



**School of Allied Health and Life Sciences
Master of Public Health**

TABLE OF COMPETENCIES FOR MPH INTERNSHIPS[‡]

The internship is an integral part of the MPH curriculum. It is intended to broaden the student’s perspectives and provide practical experience to complement the theory and content learned in didactic courses. To this end, the School of Allied Health and Life Sciences believes that at the conclusion of the internship experience the MPH candidate must be able to demonstrate the following competencies:

Master of Public Health - Internship Competencies Discipline-specific Competency Identification and Specification
--

Biostatistics-based Competencies		Check if applicable to proposed internship project
Biostatistics is the development and application of statistical reasoning and methods in addressing, analyzing and solving problems in public health; health care; and biomedical, clinical and population-based research.		
A1	Describe the roles biostatistics serves in the discipline of public health.	
A2	Distinguish among the different measurement scales and the implications for selection of statistical methods to be used based on these distinctions.	
A3	Apply descriptive techniques commonly used to summarize public health data.	
A4	Describe basic concepts of probability, random variation and commonly used statistical probability distributions.	
A5	Apply common statistical methods for inference.	
A6	Describe preferred methodological alternatives to commonly used statistical methods when assumptions are not met.	
A7	Apply descriptive and inferential methodologies according to the type of study design for answering a particular research question.	
A8	Interpret results of statistical analyses found in public health studies.	
A9	Develop written and oral presentations based on statistical analyses for both public health professionals and educated lay audiences.	
A10	Apply basic informatics techniques with vital statistics and public health records in the description of public health characteristics and in public health research and evaluation.	

Environmental Health-based Competencies		Check if applicable to proposed internship project
Environmental health sciences represent the study of environmental factors including biological, physical and chemical factors that affect the health of a community.		
B1	Specify approaches for assessing, preventing and controlling environmental hazards that pose risks to human health and safety.	
B2	Describe the direct and indirect human, ecological and safety effects of major environmental and occupational agents.	
B3	Specify current environmental risk assessment methods.	
B4	Describe genetic, physiologic and psychosocial factors that affect susceptibility to adverse health outcomes following exposure to environmental hazards.	
B5	Discuss various risk management and risk communication approaches in relation to issues of environmental justice and equity.	
B6	Explain the general mechanisms of toxicity in eliciting a toxic response to various environmental exposures.	
B7	Develop a testable model of environmental insult.	
B8	Describe federal and state regulatory programs, guidelines and authorities that control environmental health issues.	

[‡] Table appears in **Master of Public Health Internship Guide** and supports these forms: [Internship Approval Form](#), and [Monthly Internship Review Form](#).

Master of Public Health - Internship Competencies
Discipline-specific Competency Identification and Specification
(cont.)

Epidemiology-based Competencies		Check if applicable to proposed internship project
Epidemiology is the study of patterns of disease and injury in human populations and the application of this study to the control of health problems.		
C1	Explain the importance of epidemiology for informing scientific, ethical, economic and political discussion of health issues.	
C2	Describe a public health problem in terms of magnitude, person, time and place.	
C3	Apply the basic terminology and definitions of epidemiology.	
C4	Identify key sources of data for epidemiologic purposes.	
C5	Calculate basic epidemiology measures.	
C6	Evaluate the strengths and limitations of epidemiologic reports.	
C7	Draw appropriate inferences from epidemiologic data.	
C8	Communicate epidemiologic information to lay and professional audiences.	
C9	Comprehend basic ethical and legal principles pertaining to the collection, maintenance, use and dissemination of epidemiologic data.	
C10	Identify the principles and limitations of public health screening programs.	

Health Care Policy and Administration-based Competencies		Check if applicable to proposed internship project
Health policy and management is a multidisciplinary field of inquiry and practice concerned with the delivery, quality and costs of health care for individuals and populations. This definition assumes both a managerial and a policy concern with the structure, process and outcomes of health services including the costs, financing, organization, outcomes and accessibility of care.		
D1	Identify the main components and issues of the organization, financing and delivery of health services and public health systems in the US.	
D2	Discuss the policy process for improving the health status of populations.	
D3	Describe the legal and ethical bases for public health and health services.	
D4	Apply quality and performance improvement concepts to address organizational performance issues.	
D5	Demonstrate leadership skills for building partnerships.	
D6	Apply principles of strategic planning and marketing to public health.	
D7	Communicate health policy and management issues using appropriate health channels and technologies.	
D8	Apply the principles of program planning, development, budgeting, management and evaluation in organizational and community initiatives.	
D9	Explain methods of ensuring community health safety and preparedness.	
D10	Apply "systems thinking" for resolving organizational problems.	

Social and Behavioral Sciences-based Competencies		Check if applicable to proposed internship project
The social and behavioral sciences in public health address the behavioral, social and cultural factors related to individual and population health and health disparities over the life course. Research and practice in this area contributes to the development, administration and evaluation of programs and policies in public health and health services to promote and sustain healthy environments and healthy lives for individuals and populations.		
E1	Describe the role of social and community factors in both the onset and solution of public health problems.	
E2	Identify the causes of social and behavioral factors that affect health of individuals and populations.	
E3	Identify basic theories, concepts and models from a range of social and behavioral disciplines that are used in public health research and practice.	
E4	Apply ethical principles to public health program planning, implementation and evaluation.	
E5	Specify multiple targets and levels of intervention for social and behavioral science programs and/or policies.	
E6	Identify individual, organizational and community concerns, assets, resources and deficits for social and behavioral science interventions.	
E7	Apply evidence-based approaches in the development and evaluation of social and behavioral science interventions.	
E8	Describe the merits of social and behavioral science interventions and policies.	
E9	Describe steps and procedures for the planning, implementation and evaluation of public health programs, policies and interventions.	
E10	Identify critical stakeholders for the planning, implementation and evaluation of public health programs, policies and interventions.	

Master of Public Health - Internship Competencies
Cross-cutting and Public Health Biology Competency Identification and Specification

Communications and Informatics-based Competencies		Check if applicable to proposed internship project
The ability to collect, manage and organize data to produce information and meaning that is exchanged by use of signs and symbols; to gather, process, and present information to different audiences in-person, through information technologies, or through media channels, and to strategically design the information and knowledge exchange process to achieve specific objectives.		
F1	Apply theory and strategy-based communication principles across different settings and audiences.	
F2	Describe how societal, organizational, and individual factors influence and are influenced by public health communications.	
F3	Discuss the influences of social, organizational and individual factors on the use of information technology by end users.	
F4	Describe how the public health information infrastructure is used to collect, process, maintain, and disseminate data.	
F5	Demonstrate effective written and oral skills for communicating with different audiences in the context of professional public health activities.	
F6	Use informatics methods and resources as strategic tools to promote public health.	
F7	Use information technology to access, evaluate, and interpret public health data.	
F8	Use informatics and communication methods to advocate for community public health programs and policies.	
F9	Collaborate with communication and informatics specialists in the process of design, implementation, and evaluation of public health programs.	
F10	Apply legal and ethical principles to the use of information technology and resources in public health settings.	

Diversity/Culture-based Competencies		Check if applicable to proposed internship project
The ability to interact with both diverse individuals and communities to produce or impact an intended public health outcome.		
G1	Differentiate among availability, acceptability, and accessibility of health care across diverse populations.	
G2	Describe the roles of, history, power, privilege and structural inequality in producing health disparities.	
G3	Use the basic concepts and skills involved in culturally appropriate community engagement and empowerment with diverse communities.	
G4	Discuss the importance and characteristics of a sustainable diverse public health workforce.	
G5	Explain why cultural competence alone cannot address health disparity.	
G6	Cite examples of situations where consideration of culture-specific needs resulted in a more effective modification or adaptation of a health intervention.	
G7	Develop public health programs and strategies responsive to the diverse cultural values and traditions of the communities being served.	
G8	Apply the principles of community-based participatory research to improve health in diverse populations.	
G9	Differentiate between linguistic competence, cultural competency, and health literacy in public health practice.	
G10	Explain how professional ethics and practices relate to equity and accountability in diverse community settings.	

Leadership-based Competencies		Check if applicable to proposed internship project
The ability to create and communicate a shared vision for a changing future; champion solutions to organizational and community challenges; and energize commitment to goals.		
H1	Describe the attributes of leadership in public health.	
H2	Describe alternative strategies for collaboration and partnership among organizations, focused on public health goals.	
H3	Demonstrate team building, negotiation, and conflict management skills.	
H4	Articulate an achievable mission, set of core values, and vision.	
H5	Demonstrate transparency, integrity, and honesty in all actions.	
H6	Develop strategies to motivate others for collaborative problem solving, decision-making, and evaluation.	
H7	Demonstrate team building methods for achieving organizational and community health goals.	
H8	Engage in dialogue and learning from others to advance public health goals.	
H9	Apply social justice and human rights principles when addressing community needs.	

Master of Public Health - Internship Competencies
Cross-cutting and Public Health Biology Competency Identification and Specification
(cont.)

Professionalism-based Competencies		Check if applicable to proposed internship project
The ability to demonstrate ethical choices, values and professional practices implicit in public health decisions; consider the effect of choices on community stewardship, equity, social justice and accountability; and to commit to personal and institutional development.		
I1	Embrace a definition of public health that captures the unique characteristics of the field (e.g., population-focused, community-oriented, prevention-motivated and rooted in social justice) and how these contribute to professional practice.	
I2	Discuss sentinel events in the history and development of the public health profession and their relevance for practice in the field.	
I3	Analyze determinants of health and disease using an ecological framework.	
I4	Apply the core functions of assessment, policy development, and assurance in the analysis of public health problems and their solutions.	
I5	Promote high standards of personal and organizational integrity, compassion, honesty and respect for all people.	
I6	Distinguish between population and individual ethical considerations in relation to the benefits, costs, and burdens of public health programs.	
I7	Apply basic principles of ethical analysis (e.g. the Public Health Code of Ethics, human rights framework, other moral theories) to issues of public health practice and policy.	
I8	Apply evidence-based principles and the scientific knowledge base to critical evaluation and decision-making in public health.	
I9	Analyze the potential impacts of legal and regulatory environments on the conduct of ethical public health research and practice.	
I10	Appreciate the importance of working collaboratively with diverse communities and constituencies (e.g. researchers, practitioners, agencies and organizations).	
I11	Value commitment to lifelong learning and professional service.	

Program Planning-based Competencies		Check if applicable to proposed internship project
The ability to plan for the design, development, implementation, and evaluation of strategies to improve individual and community health.		
J1	In collaboration with others, prioritize individual, organizational, and community concerns and resources for public health programs.	
J2	Describe how social, behavioral, environmental, and biological factors contribute to specific individual and community health outcomes.	
J3	Differentiate among goals, measurable objectives, related activities, and expected outcomes for a public health program.	
J4	Explain the contribution of logic models in program development, implementation, and evaluation.	
J5	Describe the tasks necessary to assure that program implementation occurs as intended.	
J6	Differentiate the purposes of formative, process, and outcome evaluation.	
J7	Prepare a program budget with justification.	
J8	Explain how the findings of a program evaluation can be used.	
J9	Differentiate between qualitative and quantitative evaluation methods in relation to their strengths, limitations, and appropriate uses.	
J10	Assess the quality and utility of evaluation reports.	

Systems Thinking-based Competencies		Check if applicable to proposed internship project
The ability to recognize system level properties that result from dynamic interactions among human and social systems and how they affect the relationships among individuals, groups, organizations, communities, and environments.		
K1	Identify characteristics of a system.	
K2	Identify unintended consequences produced by changes made to a public health system.	
K3	Provide examples of feedback loops and "stocks and flows" within a public health system.	
K4	Explain how systems (e.g. individuals, social networks, organizations, and communities) may be viewed as systems within systems in the analysis of public health problems.	
K5	Explain how systems models can be tested and validated.	
K6	Explain how the contexts of gender, race, poverty, history, migration, and culture are important in the design of interventions within public health systems.	
K7	Illustrate how changes in public health systems (including input, processes, and output) can be measured.	
K8	Analyze inter-relationships among systems that influence the quality of life of people in their communities.	
K9	Analyze the effects of political, social and economic policies on public health systems at the local, state, national and international levels.	
K10	Analyze the impact of global trends and interdependencies on public health related problems and systems.	

Public Health Biology-based Competencies		Check if applicable to proposed internship project
The ability to incorporate public health biology – the biological and molecular context of public health – into public health practice.		
L1	Explain the role of biology in the ecological model of population-based health.	
L2	Integrate general biological and molecular concepts into public health.	
L3	Explain the biological and molecular basis of public health.	
L4	Articulate how biological, chemical and physical agents affect human health.	
L5	Apply biological principles to development and implementation of disease prevention, control, or management programs.	
L6	Describe how behavior alters human biology.	
L7	Specify the role of the immune system in population health.	
L8	Explain how genetics and genomics affect disease processes and public health policy and practice.	
L9	Identify the ethical, social and legal issues implied by public health biology.	
L10	Apply evidence-based biological and molecular concepts to inform public health laws, policies, and regulations.	

Master of Public Health - Internship Competencies
Professional Skills

Students are further expected to demonstrate a dedicated work ethic and consistent professionalism throughout the internship, as evidenced by these professional skills:

Professional Skills		Check if applicable to proposed internship project [all should apply]
Accomplishment of Assignments		
P1	Has acquired appropriate knowledge	_____
P2	Has acquired appropriate skills	_____
P3	Quality and accuracy of work	_____
P4	Work proceeds in orderly and organized fashion	_____
Reliability and Initiative		
P5	Works effectively with minimal supervision	_____
P6	Initiates appropriate actions and follows through to completion	_____
P7	Uses and manages time efficiently	_____
Communication Effectiveness		
P8	Comprehension of oral and written instructions	_____
P9	Communicates information orally with clarity	_____
P10	Written communication is complete, concise and accurate	_____
Interpersonal Relations		
P11	Accepts direction from supervisor	_____
P12	Accepts constructive criticism of performance	_____
P13	Works well with others	_____
Knowledge and Commitment		
P14	Overall quality of internship project	_____
P15	Understanding of project's relevance to public health field	_____
P16	Understanding of organization's role in the larger context of public health community	_____
P17	Commitment to the public health field	_____