

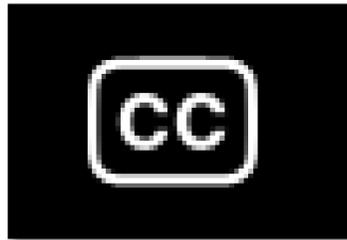


Pathways to Academic Health

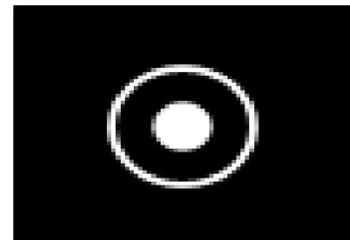
Department Partnerships: Successes and Best Practices

May 1, 2025 | 2-3:30 pm ET

Introductions and Housekeeping



Closed Captioning
is enabled.



Webinar is being
recorded.



Drop your questions
into the Q&A box.

Today's Speakers



Mayela Arana

Senior Program
Manager,
The Public Health
Foundation



**Casie
Higginbotham**

Director, Academic
Health Department,
Tennessee Department
of Health



Jen Ricci

Rhode Island
Department of Health
Scholar Program
Manager, RIDOH
Academic Institute



**Erika Gutiérrez
Martínez**

Assistant Director of
Public Health, City of
Laredo Public Health
Department

Academic Health Department Partnerships



Public Health Foundation

Vision:

Equitable and optimal health and well-being for all

Mission:

Advance the public health workforce to achieve organizational excellence

Experts in:



Performance Management



Quality Improvement



Workforce Development

Council on Linkages Between Academia and Public Health Practice



An AHD Partnership...



- ┆ Joins a health department and an academic institution
- ┆ Institutionalizes collaboration
- ┆ Enhances public health education and training, research, and service

What Does an AHD Partnership Look Like?

- **Academia and public health practice working together**
- Written partnership agreement
- Collaborative public health education or training
- Joint research projects
- Shared provision of public health services
- Shared personnel or other resources

Why Create an AHD Partnership?

- ↪ Enhance capacity
- ↪ Prepare students for public health careers
- ↪ Support workforce recruitment and retention
- ↪ Facilitate lifelong learning
- ↪ Build and use practice-based evidence
- ↪ Maximize resources
- ↪ Meet accreditation standards
- ↪ **Improve the public health system and community health**

Who is Involved in AHD Partnerships?

ASTHO PROFILE OF STATE AND TERRITORIAL PUBLIC HEALTH VOLUME 4

| Collaborating Agencies/Organizations | Exchange Information | | Work Together on Projects | | State Health Agency Provides Financial Resources | | State Health Agency Has Leadership Role in the Partnership | | No Relationship Yet | | Organization Does Not Exist in Jurisdiction | |
|--|----------------------|-----|---------------------------|------|--|-----|--|-----|---------------------|----|---|----|
| | N | % | N | % | N | % | N | % | N | % | N | % |
| Higher education (e.g., universities, medical schools, community colleges) | 48 | 98% | 49 | 100% | 31 | 63% | 24 | 49% | 0 | 0% | 0 | 0% |

2022 NATIONAL PROFILE OF LOCAL HEALTH DEPARTMENTS

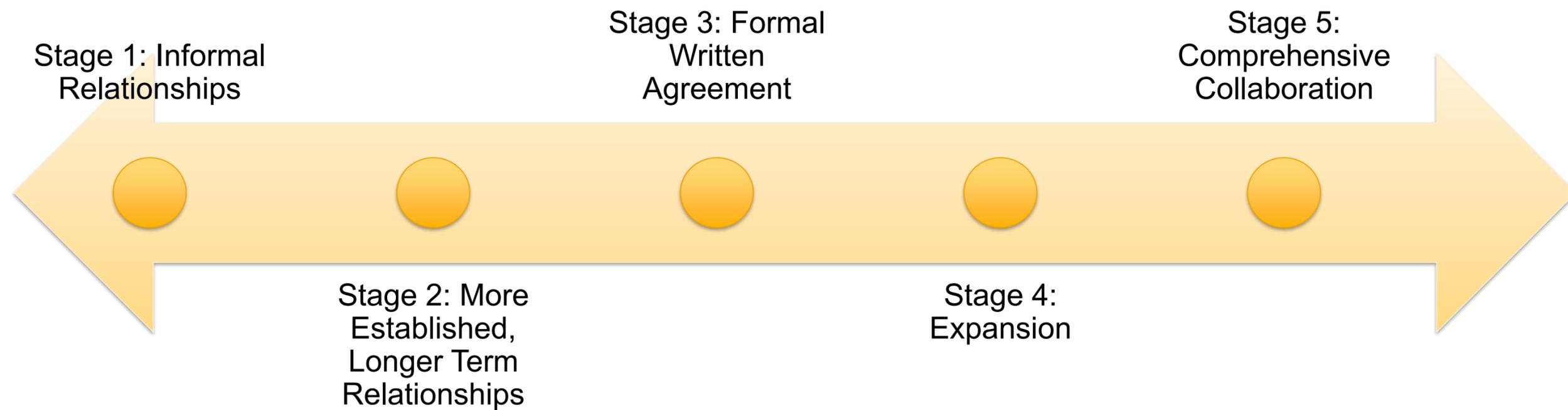


Figure 3.3 | LHD partnerships and collaborations in the past year

- Percent of LHDs working with organization in any way
- Percent of LHDs regularly scheduling meetings, have written agreements, or share personnel/resources with organization

Colleges or universities ————— ● 64% ————— ● 89%

How Do AHD Partnerships Develop?



No Two AHD Partnerships Are The Same...

↵ Different structures

- ▷ One-to-one or consortium
- ▷ Advisory board or not
- ▷ Shared staff or partners

↵ Different partners

- ▷ Health departments
- ▷ Schools or programs of public health, medicine, nursing, pharmacy, nutrition, public affairs, journalism, urban planning, law, engineering
- ▷ Hospitals or medical centers

No Two AHD Partnerships Are The Same...

↵ Different levels of formality

- ▷ Informal
- ▷ MOU or MOA
- ▷ Contract

↵ Different activities

- ▷ Education and training
- ▷ Research
- ▷ Service delivery

There Are Lots of Ways to Work Together

- ↵ Student internships and practica
- ↵ Guest lectures
- ↵ Brown bag talks, seminars, workshops
- ↵ Course auditing
- ↵ Technical assistance
- ↵ Community-based research projects
- ↵ Staffing for public health programs or events
- ↵ Surge support
- ↵ Sharing resources – library resources, meeting space
- ↵ Co-applying for grants or other funding

And Lots of Things to Think About

- ↘ Organizational strengths and weaknesses
- ↘ Available resources and gaps
- ↘ Needs that a partnership can help fill
- ↘ Match between partner organizations' resources and needs
- ↘ Strength of prior relationships
- ↘ Organizational champions
- ↘ Partnership development experience
- ↘ Return on investment

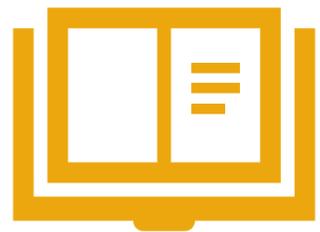


Helping AHD Partnerships Grow



Academic Health Department Learning Community

- National community of practitioners, educators, and researchers exploring and learning about AHD partnerships
- ~1,400 members



Examples
and Stories



Webinars



Partnership
Agreements



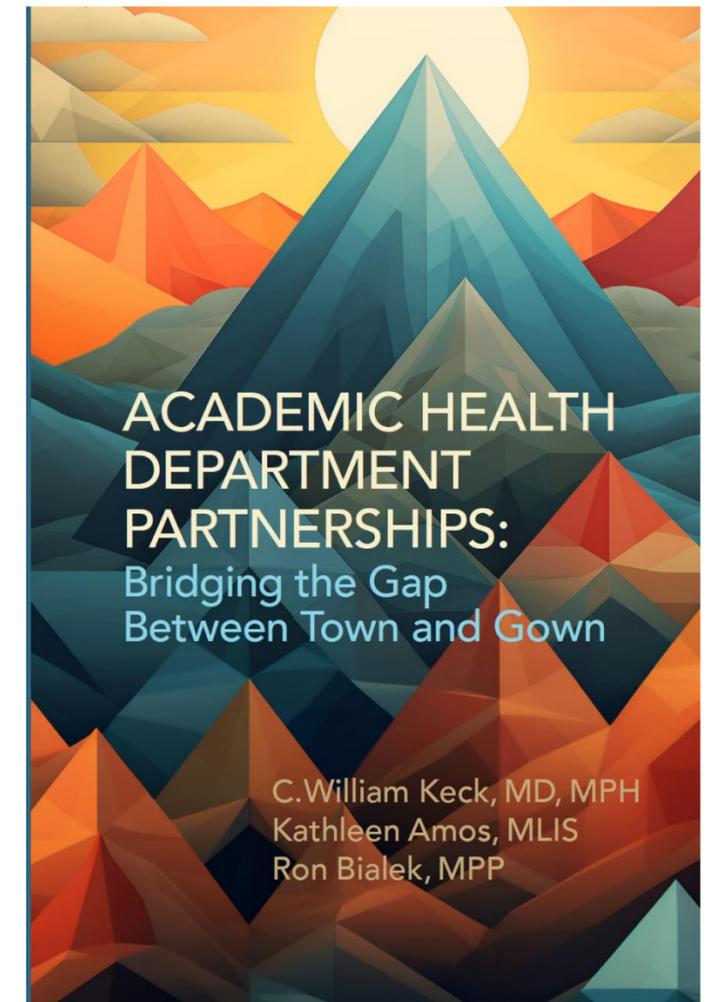
Listserv



Technical
Assistance

AHD Partnership Resources

- AHD Learning Community: www.phf.org/AHDLC
 - Peer community supporting public health practice/academic collaboration
- [AHD Webinars](#)
 - Webinars focused on AHD partnerships
- [AHD Resources and Tools](#)
 - Resources to support development, maintenance, and expansion of AHD partnerships
- [AHD Partnership Environmental Scan](#)
 - Remote assistance for health departments interested in exploring and enhancing AHD partnerships
- New AHD book – [*Academic Health Department Partnerships: Bridging the Gap Between Town and Gown*](#)





THANK YOU!

www.phf.org/AHDLC

For more information or to join, contact:

Mayela Arana

marana@phf.org



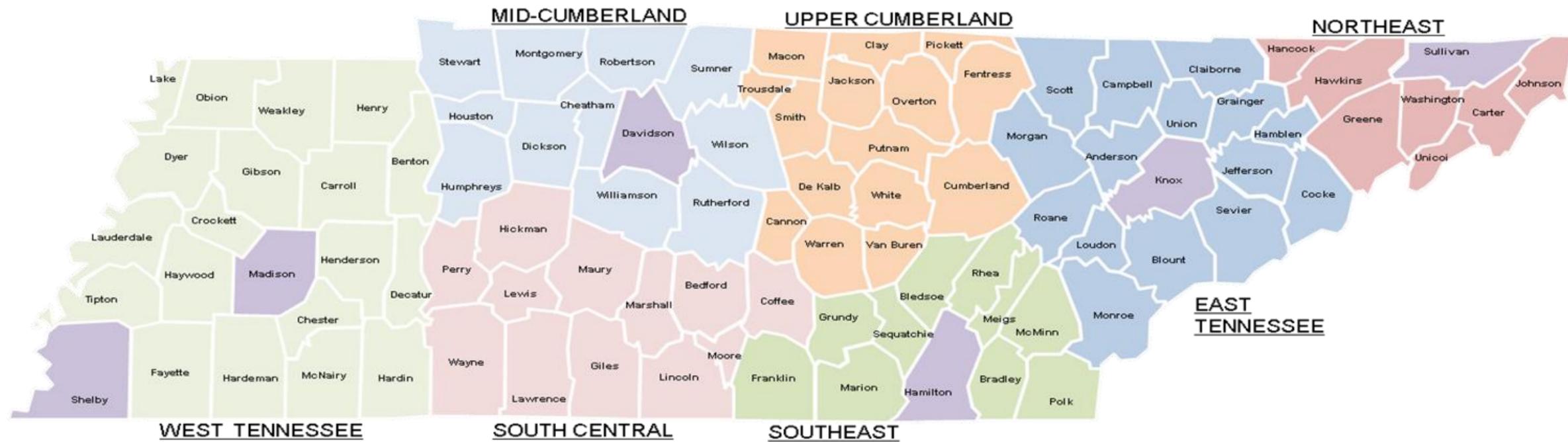
ACADEMIC HEALTH DEPARTMENT

Casie Higginbotham, MS, CPH, MCHES
Academic Health Department Director



Our Mission:

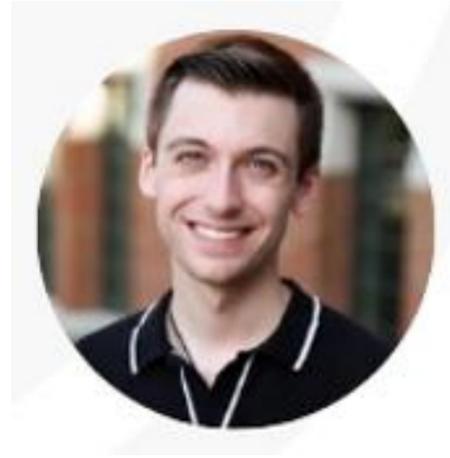
To protect, promote, and improve the health and well-being of all people in Tennessee.



Academic Health Department Team



Casie Higginbotham
AHD Director

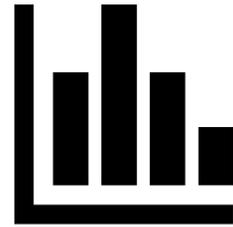
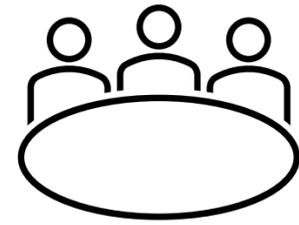


Josh Woods
Public Health
Workforce Specialist

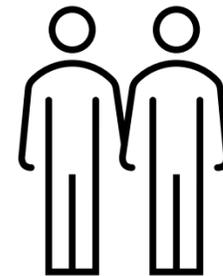
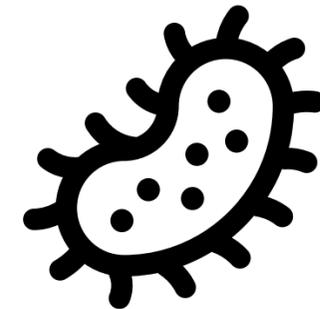


Joey King
Talent Management Director

What TDH was already doing...



Pathways to
Practice
Region IV
Public Health
Training Center



Resource Mapping

- **REDCap survey of TDH staff to determine existing partnerships**
 - TDH staff name and office or division
 - Name of college/university
 - Faculty contact name and email
 - Description of partnership
 - Type of agreement (informal, formal, contractual)
- **38** respondents
- **112** entries

Programs

- About the TRAIN Learning Network
- Academic Health Department Learning Community
- Antibiotic Stewardship
- CDC Learning Connection
- The Community Guide
- Core Competencies for Public Health Professionals
- Council on Linkages Between Academia and Public Health Practice
- Drinking Water Program Improvement
- Driver Diagrams to Improve Population Health
- E-learning Institute Fellowship
- Future of Population Health Award
- Future of Public Health Award
- The Guide to Community Preventive Services
- HOSA – Future Health Professionals
- Immunization Center
- Increasing Use of Oral Health Care
- Lead Poisoning Prevention

Academic Health Department Partnerships



An academic health department (AHD) partnership is formed by the formal affiliation of a health department and an academic institution that trains future health professionals. This relationship is sometimes described as the public health equivalent of the “teaching hospital” affiliation found between hospitals and medical schools. AHD partnerships can enhance public health education and training, research, and service and may offer a variety of benefits, both for the organizations involved and for the community as a whole.

AHD partnerships help to strengthen the links between public health practice and academia and to lessen the separation between the education of public health professionals and the practice of public health. AHDs can serve as sites for joint education, research, and practice, enabling the practice and academic communities to work together to develop the current and future public health workforce, build the evidence base for public health, and better deliver the Essential Public Health Services.

AHD Partnerships in the United States

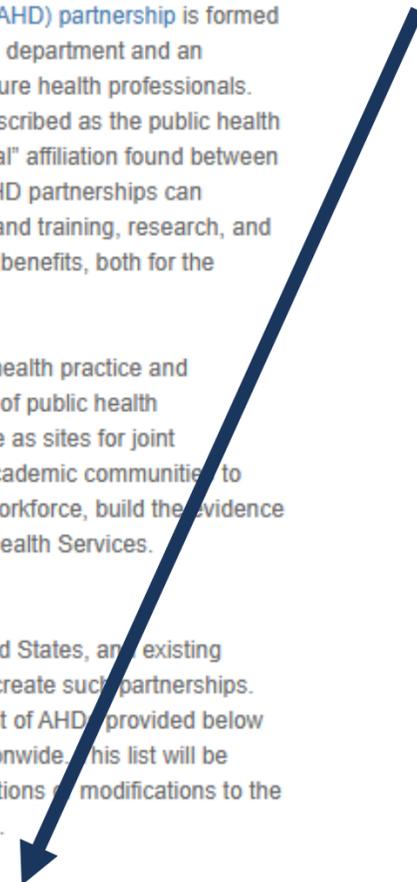
AHD partnerships are present in communities across the United States, and existing AHDs can serve as models for other organizations working to create such partnerships. The AHD Learning Community has compiled the preliminary list of AHDs provided below as a starting point for exploring how AHDs are developing nationwide. This list will be updated as new AHDs are established or discovered, and additions or modifications to the list are welcome by email to Kathleen Amos at kamos@phf.org.

Alabama

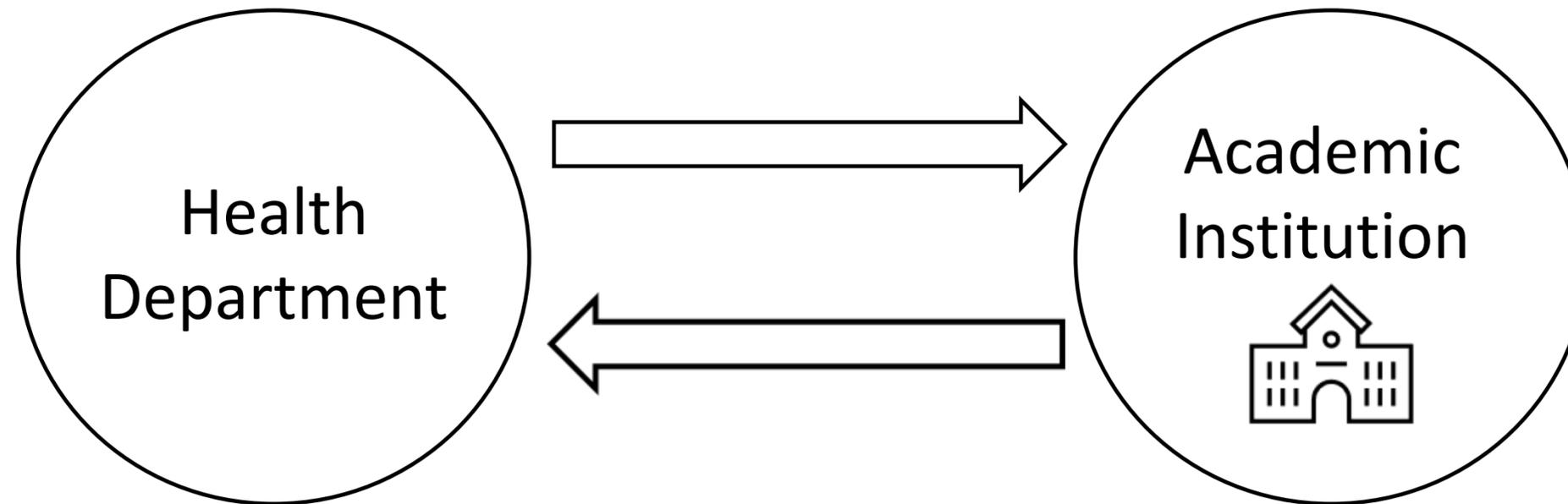
- Jefferson County Department of Health & Lawson State Community College
- Jefferson County Department of Health & Oakwood College
- Jefferson County Department of Health & Samford University
- Jefferson County Department of Health & Stanford University
- Jefferson County Department of Health & University of Alabama at Birmingham
- Jefferson County Department of Health & University of Alabama at Tuscaloosa
- Jefferson County Department of Health & Wallace State Community College

Arizona

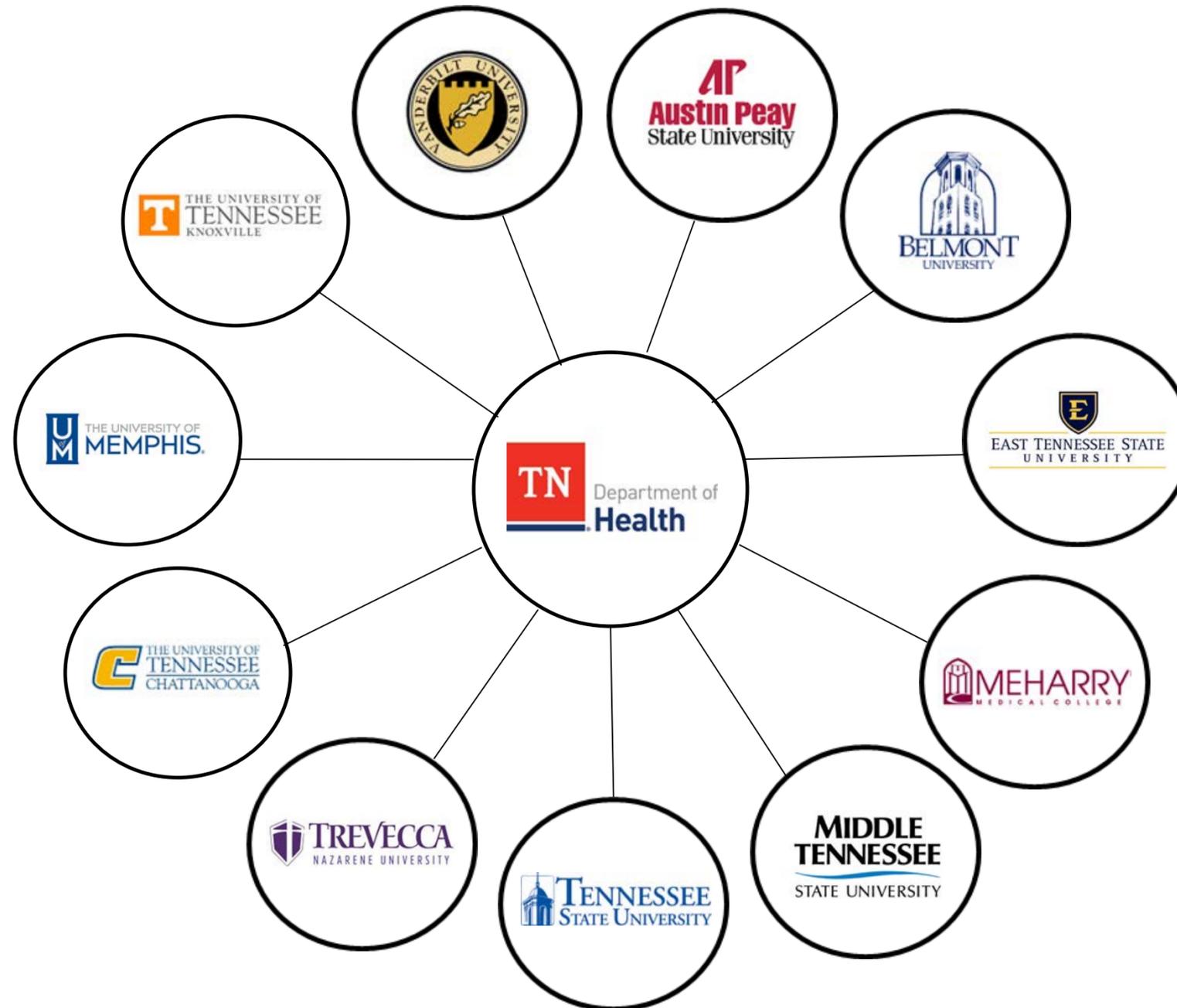
- Cochise Health and Social Services & University of Arizona Mel and Enid



Typical AHD Model



TDH Academic Health Department Model



TPHA Scholarships

2023

- 50 scholarships
- Registration + Lodging
- Networking reception

2024

- 75 scholarships



| TPHA Conference Attendance | | | | | | |
|----------------------------|------|--------------|--------------|------|------|------|
| 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
| 25 | 30 | 54 (virtual) | 92 (virtual) | ? | 76 | 143 |



Internship



Apply for placement

Are you a college student looking for an internship and a better understanding of what we do in public health? We offer experiences for both in-state and out-of-state students. Assisting the Department of Health (TDH) in understanding what you want to learn helps us identify the best opportunity available. If we find that your interests and our needs align, we will contact you to discuss placement. Please note all applicants must be at least 18 years old and high school graduates or equivalent at the time of placement.

The application for Fall 2024 has closed. The Spring 2025 application will open September 1st, 2024, and close September 30th, 2024, at midnight.

[Spring 2025 Internship Application \(Opens September 2024\)](#)

Please email us at AHD.Health@tn.gov with questions.



PUBLIC HEALTH EXECUTIVE FELLOWSHIP



Mariah Horton
Senior Fellow



Krista Cole
Senior Fellow



Miranda Givens
Senior Fellow



Benjamin Antwi
Fellow



Bege Mallum
Fellow

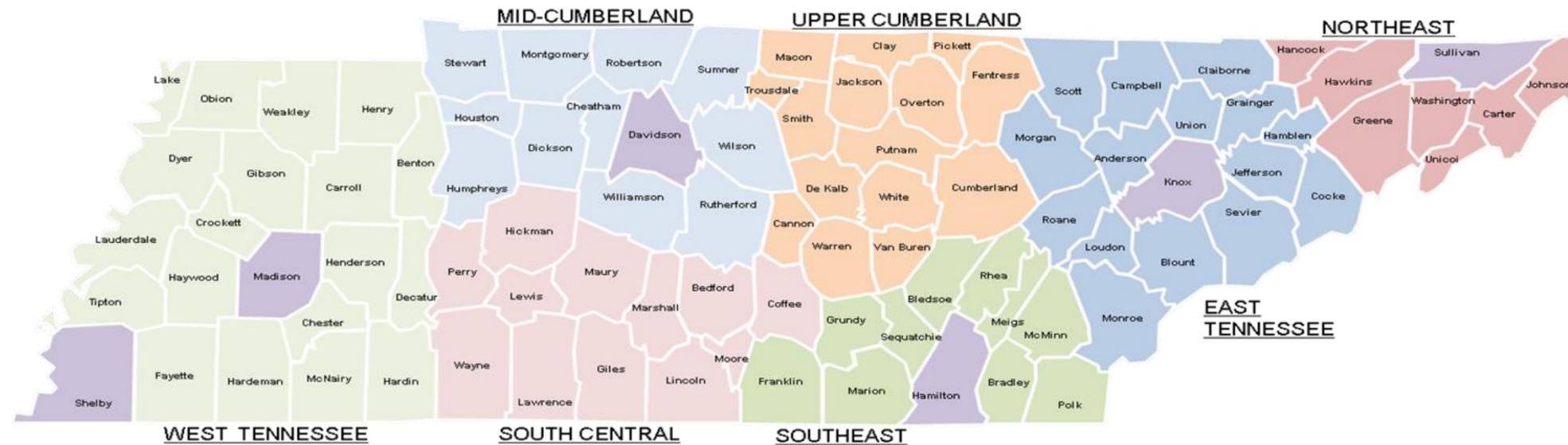
Visits to colleges/universities

- 3 in-person presentations to classrooms
- 5 virtual presentations to classrooms
- 2 classes hosted at Central Office
- 3 in-person networking/career fairs
- 2 virtual career fairs
- 1 recorded interview
- 1 colloquium visits
- 1 student presentation feedback session

18 total outreach engagements



TDH Central Office Roadshow



- **January 25 – March 20, 2024**
 - Attended all seven regional roadshow meetings
 - Shared information about the AHD and how staff can engage



TDH Intern Preceptor Training 1118814

[< Back](#)

[> Launch](#) [✓ Mark Completed](#) [⋮ More Actions](#)



In Progress [Webcast \(recorded\)](#) ID 1118814 Skill level: Introductory 0.5h
Publish date Mar 13, 2024 11:00 PM CDT Expiration date Mar 14, 2026 10:59 PM CDT

★★★★☆ (6)

The "Save for Later" button on a course does not register you for the course. It is simply a bookmark.

This training is specific to the TDH internship program and covers intern selection and onboarding, constructing a productive internship experience, and time approval in Covendis.

[About](#) [Contacts](#) [Reviews](#) [Discussion](#) [Certificates](#)

Details

Learning Objectives

At the conclusion of this training, participants will be able to describe the steps of the application and selection process for student interns at TDH.
At the conclusion of this training, participants will identify and articulate the necessary skills and requirements a student needs to meet to complete an internship with their program.

2021 Core Competencies for Public Health Professionals [More details](#)

Tier 1: Front Line and Program Support Responsibilities

Management and Finance Skills

- Secures human resources
- Manages human resources
- Manages programs and services
- Engages individuals and teams to achieve program and organizational goals
- Facilitates collaboration among individuals, groups, and organizations

Tier 2: Program Management and Supervisory Responsibilities

Management and Finance Skills

Academic-Practice Linkages Symposium



The AHD Improving Public Health in Tennessee...

TDH Academic Health Department Agreements



Academic Health Department Advisory Committee (AHDAC)



Amir Alakaam
MPH Program Director
University of Tennessee, Chattanooga



Taylor Dula
Assistant Dean for Student Services
East Tennessee State University



Julie Grubaugh
Undergraduate Program Director
University of Tennessee, Knoxville



Garret Harper
MPH Program Director
Trevecca Nazarene University



Brad Hawkins
MPH Practicum Director
Vanderbilt University



Ilias Kavouras
Assistant Dean, Academic Affairs
University of Memphis



Miranda Sanford Terry
Director, Public Health Programs
Tennessee State University



Heather Tillewein
Assistant Professor
Austin Peay State University



Lesia D. Walker
Instructor, School of Global Health
Meharry Medical College



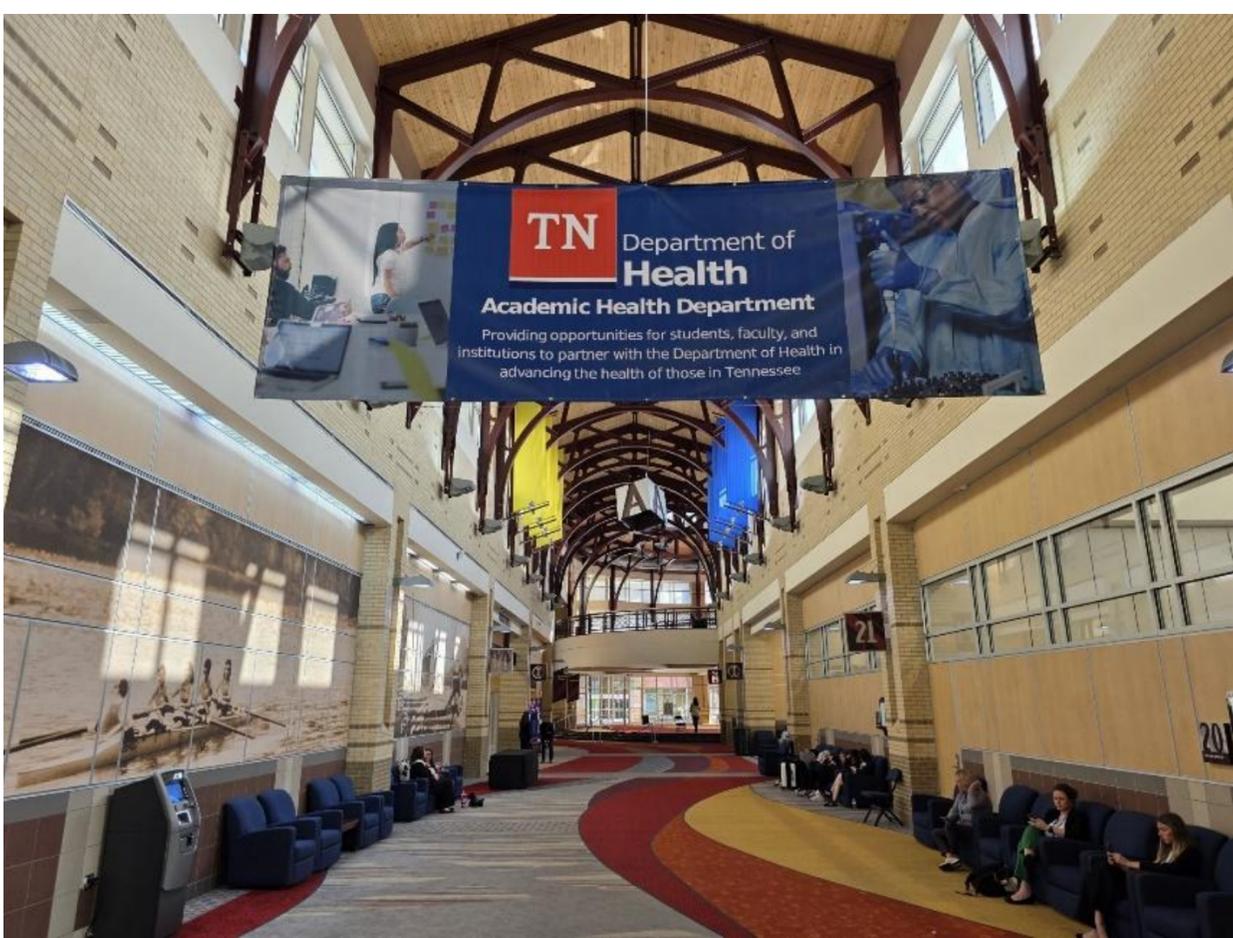
Christian Williams
Chair, Department of Public Health
Belmont University



Bethany Wrye
Chair, Department of Health and Human
Performance
Middle Tennessee State University



Workforce Pathways



Workforce Pathways cont...



Department of
Health



2025

**Public Health
Academic Bridge
Scholars Program**

*Provided by the Tennessee Department of Health with
funding from the Centers for Disease Control and Prevention.*



Changing Lives, Transforming Communities

Knox Promise | COMPLETE Coaching and Grants | Summer Bridge and Institute | Transfer Pilot



Intern → Full-time Employee

14 interns hired summer 2024 – present

- Child Fatality Review Program
- Grainger County Health Department
- TN Adolescent Pregnancy Prevention
- Office of Strategic Initiatives
- Maternal Deaths Due to Violence Program
- Breast and Cervical Cancer Screening Program
- Rutherford County Health Department
- Communicable and Environmental Diseases and Emergency Preparedness
- Community Health Services
- Office of Human Resources and Talent Management
- Viral Hepatitis Surveillance
- Washington County HD

Fall 2025 Internships

- Analyzing and Enhancing Syphilis Case Detection Algorithms
- Chronic Disease Prevention
- Community Health - Health Education
- Grants Management
- Health for All
- Health Impact Assessment
- Healthy Aging Across Tennessee
- Program Evaluation & Assessment
- Revitalization of Health Councils
- Utilizing Productivity Tools & Time Studies



Chronic Disease Prevention *Cardiovascular, Diabetes, and Blue Zones*

Preceptor: Emma Davis
Division/Office: Family Health and Wellness, Chronic Disease Prevention
Location: Remote
Degree Level: All Levels

Hours per week: 15 hours
Number of Weeks: 16 weeks

Project Description

This internship offers a unique opportunity to gain hands-on experience in the prevention and management of chronic diseases, including diabetes and cardiovascular disease. The intern will work on various programs, such as diabetes prevention initiatives, cardiovascular disease management, and the promotion of Self-Measured Blood Pressure (SMBP) utilization. Additionally, the intern will contribute to our efforts in promoting and implementing Blue Zones projects to create healthier communities.

Skills

- Experience with health education and communication strategies
- Excellent presentation skills for delivering educational workshops and seminars
- Strong problem-solving skills and the ability to think creatively
- Experience with community outreach and engagement activities
- Knowledge of public health principles and chronic disease epidemiology

Additional Information

We are happy to let the student intern shadow and work with other programs in chronic disease prevention and health promotions, as well as the Wisewoman program, if the opportunities are available.

- Gain valuable experience in chronic disease prevention and health promotion.
- Opportunity to work with a dynamic team of healthcare professionals and community partners.
- Enhance research, data analysis, and project management skills.
- Contribute to meaningful initiatives that improve community health and well-being.
- Networking opportunities within the public health and healthcare sectors

Thank you from Tennessee!





Rhode Island Department of Health (RIDOH) Academic Institute

Jen Ricci, MPH, Scholar Program Manager
RIDOH Academic Institute

May 1, 2025

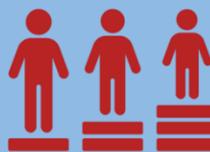
RHODE
ISLAND

RIDOH's Leading Priorities

Mission: To prevent disease and protect and promote the health and safety of the people of Rhode Island



Address the socioeconomic and environmental determinants of health.



Eliminate health disparities and promote health equity.



Ensure access to quality health services for all Rhode Islanders, including the state's vulnerable populations.

RHODE ISLAND

The Ocean State

Smallest State

- 2nd most densely populated



Centralized Government

- No county governments; 39 local municipalities



Institutes of Higher Ed

- 11 schools
- 3 public; 8 private



RHODE ISLAND

The Ocean State

Smallest State

- 2nd most densely populated



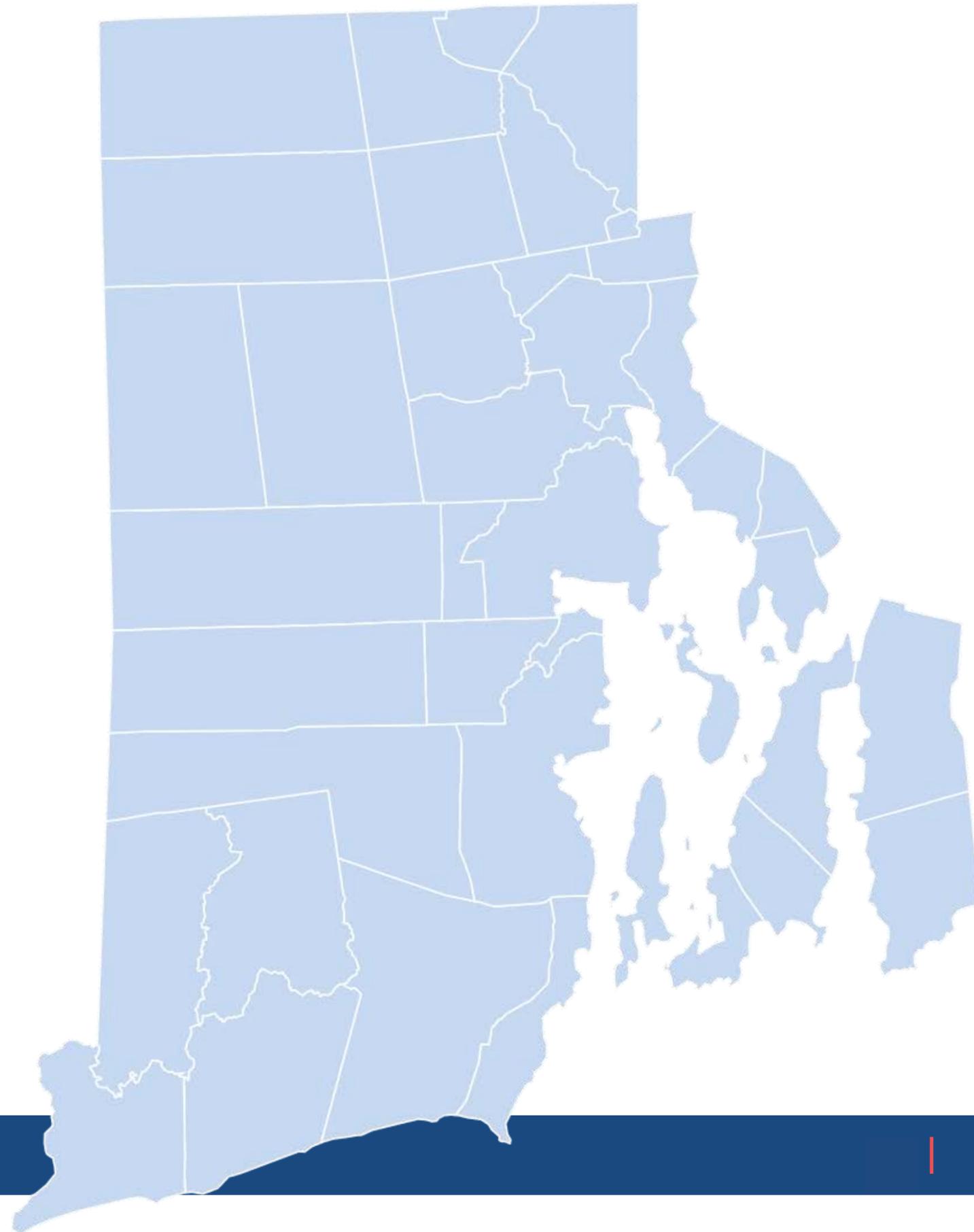
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RHODE ISLAND

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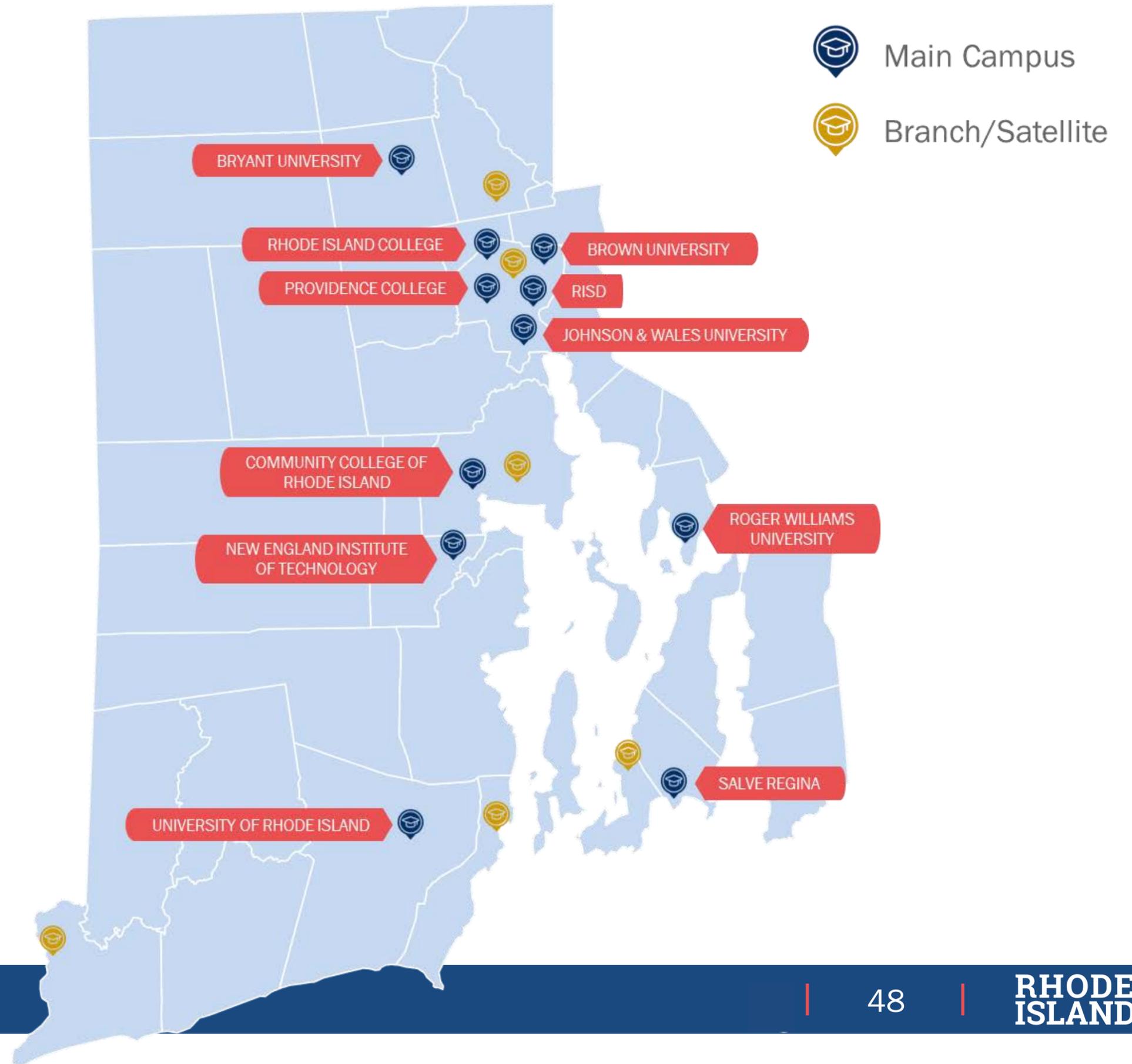
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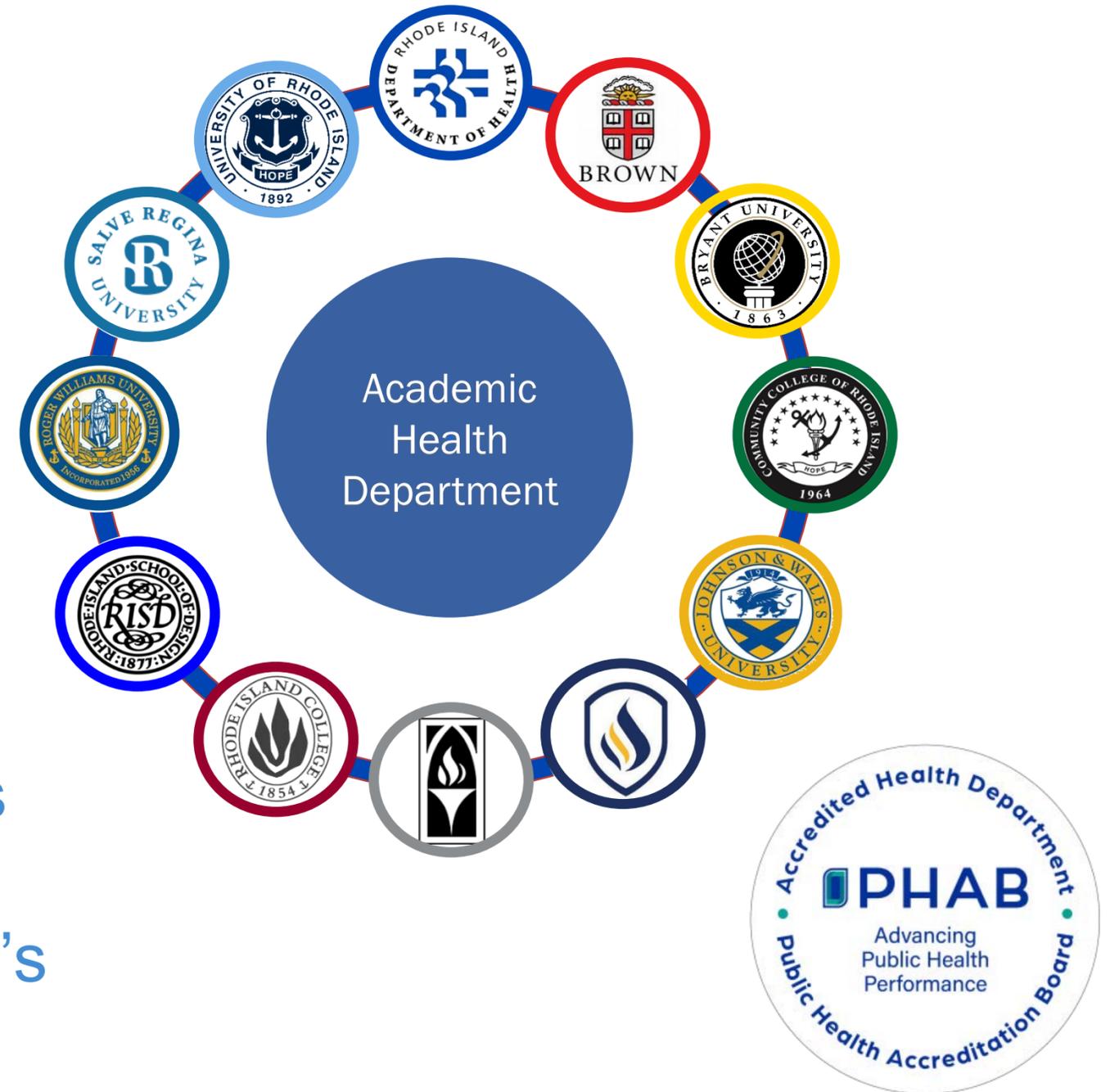
RIDOH Academic Institute (RAI)

Vision

Achieve excellence in public health policy and practice through academic collaborations, strategic planning, accreditation, performance improvement, and a multidisciplinary approach to public health in Rhode Island.

Mission

Strengthen the integration of scholarly activities within public health policy and practice by instilling a culture of learning to support RIDOH's Leading Priorities.



Collaborative Academic Partnerships



RHODE
ISLAND
COLLEGE



THE
UNIVERSITY
OF RHODE ISLAND

Need-Based Financial Aid

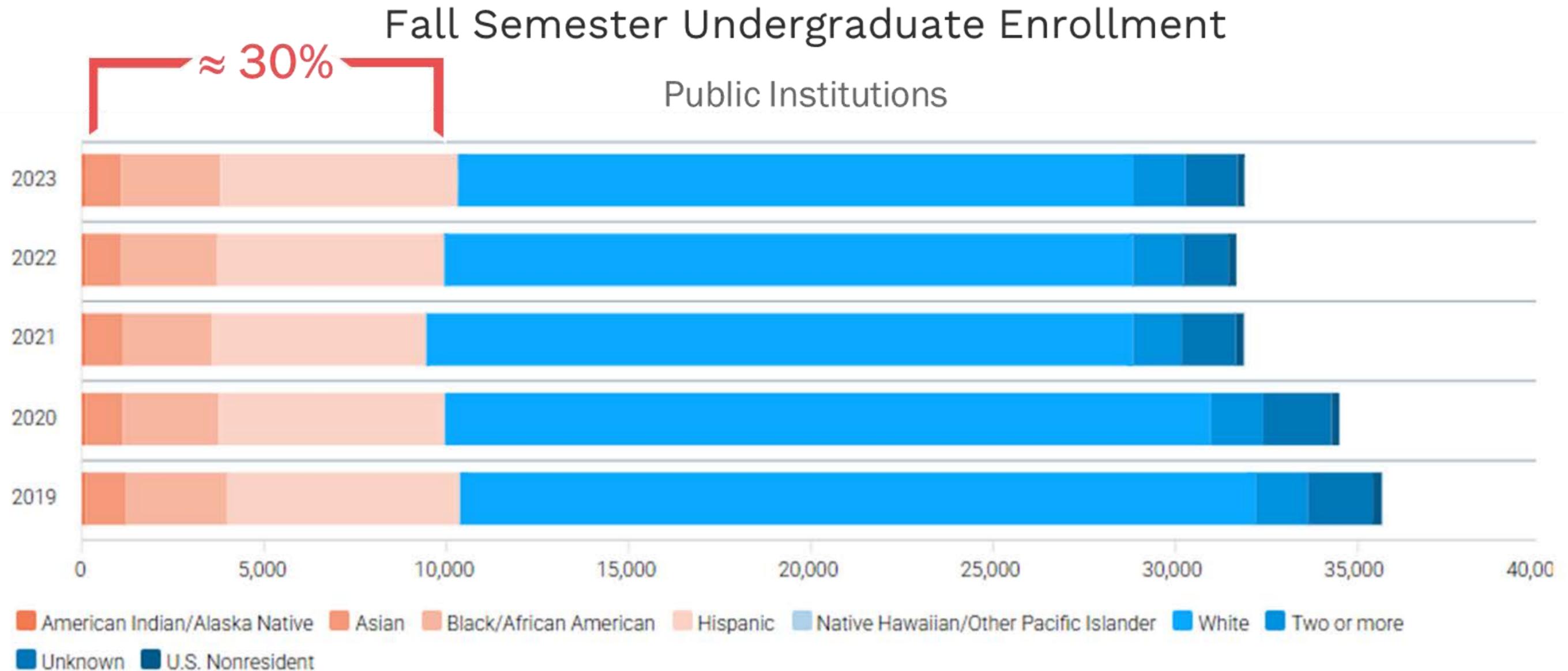
RI Promise Scholarship

Hope Scholarship

Hispanic Serving Institution

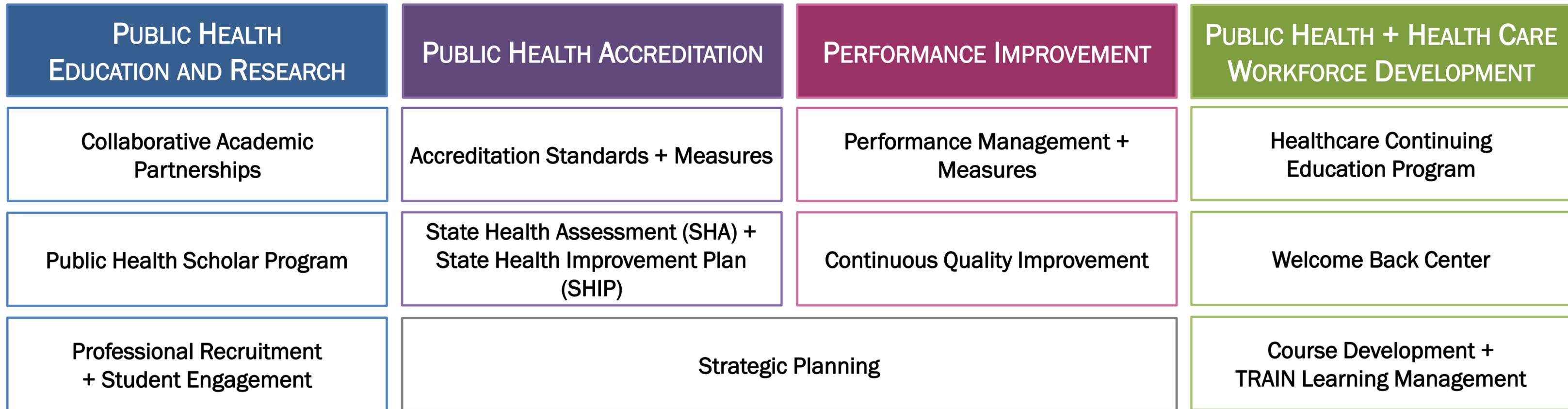
Minority Serving Institution

Enrollment Trends by Race/Ethnicity



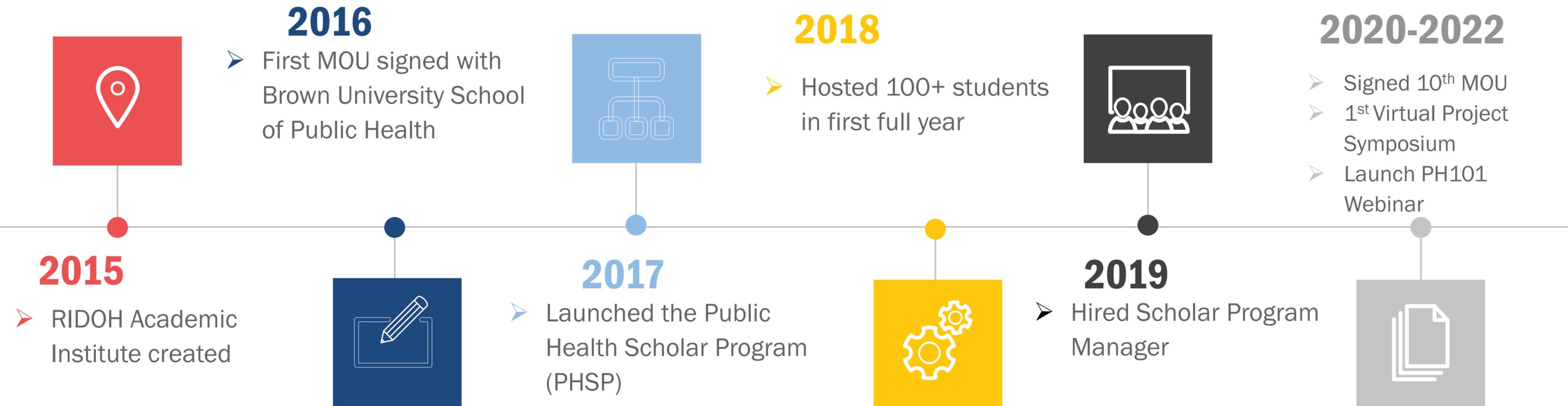
RI's Academic Health Department AHD Structure

RIDOH Academic Institute



RIDOH Academic Institute

RIDOH's Journey to becoming an Academic Health Department (AHD)



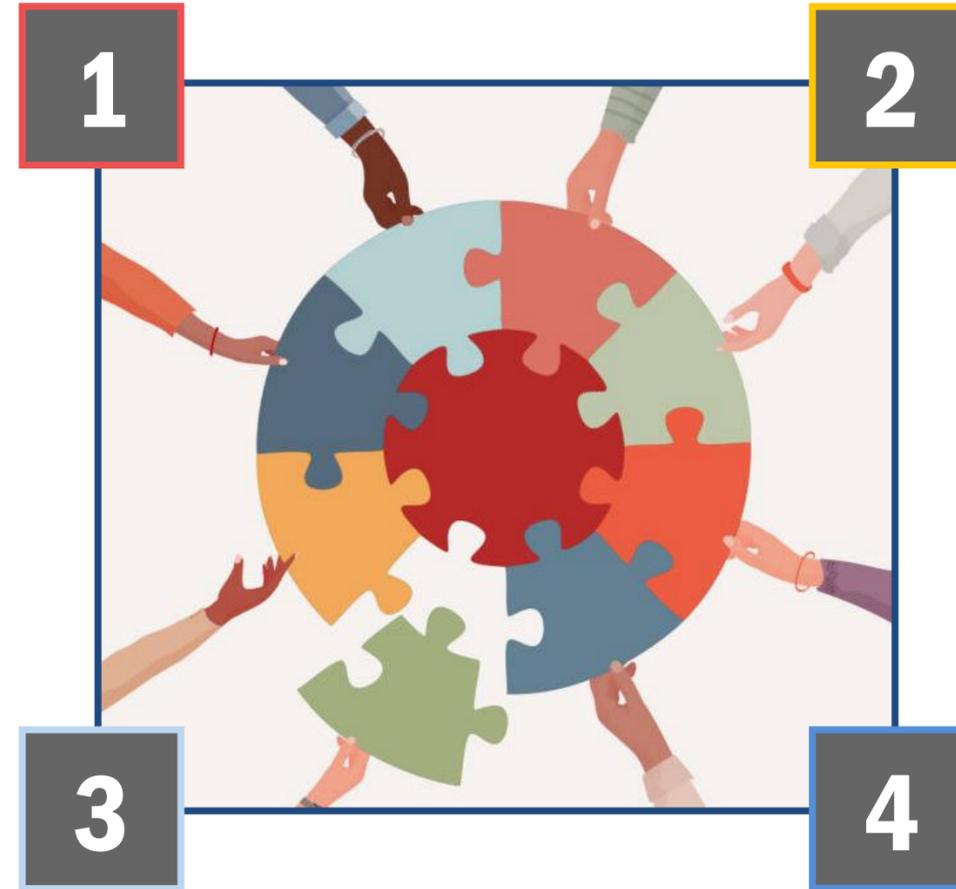
Benefits of Academic Collaboration

Drive Innovation Through Research

Public Health Academic & Research Group

Strengthen Public Health Excellence through IHEs

Quarterly IHE Health Services Directors Mtg
Public Health Scholar Program (PHSP)



Align Education with Practice Needs

MPH Admissions Committee Member
Student Placement Committee

Empower RIDOH Staff & Build Workforce Capacity

Workforce Development & Employee Engagement



Academic Calendar (RIDOH'S Version)

Scholar Project Symposium

- ✓ Celebrate & showcase the projects completed by Scholars

Spring | Summer | Fall

Slide-deck Development

- ✓ Support development of presentation leading up to event

3x each semester

Access to 1:1 Support

- ✓ Individual meetings available for extra support

Unlimited

Public Health 101 Series

- ✓ Webinar highlighting PH topic & the RIDOH program responsible

Weekly

PH Out Loud Grand Rounds

- ✓ Public Health webinar offering continuing education

Monthly

Coming Soon...

- ✓ Journal Club
- ✓ Book Club
- ✓ Annual Statewide PH Speaker Event

Promoting Connections to Public Health

Engage with Students

Career & Internship Fairs

Info Sessions

Informational Interviews

Shadowing

- ✓ Connect directly with students
- ✓ Introduce RIDOH and the role of state government
- ✓ Offer opportunities for career exploration

Collaborate with IHEs

Guest Lectures

Site Visits

Project-Based Learning

Networking Nights

- ✓ Share real-world examples with a fresh perspective
- ✓ Tangible connections to public health
- ✓ Identify areas for in-class learning

Education & Resources

Public Health 101 (PH 101)

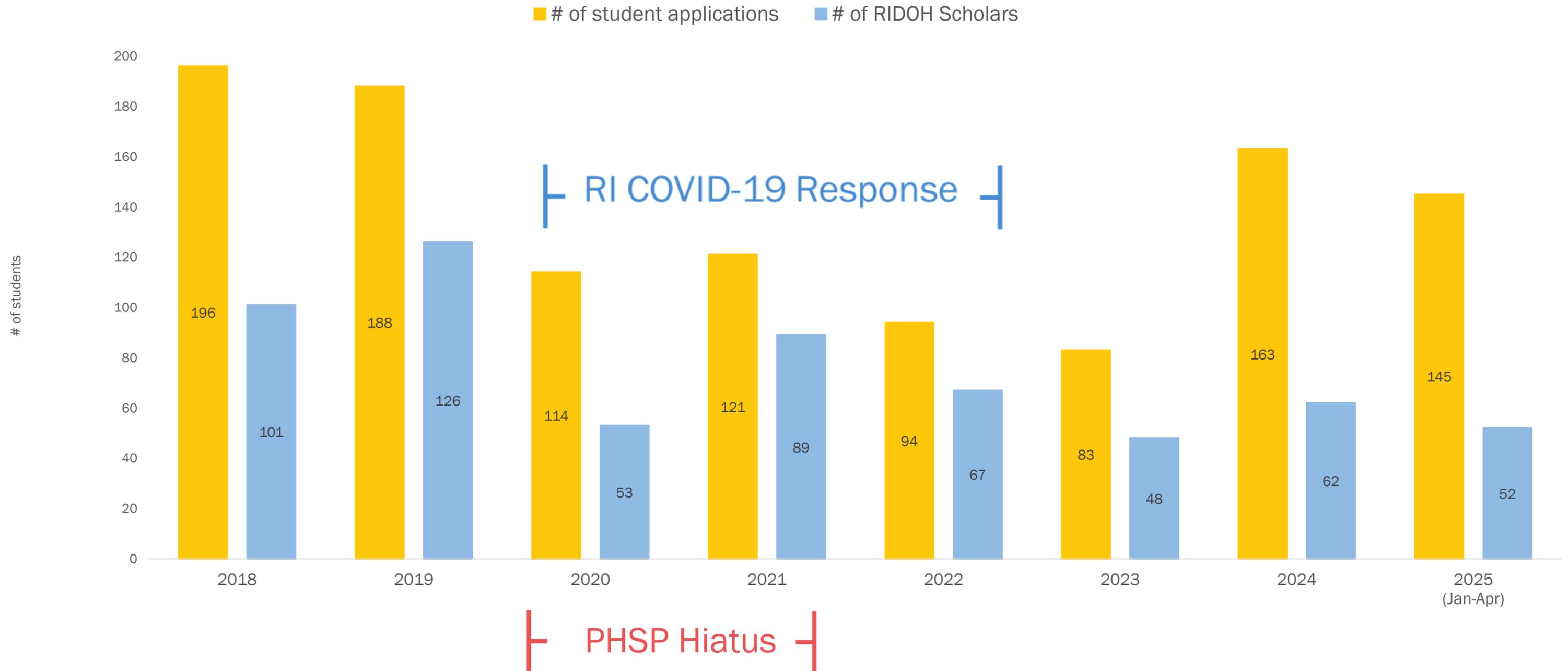
Webinar Series

PH Out Loud Grand Rounds

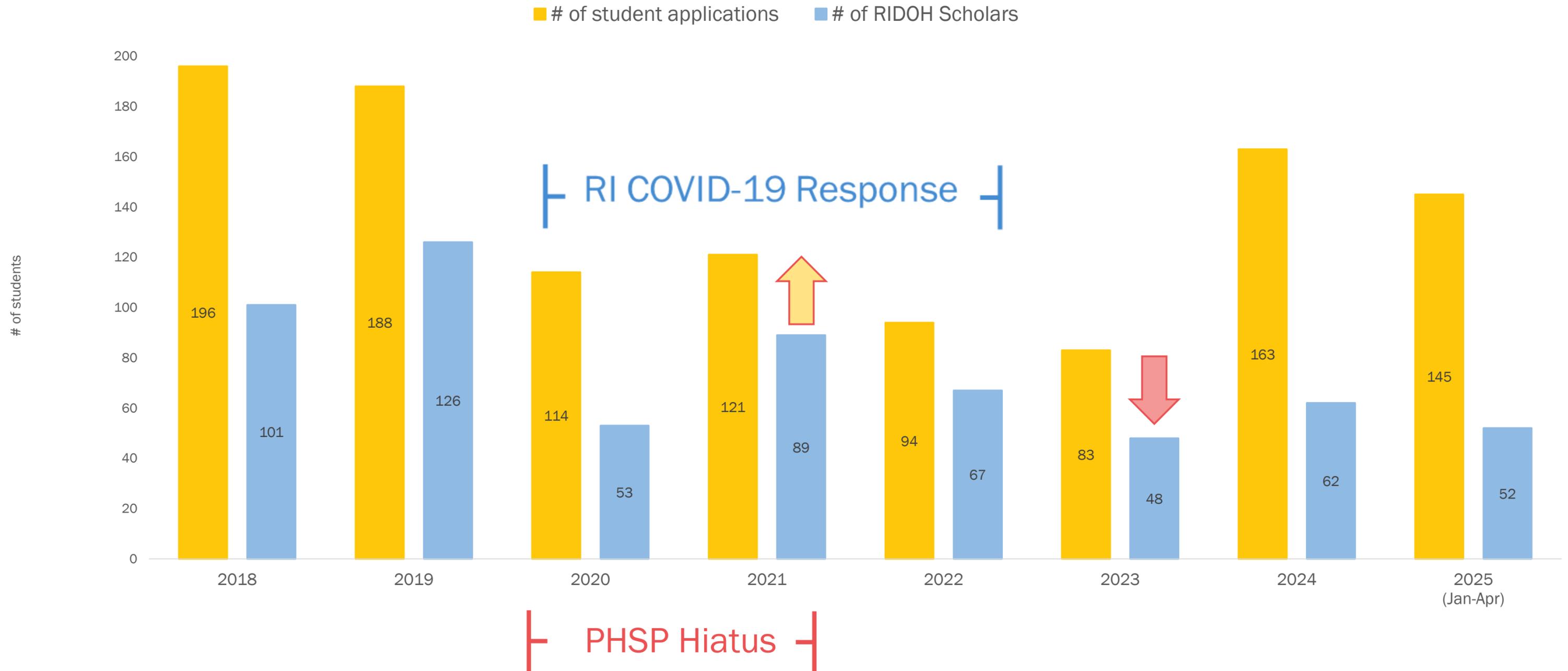
Career Fact Sheets

- ✓ Create accessible pathways to PH knowledge & expertise
- ✓ Use recognizable language
- ✓ Identify talking points by academic major

Public Health Scholar Program (PHSP) Annual Placement Data

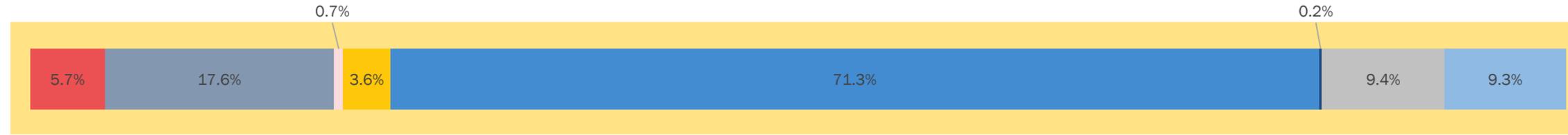


Public Health Scholar Program (PHSP) Annual Placement Data

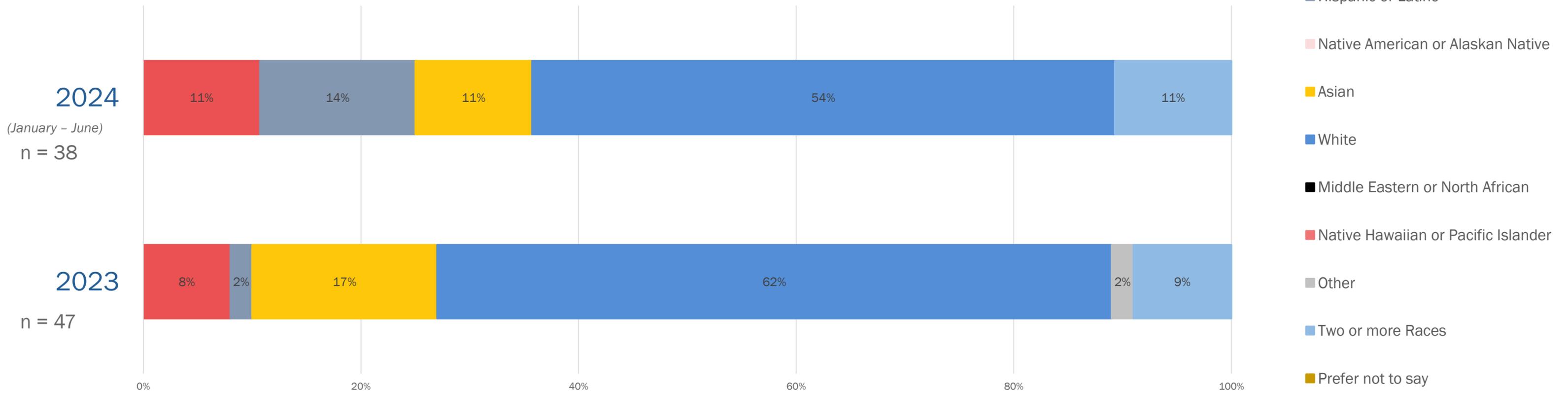


Efforts to Diversify the State's Public Health Workforce

Rhode Island Population – Race/Ethnicity (Census 2020)



RIDOH's Scholar Diversity



Maximizing Impact through Academic Collaboration

We have already seen small returns on investment...



600 students

completed experiential learning opportunities at RIDOH



50 sessions

of RIDOH's Public Health 101 webinar series



20 formal

academic partnerships via MOUs, Affiliation agreements, Project Labor agreements, Applied Practice Experiences



76%

of Scholars attend an RIDOH AHD-affiliated school



Thank you!

Jen Ricci, MPH

Rhode Island Department of Health

Jennifer.Ricci@health.ri.gov

**RHODE
ISLAND**



— **LAREDO** —
Public Health

Local Academic Public Health Partnerships

Erika Gutiérrez Martínez, MBA, SHRM-SCP, CTCM, CHW, CPM
Assistant Director of Public Health



CITY OF LAREDO

- Population: 257,602
- 95.2% Hispanic
- Largest inland port in North America



LAREDO PUBLIC HEALTH

Vision Statement

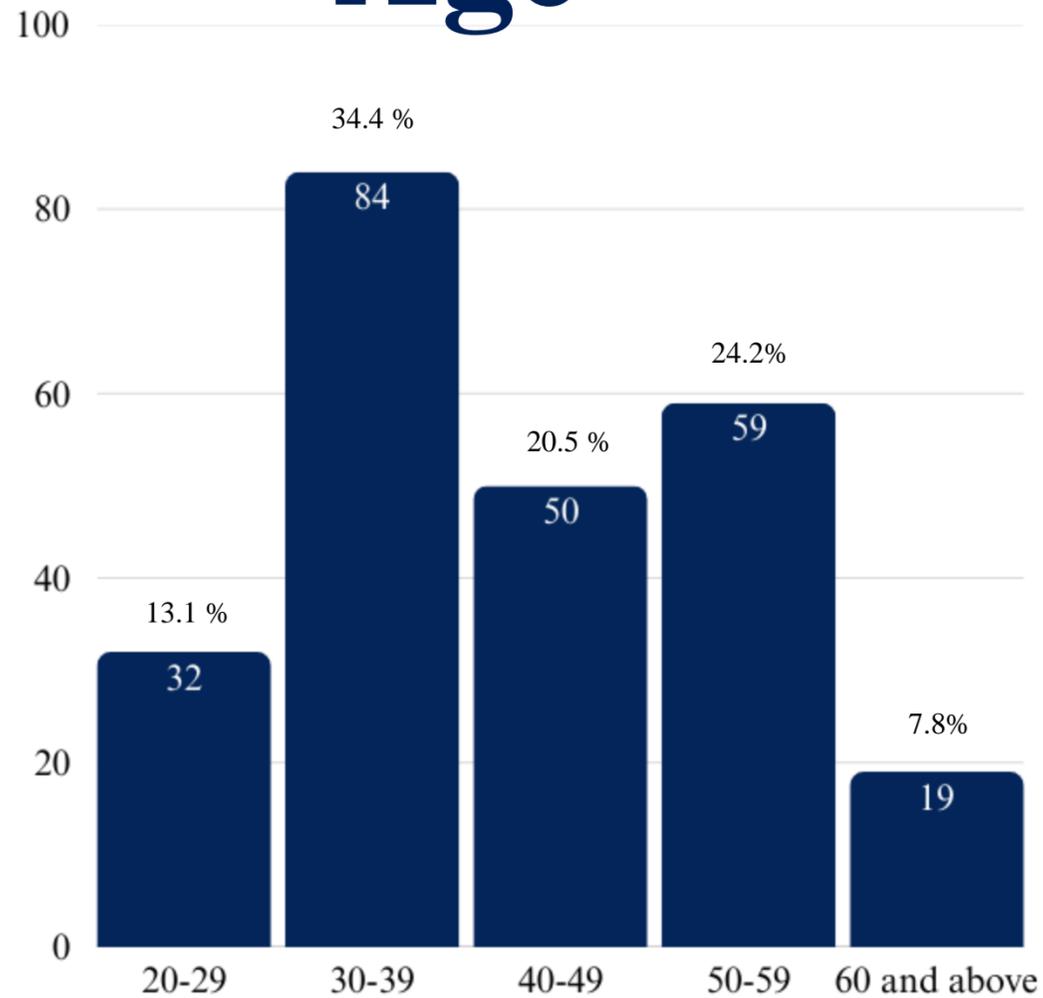
Provide the Laredo community access to resources to achieve optimal quality of life, health and well-being.

47-52 Programs & Services
250-300 FTEs
78% Grant Funded
Serving 5 Counties

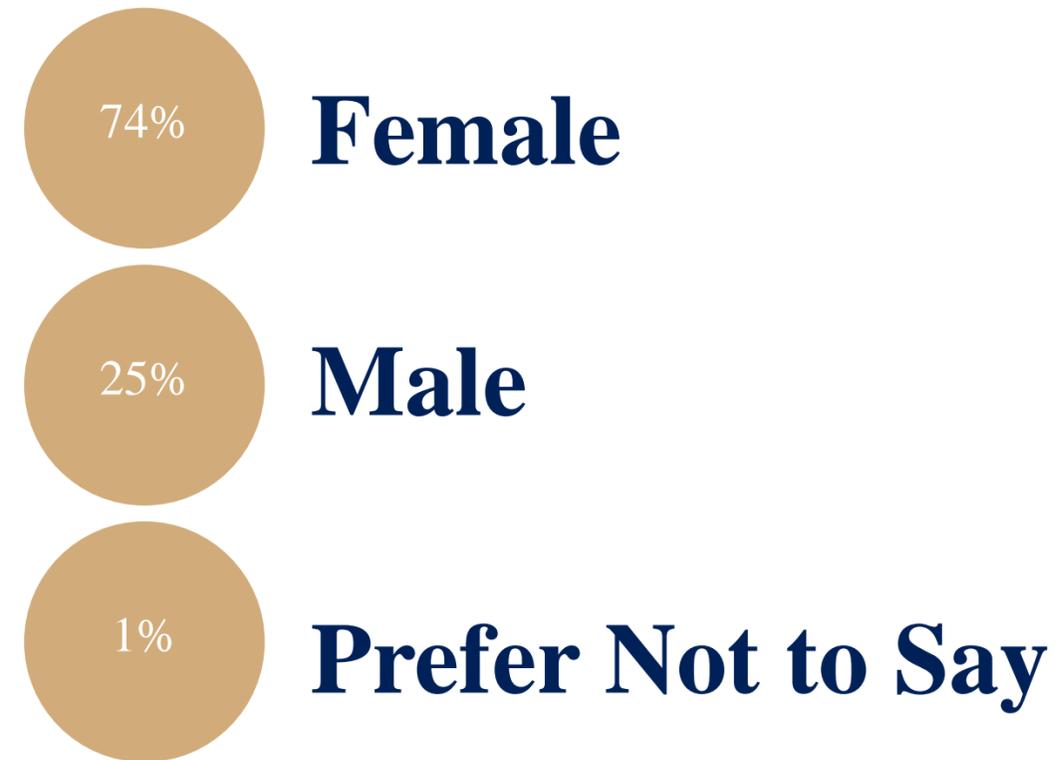


EMPLOYEE DEMOGRAPHIC DATA

Age



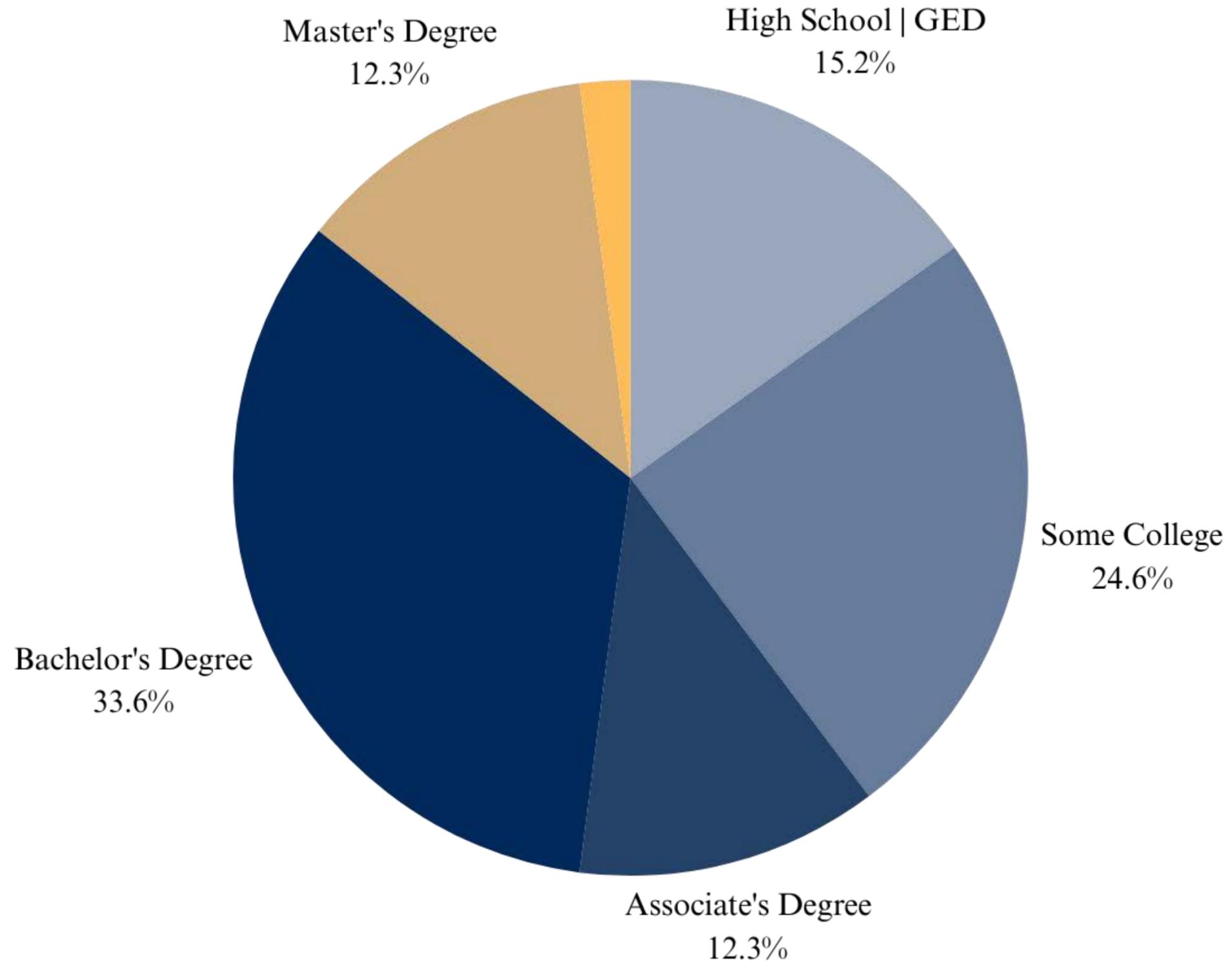
Gender



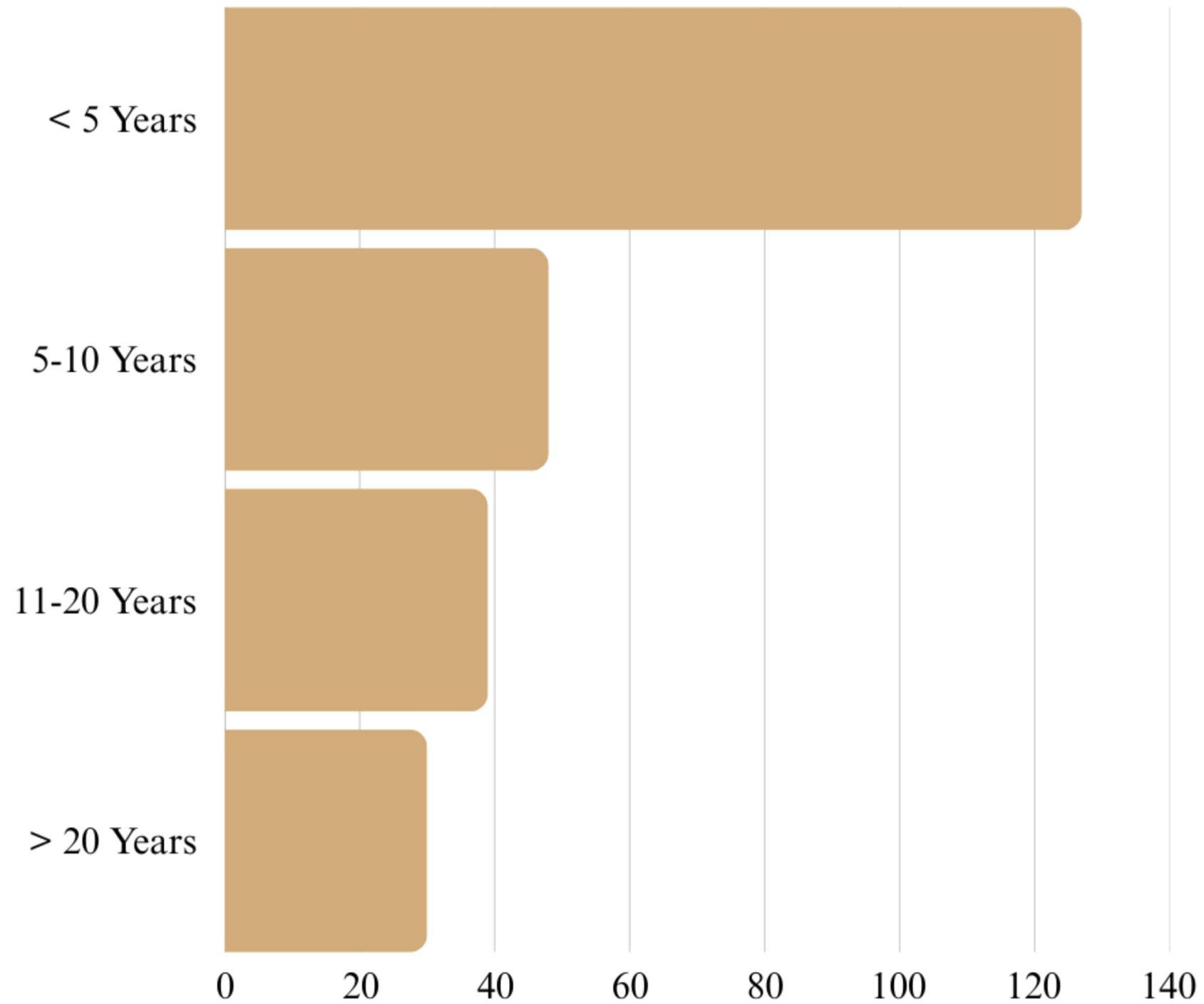
Race & Hispanic Origin



EMPLOYEE EDUCATION LEVEL

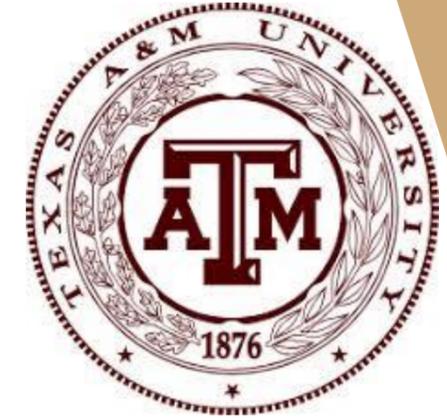
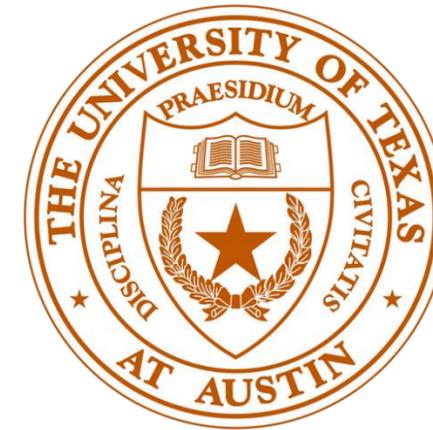


EMPLOYEE TENURE



ACADEMIC PUBLIC HEALTH PARTNERSHIPS

- Designated as an APH by the Public Health Foundation in 2024
- On-going partnerships for more than a decade.
- Current Agreements (30+):
 - Local school districts
 - Colleges and universities
 - Vocational programs
 - Online programs (in-state & out of state)
 - Bachelor's Level through Medical Residency Programs
- By School, Program, or Student referral (including current staff)



The 13 Institutions in the University of Texas System



THE UNIVERSITY OF TEXAS SYSTEM

- Education & Research Center at Laredo provides a unique partnership dynamic
- Current Programs:
 - Public Health
 - Bio-Informatics
 - Licensed Professional Counselors
 - Social Work
 - Dentistry
- Compensated Programs:
 - Gaining Equity in Training for Public Health Informatics and Technology (GET PHIT)
 - Home2Texas

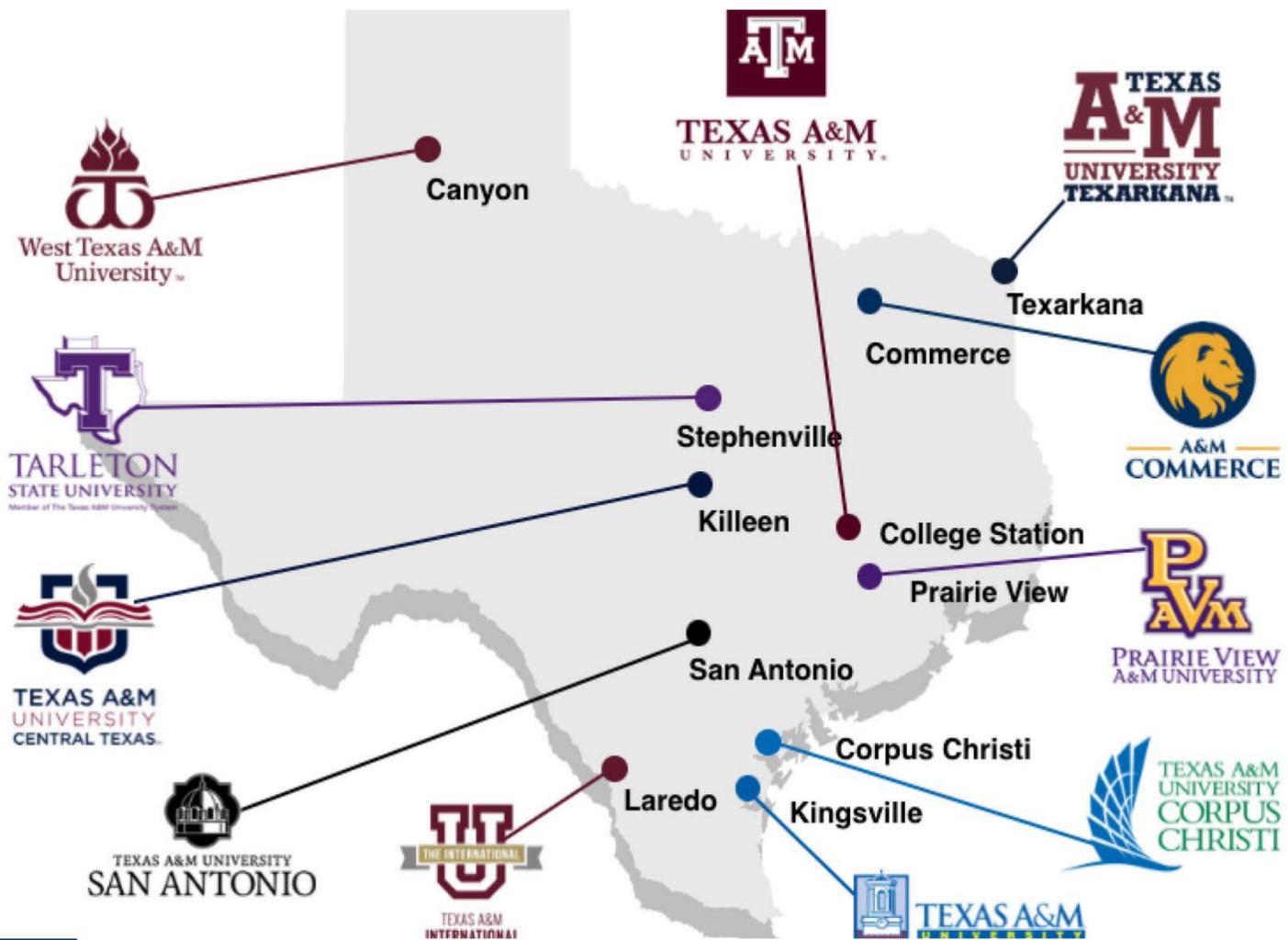




UNIVERSITY OF TEXAS



TEXAS A&M UNIVERSITY SYSTEM



- Texas A&M International University
- Current Programs:
 - Public Health (since 2020)
 - Nursing
 - Social Work
 - Software Engineering (2024)
- Compensated Programs:
 - Academic and Industry Readiness in Engineering and Science (AIRES)
 - Work-Study



**TEXAS A&M
INTERNATIONAL
UNIVERSITY**



ACADEMIC PUBLIC HEALTH PARTNERSHIPS

Considerations

- Evaluate existing programs
- Leverage current community partnerships
- Connect with PHF
- Highlight successes

Benefits

- Drives educational advancement
- Strengthens workforce development and capacity building
- Promotes available services
- Improves service delivery where gaps exist





— **LAREDO** —
Public Health

Local Academic Public Health Partnerships



Erika Gutiérrez Martínez, MBA, SHRM-SCP, CTCM, CHW, CPM
Assistant Director of Public Health





Evaluation



<https://bit.ly/3GnFvuW>

Questions: performanceimprovement@astho.org

