

## University of Guelph MPH Learning Outcomes

The following are the Public Health Agency's Core Competencies for Public Health. The bullets below each of the competencies are the University of Guelph MPH program's learning objectives to meet those competencies.

### Public Health Sciences

1.1 Demonstrate knowledge about the following concepts: the health status of populations, inequities in health, the determinants of health and illness, strategies for health promotion, disease and injury prevention and health protection, as well as the factors that influence the delivery and use of health services.

- Identify the determinants of health (biological, social, cultural, economic and physical), and understand how health inequities in different context influence the overall health of populations

1.2 Demonstrate knowledge about the history, structure and interaction of public health and health care services at local, provincial/ territorial, national, and international levels.

- Explain the historical evolution of public health and healthcare services at local, provincial/territorial and national level
- Describe how public health is structured, operates, and is funded at the local, provincial/territorial, and federal levels
- Describe national and provincial regulatory programs, guidelines, and authorities that control environmental health issues.

1.3 Apply the public health sciences to practice.

- Develop a research question and select an appropriate methodology to address a specific public health issue and population
- Develop data collection tools to address a specific health issue
- Evaluate the strengths and weaknesses of epidemiologic study designs and methods
- Identify public health needs within a specific population, and design a social marketing campaign to address identified gaps

1.4 Use evidence and research to inform health policies and programs.

- Demonstrate the ability to understand, analyze, and utilize evidence and research to inform programs, strategies and recommendations for public health policy and programs

1.5 Demonstrate the ability to pursue lifelong learning opportunities in the field of public health.

- \*\*Not measurable. It's more long-term (after the program ends)

### Assessment and Analysis

2.1 Recognize that a health concern or issue exists.

- Demonstrate the ability to conduct a needs assessment for a specific population
- Recognize unintended health consequences from specific public health policies
- Analyze results of an epidemiological study (measures of association/effect) to recognize factors influencing a health issue

2.2 Identify relevant and appropriate sources of information, including community assets and resources.

- Demonstrate knowledge and understanding of the different sources of information (e.g. provincial databases, websites) available
- Critically appraise existing scientific literature and health reports for effectively utilizing appropriate evidence

2.3 Collect, store, retrieve and use accurate and appropriate information on public health issues.

- Demonstrate the ability to retrieve important information on public health issues as needed through databases, communication portfolios, community resources, and grey literature
- Appraise systematic reviews and meta-analyses to determine the most effective programs/policies on health behaviours/outcome

2.4 Analyze information to determine appropriate implications, uses, gaps and limitations.

- Utilize statistical techniques and common software packages (Stata, R) to manipulate data, analyze data sets, and interpret results of analyses
- Calculate and interpret measures of association and measures of effect
- Analyze qualitative data to determine appropriate implications, uses, gaps, and limitations

2.5 Determine the meaning of information, considering the current ethical, political, scientific, socio-cultural and economic contexts.

- Understand the current ethical, political, scientific, socio-cultural and economic contexts of a specific population or health event

2.6 Recommend specific actions based on the analysis of information.

- Formulate appropriate recommendations based on data analyses and results to improve the current health status of populations.

### **Policy and program planning, implementation and evaluation**

3.1 Describe selected policy and program options to address a specific public health issue.

- Display ability to create and/or choose policy and program options to address a specific public health issue
- Conduct an environmental scan to identify policy and program options for addressing a specific public health issue
- Develop health behaviour change intervention programs targeted at populations at risk for specific public health issues
- Develop mechanisms to monitor and evaluate programs for their effectiveness, efficiency, utility, and impact

3.2 Describe the implications of each option, especially as they apply to the determinants of health and recommend or decide on a course of action.

- Identify and analyze different policy options, summarize the overall public health implications of each option, and make an appropriate course of action to address a specific public health issue

3.3 Develop a plan to implement a course of action taking into account relevant evidence, legislation, emergency planning procedures, regulations and policies.

- Develop a plan to implement a course of action considering relevant evidence, legislation, regulations and policies.

3.4 Implement a policy or program and/or take appropriate action to address a specific public health issue.

- Demonstrate the ability to develop public health intervention implementation plan

3.5 Demonstrate the ability to implement effective practice guidelines.

- Consolidate existing knowledge synthesis documents to create instructional documents for use in the public health field

3.6 Evaluate an action, policy or program.

- Develop an evaluation plan for an action, policy, or program
- Differentiate and develop formative, process and outcome evaluation plans
- Develop evaluation tools to monitor the effectiveness, efficiency, utility, and impact of an action, policy, or program

3.7 Demonstrate an ability to set and follow priorities, and to maximize outcomes based on available resources.

- Prepare a program budget with resource justifications
- Understand how to create a grant proposal with resource justifications

3.8 Demonstrate the ability to fulfill functional roles in response to a public health emergency.

- Understand the role and responsibility of public health in the event of a community emergency
- Understand and apply aspects of emergency management when a public health emergency arises
- Understand the best practices in emergency management

### **Partnerships, collaboration and advocacy**

4.1 Identify and collaborate with partners in addressing public health issues.

- Collaborate with external partners or community organizations to create a business plan
- Identify critical stakeholders for the planning, implementation, and evaluation of public health programs, policies, and interventions

4.2 Use skills such as team building, negotiation, conflict management and group facilitation to build partnerships.

- Develop and apply skills such as team building, negotiation, conflict management, and group facilitation while working with colleagues and community partners

4.3 Mediate between differing interests in the pursuit of health and well-being, and facilitate the allocation of resources.

- Work within groups to appropriately distribute resources and capacity when developing public health interventions

4.4 Advocate for healthy public policies and services that promote and protect the health and well-being of individuals and communities.

- Distinguish between population and individual ethical considerations in relation to the benefits, costs, and burdens of public health programs.

## **Diversity and Inclusiveness**

5.1 Recognize how the determinants of health (biological, social, cultural, economic and physical) influence the health and well-being of specific population groups.

- Demonstrate understanding of how the determinants of health (biological, social, cultural, economic and physical) influence the health and well-being of specific population groups.

5.2 Address population diversity when planning, implementing, adapting and evaluating public health programs and policies.

- Describe how behavioural, cultural, political, and social factors relate to health inequities across diverse populations and affect health status and behaviour

5.3 Apply culturally relevant and appropriate approaches with people from diverse cultural, socioeconomic and educational backgrounds, and persons of all ages, genders, health status, sexual orientations and abilities.

- Utilize appropriate and sensitive language for the development of health messages

## **Communication**

6.1 Communicate effectively with individuals, families, groups, communities and colleagues.

- Practice how to visually and verbally communicate effectively with lay, non-professional, and professional audiences
- Practice how to communicate effectively through writing with lay, non-professional, and professional audiences
- Describe and demonstrate an understanding of the major elements of public health communications

6.2 Interpret information for professional, nonprofessional and community audiences.

- Interpret, summarize and present information using plain language for community audiences
- Interpret, summarize and present information for professional audiences

6.3 Mobilize individuals and communities by using appropriate media, community resources and social marketing techniques.

- Utilize communication skills through a variety of mediums, including briefing notes, press releases, infographics, videos, blog posts, and presentations for a variety of target audiences
- Explain scientific and public health information to different audiences using plain language skills

6.4 Use current technology to communicate effectively.

- Utilize current technology, such as social media, video, and infographics to communicate effectively

## **Leadership**

7.1 Describe the mission and priorities of the public health organization where one works, and apply them in practice.

- Understand and critically assess the key components of a mission statement

7.2 Contribute to developing key values and a shared vision in planning and implementing public health programs and policies in the community.

- Develop strategies to motivate others for collaborative problem solving, decision-making and evaluation

7.3 Utilize public health ethics to manage self, others, information and resources.

- Demonstrate an understanding of public health ethics when developing public health interventions
- Demonstrate an understanding of professional public health ethics

7.4 Contribute to team and organizational learning to advance public health goals.

- Engage in dialogue and learning from colleagues to advance public health goals

7.5 Contribute to maintaining organizational performance standards.

- Understand continuous improvement strategies and utilize them in planning a public health intervention

7.6 Demonstrate an ability to build community capacity by sharing knowledge, tools, expertise, and experience.

- Develop a public health intervention that incorporates critical information from stakeholders and other community members