

Public Health Management Leaders of Tomorrow in New York State

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SCHOOL OF PUBLIC HEALTH

UNIVERSITY AT ALBANY

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Public Health Management Leaders of Tomorrow (PHMLOT)



- Vision of former Dean Peter J. Levin, ScD
- Supported by New York State Senate Health Committee Chair, Senator Kemp Hannon, JD
- State budget allocations:
 - \$600,000 “member item” – 2006-07
 - \$600,000 in annual budget - 2007-08

Presentation Learning Objectives

Audience will be able to . . .

- Identify current and future training needs of public health workforce
- Describe key partners in development of new public health workforce training initiative
- Outline components of PHMLOT

Public Health Workforce Needs

- Recent studies point to impending public health workforce shortage
 - Institute of Medicine
 - UAlbany SPH Center for Health Workforce Studies
- Aging workforce – many retiring in next 10 yrs.
- Many public health workers lack formal training in public health
- Need to attract, train and retain leaders to protect and improve health of communities



Key Partners in Establishing PHMLOT Program

- **School of Public Health** provides flexible training opportunities for practicing PH professionals *and* PH practice experiences for students
- **State Legislator** committed to financially supporting goals of the program
- **State & County Health Departments** who recognize benefits of staff development and of hiring public health graduates

PHMLOT Program Components

- PHMLOT Scholar
 - Tuition and stipend for 1-year of full-time MPH or DrPH study
 - Competitive; open to Local & State Health Department staff
- Tuition for Local & State Health Department staff
 - MPH or DrPH
 - Certificate
 - Non-degree
- MPH tuition for residents in Preventive Medicine Residency Program

PHMLOT Program Components - 2

- Stipends to support graduate students interning at local or state health departments
- Scholarships for the Northeast Public Health Leadership Institute (NEPHLI)
- Consultant services to develop and conduct workshops on leadership and management skills for local health department staff
- Consultant services to develop additional online graduate courses

PHMLOT Program Components - 3

- Core Program
 - Competitive program to provide select Masters level students with opportunities to cultivate leadership potential through mentoring, leadership development and team-building training.
 - Selection is based on:
 - Dedication to pursuing a career in a local health department
 - Demonstrated academic achievement
 - Leadership potential and professional promise



PHMLOT Program Components - 4

- *Future Goal:*
Fellowship Program to place School of Public Health students in a 10 month appointment at a county health department upon graduation. Intent is for county health department to hire graduate upon completion of fellowship.



Achievements

- PHMLOT Scholar – NYC Health Department employee enrolled in DrPH program
- Tuition assistance provided to:
 - 72 local and state health department employees for 164 courses
 - 13 different county health departments represented
- Internship stipends provided for:
 - Close to 100 internship placements with several local health departments or NYSDOH

Achievements - 2

- Six NEPHLI Scholarships provided
- Consultant services secured for skills-building workshop at county health department
- Launch of Core Program – 12 Masters-level students taking part in leadership development initiatives



Challenges

- Did not include SPH administrative and professional staff time in initial budget
- Flow of funds through state health department
- Ensuring continued funding and sustainability

THANK YOU!

Dean Peter Levin

Senator Kemp Hannon

Dean Philip Nasca

Lynley Thomson, SPH

Anthony Torres, SPH

Joan Cipperly, SPH

Sylvia Pirani, NYSDOH