



Public Health Foundation

Innovative Solutions. Measurable Results.

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Council on Linkages Between Academia and Public Health Practice

- **The overall objective of the Council is to improve the relevance of public health education to practice**
- **Grew out of the Public Health Faculty / Agency Forum**

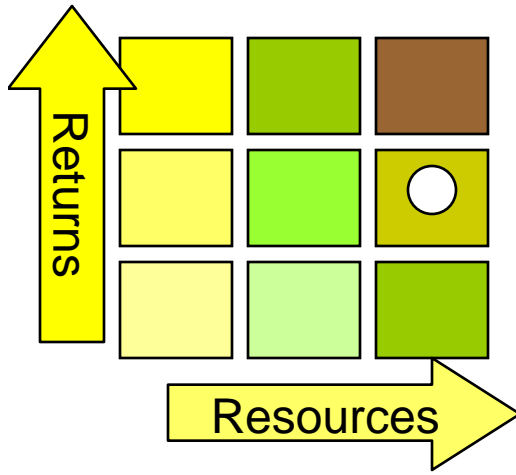
*Funded by CDC and
Staffed by PHF*

17 NATIONAL MEMBER ORGANIZATIONS

American College of Preventive Medicine
American Public Health Association
Association of Schools of Public Health
Association of State and Territorial Health Officials
Association of Teachers of Preventive Medicine
Association of University Programs in Health Administration
Centers for Disease Control and Prevention
Community-Campus Partnerships for Health
Council on Accredited Master of Public Health Programs
Health Resources and Services Administration
National Association of County and City Health Officials
National Association of Local Boards of Health
National Environmental Health Association
National Library of Medicine
National Network of Public Health Institutes
QUAD Council of Public Health Nursing Organizations
Society for Public Health Education

Public Health Strategies

- **Loan Forgiveness – Our #1 Strategy**
 - ❖ What do we know about its cost and benefits?
 - ❖ What do we need to know?
 - ❖ Will this get us the biggest bang for the buck?
- **Strategies that Work that are NOT on the Drawing Board**
 - ❖ Environmental change
 - ❖ Career ladders
 - ❖ Mentoring
 - ❖ Enhanced academic/practice linkages



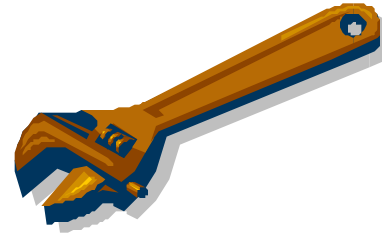
Scholarship Assistance

Targeted

Payback in Service

Criteria for receipt?

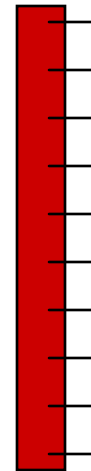
Repair the LEAKS



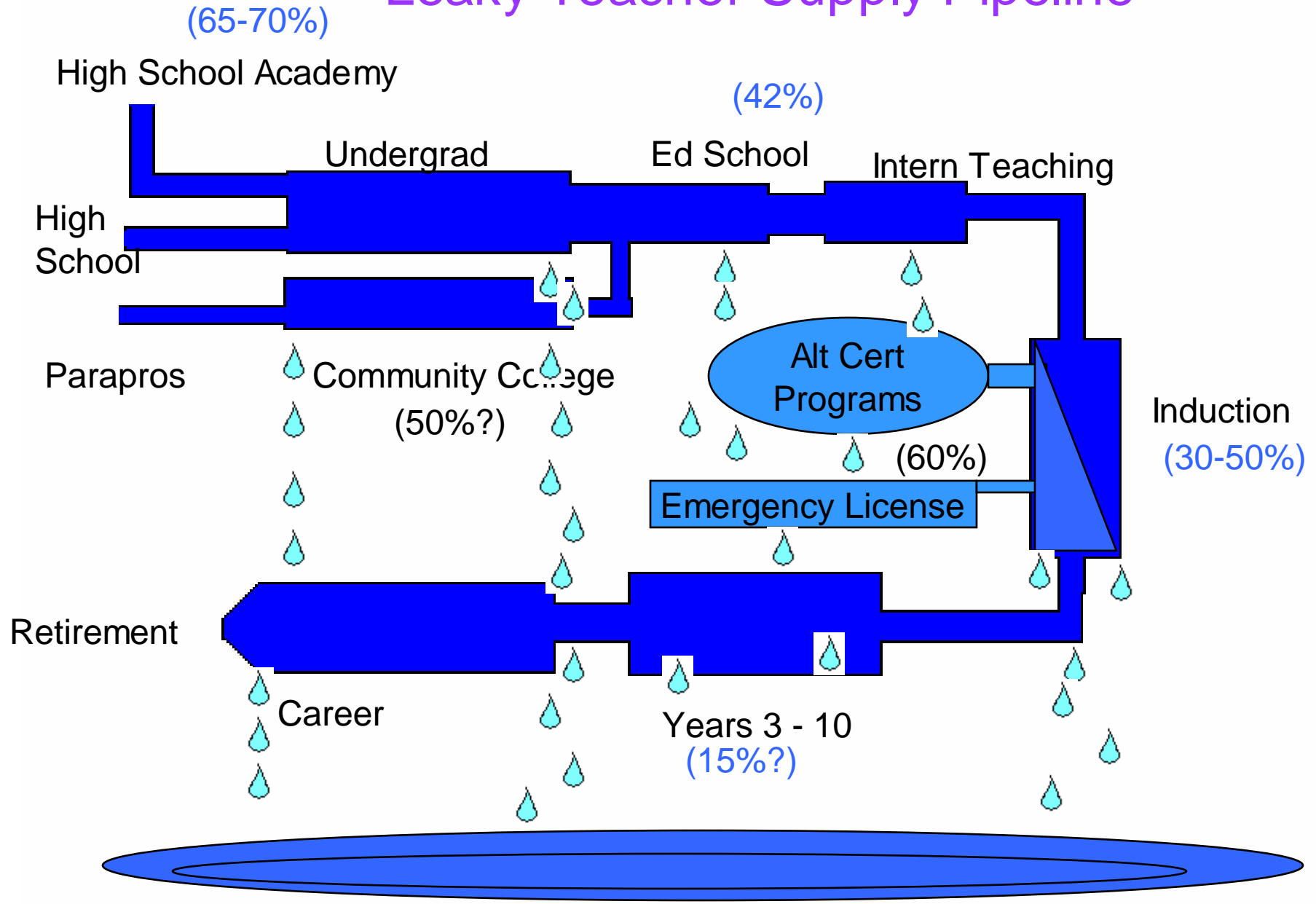
Adjust the Flow



Monitor Progress



Leaky Teacher Supply Pipeline

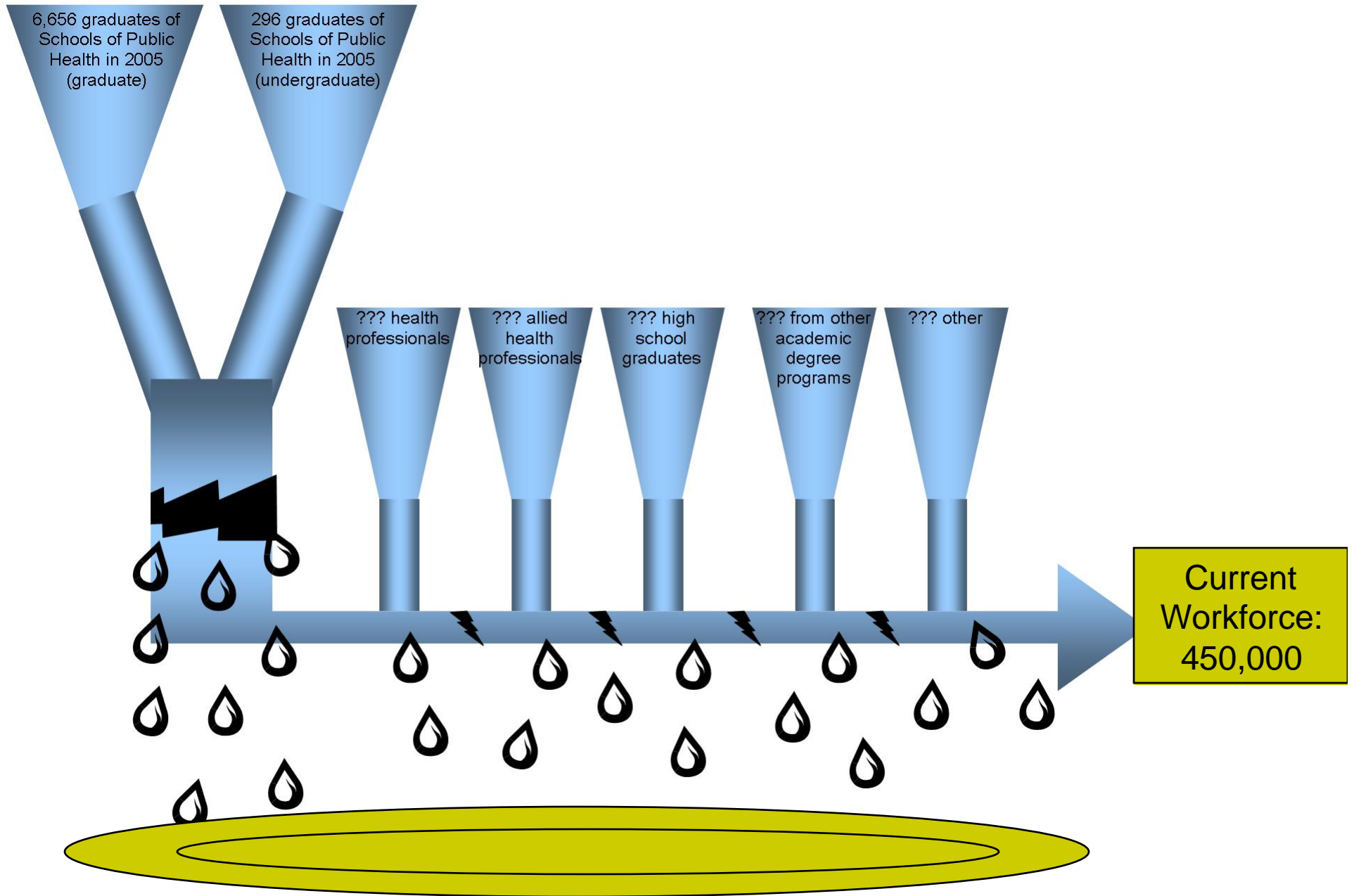


Lessons?

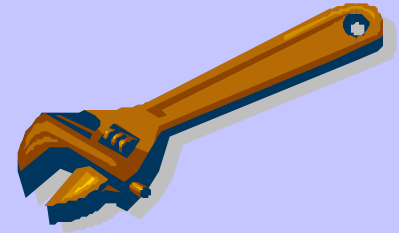


- Analyze your pipeline
- Look at cost/production
 - Apply resources strategically
- Coordinate
- Track your results
- Learn from the evidence

Public Health Pipeline

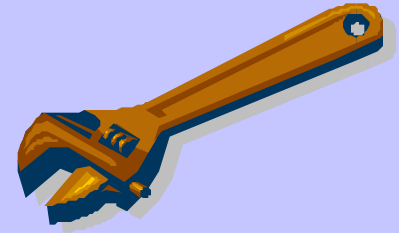


Evidence to help **guide** recruitment and retention efforts



- Career ladders
- Enhanced academic practice linkages
- Tenure track opportunities in practice
- Mentoring
- Re-define retirement
- Funding
- Attract talent from other sectors

Evidence to help **guide** recruitment and retention efforts



- Succession planning
- Performance management tools
- Address HR/Personnel issues (autonomy, org mission, benefits, job descriptions, salaries, etc)
- Improve image
- Reach into K-12
- Strengthen practice focus and opportunities in Schools and Programs

- ***Research needed***

Recommendations



- Move from reports to implementation
- Identify a driving force(s) for workforce recruitment and retention
- Determine strategies to use evidence
- Generate research on relevant workforce questions
- Develop tracking systems to monitor supply and demand
- Adapt strategies to address changing needs
- Develop cohesive policy
- Align mission, management, and funding
- Reach out to others for help