

CSTE LEAD: Leading Epidemiologists, Advancing Data

Project Support Team Orientation

March 10, 2022

*Introduce yourself in the chatbox; include: your name, agency, position and what excites you about your participant's involvement in CSTE LEAD.



Council of State and Territorial Epidemiologists

CSTE Team



Amanda Masters, MPH, Deputy
Director of Governance Strategy and
Support



Jessica Arrazola, DrPH, MPH, MCHES,
Senior Program Analyst



Megan Wigginton, Program Associate



Kristy Nguyen, Intern

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Support Team and Coaching



- *Mentor*: Share from their public health leadership experience. Provide guidance related to working as an epidemiologist, serving as a leader, and project management. Commit 1-2 hours a month to engaging with the participant. Mentors may need to participate in some of the training activities to facilitate discussion with the participant.
- *Project Sponsor*: Provides subject matter and technical expertise for the project. Commit at least 2-3 hours per month to provide project assistance.
- *Onsite Supervisor*: Authorizes dedicated time and resources to participate. Provides agency visibility and support.
- *Coach**: Encourage and support participants to reach their highest personal and professional capabilities.

CSTE LEAD Participants



Rachel Amiya, PhD, MSc, WA DoH

Bernice Carr, MPH, MS, NJ DoH

Dora Dumont, PhD, MPH, RI DoH

Laura Fox, MPH, Maricopa County DPH/ AZ
DHS

Katrina Hansen, MPH, NH DHHS

Andrew Hennenfent, DVM, MPH, DACVPM,
IA DPH

Rachel Jantz, MPH, Kent County HD (MI)

Sujata Joshi, MSPH, Northwest Portland
Area Indian Health Board

Leann Liu, MD, MS, Harris County Public
Health

Kathryn Lowerre, PhD, MPH, NM DoH

Chloe Manchester, MS, ME DoH

Natalie Marzec, MD, MPH, CO DPHE

Lisa McHugh, PhD, MPH, PA DoH

Laura Newman, PhD, MHS, WA DoH

Lauren Prinzing, MPH, VT DoH

Elizabeth Russo, MD, MA DPH

Amelia Salmanson, MPH, UT DoH

Erica Smith, PhD, MPH, DE DPH

Miranda Smith, MPH, TN DoH

Nicole Stone, MPH, IN DoH

Lena Swander, MPH, WI DHS

Roza Tammer, MPH, CIC, OR Health
Authority

Kelly Walblay, MPH, Chicago DPH

Elizabeth Wasilevich, PhD, MPHs, MI DHHS

About the Program



Goals:

- Enhance the applied epidemiology workforce with competency-based on-the-job leadership development training for mid-career applied epidemiologists
- Develop leaders for CSTE member-led activities

Framework:

- Competency-based and objective-focused learning
- Evidenced-based approaches and theory-based leadership frameworks
- CDC Quality Training Standards

Evaluation:

- Robust evaluation to inform program development and address participant' needs

CSTE LEAD Elements



- 12 months (January 2021-December 2022); up to 4 hours per month plus time commitment to project
- Bi-monthly calls (group coaching, journal club, or case study)
- Online community of practice (Basecamp)
- Asynchronous learning opportunities (CSTE Learn)
- Experiential learning project (at health dept or CSTE)
- Self-assessments; 360 Assessment
- 2022 CSTE Annual Conference
- Mentorship and coaching
 - Mentor for career guidance
 - Project sponsor to provide technical subject matter expertise related to the project
 - Professional leadership coach for guidance and consultation

Training Topics



Becoming a leader

- Leadership in public health
- Executive presence and approachability



Motivating a team

- Group facilitation and consensus building
- Project management
- Engaging stakeholders



Leading an organization

- Strategic communications
- Change management
- Financial management



Navigating politics and systems change

- Integrated partnerships to improve public health
- Using epidemiology data to drive policy
- Public health politics 101
- CSTE governance and position statement process

Curriculum Schedule

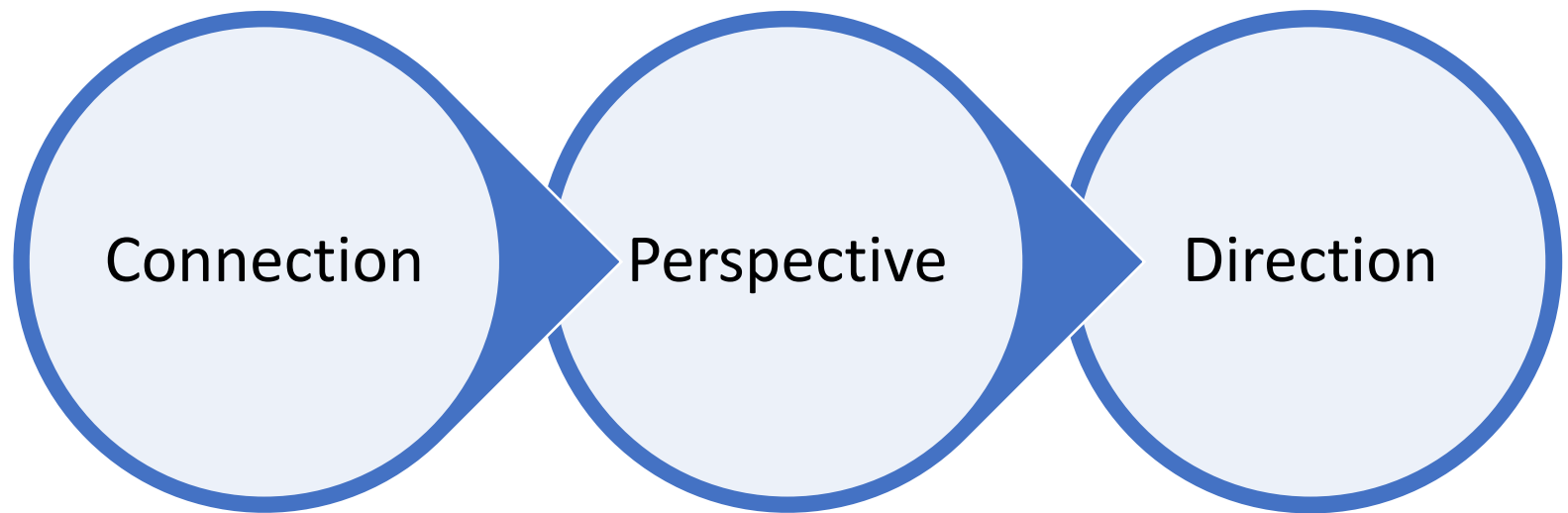


Month	Topic & Call Formats
January	Leadership in Public Health ^{1, 2}
February	Project Management & Facilitation ^{3, 4}
March	Personal Leadership ^{2, 5}
April	Stakeholder Engagement & Boundary Spanning Leadership ^{2, 4}
May	Strategic Communications ⁴
June	CSTE Governance & Position Statements ^{4, 7}
July	Financial Planning ^{2, 5}
August	Change Management ^{4, 5}
September	Leading During an Emergency ^{2, 5}
October	Using Epi Data to Drive Policy & Public Health Politics 101 ^{3, 4}
November	Telling Your Story ^{2, 8}
December	Mentorship ⁸

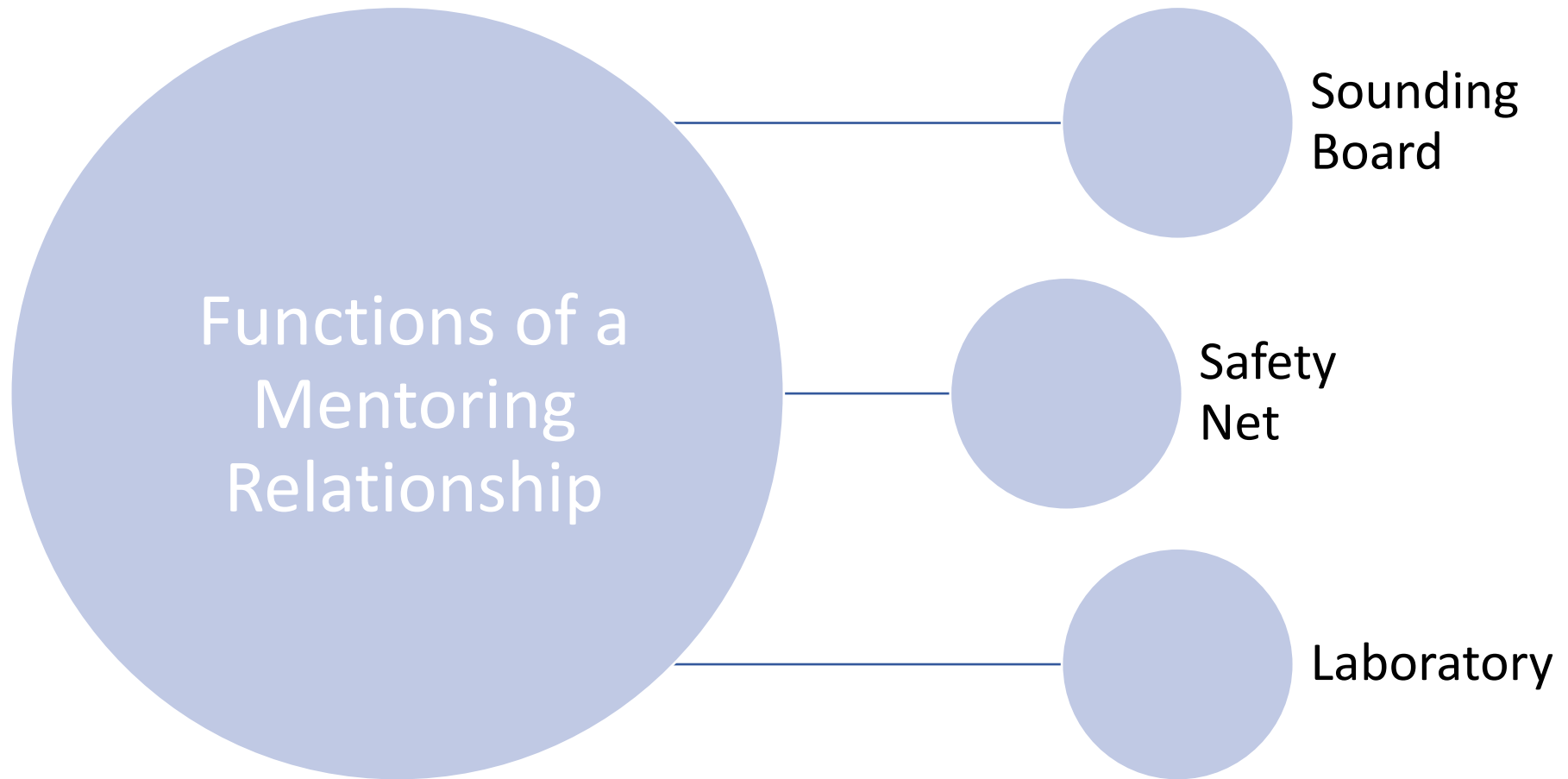
¹ Orientation; ² Group Coaching; ³ Journal Club; ⁴ Project Sharing; ⁵ Case Study;

⁶ Attend Cohort 1 Presentations; ⁷ CSTE Conference; ⁸ Cohort 2 Presentations

Engaging with the Participants



Functions of a Mentoring Relationship



Responsibility to the Participant



- Commit to the process
 - Meet at least once a month
- Encourage the participant to lead
- Recognize and share learning opportunities
- Make connections
- Provide visibility for participant success and project progress

Building a Meaningful Relationship



- Discuss and set goals and expectations
- Determine factors for success
- Avoid rushing to problem-solve
- Provide meaningful feedback
 - Example: discussing results of leadership assessments

Discussion



1. How would you like to engage with other mentors, project sponsors, and/or onsite supervisors throughout the program?
 - A. Specific topics to consider for the networking session?
2. How can CSTE support you and your participant?
 - A. Did anyone not receive the February newsletter?
3. What else would you like CSTE to know?

Questions?



- What questions do you have?
 - Share in the chatbox
 - Unmute your line to ask over the phone
- If you have questions later, email Jessica Arrazola at Jarrazola@cste.org or call 770-458-3811.



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