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Bolivar Medical Center Foundation Research Report

Macey Hays

University of Mississippi. Community First Research Center for Wellbeing and Creative Achievement

Kami Tran

University of Mississippi. Community First Research Center for Wellbeing and Creative Achievement

Natalie Minton

University of Mississippi. Community First Research Center for Wellbeing and Creative Achievement

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Bolivar Medical Center Foundation

Research Report

September 2023

Authors:

Macey Hays, Kami Tran, & Natalie Minton

The University of Mississippi

Community First Research Center for Wellbeing and Creative Achievement

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Introduction

The Community First Research Center for Wellbeing and Creative Achievement (CREW) used [community-based participatory research](#) (CBPR) methods to identify child wellbeing and community health concerns specific to Bolivar County. CBPR is an equitable approach to research in which researchers, organizations, and community members collaborate on all aspects of a research project (NIH, 2005). CBPR empowers all stakeholders to offer their expertise and partake in the decision-making process (Israel, 1998).

Through this process, community members provided valuable information concerning problems within their community, established resources, and above all a desire to contribute to further community-proposed solutions.

Findings are presented in two sections:

- 1) Child Wellbeing Assessment
- 2) Community Health Needs Assessment

CREW collected data from 94 community members, 34 related to child wellbeing and 60 related to community health needs. Both the child wellbeing and community health needs assessments identified a set of common concerns for children and the larger community. These common concerns included general child health and safety, inaccessible community health and education resources, lack of access to healthy food, and the need for more educational opportunities for children and adults.

Child Wellbeing Assessment

Background

In September 2022, the Bolivar Medical Center Foundation (BMCF) in Bolivar County, MS commissioned the University of Mississippi, Community First Research Center for Wellbeing and Creative Achievement (CREW) to conduct research and develop a child wellbeing assessment for their community. CREW interviewed community members to determine the top concerns in child health, education, and safety and identify existing local programs available to address each concern.

In January 2023, CREW began research with the following goals:

- Identify unique child wellbeing concerns in Bolivar County.
- Identify existing and potential local programs most likely to address each concern.

Research Design

CREW used the community-based participatory research (CBPR) principles to guide this assessment. CREW staff interviewed Bolivar County community members who were most likely to interact with children in one or more of the following areas:

Table 1: Community members interviewed by role.

Community members	Number of Participants
Law Enforcement	10
Parents/Guardians	9
Community Administrators	6
Medical Professionals + Staff	5
Educators + Staff	4
Total	34

Interview guide:

The interview guide consisted of questions which covered the priority areas. The interview questions asked are listed below. All participants were asked the same set of questions.

1. What are your biggest concerns for children in your community?
2. Can you describe the physical health of the children in your community?

Supplementary Topics:

- Access to food
- Healthcare availability
- Health education
- Physical activity
- Local parks/community sports

- Playing outside
3. Can you describe the mental health of the children in your community?
 Supplementary Topics:
 Mental health education
 Child developmental screenings
 Mental health care availability
 Emotional environment (home/school/community)
 Perceptions of mental health issues
 Community resources
 4. What do you think about the quality of children’s education in the community?
 Supplementary Topics:
 After-school activities
 Educational opportunities
 Education challenges
 Parental involvement
 5. What safety concerns do you have for children in your community?

These interviews were analyzed in four stages:

1. *Coding*: Interviews were transcribed and filtered into a list of ideas.
2. *Categorizing*: Ideas were separated into the following outline: Concerns, Needs/Wants, and Current Resources.
3. *Ranking*: Concerns were itemized and tallied among interviewees to determine how many times each concern was mentioned across participants.
4. *Programming*: The top three concerns and needs/wants in each category were matched with existing local programs or used to design simple additions to existing programs.

Findings

The following concerns were the top-rated concerns along with their respective community-proposed solutions, and current identified resources. The top concerns for each category are provided below.

Safety: Guns & Crime

The safety category included specific and generalized concerns regarding the overall safety of children in the community ranging from traffic/road safety to drug use. Guns and crime were the top concerns among those interviewed and were mentioned 53 times across participants. Interviewed community members proposed solutions to address their concerns.

Table 2: Overall community safety concerns and suggestions

Specific Guns & Crime Concerns:	Community-Proposed Solutions:	Current Resources:
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1. Gun violence 2. General crime 3. Inaccessible resources due to crime	1. Increased police presence 2. Mentorship program	1. Local police departments 2. Bolivar County Sheriff's Office 3. Boys & Girls Club
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Health: Healthcare Access

The health category consists of a broad range of health concerns, varying from perception of mental health issues to a lack of specialists in the community. When reporting current/established resources, those interviewed referred either directly to a lack of healthcare resources or expressed concern for the lack of knowledge regarding current resources, which led to underutilization. Healthcare access was the top concern among those interviewed regarding the mental and physical health of children in Bolivar County and was mentioned 38 times throughout the interview process.

Table 3: Overall community health concerns and suggestions

Specific Healthcare Access Concerns:	Community-Proposed Solutions:	Current Resources:
1. Limited/lack of resources 2. Underutilized existing physical health resources 3. Underutilized existing mental health resources	1. Provide community-wide health education 2. Create & distribute recurring mental/physical health newsletters	1. Community Health Center 2. Delta Health Alliance 3. Life Health 4. Fly Zone 5. Delta State University's play therapy program

Education: Lack of Programming

Lack of programming was the top concern among those interviewed regarding the education of children in Bolivar County and was mentioned 26 times during the interview process.

Table 4: Overall community education concerns and suggestions

Specific Programming Concerns:	Community-Proposed Solutions:	Current Resources:
1. Lack of programmatic resources 2. Inaccessible after school activities	1. Diverse educational exposures via field trips, college tours, and cultural events 2. Create an extracurricular activity and after-school program guide for parents and guardians	1. School districts 2. MS colleges and universities 3. Delta State University Tutoring

Other Notable Concerns from Interviews

Peer Pressure:

Peer pressure was mentioned 24 times throughout the interview process and was second only to guns and crime-related safety concerns for children in Bolivar County. While interviewees explicitly mentioned peer pressure several times, this category also includes more specific concerns regarding parental supervision and access to and/or reliance on technology and social media. These specific concerns were mentioned by various community members as factors which contribute to peer pressure amongst children in the county. Existing Bolivar County organizations such as the Boys & Girls Club and Fly Zone were identified as best placed to address peer pressure concerns.

Healthy Food Access:

Healthy food access was mentioned 18 times throughout the interview process, second only to healthcare access as a reported concern regarding the physical and mental health of children in Bolivar County. This issue was reported in terms of limited healthy food options throughout the county, obstacles to obtaining the limited healthy food options (such as price, proximity, etc.), as well as specific ailments prevalent within the community (diabetes, high blood pressure, obesity, etc.). Community members listed Bolivar County school districts and food banks as best placed to address food access concerns.

Traffic and Road Safety:

Community members mentioned traffic/road safety as a concern for children, specifically pertaining to both excessive speeding and before and after school traffic in Bolivar County. In response to this concern, community members suggested adding more speed bumps and increasing both the presence and amount of time crossing guards are available before and after school. Community members listed local law enforcement, crossing guards, and Department of Transportation as best placed to address traffic and road safety concerns.

Community Health Needs Assessment

Background

In January 2023, CREW used CBPR to determine the community's top concerns in community health and identify existing local resources and potential avenues to address each concern.

CREW began community health needs research with the following goals:

- Identify unique health concerns to Bolivar County citizens.
- Identify sources of health concerns.
- Identify needs of citizens and medical professionals to address concerns.

Research Design

CREW used interviews and surveys focusing on individual and community health and resources to collect data on the needs of Bolivar County citizens. When interviewing or surveying medical professionals, CREW asked additional questions surrounding their recruitment and retention.

Surveys were conducted through Qualtrics and disseminated to community members through flyers, email, and social media posts. Survey questions were designed to evaluate community members' perspectives on health and resources provided in their community. Medical professionals answered the same questions but were asked an additional set of questions to evaluate their job satisfaction and intention to stay in Bolivar County. Responses were analyzed using descriptive statistics after the survey closed on August 16, 2023.

During the interview process, community members were asked about their concerns for health in their community, and many community members proposed solutions to their concerns. The concerns noted in the "Findings" section are the top-rated concerns along with community-proposed solutions and potential resources in each category.

Findings

Qualitative findings begin with results from a survey showing overall community healthcare dissatisfaction among Bolivar County citizens. Responses also include those from medical professionals who identify as community members. Medical professionals answered a second questionnaire regarding job satisfaction, community resources, and intentions to remain in Bolivar County. It is important to evaluate health professionals' overall satisfaction because their retention is of paramount importance to the community and Bolivar Medical Center Foundation.

Survey Results:

This research’s survey results show Bolivar County citizens’ and medical professionals’ baseline opinions of healthcare and healthcare resources in their communities. The following tables indicate dissatisfaction among most Bolivar County residents and medical professionals with current conditions and community resources.

Table 6: Breakdown of Surveyed Community Members

Community Members	Number of Participants
Bolivar County Community Members	11
Bolivar County Medical Professionals	10
Total	21

A total of 82.36% of participants agreed with that statement that they were concerned about unaddressed community healthcare issues, 88.24% of participants agreed with the statement that they believe there are issues in the community that impact healthcare, and 62.5% agreed with the statement that they do not believe their community leaders care about community healthcare issues. A further 64.7% of participants agreed with the statement that they are dissatisfied with Bolivar County’s infrastructure, systems, and resources, and 70.59% of participants agreed with the statement that they are dissatisfied with community healthcare programming. Only 37.5% of participants agreed that they were aware of healthcare advocacy organizations. See Appendix A for more details.

Medical professionals answered a second set of questions which shows a mixture of opinions regarding job satisfaction, but the majority agreed with statements expressing concerns with Bolivar County infrastructure, programming, and resources. Variation among results is consistent with their intention to remain in Bolivar County.

When questioned about job satisfaction, 66.67% of respondents disagreed they are satisfied with their working conditions, but 66.66% agreed they are compensated fairly and 77.77% agreed they receive adequate support in the workplace. Community-oriented questions received a different reaction. 77.77% of respondents disagreed with the statement that they are satisfied with community programming, engagement, resources, infrastructure, and systems in Bolivar County. Finally, when asked if they plan to remain in Bolivar County long-term, the survey received mixed results. 44.44% strongly agree they plan to remain in Bolivar County, 33.33% neither agree nor disagree, and 22.22% disagree. See Appendix B for more information.

Interview Results:

To further investigate survey responses, CREW conducted interviews with Bolivar County citizens, community leaders, and medical professionals to understand health concerns and community issues and gauge the potential for medical professional retention and recruitment.

Table 5: Breakdown of Interviewed Community Members

Community Members	Number of Participants
Bolivar County Citizens	23
Community Administrators	10
Medical Professionals	6
Total	39

Interview guide:

The interview guide consisted of questions which covered the priority areas. The interview questions asked are listed below.

Community Member Questions

1. What health issues are you most concerned about in your community?
 - Supplementary Topics
 - Physical health
 - Mental health
2. What do you think are the causes behind those issues?
 - Supplementary Topics
 - Are there conditions in your community that impact these health issues?
3. What do you think are the obstacles or challenges to addressing these issues?
4. Where do you go for healthcare in Bolivar County?
 - Supplementary Topics
 - Emergency
 - Primary
 - Prenatal
 - Dental
 - Mental
 - What is your experience?
 - Is there anything missing?
 - What would make your experience better?
5. Are you aware of any major developments taking place in Bolivar County that may affect citizen health?
 - Supplementary Topics
 - Healthcare office closings/openings
 - Environmental issues
 - Grocery store closings/openings
 - New state or city policies
6. What kind of community advocacy groups or non-profit organizations are you familiar with in your area?
7. What are the top three health issues in your community that you would like to tackle in the next three years?
 - Supplementary Topics:

What resources, policies or supports would you like to see put in place to address your counties' health needs?

8. What do you think are your community's strongest assets for addressing these health issues?

Supplementary Topics:

Beyond health

9. Is there anyone else you think we should talk to?

Medical Professional Questions

1. Where did you grow up?

Supplementary Topics:

Where did you go to nursing/medical school?

Residency?

A. What caused you to leave your hometown/your residency location?

B. What qualities did you look for in towns and cities when you were job searching?

2. What attracts you to Bolivar County?

3. What attractive qualities does Bolivar County have for medical professionals?

4. What does Bolivar County need in order to attract more medical professionals?

5. Do you plan to stay in Bolivar County long-term?

Overall Community Health Concerns

As detailed in Table 9, healthcare access, chronic health conditions, and health education are the most prevalent concerns among interviewees. Community members and medical professionals identified collaborative healthcare, preventative healthcare, and more health fairs as the most feasible solutions to address these concerns. CREW subsequently identified existing resources in Bolivar County that have the potential to take ownership of these solutions.

Table 9: Overall community concerns with corresponding solutions and resources

Top Concerns:	Community Solutions:	Existing Resources:
1. Healthcare Access 2. Chronic Health Conditions 3. Health Education	1. Collaborative Healthcare 2. Preventative Healthcare 3. More Health Fairs	1. Physicians + Pharmacists + Patient Advocates 2. Delta State, BMCF Board, Community Donors 3. Current Medical Community, BMCF, Women's Center, Delta State

Healthcare access was a top health concern mentioned 98 times throughout interviews. Interviews showed that people in Bolivar County struggle to secure appointments with local primary care providers, feel they are being treated under time constraints and are unable to afford the treatment needed or provided. Community members suggested that patient-centered care requires collaboration among multiple provider partners. For example, partnering physicians, pharmacists, and patient advocates can ensure patients' care is customized to their finances and living conditions.

Chronic health conditions were noted 56 times across interviews. Specific conditions include but were not limited to diabetes, heart disease, and mental illness. Preventative healthcare was considered the most feasible among community members to address these chronic conditions. Though most patients were unable to obtain and afford preventative medical appointments, patients suggested actions to increase community access to exercise and healthy foods can have a preventative effect on community health. Actions to increase access include ensuring the safety of walking paths in all income-level neighborhoods, hosting free outdoor activities, and opening a community health and exercise center with low-cost membership or membership vouchers. Potential community partners for preventative healthcare include Delta State University, Bolivar Medical Center Foundation, and community donors.

Health education was noted 54 times throughout interviews as something missing in Bolivar County, including the school systems. Community members suggested more health fairs to help increase the knowledge of community members about health behaviors. Organizations such as Cardiovascular Solutions of Central Mississippi in Cleveland, MS hosts community health fairs in Bolivar County and neighboring counties. However, local access will be more beneficial for patients who can easily walk or ride their electric wheelchair to the event. The current medical community, Bolivar Medical Center Foundation, the Women's Center, and Delta State University are a few of the many groups in Bolivar County that could partner to conduct health fairs for different communities in the county.

Community-requested topics for health fairs include:

1. Feasible healthy lifestyle changes,
2. Erasing the stigma of mental health,
3. Healthcare policies and patient rights, and
4. Signs that medical attention is immediately necessary.

Other Notable Concerns from Interviews

Healthy Food Access

Healthy food access is another concern and was mentioned 25 times in interviews. Though food access was a significant topic, community members did not provide solutions for this concern. However, CREW has conducted three different food prescription and nutrition incentive programs in the MS Delta, two of which are in Quitman County, one is in Tallahatchie County, and a new program is pending funding in Coahoma County. If food prescription is of significant interest to BMCF, CREW is available to share best practices and assist with research and technical support.

Poverty

Poverty was mentioned 24 times throughout interviews. Socioeconomic factors and social determinants of health were framed as the dividing line between receiving treatment and avoiding important medical care. Seven community members reported refusing medical treatment because of the cost, and 14 community members reported not receiving medical treatment because of transportation issues. Community members expressed the need for accessible social and economic opportunity in Bolivar County as a way to address the health aspects of poverty, such as an accessible health center, an accessible and reliable transportation system, accessible elderly and child care, and more workforce development opportunity. Community members listed Helping Hands, the Exchange Club, BMCF Board, other engaged community members, and the Cleveland Farmers Market as best placed to address poverty health concerns.

Child Health and Safety

Child health and safety is a concern for community members and was mentioned 12 times in interviews. This topic was also discussed at length in the “Child Wellbeing Assessment” section of this report, but a new suggestion came from community health needs assessment interviewees. In particular, the community health needs assessment members suggested resume-building opportunities for young people. Community members also suggested increasing and publicizing the amount of volunteering and internship opportunities for kids.¹

Medical Professional Retention and Recruitment

CREW collected data from both the surveys and interviews from medical professionals in Bolivar County to determine the top qualities medical professionals look for in towns and cities when choosing where to work. While retention is specific to Bolivar County, recruitment is not. Therefore, this analysis extends beyond interviews and looks at the existing literature on medical professional recruitment. Attractive location qualities curated from interviews and literature are listed below.

1. Population
2. Competition
3. Relocation assistance
4. Student loan assistance
5. Local resources for families

¹ Giving children an outlet for giving back and providing technical support in creating resumes for jobs and college applications will give kids an incentive to make smart decisions when it comes to health and safety (Lanza, 2023).

Interviewed medical professionals expressed a need for more and diverse doctors, nurses, and specialists in Bolivar County because the number of citizens with chronic conditions is overwhelming for the county's small medical community. According to the literature, the need for more and a variety of medical professionals is a selling point for most medical recruits. Health journalist Julie Revelant claims medical professionals consider two main qualities when choosing a location to practice medicine. Population data is considered first. Medical professionals want to know they will be "putting down roots in a community that needs and will utilize [their] services." Aside from mere numbers of people, specialized medical professionals want to make sure the population contains a demographic relative to their practice. For instance, a cardiologist might rather practice medicine with a population at high risk for cardiac illnesses than a population with low cardiac risks.

Next, the competition is evaluated. Revelant says recruits ask a few questions about competition in a potential location for practice: Is the market saturated with their specialty? Is there a built-in network of providers for referrals? Is the population already accustomed to travelling to that location for medical care? Interviews indicate low rates of competition among medical professionals in the area, and the county's and surrounding counties' populations are used to travelling within a two hour driving radius for medical treatment. Low competition and a population forced to travel for treatment makes Bolivar County a good place to introduce a new medical practice.

Leading health professional recruitment experts at Urban Bound, a global employee relocation management software company, suggest assisting a recruited medical professional in finding a place to live, including connecting them with a local real estate agent, putting together a set of Zillow listings, or providing temporary housing. According to subject interviews, real estate is a point of contention in Bolivar County. Two of the ten interviewed medical professionals mentioned experiencing racism while dealing with local real estate agents. Both community members are black and experienced real estate agents only showing them houses in low-income areas even when the community members specifically asked to see homes in other neighborhoods. Each of these community members ceased their home search in Bolivar County and moved to neighboring counties.

Reimbursement is attractive for recruits in two ways. First, reimbursing moving expenses, providing a relocation bonus, or pre-hiring a moving company can relieve much of the stress and uncertainty for new relocating employees (Urban Bound, 2021). Second, reimbursing student loans is an enormous incentive for medical professionals. Five of the ten interviewed medical professionals recommended assistance with student loan payments as a recruitment method. One proposed idea is BMCF paying students loans in return for a minimum 3-year work time requirement.

Providing recruits with a list of local resources, like restaurants, schools, daycare providers, gyms, clubs, parks, etc. is important to show recruits how their lives might look in their new town. Location information can be provided in the form of a "get to know us" brochure, with other medical professionals in the area talking about their favorite places in Bolivar County. Recruited medical professionals not only get to know the area but will also get

to know their colleagues at the same time (Urban Bound, 2021). Interviewed community members and medical professionals alike, mentioned safe activities for children as a motivator to relocate. Creating and sharing opportunities for children is an important factor for medical professional retention and recruitment.

To identify Bolivar County's current attractive qualities, CREW asked medical professionals why they were attracted to Bolivar County. From interviews, CREW was able to identify 6 current attractive qualities in order of importance:

1. Family connections
2. Hospitality
3. Community
4. Demand
5. Low cost of living

All but one interviewed medical professional said they were primarily attracted to Bolivar County because of familial connections. Family can be an important factor in identifying medical professionals to recruit. Recruits from Mississippi, the Delta, and Bolivar County are more likely to accept an offer to live and practice medicine in Bolivar County than someone who has no ties to the area.

Every interviewed medical professional mentioned "the people" as an attractive quality. Hospitality goes a long way for patients in a medical environment, but it is also a primary reason medical professionals come to and stay in a community. One interviewee explained, "Everyone's a neighbor and helps each other out... [they are] willing to share their knowledge and talents to do anything they can to help someone." Additionally, social opportunities and a sense of community outside of work are top qualities in Bolivar County. Calling attention to these experiences can greatly impact someone's decision to relocate.

As previously mentioned, demand is important. 85% of interviewees expressed they plan to stay in Bolivar County because they are needed. Competition is not an issue because the medical market is undersaturated, and it is undersaturated throughout the Delta region. Demand is high for any type of medical professional, and as a bonus, the cost of living is low. Medical professionals can earn a similar wage in Bolivar County as they would in other places but are able to make a better living in Bolivar County.

In addition to making a better living, Bolivar County's economy is expanding exponentially according to interviews. Retail areas in Cleveland have no vacancies for new businesses, and there is a growing number of people wanting to open businesses in Cleveland. There is active tourism due to Delta State University, the Performing Arts Center, and the Grammy Museum. "Getting in on the ground floor" so to speak can be a selling point to anyone looking to relocate. However, interviewees stated Cleveland hasn't lost its small-town vibe, and a short commute can look appealing to someone coming out of a residency in a large city.

To address medical professional needs and capitalize on Bolivar County's assets, interviewed medical professionals provided the following suggestions to BMCF:

1. Address Delta stigma
2. Recruit minorities
3. Develop the workforce
4. Establish childhood opportunities

When asked why medical professionals might not choose Bolivar County for their practice, interviewees noted the stigma attached to the South, Mississippi, and the Delta. However, interviewees noted the primary reason for this stigma is that people have never been to the area. Providing recruits with an opportunity to experience Bolivar County can help dissipate any concerns they may have.

Medical professionals recommend recruiting more minorities to provide representation for Bolivar County's demographics. Also, recruiting more nurse practitioners was suggested to help alleviate the current pressure on local doctors and the Bolivar Medical Center.

One way to recruit more medical professionals are internships and externships. Providing professional development opportunities was suggested to get people to Bolivar County, whether they plan to stay or not. One interviewed medical professional came to Bolivar County for an externship intending to stay for a maximum of three years but has been in Bolivar County for ten years now. After getting to know the town and the people, she did not want to leave. Current medical professionals in Bolivar County believe showing Bolivar County hospitality will recruit for itself.

Conclusion

CREW's research in Bolivar County utilized CBPR to enable community members to participate in the research process and contribute their insights, concerns, and solutions to the identified issues. A total of 94 community members provided insight into issues of health, safety, and education for children, as well as community health and medical professional retention and recruitment. This report outlines several key points:

1. **Interconnected issues:** This report emphasizes the interrelated nature of the identified concerns. For instance, community members inability to obtain local health appointments and recruitment and retention of medical providers relate to and reinforce each other.

2. **Resource identification:** Community members were able to identify several local resources where partnerships could be further optimized. This step is vital for effective stewardship and direct future resource requests.

3. **Healthcare concerns:** Community members highlighted concerns with healthcare and healthcare programming in Bolivar County around accessibility, lack of specialists, and health education. Poverty, low access to healthy food, and child health and safety issues were identified as additional concerns.

This report highlights the importance of community engagement, interconnected problem-solving, and collaboration among organizations to create meaningful change in Bolivar County. With the above observations in mind, next steps for BMCF are to implement a strategic planning process that includes a collaborative approach with local organizations to address community-suggested programming recommendations and recruit and retain medical professionals to Bolivar County.

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Appendices

Appendix A: Community health needs survey responses

#	Question	Strongly Disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
1	I am concerned about unaddressed healthcare issues in my community.	17.65%	3	0.00%	0	0.00%	0	17.65%	3	64.71%	11	17
2	I believe there are issues within the community that impact healthcare.	11.76%	2	0.00%	0	0.00%	0	17.65%	3	70.59%	12	17
3	I am satisfied with my community's infrastructure and systems.	47.06%	8	17.65%	3	5.88%	1	29.41%	5	0.00%	0	17
4	I am satisfied with my community's resources for me and my family.	35.29%	6	29.41%	5	11.76%	2	17.65%	3	5.88%	1	17
5	I am satisfied with current healthcare programming in the community.	47.06%	8	23.53%	4	0.00%	0	23.53%	4	5.88%	1	17
6	I am aware of healthcare advocacy groups or nonprofit organizations that impact healthcare in my community.	25.00%	4	25.00%	4	12.50%	2	25.00%	4	12.50%	2	16
7	My community leaders care about healthcare issues.	25.00%	4	37.50%	6	18.75%	3	18.75%	3	0.00%	0	16

Appendix B: Medical professional survey responses

#	Question	Strongly Disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
1	I am satisfied with working conditions in my community.	55.56%	5	11.11%	1	22.22%	2	0.00%	0	11.11%	1	9
2	I am satisfied with community programming and engagement.	44.44%	4	33.33%	3	11.11%	1	11.11%	1	0.00%	0	9
3	My employers compensate me fairly.	11.11%	1	0.00%	0	22.22%	2	22.22%	2	44.44%	4	9
4	I receive the support necessary to complete my job.	11.11%	1	0.00%	0	11.11%	1	33.33%	3	44.44%	4	9
5	I plan to remain in Bolivar County long term.	11.11%	1	11.11%	1	33.33%	3	0.00%	0	44.44%	4	9
6	I am satisfied with my community's resources for me and my family.	33.33%	3	44.44%	4	11.11%	1	11.11%	1	0.00%	0	9
7	I am satisfied with my community's infrastructure and systems.	44.44%	4	33.33%	3	11.11%	1	11.11%	1	0.00%	0	9