



New to Public Health
RESIDENCY PROGRAM™

Annual Report

July 2025-June 2026

WELCOME

This year marked significant milestones including the successful completion of state-based cohorts, the launch of new cohorts, and continued progress towards program sustainability. N2PH has had many thoughtful, intentional conversations with a variety of partners to explore strategies to sustain and grow the program. On behalf of our N2PH team, I am very excited to share that the N2PH Residency Program will transition from the University of Wisconsin-Madison to become a de Beaumont Foundation initiative over the summer of 2026.

The de Beaumont Foundation is a nationally trusted organization dedicated to strengthening the public health workforce. This transition reflects de Beaumont's continued commitments to strengthening government public health agencies, supporting the public health workforce, and ensuring that new professionals are equipped to meet the challenges of the future. Their strong reputation, deep experience, and a stable foundation in workforce development will support the N2PH Residency Program continued growth. This transition was intentional and grounded in the shared belief that the N2PH Residency Program is an essential resource for the public health workforce.

I am sincerely grateful to the University of Wisconsin-Madison School of Nursing for their trust and support in establishing the N2PH Residency Program. Their early investment and steadfast commitment laid the foundation for the program's success. As we continue to expand our impact, I remain deeply appreciative of their lasting contribution in strengthening the public health workforce.



A handwritten signature in black ink that reads "Julianna Manske".

Julianna Manske
Program Manager

N2PH AT A GLANCE

The New to Public Health (N2PH) Residency Program is a first of its kind program designed to support early career professionals working in governmental public health practice over one year.

PURPOSE	<i>The New to Public Health Residency Program is designed to support early-career public health professionals employed in governmental public health practice.</i>
MISSION	<i>To create and sustain a transformative residency program that effectively transitions new professionals into their current and future roles in public health.</i>
VISION	<i>A thriving, engaged public health workforce.</i>
GOALS	<p><i>N2PH program graduates will be able to:</i></p> <ul style="list-style-type: none"> • <i>Apply learned concepts from the Foundational Public Health Services model to their public health professional practice.</i> • <i>Increase knowledge, skills, and confidence for competent public health practice.</i> • <i>Access tools and resources applicable to public health practice.</i> • <i>Apply health equity and social justice concepts to public health practice.</i> • <i>Demonstrate enhanced cultural competency knowledge and skills in their individual practice.</i> • <i>Research, plan, and present an evidence-based quality improvement project within their local health department or community.</i>

Residents learn about foundational areas and capabilities essential to public health practice as they build confidence and competence in their roles as public health professionals.¹ Key components of the program include:



Online learning course



Community of Practice



Mentorship



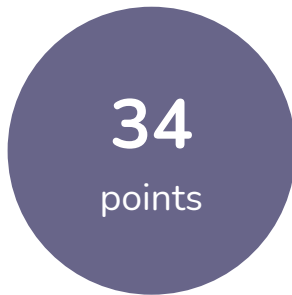
Evidence-Based Project

PROGRAM IMPACT

The N2PH Residency Program aims to support residents in their critical transition time into the field of public health in ways that result in:

- Greater **competency** for evidence-based public health practice
- Enhanced **confidence** in addressing the challenges of public health work
- **High satisfaction with their new jobs** and clear intentions to remain in public health practice, thus reducing organizational costs associated with turnover

Competence¹
increased by



Knowledge²
increased by



One-year post-program

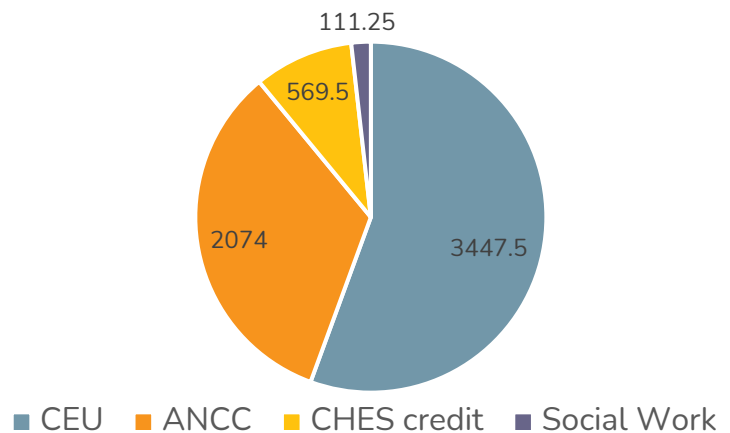


Competency and knowledge results are from Cohorts 16-21 | One-year results are from Cohorts 11-15

ACCREDITATION

Types of Credits Awarded FY26

The N2PH online learning course awards up to 77 continuing education units (CEUs) per learner. **6,202.25 total credits awarded in FY26.**



In support of improving patient care, UW-Madison ICEP is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC), to provide continuing education for the healthcare team.

1. The Council on Linkages Between Academia and Public Health Practice. (2017). Modified Version of the Core Competencies for Public Health Professionals. http://www.pfh.org/resourcestools/Pages/Modified_Core_Competencies_for_Public_Health_Professionals.aspx

2. Public Health National Center for Innovations (PHNCI). Foundational public health services in action. PHNCI. <https://phnci.org/uploads/resource-files/FPHS-Factsheet-2022.pdf> Published February 2022

CONGRATULATIONS N2PH ALUMNI

Cohorts 16-21 completed the N2PH Residency Program this year. Evaluation data and resident testimonials from these cohorts are included in this report.

	Cohort 16 State-based	Cohort 17 Traditional	Cohort 18 Traditional	Cohort 19 State-based	Cohort 20 Traditional	Cohort 21 State-based
Number of residents who graduated	20	15	20	27	9	13
Number of states represented	Illinois	7	6	Iowa	6	Virginia

Congratulations to the states of Illinois, Iowa, and Virginia who each graduated their first cohort of residents!



"As a public health nurse working with diverse and high-need populations, N2PH empowered me to move beyond reacting to problems and instead design proactive, evidence-based interventions—particularly in areas like chronic disease management, and health equity.

Most importantly, the program increased my confidence to sit at decision-making tables, use data to advocate for change, and lead initiatives that address root causes rather than symptoms of public health challenges."

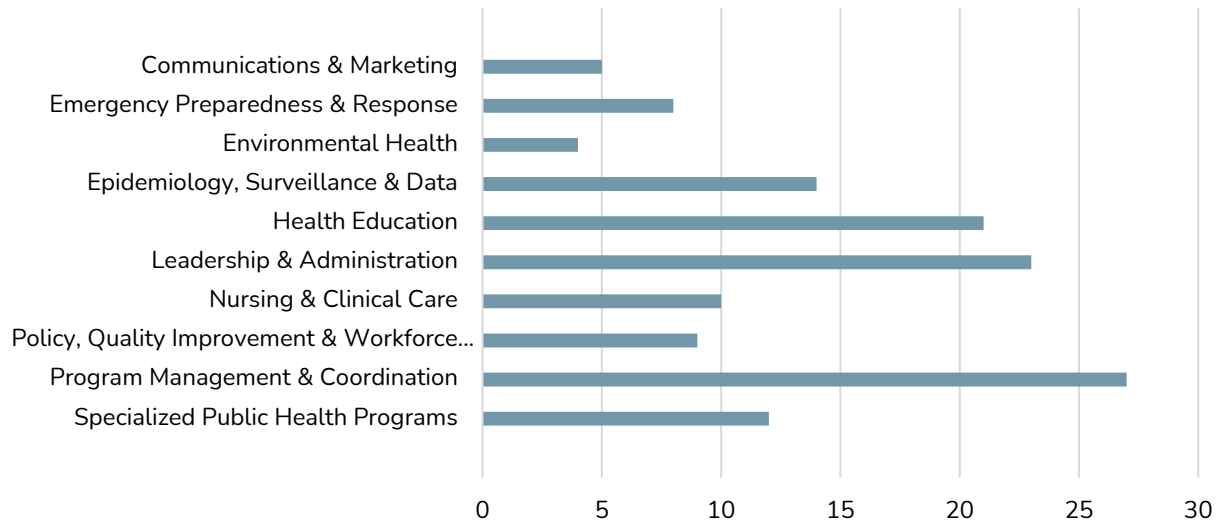


Deandra F.
Cohort 17
Public Health Nurse

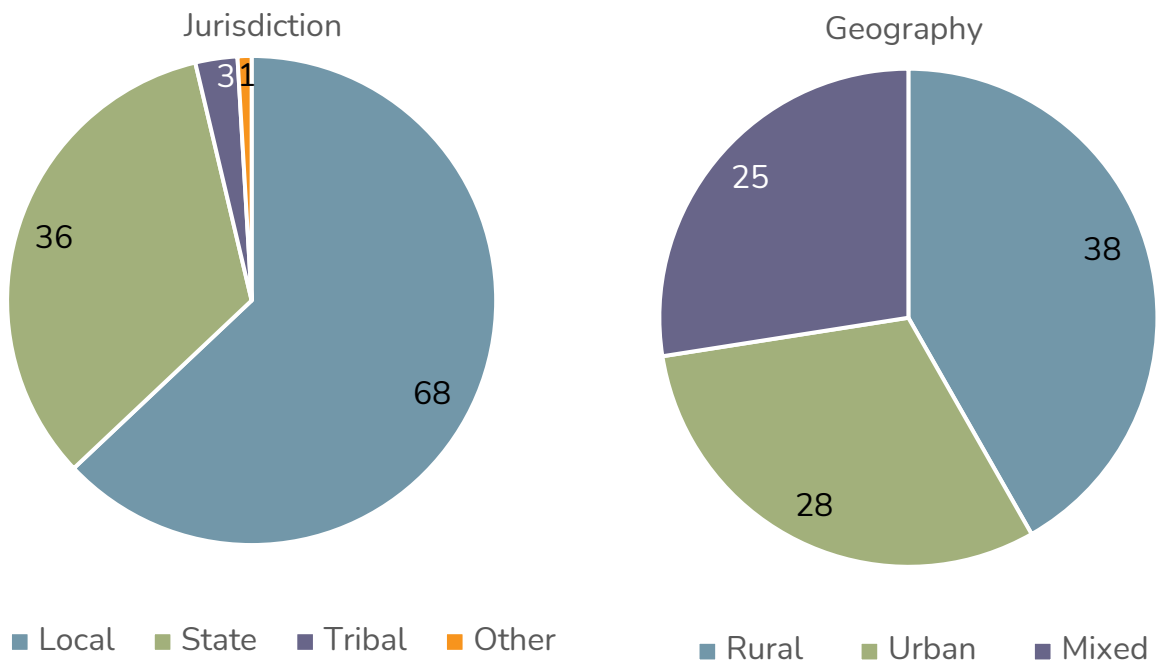
RESIDENT PROFILE

N2PH Residents work in a variety of roles, typically at a governmental public health organization. Some work for community-based, academic, or federally funded organizations.

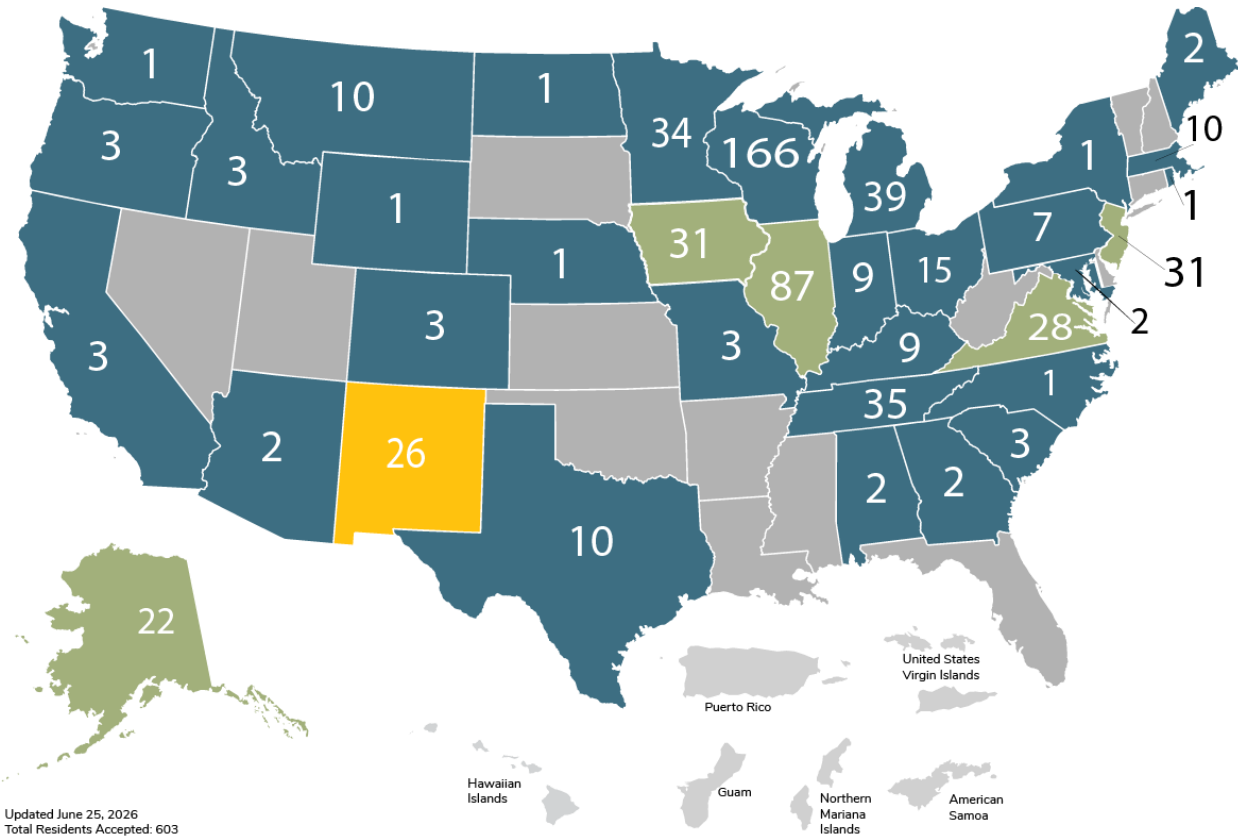
Job Title Categories of Residents



Types of Organizations Residents Work For



A GROWING NUMBER OF RESIDENTS ACROSS THE UNITED STATES



This image represents the number of people accepted to the N2PH Residency Program per state or territory.
Key: ■ Traditional cohorts ■ State-based cohorts ■ Both types of cohorts

To date, **603 residents** have been accepted to N2PH cohorts.

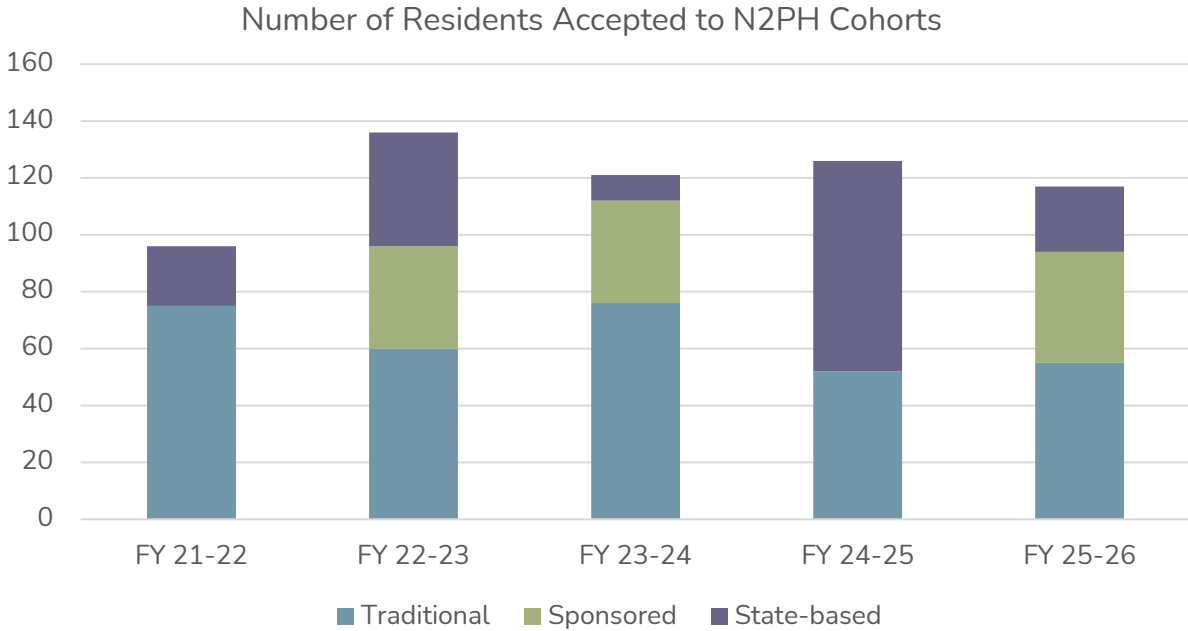
"The N2PH Program opened my eyes to all things public health that we do, especially how important community partnerships are. I feel more confident to be able to identify and address public health needs and find solutions to those issues."



Sydney S.
Cohort 21
Public Health Nurse

ENROLLMENT

The number of people who participate in the N2PH Residency Program remains stable. We welcomed **117 new residents** to N2PH this year, including the first residents from Nebraska, New York, and Rhode Island.



Illinois began their second state-based cohort in August 2025. The Region V Public Health Training Center sponsored their third regional cohort in February 2026.

	Cohort 22 September 2025 <i>State-based</i>	Cohort 23 September 2024 <i>Traditional</i>	Cohort 24 November 2025 <i>Traditional</i>	Cohort 25 February 2025 <i>Regional</i>	Cohort 26 March 2026 <i>Traditional</i>	Cohort 27 June 2026 <i>Traditional</i>
Number of Individuals accepted	39	15	15	23	19	6
Number of states represented	Illinois	7	4	Region V	8	4

LEADER PERSPECTIVE

The results below include perspectives from the supervisors/ managers of residents in Cohorts 16-21, collected upon resident completion of the N2PH Residency Program.

*"[My staff person] has incorporated **more intentional communication and reflection** into her leadership approach after completing modules on adaptive leadership. She regularly **facilitates team discussions using appreciative inquiry and strengths-based feedback**, which has improved collaboration and clarity among staff."*

*"The staff member has learned to look at populations with varied needs and **prioritize planning services for those in most need** relative to our immunization program."*

*[Her] growth ... has **benefited our entire agency by strengthening communication, collaboration, and systems thinking within the team**. She consistently shares tools and ... has helped normalize reflective discussions and a more proactive, problem-solving culture."*

100%

All supervisors who completed the end of program survey (n=20) agreed or strongly agreed that the individual they supervise **increased their ability to integrate evidence and evaluate outcomes in their professional practice** as a result of the N2PH Residency Program.

*"It has caused them to slow down and **think about the impact a strategy will have on a health outcome, rather than moving forward a strategy because it's popular or feel-good**. I really appreciate the emphasis on quality improvement/ the PDSA cycle."*

*"She has been able to **identify areas for quality improvement projects and has completed a few changes**."*

MENTORSHIP

99
MENTORS

Mentors contribute significantly to the professional socialization of residents. 99 experienced public health professionals volunteered their time mentoring residents in Cohorts 16-26. Mentors meet with small groups (typically 1-3 residents) for about one hour per month. **That's approximately 990 hours of time mentors volunteer supporting early career public health workers!** Additionally, 20 of these mentors have volunteered with N2PH more than once!



"My mentor has shaped my professional practice by modeling graceful, and compassionate leadership and encouraging me to approach challenges with conviction. Their enlightenment has helped me grow with intention and stay grounded in my values."

Kyia P.
Cohort 21
Public Health Nurse

States Mentors are from:

Arizona	1
Colorado	1
Illinois	25
Indiana	4
Iowa	30
Maine	1
Massachusetts	2
Michigan	2
Minnesota	1
Nebraska	1
New Jersey	1
New Mexico	1
Ohio	1
Oregon	1
Pennsylvania	1
Tennessee	3
Virginia	11

11
ALUMNI

Eleven N2PH Alumni stepped up to volunteer as a mentor after graduating from the program! **Thanks Abby, Alisa, Amy, Conner, Jasmine, Joey, Maleah, Monica, Noah, Scott, Shelby, and Shelley!**

DISSEMINATION

3
Conferences

1
Poster

2
Presentations

1
Manuscript

July 2025



Poster presentation at NACCHO, Anaheim, CA

10/10 Would Recommend Working Here: Onboarding Strategies that Build Retention

October 2025



Podium Presentation at Open Forum: NxGen, Pittsburgh, PA
Onboarding That Works: Retain Talent from Day One

April 2026



Manuscript accepted to Journal of Public Health Management and Practice

A One-Year Online Public Health Residency Program Supports Early-Career Professionals' Confidence, Competency, and Career Satisfaction

May 2026



Live presentation at APHN Virtual Conference, in partnership with the Virginia Department of Health
Powered by Evidence: Using Evidence-Based Practice and Quality Improvement to Strengthen Public Health Nursing

June 2026



New to Public Health Residency Program transfers to de Beaumont Foundation

GROWTH & IMPACT

ENHANCED SUPPORT

- The Resident Workbook, Project Workbook, and Mentor Guidebooks were updated and professionally printed. These books are mailed to residents and mentors to be used as a tangible resource throughout the program.

CONTINUOUS QUALITY IMPROVEMENT

- Reaccreditation of the online learning course was approved for three more years! Updates focused on refining resources and learner accessibility standards.
- An evaluation of Cohorts 5-10 was accepted to the *Journal of Public Health Management and Practice* in April 2026.

"Because of N2PH, I'm able to participate objectively in strategic meetings. I can confidently volunteer myself to support other projects beside my work. I can approach my mentor anytime for professional advice. It has also shown me that there are still people elsewhere who care and are interested in my growth."



Elizabeth K.
Cohort 19
HIV Program Manager

"The N2PH Program strengthened my appreciation for the interdisciplinary and cross-sector partnerships essential to addressing complex public health challenges.

It highlighted how academic institutions can serve as powerful collaborators, offering research capacity, analytical tools, and evidence-based resources that meaningfully advance public health initiatives.

Most importantly, it underscored the synergy that emerges when academic strengths are integrated with community and public health partners — creating stronger, more sustainable collaborations that ultimately improve health outcomes."



Heather B.
Cohort 20
Project Coordinator

COMMUNITY & CONNECTION


- In addition to mentors, this year alumni were invited to present at Microlearning & Networking sessions to provide opportunities for leadership and knowledge sharing.
- Seven new podcasts were recorded for *Field Notes: Insights from New to Public Health Alumni*. These stories recognize the work and value of public health professionals.
- Julianna Manske was recognized as one of the [de Beaumont Foundation's 40 Under 40 in Public Health](#) honorees
- McKenzie Liegel was elected Chair for the Wisconsin Public Health Association's 2027 Nominating Committee.

MICROLEARNINGS

N2PH Microlearning & Networking sessions bring together alumni, residents, supervisors, and mentors to explore trending topics, ask questions, share experiences, and connect with peers. These sessions foster engagement, strengthen relationships, and provide ongoing support within the N2PH community.

Between July 2025 and June 2026, the following topics were discussed:

- Work/Life Balance
- Career Planning
- Maintaining Hope for Public Health in the Current Climate
- Climate Action in Governmental Public Health Settings
- Understanding Narrative for Public Health Work
- Improving Networking and Mentoring Relationships
- Quality Improvement
- Accreditation Tips



"N2PH has given me a solid public health foundation, expanded my networking across the Commonwealth and reinforced a collaborative team approach so that I'm better equipped to address barriers such as access, hesitancy, and workflow gaps through education and evidence-based solutions.

I'm able to hone these skills in order to support clinic operations, strengthen immunization processes and subsequently protect the health of our clients and communities."

Desirea S.
Cohort 21
Public Health Nurse

231
ATTENDED

Over 200 people attended a Microlearning & Networking session this past year! Thank you to the following individuals for sharing their expertise on a Microlearning topic:

- Melissa Moore, Taylor County Health Department
- Monica Heltz, Fishers Health Department
- Marissa Meagher, Winnebago County Health Department (WI)
- Julia Alberth, Healthy Climate Wisconsin, N2PH Alumni
- Monal Desai, N2PH Alumni
- Alisa Gefer, N2PH Alumni
- Michael Jarvis, Winnebago County Health Department (IL), N2PH Alumni

FIELD NOTES: INSIGHTS FROM N2PH ALUMNI

Field Notes: Insights from N2PH Alumni
Podcast • 23 episodes • Last updated on Apr 30, 2026
This podcast highlights N2PH alumni successes in a way that

Field Notes: Insights from N2PH Alumni featuring Alisa Geffer
New to Public Health Residency Program
55 views • 3 months ago

Field Notes: Insights from N2PH Alumni featuring Andrea Orest
New to Public Health Residency Program
16 views • 9 months ago

Field Notes: Insights from N2PH Alumni featuring Lisa Kwiat
New to Public Health Residency Program
29 views • 11 months ago

Field Notes: Insights from N2PH Alumni featuring Andrea Tofte
New to Public Health Residency Program
27 views • 11 months ago

Field Notes: Insights from New to Public Health Alumni featuring Dominique Dyer
New to Public Health Residency Program
18 views • 1 year ago

Field Notes: Insights from N2PH Alumni featuring Michael Jarvis
New to Public Health Residency Program
19 views • 1 year ago

Field Notes: Insights from N2PH Alumni featuring Alyssa Knoll
New to Public Health Residency Program
18 views • 1 year ago



We were glad to continue one of our favorite initiatives highlighting seven N2PH Alumni on our podcast, [Field Notes: Insights from N2PH Alumni](#).

This podcast series aims to:

- Recognize the work and successes of N2PH Alumni
- Provide a platform to share public health stories and the value of public health in communities
- Inspire students and others to explore diverse public health careers.

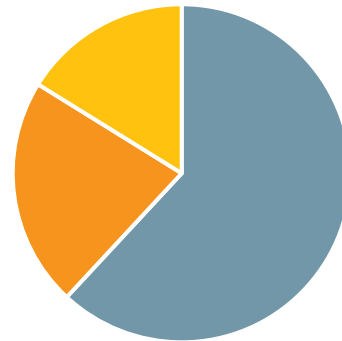
"I have applied the information that I have learned in multiple ways. I am more aware of the scope of public health, and one of the committees I am on at work is for advocacy. I feel more prepared to discuss the different programs found in public health programs with the general public. Overall, I feel more confident in my role in the health department."

Cohort 16 graduate

BUDGET

REVENUE	FY 26 Actual \$174,852.50
EXPENSES	
Salaries	\$124,667.76
Fringes	\$43,971.81
Services and Supplies	\$29,732.53
TOTAL EXPENSES	\$198,372.10
NET GAIN/(LOSS)	(\$23,519.60)
Beginning Fund Balance	(\$162,026.44)
CURRENT BALANCE	(\$185,546.04)

FY26 Expenses



■ Salaries ■ Fringes ■ Services and Supplies


Note: Salary expenses include employee benefit payouts related to staff transition from the University to de Beaumont Foundation. Revenue from the June cohort has not been included in the current reporting period.

5
SCHOLARSHIPS
PROVIDED

Thanks to generous donors, we are proud to have awarded five partial scholarships to residents this year!

"I found the curriculum to be extremely informative. My background in social justice advocacy, specifically addressing issues affecting the African American community, was significantly enhanced by the program.

The New 2 Public Health program broadened my understanding of how every social justice issue is directly or indirectly tied to public health. The program provided me with the critical lens to understand that these systemic lacks can and should be addressed through a public health framework."



Noel W.
Cohort 17
Health Educator/Planner

Team

Julianna Manske
Program Manager

McKenzie Liegel
Program Specialist

Kate Gillespie
Clinical Assistant Professor and
Faculty Consultant to
N2PH Residency Program

Ajay Sethi
Professor of Population Health
Sciences, Faculty Director
of the MPH Program

"The N2PH program allowed me to connect with those in different areas of public health and see how they address problems in their specific roles. It has also allowed me to gain strong connections with new mentors, find great resources to keep for future growth and reinforced my confidence in my abilities as a public health administrator.

I will forever be thankful for this program."



Sydney G.
Cohort 19
Public Health Director

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Founder and CEO of FTTHR Group

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Division of Public Health

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