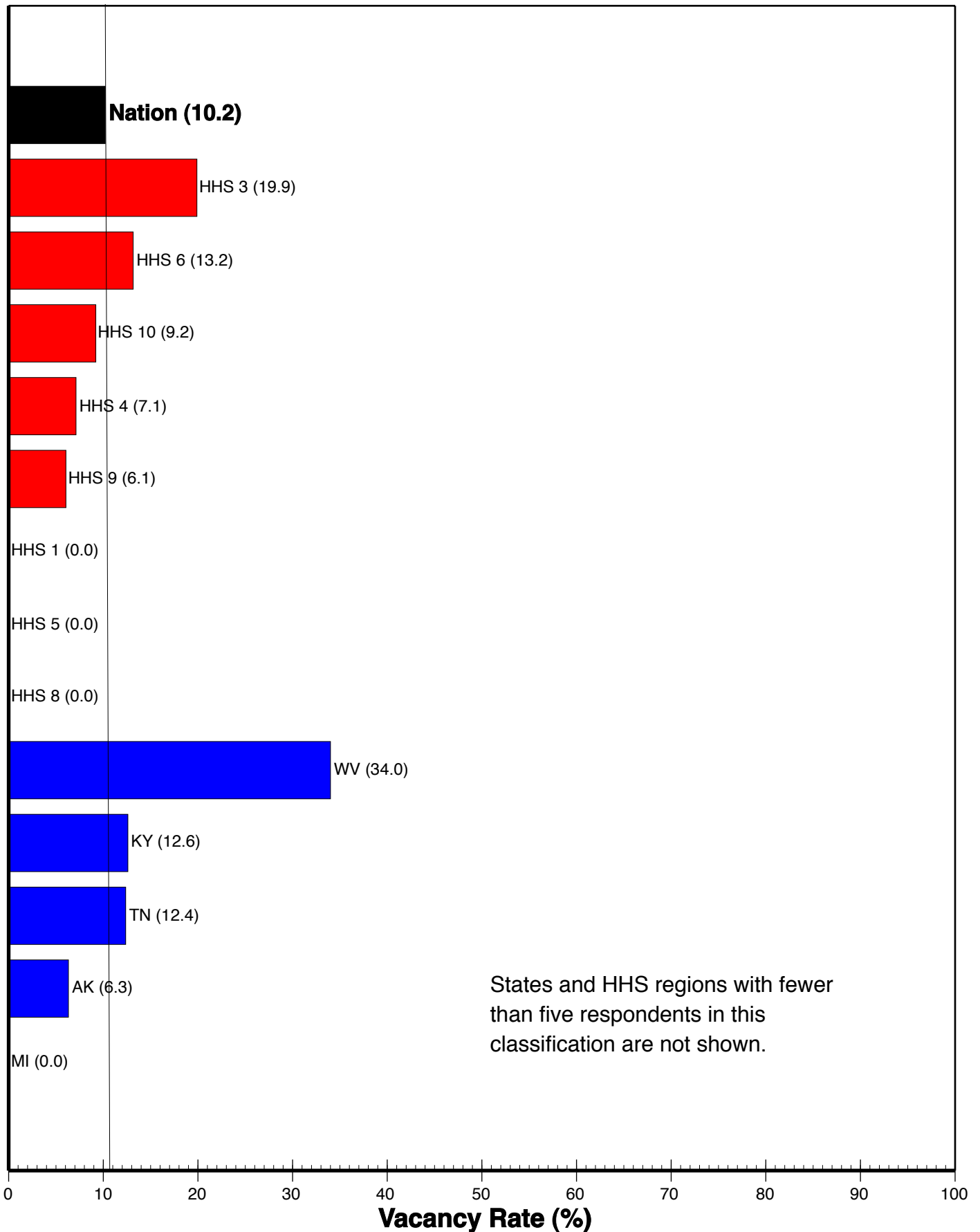


Figure 9a: Physician Assistant Overall Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

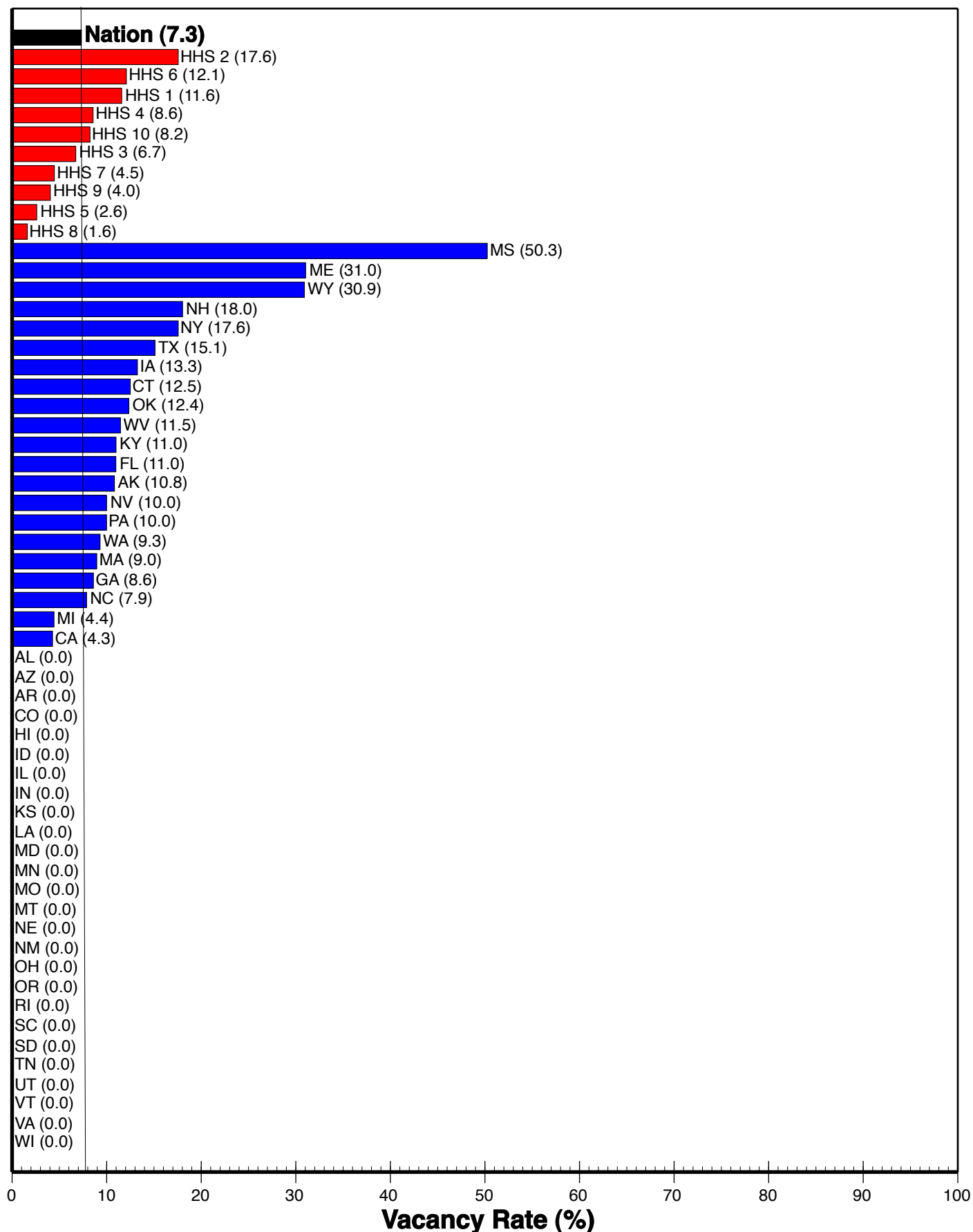


Figure 9b: Physician Assistant Urban Vacancy Rate by Geography
(2004 Federally Funded Health Center Survey)

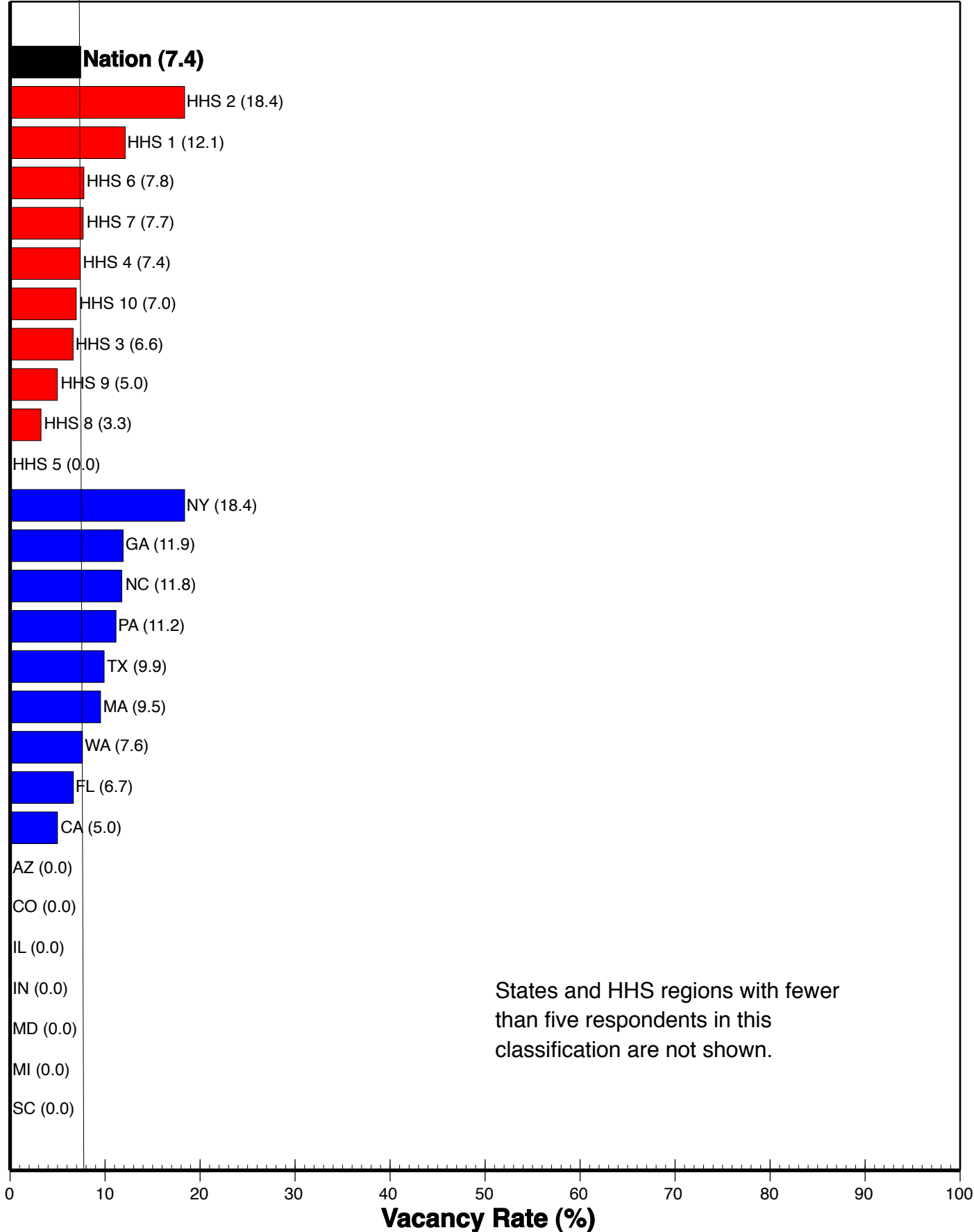


Figure 9c: Physician Assistant Rural Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

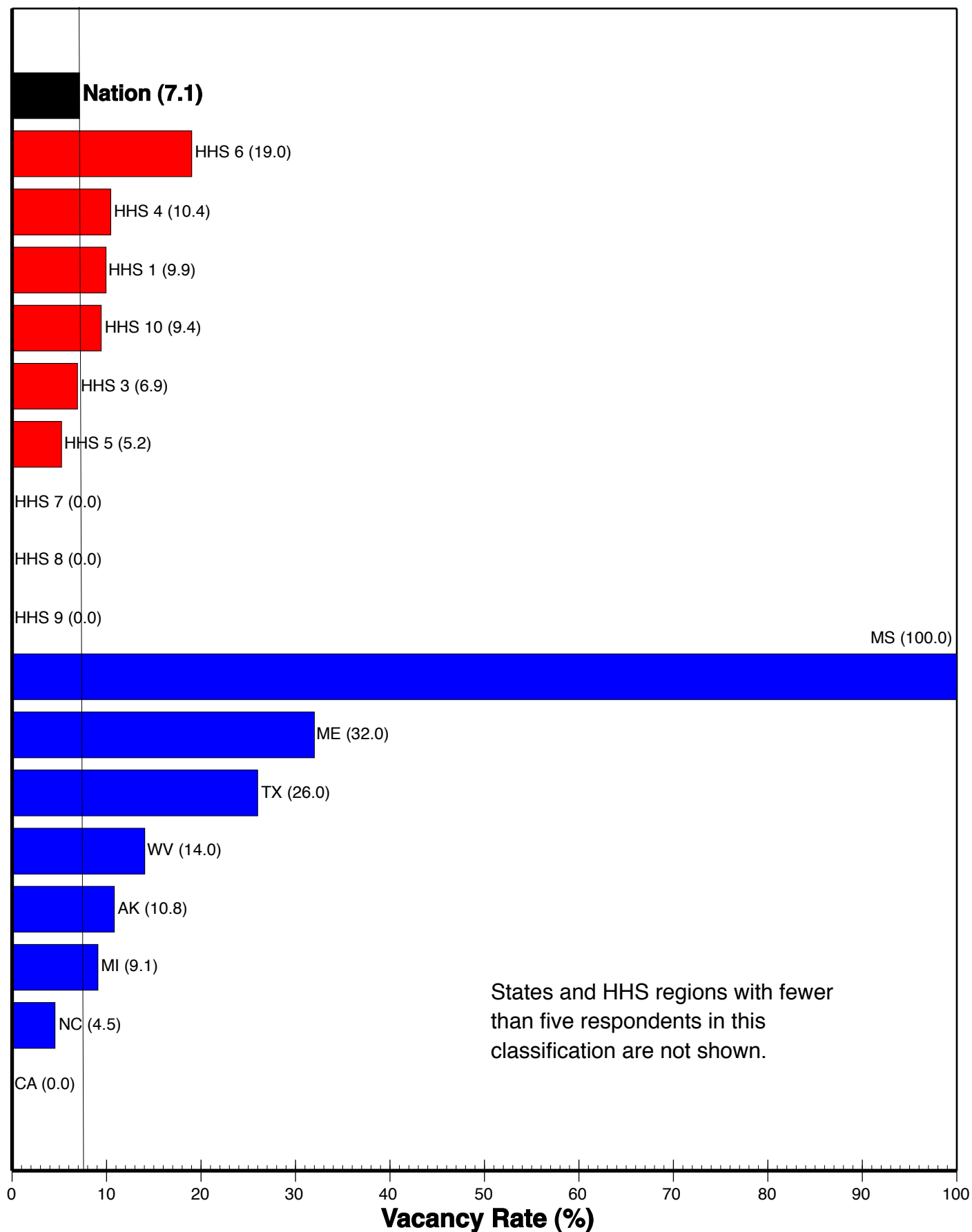


Figure 9d: Physician Assistant Large Rural Vacancy Rate by Geography
(2004 Federally Funded Health Center Survey)

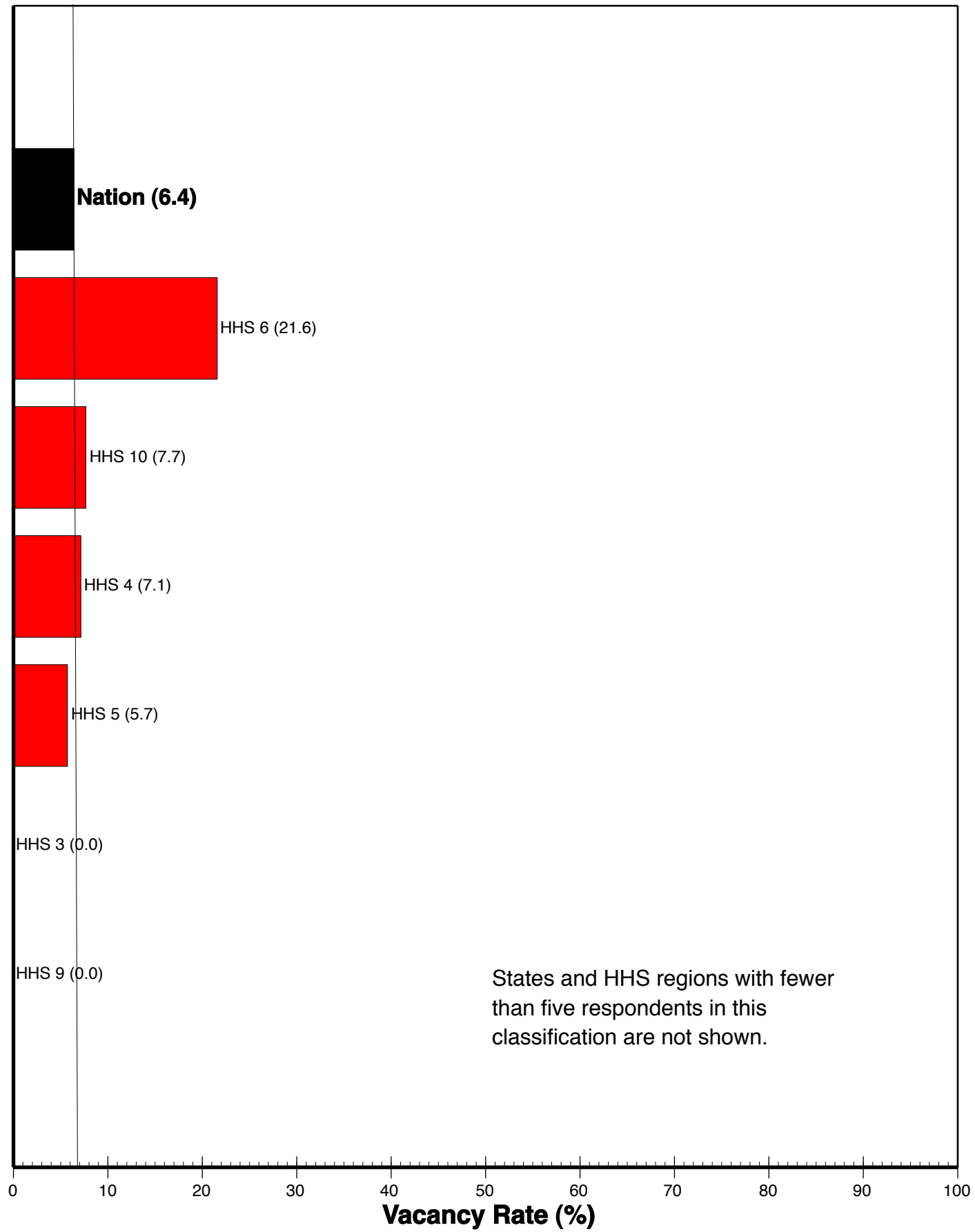


Figure 9e: Physician Assistant Small/Isolated Small Rural Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

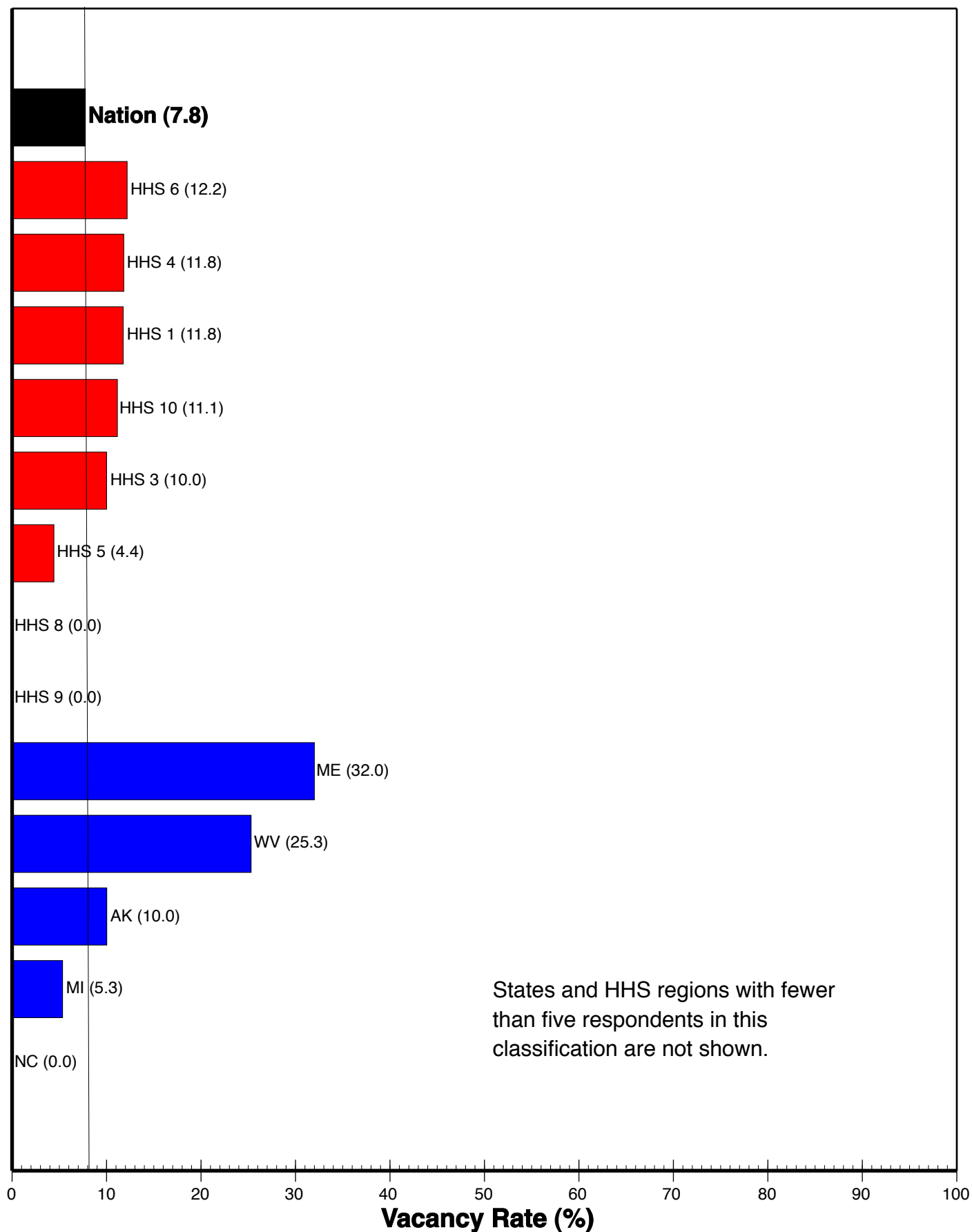


Figure 10a: Registered Nurse Overall Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

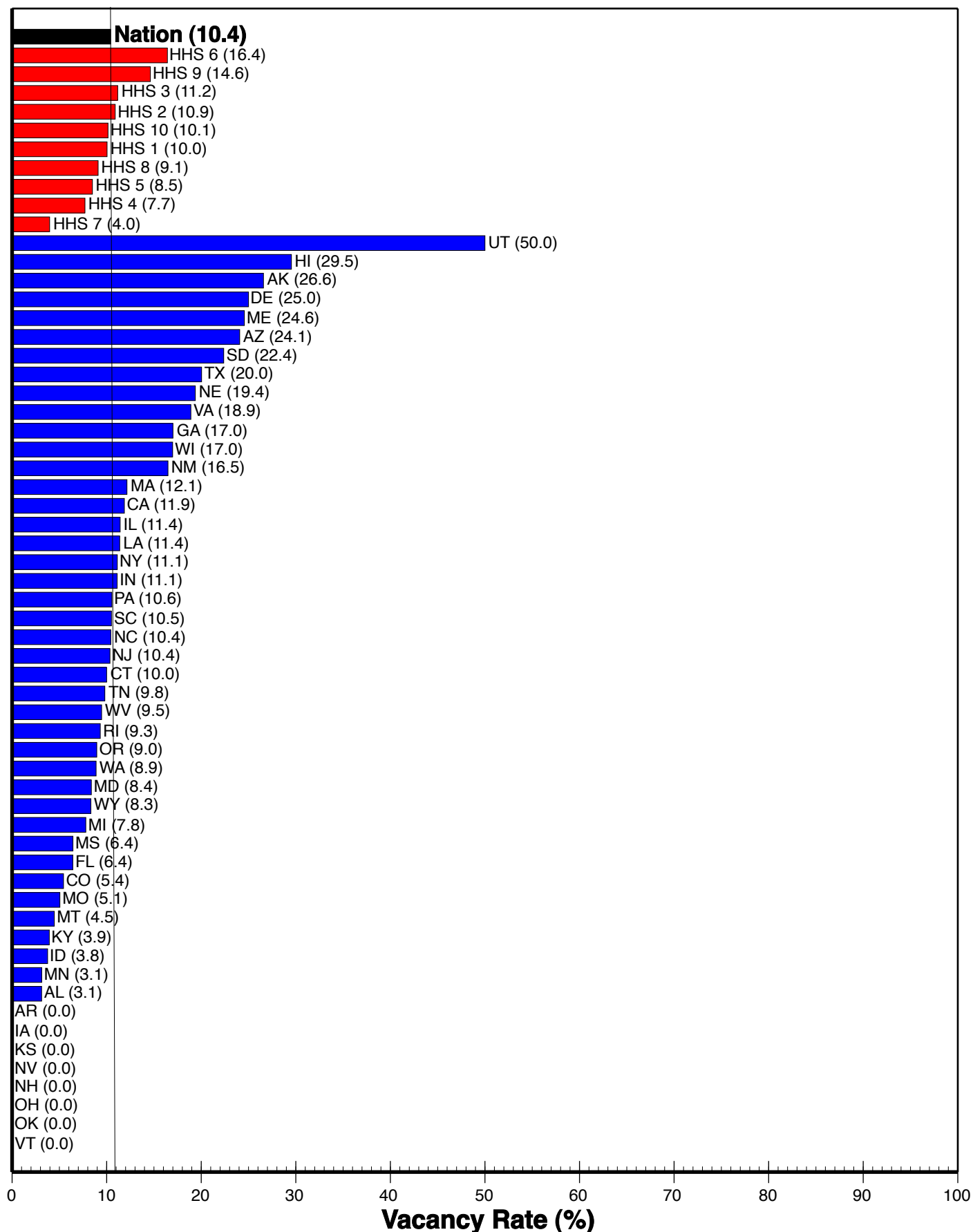


Figure 10b: Registered Nurse Urban Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

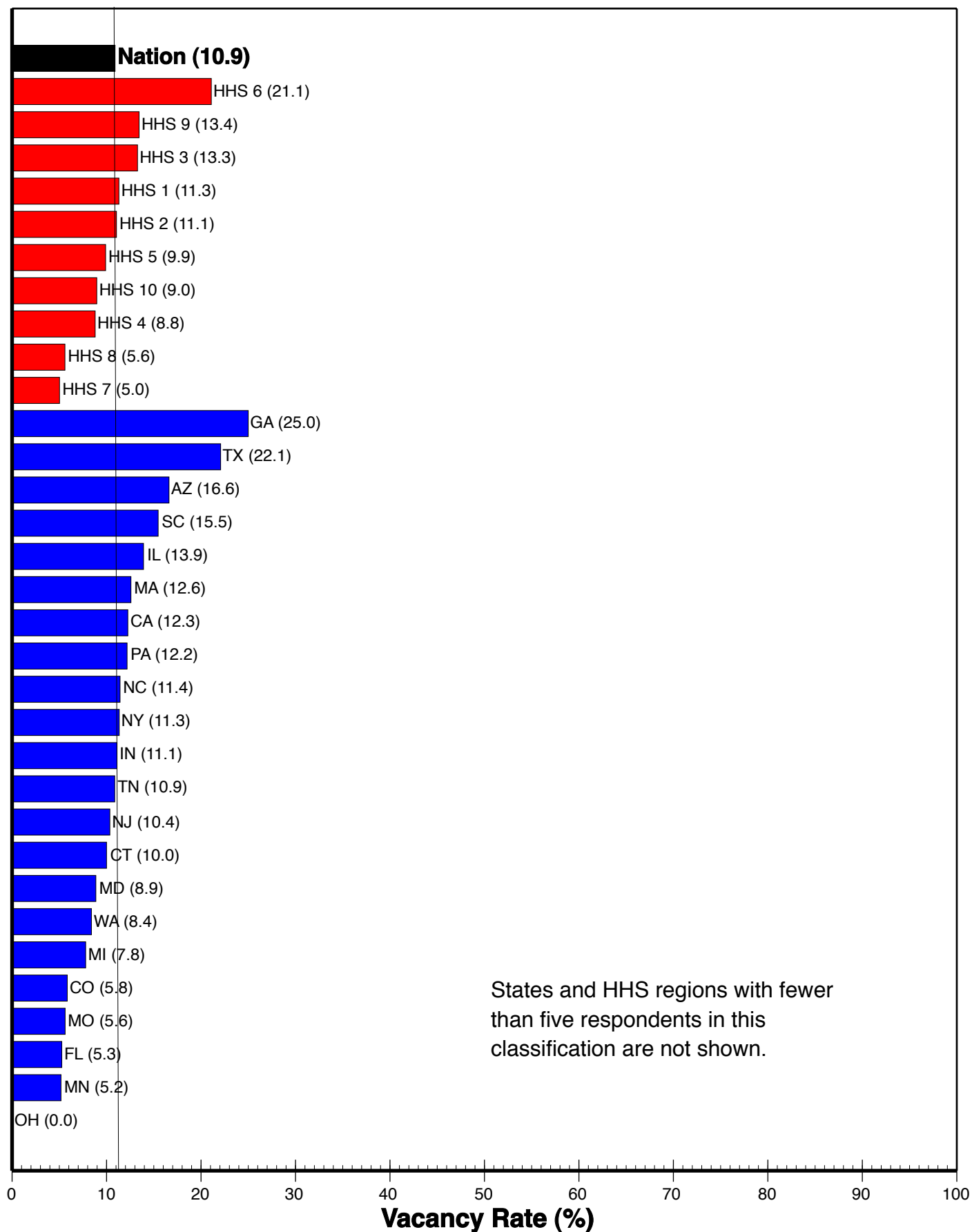


Figure 10c: Registered Nurse Rural Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

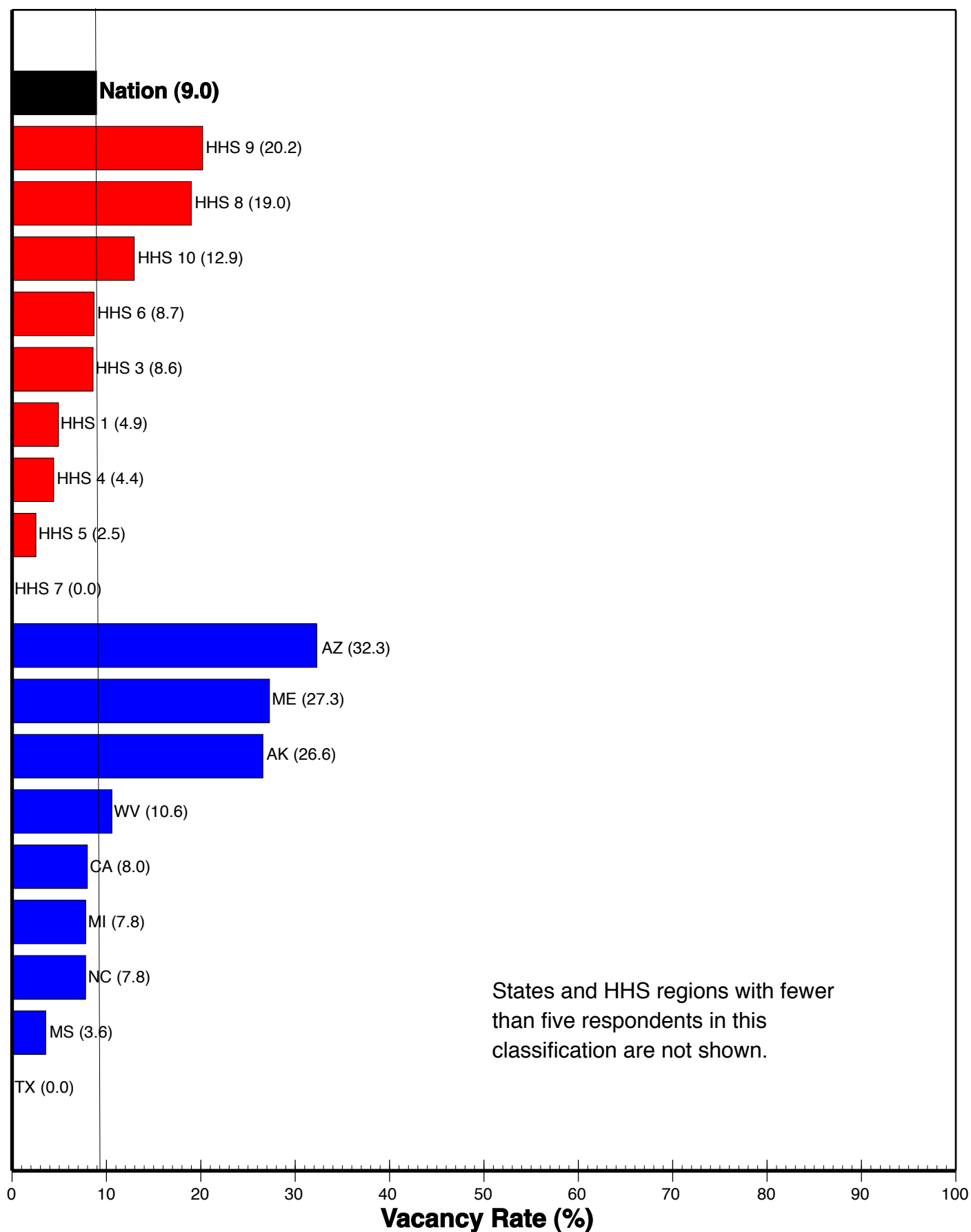


Figure 10d: Registered Nurse Large Rural Vacancy Rate by Geography
(2004 Federally Funded Health Center Survey)

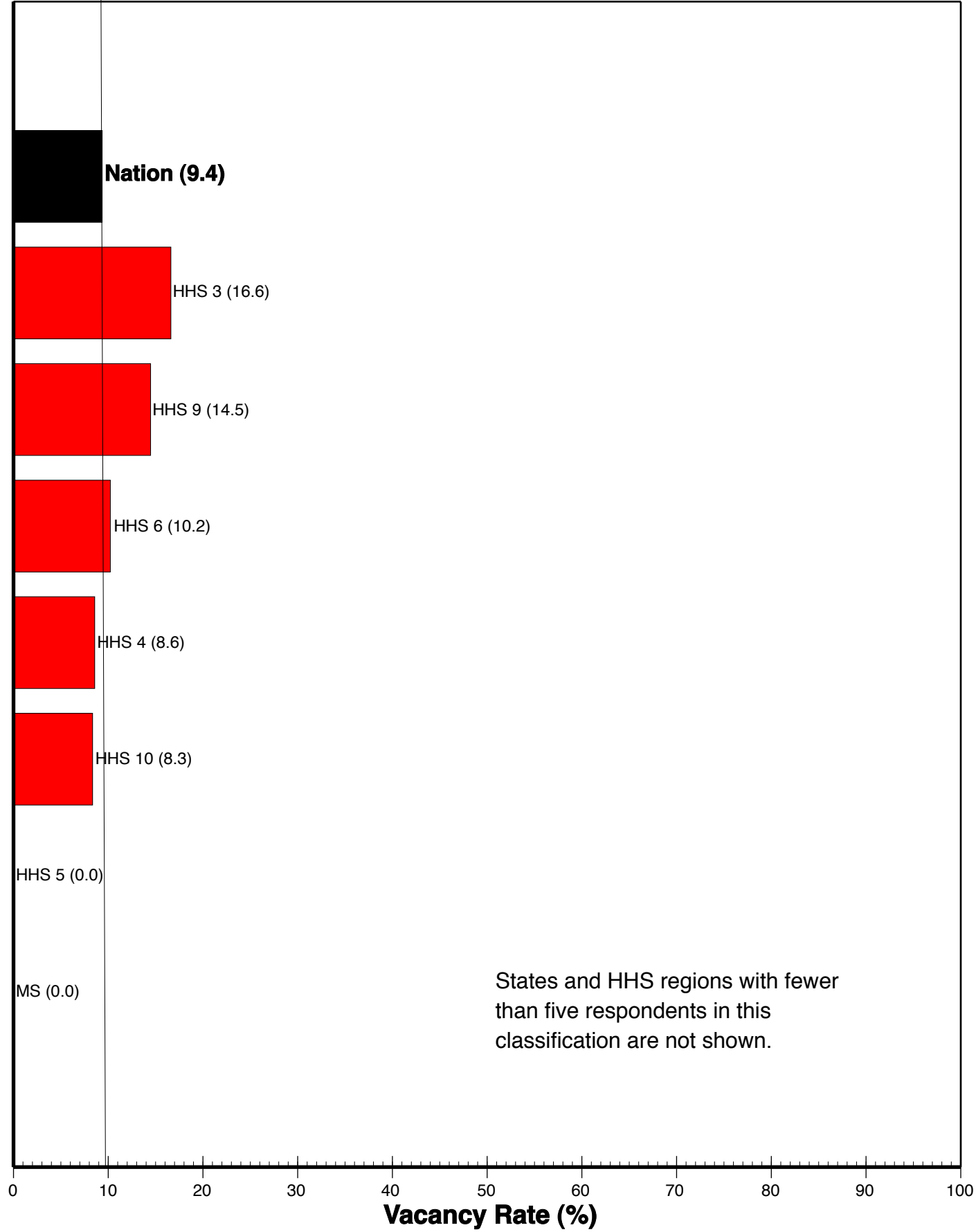


Figure 10e: Registered Nurse Small/Isolated Small Rural Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

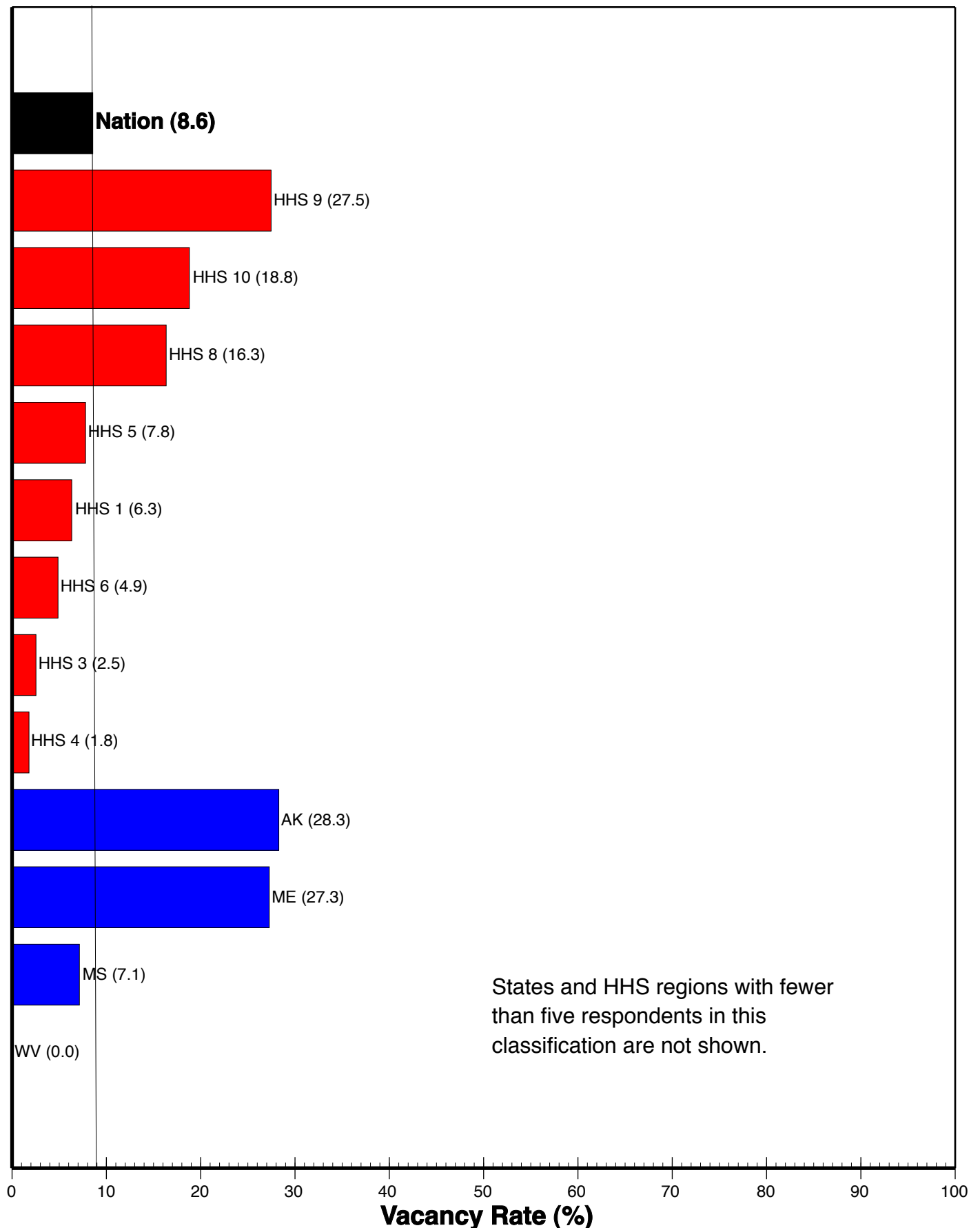


Figure 11a: Pharmacist Overall Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

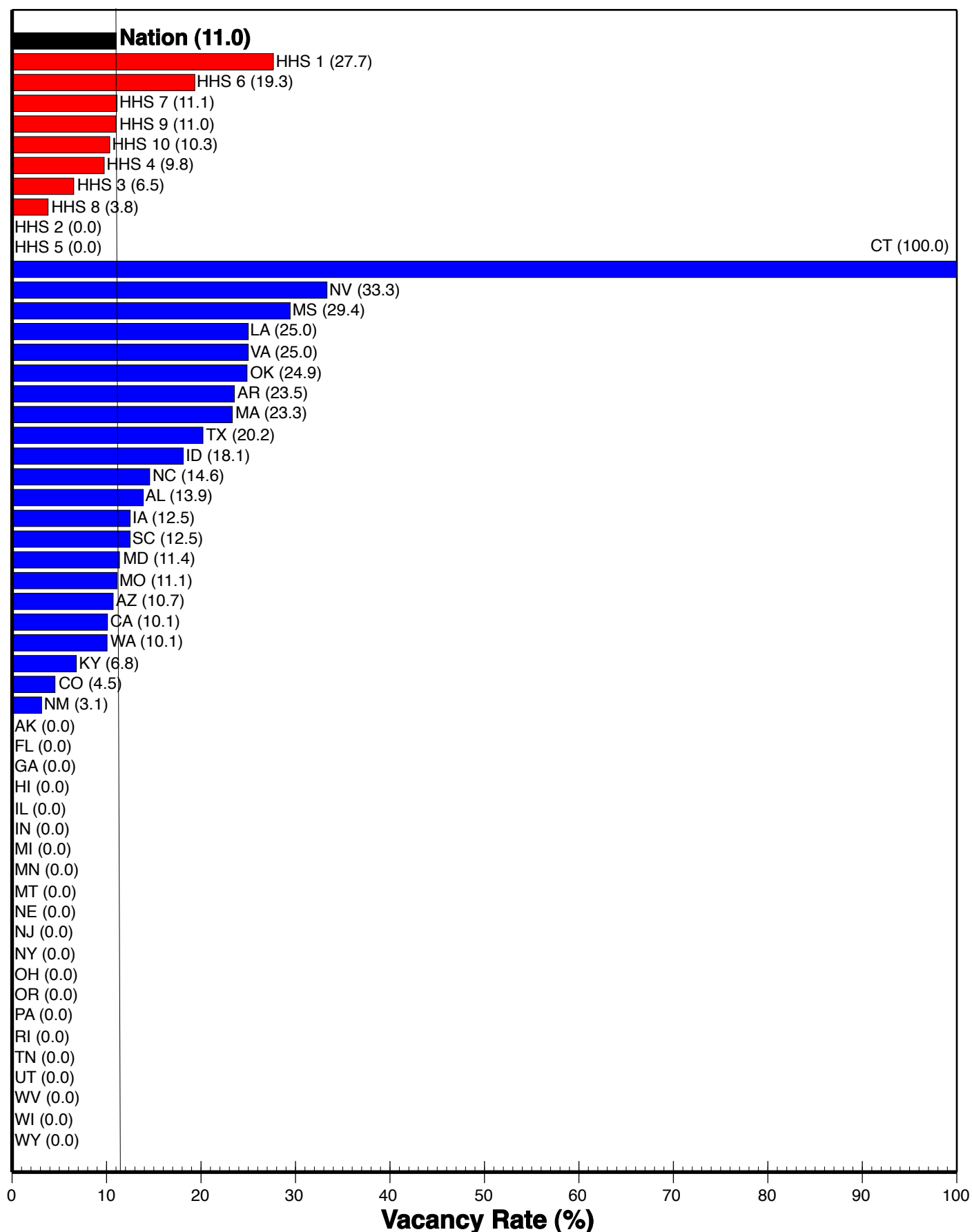


Figure 11b: Pharmacist Urban Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

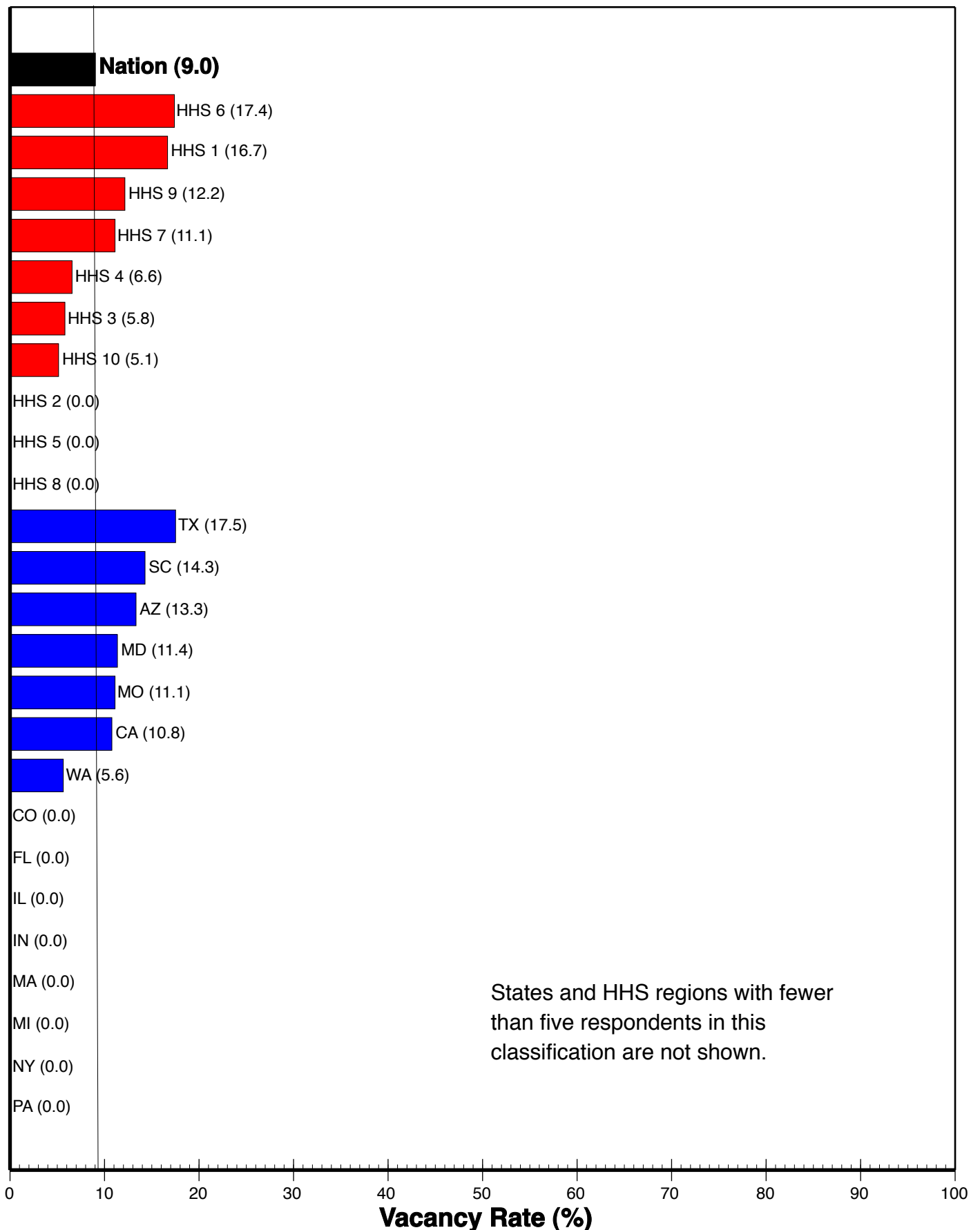


Figure 11c: Pharmacist Rural Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

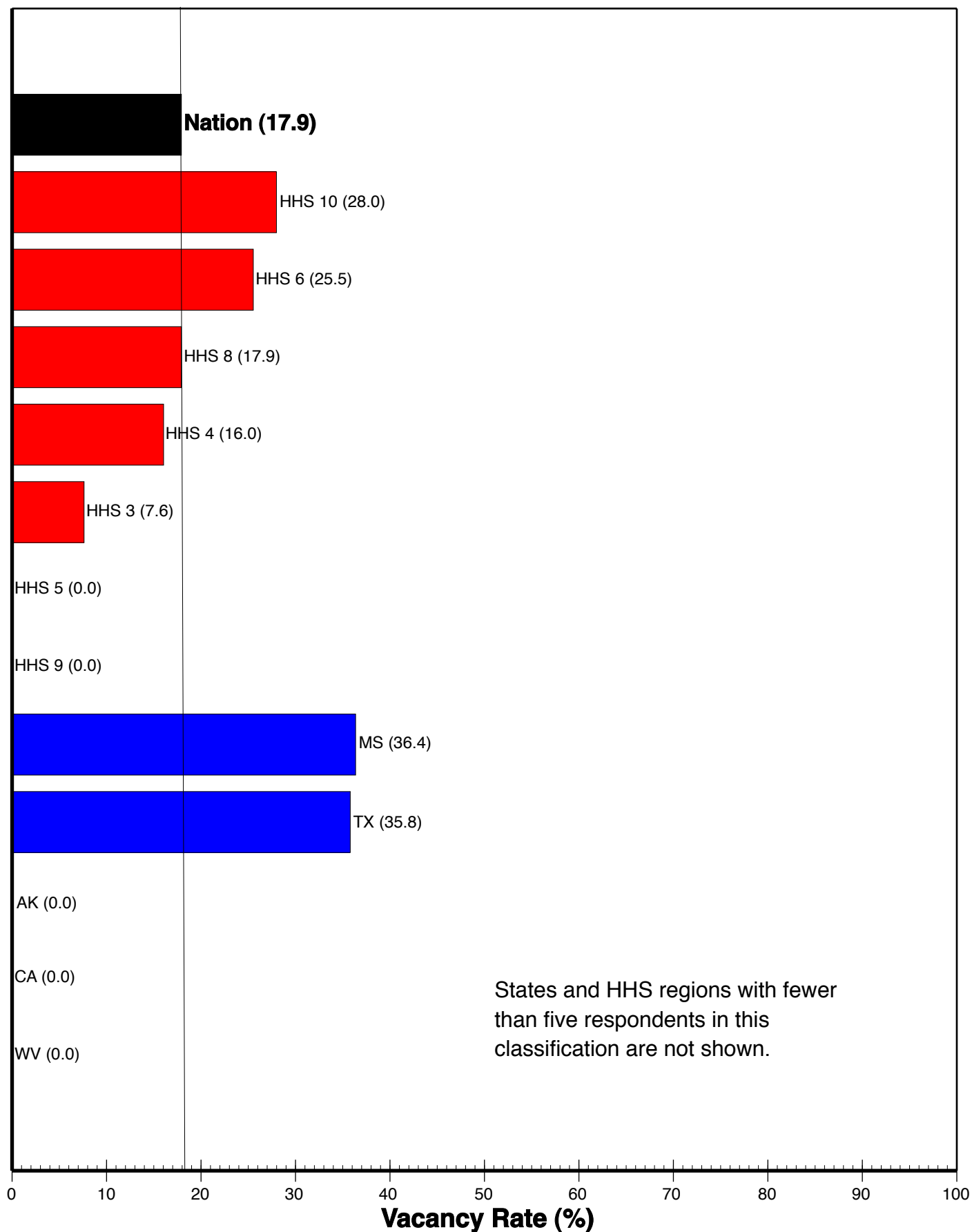


Figure 11d: Pharmacist Large Rural Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

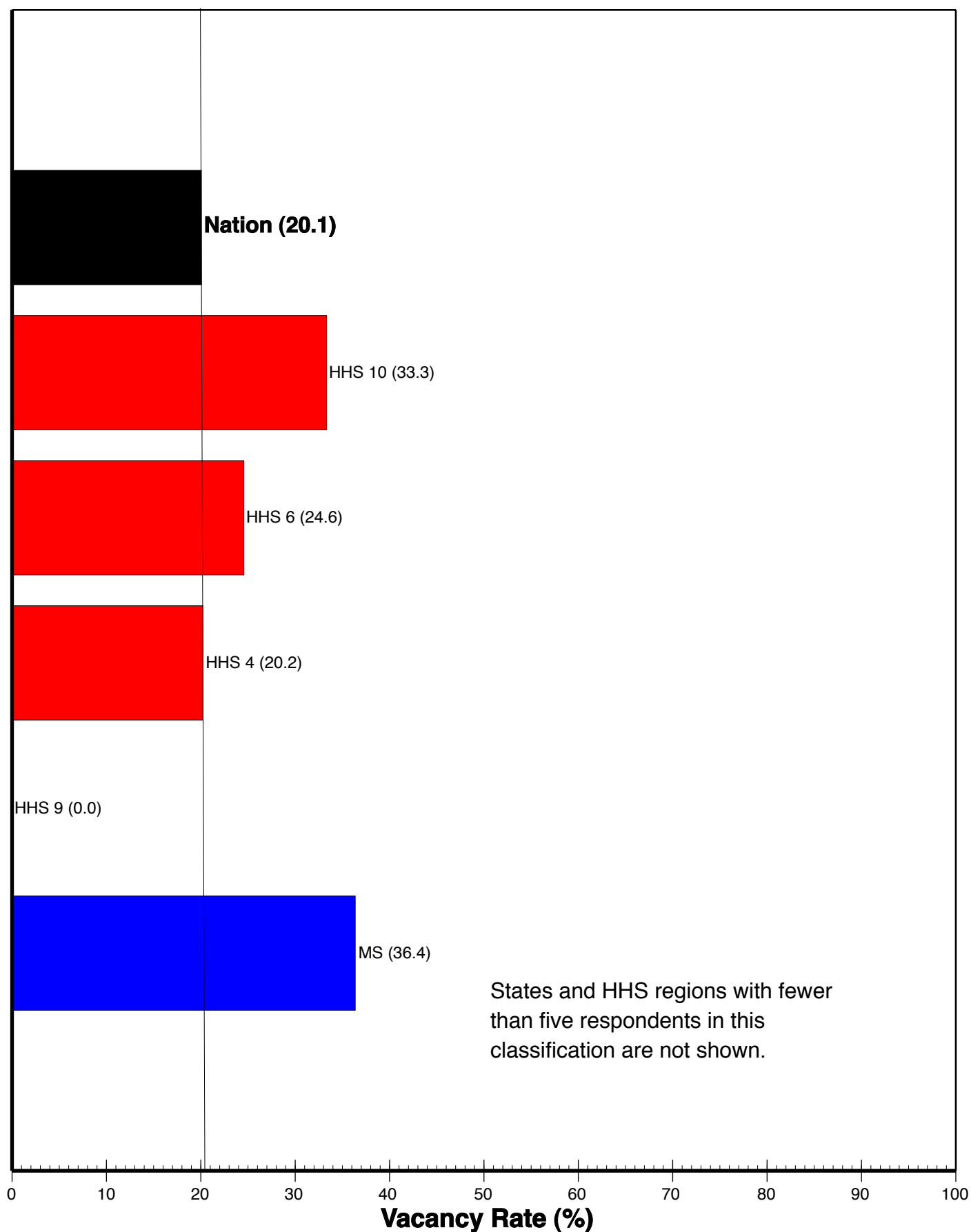


Figure 11e: Pharmacist Small/Isolated Small Rural Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

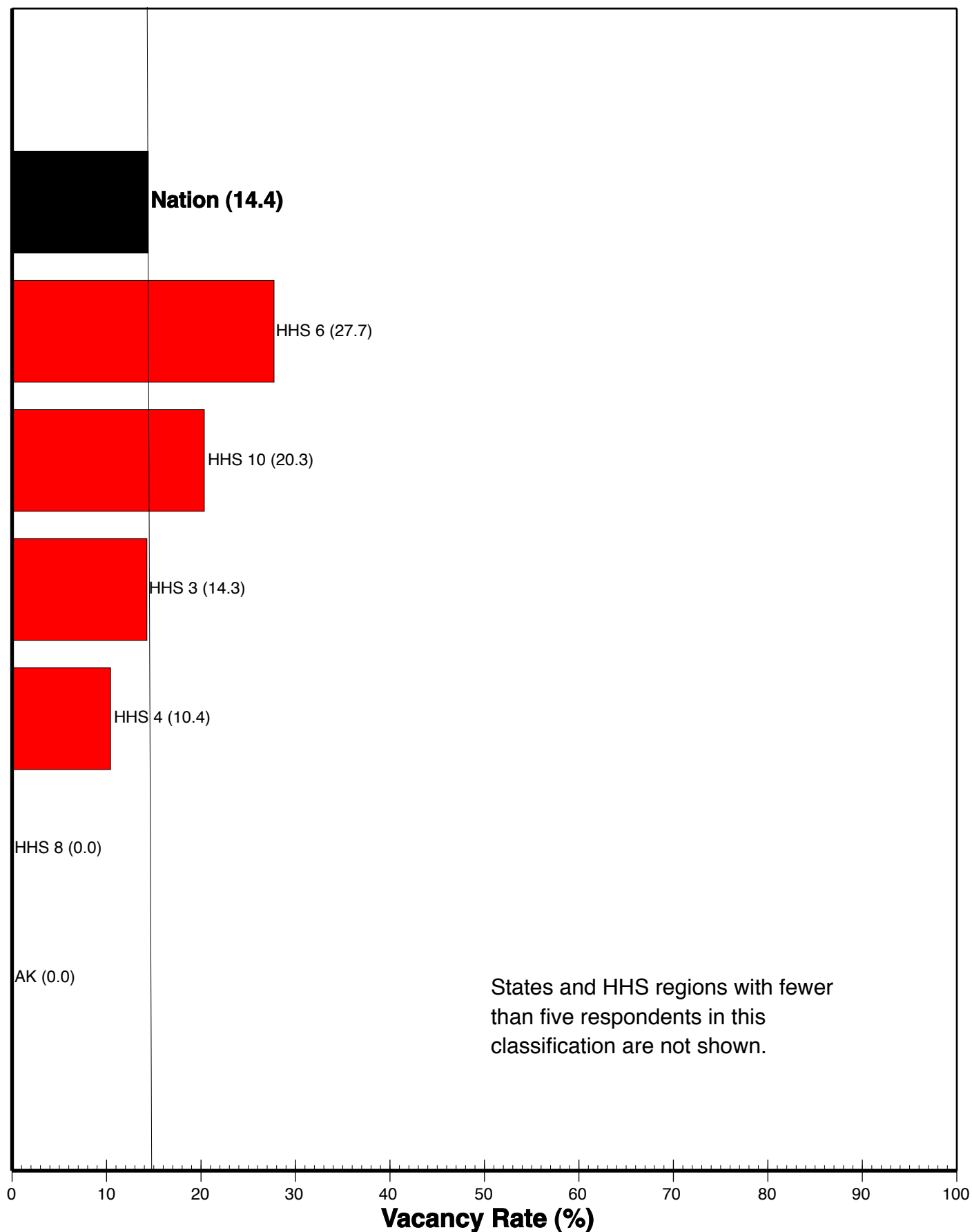


Figure 12a: Mental Health Provider Overall Vacancy Rate by Geography
(2004 Federally Funded Health Center Survey)

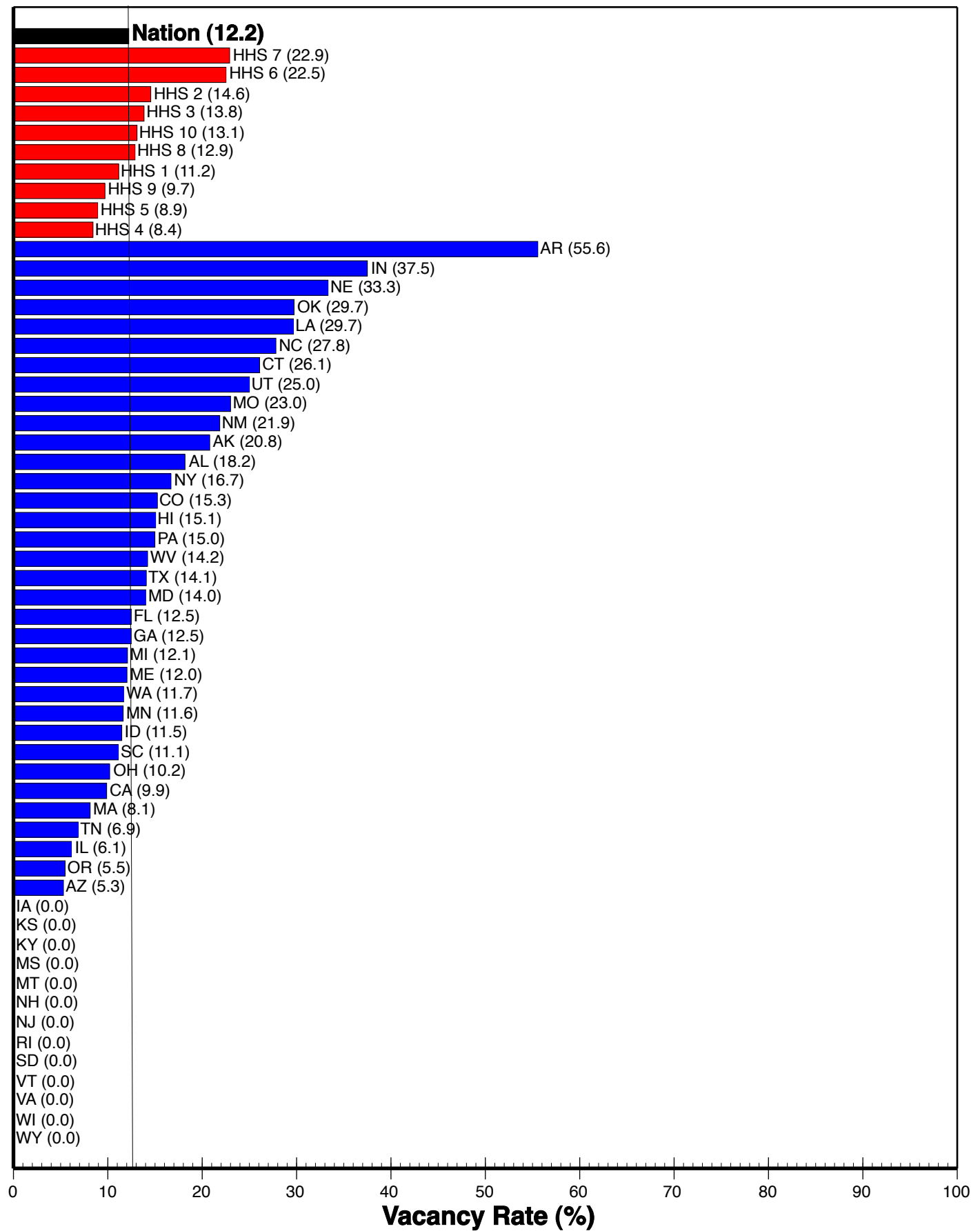


Figure 12b: Mental Health Provider Urban Vacancy Rate by Geography
(2004 Federally Funded Health Center Survey)

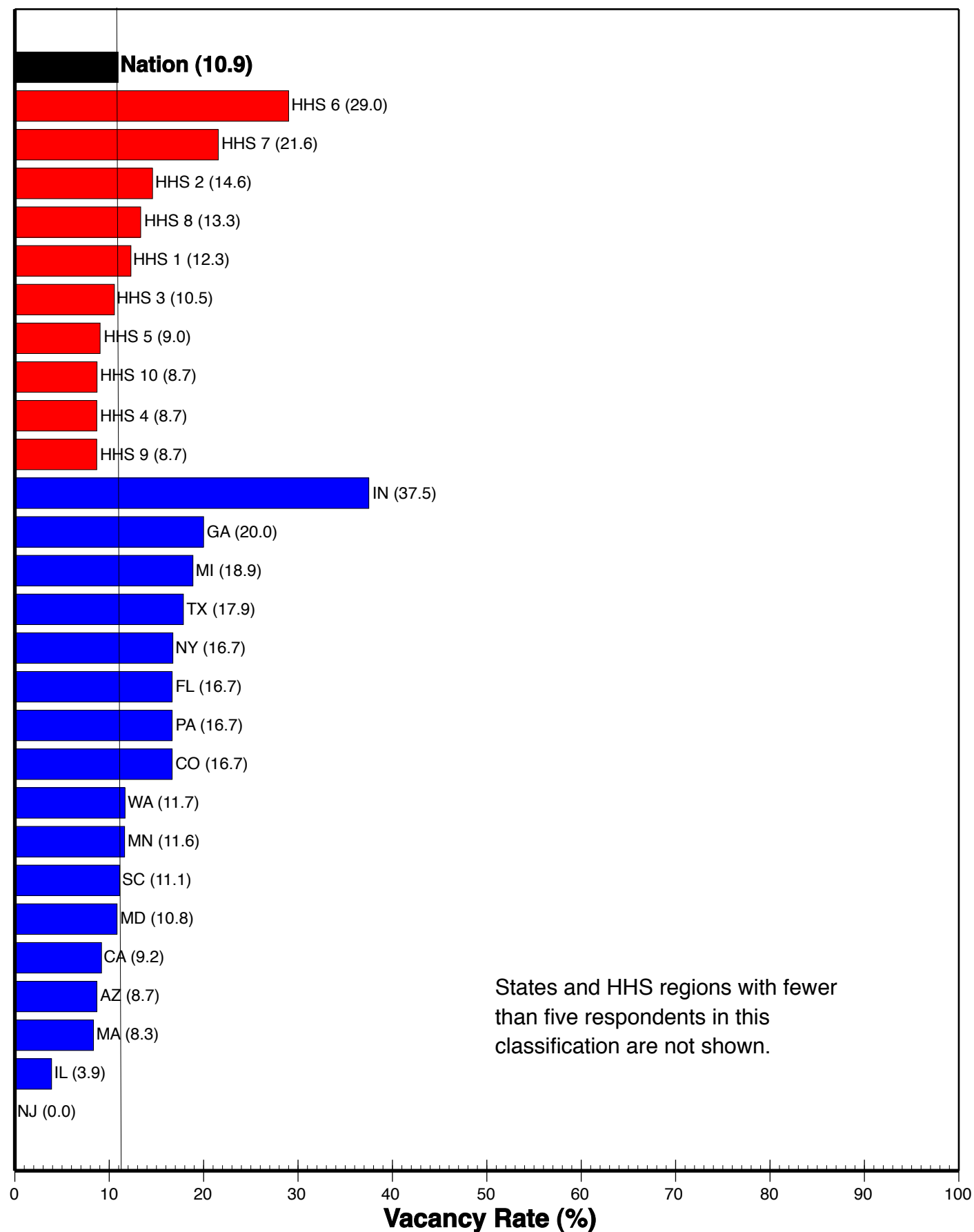
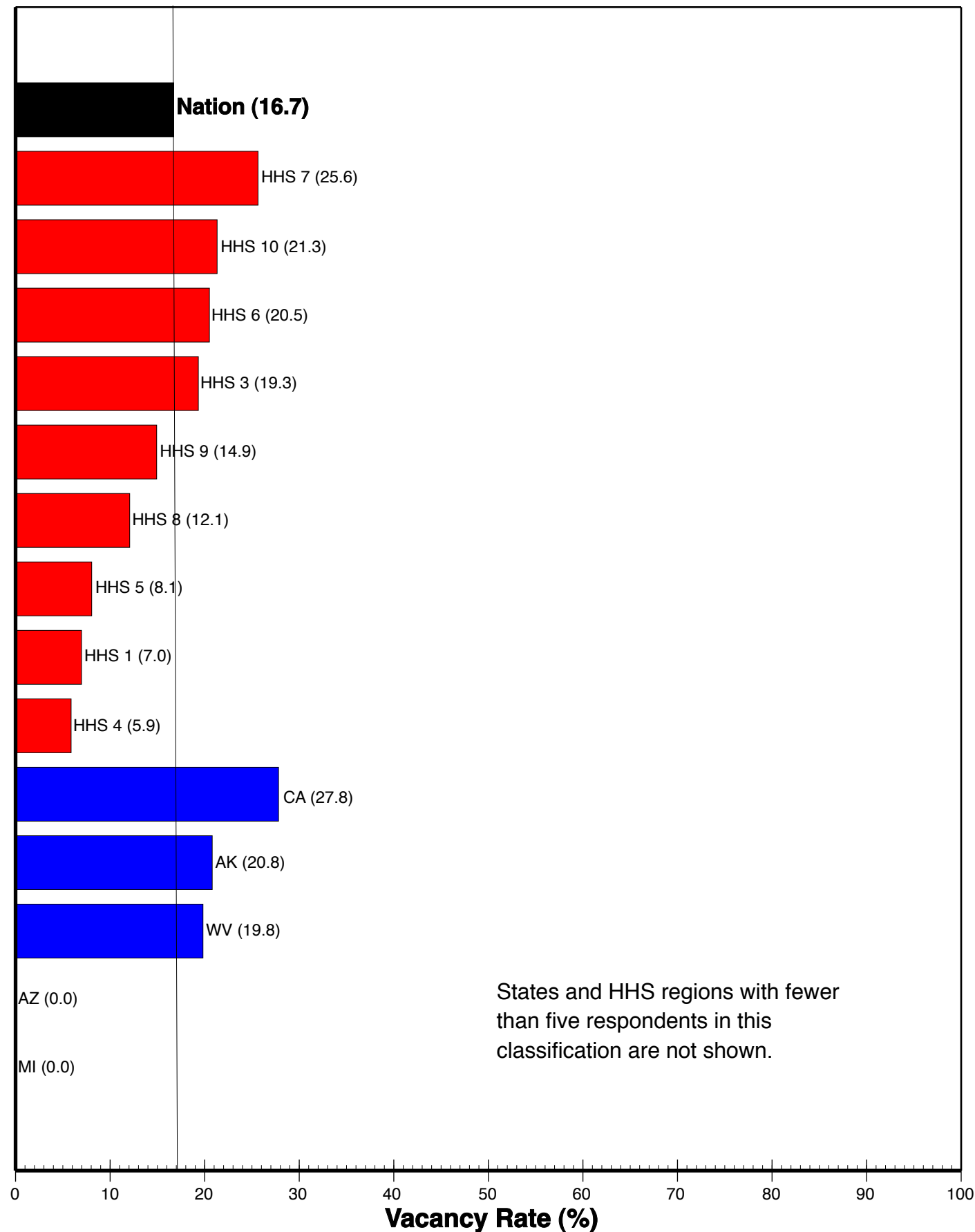


Figure 12c: Mental Health Provider Rural Vacancy Rate by Geography
(2004 Federally Funded Health Center Survey)



**Figure 12d: Mental Health Provider Large Rural
Vacancy Rate by Geography**
(2004 Federally Funded Health Center Survey)

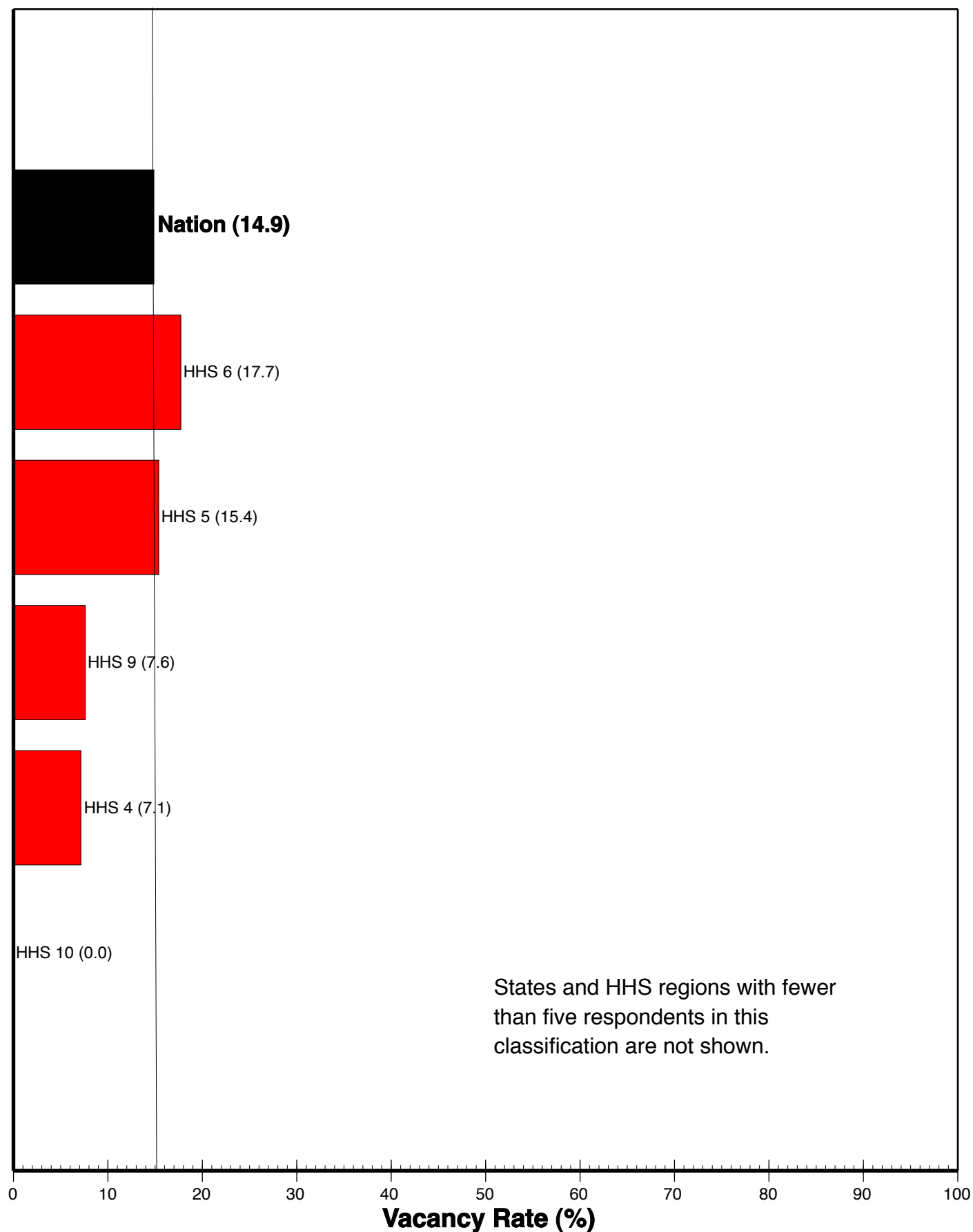


Figure 12e: Mental Health Provider Small/Isolated Small Rural Vacancy Rate by Geography

(2004 Federally Funded Health Center Survey)

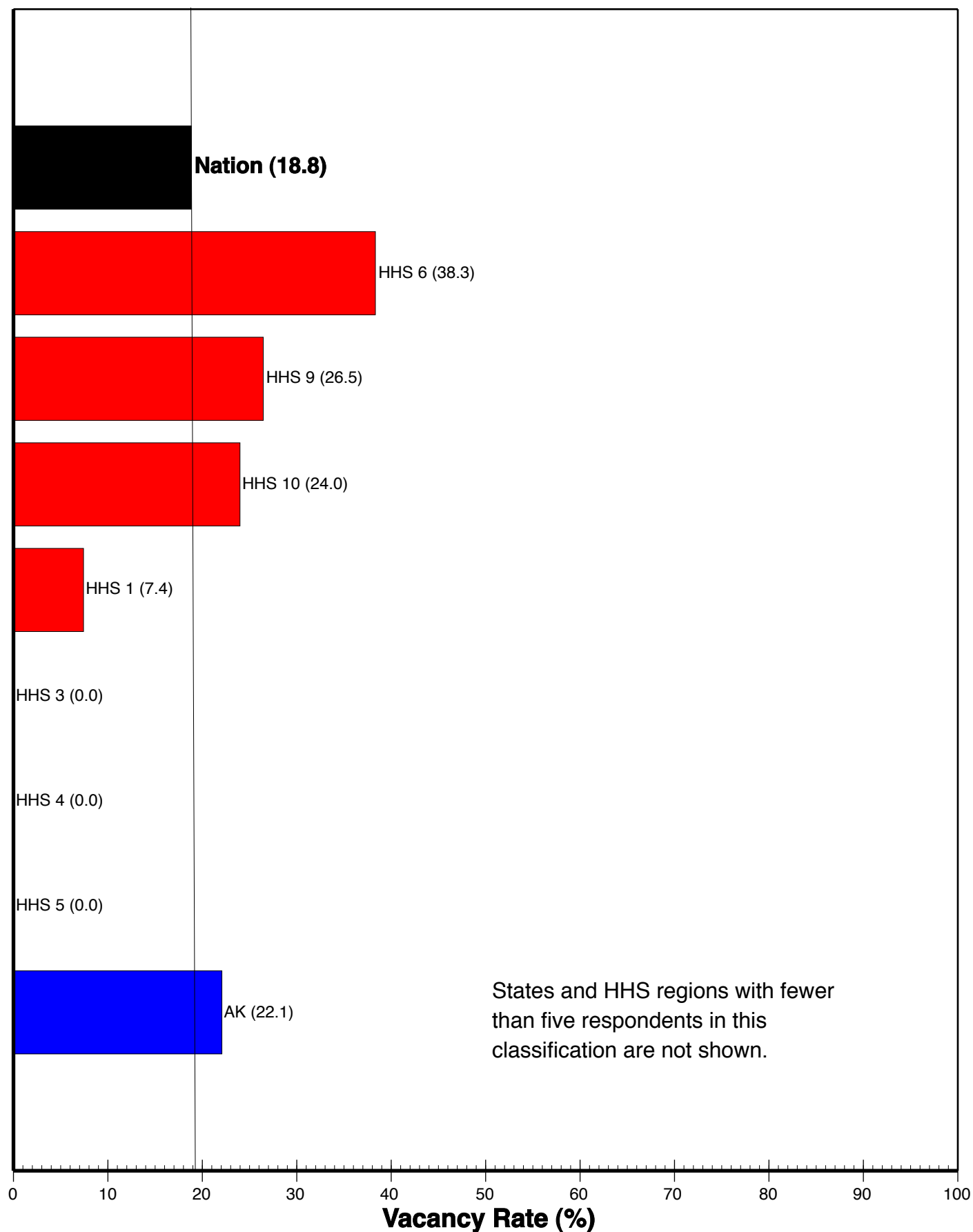


Figure 13a: Perceived Importance of Factors Affecting Recruitment of Physicians to Community Health Centers by Geographic Location

(Overall)

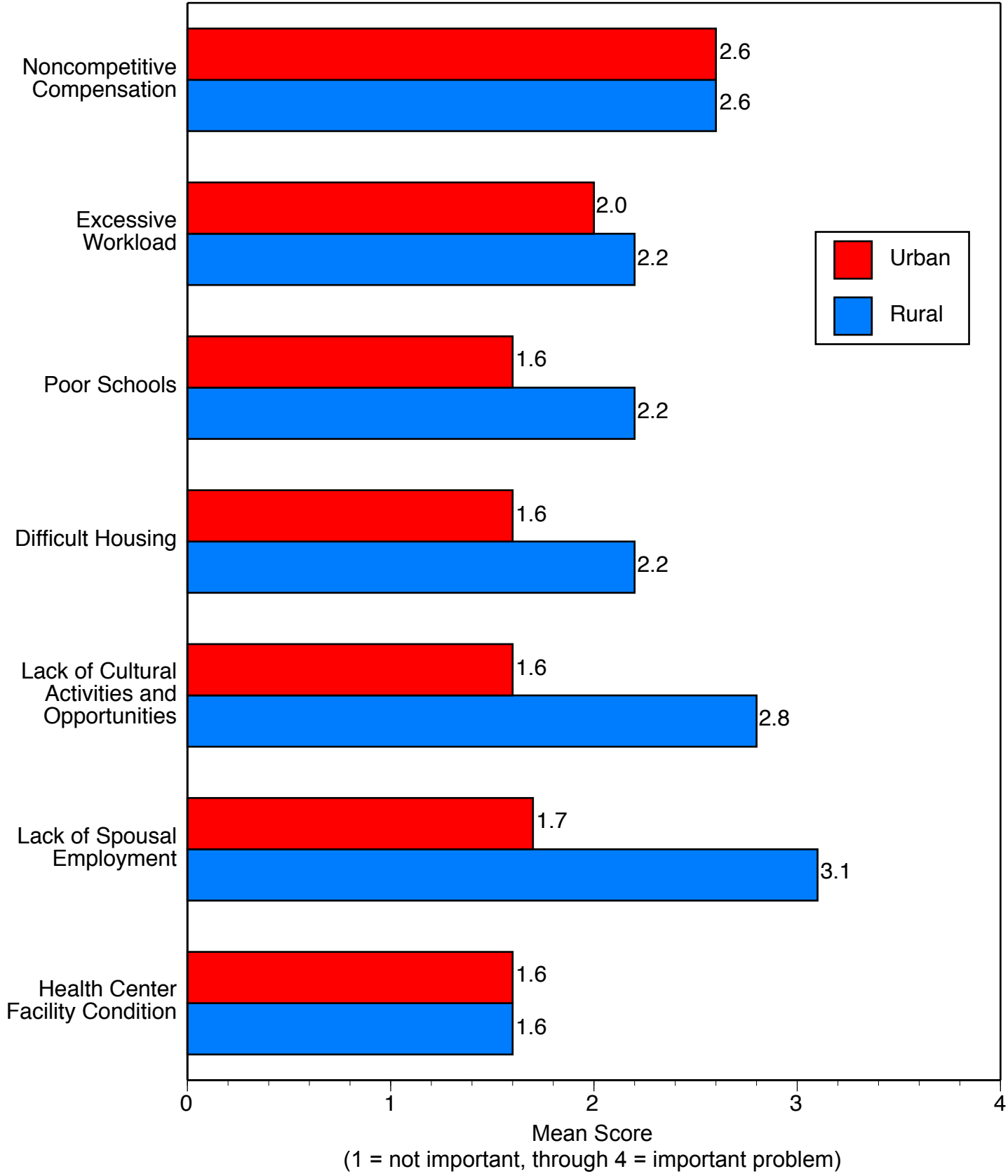


Figure 13b: Perceived Importance of Factors Affecting Recruitment of Physicians to Community Health Centers by Geographic Location

(HHS Region 1)

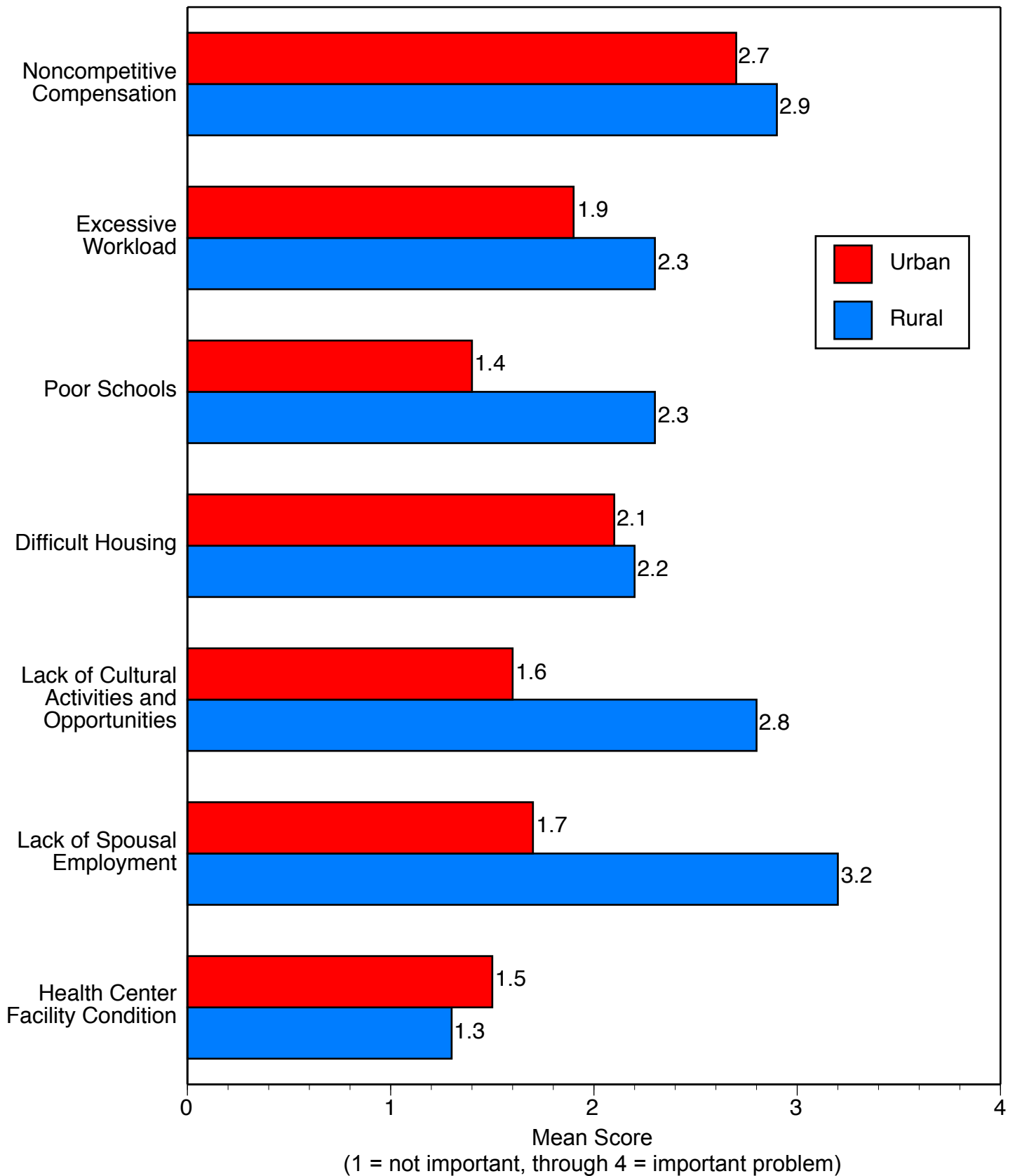


Figure 13c: Perceived Importance of Factors Affecting Recruitment of Physicians to Community Health Centers by Geographic Location

(HHS Region 2)

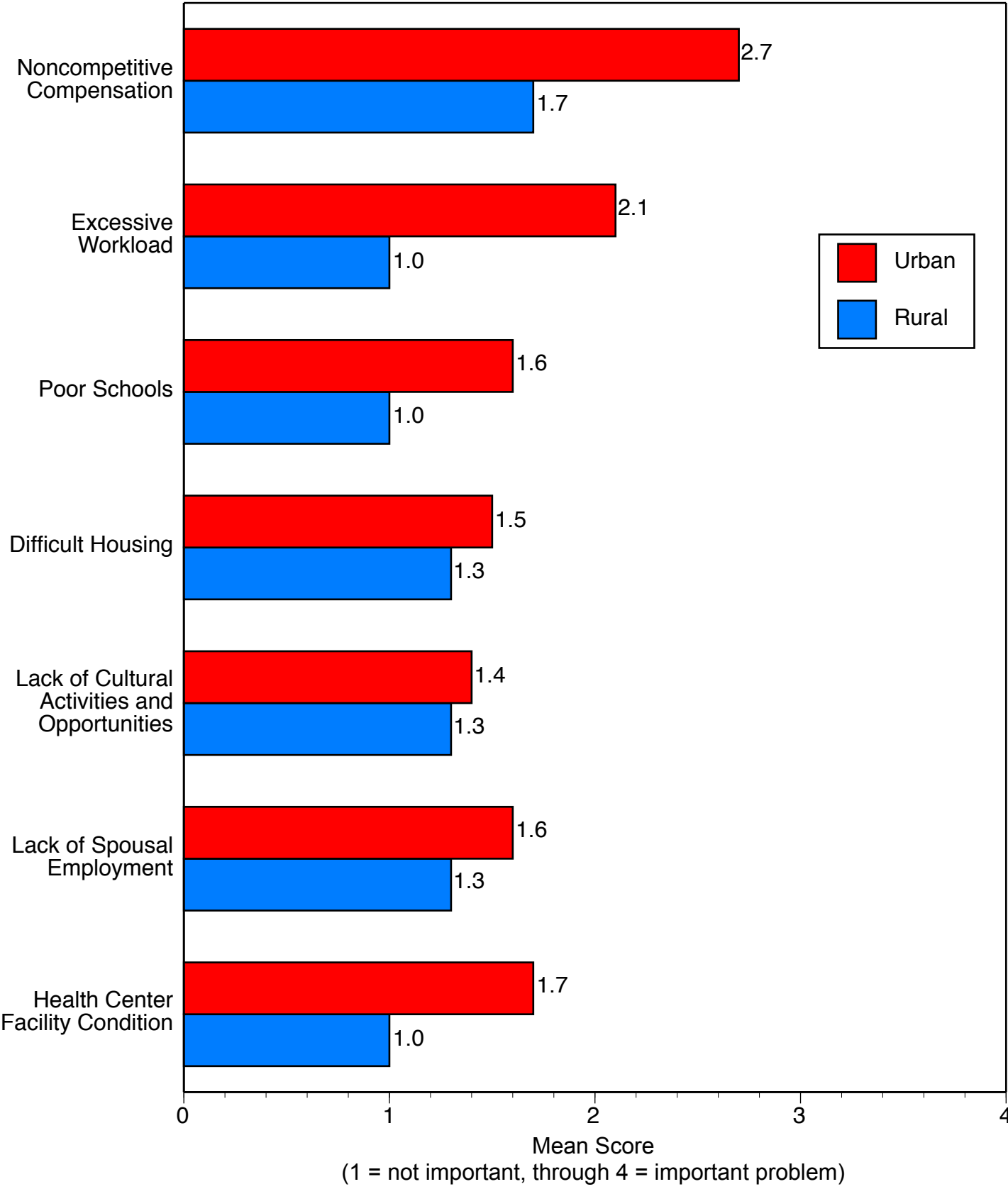


Figure 13d: Perceived Importance of Factors Affecting Recruitment of Physicians to Community Health Centers by Geographic Location

(HHS Region 3)

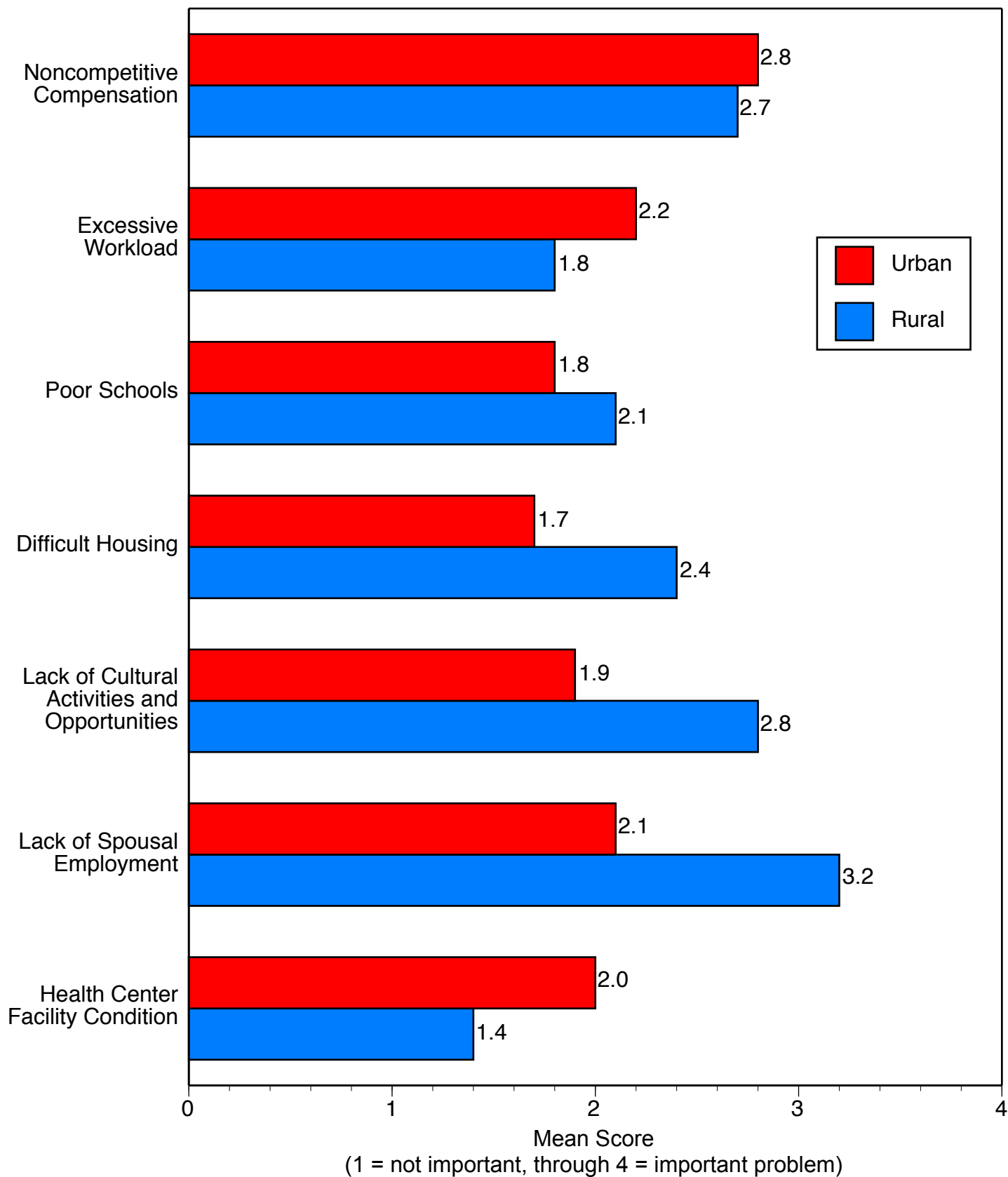


Figure 13e: Perceived Importance of Factors Affecting Recruitment of Physicians to Community Health Centers by Geographic Location

(HHS Region 4)

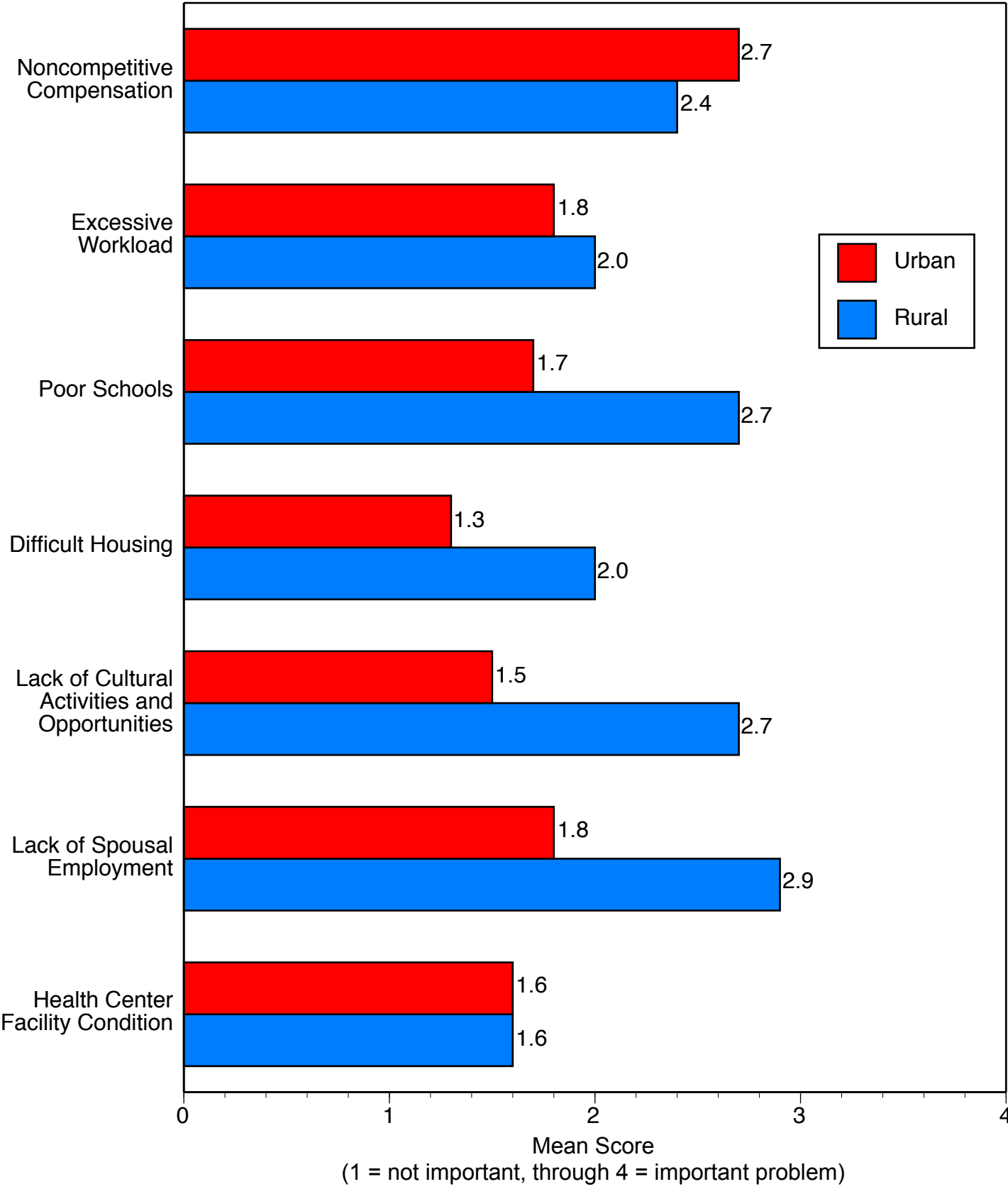


Figure 13f: Perceived Importance of Factors Affecting Recruitment of Physicians to Community Health Centers by Geographic Location

(HHS Region 5)

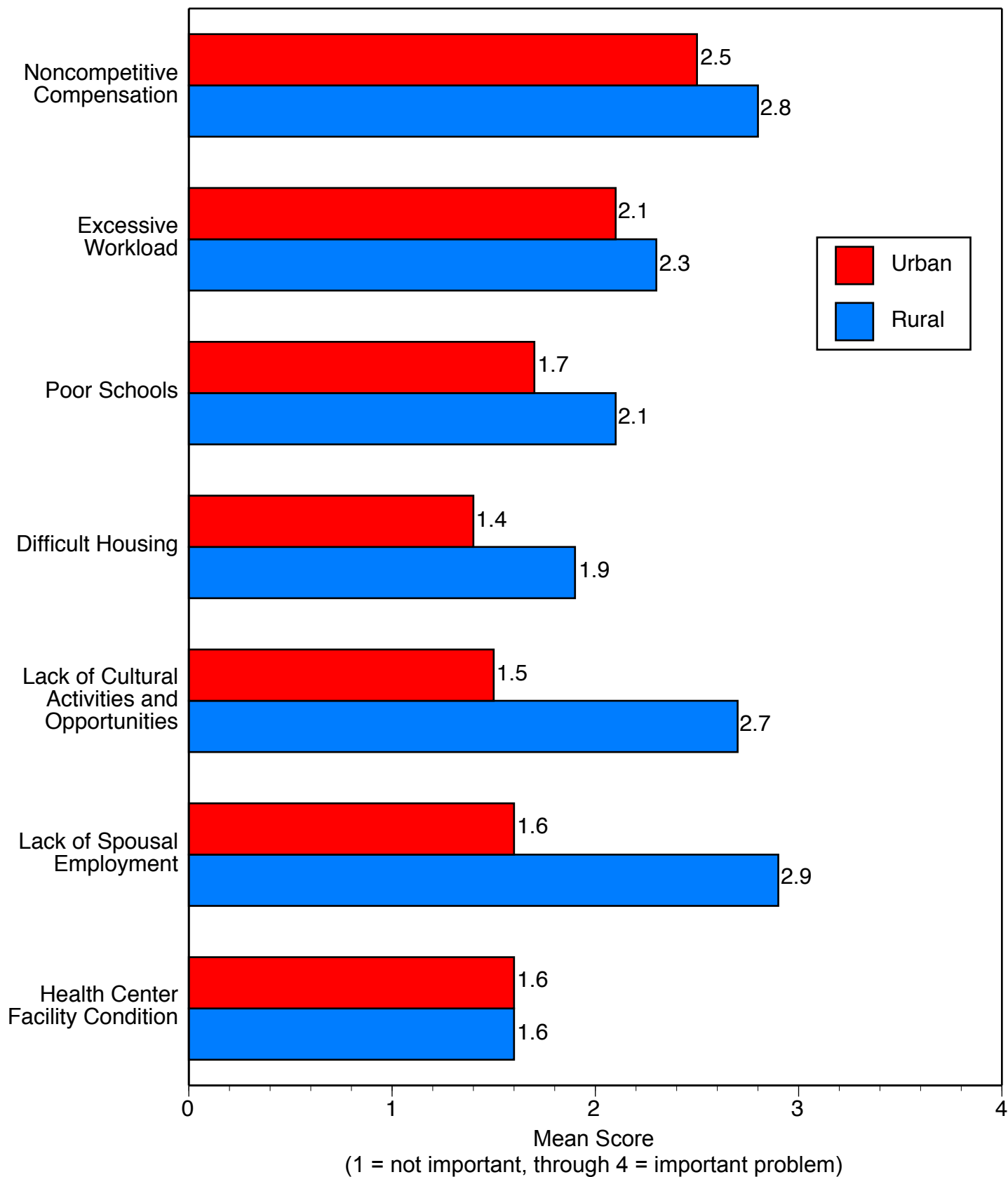


Figure 13g: Perceived Importance of Factors Affecting Recruitment of Physicians to Community Health Centers by Geographic Location

(HHS Region 6)

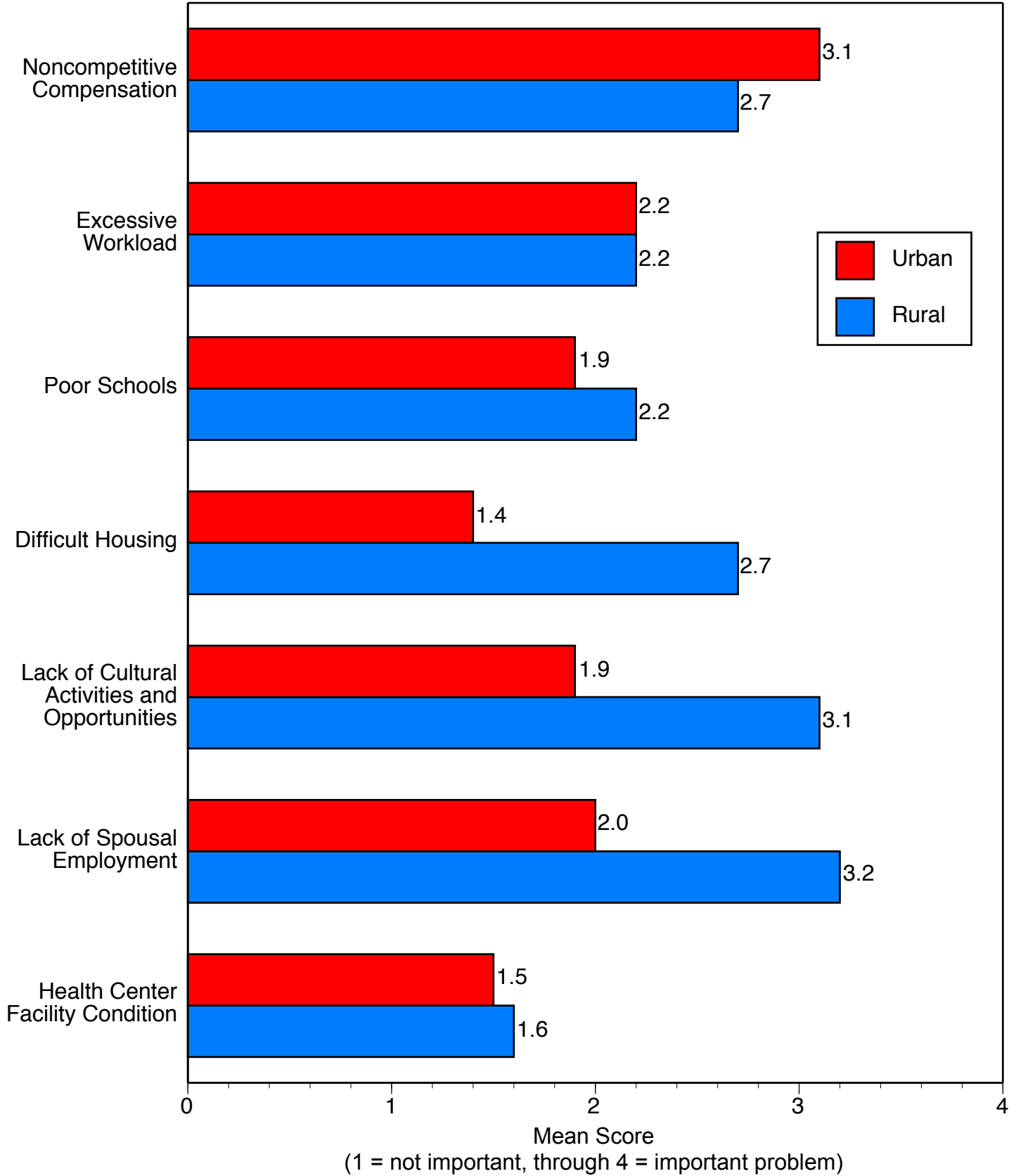


Figure 13h: Perceived Importance of Factors Affecting Recruitment of Physicians to Community Health Centers by Geographic Location

(HHS Region 7)

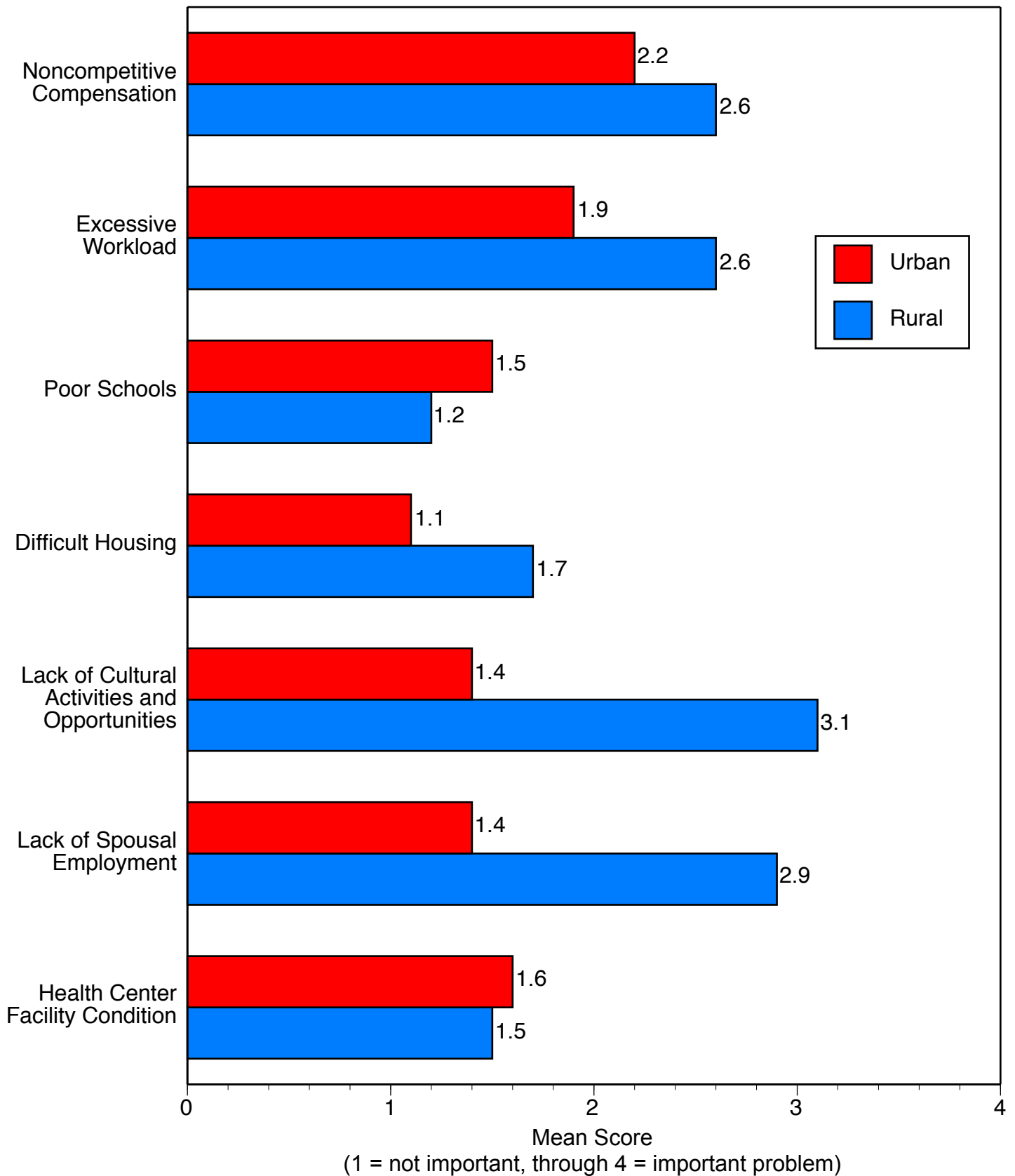


Figure 13i: Perceived Importance of Factors Affecting Recruitment of Physicians to Community Health Centers by Geographic Location

(HHS Region 8)

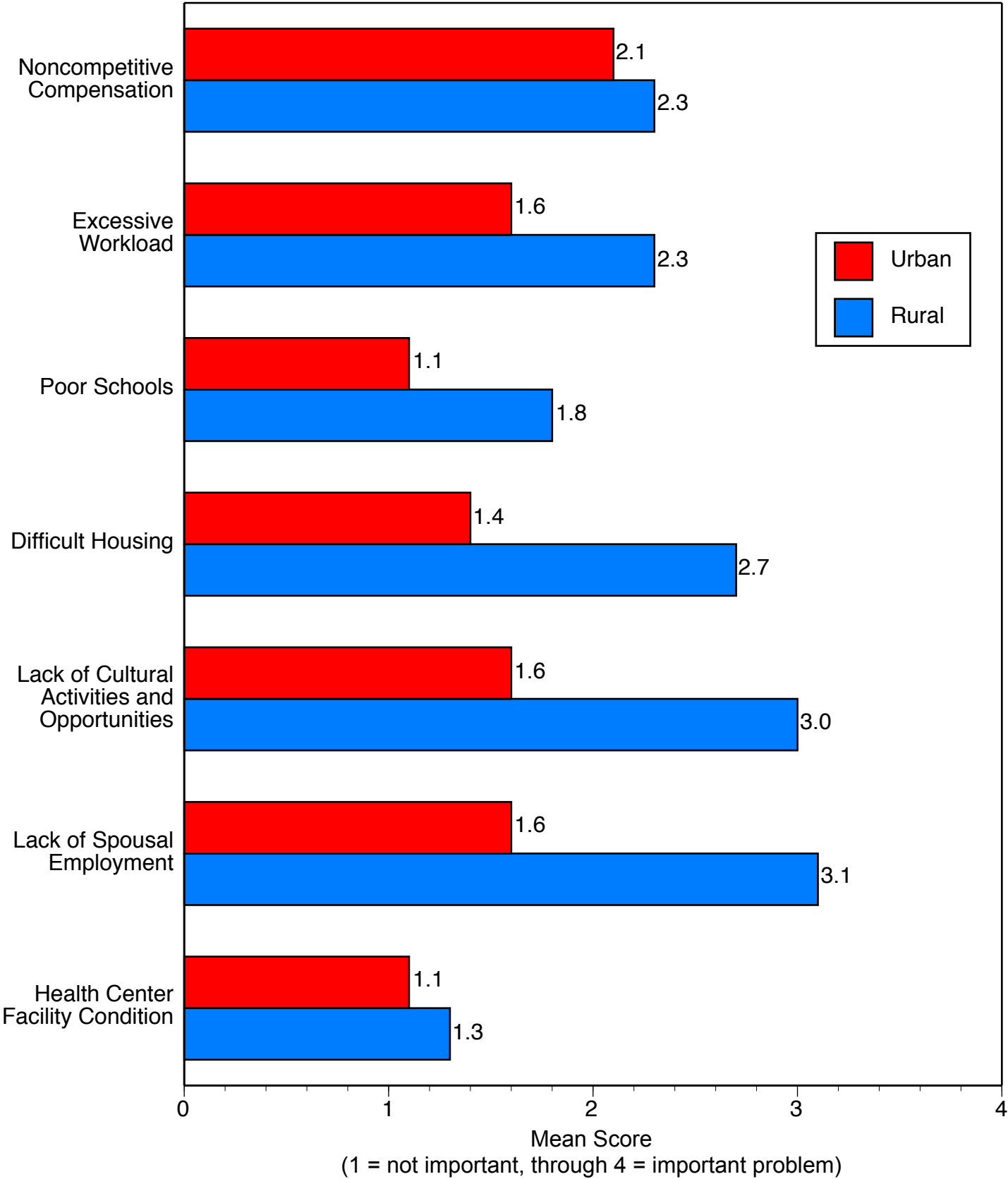


Figure 13j: Perceived Importance of Factors Affecting Recruitment of Physicians to Community Health Centers by Geographic Location

(HHS Region 9)

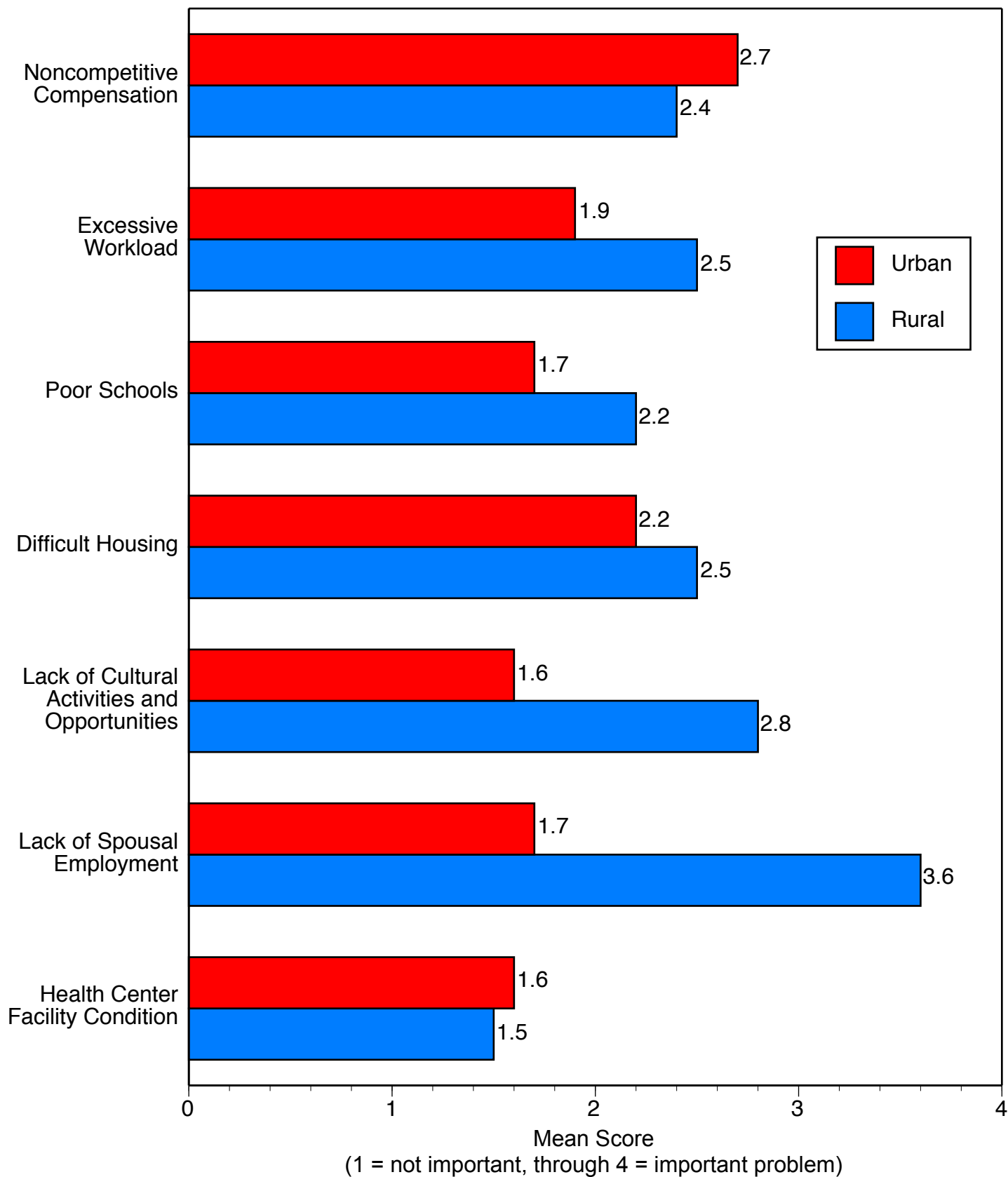


Figure 13k: Perceived Importance of Factors Affecting Recruitment of Physicians to Community Health Centers by Geographic Location

(HHS Region 10)

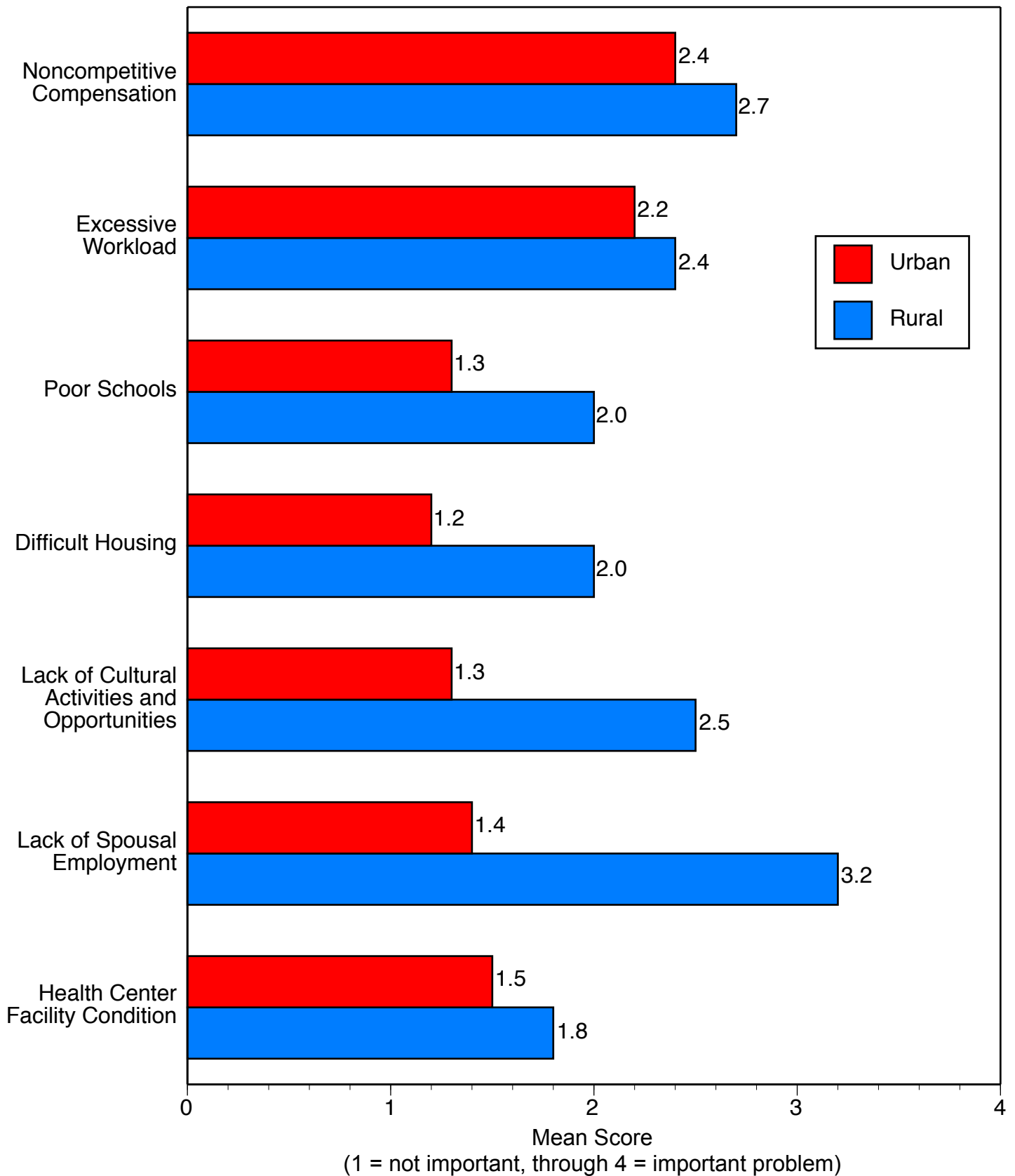


Figure 14a: Perceived Importance of Factors Affecting Recruitment of Registered Nurses to Community Health Centers by Geographic Location

(Overall)

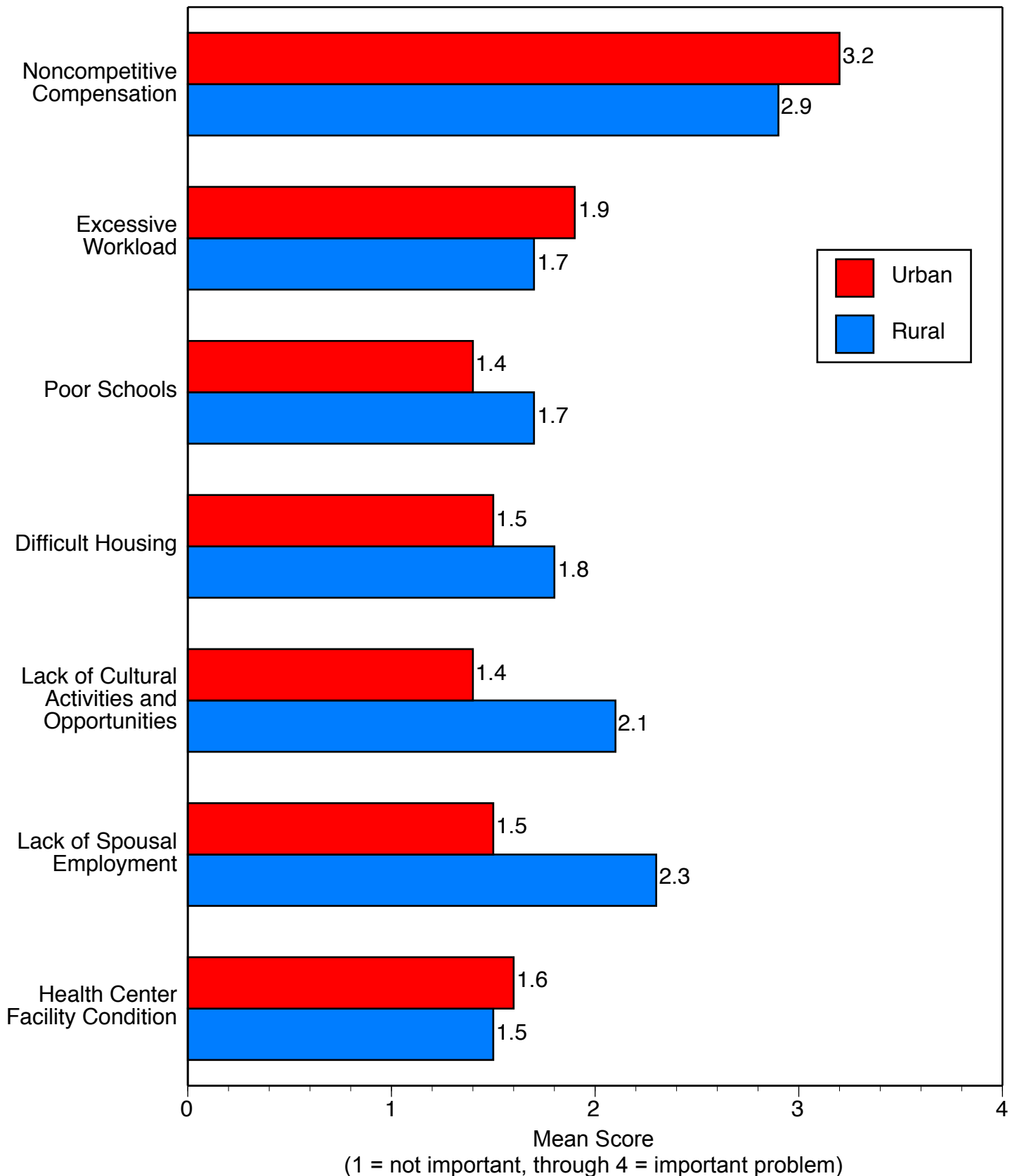


Figure 14b: Perceived Importance of Factors Affecting Recruitment of Registered Nurses to Community Health Centers by Geographic Location

(HHS Region 1)

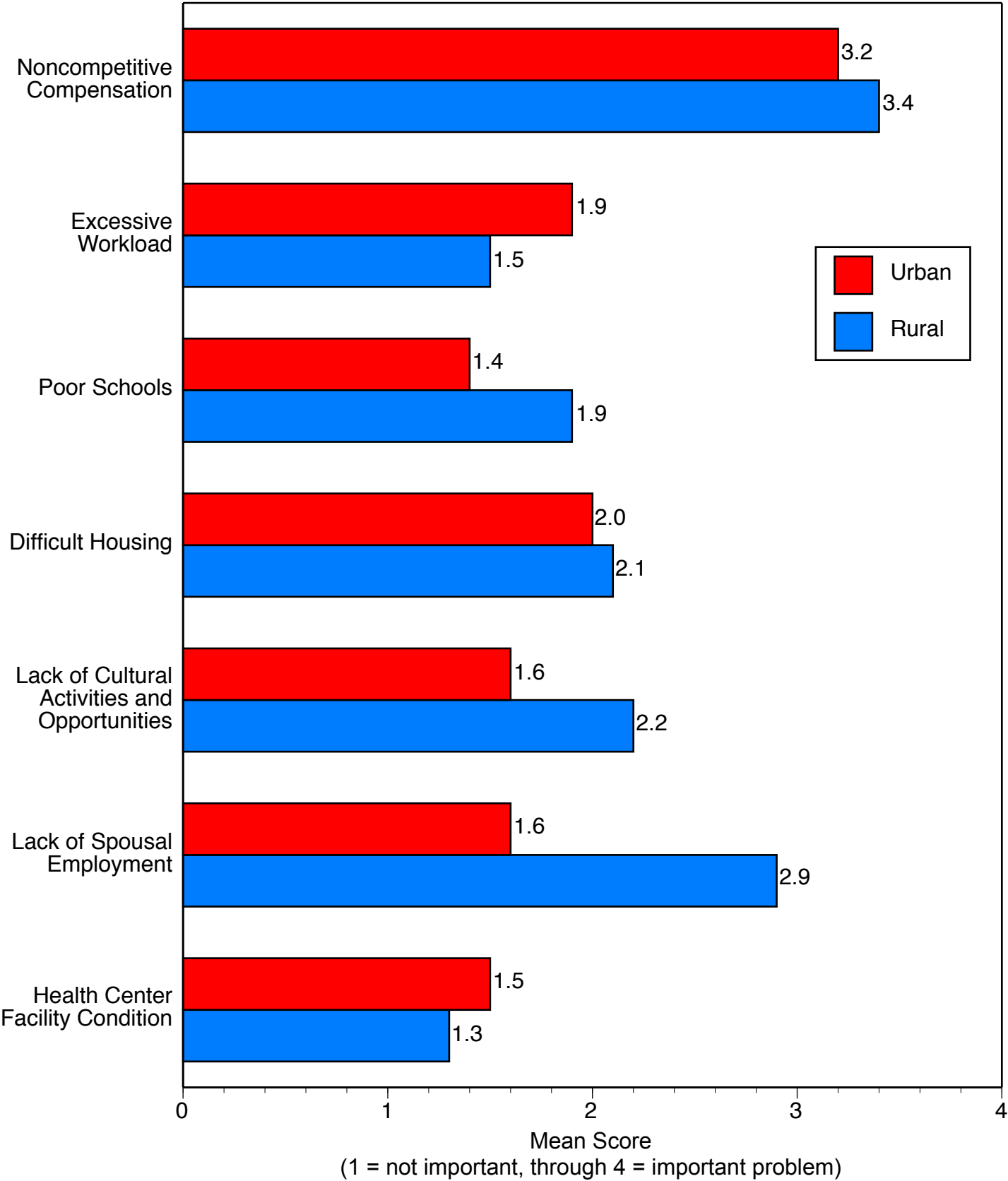


Figure 14c: Perceived Importance of Factors Affecting Recruitment of Registered Nurses to Community Health Centers by Geographic Location

(HHS Region 2)

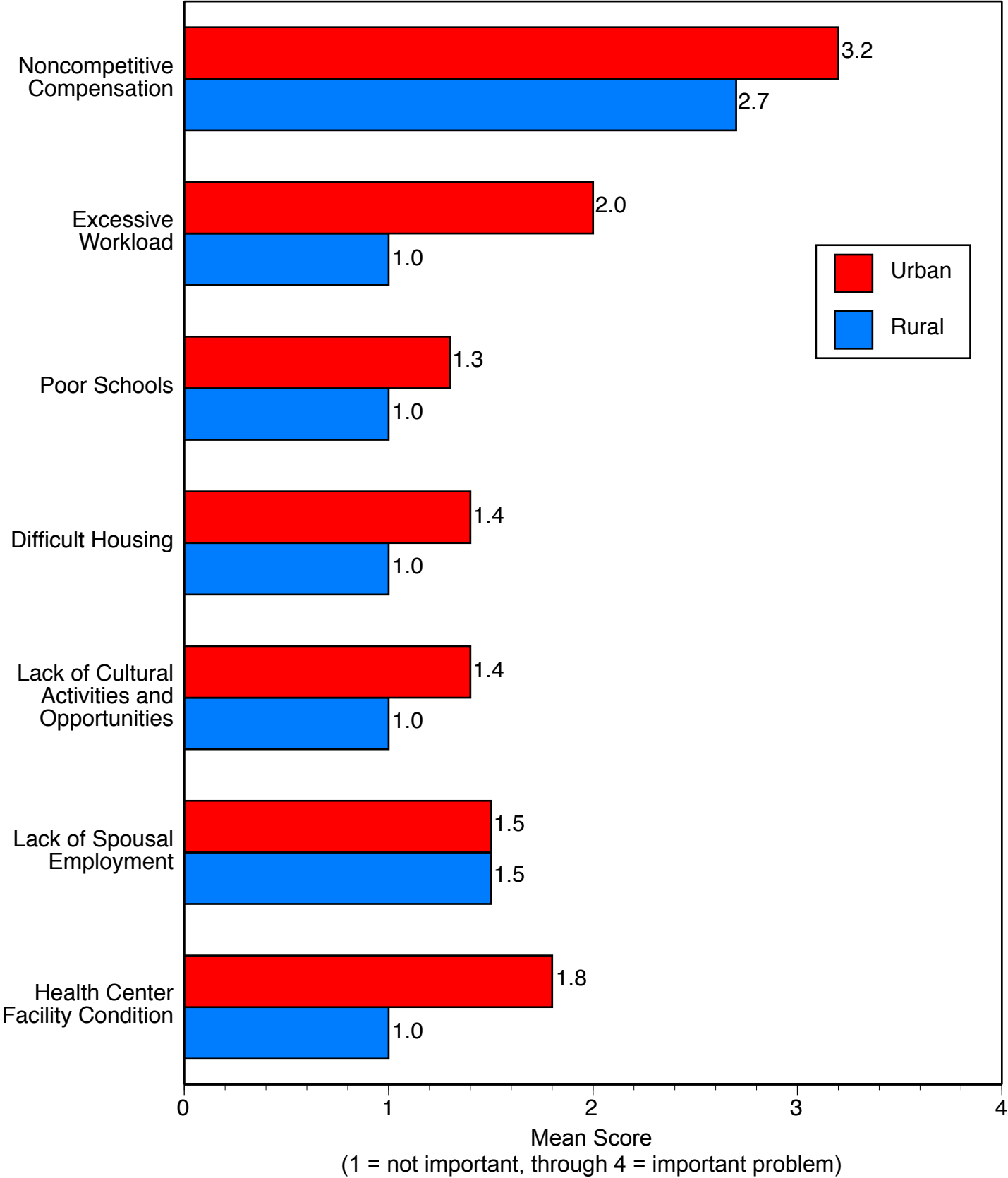


Figure 14d: Perceived Importance of Factors Affecting Recruitment of Registered Nurses to Community Health Centers by Geographic Location

(HHS Region 3)

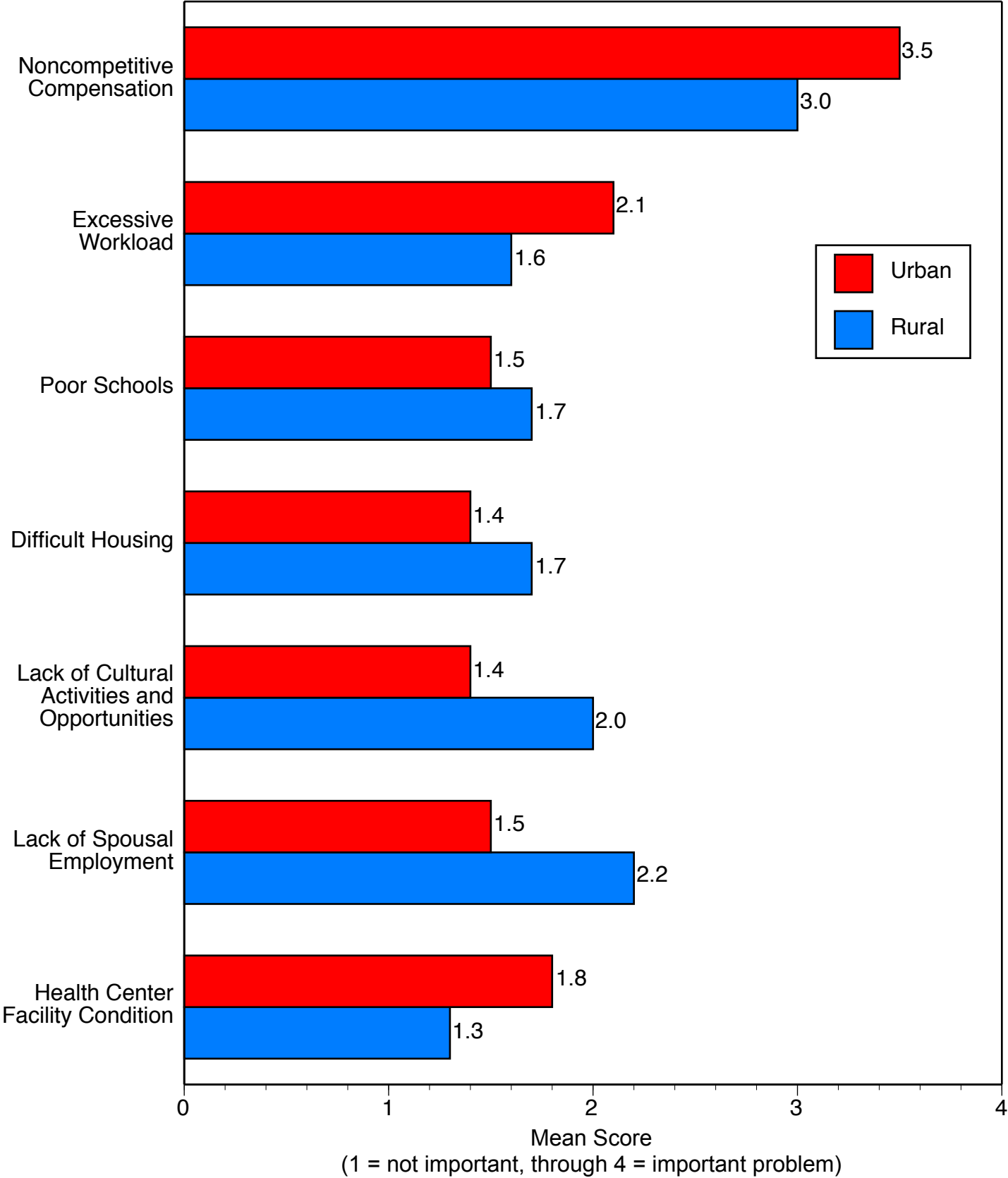


Figure 14e: Perceived Importance of Factors Affecting Recruitment of Registered Nurses to Community Health Centers by Geographic Location

(HHS Region 4)

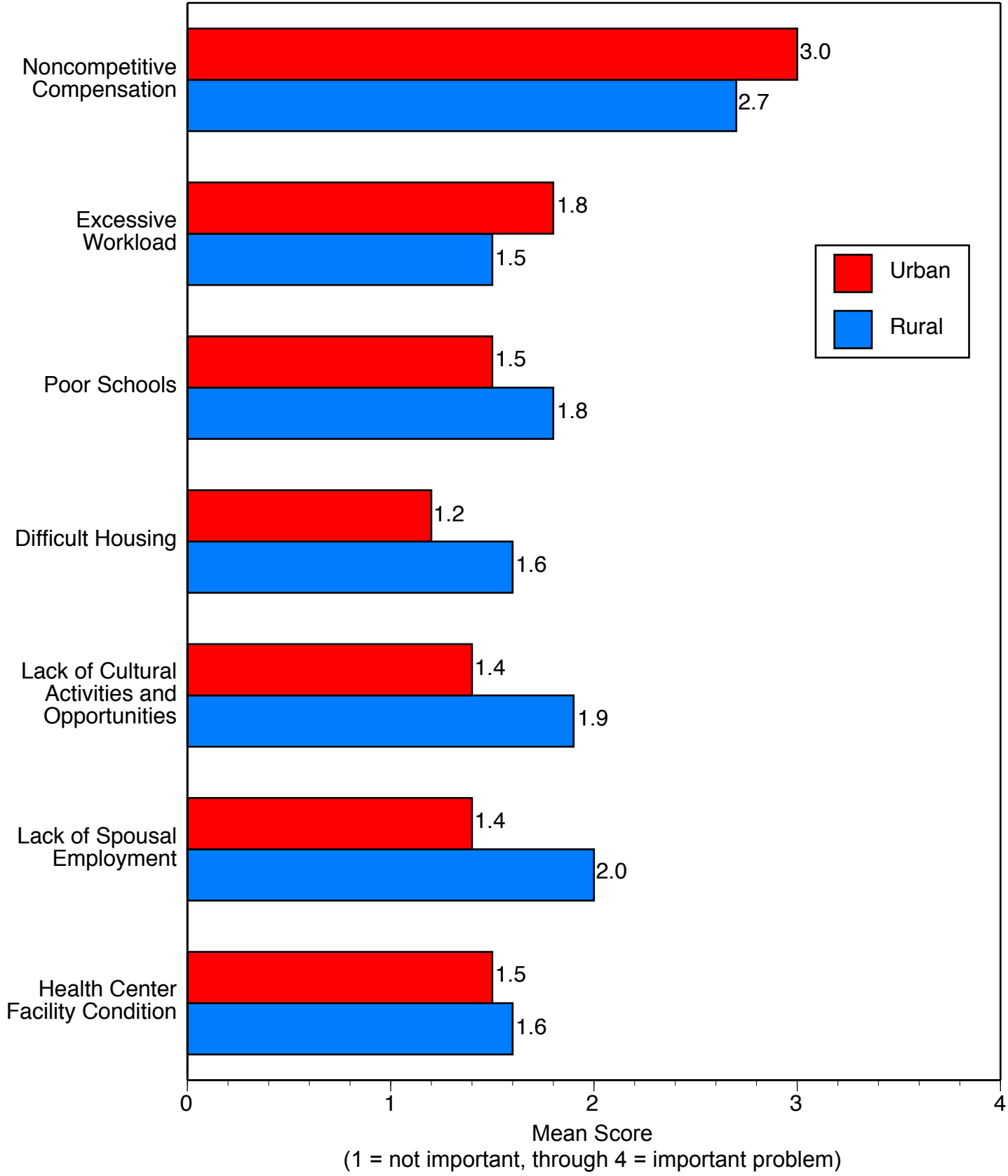


Figure 14f: Perceived Importance of Factors Affecting Recruitment of Registered Nurses to Community Health Centers by Geographic Location

(HHS Region 5)

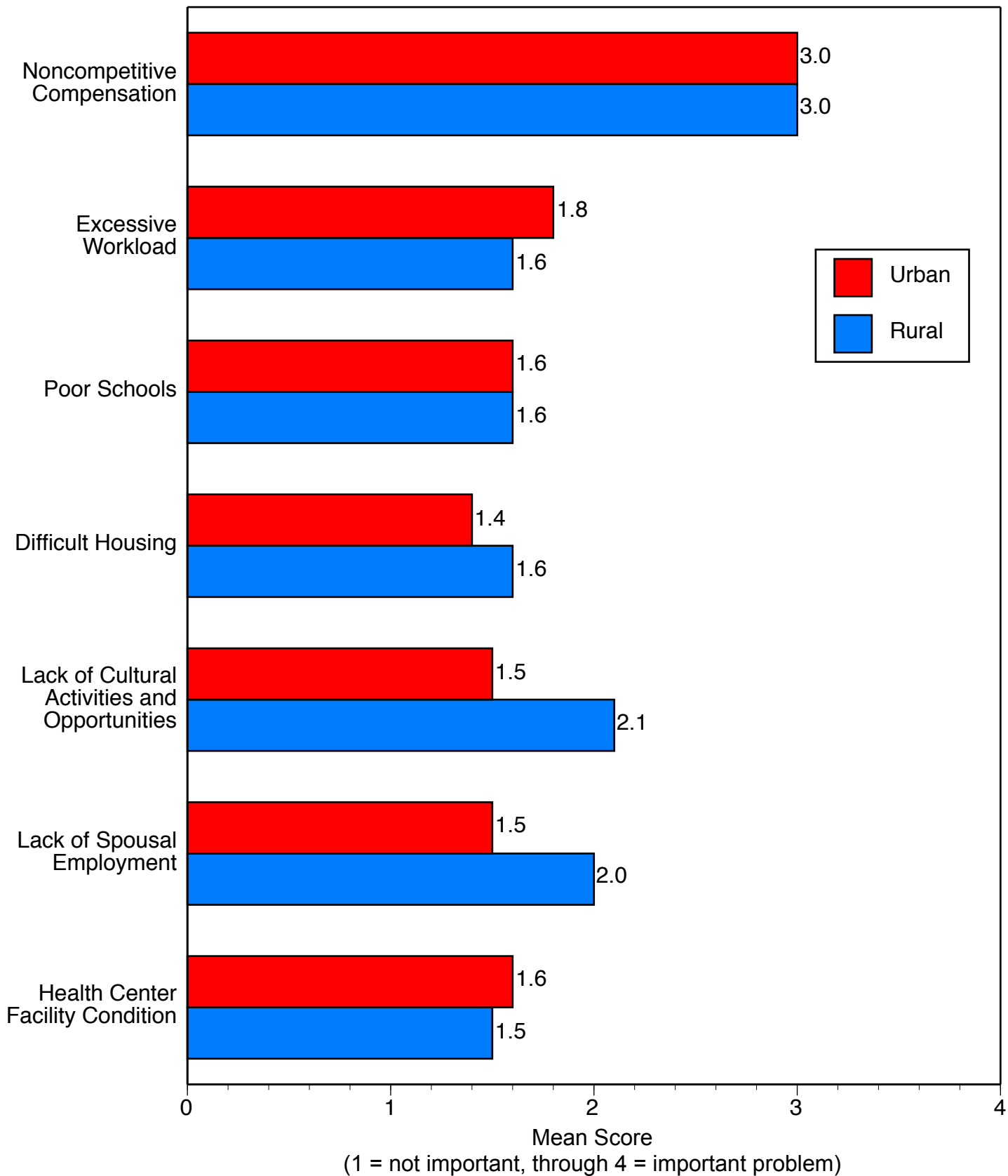


Figure 14g: Perceived Importance of Factors Affecting Recruitment of Registered Nurses to Community Health Centers by Geographic Location

(HHS Region 6)

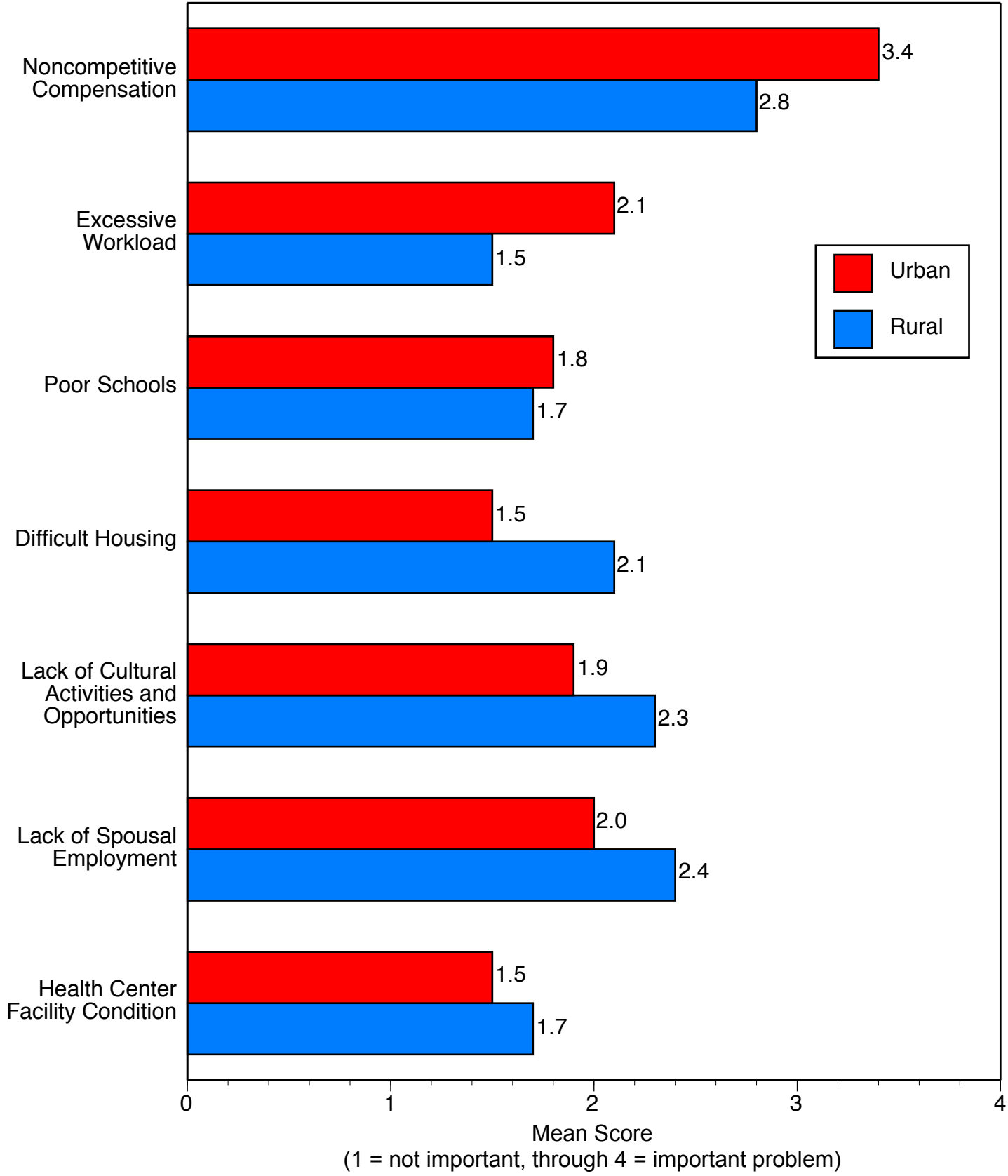


Figure 14h: Perceived Importance of Factors Affecting Recruitment of Registered Nurses to Community Health Centers by Geographic Location

(HHS Region 7)

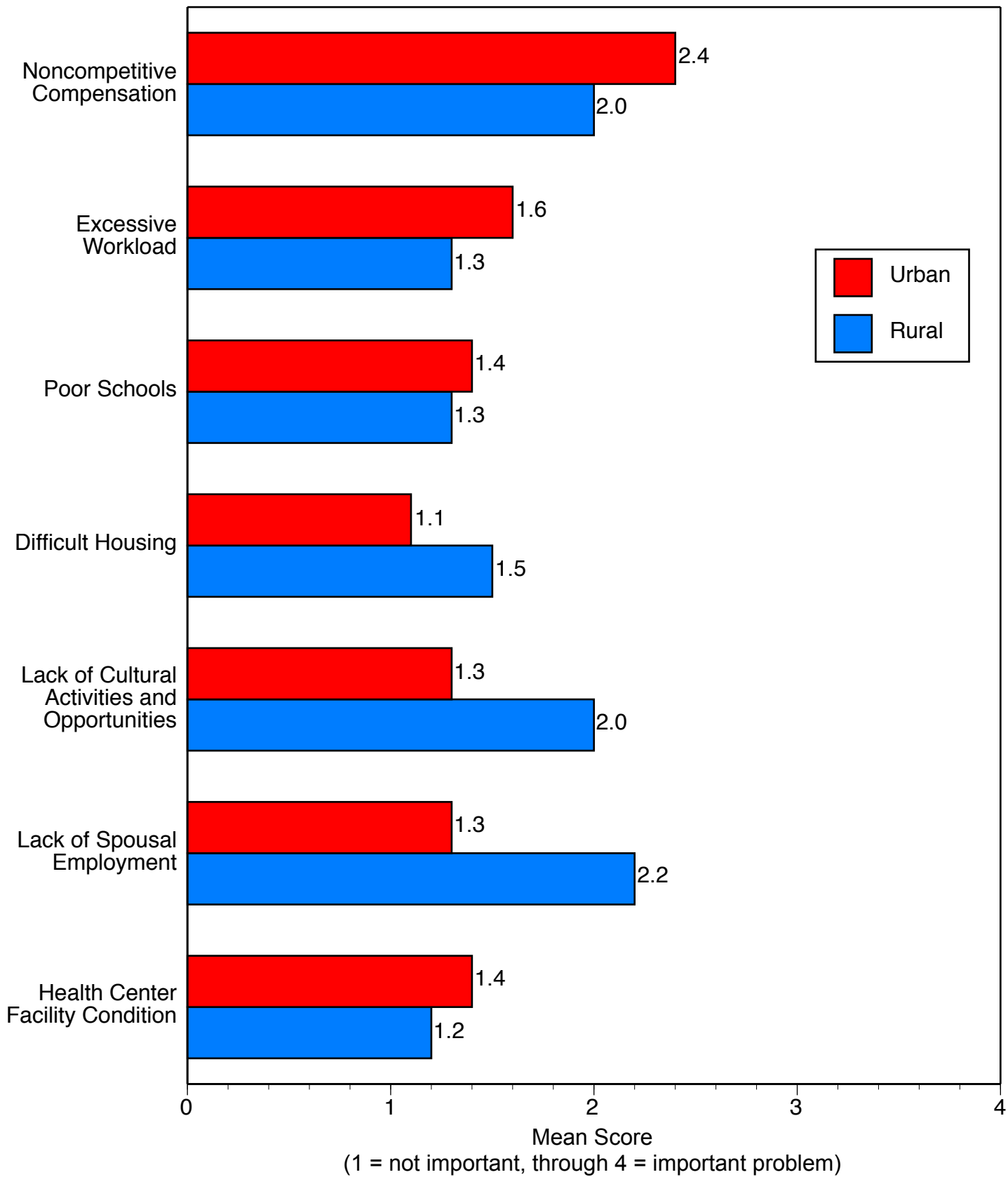


Figure 14i: Perceived Importance of Factors Affecting Recruitment of Registered Nurses to Community Health Centers by Geographic Location

(HHS Region 8)

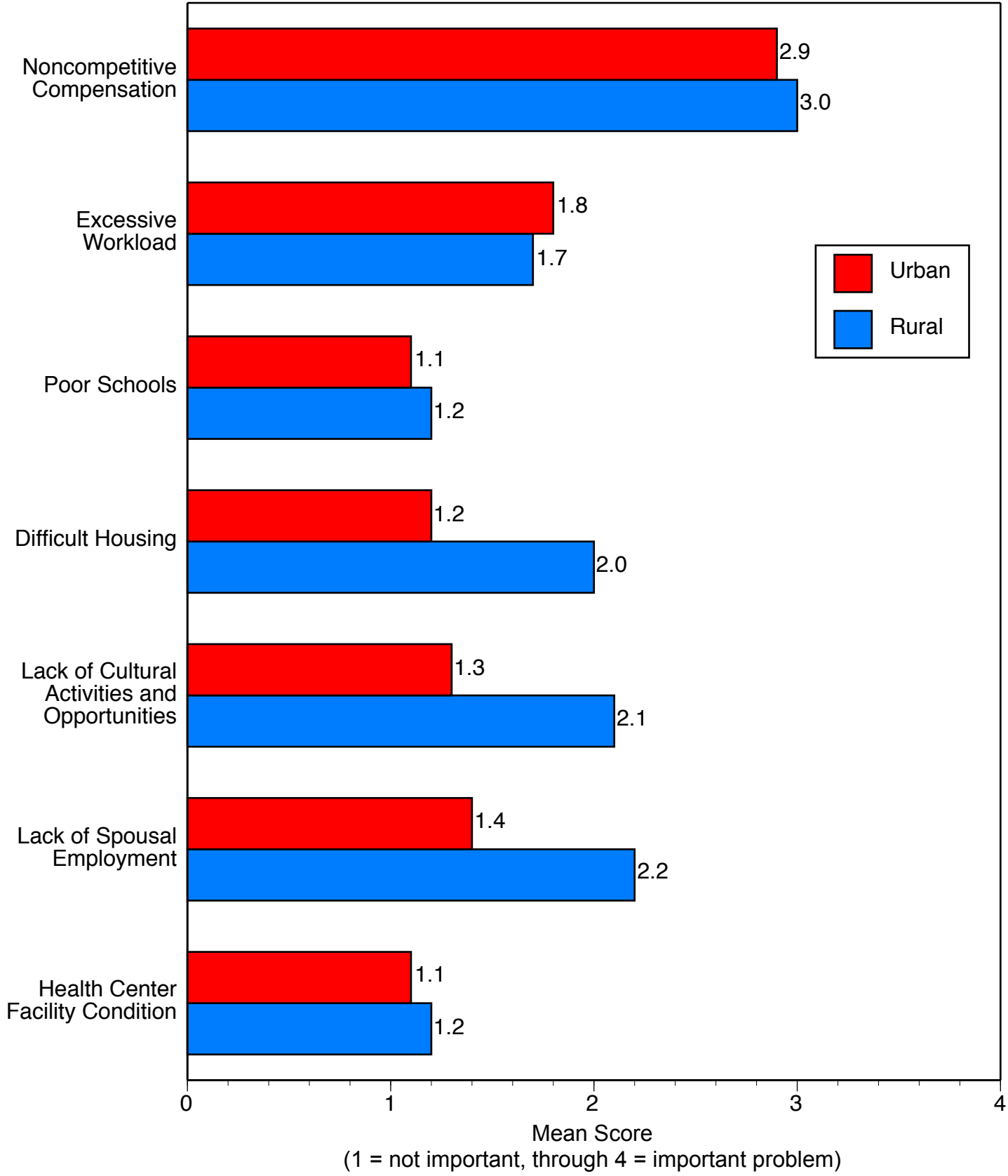


Figure 14j: Perceived Importance of Factors Affecting Recruitment of Registered Nurses to Community Health Centers by Geographic Location

(HHS Region 9)

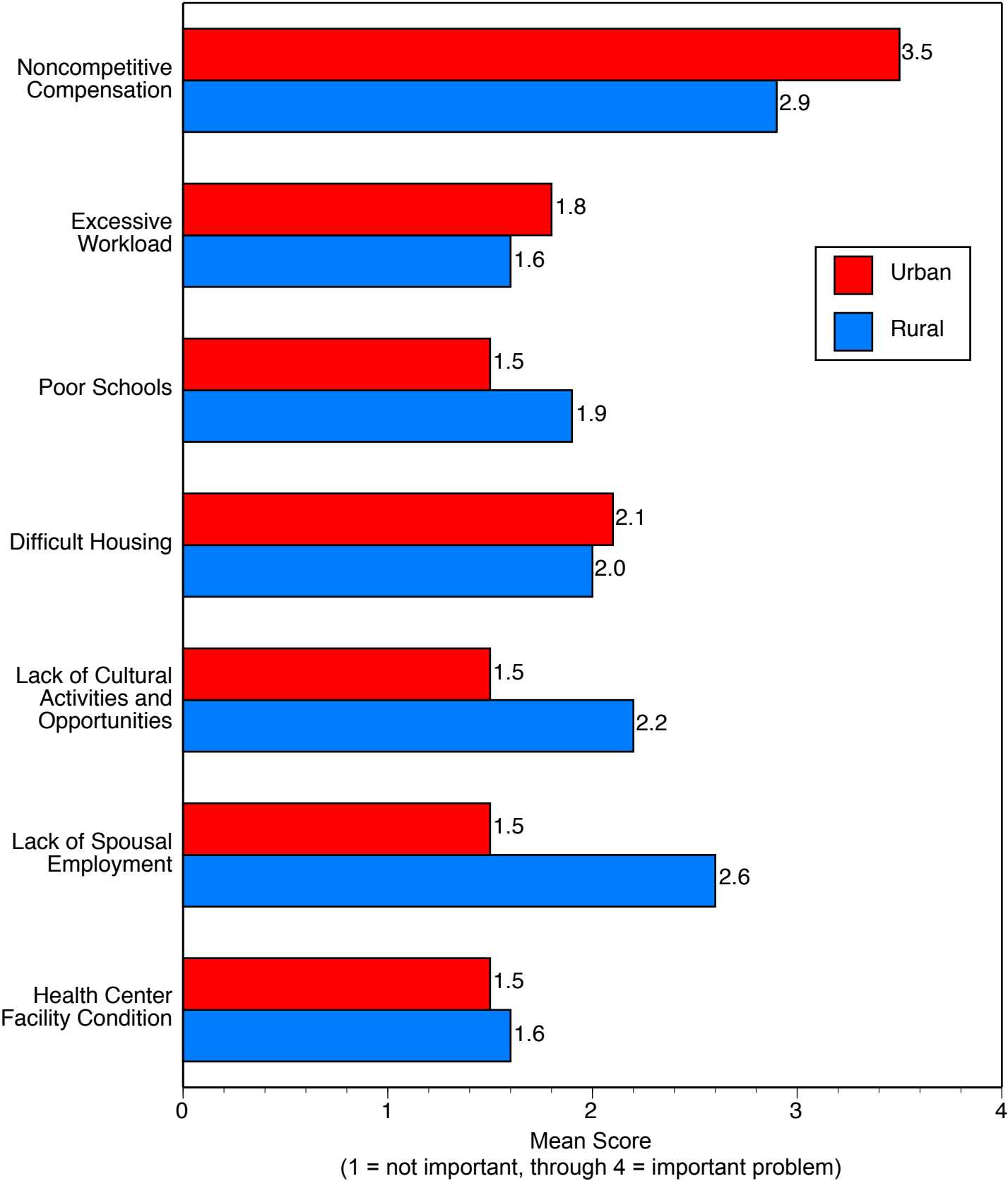


Figure 14k: Perceived Importance of Factors Affecting Recruitment of Registered Nurses to Community Health Centers by Geographic Location

(HHS Region 10)

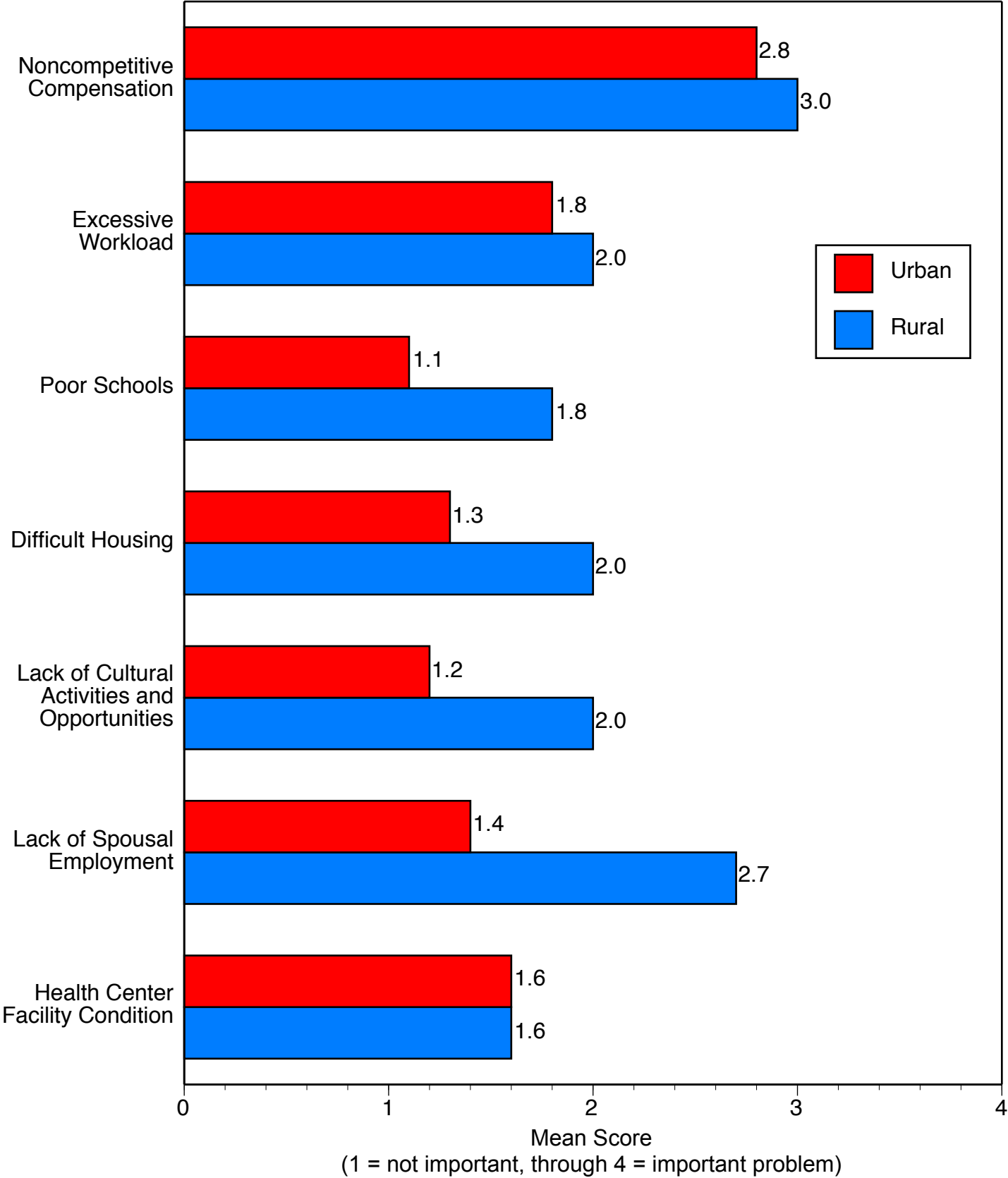


Figure 15a: Perceived Factors that Would Aid in the Recruitment and Retention of Health Professionals in Health Centers by Location

(Overall)

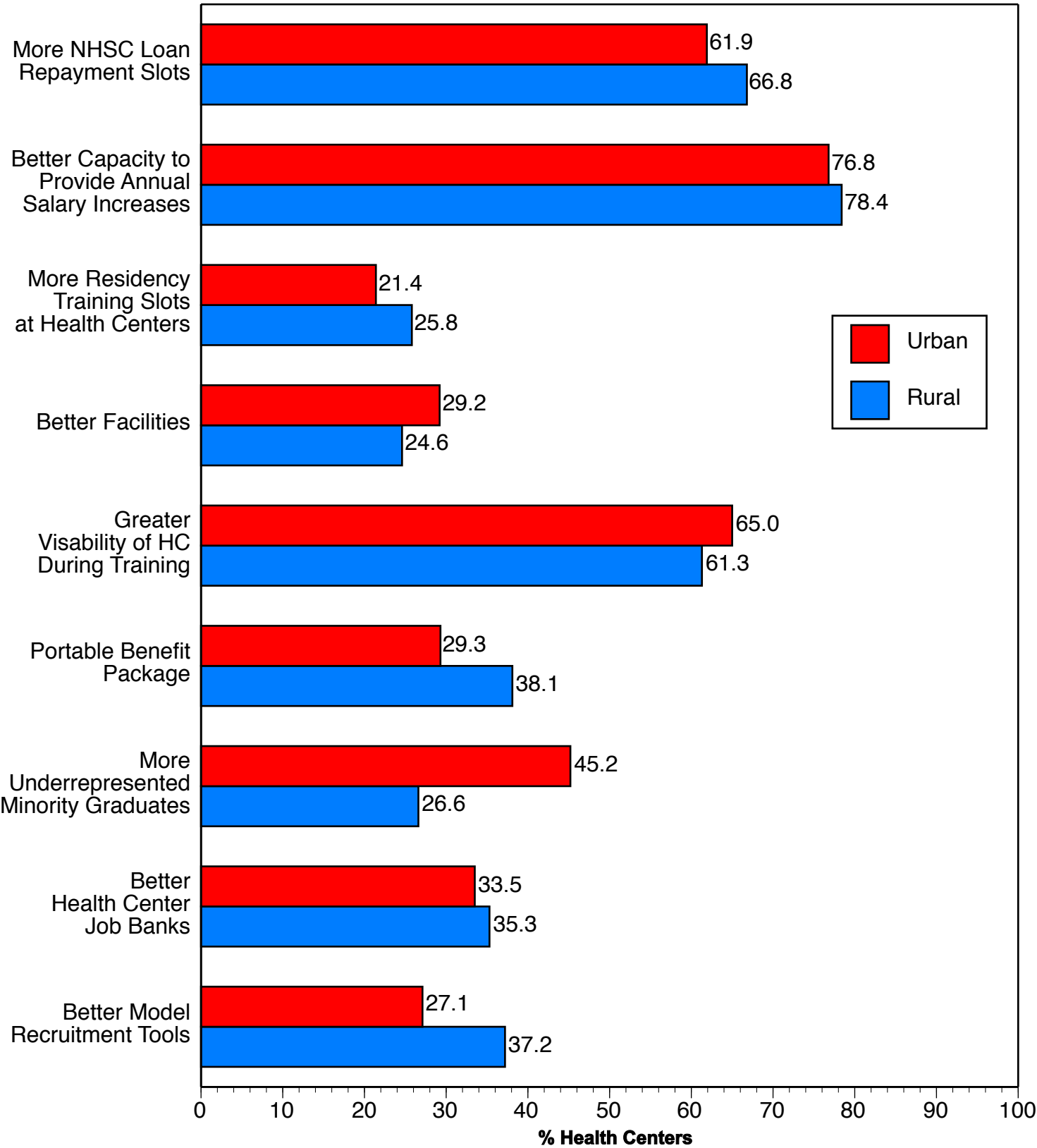


Figure 15b: Perceived Factors that Would Aid in the Recruitment and Retention of Health Professionals in Health Centers by Location

(HHS Region 1)

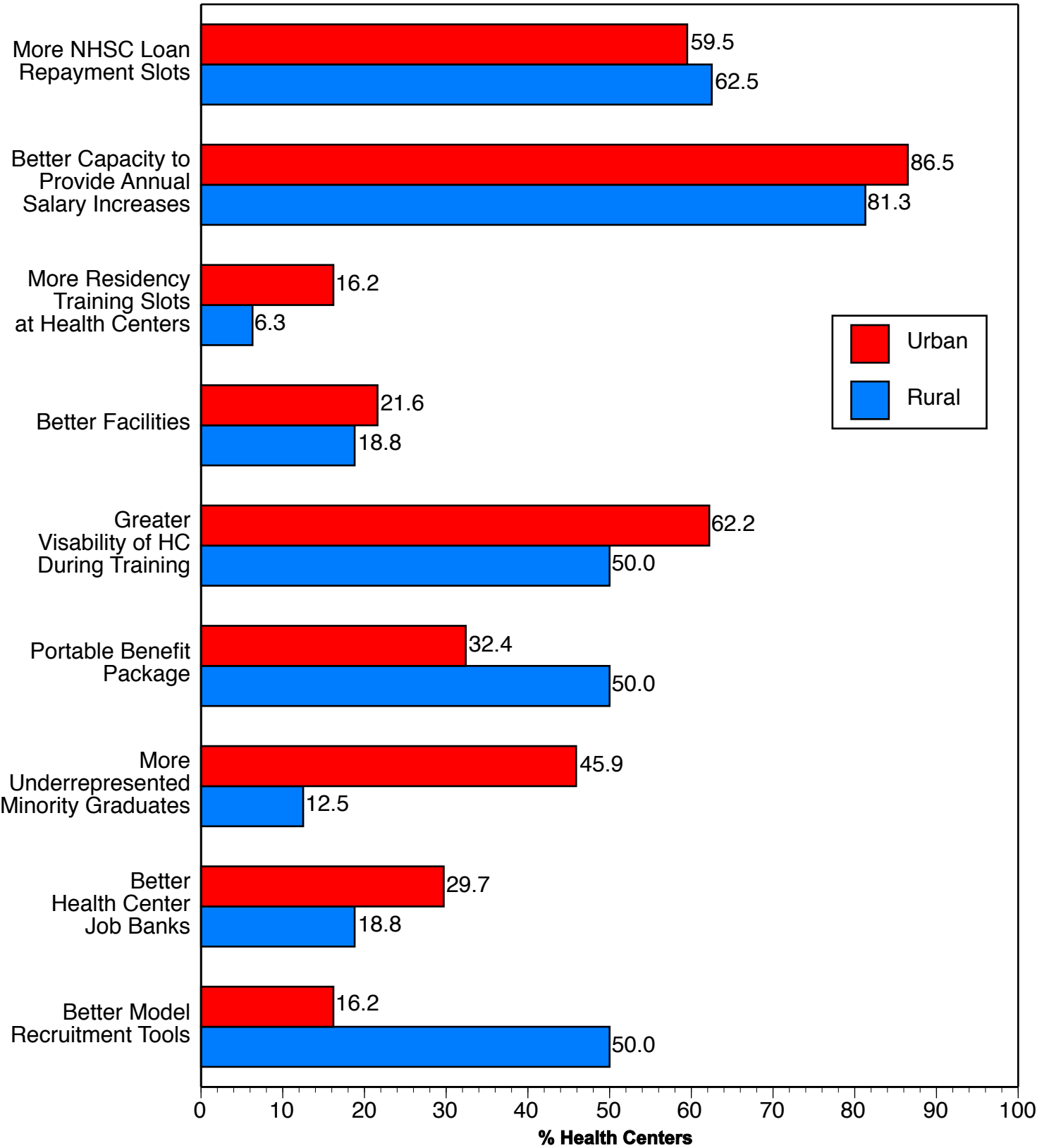


Figure 15c: Perceived Factors that Would Aid in the Recruitment and Retention of Health Professionals in Health Centers by Location

(HHS Region 2)

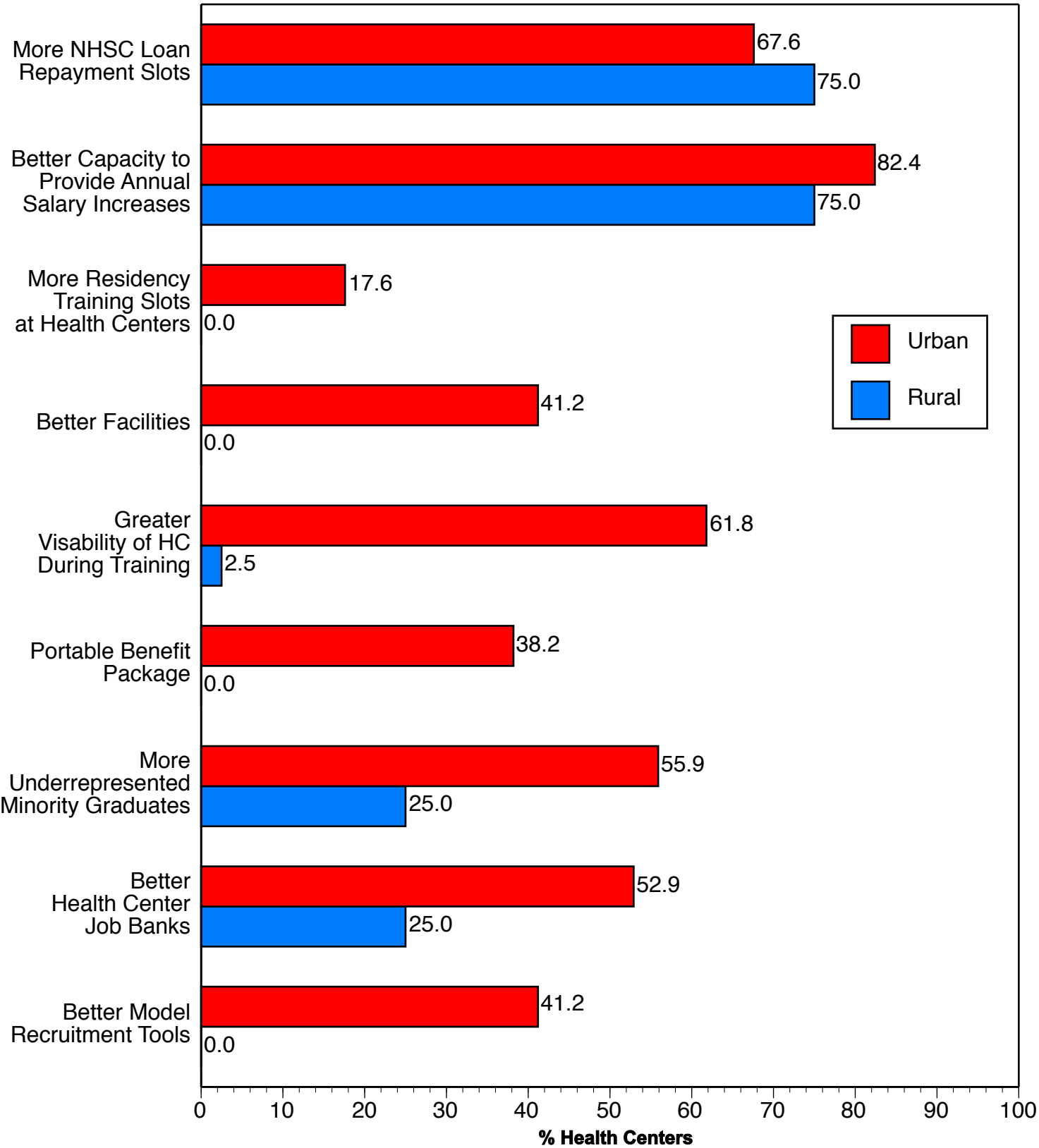


Figure 15d: Perceived Factors that Would Aid in the Recruitment and Retention of Health Professionals in Health Centers by Location

(HHS Region 3)

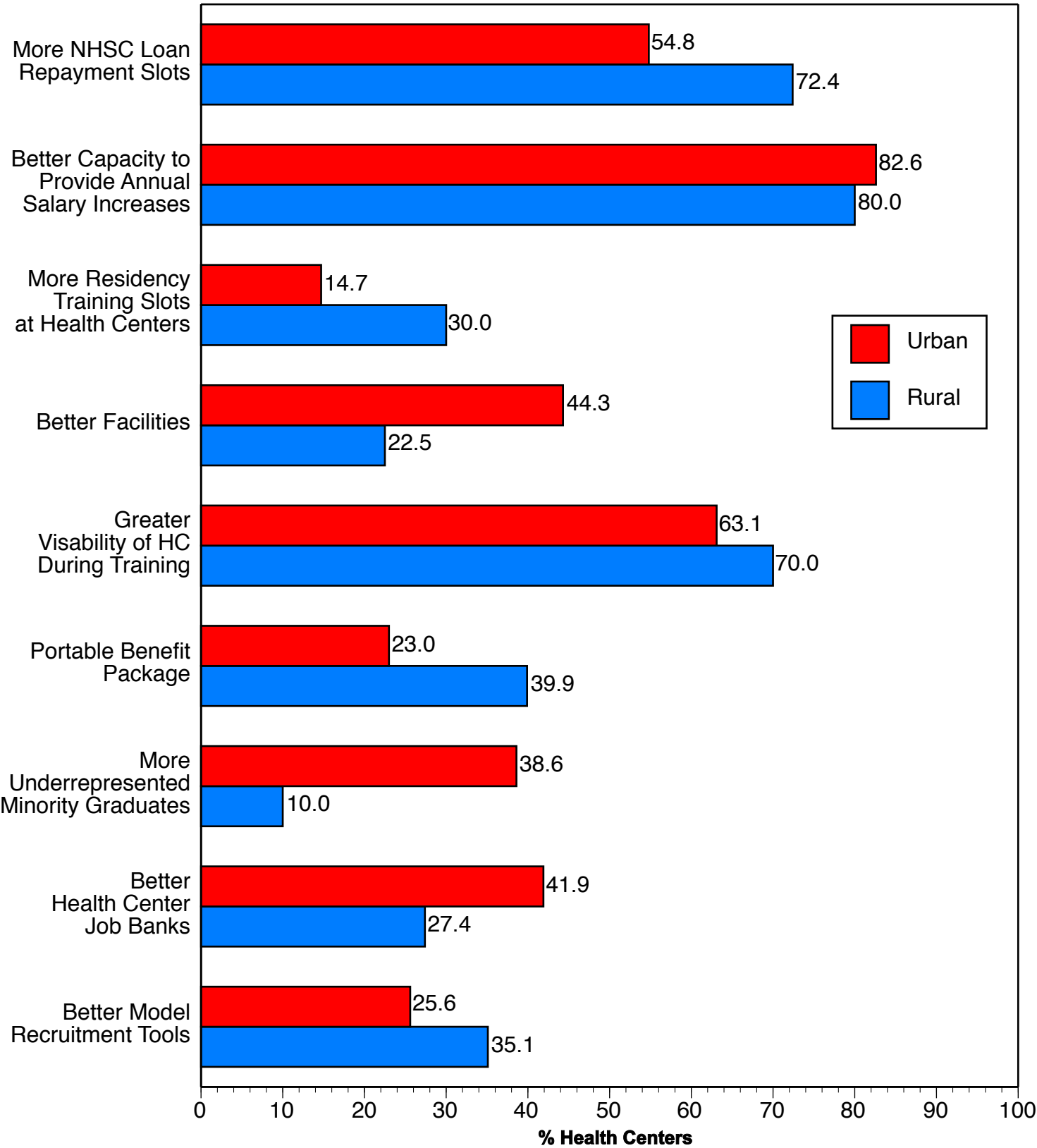


Figure 15e: Perceived Factors that Would Aid in the Recruitment and Retention of Health Professionals in Health Centers by Location

(HHS Region 4)

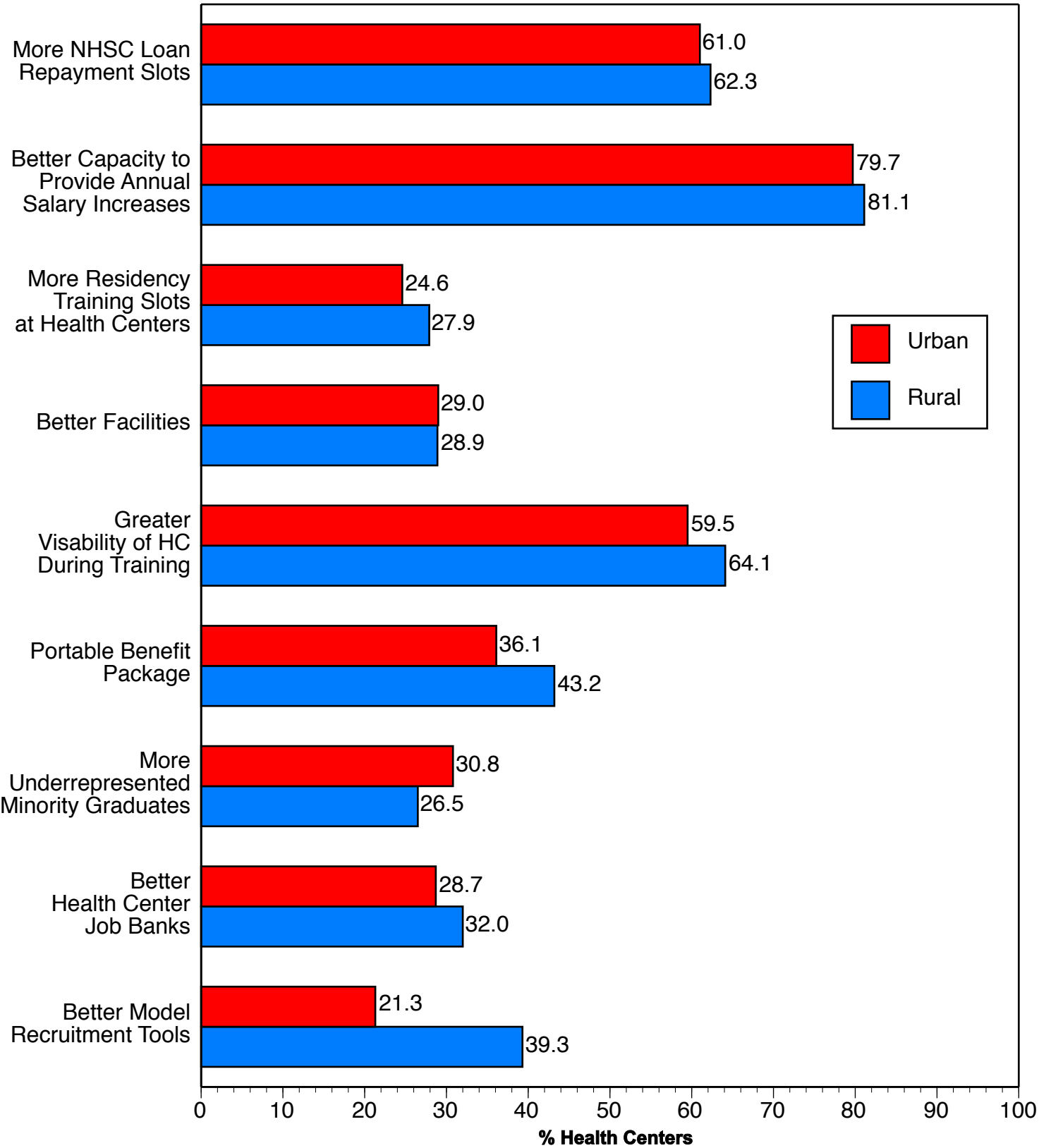


Figure 15f: Perceived Factors that Would Aid in the Recruitment and Retention of Health Professionals in Health Centers by Location

(HHS Region 5)

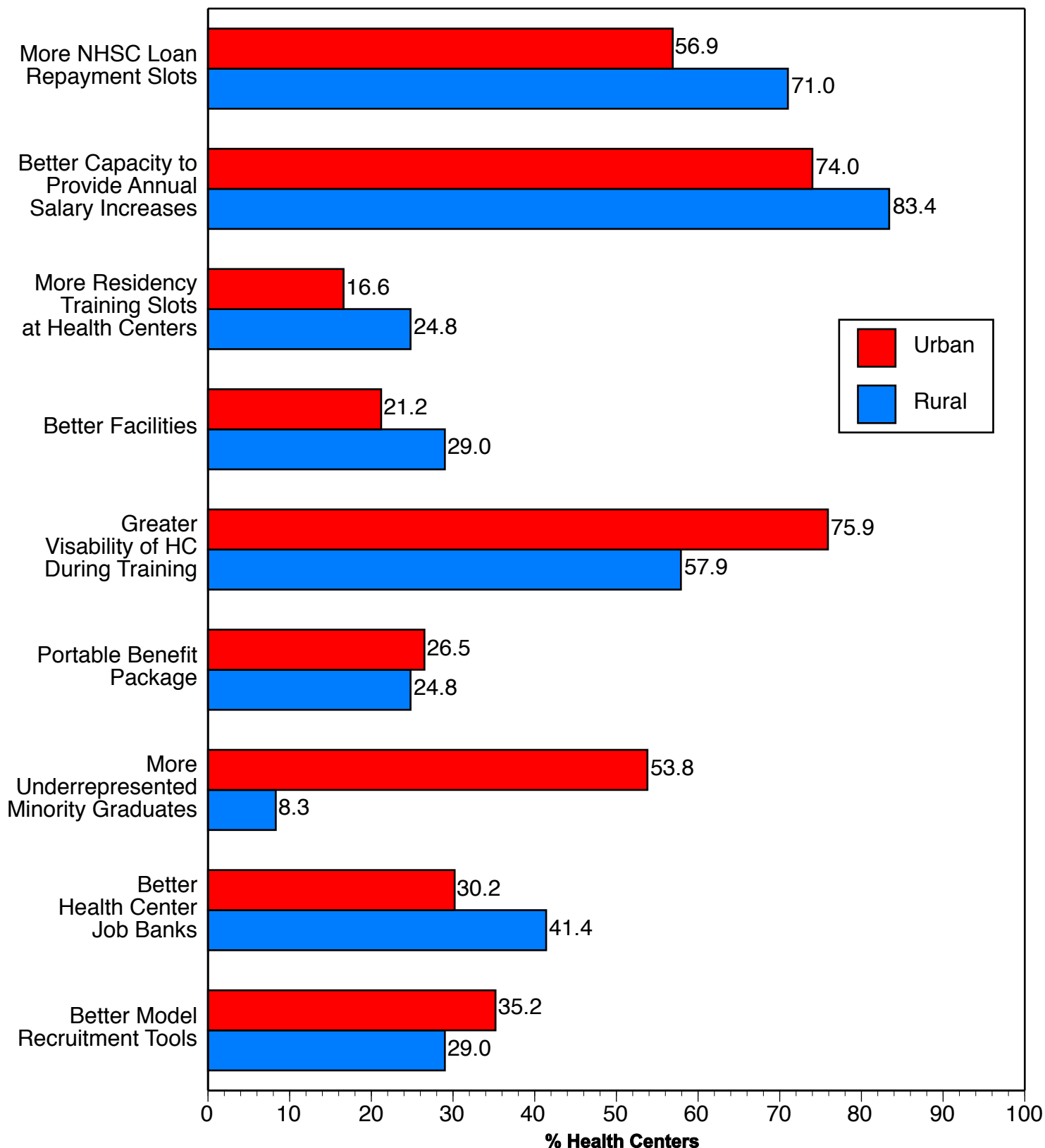


Figure 15g: Perceived Factors that Would Aid in the Recruitment and Retention of Health Professionals in Health Centers by Location

(HHS Region 6)

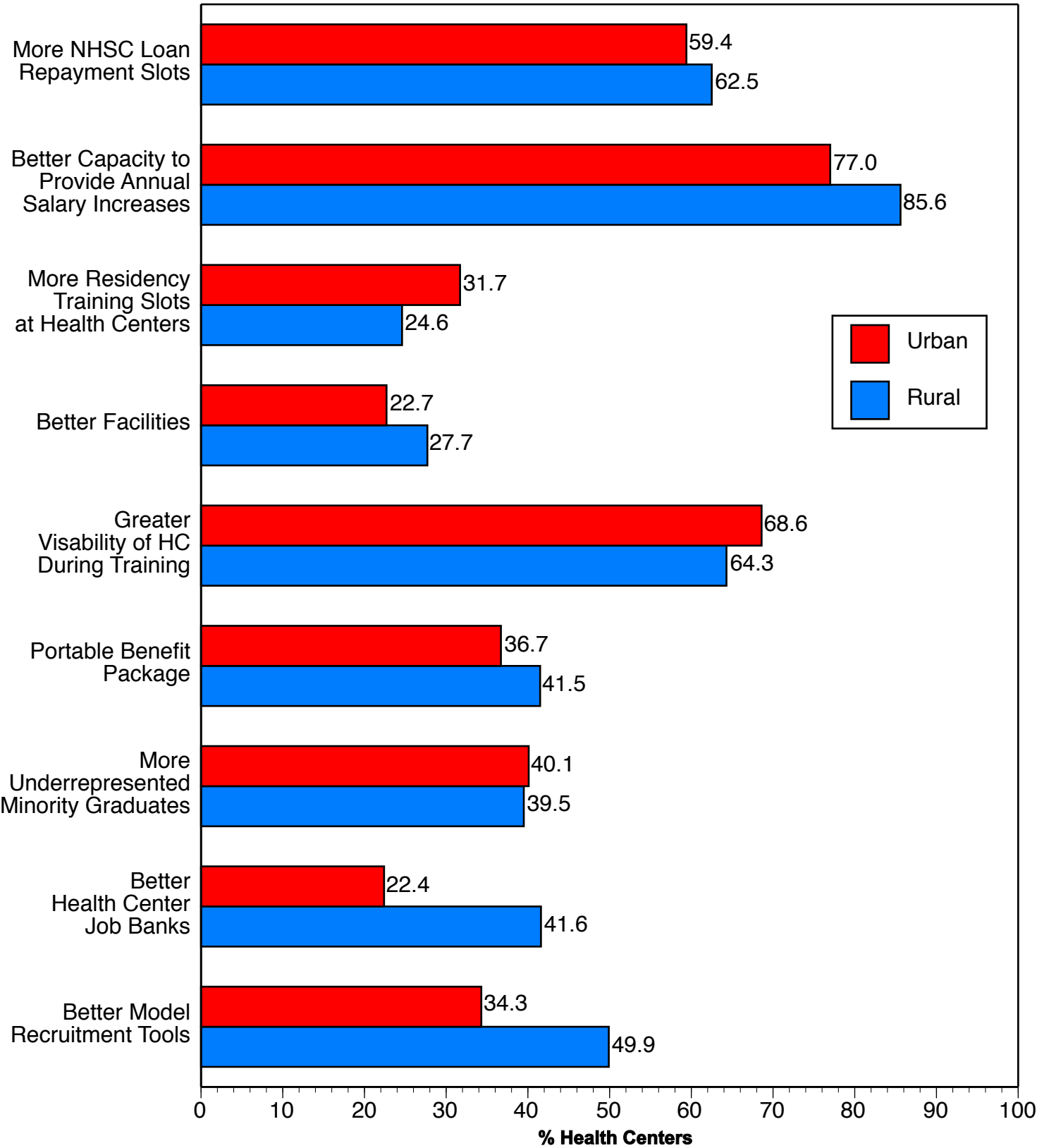


Figure 15h: Perceived Factors that Would Aid in the Recruitment and Retention of Health Professionals in Health Centers by Location

(HHS Region 7)

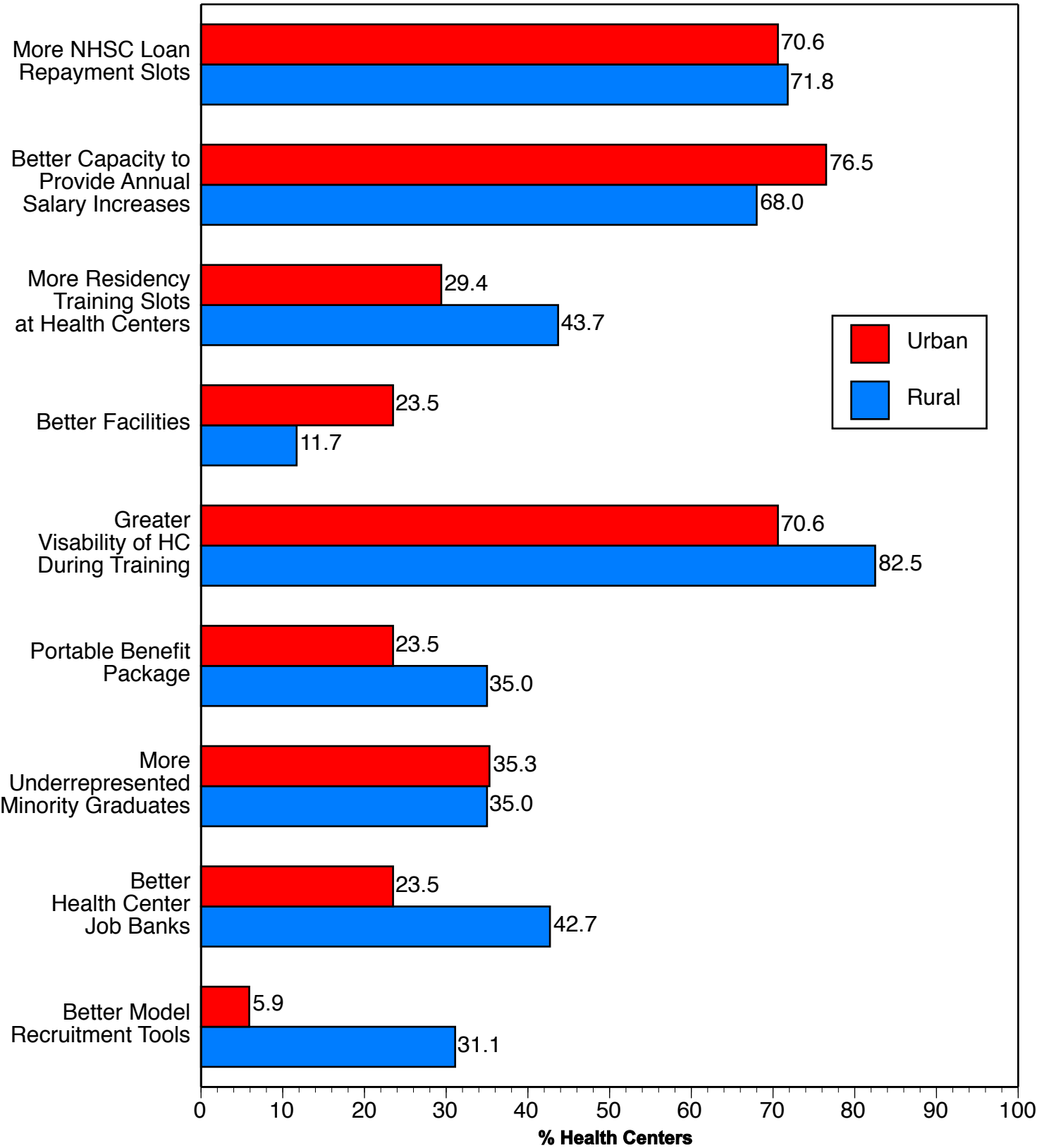


Figure 15i: Perceived Factors that Would Aid in the Recruitment and Retention of Health Professionals in Health Centers by Location

(HHS Region 8)

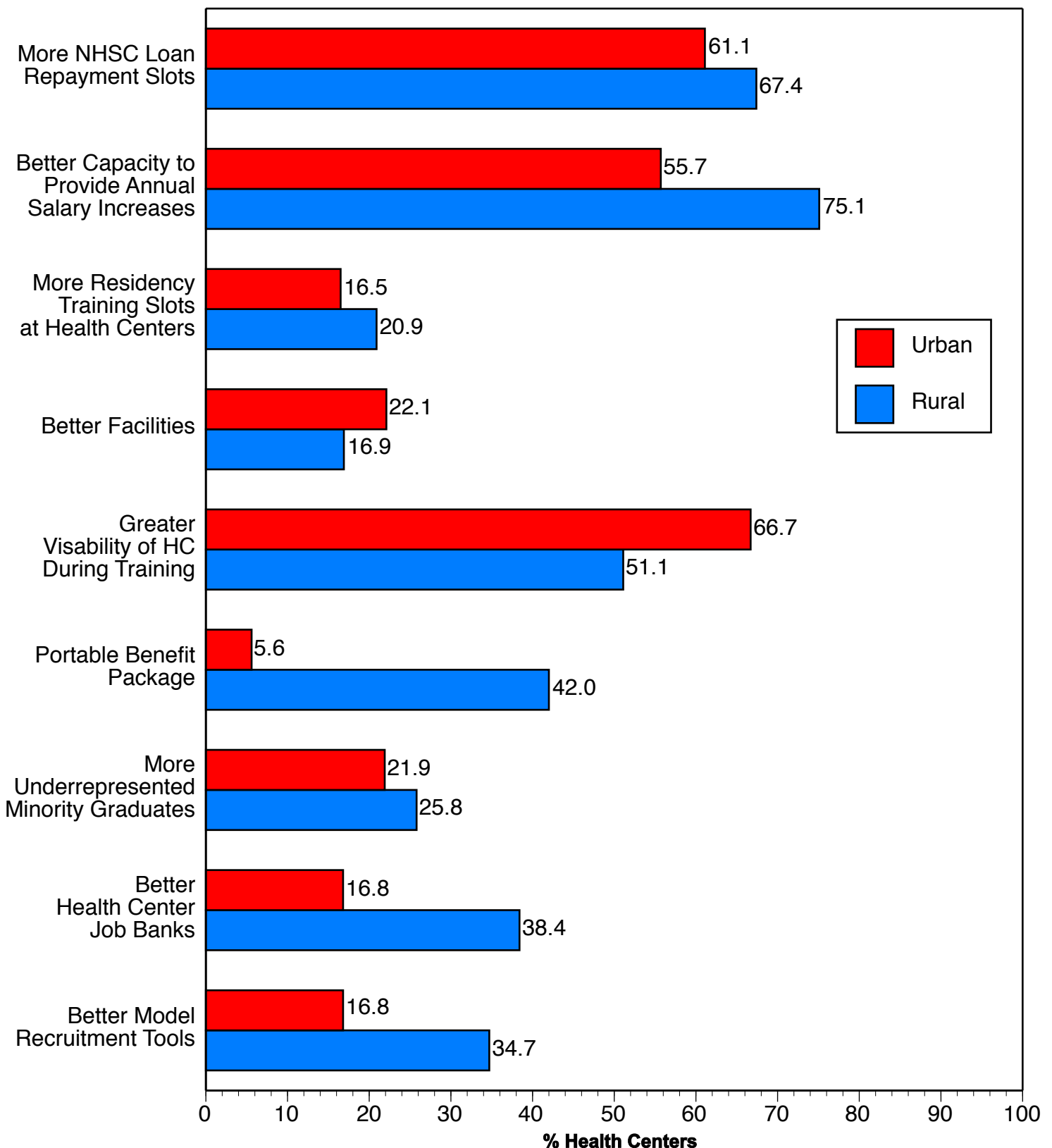


Figure 15j: Perceived Factors that Would Aid in the Recruitment and Retention of Health Professionals in Health Centers by Location

(HHS Region 9)

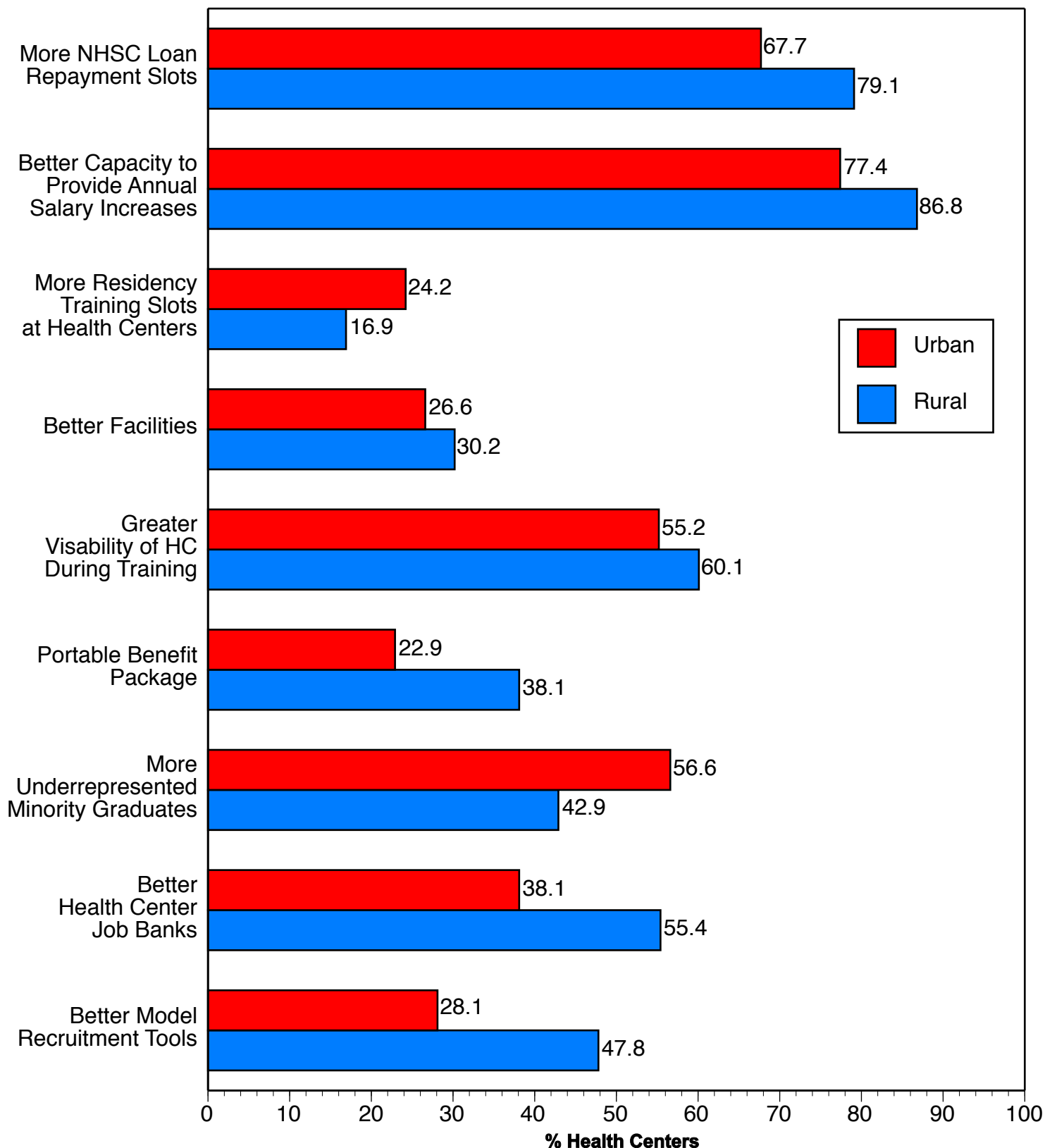
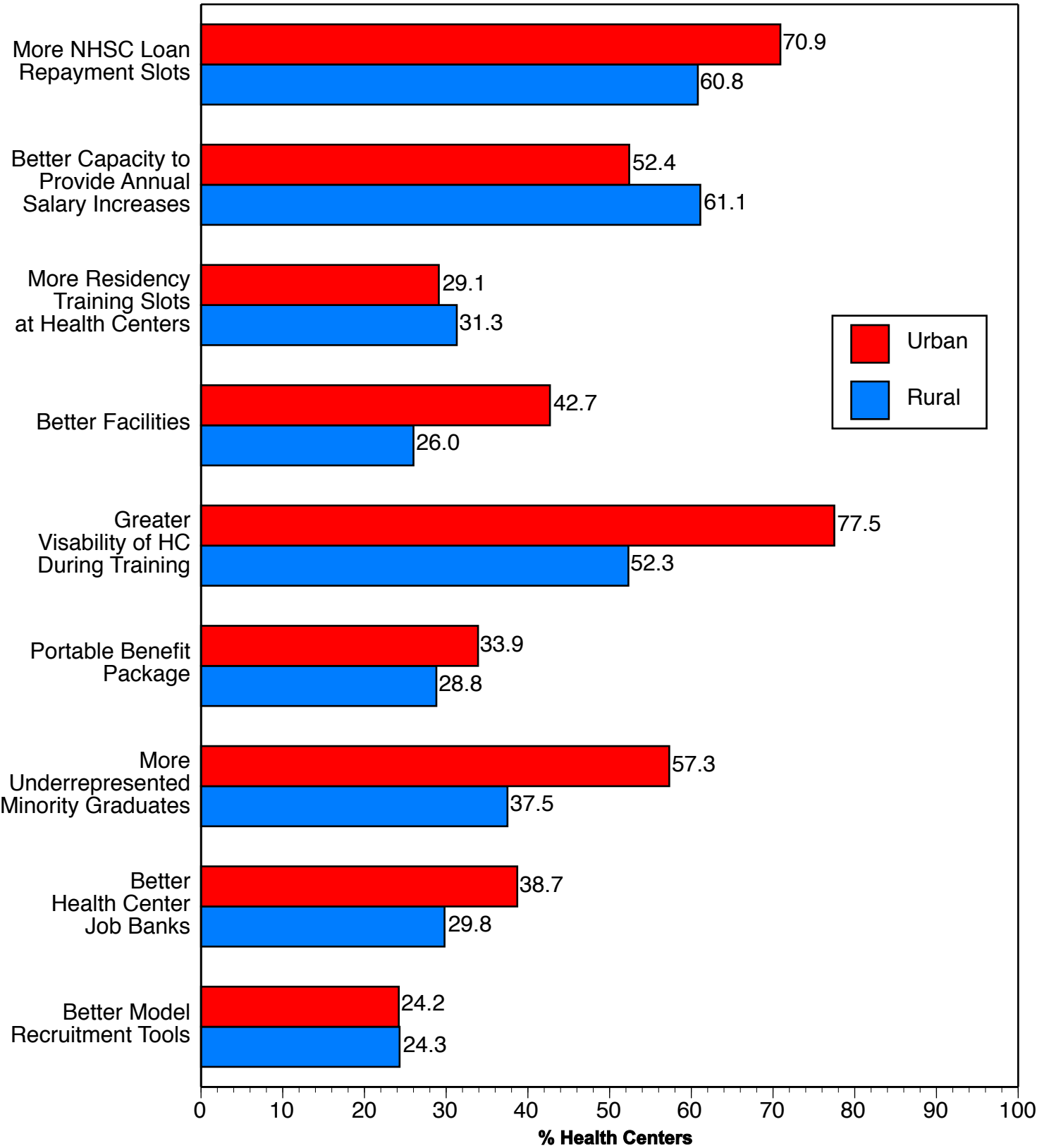


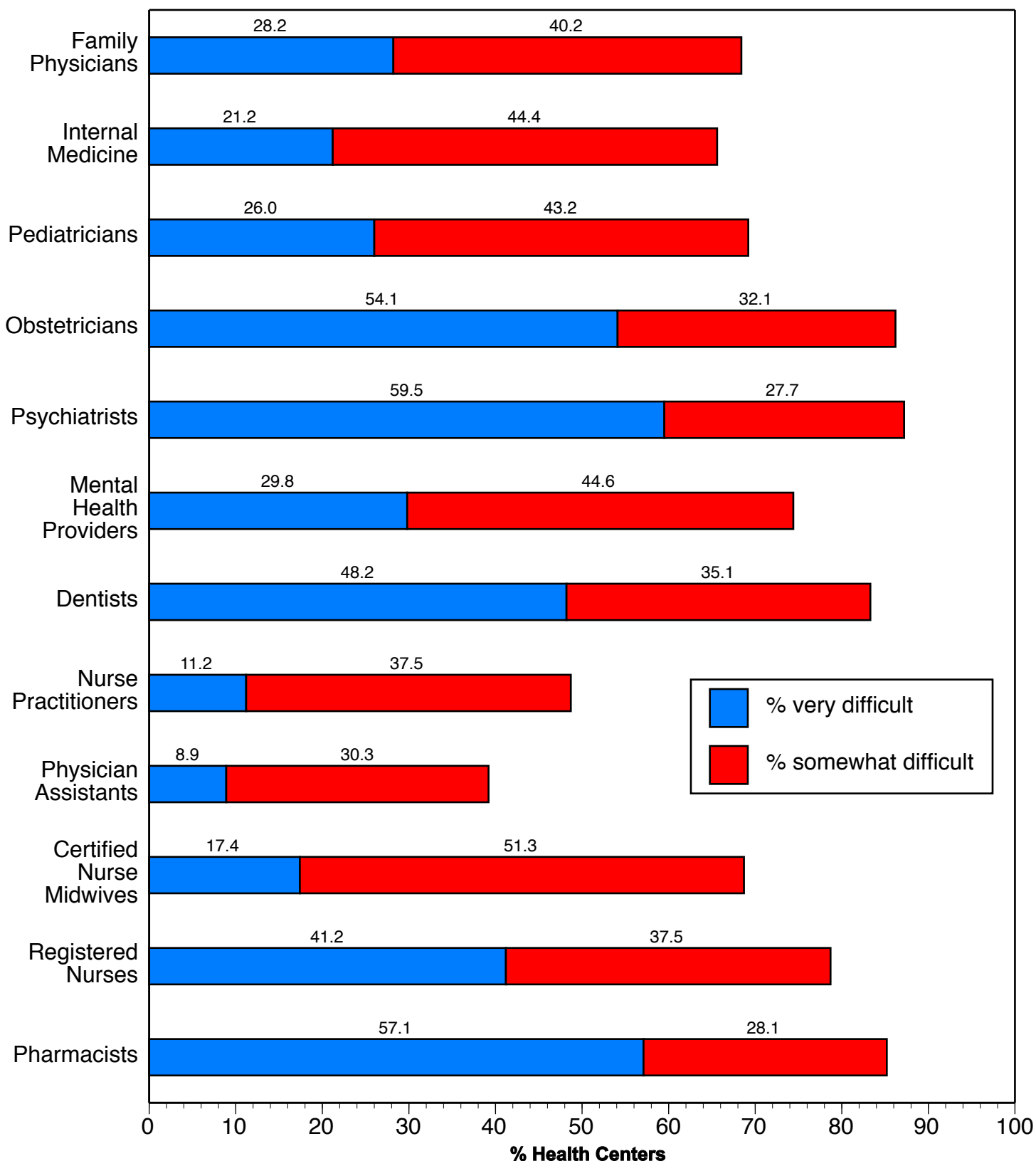
Figure 15k: Perceived Factors that Would Aid in the Recruitment and Retention of Health Professionals in Health Centers by Location

(HHS Region 10)



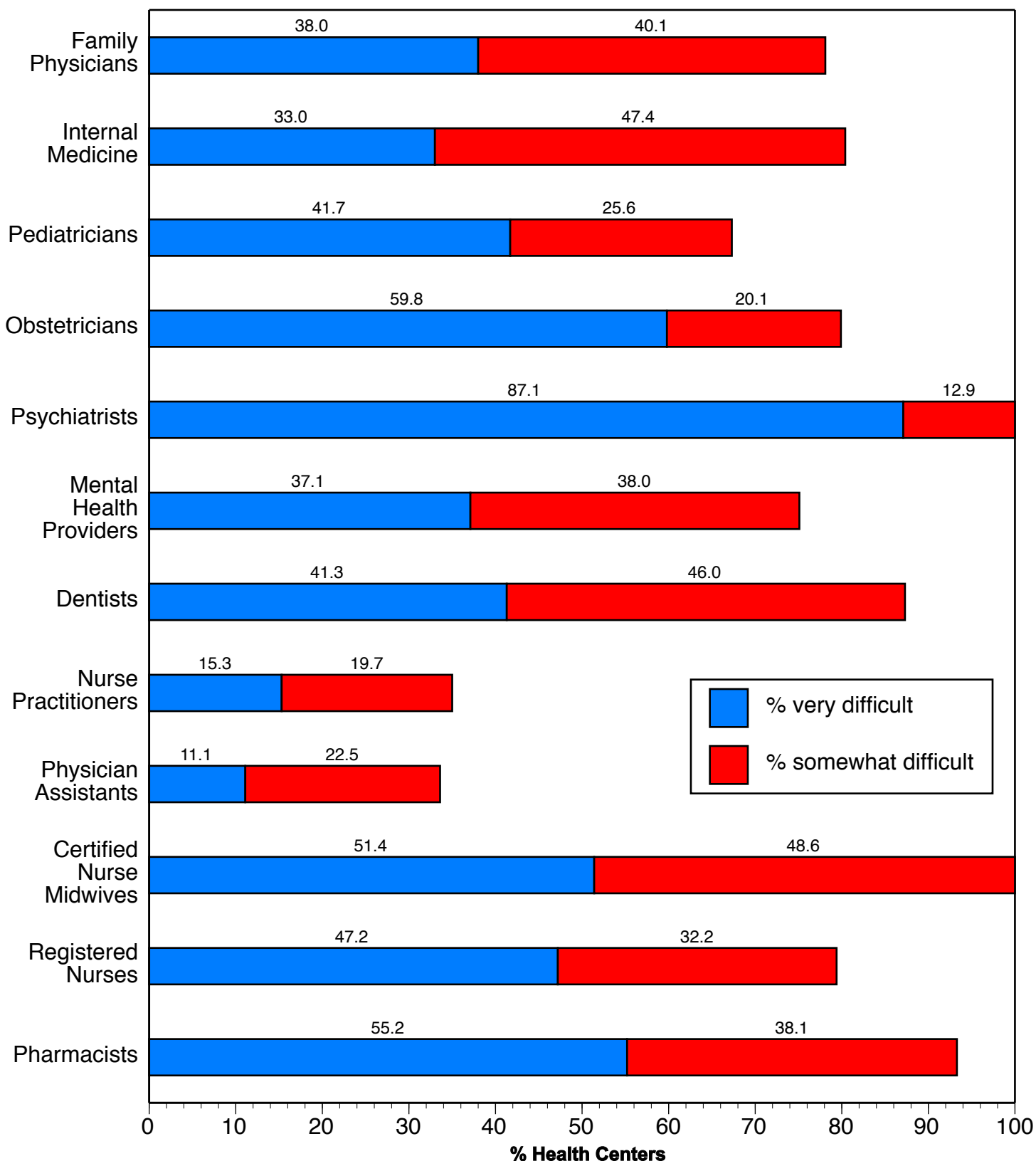
**Figure 16a: Perceived Difficulty Filling a Vacancy
of Selected Health Center Personnel**

(Overall)



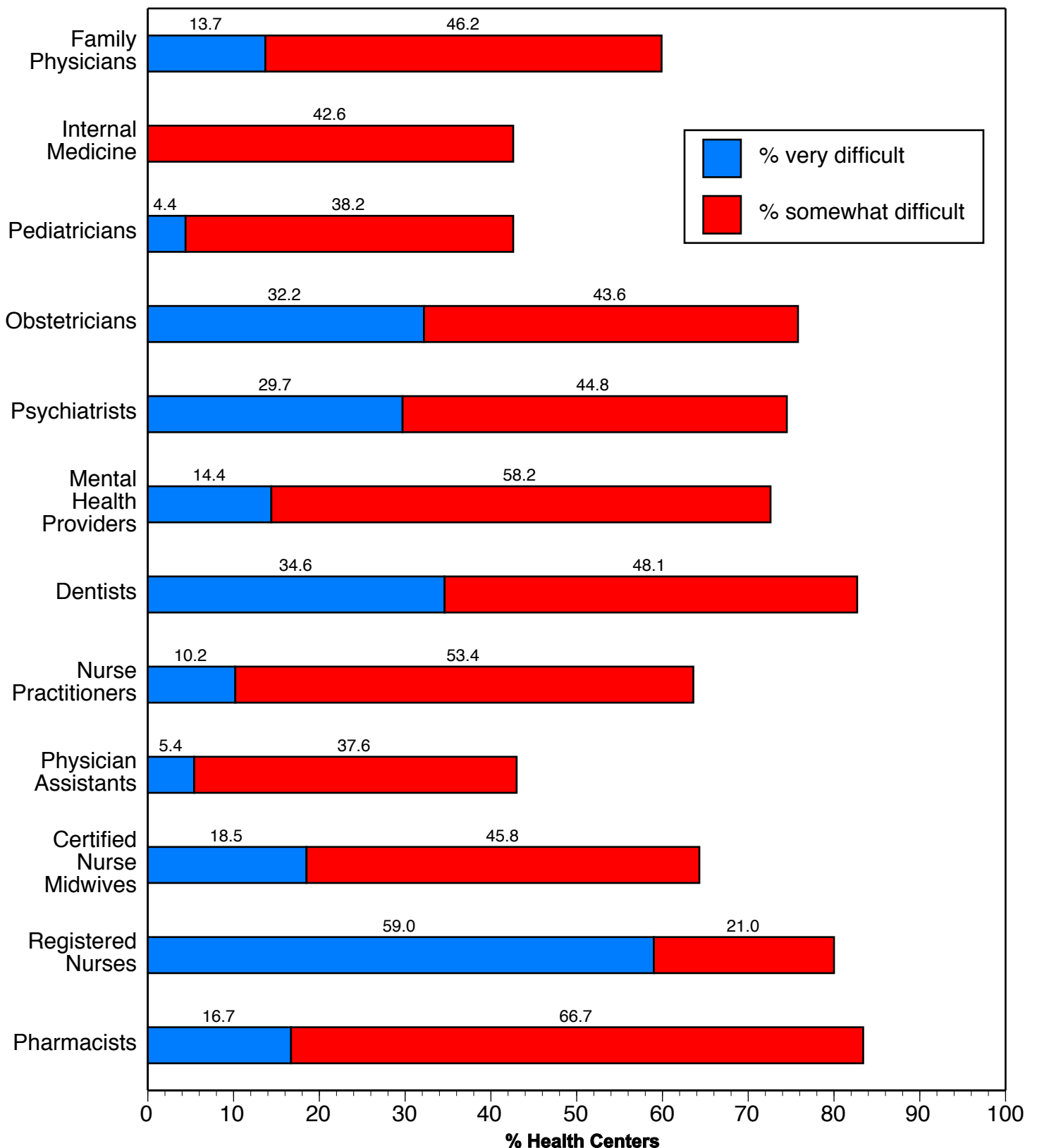
**Figure 16b: Perceived Difficulty Filling a Vacancy
of Selected Health Center Personnel**

(HHS Region 1)



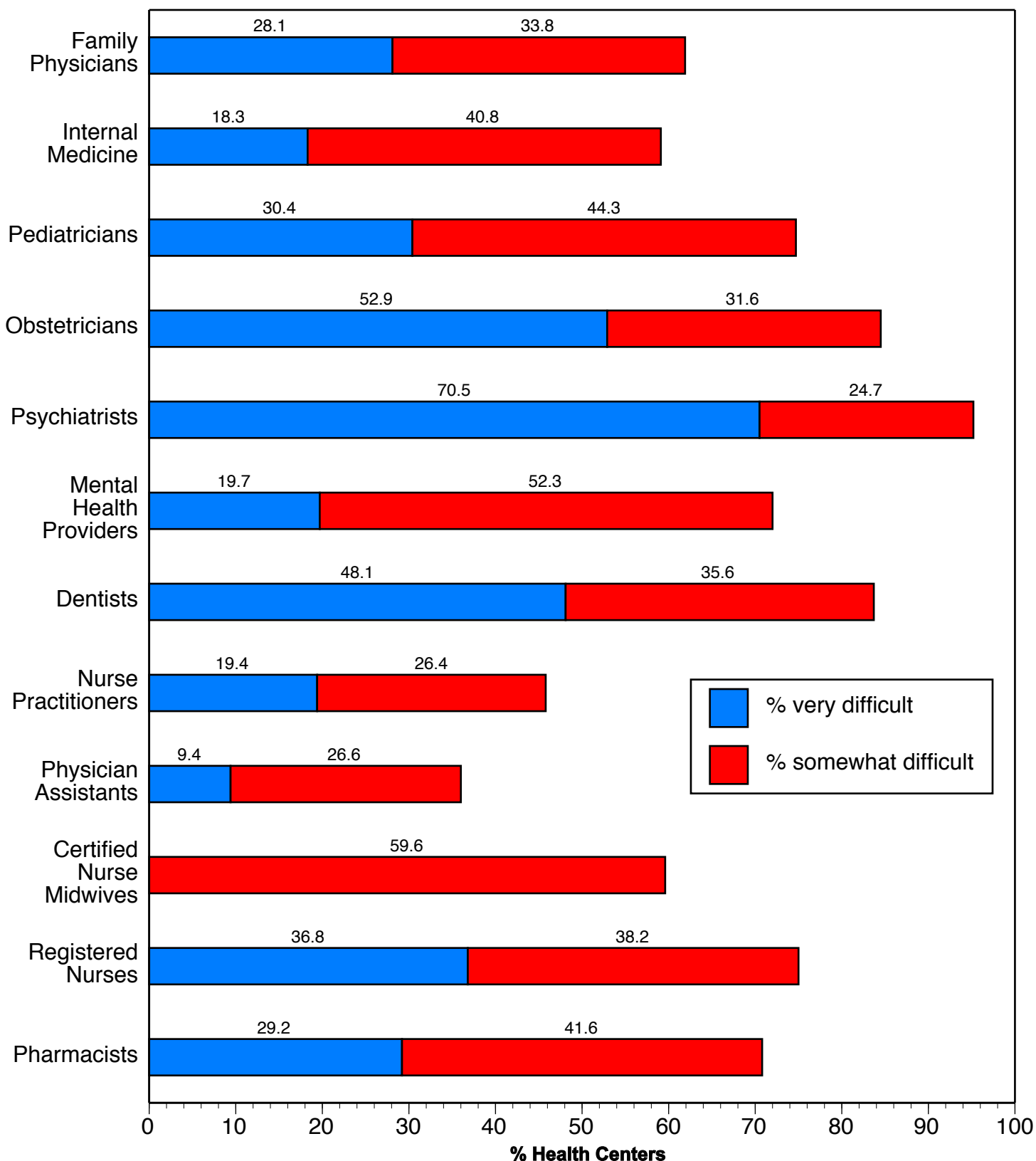
**Figure 16c: Perceived Difficulty Filling a Vacancy
of Selected Health Center Personnel**

(HHS Region 2)



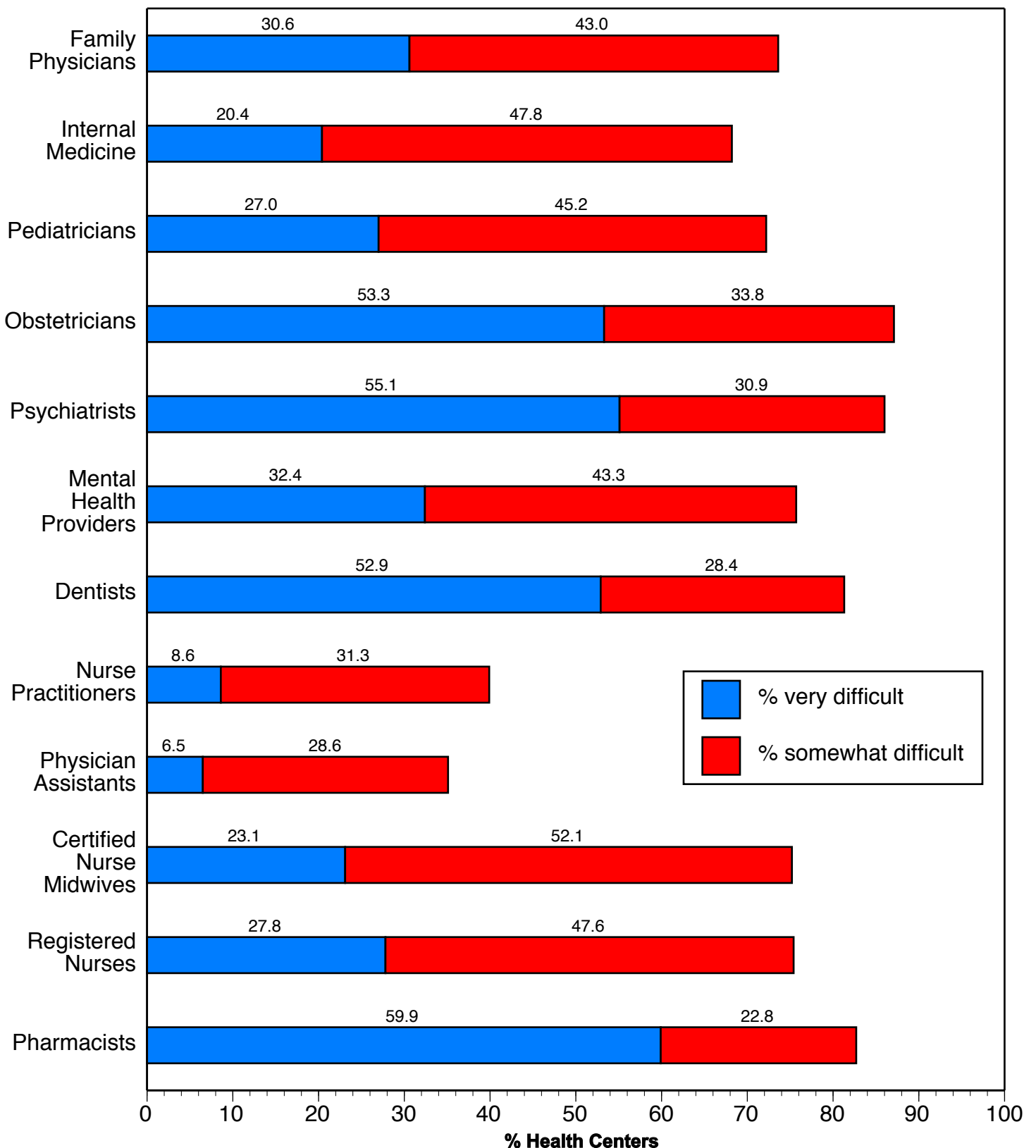
**Figure 16d: Perceived Difficulty Filling a Vacancy
of Selected Health Center Personnel**

(HHS Region 3)



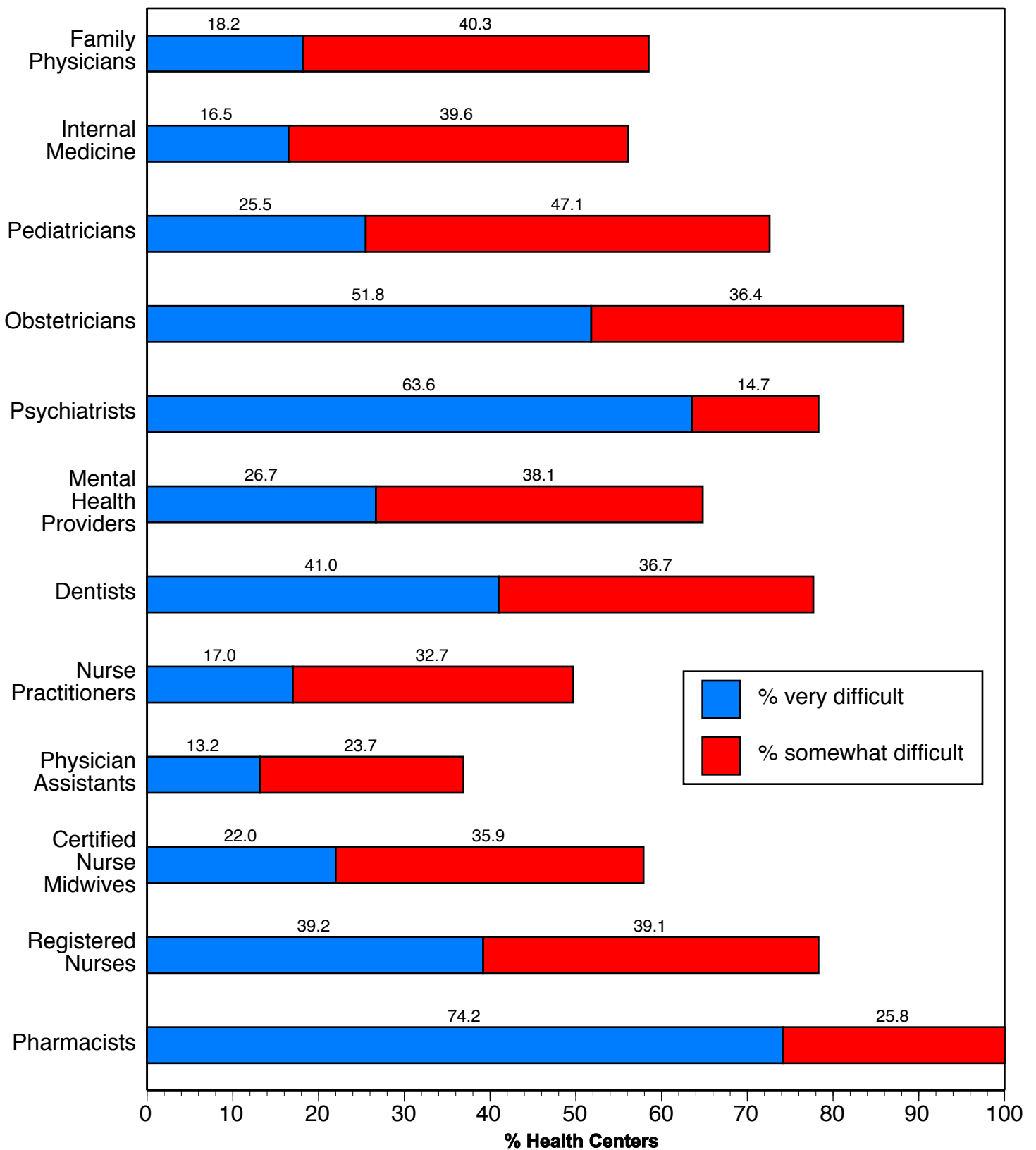
**Figure 16e: Perceived Difficulty Filling a Vacancy
of Selected Health Center Personnel**

(HHS Region 4)



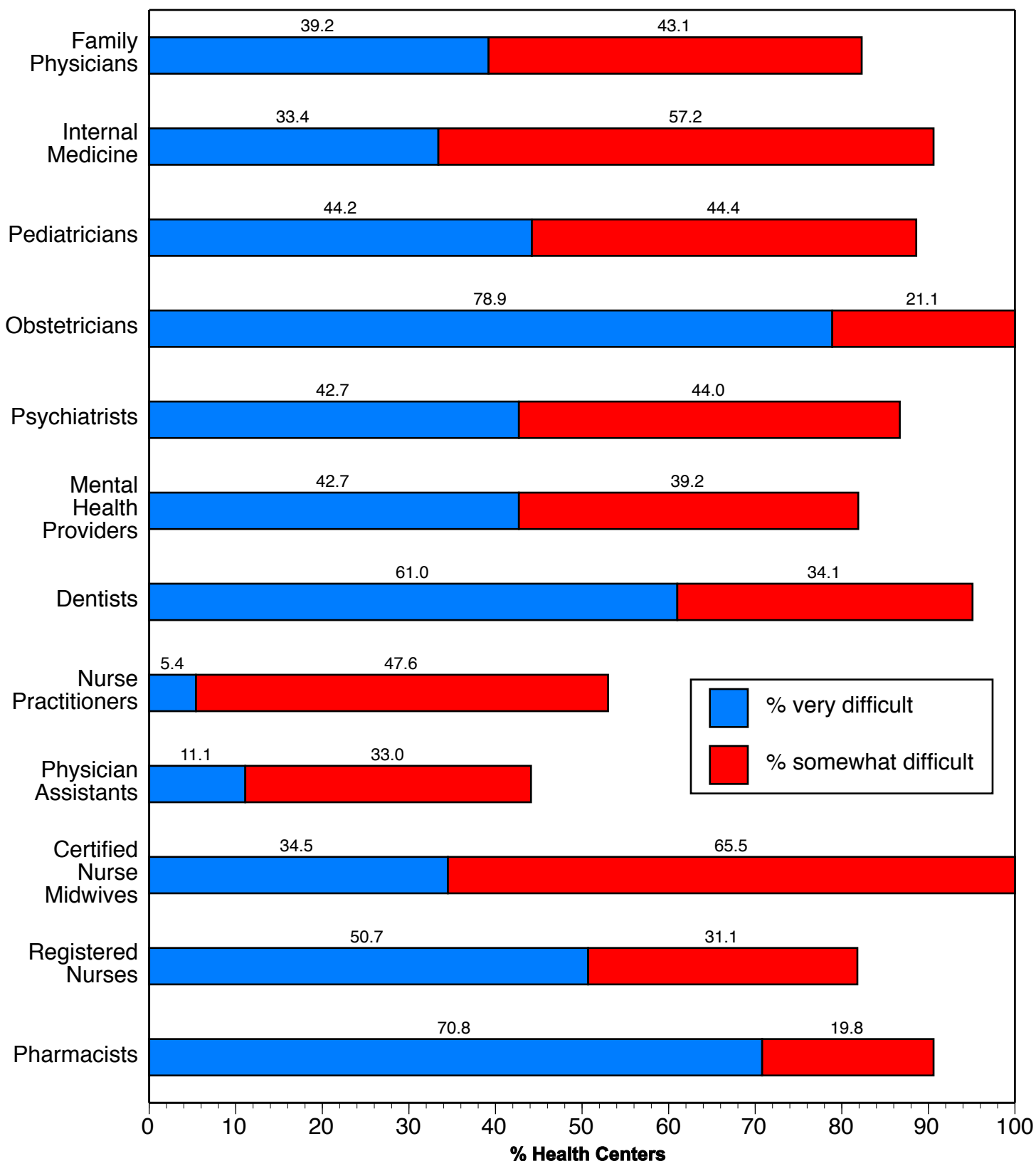
**Figure 16f: Perceived Difficulty Filling a Vacancy
of Selected Health Center Personnel**

(HHS Region 5)



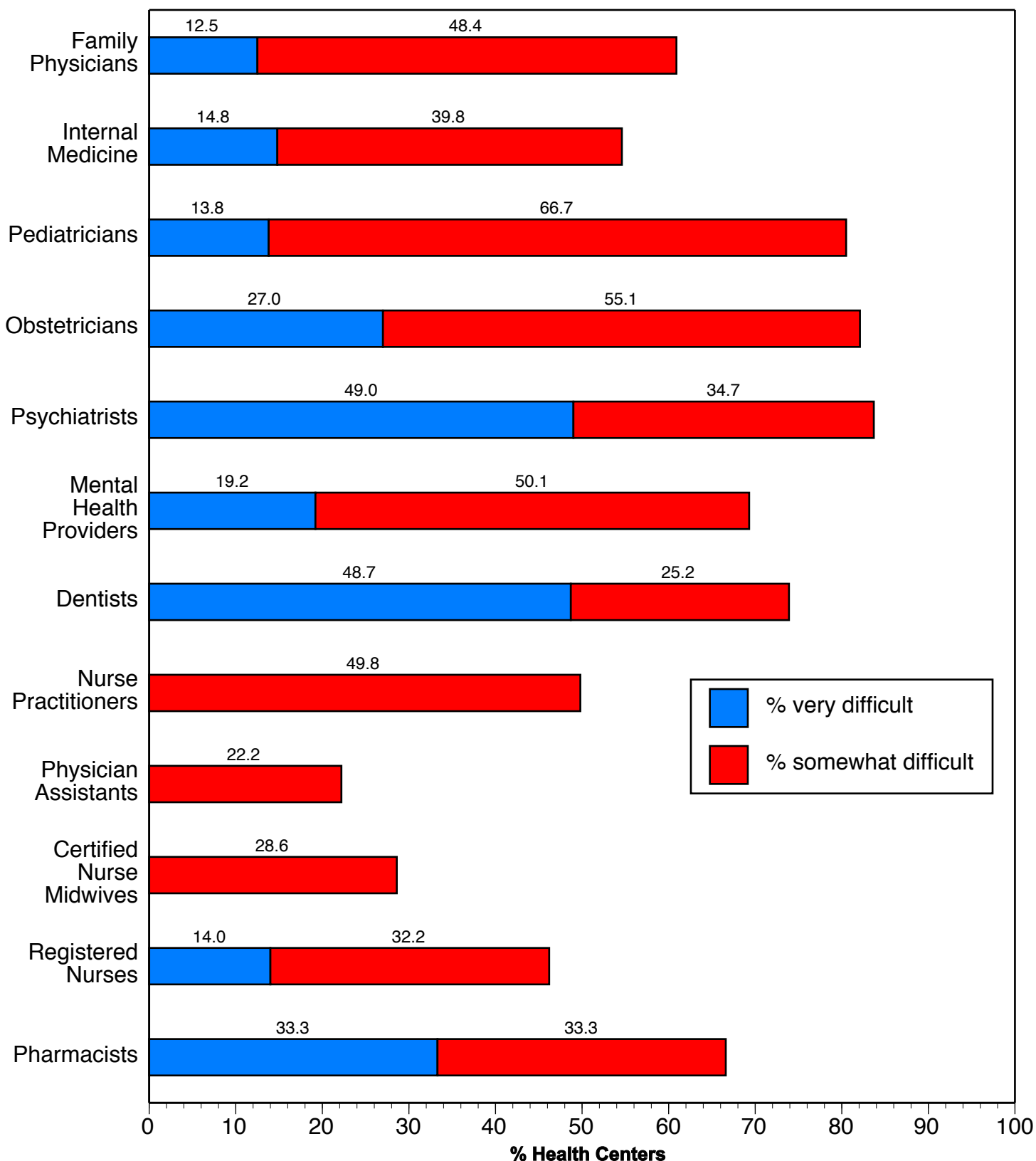
**Figure 16g: Perceived Difficulty Filling a Vacancy
of Selected Health Center Personnel**

(HHS Region 6)



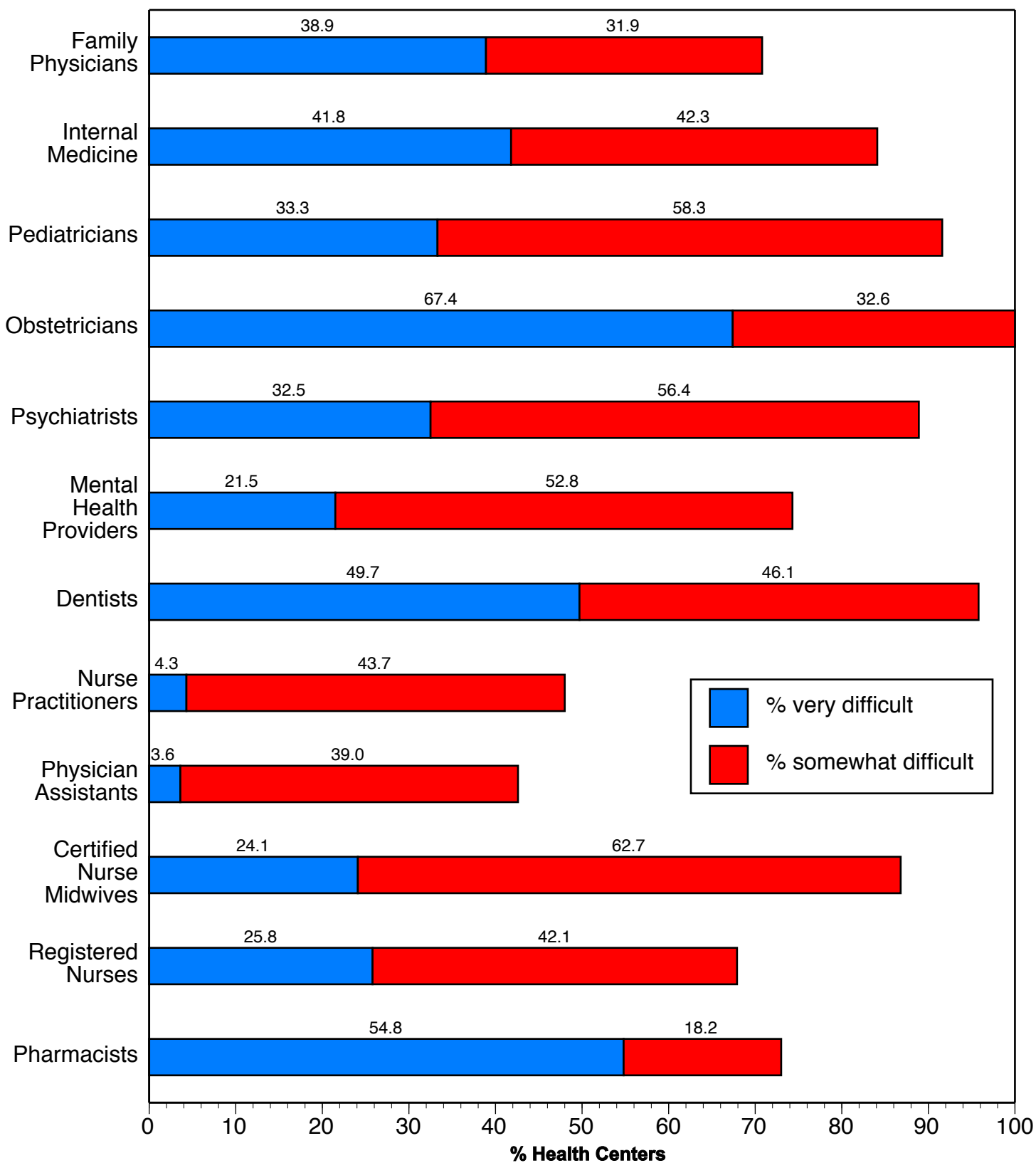
**Figure 16h: Perceived Difficulty Filling a Vacancy
of Selected Health Center Personnel**

(HHS Region 7)



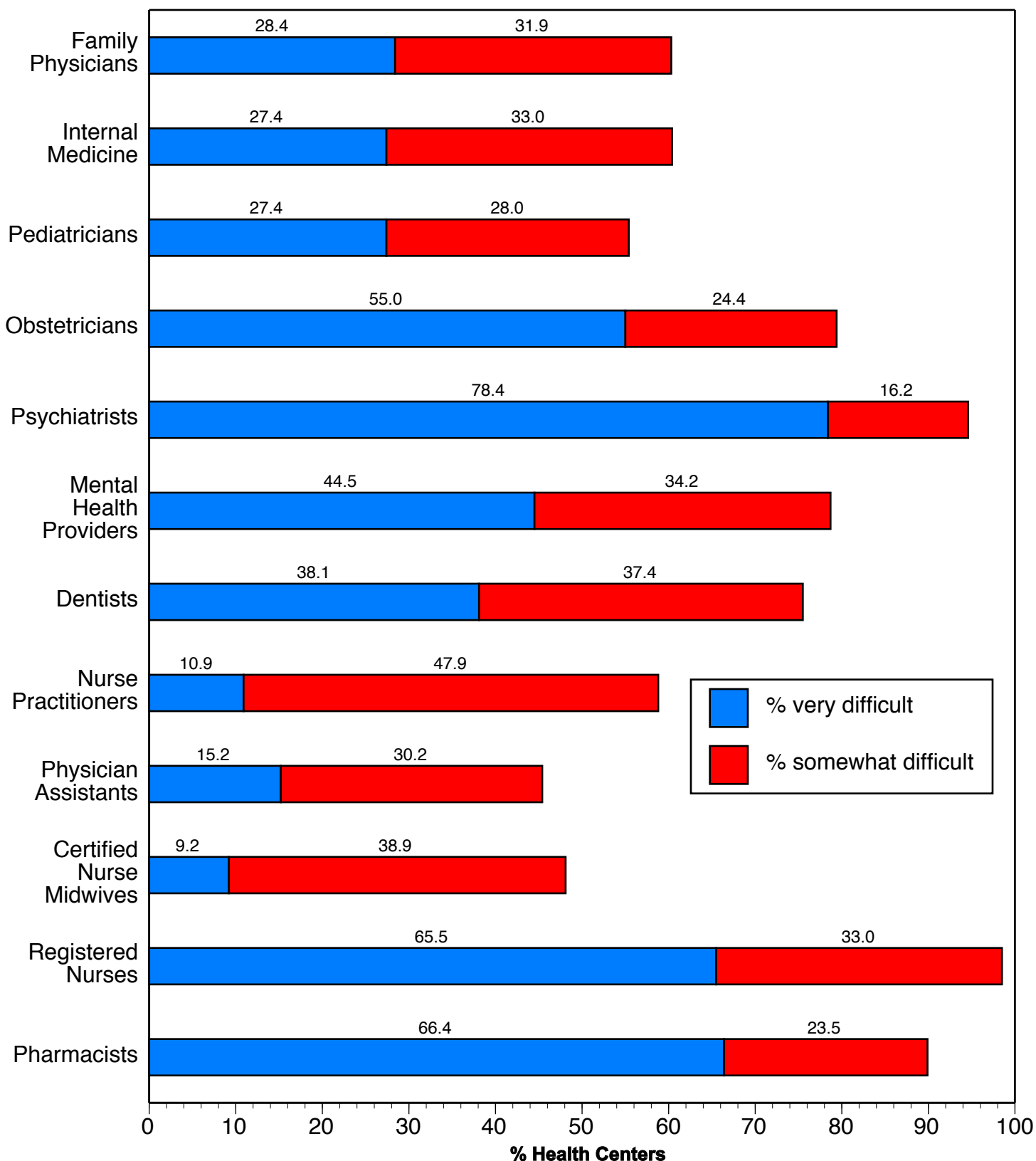
**Figure 16i: Perceived Difficulty Filling a Vacancy
of Selected Health Center Personnel**

(HHS Region 8)



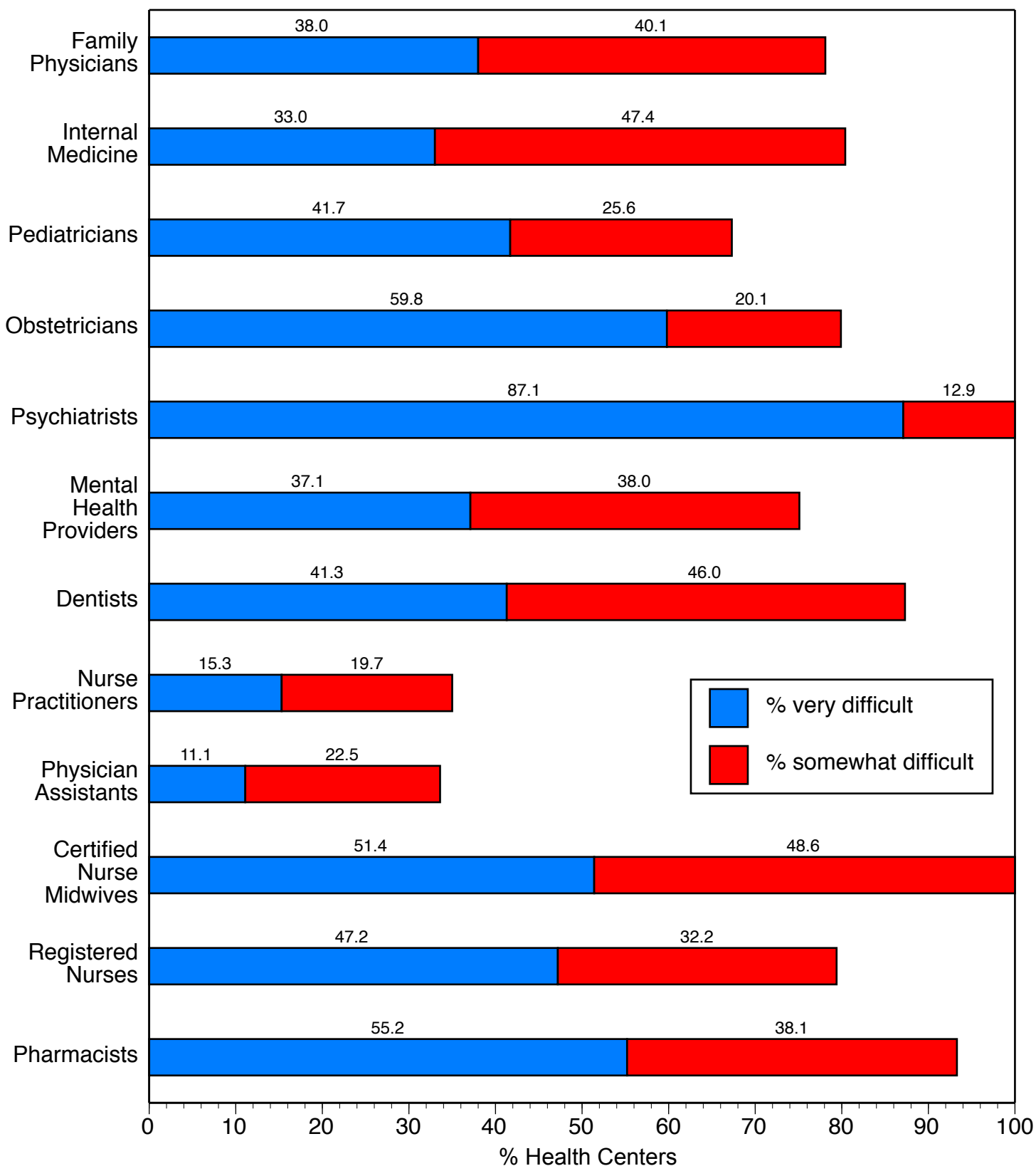
**Figure 16j: Perceived Difficulty Filling a Vacancy
of Selected Health Center Personnel**

(HHS Region 9)

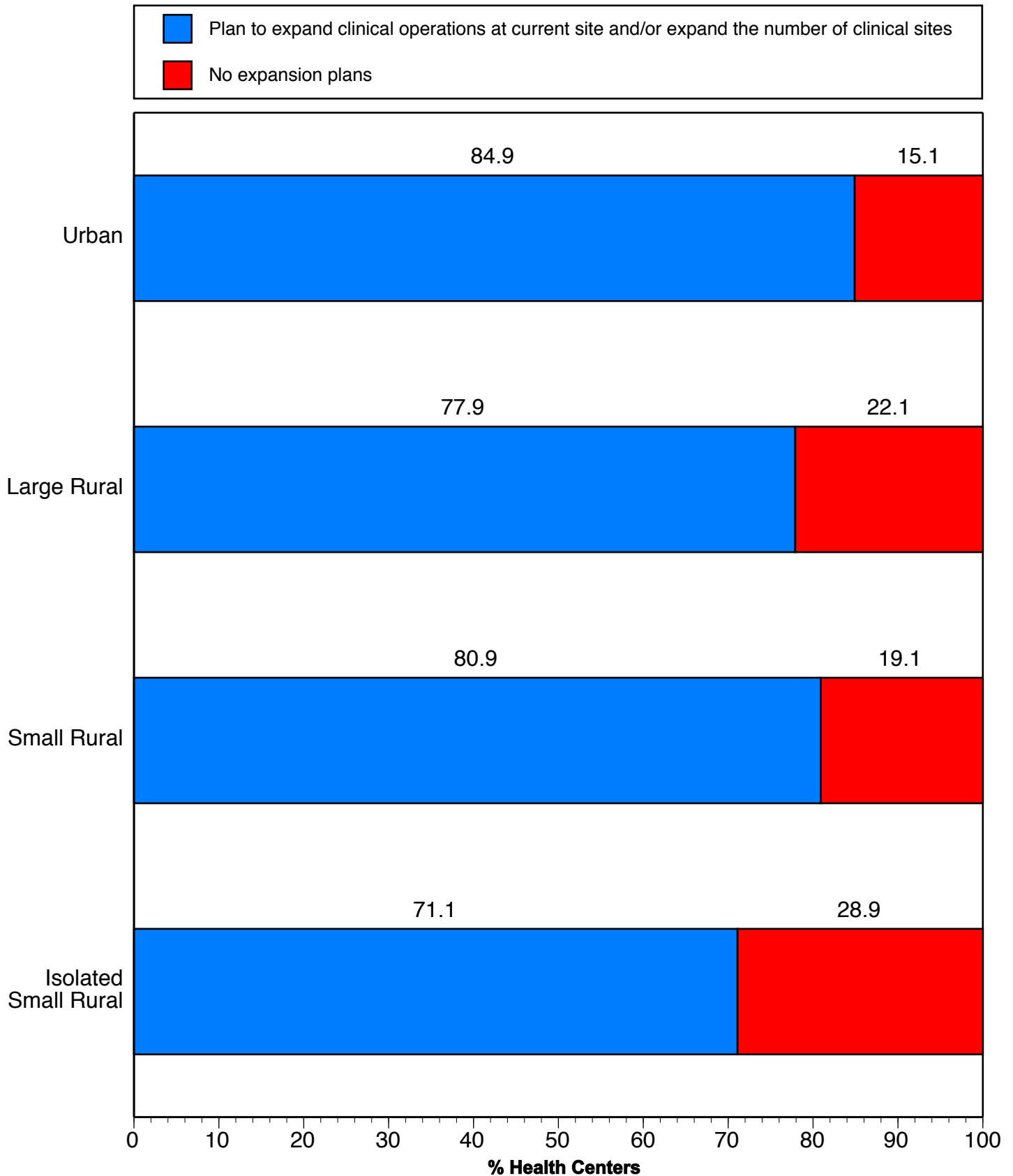


**Figure 16k: Perceived Difficulty Filling a Vacancy
of Selected Health Center Personnel**

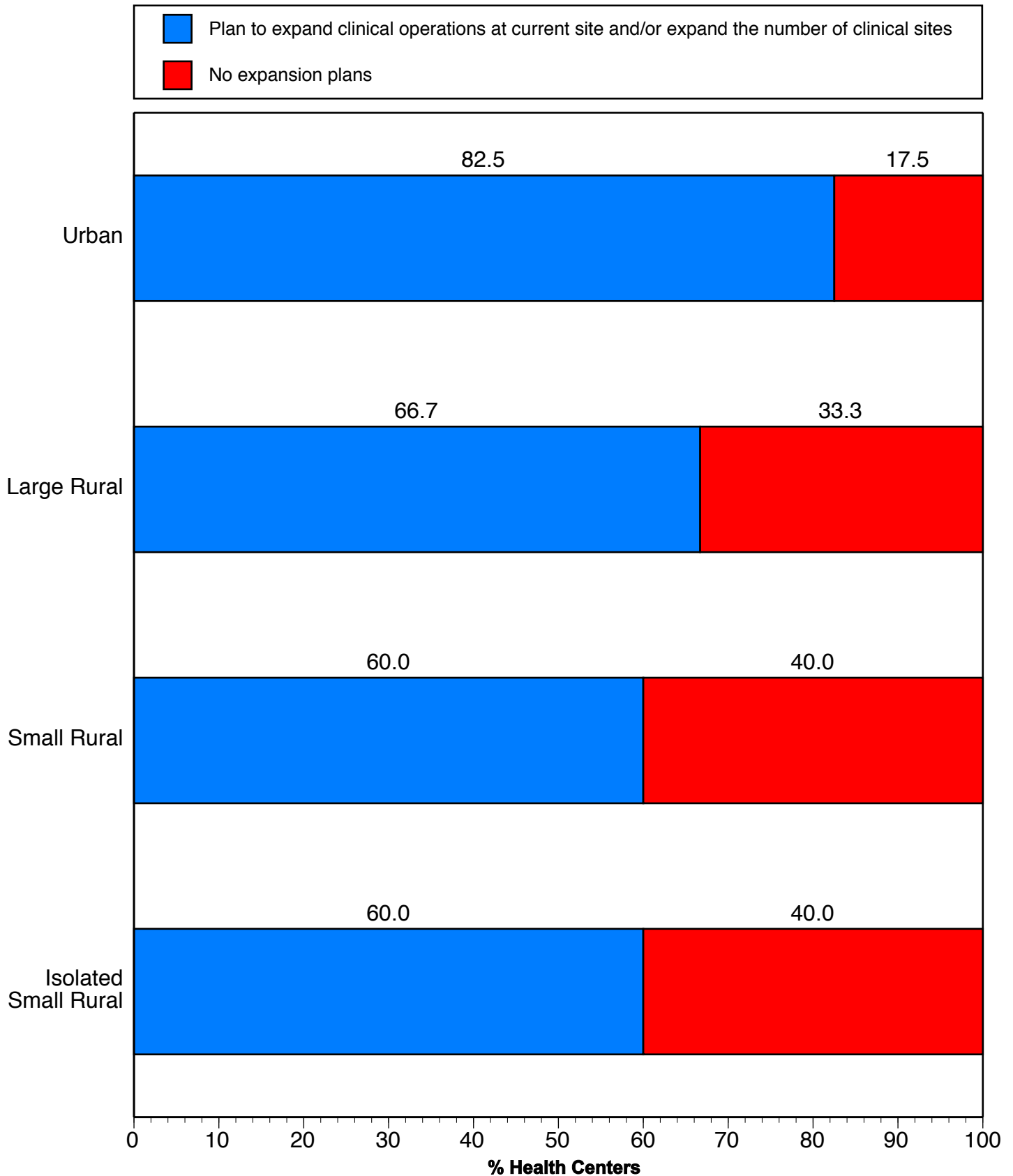
(HHS Region 10)



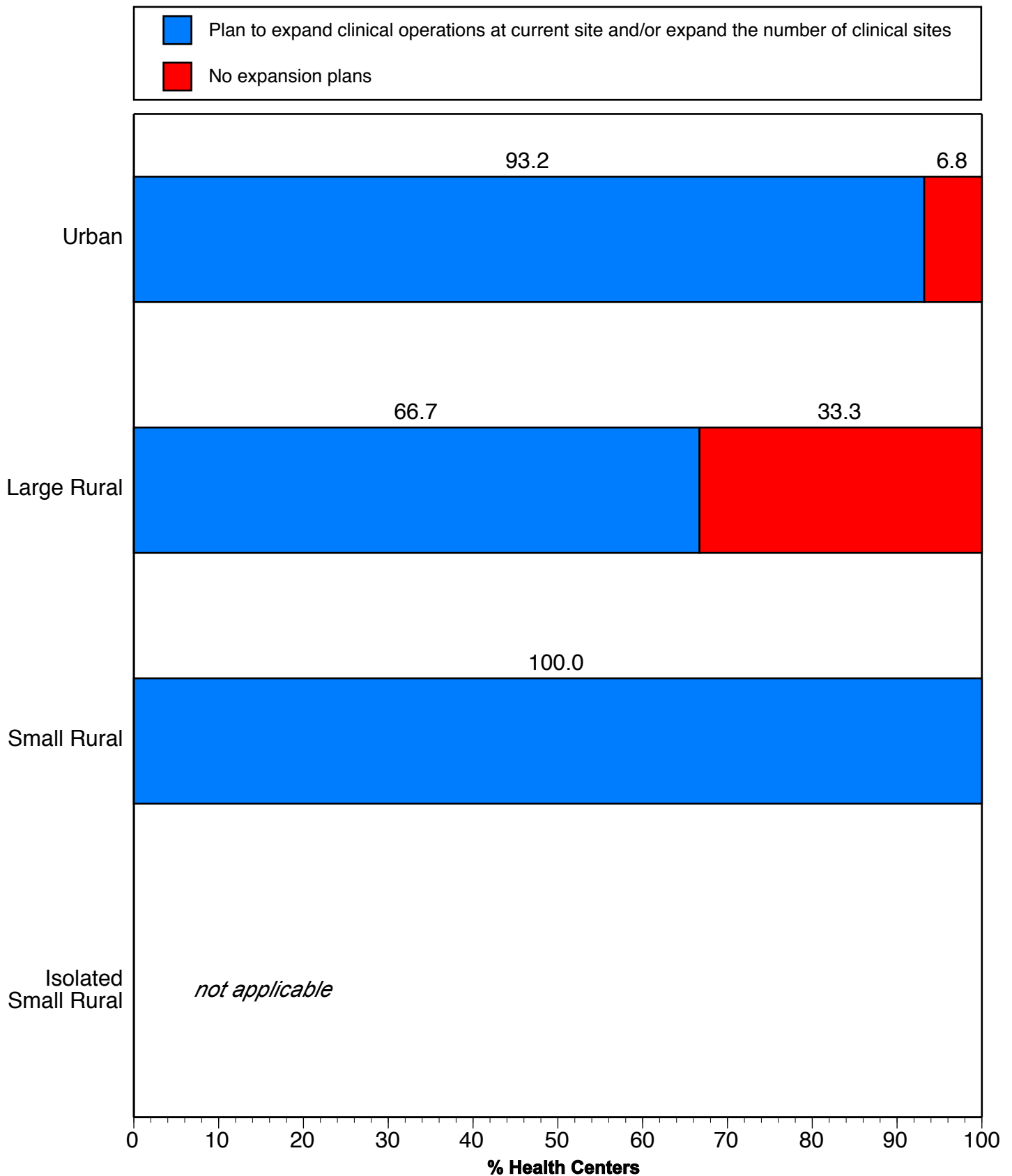
**Figure 17a: Expansion Plans of Federally
Funded Health Centers by Location
(Overall)**



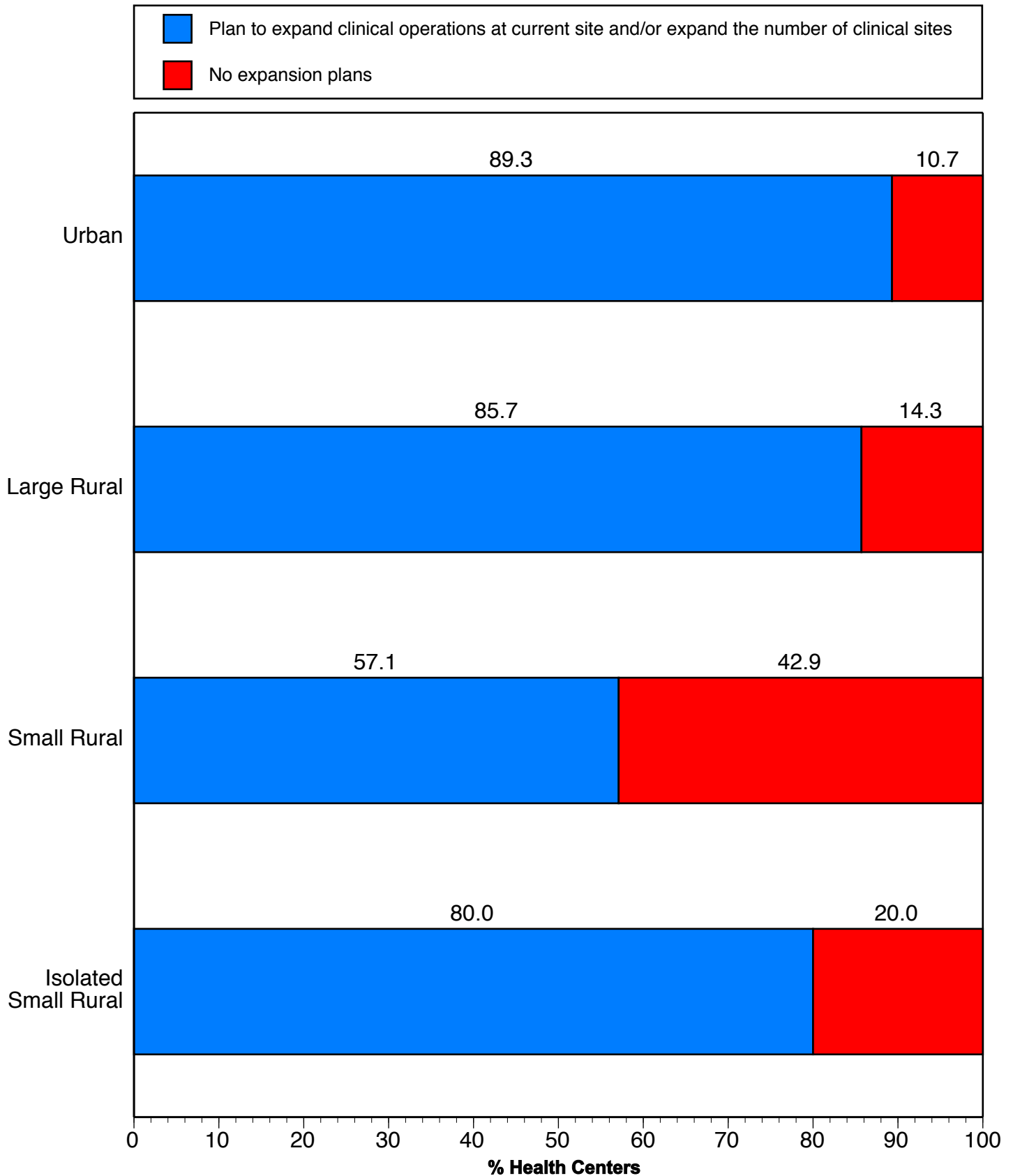
**Figure 17b: Expansion Plans of Federally
Funded Health Centers by Location
(HHS Region 1)**



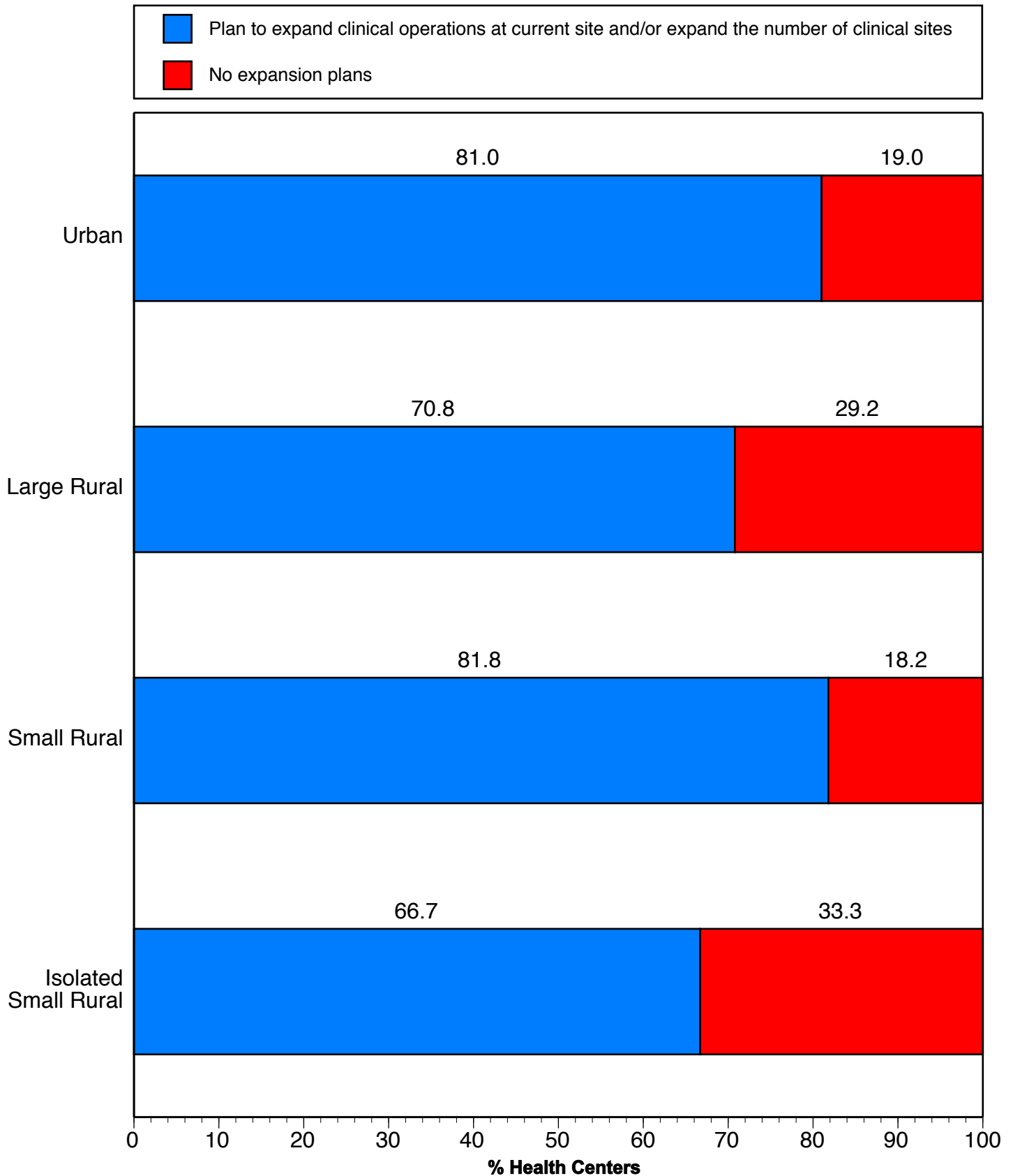
**Figure 17c: Expansion Plans of Federally
Funded Health Centers by Location**
(HHS Region 2)



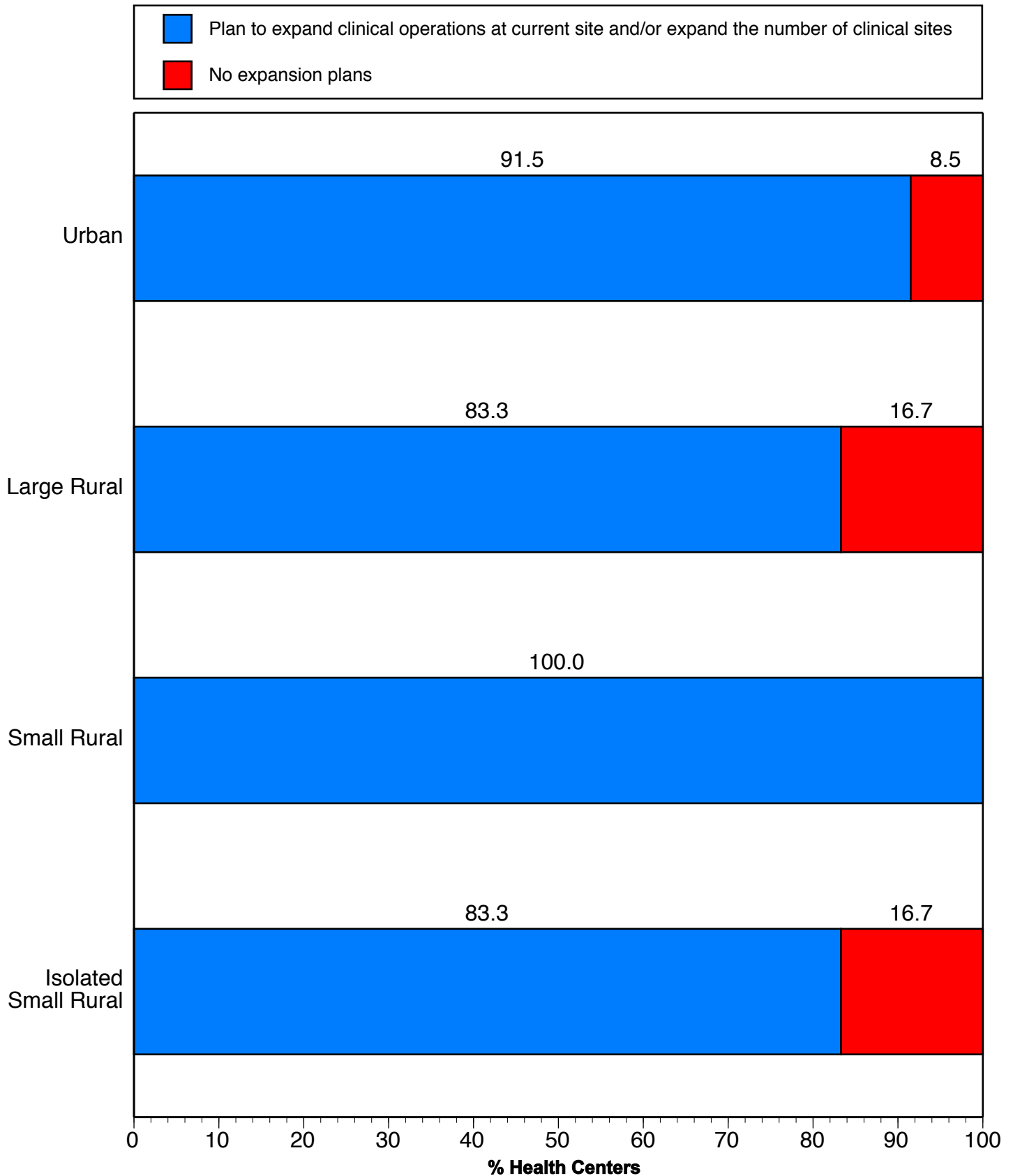
**Figure 17d: Expansion Plans of Federally
Funded Health Centers by Location
(HHS Region 3)**



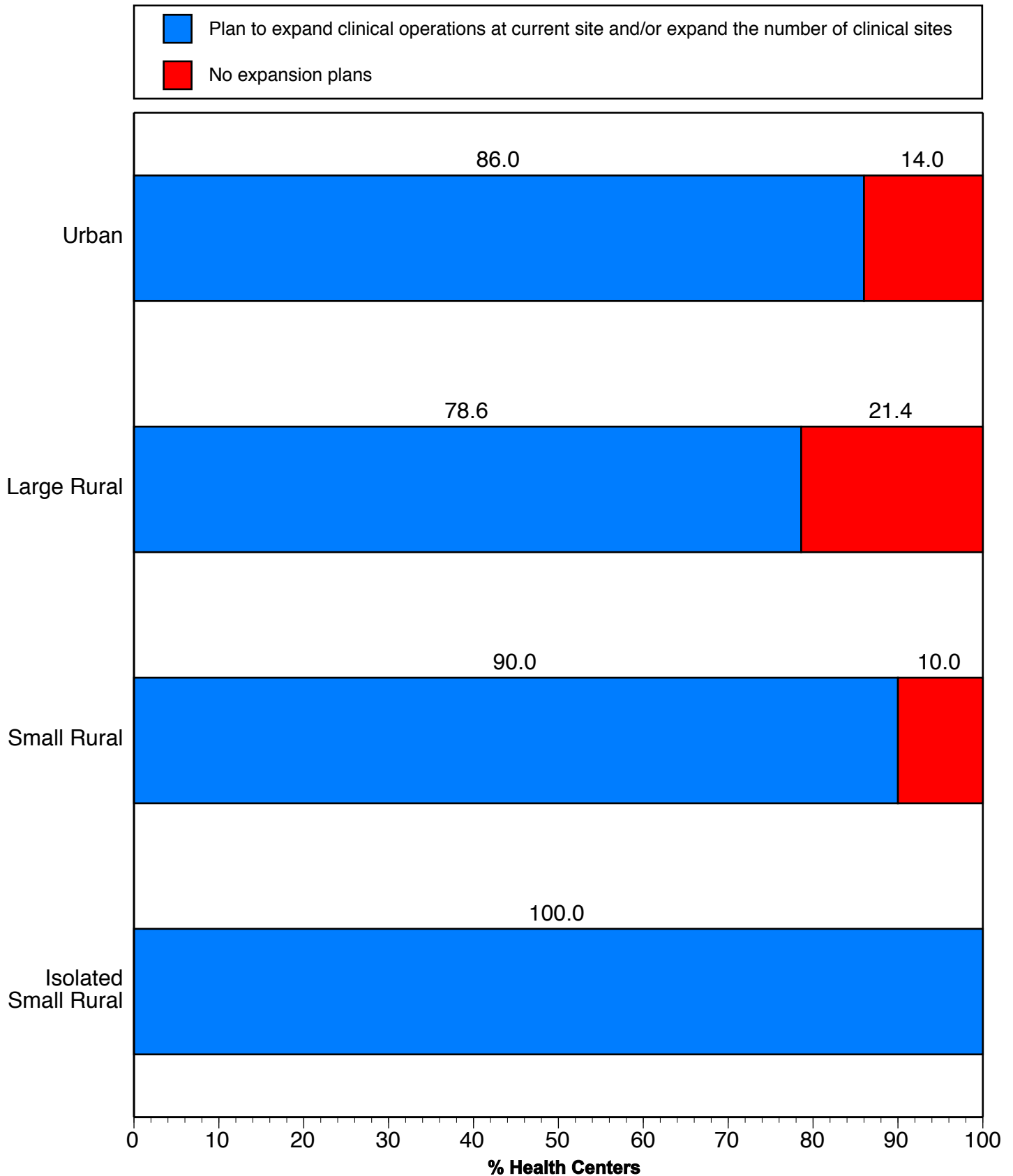
**Figure 17e: Expansion Plans of Federally
Funded Health Centers by Location**
(HHS Region 4)



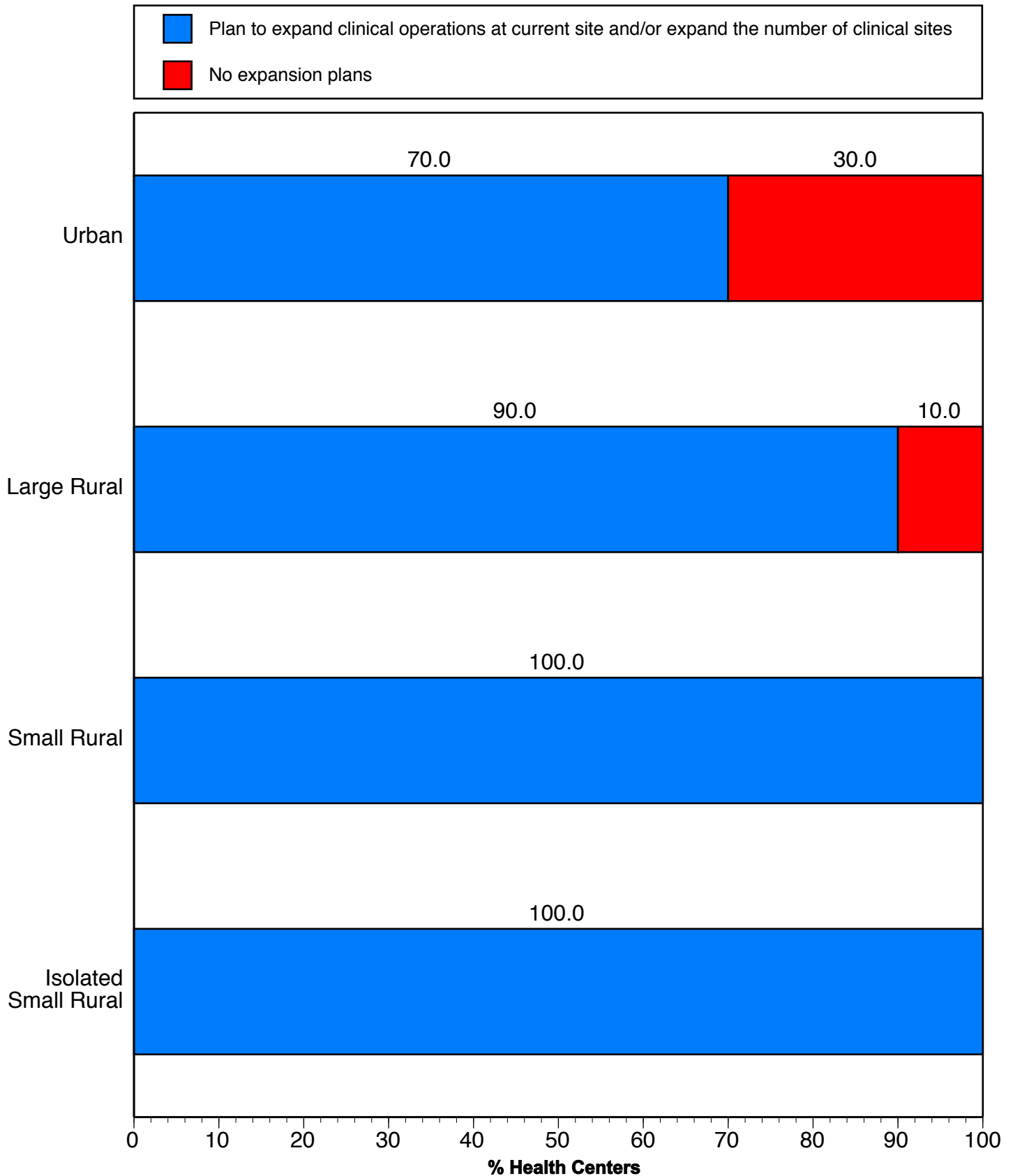
**Figure 17f: Expansion Plans of Federally
Funded Health Centers by Location
(HHS Region 5)**



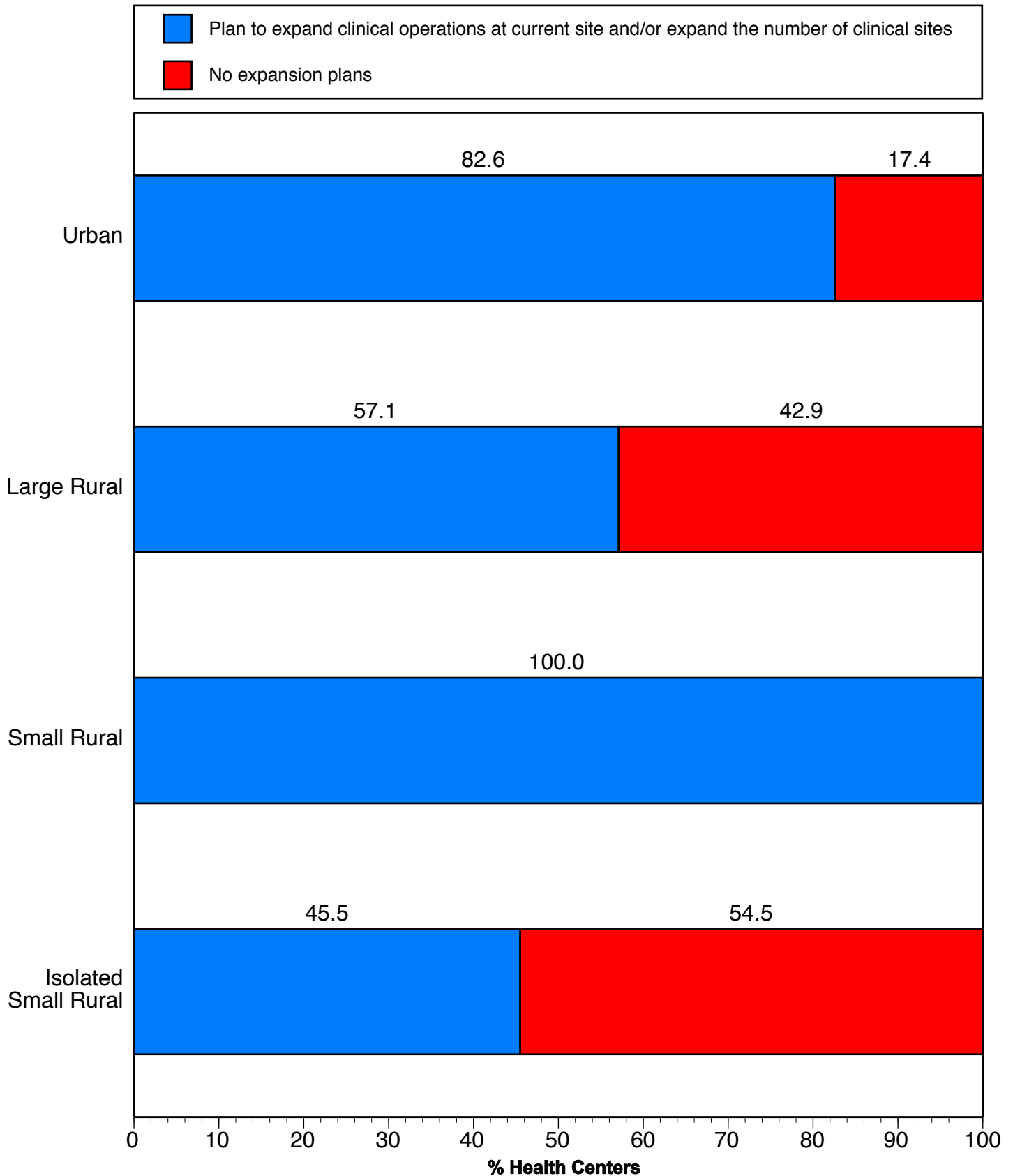
**Figure 17g: Expansion Plans of Federally
Funded Health Centers by Location**
(HHS Region 6)



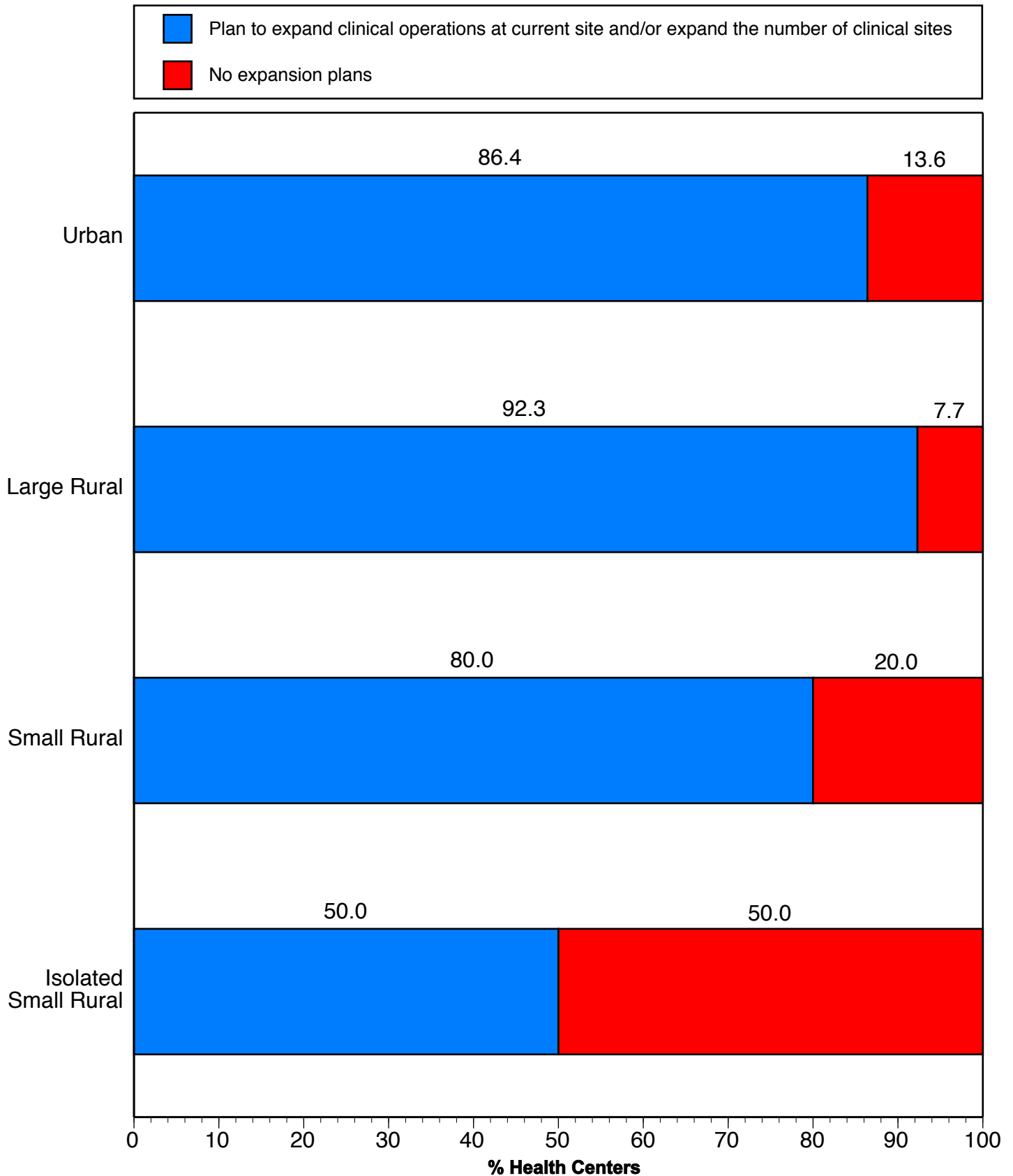
**Figure 17h: Expansion Plans of Federally
Funded Health Centers by Location
(HHS Region 7)**



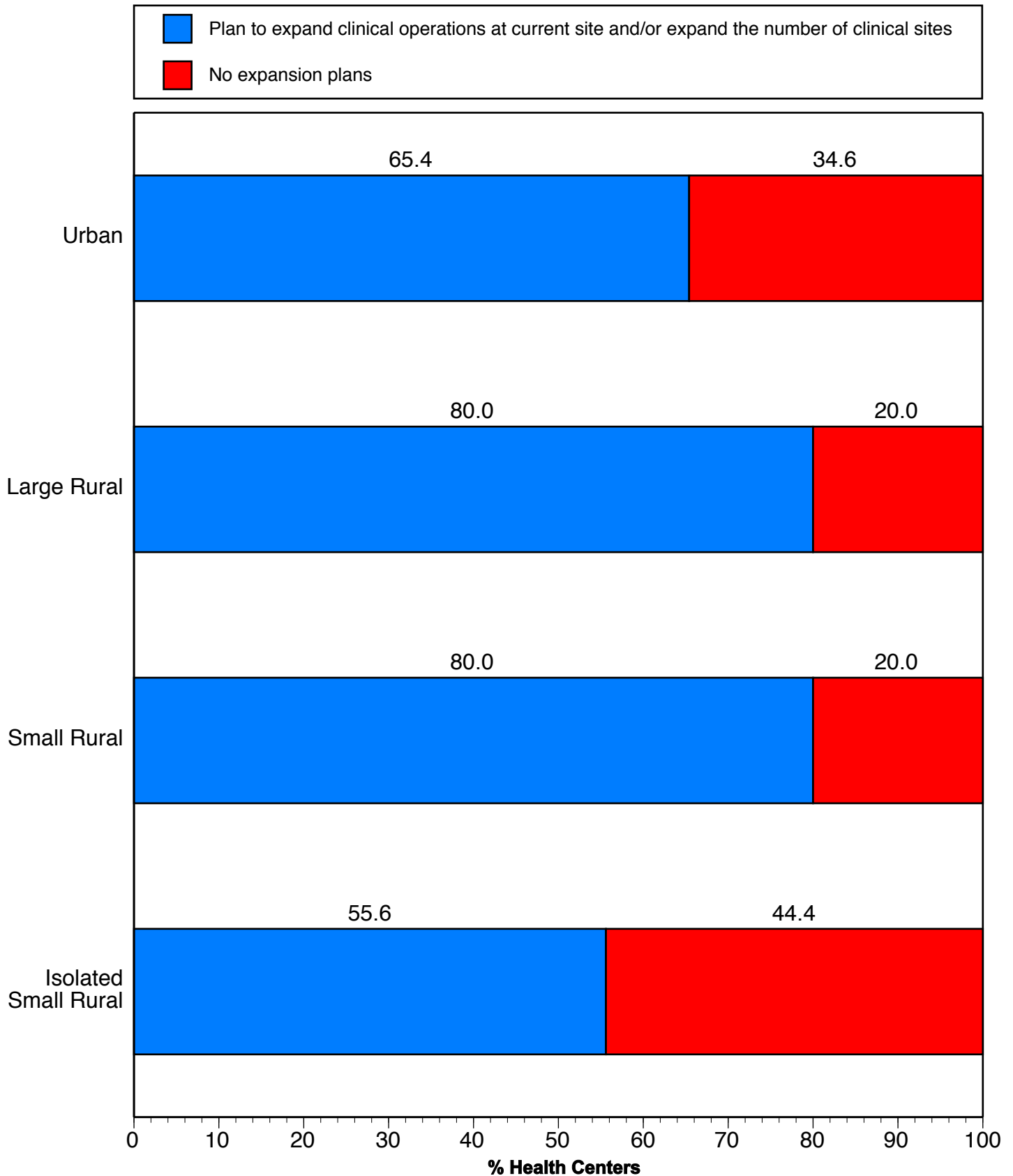
**Figure 17i: Expansion Plans of Federally
Funded Health Centers by Location**
(HHS Region 8)



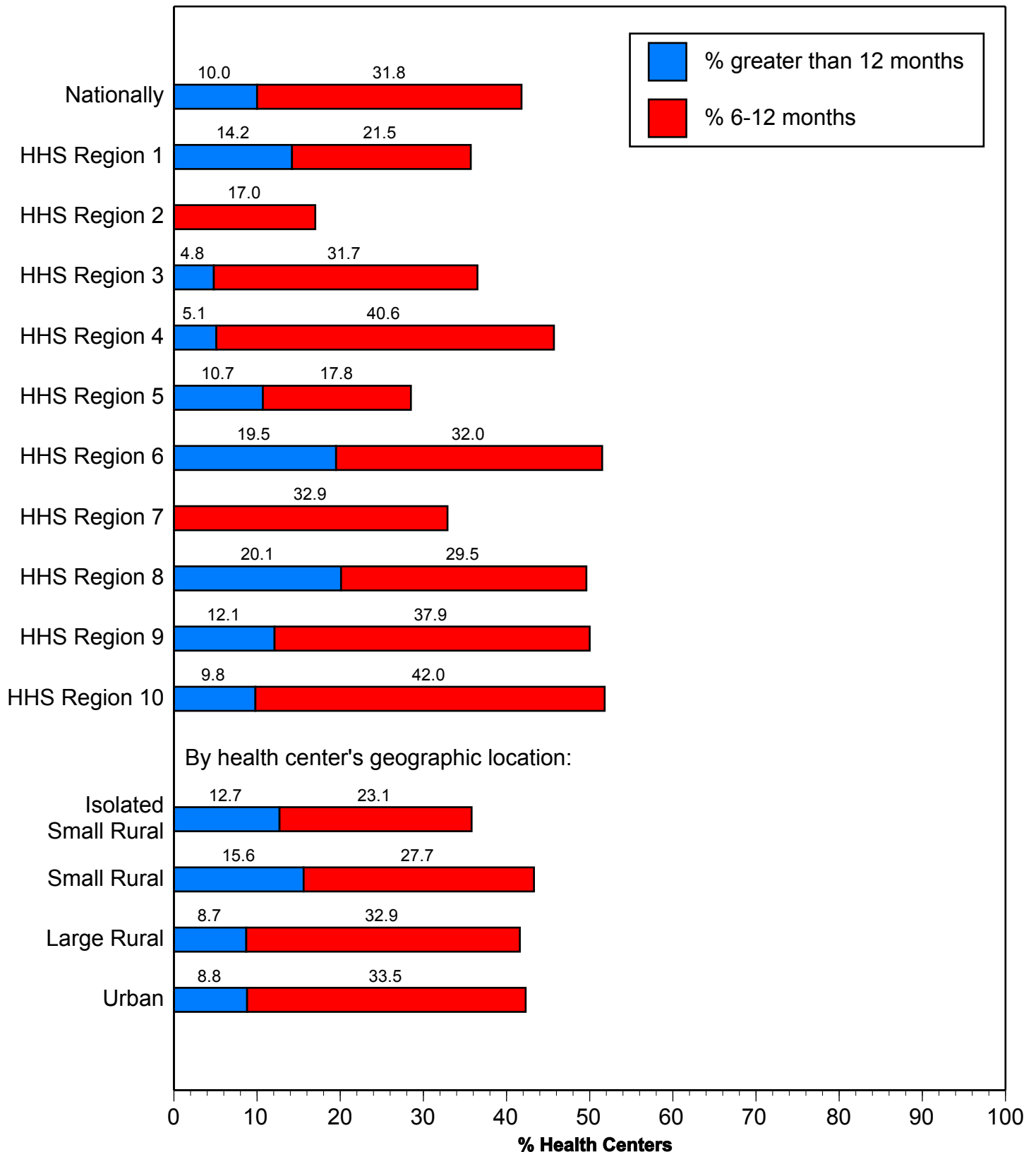
**Figure 17j: Expansion Plans of Federally
Funded Health Centers by Location**
(HHS Region 9)



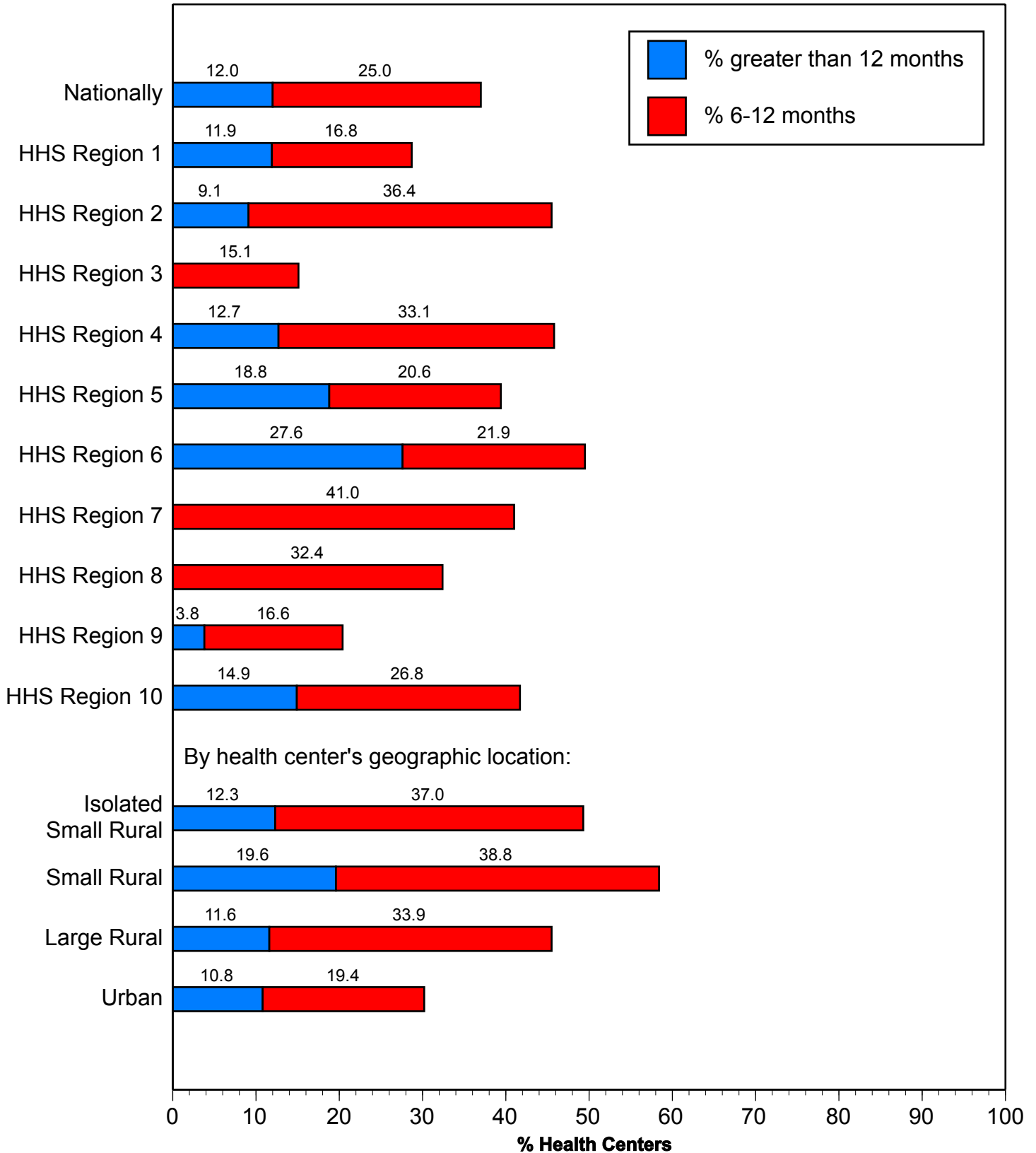
**Figure 17k: Expansion Plans of Federally
Funded Health Centers by Location**
(HHS Region 10)



**Figure 18a: Reported Months Spent Recruiting
a Family Physician in Health Centers**



**Figure 18b: Reported Months Spent Recruiting
a Dentist in Health Centers**



**Figure 18c: Reported Months Spent Recruiting
a Registered Nurse in Health Centers**

