PHLOT SUCCESS STORY
Find out what Mandy Snay, current online MPH student and Certificate Program graduate, has to say about how PHLOT has made a difference in her career.

WHAT PHLOT STUDENTS HAVE TO SAY
Read reflections on how the PHLOT program has impacted the lives of our recipients.

THINKING ABOUT A PUBLIC HEALTH DEGREE?
Learn more about how to apply for PHLOT funding to pursue a graduate degree at the School of Public Health.

LEADERSHIP PROGRAMS & TRAINING
Take a look at all of the professional development opportunities made possible because of PHLOT funding.
MESSAGE FROM THE DEAN

It is an exciting time for the School of Public Health! In June 2015, our accrediting body, the Council on Education for Public Health (CEPH) Board of Councilors reaccredited our institution for a seven-year term. At our May 2015 Commencement ceremony, we celebrated 176 graduates from the School of Public Health, with 20 earning Doctoral degrees, 109 earning Master degrees, 16 earning Certificates in Public Health Fundamentals and 31 earning Bachelor of Science degrees in Public Health. Our online programs are growing exponentially, with more than 180 students enrolled in the Online MPH in Public Health Practice and Certificate in Public Health Fundamentals & Principles program combined. The quality of our academic programs, faculty researchers and practitioners, and student body are widely recognized among the best in New York State as well as nationwide- including our Public Health Leaders of Tomorrow (PHLOT) program.

For almost ten years now, the PHLOT program has galvanized efforts to provide far-reaching, impactful programs to both local health departments statewide and employees at the New York State Department of Health, solidifying the intent of the program’s central mission: to strengthen the current public health infrastructure across New York State and train the next generation of public health leaders. The highlights included in this newsletter merely scratch the surface of what the PHLOT program has delivered since it began in 2006. Students and public health staff alike, supported by PHLOT initiatives, make contributions to improve the health of New Yorkers day in and day out-through knowledge gained in the classroom and two-way learning which occurs during internships. PHLOT has and continues to demonstrate how it has added value to the quality of public health service in New York, at both the State and local level.

As always, I offer my utmost gratitude to the New York State Legislature and the Governor’s Office for including us in the Executive Budget and their unwavering support of the Public Health Leaders of Tomorrow (PHLOT) program at the University of Albany’s School of Public Health.

Fun facts about PHLOT: Did you know that …..?

TUITION AWARDS
More than $870,000 in tuition has been awarded to 168 public health professionals from 38 local health departments (LHD) across New York State and in the New York State Department of Health (NYSDOH).

INTERNSHIP SUPPORT
Over $1,485,000 in internship stipends have been provided for SPH students to work with local public health professionals from 30 counties across New York State and the New York State Department of Health.

ONLINE MPH
19 students have graduated from the program starting in Spring 2014, 6 of whom were PHLOT funded, representing 5 different local health departments.

CERTIFICATE IN PUBLIC HEALTH FUNDAMENTALS
99 students are currently enrolled in the Certificate program, and 20% are receiving PHLOT tuition support.

PROGRAM ADMINISTRATION
Less than 1% of the PHLOT operating budget is spent on program materials, supplies, and equipment.
Through the Eyes of an Intern
The SPH Student Perspective
Heather Daly, MPH ‘15, Social Behavior & Community Health

During the summer of 2014, I completed a PHLOT funded internship at the Columbia County Department of Health (CCDOH) in Hudson, New York. My supervisors and mentors were Katie Scheu, the Public Health Educator, and Angella Timothy, the Public Health Director. My internship activities were based on the public health priority areas identified in the Community Health Assessment (CHA) and Community Health Improvement Plan (CHIP) for Columbia County. I worked with Katie on a wide variety of projects, including increasing physical activity in classrooms, tick-borne disease education, and tobacco use prevention. Additionally, we attended a number of coalition meetings aimed at improving the health of Columbia County communities. One of the biggest projects of my internship was to implement a tobacco use prevention program among area youth with the goal of preventing cigarette smoking among county residents. This program was known as Tar Wars, a program designed by the American Academy of Family Physicians (AAFP). Using the Tar Wars activity guide from AAFP, I adapted activities and discussion points to create a lesson plan for summer camps. In addition to the ideas found in the Tar Wars activity guide, I used educational resources that were already available at CCDOH to develop my activities and lesson plan. I also adapted the Tar Wars lessons to suit a wide variety of ages and camp settings. In order to evaluate the success of the program, I created a pre and post test to measure the change in tobacco knowledge by participants, and later analyzed the data and found a significant increase in knowledge about the effects of tobacco use. My program development and program evaluation classes were especially helpful to me during my internship. During the creation of the Tar Wars lesson plan, I was able to use my knowledge of program development to guide the steps of the planning and evaluation process. Additionally, my program evaluation class was useful in deciding how to evaluate the Tar Wars program both quantitatively and qualitatively. After collecting the data, I also sought the advice of several professors who helped me analyze and evaluate the results of the pre and post-tests.

Throughout my job search, I interviewed to demonstrate my broad skills and understanding of public health topics. My current position as a Team Coordinator for Healthy Schenectady Families at Schenectady County Public Health Services involves a great deal of program evaluation, and I believe my experience with the Tar Wars evaluation helped to demonstrate my abilities during the hiring process. My intensive internship at a county health department was one of the most valuable experiences I had as a School of Public Health student, and PHLOT funding allowed me to focus on it full-time throughout the summer.

The Mentor’s View
Katie Scheu, former Public Health Educator
Columbia County Department of Health

Being a mentor to Heather under the PHLOT Program, I was able to see her directly contribute her Public Health knowledge and skills, which made the summer of 2014 very successful for Columbia County Department of Health's (CCDOH) education and outreach programs. Her passion for public health and dedication to the mission of CCDOH helped us to implement the Columbia County Community Health Improvement Plan. With the assistance of PHLOT funding, we were able to provide tobacco-use prevention education to elementary-age children at summer camps throughout Columbia County, train school teachers and staff on increasing children's daily physical activity during the school day, education community members of all ages on Lyme disease and other illnesses, and provide disease prevention education at the Columbia County fair. PHLOT funding made it possible for CCDOH to host exceptional, hard-working graduate student interns. Working as a team (the interns and staff of CCDOH) delivered essential education on disease prevention and health promotion to Columbia County community members.

Have a project? Consider an SPH Intern!

HOW TO APPLY FOR FUNDING!

Internships provide excellent opportunities for local health departments and the New York State Department of Health to host University at Albany School of Public Health students to complete comprehensive projects. Students seeking internships are in their second year of coursework and must need to complete an internship through their academic program to be considered. Organizations may apply for PHLOT funding to host an SPH student seeking an internship AT NO COST to the host organization. Most students are seeking part-time positions during the academic year and full-time positions over the summer.

Potential mentors interested in hosting a student intern should contact Katrina Chamberlain, Director of Internships and Career Services, at (518) 402-0404 or kchamberlain@albany.edu.
PHLOT Success Story: Mandy Snay

With significant support from the Public Health Leaders of Tomorrow funding, I completed the online Certificate in Public Health Fundamentals & Principles program, and am currently pursuing the online MPH degree in Public Health Practice. While I have always desired to earn a Master’s degree, I was determined to identify a genuine career path before pursuing this goal. My work experience in public health has been both professionally and personally satisfying. Therefore, I was confident in my decision to pursue a graduate level degree in the field of public health. However, having already accumulated significant loan debt from my undergraduate studies, I was determined to not add to my existing student loans. This would have only allowed me to take one to two classes per year. The PHLOT funding has allowed me to enhance and expand my skills and knowledge of public health much more quickly and without accumulating additional debt. This academic experience prepared me to qualify for management level positions within my local health department. Since starting the certificate program in 2013, I have held two positions, Supervising Public Health Nutritionist and now Director of the Division of Health Planning and Promotion.

My current position is my dream job- allowing me to work with professionals from many disciplines, all with the same desire of improving the health of our community. Without the support of the PHLOT program, it is very likely I would not have had the understanding of the field of public health to successfully compete for my current position and against applicants with decades of public health experience. As someone responsible for recruiting new team members, finding applicants that appreciate the value of public health work over direct care is a real challenge. Very often this stems from an unawareness and a lack of understanding of the role and breadth of public health work. The PHLOT funding is integral to increasing the number of health professionals who identify the importance of public health now, and into the future. By continuing to offer this opportunity to another generation of public health advocates, our public health leaders in New York State can make a significant difference.

"PHLOT funding is integral to increasing the number of health professionals who identify the importance of public health now, and into the future."  

Mandy Snay, Director of Health Planning & Promotion  
Clinton County Health Department

Future Public Health Leader: CLASS OF 2036

"The reason I didn’t apply for PHLOT funding this semester. I’ll be back in the Spring!"  

Sophia Stansfield  
Born June 24, 2015

Daniele-Marisa Stansfield, Online MPH student &  
Current PHLOT Tuition Award recipient
Impact of the PHLOT Program on NYS

Since 2006, the Public Health Leaders of Tomorrow program has had a far-reaching impact on counties throughout New York State, by providing tuition awards to local health department employees and internship support for students to complete project work alongside a seasoned professional.

To date, PHLOT has supported tuition and internships in 39 counties.
I am so grateful for the PHLOT tuition awards. I have been pursuing an MPH as a part-time student over the last several years, and I don’t believe I would have been able to complete the coursework on time if PHLOT awards had not been available. They allowed me to afford to take two courses at a time rather than just one, covering nearly half the costs. I will graduate with my MPH in August 2015 and continue to work at the New York State Department of Health, where the coursework I’ve taken through the program is directly applicable to my day-to-day work. The PHLOT program provides a great incentive for public health professionals to continue their training and education, and ultimately builds the skill set of the health department.”

~Kate Bliss, MPH student
Research Scientist, Division of Performance Improvement and Patient Safety
New York State Department of Health

As a full-time employee at the New York State Department of Health, I am working part-time on my DrPH. I began the degree under union funding, however, that support was discontinued, and I would not have been able to continue my education without PHLOT. This program is extremely important for working students because most often they’re taking just one class per semester and student loans are only available for those enrolled in 6 or more credits. Without PHLOT funding, myself and many others will be forced to discontinue their higher education before graduation.

~ Tara Curran, MPH, CPH, DrPH student
Project Coordinator, Division of Eligibility & Marketplace Integration
New York State Department of Health

I’m just beginning the Certificate in Public Health Fundamentals & Principles program this semester, and work for a local health department full-time. I am also a mother and therefore could in no way afford to be in the program without the assistance of PHLOT. I am so grateful that I am able to pursue graduate studies and further my career, which would not be possible without the PHLOT program. Even though I am just beginning my first class, I can already see how it will improve my skills at my job. As we are working towards accreditation, I can see how the things we are learning in my course will benefit my department in that pursuit. I sincerely hope the PHLOT assistance continues so I can continue to pursue a degree.

~ Kristen Bloom, RN, BSN, Certificate in PHFP student
Rabies Prevention Coordinator, Ontario County Public Health
How PHLOT Helps: **Student Testimonials**

“I have worked in Public Health Education for many years, and I am currently working towards a Certificate in Public Health Fundamentals & Principles. The certificate is a requirement for my new position as Interim Director, and it would be a challenge to pursue it without access to PHLOT funding. The concepts and skills learned through my coursework are useful on a daily basis. I am currently enrolled in an Epidemiology course, and while planning for our 2016 Community Health Assessment, I can see that this coursework will significantly enhance the process. While we don’t have an Environmental Health unit within our department, information and skills learned in that course helps me to work more effectively with our regional environmental office. If we are to hold Public Health professionals to a standard and uniformity of training, it is extremely important to support them through access to education and training.”

Kimberly Kaplan, Certificate in PH Fundamentals & Principles student  
Interim Director, Greene County Public Health

“I started my career in public health as the Environmental Health Director for Oneida County in 2007 following a 25 year career in forestry and natural resources as a practitioner. I observed that many employees of local health departments throughout New York State have little formal education in the field of public health. As a public servant, I realized that academic coursework in public health would be an asset to my county and my health department. After investigating various options, I applied for and was accepted into the online MPH Program at the University of Albany. The PHLOT program is important because it affords public health professionals throughout the state an opportunity to obtain academic training to better serve the public.”  

~Daniel W. Gilmore, PhD, Online MPH student 
Environmental Health Director, Oneida County Health

“As the Assistant Director of Sponsored Programs at Health Research, Inc., I have found the knowledge gained in my graduate program to be extremely useful in my position, and has made me much more effective in my job. PHLOT benefits not only current public health professionals, but administrators like myself looking to better serve our community.”

~Jessica Preston, Certificate in PHFP student  
Assistant Director of Sponsored Programs, HRI, Inc.
WHERE OUR PHLOT RECIPIENTS WORK

Our current PHLOT recipients are industry leaders in the field, working to improve the lives of the residents of New York State.

- Albany County Health Department
  - Public Health Technician, Public Health Planner
- Chautauqua County Department of Health
  - Commissioner of Human Services
- Chemung County Department of Health
  - Public Health Sanitarian
- Chenango County Department of Health
  - Public Health Sanitarian
- Clinton County Health Department
  - Supervising Public Health Nutritionist
- Columbia County Department of Health
  - Public Health Director
- Cortland County Public Health Department
  - Public Health Director, Deputy Public Health Director
- Essex County Department of Health
  - Senior Public Health Educator, Public Health Director, Director of Services for Children with Disabilities
- Greene County Public Health
  - Interim Director
- Herkimer County Public Health
  - Director
- Livingston County Public Health Department
  - Deputy Public Health Director, Financial Manager
- Nassau County Department of Health
  - Public Health Sanitarian
- NYC Department of Health & Mental Hygiene:
  - Administrative Staff Analyst/Nurse Initiatives Manager; Public Health Nurse I, Health Program Coordinator
- NYC Department of Health
  - Director, Health Educator Level III, Public Health Nurse I
- NYS Department of Health
  - Assistant Research Scientist, Research Scientist, Program Coordinator; Contract Manager, Research Scientist II, Research Scientist 4, Public Health Rep IV-Surveillance Officer, Senior Sanitarian, Principal Sanitarian, Principal Sanitarian, Regional Field Coordinator, Program Research Specialist II, Public Health Engineer II, Program Research Specialist
- Oneida County Department of Health
  - Environmental Health Director
- Ontario County Public Health Department
  - Public Health Nurse/Chronic Disease Coordinator
- Orange County Department of Health
  - Assistant Director, Community Health Outreach
- Oswego County Department of Health
  - Compliance Program Administrator
- Otsego County Department of Health
  - Public Health Director
- Putnam County Public Health Department
  - Youth Program Specialist
- Rensselaer County Health Department
  - Epidemiology Coordinator, Public Health Director
- Rockland County Department of Health
  - Public Health Nurse
- St. Lawrence County of Public Health
  - IDPH
- Suffolk County Department of Health
  - Biologist
- Sullivan County Public Health Services
  - Public Health Director, Deputy Public Health Director
- Tioga County Health Department:
  - Director of Dental Services
- Tompkins County Public Health Department
  - Public Health Director
- Washington County Public Health Department
  - Director of Public Health
- Westchester County Department of Health
  - Public Health Sanitarian
- Wyoming County Health Department
  - Public Health Nurse

Recipients Working in Other Public Health Areas (N=117)

- 38% Private Foundations/Hospital Administration (N=44)
- 19% Education (N=22)
- 14% Non-Profits (N=16)
- 12% Federal Agencies (N=11)
- 4% Other State LHDs (N=5)
- 4% Other State DOHs (N=5)
- 9% Other (N=14)

*Information is based on data collected as of June 2014*
County Public Health Director Fully Supports PHLOT

I was required to complete a course of studies leading to the Certificate in Public Health Fundamentals and Principles as a condition of my permanent appointment to the position of Public Health Director for the Columbia County Department of Health. I already held a Masters Degree in Public Administration (MPA) and hesitated at the thought of returning to school. I dreaded the impact that the tremendous cost of tuition would have, not only on me, but also on my son who was just getting ready to start college. In the face of what seemed a daunting expense, I initially decided against pursuing the Certificate. As I contemplated forgoing the career opportunity presented to me due to what I perceived would be the insurmountable cost of continuing my education, I stopped at the University at Albany School of Public Health display table during a New York State Public Health Association conference. I spoke with the SUNY representative staffing the table about my difficult situation and the choice I was faced with; she provided me with extensive information about the PHLOT program and encouraged me to apply. Buoyed by the reassurance I received, I applied to the PHLOT program despite my misgivings and was relieved to receive approval for PHLOT funding. The assistance I received from the PHLOT staff at the University at Albany was invaluable. They were very responsive, and worked diligently with me to ensure that I registered for the right classes in the right sequence in order to graduate on time. After my graduation, I received a rather urgent letter from the Chairman of the Columbia County Board of Supervisors requesting evidence that I had completed the courses that were mandated by New York State for permanent appointment to the position. I had only two days between the time I received the Chairman's letter and the deadline for providing the evidence. The only reason I was able to complete the Certificate and meet the mandate for the position of Public Health Director was because of the PHLOT program and the dedication of the PHLOT staff. PHLOT is a vital program that ensures the future availability of qualified and well-trained leaders in Public Health.

~Angella Timothy, RN, MPA, CPH
Public Health Director, Columbia County Department of Health
THINKING ABOUT A DEGREE IN PUBLIC HEALTH?

**PHLOT TUITION AWARDS ARE AVAILABLE!**

Considering returning to school to pursue graduate coursework in Public Health? Are you employed full-time at a local health department (LHD) or the New York State Department of Health (NYS DOH)? Then you may be eligible to receive a tuition award through the Public Health Leaders of Tomorrow (PHLOT) program!

**PHLOT tuition awards are available to students for the Fall, Spring and Summer semesters. Applicants must provide all documentation by the deadline dates in order to be considered.**

Awards cover TUITION ONLY in a University at Albany School of Public Health graduate program. **All other fees are the student's responsibility.** Tuition award requests are accepted as first-come, first-served and based on available funding each semester. Due to limited funding, awards support a MAXIMUM of three (3) credits per student, per semester. The student is responsible for any additional tuition incurred beyond three credits.

Based on the PHLOT funding agreement determined between the School of Public Health and the NYS Department of Health, tuition awards are issued in the following priority order:

1. LHD Directors who are required to complete the Certificate in PH Fundamentals & Principles, MPH, or specific coursework;

2. LHD staff pursuing their first graduate degree in public health (Certificate, MPH or online MPH);

3. NYS DOH staff pursuing their first graduate degree (Certificate, MPH or online MPH);

4. LHD or NYS DOH staff taking non-degree courses with the intent to pursue a certificate or degree;

5. LHD or NYS DOH staff registering for an independent study or non-PHLOT funded internship;

6. LHD or NYS DOH staff pursuing a DrPH or PhD.

**TO BE ELIGIBLE, APPLICANTS MUST:**

- Be a full-time employee at either a NYS local health department (LHD) or Department of Health (DOH).
- Pursue and utilize tuition assistance through their employee/union, if available.
- Be accepted/enrolled in a University at Albany School of Public Health graduate program.

**ALL APPLICANTS MUST SUBMIT:**

- A *Tuition Award Request Form* each semester the recipient is enrolled in courses.
- Documentation of tuition assistance pursued/used through employer/union.
- Verification of full-time employment status.

**APPLICATION DEADLINES:**

- August 1 for Fall semester
- January 1 for Spring semester
- May 1 for Summer semester

**QUESTIONS?**

For questions regarding PHLOT tuition awards, contact Susan Bernardi-Bain, Program Coordinator at (518) 408-2341 or phlot@albany.edu

For additional information, visit www.albany.edu/sph/phlot.php
PHLOT’s commitment to support the development of a trained public health workforce is highly evidenced through the career and professional development opportunities we provide for students throughout the academic year.

During the 2014-15 academic year, several programs and workshops were presented during the School of Public Health seminar class to more than 70 first-year students, featuring topics related to networking, resume/cover letter development, appropriate workplace etiquette and public health leadership. Although the programs were scheduled during first-year seminar, all School of Public Health students, faculty and staff were welcome to attend.

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<td>10/2/14</td>
<td>Presidential Management Fellows Program Information Session</td>
<td>Joe Aini, Assistant Director UAlbany Career Services</td>
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<td>10/22/14</td>
<td>Gear Up for the Job Search</td>
<td>Ed Hallenbeck, Owner Career By Design Consulting</td>
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<td>11/10/14</td>
<td>Resume Quick Critiques</td>
<td>Sarah Offenbach, Assistant Director UAlbany Career Services</td>
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<td>11/12/14</td>
<td>Internship Q&amp;A Session</td>
<td>Katrina Chamberlain, Director UAlbany Career Services</td>
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<td>Intro to the Internship Process/ 2nd Year Students Panel</td>
<td>Katrina Chamberlain, 2nd Year SPH Students</td>
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<td>2/19/15</td>
<td>What Employers Want: Creating a Targeted Public Health Resume</td>
<td>Cathy Parker, Associate Director UAlbany Career Services</td>
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<td>2/23/15</td>
<td>Interviewing Skills</td>
<td>Annette Parisi, Department Manager Adirondack Health Institute</td>
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<td>3/2/15</td>
<td>What it Means to Be a Public Health Leader</td>
<td>Alvaro Carrascal VP of Health Systems American Cancer Society</td>
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<td>3/23/15</td>
<td>Getting Involved as a PH Professional</td>
<td>Dawn Bleyenburg, Director, SPH Cont, Ed, John Emery, Risk Communication Specialist, NYS DOH</td>
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<td>3/30/15</td>
<td>Networking Without the Net</td>
<td>Robert Shutt, Owner R&amp;A Solutions</td>
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<td>How to Use LinkedIn</td>
<td>Ed Hallenbeck, Owner Careers By Design Consulting</td>
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<td>5/4/15</td>
<td>Career Alumni Panel: Advice from those in the Field</td>
<td>Donzey Apllys, Excelsior College Erin Simon, Ellis Medicine Allison Kline, Alliance of NYS YMCAs Maureen Casade, Albany Co. Dept of Health Adrian Mibalski, NYS DOH</td>
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PHLOT SUPPORT FOR ANNUAL APHA CONFERENCE IN CHICAGO

As part of PHLOT’s commitment to prepare our future public health leaders, funding is allocated each year to provide partial stipends to University at Albany School of Public Health students to attend local or national meetings or conferences for additional professional development. For the 2015-16 academic year, funding will support partial travel expenses for Delta Omega recipients from the School of Public Health’s Annual Poster Day to present their poster at the annual American Public Health Association (APHA) Annual Meeting & Conference. Student Poster Day is an opportunity for students to present on the research they completed during their required internships, many of which are at a local health department or the NYS Department of Health, and are an integral part of the student’s academic experience at the School of Public Health.

143rd APHA Annual Meeting & Exposition:
October 31 - November 4, 2015 Chicago, IL

APPLY FOR FUNDING
Students must submit a Professional Development Application form with supporting documentation and must indicate how attending will benefit their future career in public health. For more information or to be considered, contact Susan Bernardi-Bain at (518) 408-2341 or phlot@albany.edu.
The Public Health Leaders of Tomorrow Program was launched in 2006 through a collaboration between Senator Kemp Hannon (Chairman of the New York State Senate Standing Committee on Health), Peter Levin (former Dean of the School of Public Health) and the New York State Department of Health. This collaborative effort was in response to the New York State Public Health Council Report of 2003, Strengthening New York’s Public Health System for the 21st Century, which highlighted the State’s need to bolster the public health workforce, particularly related to promoting public health careers and leadership training. The program provides funding for state and local health department employees to complete academic coursework leading to professional graduate degrees; receive advanced training in public health practice; and engage in leadership and professional development activities.

Funding for the Public Health Leaders of Tomorrow Program is made possible through the Governor’s Executive Budget via the New York State Department of Health’s annual budget appropriation.

The mission of the Public Health Leaders of Tomorrow (PHLOT) program is to support the development of a trained public health workforce and a cadre of public health professionals capable of and experienced with working in state and local public health departments. It is designed to strengthen the public health infrastructure of New York State through academic, practical and leadership training opportunities.

For more information, contact:

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