

### **F3. Delivery of Professional Development Opportunities for the Workforce**

**The school advances public health by addressing the professional development needs of the current public health workforce, broadly defined, based on assessment activities. Professional development offerings can be for-credit or not-for-credit and can be one-time or sustained offerings.**

- 1) *Provide two to three examples of education/training activities offered by the school in the last three years in response to community-identified needs. For each activity, include the number of external participants served (i.e., individuals who are not faculty or students at the institution that houses the school) and an indication of how the unit identified the educational needs. See Template F3-1.*

GWSPH is home to several centers and educational activities that deliver professional development opportunities for the workforce.

#### Fitzhugh Mullan Institute for Health Workforce Equity

Housed in the Department of Health Policy and Management, the Fitzhugh Mullan Institute for Health Workforce Equity is committed to addressing health inequities by building a diverse, skilled health workforce. The institute's interdisciplinary faculty and staff conduct research, provide professional development opportunities and advocate for health equity.

#### Healthcare Corporate Compliance Certificate

The Healthcare Corporate Compliance Certificate Program is offered by GWSPH, in partnership with Feldesman Tucker Leifer Fidel LLP, a leading health care law firm in Washington, DC. It is designed for current or aspiring corporate compliance officers and others working in compliance-related fields. The program is accredited by the Compliance Certification Board. The program is in the process of moving full-time into GWSPH to better meet the needs of its participants.

#### MicroMasters

In fall 2023, GWSPH announced the launch of a MicroMasters in Maternal and Child Health on [edx.org](https://www.edx.org). The five-course sequence is offered at two tier levels:—individuals may learn free of charge or pay a course fee to receive graded assignments and exams and a certificate of completion. Students who complete the latter tier may transfer the certificate to a GWSPH MPH degree as elective credits. The first course launched October 10, 2023, and the rest of the courses launched in December 2023.

#### Global Women's Institute

[Global Women's Institute](#) (GWI) collaborates with leaders from Washington, DC, across the country and around the world to build a network of people committed to improving the lives of women and girls. GWI offers a number of professional development opportunities including the [GenderPro Initiative](#), which is hosted in partnership with UNICEF, the Elliott School of International Affairs and the College of Professional Studies. GenderPro consists of several components, including a resource library, a training center, and a rigorous, competency-based educational course and credentialing program for mid- to senior-level development and humanitarian professionals, which was created to prepare gender professionals to perform their work more effectively.

#### GWSPH Summer Institute

Under the direction of the Senior Associate Dean for Research and Innovation, GWSPH offers online [Summer Institutes](#), which are open to the public. These graduate-level short courses are taught by leading public health researchers and practitioners and address the latest research

and innovation in specific topics. Students are also allowed to register for these courses and apply them toward their degrees.

Template F3-1

	<b>Education/training activity offered</b>	<b>How did the unit identify this educational need?</b>	<b>External participants served</b>
<b>Example 1</b>	<p><u><a href="#">Residency Fellowship in Health Policy</a></u>                      This intensive three-week elective is open to multi-specialty resident and fellow physicians interested in US health policy and its implications for medical practice and health care delivery. This sought-after fellowship is held twice per year. During each session, participants attend daily classroom-based lectures and visit local health care and policy-related institutions.</p>	<p>This fellowship has been active for almost 20 years. The fellowship was developed in response to the Accrediting Council for Graduate Medical Education’s endorsement of systems-based practice competencies for residents. Feedback from early sessions indicated a need for a broad foundational knowledge in US health care delivery and health policy. Current discussion topics and site visits are identified through a combination of student feedback, lecturer expertise and the current health policy environment.</p>	<p>Up to 25 physicians enroll in every session. Since 2005, the fellowship has served 763 participants.</p>
<b>Example 2</b>	<p><u><a href="#">Atlantic Fellows for Health Equity</a></u>                      This yearlong fellowship program is dedicated to training leaders who combat health inequities and disparities locally, nationally and internationally. Fellows participate in online trainings and self-directed learning and convene in person four times per year to network and engage in learning intensives. Throughout the experience, fellows receive personalized leadership coaching and mentorship.</p>	<p>The fellowship was developed in part due to a generous donation from the Atlantic Philanthropies in 2016. The need for local leaders who could tackle health disparities in their communities was a vision of the Fitzhugh Mullan Institute for Health Workforce Equity. Feedback from fellows and the impact they have had in addressing change in their communities further reinforced the need for this fellowship program.</p>	<p>Between 2017 and 2021, the program sponsored 89 fellows from more than 25 countries. In 2023, there were 19 participants.</p>
<b>Example 3</b>	<p><u><a href="#">Healthcare Corporate Compliance Certificate</a></u>                      Designed for working professionals, the 12-credit certificate provides students with a uniquely comprehensive education in health care corporate compliance. The hybrid program includes both asynchronous online content and two residential components. Credit may be applied to MHA or MPH.</p>	<p>Employers and practice partners identified a need for academic education and training in health care corporate compliance. This has continued to be true as the field has grown into a profession. This has led us to get this program accredited by the Compliance Certification Board.</p>	<p>Since 2005, there have been more than 380 graduates.</p>

- 2) *If applicable, assess strengths and weaknesses related to this criterion and plans for improvement in this area.*

Strengths

- The Fitzhugh Mullan Institute for Health Workforce Equity has a powerful reputation for its interdisciplinary faculty, staff and participants from across the globe. The engagement of these leaders has led to continual quality improvement in content, strong evaluations from professional development initiatives and commitment from participants to continue to work with the institute.
- The Mullan Institute has received approximately \$11.7 million in institutional funding since 2017, allowing the institute to continue preparing leaders and researching health disparities.
- More than 100 individuals have registered for the newly launched MicroMasters, indicating this model meets workforce needs and demands.
- Fellowships offered by the Mullan Institute, the Department of Health Policy and Management and courses offered by GWSPH such as the Summer Institute, continue to be highly sought after by public health working professionals.

Challenges

- Given the focus of the Mullan Institute, many of its employees and participants face prejudice, bias and injustices. The stress and trauma experienced are collectively shared. Effective mechanisms of self-care are insufficient, and burnout is possible.

Future Plans

- Much of the current work of the Mullan Institute is outward facing. Over the next several years, the institute would like to focus on workforce equity at GW targeting both employees and students.
- GWSPH is reviewing and updating the Healthcare Corporate Compliance Certificate and plans to offer classes to current students as well as pursue models to increase accessibility and affordability for working professionals.