



FPHLPing THE SCRIPT ON MENTORING: MENTORSHIP AS A PUBLIC HEALTH INVESTMENT


Michigan Premier Conference

October 17, 2019



SCHOOL OF PUBLIC HEALTH
UNIVERSITY OF MICHIGAN

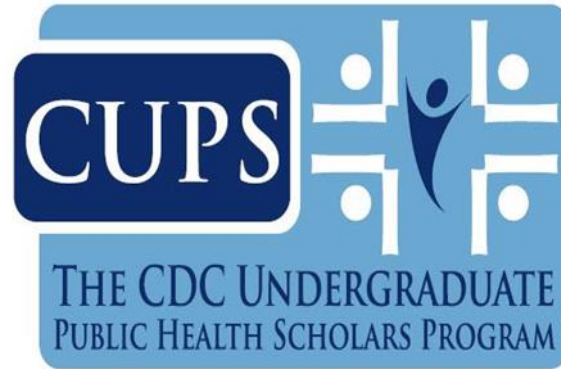
OVERVIEW

- 
- Background of the CDC Undergraduate Scholars Programs
 - Describe the Future Public Health Leaders Program (FPHLP)
 - Describe FPHLP's Mentor Model
 - Discuss Preceptor and Mentor Outcomes
 - Discuss Lessons Learned from the FPHLP Mentor Model

FUTURE PUBLIC HEALTH LEADERS PROGRAM

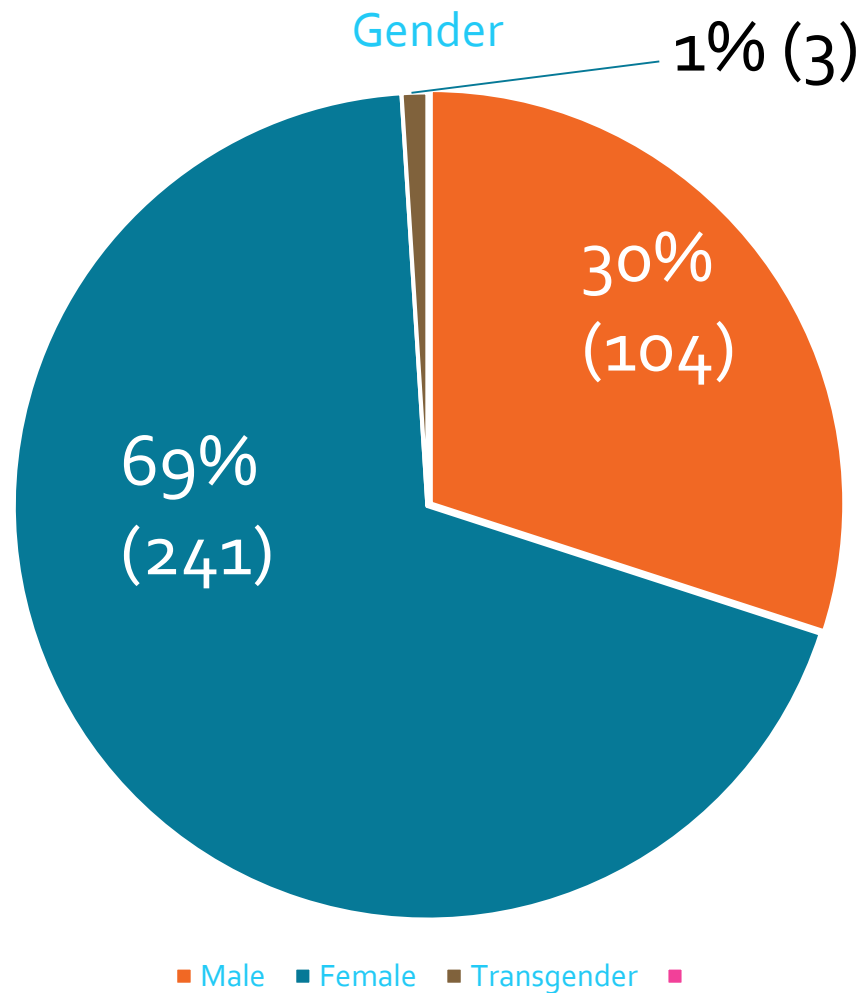
FPHLP

BACKGROUND



OVERVIEW OF FPHLP PARTICIPANTS

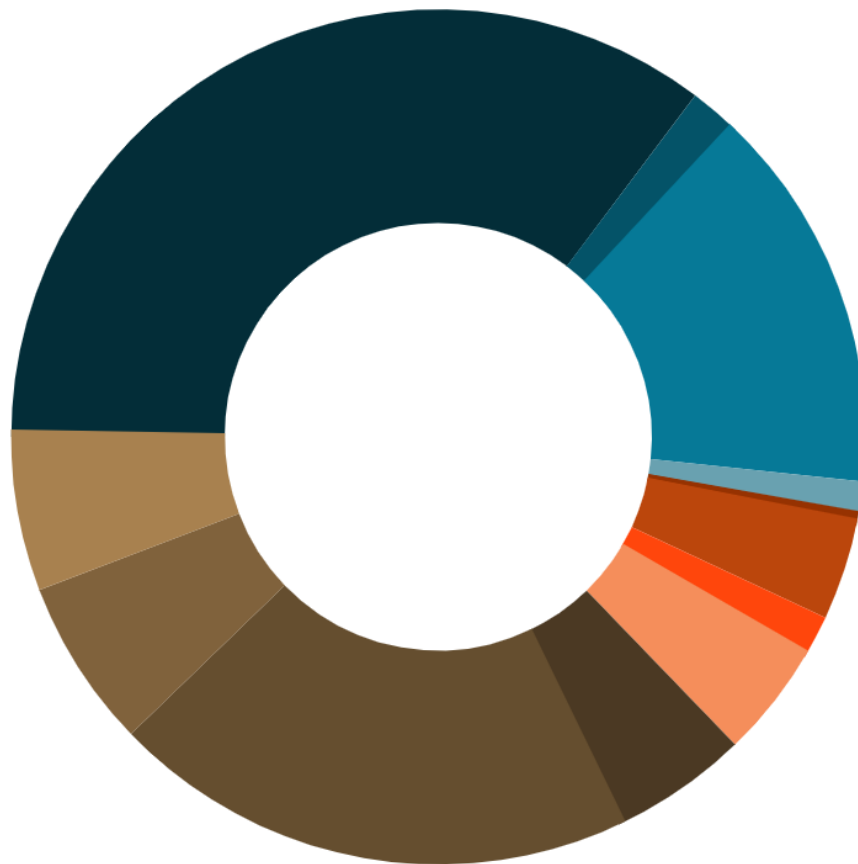
FPHLP PARTICIPANTS (2012-2019)



N=348

FPHLP PARTICIPANTS (2012-2019)

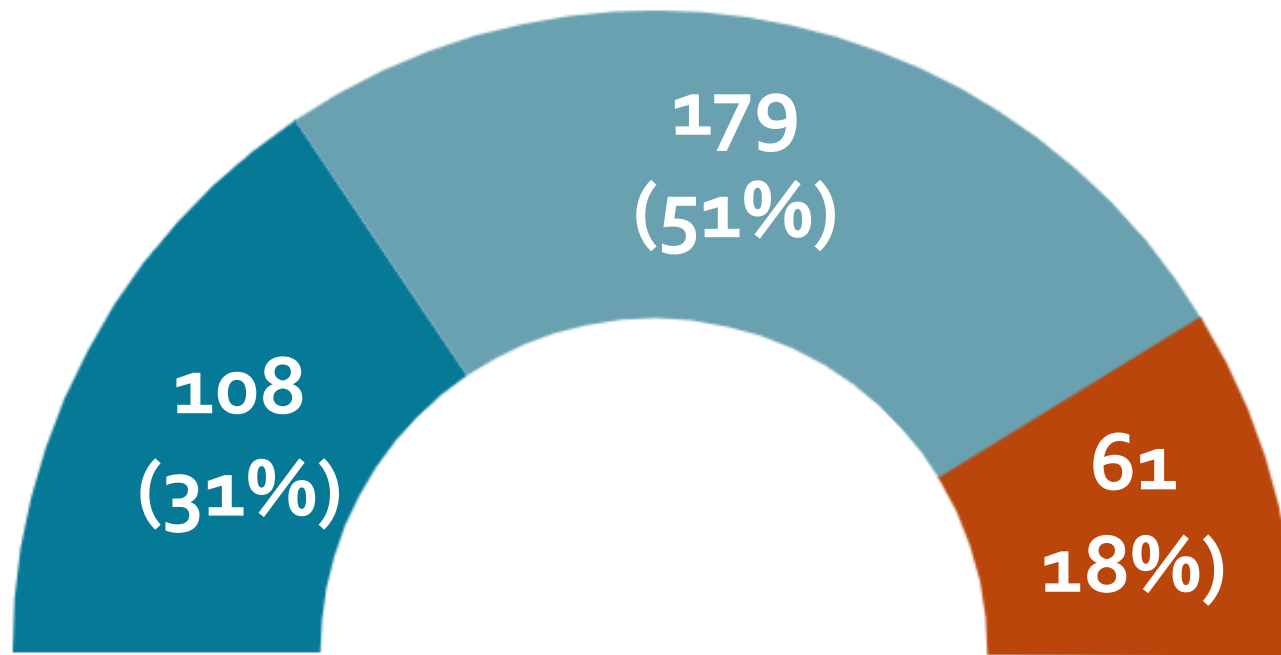
Race & Ethnicity






- African American, Non-Hispanic (35.16%)
- African American, Hispanic (1.73%)
- Asian, Non-Hispanic (14.70%)
- Middle Eastern, Non-Hispanic (1.15%)
- Middle Eastern, Hispanic (0.29%)
- Native American, Non-Hispanic (3.75%)
- Native American, Hispanic (1.44%)
- Native Hawaiian, Non-Hispanic (4.32%)
- White, Non-Hispanic (5.19%)
- White, Hispanic (19.88%)
- Multiracial, Non-Hispanic (6.34%)
- Multiracial, Hispanic (6.05%)

FPHLP PARTICIPANTS (2012-2019)

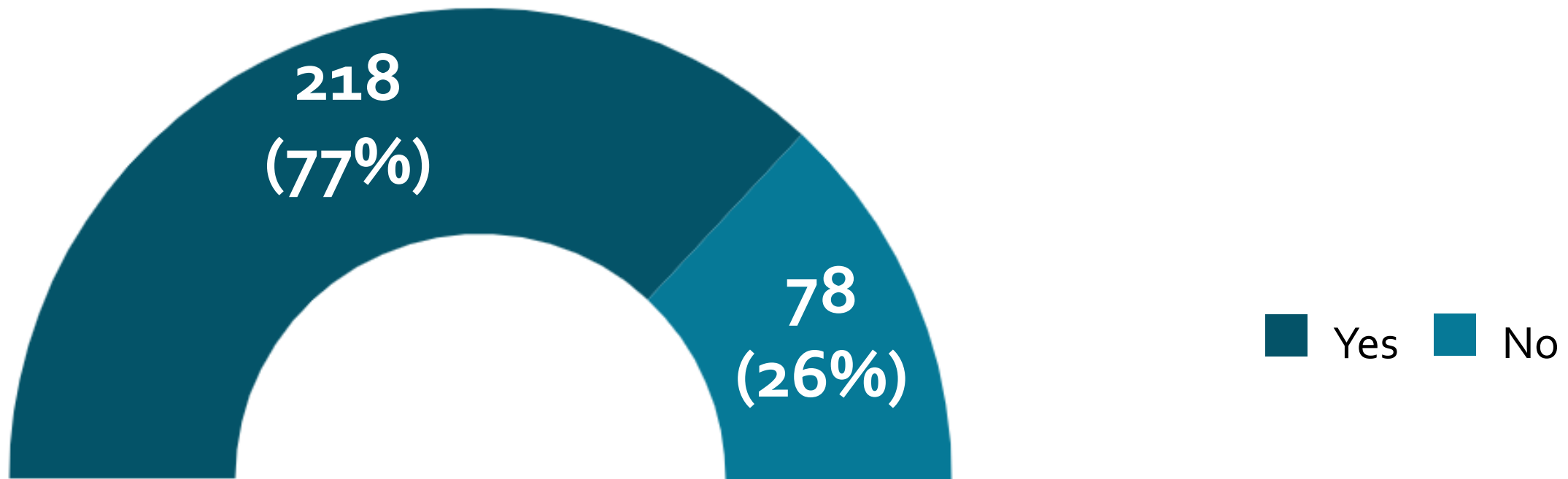
Class Standing



-  Rising Junior
-  Rising Senior
-  Recent Graduate

FPHLP PARTICIPANTS (2012-2019*)

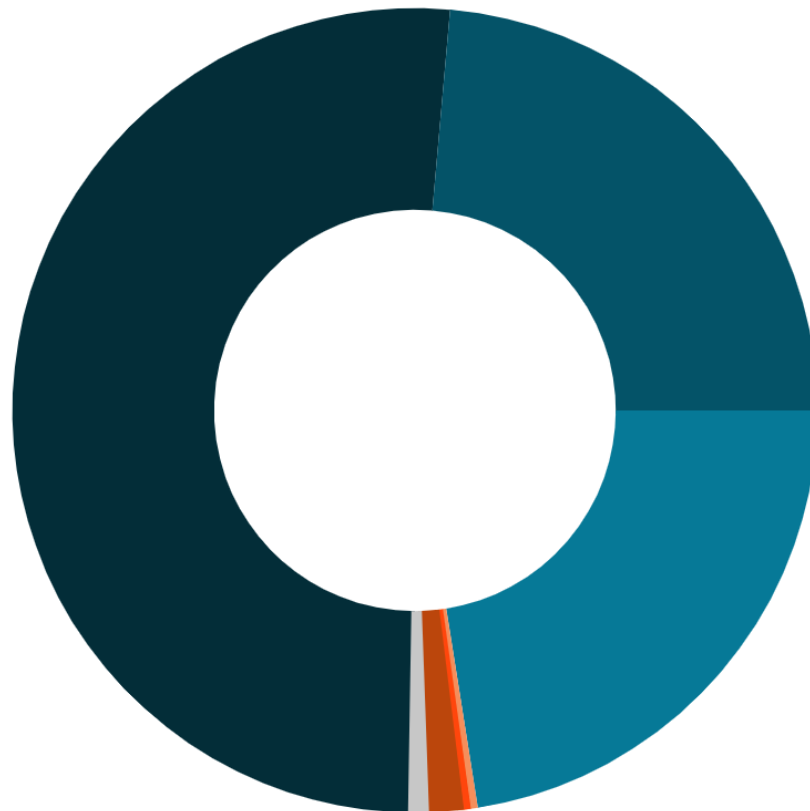
First Generation College Students



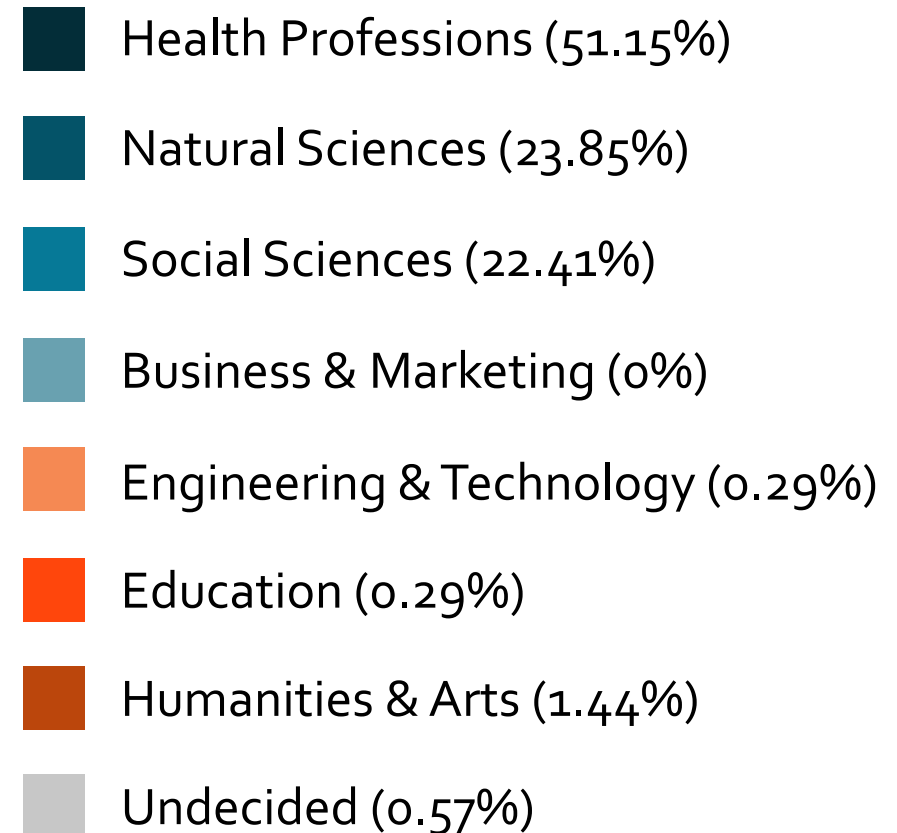
* First Generation data not collected Year 1 (2012)

FPHLP PARTICIPANTS (2012-2019)

Majors

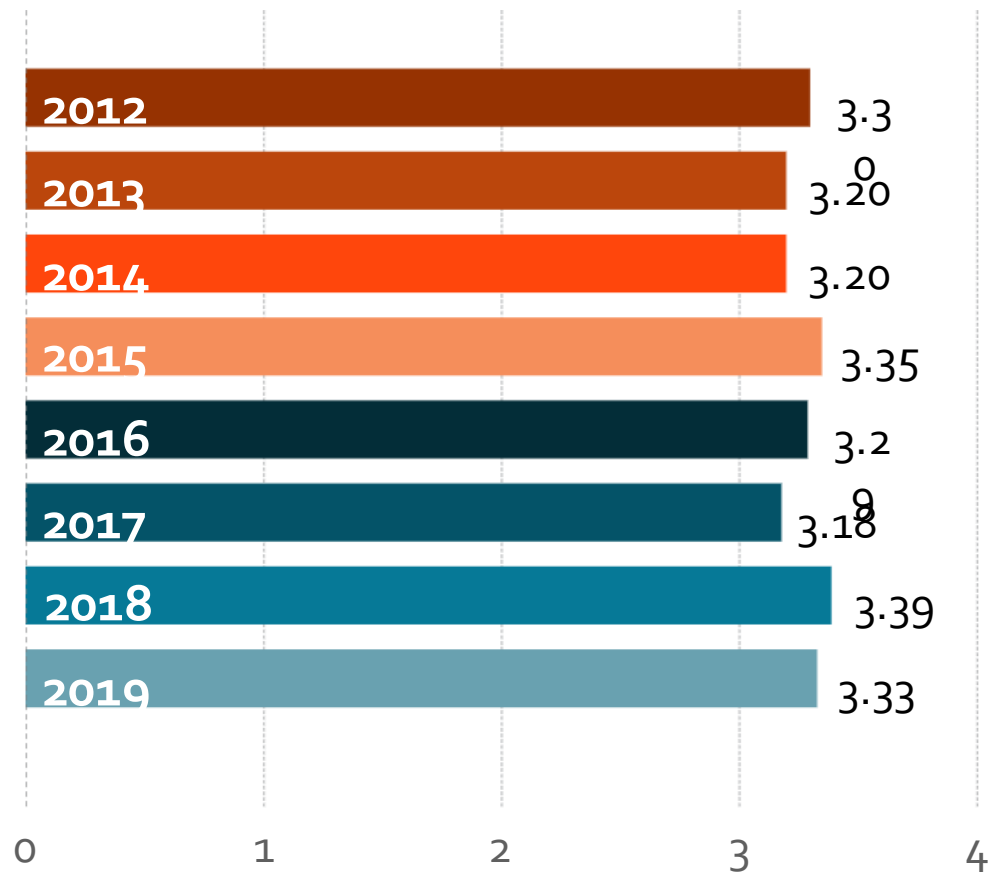


Disciplines



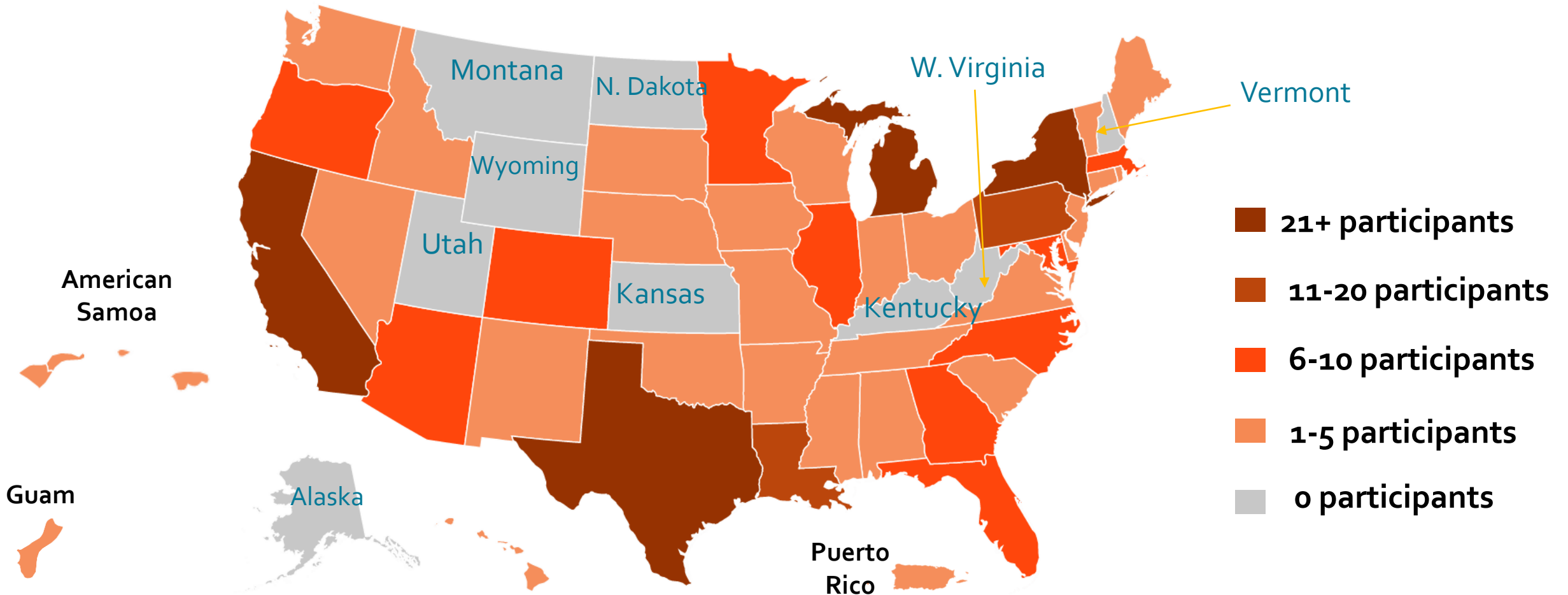
FPHLP PARTICIPANTS (2012-2019)

Average GPA



FPHLP PARTICIPANTS (2012-2019)

University by State



FPHLP PROGRAM

FPHLP PROGRAM COMPONENTS



MENTORSHIP


A WORD ON MENTORING

MENTORING



Mentoring Relationship – experienced person providing guidance for development of a less experienced person (formal or informal).


MENTORSHIP



Few studies focus on public health mentorship



Public health students focus on formalized training programs for recent MPH graduates



Only recently have studies begun to focus on the benefits for mentors (rather than mentees)

MENTORSHIP BENEFITS

For the Mentee



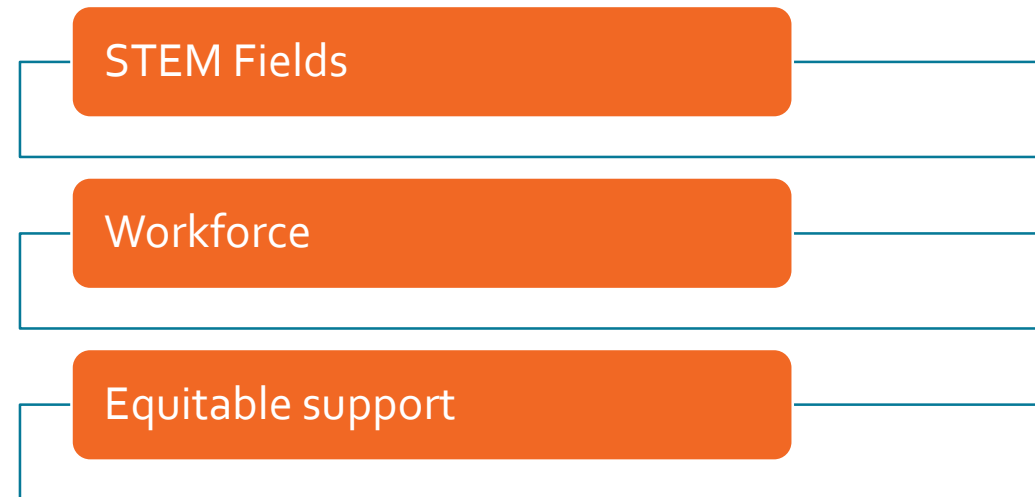
- ☐ Positive Psychological Outcomes (i.e. self-esteem)
- ☐ Career- related achievements
- ☐ Academic-related achievements

For the Mentor

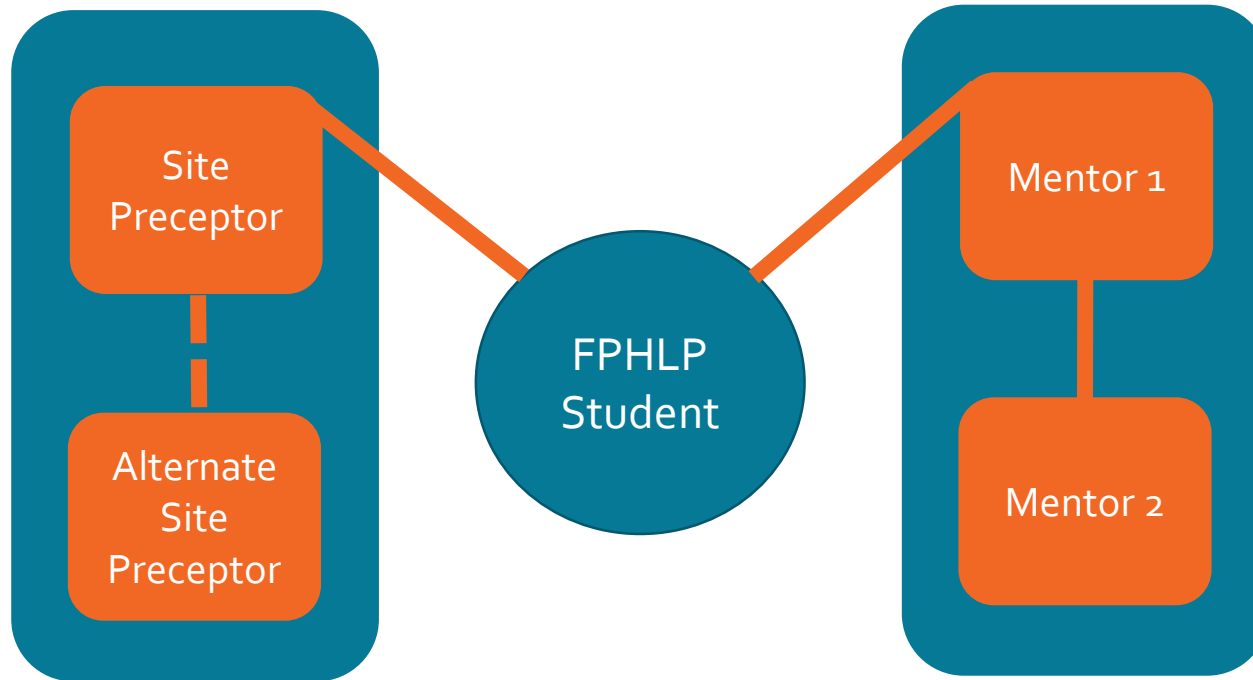


- ☐ Networking/Collaboration
- ☐ Professional development
- ☐ Personal satisfaction
- ☐ Increased job satisfaction
- ☐ Career advancement

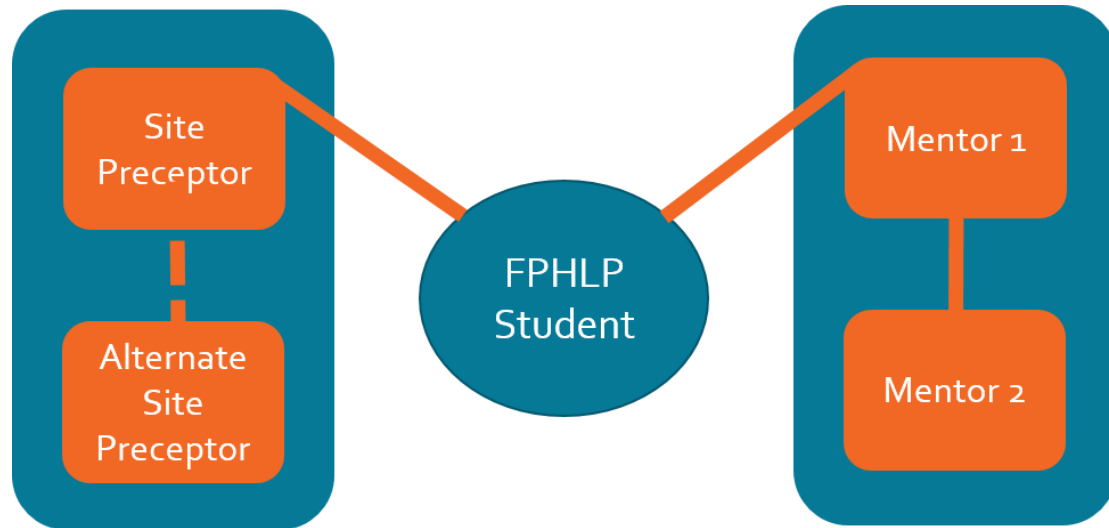
MENTORSHIP FOR DIVERSIFICATION



MICHIGAN FPHLP MENTORED MODEL (M³)



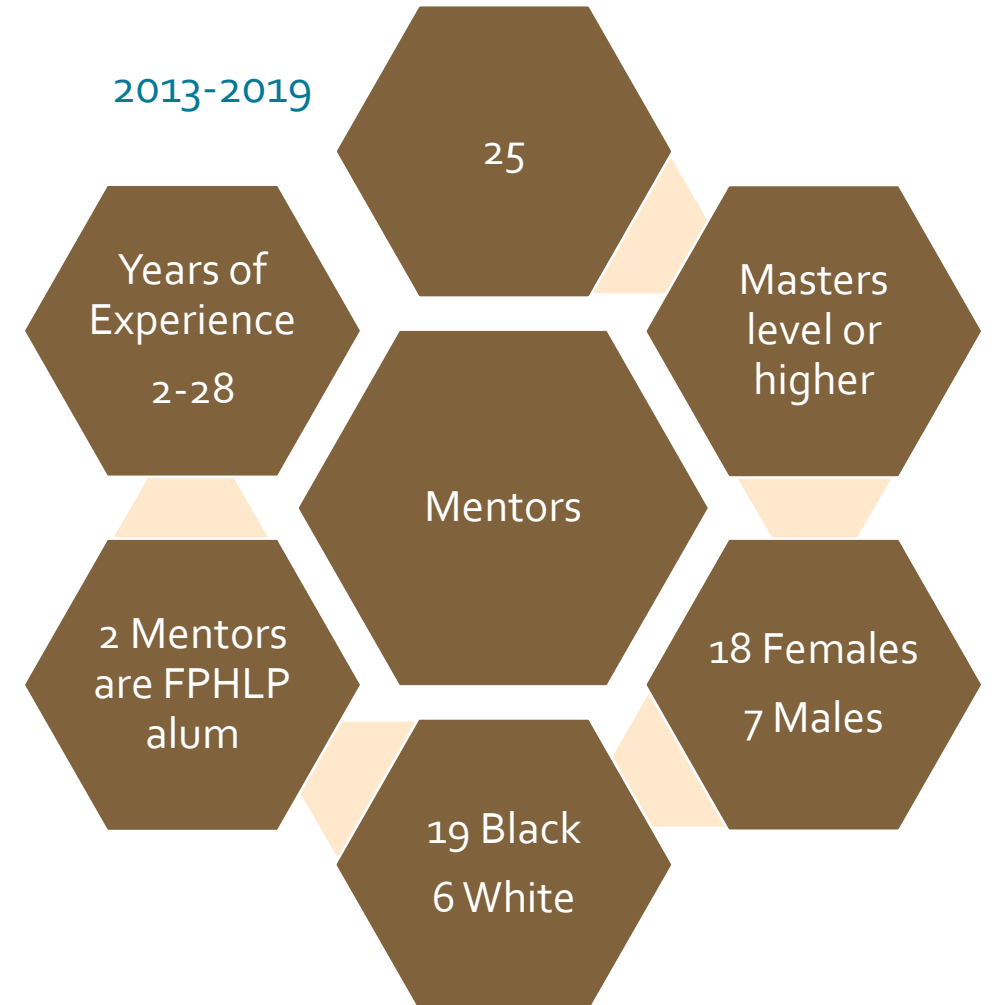
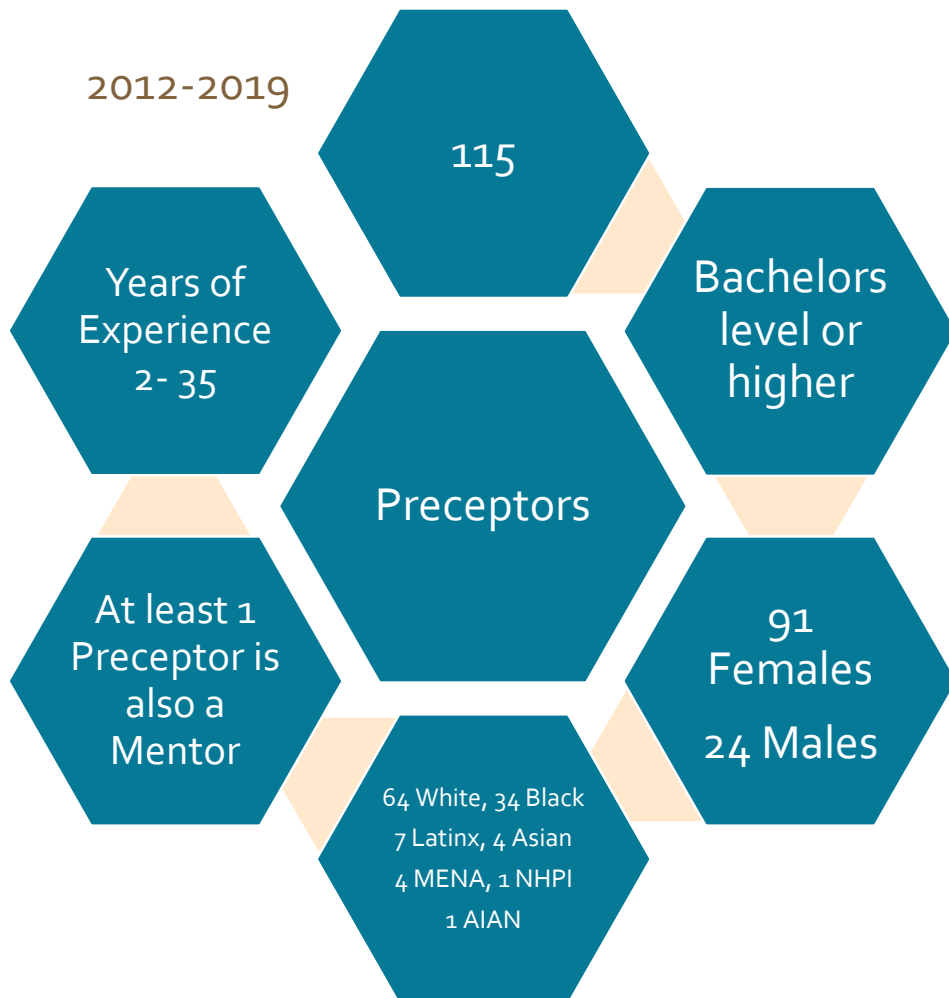
MICHIGAN FPHLP MENTORED MODEL (M³)



Allows us to focus on the role and outcomes of practitioners within the field of public health

Examines workplace and individual levels of mentorship

FPHLP PRECEPTORS & MENTORS



FPHLP PRECEPTOR/MENTOR OUTCOMES

The primary reason for serving as a preceptor was to advance the field

“I believe that it is imperative that students have the opportunity to receive mentorship in their chosen field.” - Preceptor

The primary reason for serving as a mentor was personal experience with positive mentorship

“I was blessed enough to have phenomenal mentors from high school until now and I want to have the same effect my mentors had on me, on the mentees in the program. Also, since I did not have a traditional path to getting my MPH I thought this would be a good opportunity to impart some wisdom and show that not everyone has a cookie-cutter journey to success.” - Mentor

FPHLP PRECEPTOR/MENTOR OUTCOMES

Mentoring provides an opportunity to share knowledge and experiences in public health.

It is always incredibly enriching the moment the "light comes on" in the heads of the students. In my case this year, several students really got excited about social epidemiology and were thrilled to learn they could do the work/make the impact they desired in this field. - Preceptor

*“I enjoy working with students interested in public health, specifically sharing information with them about social determinants of health and opening their eyes to the diversity of public health careers available to them.”
- Mentor*

FPHLP PRECEPTOR/MENTOR OUTCOMES

Mentoring enriches their own public health work.

"I benefit from the observations and insights of the interns about our agency's programs and services and ways we can do things better."

- Preceptor

"The most enriching experience was the ability to explain our work and have the students bring new ideas and strategies that enable us to complete projects successfully."

- Preceptor

FPHLP PRECEPTOR/MENTOR OUTCOMES

Mentoring for career direction

“I wanted them to gain an appreciation of how public health work plays out in the field vs. an academic environment. It will help them determine their level and area of interest as well as help them to have a context for their academic work from the start if they go on to seek an advanced degree.”- Preceptor

[I wanted the students to know] “The versatility of the degree (public health) and ways to use it to mobilize for health/social change; and even if not public health, the transferable nature of skills, knowledge, etc.”- Mentor

FPHLP PRECEPTOR/MENTOR OUTCOMES

Mentoring as a contribution to the workforce

“The students bring a diverse and fresh perspective to the work, and make meaningful contributions to our programs in a short period of time. It is also a great way to contribute to workforce development within the field.” -Preceptor

“The ability to help drive public health career interest and enthusiasm for the students. Being a valuable resource for driving home the working realities of various positions and educational experiences.” - Mentor

LESSONS LEARNED

LESSONS LEARNED: MENTORING & PROGRAMMATIC

Strengthening the current and future workforce

Giving Back

Relationships

Communication

Structure

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FOR MORE INFORMATION

Future Public Health Leaders Program

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Facebook:

<https://www.facebook.com/FuturePublicHealthLeadersProgramfphlp>

Twitter: <https://twitter.com/fphlp>

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