

Minutes

**UW School of Medicine and Public Health Oversight and Advisory Committee
Public Health Education and Training Subcommittee (PHET)
10:00AM, May 18, 2006, 3330 Health Sciences Learning Center**

Members Present: Barb Duerst, Jan Klawitter, Moira Lafayette, Lorraine Lathen, Douglas Mormann, Lora Taylor (phone), Pa Vang

Staff Present: Cathy Frey, Tonya Paulson, Jo Ann Ramsfield, Eileen Smith

Guests: David Ahrens, Alison Bergum, Marion Ceraso, Jody Diedrich, Peggy Ore

1. Call meeting to order

Mormann called the meeting to order at 10:00am.

2. Announcements

Mormann announced that the 2005 Annual Report was recently unanimously approved by the Board of Regents following a brief presentation by Dean Farrell. A similar presentation will be provided at the Wisconsin United for Health Foundation, Inc. (WUHF) meeting on June 26.

OAC has a joint meeting with the MCW Consortium scheduled on June 21. The agenda will include discussion of possible areas of collaboration. Mormann requested that members contact Frey with additional agenda topics. A nominating subcommittee of the OAC will seek nominations for Nancy Miller-Korth's replacement as a health advocate representing minority populations. Miller-Korth submitted her resignation as of the end of her term in October.

3. Approval of Minutes of March 30, 2006

Mormann asked if there were any changes to the draft minutes of March 30, 2006. Klawitter moved approval of the minutes. Vang seconded and the motion passed by unanimous vote.

4. Presentation of Midterm Assessment Report of the State Health Plan Overarching Transformation Goal related to the Public Health Workforce

Frey introduced Alison Bergum who was involved with conducting a midterm assessment of the State Health Plan, *Healthiest Wisconsin 2010*. Bergum presented an assessment of the overarching goal of transforming Wisconsin's public health system. It was conducted jointly by the Wisconsin Department of Health and Family Services (DHFS) and the UW Population Health Institute. The assessment began with a review of State Health Plan materials discussing transformation, followed by interviews of 21 key informants representing a broad cross-section of the state's public health system, and finally release of an online survey to over 6,000 individuals who might consider themselves a part of Wisconsin's public health system. Nearly 2,000 individuals responded. Bergum summarized the results:

- 76% of respondents indicated familiarity with the State Health Plan.
- Many respondents were familiar with the Health Priorities and the Overarching Goals, but were less familiar with the Infrastructure Priorities and the Implementation Plans.
- Ratings with regard to achievement of the Infrastructure Priorities:
 - Highest rating was given to competence of the public health workforce in Wisconsin, followed by high ratings for the level of communication, extent of trust and collaboration, and strength of partnerships.
 - Moderate ratings were given to resource sharing, joint planning and decision-making, and community participation. Workforce issues, including adequate training and ethnic/racial composition, fell into the low-middle tier.
 - Lowest ratings were given to the extent Wisconsin's public health system has equitable, adequate, and stable financing.

Lafayette was concerned that although workforce competence rated highly, workforce issues rated moderately low. Bergum reported that interview responses largely explained the survey results. Interviewees referenced lack of a sufficient workforce, limited financing, and a need for workforce diversity. With regard to educational institutions providing adequate training for the public health workforce, many expressed excitement about the MPH Program. Although excited, many indicated concern about the Program's Madison location and possible distraction from other available education and training resources. Interviewees indicated interest in participating in continuing education and training opportunities, but concern about how organizations finance employee participation. Bergum reported that final results of the assessment will be made available to the public once they are compiled. Mormann requested that Bergum present the final results at a future PHET meeting.

5. Update on Plan for Continuing Public Health Education Planning

Diedrich provided a brief update on development of the Continuing Public Health Education proposal. She reported that substantial progress is being made in the planning efforts and that Mejicano will present a formal proposal at the July PHET meeting. She added that the Office of Continuing Professional Development in Medicine and Public Health will capture web content at this year's WPHA/WALHDAB Conference and Pre-conference.

6. Presentation and discussion of progress and evaluation of the Population Health Practice Fellowship program

Ahrens reported that an evaluation of the Population Health Practice Fellowship Program was recently completed. He distributed an overview of the report including recommendations on recruitment, selection and match, mentoring, orientation, core activities of learning, and evaluation. Ahrens presented program changes for 2006 developed in response to the evaluation results.

Recruitment – Improvements to the fellow recruitment process include targeting regional Schools of Public Health, recruiting at the American Public Health Association conference, and extending the application period. Training sites will continue to be recruited through the Wisconsin Partnership Program and other organization email lists.

Selection and Match – Fellow selection criteria will be revised to emphasize professional competencies and to require higher levels of training and achievement. The selection committee will continue to review applications using a score sheet, interview top scoring applicants, and select fellow candidates. Revisions to the training site selection criteria include emphasis on: “training site” rather than “community service,” capacity of the organization to provide training, and senior staff interest in mentoring a fellow. Although fellows will continue to review the agency applications and select an agency with which to work, it has not been determined if a “take it or leave it” approach should be implemented requiring fellows to select from the list of agencies. In the past, if a fellow was not satisfied with any of the agencies that applied, a more preferable agency was sought.

Discussion of how much weight should be given to fellows having a Wisconsin background.

- Out-of-state fellows may bring a unique perspective
- Concern that out-of-state fellows may return “home” at conclusion of fellowship
- Increase efforts to help fellows find job opportunities in Wisconsin following fellowship term

Discussion of commitment to having culturally diverse Fellow Classes.

- Encourage commitment to racial and ethnic diversity so classes reflect Wisconsin’s population
- Direct recruiting efforts at historically black colleges and universities
- When selecting fellows, consider ability to demonstrate cultural competence

Discussion of “take it or leave it” approach to fellow agency selection.

- Ensure that rural organizations also benefit from this program
- Aim to increase number of fellow and agency applications by considering additional revisions to recruitment processes and by intensifying marketing efforts
- Require agencies to describe a specific project for consideration by fellows
- Consider determining regional training sites

Mentoring – Fellows indicated a high level of satisfaction with support provided by agency mentors (a.k.a. “preceptors”), whereas preceptors indicated lower levels of satisfaction in ability to provide mentorship. Improvements include: enhancing communication between fellows and preceptors before the fellowship period begins, offering and encouraging mentorship training for preceptors, and holding quarterly meetings with the preceptors.

Orientation – Improvements include a two-day orientation for fellows *and* preceptors.

Core activities of learning – Fellows are required to complete certain activities, including writing a summary of a program evaluation, making an oral presentation to a professional group and a lay group, and writing an Issue Brief and a Surveillance Brief, among others. There are additional optional activities that fellows are encouraged, but are not required to complete.

Evaluation – The Program conducted a comprehensive evaluation of the overall program, the fellows, and the training sites.

Discussion of other evaluation strategies.

- Continue using external evaluator for overall program evaluation
- Support using third-party agency evaluation of fellow performance
- Track number of fellows (over a period of up to five years) who are gainfully employed in Wisconsin's public health workforce after fellowship term

7. Healthy Wisconsin Leadership Institute update

Ceraso and Ore provided an update on the Healthy Wisconsin Leadership Institute. The Leadership Institute is launching a website, www.hwli.org, next week. It is hosting a Pre-conference Workshop at the WPHA/WALHDAB Conference as well as a breakout session during the conference. The Pre-conference Workshop was developed in collaboration with WPHA on the Lifelong Learning and Mentoring Program with the goal of participants developing new or enhanced skills in coaching, mentoring, and collaborative leadership.

In early May, the Leadership Institute hosted the first on-site learning session of the Community Teams Program. Ore reported that the session was successful. After reviewing the evaluations, staff learned some important information, including:

- Participants are interested in earning continuing education credit
- Many of the participants from the non-governmental public health workforce do not see themselves as part of the public health workforce
- Participants have a wide range of leadership experience

8. Next meeting topics

Frey distributed a revised 2006 PHET Agenda Planner which incorporates changes discussed at the March meeting. The next meeting is on July 20 and will include discussion and approval of:

- Continuing Public Health Education Proposal
- Population Health Practice Fellowship Program 2007 Budget
- Healthy Wisconsin Leadership Institute 2007 Budget

9. Adjourn

Mormann adjourned the meeting at 11:50am.

Recorder, Tonya Paulson