PROGRAM MISSION
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.
Funding for the Public Health Leaders of Tomorrow Program is made possible through the New York State Legislature via an award from the New York State Department of Health.

FOR MORE INFORMATION
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sphadmissions@albany.edu
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PROGRAM HISTORY
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.

PHLOT News | Winter 2013
Editors: Susan Bernardi-Bain & Caitlin Reid
Designer/Layout: Lauren Howland

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MESSAGE FROM THE DEAN

I would like to offer my sincere gratitude to the NYS Legislature for their continued support of the Public Health Leaders of Tomorrow (PHLOT) program at the University of Albany’s School of Public Health. Because of their commitment to our efforts each year, we are steadfast in strengthening the public health infrastructure of New York State by providing academic, practical and leadership training to our students.

Since its inception in 2006, and with very little overhead, PHLOT has developed a wide variety of effective programs to bolster our public health workforce. Through our collaboration with the New York State Department of Health, PHLOT has helped public health employees receive the applicable classroom training needed to do their jobs more effectively, and provided local county health departments and New York State offices with the resources to complete comprehensive projects through internship support. By using PHLOT funding for internships, students have the unique opportunity to work alongside seasoned public health professionals and learn about the impact of public health decisions at the State and local health department levels. PHLOT initiatives make contributions to improve the health of New Yorkers every day through direct application of knowledge gained in and out of the classroom. This cross-cutting, one-of-a-kind, unique program directly impacts the New York State Department of Health and the University at Albany, our current and future New York State public health workforce—and ultimately the health and well-being of the residents of New York State.

DID YOU KNOW...?

TUITION SUPPORT
More than $598,000 in tuition has been awarded to 151 public health professionals from 37 local health departments (LHD) across New York State and the New York State Department of Health (NYSDOH).

ONLINE MPH
Since its inception in Spring 2012, the online MPH program has enrolled 10 students from LHDs and the NYS DOH, including 5 new students and 5 students from the certificate program.

INTERNSHIP STIPENDS
Over $600,000 has supported more than 160 internship stipends 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.

NATIONAL CONFERENCE support
Partial funding for conference support has helped 25 students travel to national conferences and meetings for professional development and/or to present findings related to LHD/NYS DOH internships.

LEADERSHIP TRAINING & PROFESSIONAL DEVELOPMENT: A Key to PHLOT’s Success

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 to participate in throughout the academic year. During the 2012-13 academic year, several programs were presented during the School of Public Health seminar class to more than 60 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.

WORKSHOP PRESENTER OVERVIEW

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<tr>
<th>Workshop</th>
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<td>How to Use LinkedIn</td>
<td>Ed Hallenbeck</td>
<td>Career By Design Consulting</td>
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<tr>
<td>Gaining Up for Your Job Search: Top Strategies for Success</td>
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<td>What Employers Want: How to Craft Targeted Resumes &amp; Cover Letters</td>
<td>Cathy Parker</td>
<td>Assistant Director UAlbany Career Services Center</td>
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<td>Do’s &amp; Don’ts In the Workplace: Gaining Acceptance As a Professional</td>
<td>Lottie Jameson</td>
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<td>Robert Shutt</td>
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<td>Public Health Leadership Workshops</td>
<td>Erin Grayson</td>
<td>Program Director</td>
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STUDENTS ATTEND LOCAL & NATIONAL CONFERENCES WITH PHLOT SUPPORT
As part of PHLOT’s commitment to prepare our future public health leaders, funding is allocated each year to provide stipends to University at Albany School of Public Health students to attend local or national meetings or conferences for additional professional development. Preference is given to those students engaged in internships at a local health department (LHD) or the New York State Department of Health and/or to present findings related to LHD/NYS DOH internships. Students must submit a Professional Development Application form with supporting documentation and must indicate how attending will benefit their future career in public health.

During the 2012-13 academic year, recipients participated in the following events:

- American Public Health Association (APHA) Annual Meeting & Conference (San Francisco, CA)
- Global Health & Innovation Conference at Yale University (New Haven, CT)
- NYS Public Health Association Conference (Troy, NY)
- GIS Conference at Albany’s School of Public Health (Rensselaer, NY)

FUNDING
Funding is available for the 2013-14 academic year. To be considered or for more information, contact Susan Bernardi-Bain at (518) 408-2341 or phlot@albany.edu.
PHLOT Testimonials

I started the Certificate in Public Health Fundamentals and Principles program this fall, and am taking Principles and Methods of Epidemiology (EPI 501). I find myself already applying what I have learned when researching evidenced-based programs and research articles. It is very satisfying to truly understand and be able to agree or disagree with the researchers’ statistical measurements. I chose to continue my education because I wanted a firm grasp on the concepts of disease investigation, identification and containment. My intent is to request to become the Communicable Disease Coordinator after completing my MPH. I hope that is a position will be created at the local health department to compensate my newly acquired skills. I am truly happy working at Essex County, and I would envision a career as the Director of a Local Health Department someday. The face of Public Health is changing rapidly. The focus is no longer one-to-one care of the underserved populations. In many areas, large Public Health immunization clinics and home health agencies are a thing of the past. With more emerging antibiotic resistance, increasing chemical use of weapons, vector illness, foodborne contaminates and a rise in the STI rate, the public needs people who are specifically trained to provide surveillance and containment of communicable disease. I would not have even applied for the Certificate program (and eventually the MPH) without the support of the PHLOT tuition program. The PHLOT program isn’t just a tuition-assistance program; it’s an investment in the health of the population.

Christy Richards, Certificate in PH Fundamentals & Principles student
Chronic Disease & Cancer Service Coordinator, Ontario County Public Health

The PHLOT program isn’t just a tuition assistance program; it’s investment in the health of the population. –Christy Richards

How PHLOT Makes a Difference

Although I currently hold an MSN, I decided to return to the classroom to pursue my Certificate in Public Health Fundamentals and Principles at the University at Albany’s School of Public Health, and would not have done so without the support of PHLOT funding. When I started the program, I was a Public Health Nurse in the HIV program for 7 years, applying what I learned in the classroom to educational curriculum and counseling as well as testing procedures. After that, I moved to the Maternal Child program, where I used my public health knowledge to transition from paper to electronic data collection in an effort to better document evidence-based practice. I also revised our postpartum packet to better reflect the needs of our population. After one year, I became the Director of Children’s Services, utilizing knowledge gained in an administrative role, particularly with the public insurance process and policy/procedure development. Within a year, I was promoted to Director of Preventive Services, a position I have currently held for 9 months and most likely where I will end my public health journey. The knowledge I gained through the certificate program is invaluable for my current position. I use statistics with our quarterly reports, data tracking for clinics and grant reporting and more. I use epidemiology as I oversee our communicable disease and emergency preparedness programs, community assessment with our CHA and CHIP development. There are countless other ways in which I incorporate what I’ve learned. I also greatly value Public Health students and, as a past mentor, strive to provide them with the most fulfilling educational experience at our local health department.

Continued funding through the PHLOT program encourages local public health department staff members to continue their education. I don’t want to sound negative, but barriers I have encountered include staff complacency, resistance to change, public health knowledge deficit, lack of evidence based practice and the tendency to keep doing what we’re doing as that is the way we have always done it. PHLOT is a valuable change agent and educational opportunity and I am forever grateful for the assistance I received. It has made my work at a small, rural LHD a much more valuable and rewarding experience.

Susan Allott, RN, MS, PHC
Director of Preventive Services
Essex County Public Health Department

WHERE OUR PHLOT RECIPIENTS WORK

Our 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

- Chenango County Department of Health:
  Public Health Sanitarian

- Oneida County Department of Health:
  Preventive Services, a position I have currently held for 9 months and most likely where I will end my public health journey. The knowledge I gained through the certificate program is invaluable for my current position. I use statistics

- Otsego County Department of Health:
  Public Health Sanitarian

- Sullivan County Public Health Services

- Rockland County Department of Health:
  Public Health Nurse

- Suffolk County Public Health Services:
  Public Health Director

- Tioga County Health Department

- Ulster County Department of Health:
  Public Health Director

- Washington County Public Health Department:
  Director of Public Health

- Westchester County Department of Health:
  Director of Services for Children with Disabilities
Considering Graduate Study?

PHLOT TUITION AWARDS ARE AVAILABLE!

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Are you employed 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!

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, MPH, or specific coursework;
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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 pursuing a DrPH or PhD;
6. LHD or NYS DOH staff registering for an independent study and/or internship (non-PHLOT funded).

All interested 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 employer/union, if available;
- Be accepted/enrolled in a University at Albany School of Public Health graduate program.

All interested applicants must submit:
- A Tuition Award Request Form during each semester enrolled in courses;
- Documentation of tuition assistance pursued/used through employer/union;
- Verification of full-time employment status.

Completing an Internship:
The Student Perspective

Laura Santacroce, MPH

Over the summer, I completed a PHLOT funded internship at the Suffolk County Department of Health in the Office of Health Education as a Community Health Educator. My primary responsibilities were delivering community health workshops and developing tools for program evaluation. More specifically, I delivered community health workshops on Lyme disease prevention, water safety and sun safety to children ages 4-15 and their parents at public libraries and summer camps. I also became a trained Tobacco Cessation Health Educator in the Suffolk County “Learn To Be Tobacco Free” program, a 6-week program that provides pharmaceuticals to help in the quit process, as well as addressing the necessary behavioral modifications necessary to successfully quit tobacco products. As for program evaluation, I developed surveys to evaluate the current high school health education programs on HIV, STI and tobacco use prevention as well as a survey assessing African American women’s knowledge, attitudes and behaviors regarding mammography utilization. Being involved in delivering public health programs to the community, I saw the impact of policies on the office and learned from the experienced Senior Public Health Educators who have worked in Suffolk County for decades. Lori Benincasa was a wonderful mentor, always inviting me to join her for meetings and presentations. Additionally, I had the opportunity to collaborate with her on the development of the Suffolk County Community Health Assessment. She also arranged for me to experience other aspects of the Suffolk County Department of Health, including helping with health code inspections at food establishments with a Public Health Sanitarian. Additionally, the Office was incredibly warm, welcoming and made me feel like a true member of their office.

Working at the Suffolk County Health Department allowed me to see how public health is implemented at a local level, in a unique and incredibly diverse population. Suffolk County is a large county, both geographically and demographically, with almost 1.5 million people. The population is racially and ethnically diverse and has a wide disparity in socio-economic status, ranging from the wealthy celebrities who live in the Hamptons to the poor migrant farm workers who work the vineyards. Considered a “hot-spot” for both Lyme disease and HIV/STIs, Suffolk County has also been viewed as a leader in the tobacco cessation efforts. For me, this experience further emphasized the importance of implementing research findings into public health practice and therefore made me more interested in translational research.

The Mentor Perspective

Lori Benincasa, Director

Office of Health Education, Suffolk County Department of Health Services

Laura was an excellent intern. We benefitted as much—if not more—than she did in her time here. She’s so smart and such a quick study that she was able to perform traditional health education activities with minimal training. She taught health education lessons to children in summer camp programs and at libraries, and filled in as an instructor in our 6 week tobacco cessation programs. We had never before allowed an intern to be solely responsible for running groups with no supervision! Additionally, she was a great asset to helping the Office of Health Education prepare sections of the Community Health Assessment.

Most importantly, she guided us through the development of evaluation tools to use in our school-based health education programs. For decades, staff has been presenting lessons on topics such as tobacco use and prevention and HIV/AIDS and STI prevention. Evaluations from teachers were overwhelmingly positive. But, since we didn’t have the time in our busy schedules and lacked the expertise to do it ourselves, we had not followed through with an evaluation from students. Laura helped us define our goals and develop a succinct instrument that would get us the answers we needed to assess our effectiveness. Health Educators are currently using these evaluations in classrooms throughout the county. If you know Laura personally, you know what a delight she is to work with. Each day she came into the office energetic and full of ideas. She is by far the best prepared and most helpful intern we have ever had in this office. Special thanks to the School of Public Health and the Public Health Leaders of Tomorrow program for giving us the opportunity to work with her.

How You Can 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 their coursework and must need to complete an internship through their academic program to be considered. Organizations may apply for PHLOT funding to host a School of Public Health 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 during the summer.

Potential mentors interested in hosting a student intern or organizations who would like to consider applying should contact Katrina Chamberlain, Director of Internships and Career Services, at (518) 402-0404 or kchamberlain@albany.edu.

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- Otsego County Department of Health: Public Health Sanitarian
- Chenango County Department of Health: Public Health Sanitarian
- Greene County Health Department: Supervisor Public Health Sanitarian
- Columbia County Department of Health: Public Health Director
- Cortland County Public Health Department: Public Health Director, Diploma Public Health Director
- Essex County Department of Health: Senior Public Health Educator, Public Health Director, Director of Services for Children with Disabilities
- Livingston County Public Health Department: Diploma Public Health Director, Financial Manager
- Oswego 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
- Oneida County Department of Health: Compliance Program Administrator
- Orange County Public Health Department: Public Health Sanitarian
- NYC Department of Health & Mental Hygiene: Administrative Staff Analyst/ Nurse Initiatives Manager, Public Health Nurse
- NYC Department of Health: Director, Health Educator Level III
- NYS Department of Health: Assistant Research Scientist, Research Assistant, Program Coordinator, Contract Manager, Research Associate II, Research Scientist 4, Public Health HAI Surveillance Officer, Junior Sanitarian, Principal Sanitarian, Principal Sanitarian/Regional Field Coordinator, Program Specialist II, Public Health Supervisor, Program Specialist
- nyc.gov/NYS-Department-of-Health
- Rockland County Public Health Department: Public Health Nurse
- Sullivan County Public Health Services: Public Health Director
- Westchester County Department of Health: Public Health Nurse
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- Washington County Public Health Department: Director of Public Health
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Chrsity Richards, Certificate in PH Fundamentals & Principles student
Chronic Disease & Cancer Service Coordinator, Ontario County Public Health

Working alongside other New York State Department of Health public health professionals, we all share a common goal: to improve and keep the health of our communities. And yet, the current public health infrastructure is woefully outdated and unprepared to face many challenges, such as underfunding, outdated health policies and laws, and an inadequate workforce. I recognize that despite my wide-ranging and intensive work experience, I lack the formal epidemiologic training that I desire and can use in my daily work. Without the financial assistance from my employee union and the PHLOT program towards my tuition costs, I would not be able to pursue my goal to obtain a Master’s degree in Public Health. Only three classes into my studies, I have already utilized much of what I have learned, including evaluation of study designs, proper review of publications and data analysis methods. No doubt about it, PHLOT is helping me do my part in strengthening our public health infrastructure.

Glenda L. Smith, Certificate in PH Fundamentals & Principles student
Rochester Surveillance Officer, Emerging Infections Program

After earning my bachelor’s degree, my husband and I started our family. For many years I put my education on hold to care for our three boys. Now that they are more independent, I am able to work toward my MPH degree. The PHLOT program has helped to make that possible. Raising a family is costly and I could not afford to pursue my education without the help of scholarships. The University at Albany’s School of Public Health MPH program provides me with the tools necessary to take on some of the public health challenges we face in New York. As coordinator of a countywide tobacco prevention program, I am able to put new knowledge and skills into practice in real time. The PHLOT program allows public health professionals to further their career goals while becoming experts in their field. This, in turn, benefits all New Yorkers by ensuring strong public health leadership and a healthier future.

Diane Moore, MPH Student
Youth Program Specialist, Putnam County Youth Bureau

The PHLOT program isn’t just a tuition assistance program; it’s an investment in the health of the population.—Christy Richards

The PHLOT program isn’t just a tuition assistance program; it’s an investment in the health of the population.—Chrsity Richards

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Where are the PHLOT recipients working?
MESSAGE FROM THE DEAN

I would like to offer my sincere gratitude to the NYS Legislature for their continued support of the Public Health Leaders of Tomorrow (PHLOT) program at the University of Albany’s School of Public Health. Because of their commitment to our efforts each year, we are steadfast in strengthening the public health infrastructure of New York State by providing academic, practical, and leadership training to our students. Since its inception in 2006, and with very little overhead, PHLOT has developed a wide variety of effective programs to bolster our public health workforce.

Through our collaboration with the New York State Department of Health, PHLOT has helped public health employees receive the applicable classroom training needed to do their jobs more effectively, and provided local county health departments and New York State offices with the resources to complete comprehensive projects through internship support. By using PHLOT funding for internships, students have the unique opportunity to work alongside seasoned public health professionals and learn about the impact of public health decisions at the State and local health department levels. PHLOT initiatives make contributions to improve the health of New Yorkers every day through direct application of knowledge gained in and out of the classroom. This cross-cutting, one-of-a-kind, unique program directly impacts the New York State Department of Health and the University at Albany, our current and future New York State public health workforce—and ultimately the health and well-being of the residents of New York State.

DID YOU KNOW...?

**TUITION SUPPORT**
More than $598,000 in tuition has been awarded to 151 public health professionals from 37 local health departments (LHD) across New York State and the New York State Department of Health (NYSDOH).

**ONLINE MPH**
Since its inception in Spring 2012, the online MPH program has enrolled 10 students from LHDs and the NYS DOH, including 5 new students and 5 students from the certificate program.

**INTERNSHIP STIPENDS**
Over $600,000 has supported more than 160 internship stipends 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.

**NATIONAL CONFERENCES**
Partial funding for conference support has helped 25 students travel to national conferences and meetings for professional development and/or to present findings related to LHD/NYS DOH internships.

**LEADERSHIP TRAINING & PROFESSIONAL DEVELOPMENT: A Key to PHLOT’s Success**

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 to participate in throughout the academic year.

During the 2012-13 academic year, several programs were presented during the School of Public Health seminar class to more than 60 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.

**WORKSHOP**  **PRESENTER**  **OVERVIEW**

<table>
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<tr>
<th>How to Use LinkedIn</th>
<th>Ed Hallenbeck  Career by Design Consulting</th>
<th>Learn how to use LinkedIn to effectively market yourself, build valuable connections and use them to advance your career to the next level.</th>
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<tr>
<td>What Employers Want: How to Craft Taged Resumes &amp; Cover Letters</td>
<td>Cathy Parker  Associate Director UAlbany Career Services Center</td>
<td>Learn how to craft a targeted resume/cover letter to stand out from the competition.</td>
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<td>Don’t &amp; Do’s In the Workplace: Gaining Acceptance As a Professional</td>
<td>Lorrie Jameson  Executive Director Hudson Mohawk Area Health Education Center</td>
<td>Facilitate discussions and answer questions concerning appropriate workplace etiquette from using Facebook to knowing what is considered professional socials.</td>
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<tr>
<td>Networking: Without the Net</td>
<td>Robert Shutt  Owner/Proprietor RA Solutions</td>
<td>Provide tips on negotiating a networking reception with confidence to help advance your career, secure a new job or get a promotion.</td>
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<tr>
<td>Public Health Leadership Workshops</td>
<td>Erin Grayson  Program Director  Bruce Tamlyn  Program Director  Silver Bay YMCA Leadership Staff</td>
<td>Learn more about the characteristics, personal strengths/challenges and ways to develop your own effective leadership style.</td>
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**STUDENTS ATTEND LOCAL & NATIONAL CONFERENCES WITH PHLOT SUPPORT**

As part of PHLOT’s commitment to prepare our future public health leaders, funding is allocated each year to provide stipends to University at Albany School of Public Health students to attend local or national meetings or conferences for additional professional development. Preference is given to those students engaged in internships at a local health department (LHD) or the New York State Department of Health and/or to present findings related to LHD/NYS DOH internships. Students must submit a Professional Development Application form with supporting documentation and must indicate how attending will benefit their future career in public health.

During the 2012-13 academic year, recipients participated in the following events:

- American Public Health Association (APHA) Annual Meeting & Conference (San Francisco, CA)
- Global Health & Innovation Conference at Yale University (New Haven, CT)
- NYS Public Health Association Conference (Troy, NY)
- GIS Conference at Albany’s School of Public Health (Rensselaer, NY)

**FUNDING**
Funding is available for the 2013-14 academic year. To be considered or for more information, contact Susan Bernardi-Bain at (518) 408-2341 or phlot@albany.edu.
Program Mission

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.

Funding for the Public Health Leaders of Tomorrow Program is made possible through the New York State Legislature via an award from the New York State Department of Health.

FOR MORE INFORMATION

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Phlot News | Winter 2013
Editors: Susan Bernardi-Bain & Caitlin Reid
Designer/Layout: Lauren Howland

Program History

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.