

## STUDENT ENGAGEMENT & ACADEMIC PARTNERSHIPS AT DOH

Paj Nandi, DOH Center for Public Affairs

# Why Academic Engagement & Partnerships?

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Promote Excellence in  
Public Health Practice



Develop our Workforce and  
the Next Generation of  
Public Health Professionals



Advance leadership  
throughout Washington's  
Health System

# Why Academic Engagement & Partnerships?

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Cross-Agency Academic Guidance Team, Executive Leadership and Academic Engagement Plan

# Brief Context to Academic Engagement

Department of Health

## Cross-Agency Workgroups

[Workgroups Home](#) | [DOH Web home](#) | [Cross-Agency Workgroups home](#) | [Academic Health Workgroup home](#)

**Academic Health**

[Climate Change](#)

[Health Equity](#)

[Health Systems Transformation](#)

[Organizational Culture and Health](#)

[Return on Investment](#)

[Succession Planning](#)

[Workplace Health and Wellness](#)

### Academic Health

The Academic Health Workgroup will identify actions, strategies, and policies to strengthen the linkage between public health and academic institutions.


An academic health department, or teaching health department, represents a formal affiliation between an academic institution, like the University of Washington, and a public health practice agency, like the Department of Health. It exists to strengthen the link between public health practice and its broad academic base, and is designed to enhance public health education and training, research, and service for both partners.

**Contacts:** [Jennifer Tebaldi](#), [Columba Fernandez](#)

[View group charter \(PDF\)](#)

**Resources from Brown Bag Event on Mentoring:**

Are you interested in becoming a mentor for an intern, fellow, or apprentice? See links to handouts from the event below:



[PowerPoint presentation \(PDF\)](#)

[Internship and Fellowship Opportunities \(Word\)](#)

[Resource List for Mentor Volunteers \(Word\)](#)

[HR Labor Relations: Supplanting vs. Supplementing \(Word\)](#)

[HR Processes for Interns, Fellows and Apprentices \(Word\)](#)

### Workgroup Members

**Chief:** Jennifer Tebaldi

Executive Leadership member - Kathy Lofy

Suzanne Goeden

- Columba Fernandez (co-lead), PCH
- Cathy Wasserman, PCH
- Patricia deHart, PCH
- Jada Lynn, HSQA
- Claire LaSee, DCHS
- Emily Haanschoten, DCHS
- Mark Toy, EPH
- Laura Wigant, EPH

### Related Information

- [Executive Team Presentation \(PowerPoint\)](#) November 3, 2015.



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# Academic Plan Key Objectives

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Student Engagement and  
Workforce Development



Identify and Prioritize Areas  
for Collaborative Research



Support collaboration  
between DOH staff and  
academic partners



Advance Evidence-Based  
Public Health Practice at  
DOH

# Three Prongs of Student Engagement

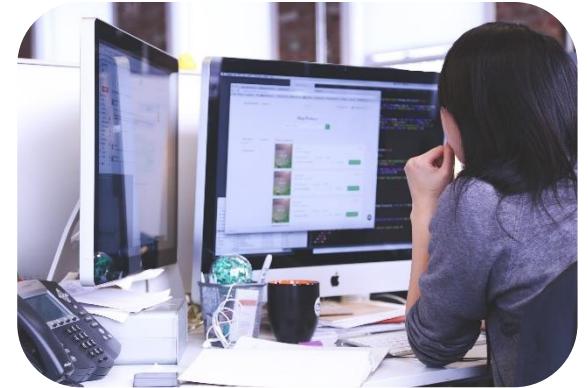
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Informational  
Interviews



Guest Lectures



Student  
Internships

# Internships @ DOH

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Formalizing our Student Internship Program



# Why Create an Internship Program?

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**Growth Opportunities  
for DOH Staff**



**Establish ourselves as  
an Employer of Choice**

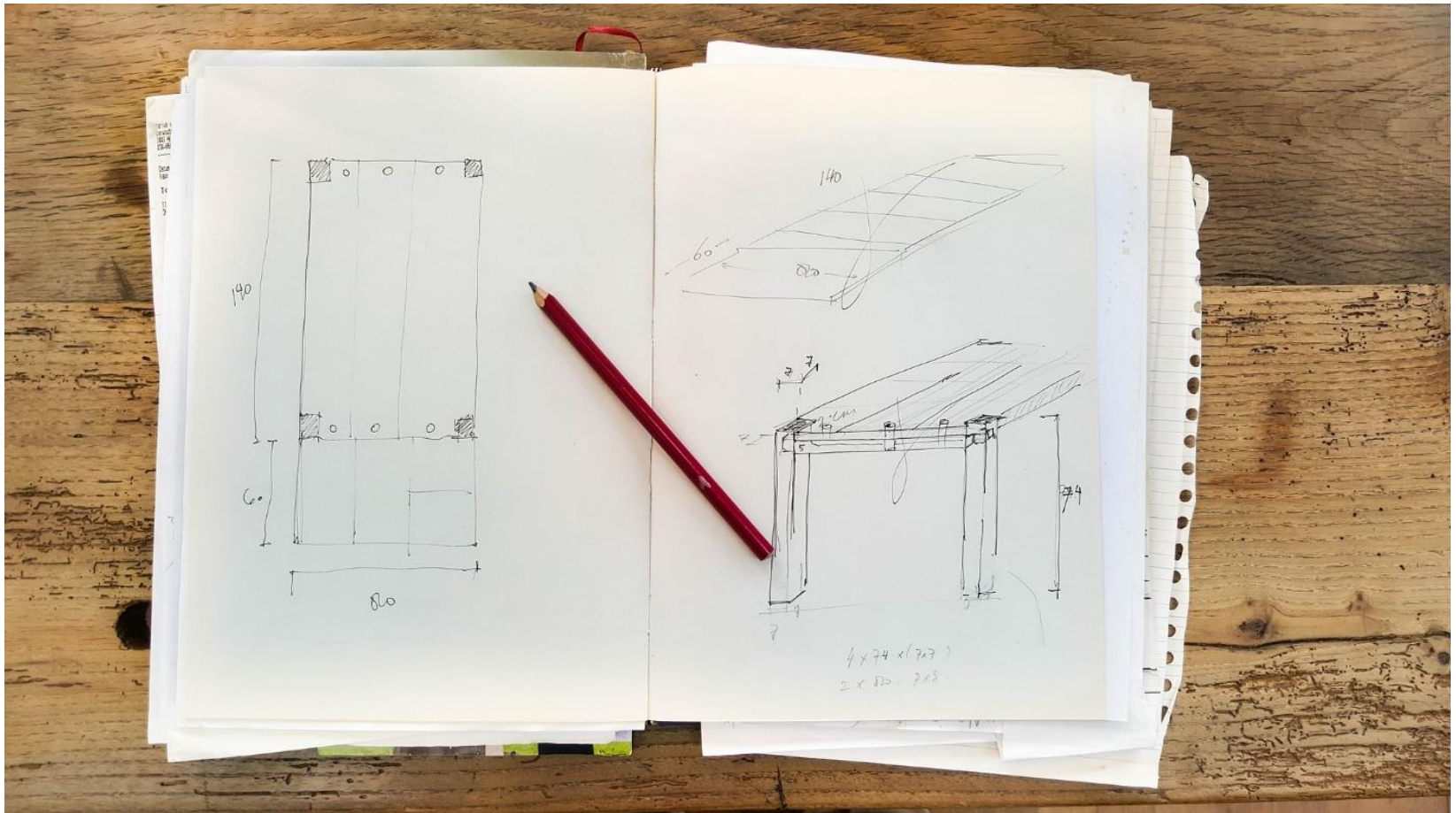


**Build the Pipeline for  
Public Health  
Leadership in our State**

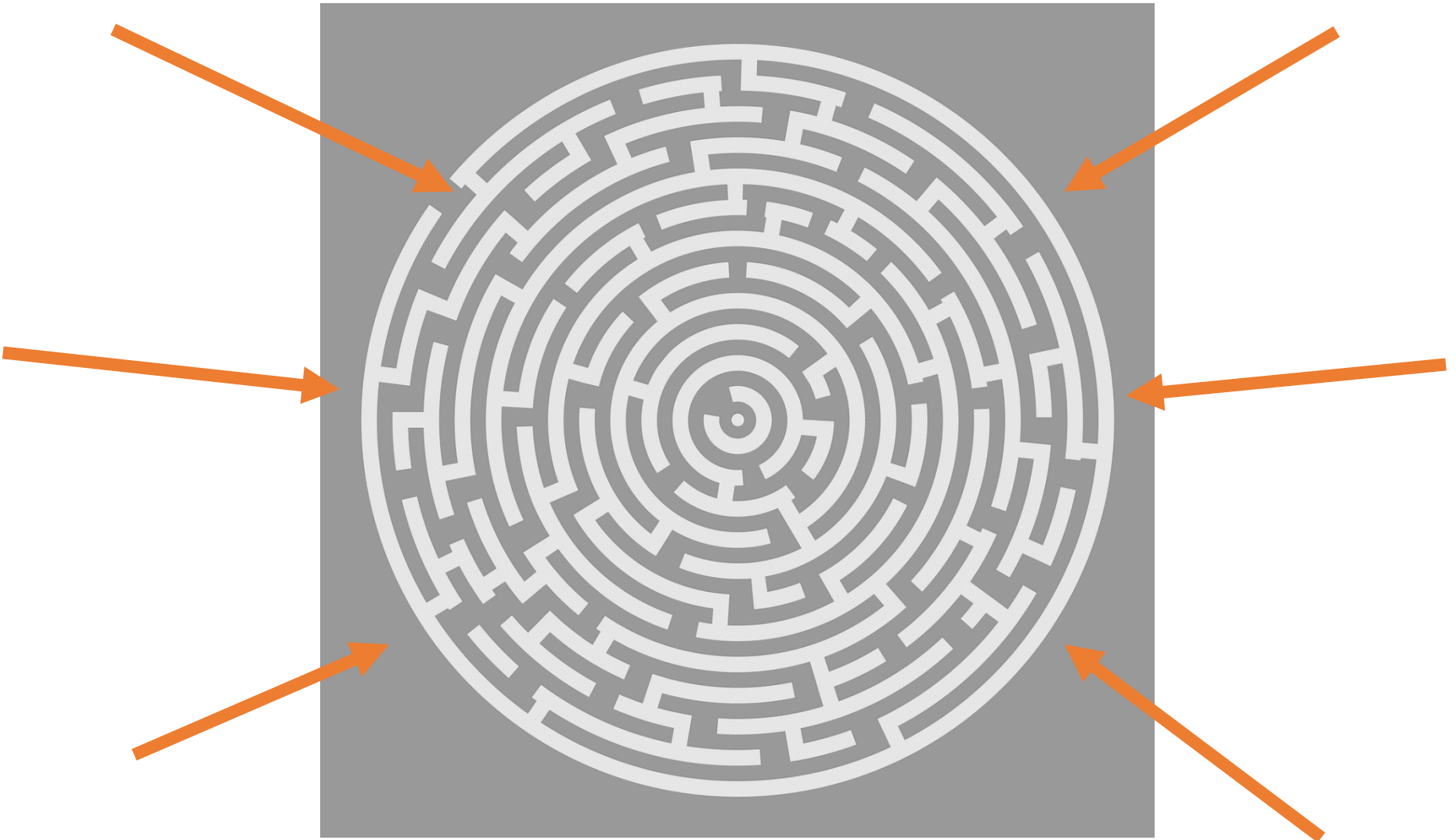


# How are some of our sister agencies doing this work?

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# DOH's Current Internship Strategy



# Vision for a Formalized Internship Program

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Current State	Ideal State
<b><i>Ad hoc</i></b> (appointments depend on availability)	<b><i>Routine &amp; Annual</i></b> (students can anticipate and organize around opportunity)
<b><i>Project-Based</i></b> (students function independently - not necessarily assigned to a team)	<b><i>Person or Team-Based</i></b> (incorporated into team work – provided with stronger mentorship and direction)
<b><i>First-come First-served</i></b> (student access dependent upon introductions)	<b><i>Formal Applications</i></b> (greater equity for access and better ability to pick the best candidate)
<b><i>DOH Employee Specific</i></b> (approach to internships widely variable, limited coordination)	<b><i>System-Based</i></b> (coordinated with agency wide approach to internship experience)
<b><i>Reactive Coordination</i></b> (often a scramble to work with HR)	<b><i>Proactive circumstances</i></b> (clear system for setting up internship)

# Intern Recruitment Process Overview

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## What's New?

- *Formalized Recruitment Process for Interns:*
  - New form: Request for Intern, Fellow or Volunteer
  - Internship Recruitment Guide
    - Recruitment
    - Selection
    - Onboarding
  - Intern Mentor Training (*brief*)
  - Recruiting Interns Workflow
  - Academic Partner Distribution List

# Academic Connections Online

Visit our SharePoint and DOH web page to learn more!

- [https://doh.sp.wa.gov/sites/OS/pr/cpa/academic/\\_layouts/15/start.aspx#/](https://doh.sp.wa.gov/sites/OS/pr/cpa/academic/_layouts/15/start.aspx#/)
- <https://www.doh.wa.gov/AboutUs/StudentEngagement>

## Contact:

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