



National Network of Public Health Institutes (NNPHI) Strategic Scholars Program Q&A

Q. Can tribal and/or territorial health departments apply?

A. Yes! State, tribal, territorial and local health departments are all eligible to apply.

Q. How many applications do you usually receive?

A. Last year, we received 70 applications for 10 teams.

Q. How many teams will be selected?

A. Approximately 5 team of 2-6 members will be selected.

Q. Is there a cost to participate?

A. No! This program is funded through CDC and there is no cost to participants.

Q. Is travel required?

A. All activities will be virtual, no travel required.

Q. Can I apply as an individual?

A. No, we are only open to team applications.

Q. Can more than one team from a health department apply?

A. Yes, but keep in mind that we want to equitably distribute the opportunity so two teams can apply, but only one would be selected.

Q. Can health departments who have participated in previous cohorts apply?

A. Yes, but, as in the previous question above, new applicants would be prioritized so that the opportunity is shared with as many departments as possible.

Q. What are the selection criteria?

A. We will look at several components, see the actual application: team composition, how the program will benefit your department/community, how participation aligns with organizational mission/vision, potential areas of change in your department, an example of a past change initiative. In addition, we will strive to have a broad representation of different types and sizes of departments, and geographic diversity.

Q. What is the estimated time commitment?

A. Please see the Curriculum Components Table. Each component of the program is described and has a corresponding estimated time commitment.

Q. Do teams only have to be comprised of one organization? For example, could our team involve members from state, local HDs and/or a community-based organization?

A. TBD



Q. How can a community health worker apply to this program?

A. CHWs are great example of frontline staff that we would like to see as part of the team. Refer to the characteristics of a strong/effective team in the program description.

Q. I am hesitant to apply because I just started my position here and lack the knowledge base in the history of change.

A. We have had applicants in the past who were also new to their roles. This is an excellent opportunity for new staff.

Q. Do we have to have a project in mind?

A. No. You can develop your project over the duration of the course and you will be supported in this by your team and your coach.

Q. How have health departments credited this program with things they later accomplished?

A. The CDC Evaluation team completed a series of interviews with participants six months after they completed the program. That analysis is underway.

Q. Do you have any feedback from other HD who have participated?

A. Yes. We had short feedback surveys at the end of each session and then at the end of the entire course. Participants generally indicated that they learned from the modules, valued receiving the certificate, benefited from receiving coaching and improved collaboration within their department.

Q. Do you know when PHIT registration will launch?

A. Look for PHIT registration by the end of February.

Q. What is the right composition of people to make up a team?

A. The ideal composition would be a multi-level team, representing programmatic and/or frontline staff who the change will directly affect and know the content/subject matter that the change involves, mid-level management, performance improvement staff and leadership. You will want to select a team of individuals who believe in the proposed change and have a good reputation within the organization, either as someone to be trusted and/or as someone who has successfully led the organization through a change process in the past.

Q. Is direct service within a department required for consideration?

A. Direct service is not required to participate. The change project the team chooses to work on can be an internal facing organizational change or an external facing change that involves stakeholders outside of the organization and/or the community it serves. In the application, detail who the change will impact the community/stakeholders that you serve and work on behalf of. This will vary based on the type of change you are proposing and the type of health department you are from. State health departments may find that their proposed change will most directly improve the work of local health departments, so local health departments would be the community served.



Q. Wondering on the scale of change-neutral or even change resisters/ often gatekeepers for the change?

A. While it is very important to pay attention to change resisters, it is most appropriate to have the change team be comprised of individuals who are in support of the change as they must believe in the change they are leading and act as change agent. Resistance is often an indicator that something important is at risk of being lost (real or perceived risk) and in the course we cover resistance and how to approach and mitigate it thoroughly.