



## Region V Public Health Leadership Institute (RVPHLI) - FAQ

[RVPHLI Website with More Details](#)

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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 38 people total (6-7 from each state in the region, ideally composed of 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 2025. All 13 live sessions will be virtual and will occur from 9am – 11am CT / 10am – 12pm ET:

- Part 1 - Introduction to Adaptive Leadership: Jan 16, Jan 23, Jan 30, Feb 13, Feb 27
- Part 2 - Adaptive Leadership for Systems Change: Mar 13, Mar 27, Apr 10, Apr 24, May 8



- Part 3 - Adaptive Leadership for Organizational Change: May 22, May 29, Jun 12
- There will also be three 90-minute live sessions for small group coaching by state: Feb 20, Apr 17, and May 29.

Outside of the live sessions, there will be additional 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 22 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:

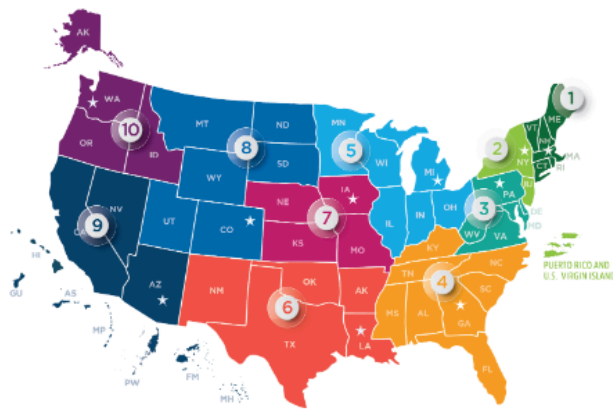
- [Region 1/New England Public Health Training Center](#)
- [Region 2/Region 2 Public Health Training Center](#)
- [Region 3/Mid-Atlantic Regional Public Health Training Center](#)
- [Region 4/Region IV Public Health Training Center](#)
- [Region 5/Region V Public Health Training Center](#)
- [Region 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

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



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



## Content

### **What topics will be covered in the curriculum?**

The program centers [adaptive leadership](#) and will include the following topics in the live sessions (subject to change):

1. Program Overview & Rapport Building
2. Leadership: Navigating Change & Complexity
3. Change Leadership Approaches to Facilitating a More Resilient and Adaptive Workforce
4. Common Goals and Challenges for Public Health and Primary Care
5. Managing External Pressures and Internal Decision Making
6. Public Health Learning Agenda for Systems Change: Defining Your Challenge & Desired Impact
7. Building Power Alongside Community to Improve Health Outcomes
8. Assessment for Workforce Development
9. A Dynamic Action Model for Policy, Systems, Environmental Change
10. The Politics Behind Policy, Systems, and Environmental Change
11. Building Belonging in Our Organizations and Communities
12. Mentorship: How to Give and Seek Out Guidance for Growth
13. Closing Session: Cultivating 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 a MPH or other degree, will the**



**curriculum overlap?**

Our RVPHLI curriculum may overlap with other programs; it's grounded in adaptive leadership theory and focuses on leadership development specifically in public health and primary care settings.

**How is this program different from other leadership programs?**

RVPHLI focuses on bringing together people from both public health and primary care within Region V states, 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, 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?**

- "My experience in RVPHLI has assisted me in becoming a stronger and more well-rounded leader. The program has strengthened my knowledge of leadership and how to lead my team in/through positive changes that will benefit us as professionals and our organization as well."
- I have learned new approaches to leading through change, community engagement, cultivating a culture of learning and improvement in our workforce development, and systems change. This program has equipped me to be a better leader for my team and to help further develop them as leaders, which ultimately has a positive impact on our community's health and well-being. If you are considering applying for this program, I highly encourage you to do it."