

What ceiling? Let's get you to the top!

September 8, 2021
1PM – 2PM EST

Presenters:

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Overview

Description: Tips, tricks, and lessons learned from your peers on how to advance your career within public health departments

Key Objectives:

- Describe job advancement perspectives and experiences from Louisiana, Delaware, and New York State health departments
- Describe navigating salary negotiations in leveling up
- Describe key relationships and opportunities to support your growth
- Identify how to build a vision for your career path

Welcome & Introductions!

Please share:

- Your name
- Pronouns
- Position
- Where you are currently employed
- 1 gift you bring to this work



Our Job Advancement Journey: The Tales of 3 MLP Alumni

Navigating Salary Negotiations: Finding Your Inner Detective

Step 1: Do your homework

- Salary information isn't a secret, particularly in the public and non-profit sectors.
 - Make use of publically available databases
 - We work for the public and the public is entitled to "*see the books!*"
 - Examples of public databases: [Louisiana State Employee Salaries | Open The Books](#) and <https://govsalaries.com/state/LA>
 - Not to mention tax information
 - All 501C3 (non-profit) organizations are required to file a 990
 - Example non-profit database: <https://www.guidestar.org/>
- Information is out there you just have to be willing to look for it.



Step 2: Know your worth

- Are you just seeking a great salary?
 - What about professional development?
 - What opportunities to advance your education (i.e. MA, MBA, MPH, MHA, PhD, in other words - the alphabet soup)?!



Step 3: Don't settle; be willing to walk away

- Don't give in to the "*What is your salary expectation?*" trap.
 - Know the mid-point for the position
 - Know the consideration/factors for coming in at the mid-point or higher for the position
 - Know the frequency of merit, market-based, and cost of living increases
- Ask yourself "*Is this right for me?*"

Key Relationships and Opportunities to Support Your Growth



Opportunities to Support your Growth

- Volunteer, Volunteer, Volunteer!
 - For more challenging projects
 - Offer to help coworkers and your supervisor
 - Volunteer to help other teams or departments in your organization



Opportunities to Support your Growth

- Continue learning
 - On the job training
 - Online courses
 - Workshops
 - Seminars
 - College courses/classes



Key Relationships to Help you Level Up

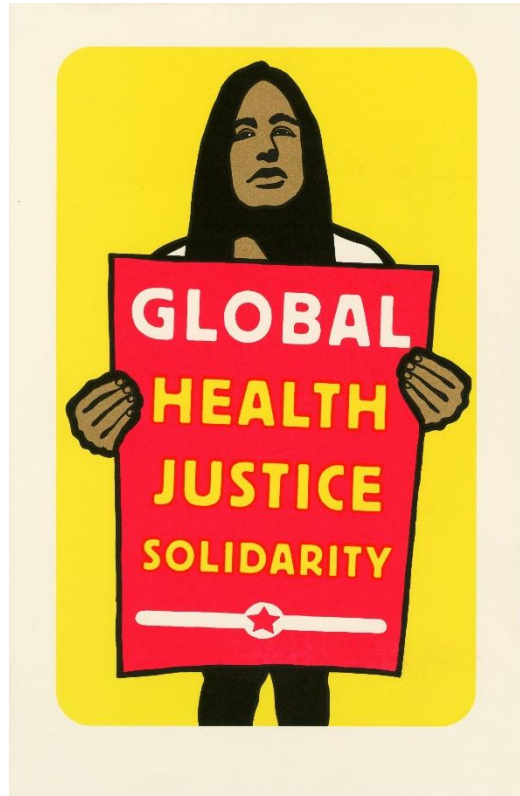
- Mentor versus Sponsor
- Networking at Conferences/Events
- Shadowing

BUILD A VISION FOR YOUR CAREER PATH



VISION STAND

- Why do you do what you do? What is your purpose?
- What gifts do you bring to this work?
- What will job advancement look like for you in the next 3 to 5 years?
- What difference do you want to make?
- What are 1 to 2 practical next steps you can take to advance your career journey today?



Example Vision Stand



Activity

ACTIVITY

- Now you will all take the next few minutes to journal and think about your own vision stand
- We will have an opportunity for a couple of you to share these!
- Feedback is important!!

Cheers to
your
success!!

