



Alumni News

Public Health Leadership Institute of Florida

VOLUME 2 ISSUE 1

FALL 2007

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“A New Decade of Leadership” Graduates

On July 31, 2007 “A New Decade of Leadership” completed the program and received their certificates at the graduation ceremony. The graduation ceremony included an address by Dr. Michael Reid, class co-valedictorians Kelli Maw and Deanna AmRhein, and keynote speaker Mr. Pat Libbey. In attendance were Class 12 scholars, family, friends, and alumni. The event was held in conjunction with the Florida Public Health Association Annual Educational Conference.



PHLIF Welcomes Class 12 Scholars

The 12th Class of PHLIF scholars met for the first time on Sunday, July 29 at the Grand Hyatt in Tampa. The program orientation session included an address by Program Director Dr. Michael Reid and a review of the course material and expectations by Dr. Danielle Landis, Co-Director. The scholars spent Monday with Dr. Charles Martin exploring personality type and leadership skills. The new class also attended the project presentations and graduation ceremony of their immediate predecessors, Class 11 “A New Decade of Leadership.”

The Public Health Leadership Institute of Florida welcomes 33 new scholars into Class 12:

Ivonne Barkman—Collier
 Beverly Butler—Pensacola Lab
 Karen Clark—Orange
 Sherrilene Classen—University of Florida
 Sherry Duncan—Putnam
 Olga Emgushov—Brevard
 Patrick Forand—Volusia
 Inge Ford—Martin
 Fayshonda Glover—Duval
 Twanna Gould—Duval
 Rafe Hewett—St. Johns
 Mary Hilton—Bureau of Epidemiology
 Lindsey Johnson—Jacksonville Lab
 Josephine Landrito—Leon
 Kevin Lenhart—Lee
 John Livingstone—Hillsborough

Patricia Lyons—Baker
 Douglas Manning—FDOH
 Timothy Mitchell—Polk
 Edgar Morales—St. Lucie
 Angela Myers—Duval
 James Pate—Orange
 Dorothea Perry—Hillsborough
 Darrell Pfalzgraf—Pinellas
 Patrick Pritchard—Sarasota
 Todd Reinhold—Martin
 Ines Rigual—Osceola
 Bryan Schell—Lee
 Karen Scoggins—Clay
 Susie Sewell—Washington
 Brenda Walker—Lee
 Cynthia Whetsell—Collier

*The drops of rain
 make a hole
 in the stone,
 not by violence,
 but by oft falling.*

Lucretius



FPHA Annual Conference

The Florida Public Health Association held its 2007 Annual Educational Conference at the Grand Hyatt Tampa Bay, July 29-August 4.



The College of Public Health was well represented during the FPHA meeting. **Dean**

Donna Petersen introduced **Dr. Maria Jose Francois**, who gave the address at the luncheon sponsored by the College. The title of Dr. Francois' address was: A Public Health Leader's Journey. She received the College's 2007 Public Health Woman of the Year award.

Dr. Charles Mahan spoke at a workshop on national accreditation of local and state health departments. **Dr. Jeanine Coriel** provided a session on the "Organizational Culture of Public Health Practice."

Dr. Michael Reid moderated four sessions during the conference. He also chaired the Poster Committee that initiated the competitive review of proposals resulting in 22 posters being presented at the meeting. Seven of the authors of the posters were current scholars or graduates of USF's Public Health Leadership Institute of Florida. **Dean Donna Petersen** was one of the reviewers for the poster proposals.

Ten of the twelve members of the FPHA Executive Board for 2006-2007 were graduates of the USF Public Health Leadership Institute. The outgoing President, Mr. Nick Chapman, and the incoming President, Mr. Michael Napier, are graduates of the Institute.

Three USF students, **Heather Blunt**, **Teri Mala**, and **Cheryl Vamos**, received scholarships from FPHA.

Five graduates of the Leadership Institute received Presidential Awards. In addition, the Public Health Leadership Institute of Florida itself received a Presidential Award for its partnership with FPHA. Institute staff members Dr. Danielle Landis, Kirsten Miller, Desiree Liburd, and Dr. Michael Reid were individually recognized.



PHLIF staff: (l to r) Co-Directors Dr. Danielle Landis and Dr. Michael Reid, Kirsten Miller and Desiree Liburd.

Ms. Lindsey Johnson, a current Leadership Institute scholar, received the Homer D. Venters Award (one award annually to an outstanding public laboratory worker/FPHA member with less than 10 years experience in field). Dr. Heidar Heshmati, the Director of the Brevard County Health Department and a graduate of the Leadership Institute, received the Robert D. May Award (one award annually to a public health worker (from FPHA membership) who has demonstrated significant accomplishment in the advancement of public health at the local or state level). Dr. Michael Reid, Director of the Institute, received the FPHA Meritorious Service Award (one award annually to an FPHA member who has an outstanding record of contribution over several years to FPHA and Public Health).

For more information and conference highlights, please visit www.fpha.org.

Congratulations Graduates

On July 31, 2007 “A New Decade of Leadership” presented their final projects to alumni, staff, family, friends, and incoming Class 12 scholars at the Grand Hyatt in Tampa. Project titles included:

The Westside Wildflower Project
 Hernando County’s Health Disparities Collaborative
 Spatial Clustering of CMS Clients Utilizing GIS
 Preparing for 7th Grade: Ready, Set, Go Immunize
 Hazard Analysis of Critical Control Points Inspection Training
 Walton CHD 2006 Employee Satisfaction Survey Analysis
 Leadership, Empowerment, Achievement & Promise
 The New Face of Clinical Research at HCHD
 Dare to Care: The Case of Sovereign Immunity
 Developing a Registered Sanitarian Study Group
 Process Improvement within the Nutrition Call Center
 ADAP Performance Improvement in Miami Dade
 Competency Based Training Requirements for WIC Nutritionists

Employee Feedback: A Vital Tool
 Tsunami of Baby Boomers
 Childhood Obesity
 Organizational Sustainability
 A Strategic Planning Process Overview
 Healthy Hands for Healthy People
 Linking Your Strategic Plan to Your Budget
 Environmental Health Programs Justifications
 Certified Pool Operator Instructor
 Birth Control Compliance Program
 Drowning Prevention: It Only Takes a Moment
 Contract Administration Design and Practice



Elena Stoyanova, Deanna AmRhein, Suzanne Grubbs and Cathy Butts



(front row) Camille Bissainthe, Ketty Ledan, and Dana Fields-Johnson; (back row) Kelli Maw and Simone Daniels



Tom Arnedos, Christina Ciereck, Melissa Brock and Robyn Pasto

Volunteer reporters are still needed!

We still need class representatives to lead the effort in collecting and organizing information, updates, and exciting news from alumni for each newsletter edition.

Special thanks to those who have already volunteered:

Class 7: “007: License to Lead” - Anita Sallas (anita_sallas@doh.state.fl.us)

Class 8: “Gr8 Expectations” - Linda Bailey (linda_bailey@doh.state.fl.us)

Class 10: “A Decade of Class” - Mary von Mohr (mary_vonmohr@doh.state.fl.us)

If you are a member of one of these classes, please contact your class reporter with topics, information, or updates for the next newsletter.

If you did not receive the email or are interested in being the representative for your class, please contact Kirsten Miller at kmiller@health.usf.edu.

Greeting from Class “007 License to Lead”

By Anita Sallas, Outreach Manager, Sarasota CHD

Much has happened to a number of our fellow scholars since we all graduated. The following is a brief overview of what is happening with Class 7.

Charlie Wilson: Charlie is no longer in Florida. He now resides in Wilmington Delaware. His family has moved back to the northeast. His wife works for Temple Medical Center in Philadelphia (while studying on line for her doctorate in social work), his youngest son works for the 76ers executive office (while attending CALU-Penn. studying on line for his masters in Sports management) and his youngest daughter is wrapping up her masters in public administration from the University of Baltimore. His two other kids are also attending masters program. Charlie has two more years or so while he completes his doctorate in leadership and organizational change. To contact Charlie via email, charlie_wilson50@yahoo.com.

Jan Modzelewski: Janet no longer works for the Volusia County Health Department. She is working at a private hospital in Daytona as the infection control nurse.

Connie Wolfe: Connie is still in Epidemiology/Communicable Diseases and the Program Coordinator. Her responsibilities include Epidemiology STD and TB programs. She is currently finishing up a certificate in Epidemiology Program through the University of North Carolina. Connie is also working on master level classes. She recently completed management and leadership class and coaching sessions with Bill Blackwood through the state of Florida DOH. Connie has volunteered to work on the Nurse Practice Council Research Committee. To contact Connie via email, connie_wolfe@doh.state.fl.us.

Karl Henry: Karl is still with the Palm Beach County Health Department in the position of Environmental Manager. He completed an M.B.A from Nova Southeastern University earlier this year. His son is now in high school and looking forward to playing baseball. His wife is working on her thesis for a PhD. in Epidemiology. To contact Karl via email, Karl_Henry@doh.state.fl.us.

Beverly Cook: Beverly is currently with the Office of Communications as the Community Relations Coordinator at the Orange County Health Department. To contact Beverly via email Beverly_Cook@doh.state.fl.us.

Pankaj Doshi: Doshi is still with A G Holley and was promoted to Director General Services from March '07. His son graduated from FIU (Hospitality Management), and his daughter is at USF graduating in 08. To contact Doshi via email: Pankaj_doshi@doh.state.fl.us

Kenny Williams: Kenny is working at Lawnwood Regional Medical Center as Supply Chain Facility Coordinator.

Carina Blackmore: Carina is still working as an epidemiologist in the Division of Environmental Health, as the State Public Health Veterinarian and enjoying new leadership challenges almost every day. Her children are doing well too. Carl, 7, is Georgia's (yes she lives in Thomasville, GA now) biggest Florida Gator fan. Her daughter Linnea, 10, prefers Zac Efron. She sees Pat and Julia, both in the Division of Disease Control, weekly and appreciates the opportunity to work with some of her classmates. To contact Carina via email, carina_blackmore@doh.state.fl.us.

Anita Sallas: Anita has been the Outreach Manger for two years which includes the oversight of WIC, Healthy Start, ENABL, School Health and PIO/Health Promotions for the SCHD and has recently become a Peer Reviewer, working with the Office for Performance Improvement. Her sons are in doing well in school and active in sports such as soccer and basketball. Her husband continues with DOH as the regional Epidemiologist in central Florida. To contact Anita via email, anita_sallas@doh.state.fl.us.

A New Tradition for PHLIF - Passing the Torch

At the annual PHLIF graduation ceremony, the outgoing class often uses the figurative saying "passing the torch" in their parting words to the new class. This year's graduating class did the same - but literally! And in the process, created a wonderful, meaningful new tradition for the PHLIF.



Dr. Reid receives the PHLIF Torch from Thomas Bryant III

Class 11 worked together to design and purchase a bronzed torch sculpture that they ceremoniously presented to the new Class 12 via the PHLIF staff. The inscription on the torch reads:

Future scholars of the Public Health Leadership Institute of Florida
Let this flame guide you to finding your voice,
envisioning the future, strengthening others
and encouraging the heart.

Presented by PHLIF Class 11 - Leading a New Decade.
July 31, 2007

Each incoming class will decide how best to house the treasure during their tenure and how best to pass it on to the next class. Thank you Class 11, for your heartfelt gift - to be passed on for many years to come!

Class 11 Graduation Photos



Class 11 Alumni with incoming Class 12 Scholar



Graduating scholars with Hillsborough CHD Director Douglas Holt



Alumni with Class 11 Graduate, Corey Franklin



Class 11 Graduate Maria Calcaterra with Alumni

Alumni Spotlight: Nancy Keating

I attended ICASSI (International Committee of Adlerian Summer School and Institutes) *writes Nancy Keating*, MPH, R.N., (PHLIF Class 6); former Director on the FAPHN Board, in July 2006. ICASSI was held in Oberstaufen, Germany. Adlerian followers attend an international summer school, annually, and always in a different country in Europe, the United States, or Canada. This year twenty-three countries were represented.

Many modern day psychologists follow the guidelines of Alfred Adler in their clinical practices. Space limitations prevent a full explanation of Adler's theory of human behavior, however one impressive concept was the belief that human beings, as social creatures, have a natural desire to contribute usefully for the good of humanity. Adler supported the democratic concept of human equality and a belief that encouragement focuses on effort, strengths and opportunities for contribution and cooperation, and not on mistakes.

I attended classes on stress, wellness, death and dying, and a leadership institute. Other courses offered included introductory psychology, psychology in the workplace, art therapy, intergenerational issues, interpersonal communication, early childhood education, the challenge of parenthood, couples enrichment, supervision using an Adlerian Model and spirituality. The classes were very "relaxed" with an abundance of positive encouraging messages from professors. Classes ranged from seminar type sessions with live on-stage therapy demonstrations to smaller, more intimate classes. University students could receive college credit.



Nancy Keating with friends at ICASSI

Daily, at meals, international students joined us eager to share thoughts, ideas, and cultures. Opportunities to make new friends arose during meals, evening social events, on the weekend tour to Austria and Switzerland and during classes. One evening, there was a gathering at the Adler Café and the theme was "Is World Peace Possible?" The healthy Bavarian people hiked and biked the mountains and through the city daily which inspires me to become more active in my daily life. This was truly an experience of a lifetime; never to be forgotten. For more information, please visit www.ICASSI.net.

Public Health Leadership
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We like keeping in touch with you!
In order to do so, we need to have the most
accurate contact information in our records.

Download the "**Alumni Profile Form**"
from our website. Complete the form and
email it to Kirsten Miller at
kmiller@health.usf.edu.

Valedictorian Speech

Welcome Class 11 graduates, co-workers, family members, friends and faculty. Welcome Class 12 scholars.

On behalf of Class 11 graduates, we would like to express our gratitude to Dr. Michael Reid, and the faculty of USF for all your wisdom and tireless dedication to us and all those before us.

To our families, we thank all of you for your support and sacrifice you have made for each graduate here today. We are honored that you are here to share in our celebration.

Graduation, the day all of us have been waiting for has finally arrived. It seems like yesterday when we started our first session one year ago, a roomful of mostly strangers, warily eyeing each other, wondering what we were doing here, wondering where we were all going, and how we were ever going to negotiate the world of leadership, to which we had no map.

Today, we look at each other as fellow leaders and friends, and we share the knowledge that, when there is no map, we can create one. Where we once felt that leadership was a lonely life, we know that we are now each other's sounding boards. We have grown together over the past year, and some lasting friendships have been formed and memories that will never be forgotten. We have also developed our unique style of leadership, yet we share skills nurtured through our common experience at the PHLIF, and skills that are ours forever.

As the year unfolded, we shared our challenges and frustrations, our successes and failures, and also our celebrations. And yes, the party is here. There will never be a year like this again, and some of us may not cross paths again, nevertheless, our spirit, and our flame will live on within us, and within our incoming class. Congratulations to all of you seated here, you should be so proud today.

No matter what the future brings, no matter where our paths lead to, always remember: Class 11 leads the new decade and every decade yet to come. May your light burn bright, may you always find your inner voice, may your strength be a pillar for others, and may you lead from the heart.



Co-Valedictorians Kelli Maw (l) and Deanna AmRhein

PHLIF Class 11 Co-Valedictorians
Kelli Maw, Hernando County Health Department and
Deanna AmRhein, Orange County Health Department

“Silos and Souls”

Dr. Reid addressed Class 11, incoming scholars of Class 12, Alumni, friends, family and guests with some important words of wisdom:

- Leave this program and work toward fulfilling your visions and addressing your values. Become even more aware of the policies and procedures that surround you.
- Bureaucracy requires compassionate leadership. Bureaucracy can be seen as silos – often we find ourselves staying on the rungs of the silo ladders, going up and down, doing our every day work, attending to our every day work needs. Doing your job, you may look around and see other silos – and other workers going up and down the rungs. Some people will not do anything – they will continue their pacing, focusing only on each rung of the ladder – but when true leadership emerges, we take one hand off of the rung and reach across the way - we contact others. It is a risk – we may get slapped, or worse, ignored – we may be seen as a troublemaker with lots of others hanging all around us, afraid to do the same. It takes trust, it involves risk taking, it involves communication. But this is critical to your success, it is urgent to your role as a leader and as an individual.
- Kelli Maw read from the poem “Invictus” – always remember that your soul is yours. You are the only master of your fate. Bureaucracy can claim your soul or you can be the keeper. Look over to that other silo. Take your hand off of the rung. Reach out. Souls reaching out to other souls is the way.

What is the Well You Draw on For Inspiration?

The keynote address for the Class 11 graduation ceremony was presented by Mr. Patrick Libbey. Mr. Libbey is the Executive Director of the National Association of County and City Health Officials (NACCHO). Under his leadership, NACCHO supports efforts that protect and improve the health of all people and communities by promoting national policy, developing resources and programs, seeking health equity and supporting effective local public health practice and systems.

Mr. Libbey challenged the graduates to “start thinking about what you can take”:

Take Responsibility – public health needs to be more accountable – ready to be measured, answerable in ways the community understands. The right things and strategic thinking leads to constituent support. You do good work, you should be proud.

Take Charge – Comfort zones, collaboration – as a result, not seen by partners – stand up and assert your role, assure the community they are being served by a competent workforce. Rethink your role and influence, do the right things right.

Take Credit – not about ego, but people don’t know the value public health gives to their community unless we tell them! Build a constituency – too often we are invisible - “health care for disadvantaged people”. Do a better job of taking credit for what we do! Identify measurable achievements – create logos, communicate to the public!

Take Care – of yourself. Events of Post 9/11 have changed how we feel. “When will we go back to normal?” Normal is just a setting on your dryer. Normal has changed. Leaders are assets and resources – we are important to the well-being of the public health and the community.

He concluded with a few questions for the class to consider:

- Do you see challenges as invigorating opportunities?
- Are we in public health joyful? Humor – why isn’t what we do seen as funny? Nothing is funnier than the human condition – see the joy in it.
- Do you “awfulize” everything? In public health we tend to “awfulize” everything. But not everything we do and touch is a tragedy. Yet we slide into that notion and as a result that is how people tend to see us. Then, those things that really should engender tragedy are desensitized.
- Who can remember that last time you really laughed? Laughter is healthy. Fun and joy is healthy - in our lives and work. Find the joy in what we do.
- Do we celebrate enough? Where do you spend your psychic energy? We move too quickly out of success. Celebrate before you move on!
- What are the healthy habits in your life? Your own life is critical. Behave as if it is.
- How many of you have a passion? Find something to throw yourself into that you are passionate about – and take it.



Alumni Spotlight: Heidar Heshmati

Brevard County Health Department Honored for Excellence in Public Health

Brevard County, Florida - The National Association of County and City Health Officials (NACCHO) honored the Brevard County Health Department for implementing programs that demonstrate exemplary and replicable qualities in response to local public health need. This year out of 29 local public health programs selected from across the nation to receive NACCHO's Model Practice Award, the Brevard County Health Department has the distinction of receiving two awards, **Coordinated Care Special Needs Shelter Project** and **Cruise Ship Rapid Immunization Response**.

One of Brevard's model practice awards, directly impacts the health and safety of the medically vulnerable population. The **Coordinated Care Special Needs Shelter Project** seeks to bring both public and private agencies and vendors together to map a strategy of care for those medically fragile individuals who must be sheltered due to disaster. Brevard's second Model Practice Award, **Cruise Ship Rapid Immunization Response** puts into place a system for quick response by a health department and it's partners to respond to any infectious disease that can be mitigated through mass immunization. These two model practices have been put to the test both during the 2004 hurricane season and in response to communicable disease outbreaks on cruise ships docking at Port Canaveral.

"We are proud to receive two of NACCHO's Model Practice Awards. The awards are evidence of our commitment and of our partners to develop responsive and innovative public health programs to improve the health of our community," said Dr. Heidar Heshmati (PHLIF Class 3), director of the Brevard County Health Department.

A committee of peers selected the Brevard County Health Department's two projects from a group of 118 local health department applications. The Model Practice Awards Program honors initiatives – including programs, resources, and tools – that demonstrate how local health departments and their community partners can effectively collaborate to address local public health concerns. Each of these programs will become part of an online, searchable database of successful public health practices in areas ranging from immunizations and maternal and child health to infectious diseases and emergency preparedness. The database will allow NACCHO to share information about what is working across the country in local public health.

"We are proud to receive two of NACCHO's Model Practice Awards."

"The Brevard County Health Department joins a special group of health departments that have exemplified the forward thinking, proactive attitude as our nation's public health system," said NACCHO President Bobby Pestronk. "NACCHO congratulates the Brevard County Health Department on this important recognition."

Two NACCHO Presidents, Bobby Pestronk and Poki Namkung, announced that Brevard County Health Department is the only county health department in the United States to receive nine model practices during the last four years. For more information about NACCHO and the Model Practice Awards, go to www.naccho.org.

Florida Center for Public Health Preparedness



Trainings currently scheduled for the Fall/Winter include:

November 2007

Pinellas County Field Investigator Response & Surveillance Training (FIRST)

December 2007

Monroe County Intermediate Field Investigator Response & Surveillance Training (I-FIRST2)

Suwannee County Intermediate Field Investigator Response & Surveillance Training (I-FIRST)

January 2008

Lake County Field Investigator Response & Surveillance Training (FIRST)

Hernando County Field Investigator Response & Surveillance Training (FIRST)

Alachua County Intermediate Field Investigator Response & Surveillance Training (I-FIRST2)

Dates and locations subject to change. For more information about the training schedule or other programs offered by the FCPHP, please contact Pam Price (pprice@health.usf.edu) or visit www.fcphp.usf.edu.

Training programs for the 2007 - 2008 program year include:

Disaster Behavioral Health First Aid Specialist Training (B-FAST)

This 4 hour course provides public health workers and other professionals with the necessary knowledge and skills to effectively recognize and respond to the initial behavioral health needs of disaster survivors and rescuers.

Disaster Behavioral Health First Aid Specialist Training with Children (C-FAST)

This 4 hour course provides public health workers and other professionals with the necessary knowledge and skills to effectively recognize and respond to the initial behavioral health needs of children and adolescent disaster survivors.

Disaster Behavioral Health First Aid Specialist Training for Responders (R-FAST)

The goal of this 4 hour course is to help Florida Department of Health staff and their community partners prevent and mitigate the adverse effects of critical incident stress and related disorders associated with disaster work.

Disaster Behavioral Health First Aid Services Training for Special Needs Shelter Staff (S-FAST)

This 4 hour course provides public health workers and other professionals with the necessary awareness, knowledge, and skill to effectively recognize and respond to the initial behavioral health needs of special populations in disaster.

Field Investigator Response and Surveillance Training (FIRST)

This one-day course was developed to help public health staff who may be called upon during a surge capacity event, develop the abilities needed to assist in epidemiology investigations at times when staff capacity is overburdened.

Intermediate Field Investigator Response and Surveillance Training (I-FIRST & I-FIRST2)

These courses aim to develop the knowledge, skills, and abilities of public health workers who may be deployed on Field Epidemiology Strike Teams in order to assist in disease investigations during surge capacity. I-FIRST specifically addresses GI illnesses of unknown etiology and avian influenza. I-FIRST2 addresses anthrax and plague.

Assuring Cultural Competence in Disaster Response

This online course aims to prepare public health professionals for their functional roles in disaster response by offering culturally competent disaster interventions to survivors, witnesses, and responders of bioterrorism and other major public health threats and disasters.

Understanding Compassion Fatigue

This online course aims to help public health workers and other professionals combat the potential adverse psychological effects of performing their functional roles and professional responsibilities in bioterrorism preparedness, response and recovery.

Disaster Stress: Resistance & Resilience

This online program was developed to provide public health workers and other professionals with the necessary awareness, knowledge, and skills to effectively recognize common reactions and responses to disasters and critical incident stress.

For course descriptions, objectives, and information, please visit www.fcphp.usf.edu.