

An HBCU Call to Action: Pathways into Public Health



Friday, March 21, 2014

Gateway Dining and Event Center
Virginia State University
Petersburg, Virginia

Program purpose:

Convene a one day meeting of partners from Virginia's HBCUs, along with representatives from the existing Public Health programs and other stakeholders, to develop a consensus action plan to grow the pipeline for minority students to enter the public health workforce.

With public health's focus on health equity and reducing disparities, the partners in this program believe that there is a proven need to encourage more minority students to enter public health as a career field, both to more effectively address looming health crises and to develop a workforce that more accurately reflects the demographic composition of the state as a whole.

Agenda

8:45 a.m. Welcome/Introduction

9:00 a.m. Keynote Address: Alan Noonan, MD, MPH, Morgan State University

10:00 a.m. Break

10:10 a.m. Breakout Discussions

- Faculty Session: Valire Carr Copeland, Ph.D., MPH, University of Pittsburgh
- Student Session: Juanita Graham, DNP, RN, FRSPH, Mississippi Department of Health

11:30 a.m. Lunch

12:30 p.m. Work Sessions: **The Ideas Marketplace**

2:00 p.m. Break

2:15 p.m. **Changing Virginia: Ideas to Action**

3:00 p.m. Adjourn

Our Presenters

Allan S. Noonan, M.D., MPH, is a retired Assistant Surgeon General of the US Public Health Service who is active in many roles in health promotion in Maryland and nationally. He was the founding Dean of the School of Community Health and Policy at Morgan State University. This school includes an accredited Public Health Program training students at the Masters and Doctoral level; an accredited undergraduate Nutritional Sciences Program; and a Nursing Program with Bachelors and Masters level students.

Prior to coming to Morgan, Dr. Noonan served as a Senior Advisor in the Office of the Surgeon General of the US Public Health Service (USPHS). He has been a proactive public health professional for more than thirty years, working as a developer and implementer of public health programs at the local, state, national and international levels.

He has worked in epidemiology, maternal and child health, public health administration, and the training of health professionals – always mindful of strategies to improve the health status of the underserved. He has served as the Secretary of Health for the state of Pennsylvania; the Regional Health Administrator responsible for public health service programs in six mid-western states; and the Director of the Department of Health in the District of Columbia. Throughout his career, Dr. Noonan has played key roles in efforts to eliminate racial and ethnic disparities in health outcomes.

Valire Carr Copeland, Ph.D., MPH, is the Associate Dean of Academic Affairs and Associate Professor in the School of Social Work and Department of Behavioral and Community Health Sciences, and the Associate Director of the Public Health Social Work Training Program, at the University of Pittsburgh's Graduate School of Public Health. She received her B.S.W. (1977), from Livingstone College, her M.S.W. (1978), M.P.H. (1988) and PhD (1989) from the University of Pittsburgh.

Dr. Copeland's research and publications have focused directly on minority health and mental health disparities in service delivery, program planning, and treatment engagement for women and children. More recently, she has extended her work into end-of-life care and implications for African American women, who traditionally have fulfilled a matriarchal role. Areas of interest include: community health education and health promotion, child health policy, maternal and child health service programs, and the health/mental health status of African American women and children.

The purpose of Dr. Copeland's scholarship is to bridge the gap between social work with African American children and their health, believing that social workers need a more holistic view of African American families with children; their psychosocial development cannot be isolated from their health status, which is significantly affected by parental health status. This work has been disseminated to better understand racial disparities in health and its impact on the health and psychological well-being of populations of color. As she has pursued this scholarly inquiry, Dr. Copeland has worked with, trained, and educated many undergraduate and graduate students as well as faculty and community workers in cultural competence, social justice, and multiculturalism for utilization in the classroom, clinic, and social service delivery systems.

Juanita Graham, DNP, RN, FRSPH, coordinates special projects for the Office of Women's Health at the Mississippi State Department of Health including grant writing, research, quality improvement, and mortality surveillance. Juanita holds Bachelor's, Master's and Doctoral Degrees in Nursing Science and Practice from the University of Mississippi. She teaches and develops online courses for several nursing and healthcare administration programs.

Dr. Graham is professionally active with many organizations at the state, regional, national, and international levels. She currently serves on the CityMatCH Board of Directors, as an officer of the Public Health Nursing section of the American Public Health Association, and is an International Board Member for Nursing Knowledge International, a subsidiary of Sigma Theta Tau International Nursing Honor Society. Dr. Graham is a Fellow of the Royal Society for Public Health, London, UK.

Thoughts and questions to get ideas flowing

In Virginia nearly 30% of the population self-identifies as minority, yet:

- Only 8% of licensed clinical social workers in Virginia are black and the median age of licensed clinical social workers was 52.
- Only 7% of the licensed professional counselor workforce is black, and the median age of Virginia's licensed professional counselor workforce was 52.
- Only 7% of Virginia's physician workforce is black, and the median age of the physician workforce was 49, with over 62 percent being above the age of 45.

(source: The 2011 Healthcare Workforce Data findings (*Department of Health Professions' Healthcare Workforce Data Center*))

In 2010, 25% of the Virginia Department of Health workforce was African-American.

- 10.7% of those employees held a Master's degree or higher, while 13.7% of their white counterparts held a comparable degree.
- 32% of black employees held an Associate's degree or higher, while 40.7% of white employees did.

Conversation Catalysts

- How can HBCUs collaborate with MPH programs in the creation of a pipeline?
- What types of courses and activities can HBCUs develop that would better prepare students for careers in public health?
- What types of courses would nursing and social work students need to take to improve their preparation for MPH graduate programs?

The Ideas Marketplace

What is the idea/initiative?

-Develop a brief outline of idea

Who needs to be involved?

- What expertise, agencies, partners, organizations, funding sources are required

What is the desired outcome?

- Propose where to target implementation, and what specific result is sought

What is the time frame?

- How long will it take to achieve the desired outcome, are there identifiable steps along the way to the final goal

Where could the idea be piloted?

- Identify specific communities or regions where need exists and/or partners for implementation may be found

What are the obstacles?

- Anticipate challenges to implementation and develop responses to them

Changing Virginia: Ideas to Action

What have we learned?

What are we going to do next?