



Region V Public Health Leadership Institute (RVPHLI) - FAQ

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Application and Program Requirements

Are applicants expected to meet *all* of the criteria described for the intended audience? How are participants selected?

Our selection process includes several phases:

1. Initial screening by RVPHTC staff
2. Review and recommendation to accept/waitlist/decline by planning committee members using a rubric (each application that passes the screening process will be reviewed by at least 2 people)
3. Final cohort selection made by RVPHTC staff based primarily on reviewer recommendations and in consideration of diversity of discipline, years of experience, and geography across the cohort

The criteria listed in the description of the intended audience will be used as initial screening criteria for application review. We intend to take a quota approach to the extent possible based on applications received, to include 40 people total (6-7 from each state in the region, including 3 public health and 3 primary care participants).



Across the application, we are looking for responses that indicate readiness and ability to apply what is learned in the program, and that questions are answered thoroughly.

We will offer RVPHLI again in the future, and we have other leadership training opportunities that may be of interest. You can learn more about these on our [website](#).

Will the application questions be available in advance so you know the questions required to answer in the application Google Form?

Yes, there is a PDF version of the application on our [website](#). The PDF is only available for you to view; in order to apply, you must submit the Google Form.

Can you review the rubric ahead of submission?

Yes, there is a PDF version of the rubric on our [website](#).

Are letters of recommendation required?

No letters of recommendation are required.

Must I have a community partner apply with me?

No, participants apply as individuals, though we do encourage representatives from both public health and primary care in the same community to apply to the same cohort.

What are the required components of the program? What is the time commitment/schedule?

RVPHLI will take place over six months, from January – June 2024. All 13 live sessions will be virtual and will occur from 9am – 11am CT / 10am – 12pm ET:

- Part 1 - Introduction & Change Leadership: Jan 11, Jan 18, Jan 25, Feb 8, Feb 22
- Part 2 - Systems Change: Mar 7, Mar 21, Apr 4, Apr 18, May 2
- Part 3 - Organizational Change: May 16, May 30, Jun 13
- There will also be two 1-hour live sessions for small group coaching by state.



Outside of the live sessions, there will be an additional 12 hours of self-paced learning that occurs at each person's convenience. Participants will engage in a variety of learning activities, both live and self-paced, for a total of 40 contact hours. The estimated time commitment is 1-2 hours/week on average over 23 weeks.

The entire program occurs virtually, there is no in-person travel required.

Is there a cost to participate?

RVPHLI is a free, no-cost program for public health and primary care professionals.

Since you have had such a large number of people apply, have you thought about offering more spots?

Not at this time, but perhaps next year. We do have some self-paced trainings available in this area, and we plan to offer other cohort-based leadership trainings this year.

If I'm working at the state-wide level, how would I answer the questions on working in a medically underserved community or rural area?

Base it on your agency's location/address

I live outside of Region V, is there an institute available to me?

Yes, but we do not have the details. Please get in touch with your PHTC:

- [Region 1/New England Public Health Training Center](#)
- [Region 2/Region 2 Public Health Training Center](#)
- [Region 3/Mid-Atlantic Regional Public Health Training Center](#)
- [Region 4/Region IV Public Health Training Center](#)
- [Region 5/Region V Public Health Training Center](#)
- [Region 6/South Central Public Health Training Center](#)
- [Region 7/Midwestern Public Health Training Center](#)
- [Region 8/Rocky Mountain Public Health Training Center](#)
- [Region 9/Western Region Public Health Training Center](#)
- [Region 10/Northwest Public Health Training Center](#)



Regional Public Health Training Centers

6	SOUTH CENTRAL PHTC Tulane University	Arkansas, Louisiana, New Mexico, Oklahoma, Texas
7	MIDWESTERN PHTC University of Iowa	Iowa, Kansas, Missouri, Nebraska
8	ROCKY MOUNTAIN PHTC University of Colorado	Colorado, Montana, North Dakota, South Dakota, Utah, Wyoming
9	WESTERN REGION PHTC University of Arizona	Arizona, California, Hawaii, Nevada, U.S. Affiliated Pacific Islands
10	NORTHWEST PHTC University of Washington	Alaska, Idaho, Oregon, Washington



1	NEW ENGLAND PHTC Boston University	Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
2	REGION 2 PHTC Columbia University	New Jersey, New York, Puerto Rico, U.S. Virgin Islands
3	MID-ATLANTIC REGIONAL PHTC University of Pittsburgh	Delaware, District of Columbia, Maryland, Pennsylvania, Virginia, West Virginia
4	REGION IV PHTC Emory University	Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee
5	REGION V PHTC University of Michigan	Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin





Content

What topics will be covered in the curriculum?

The program will include the following topics in the live sessions (subject to change):

- Bringing together public health & primary care
- Adaptive Leadership
- Managing external politics with internal decision making
- Public Health Learning Agenda for Systems Change
- Community engagement
- Assessment and evaluation for workforce development
- Policy, Systems, and Environmental Change (PSE)
- Mending public perception of public health & primary care
- Creating a workplace culture that supports Black, Indigenous, and People of Color (BIPOC) staff
- Racial equity organizational assessments
- Creating a culture of learning

In addition, you will be guided to a variety of other available training resources based on your interests (health and racial equity, management, advocacy, etc).

How much is health equity embedded into the leadership institute?

Health equity is focused on during the beginning of the program and it is a theme that's woven in throughout.

Is there a leadership assessment administered during the program such as Strengthfinders, Creative Insights, or others?

Yes, during the beginning of the program, participants will complete the [Adaptive Capacity Profile](#) from the Cambridge Leadership Associates.

If there is someone who is pursuing an MBA or MPH, will the curriculum overlap?

Our RPHLI curriculum may overlap with other programs; it's grounded in theory and focused on leadership development.

Updated 10/10/23



How is this program different from other leadership programs?

RVPHLI focuses on bringing together people from both public health and primary care, those with a variety of work and leadership experience, and from different personal and professional backgrounds. There's also a strong focus on peer-learning; we know that both the emerging and experienced leaders who participate bring valuable perspectives to the table to share. It's entirely virtual and free.

Is there a required project?

No, there is no project component to this program. You will set your own leadership goals and be asked to reflect on them periodically, and you will complete interactive exercises individually and in groups.

Is the program available for pre-approved CE?

No, this year we are not providing pre-approved CE. People who complete 80% of the required activities will receive a certificate of completion that they may be able to submit to their licensing body on their own as Category II.

What kind of support can we expect from our own organization if we are chosen? What is the organization's role?

Support differs from organization to organization; we recommend you be in touch with your team/supervisors about the program. Organizations can help by providing time for you to participate.



Outcomes & Impact

What are some of the outcomes people should expect to take away?

Increased awareness of leadership frameworks and a better understanding of one's own personal leadership skills (the strengths and weaknesses), working collaboratively within and outside of the team and org., approaching change from a systems level perspective, cross-sector collaboration, implementing health equity principles, strengthening partnerships, etc.

How will impact of the program be assessed?

Through a variety of methods, including 3 program surveys (baseline, midpoint, final), post-session surveys, after-action surveys we issue to staff/presenters/partners, and feedback shared at any time through the program. We'll ask questions about format, content, effectiveness of presenters, balance of live and self-paced components, self-reported growth in competencies, etc.

What career opportunities are available after the program is complete? Are there opportunities for relocation as well?

There are no career opportunities as a direct result of participation in the program, but we anticipate opportunities being available upon completion, especially if you meet 80% of requirements and earn a certificate of completion.

Are alumni testimonials or examples of applying what was learned available?

- "RVPHLI was an invaluable experience. I've had the opportunity to meet and experience other professionals, hear and learn their perspectives on [Public Health] & [Primary Care], while learning new ideas in change management and adaptive leadership and acquiring valuable assessment and data tools that are impactful for the workplace and my professional growth."
- "My experience in RVPHLI helped me better understand my own leadership preferences, opportunities for growth, and connect with others that have experienced similar challenges. I would strongly recommend this program to others in formal or informal leadership roles!"
- "My experience with RVPHLI helped me learn about the power that I hold as an individual."