Evolving Roles and Responsibilities of Public Health

CPH Certified in Public Health

by National Board of Public Health Examiners

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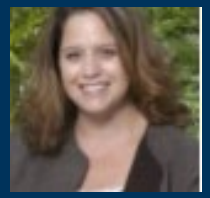

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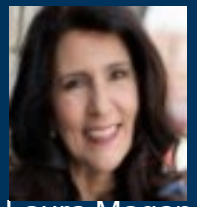

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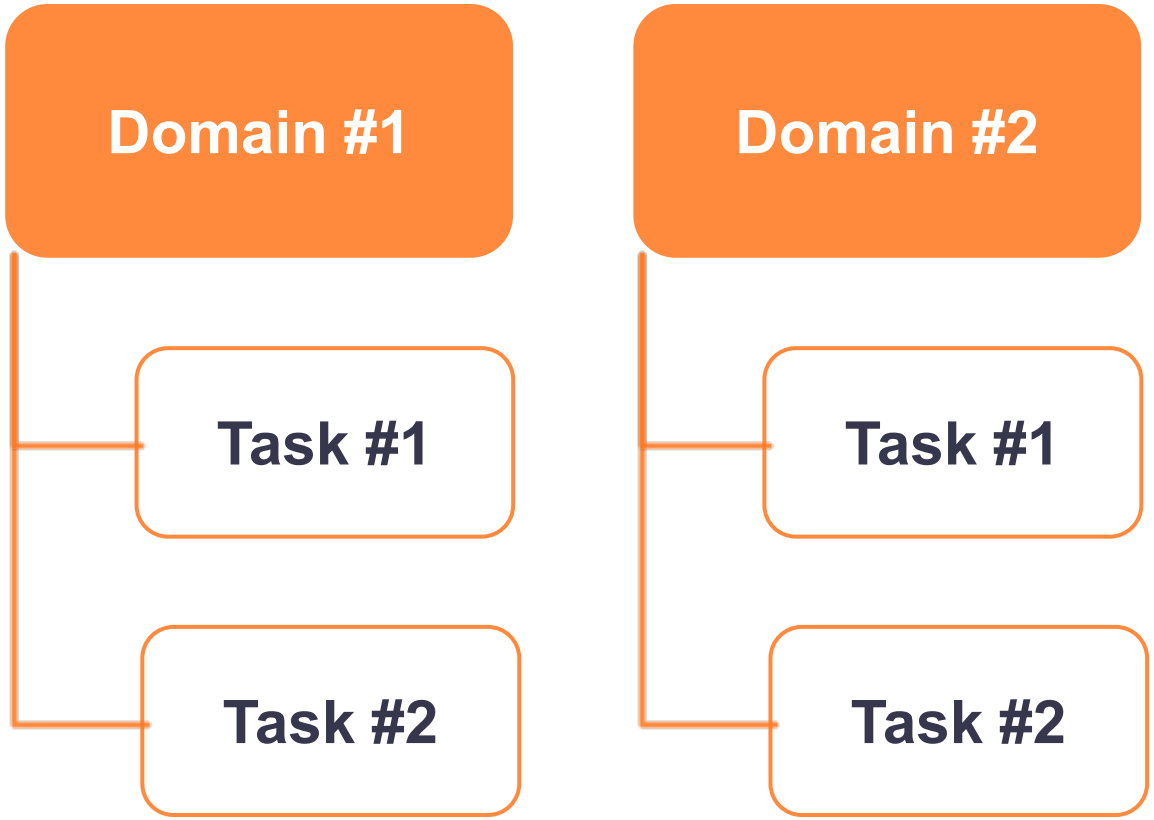
Today’s Presentation:

- Overview of respondents to JTA survey
- Top/Bottom Rated Tasks
- Comparison of Domain Averages by respondent groups

Job Task Analysis Process

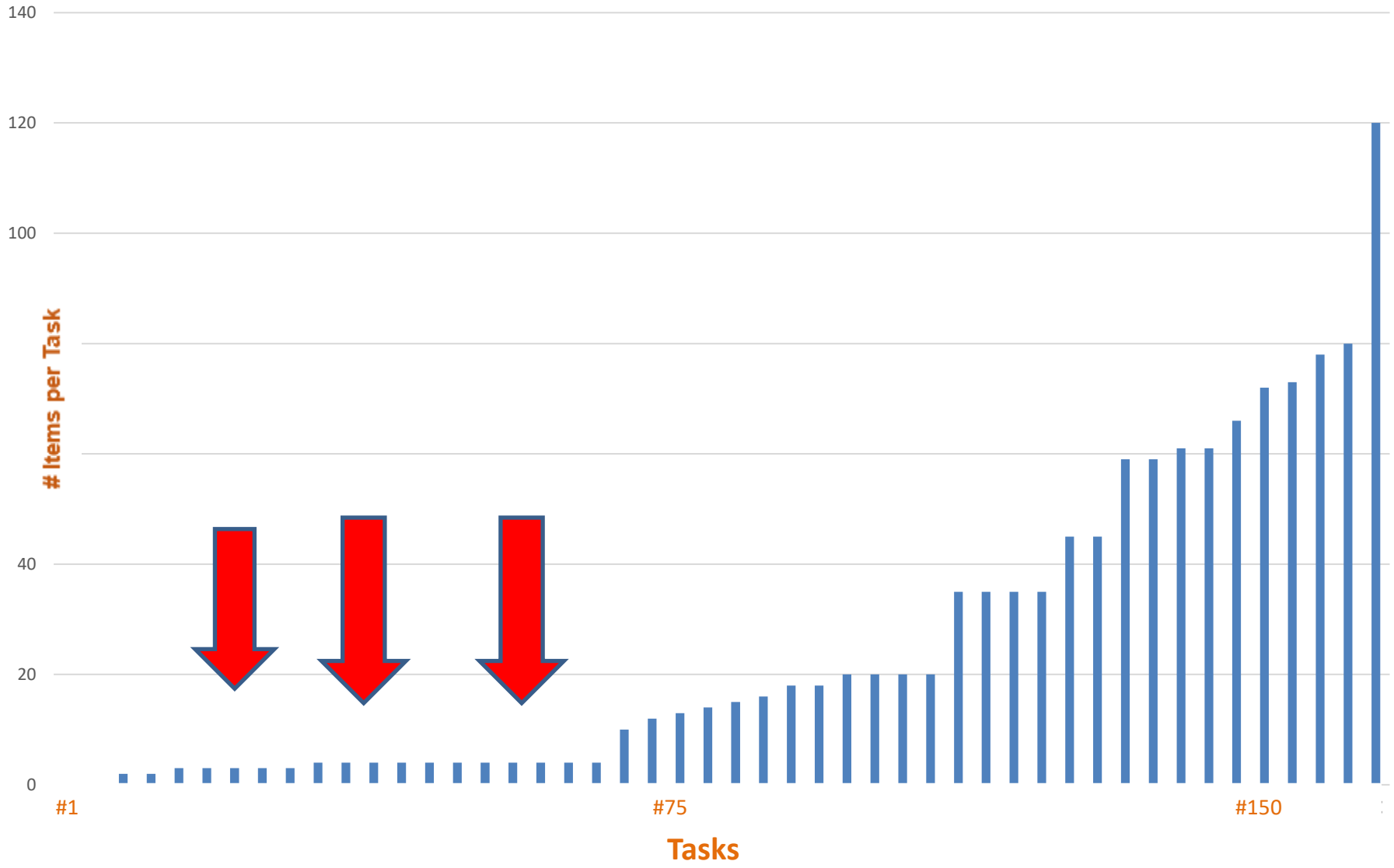
Survey to define performance domains and tasks performed by a professional group, and the necessary knowledge and skills associated with these tasks.



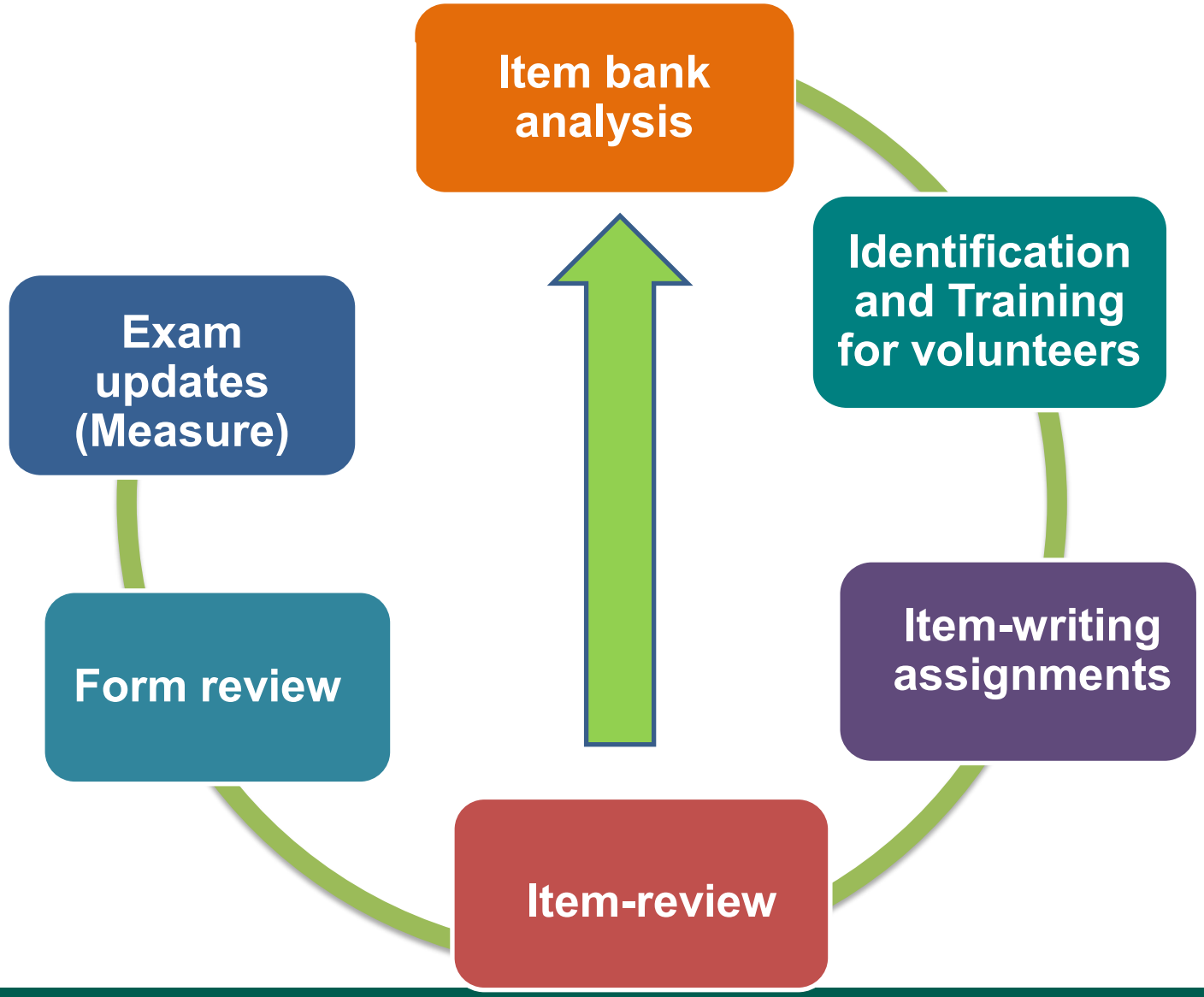
2022 Job Task Analysis Results

We are NOT discussing changes to the CPH content outline.

Item Bank Analysis 2016

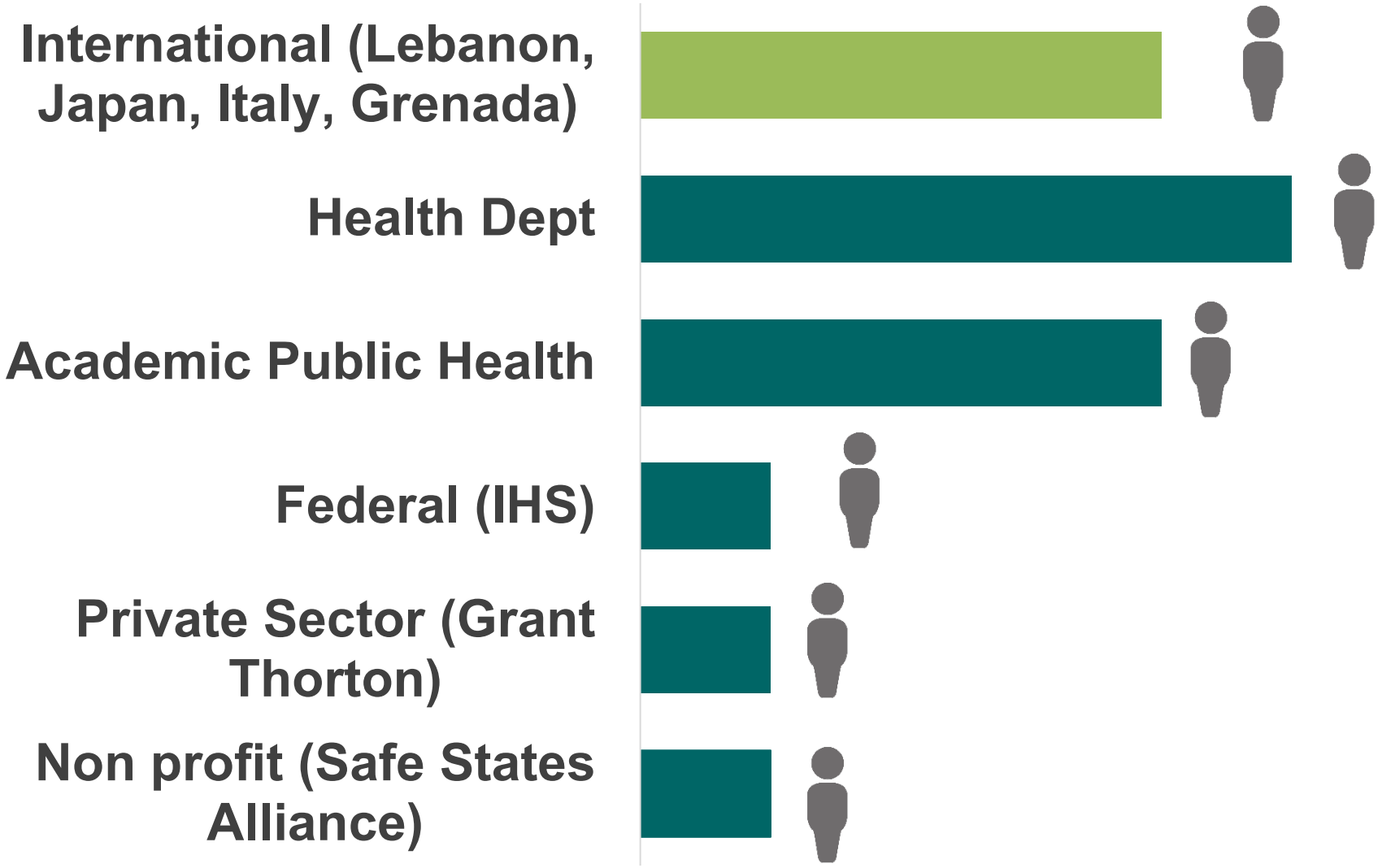


Updates to CPH exam following JTA



2022 Job Task Analysis Committee

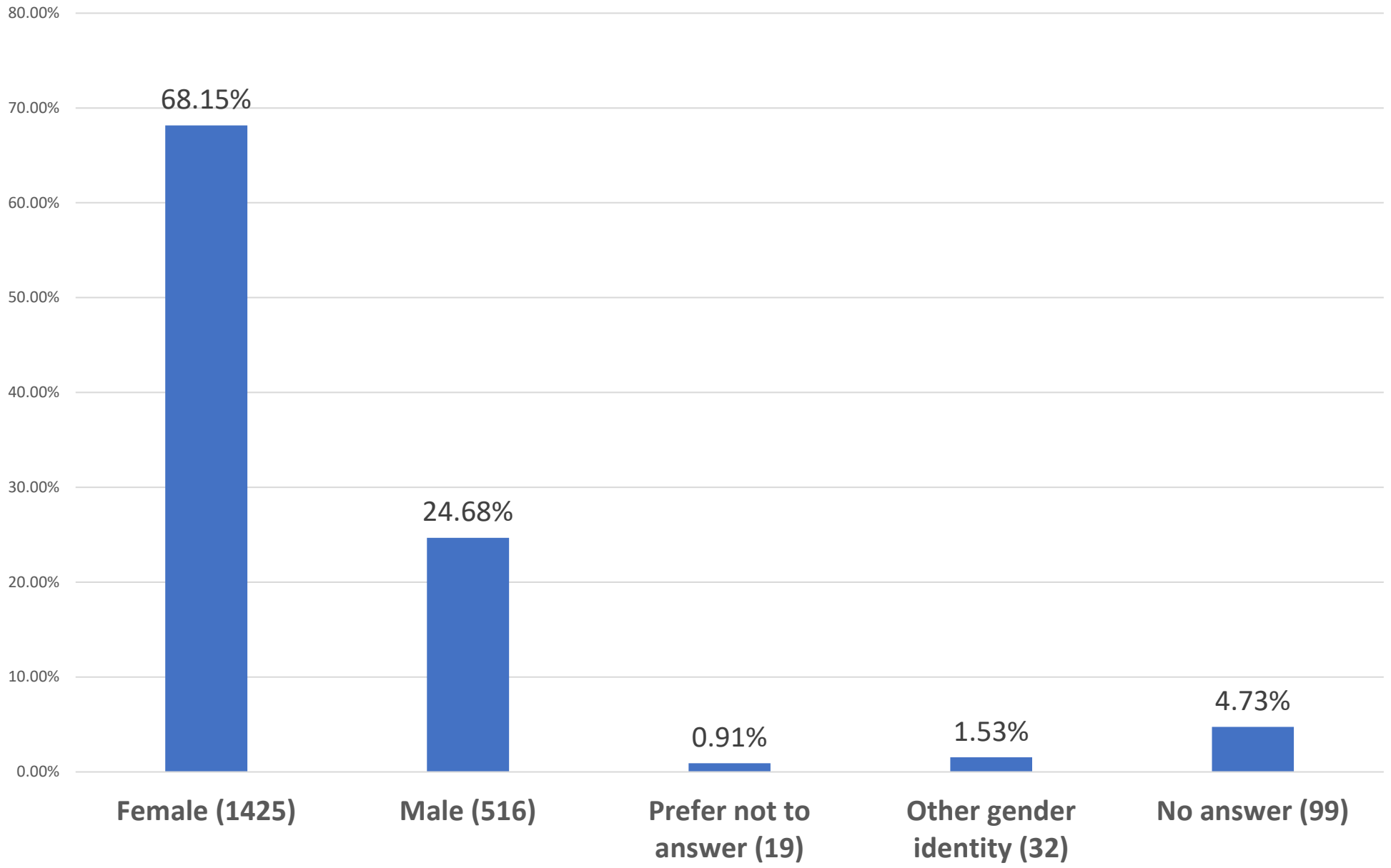
2022 Job Task Analysis Committee



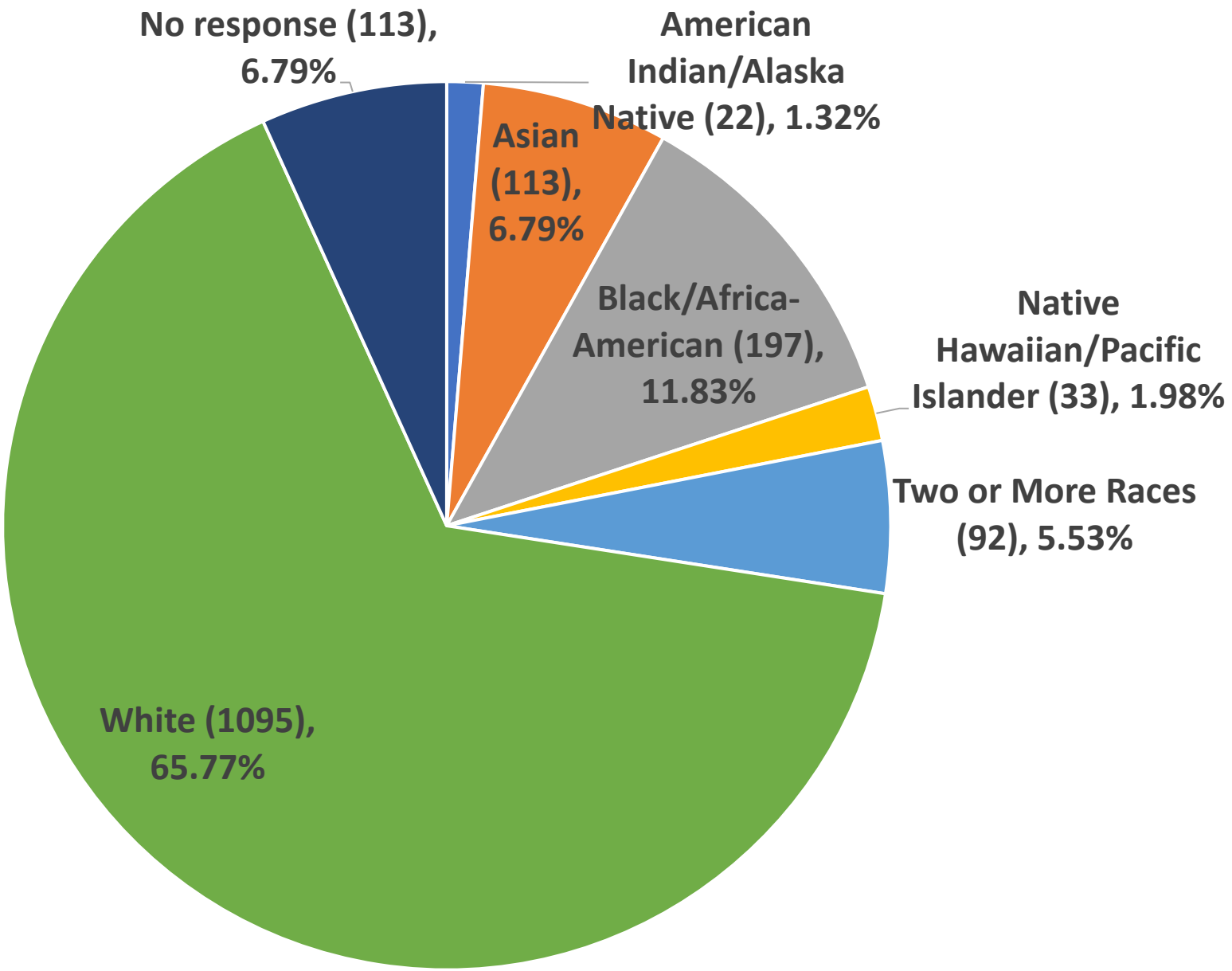
Response rate:

We received **2,091** usable responses from public health professionals

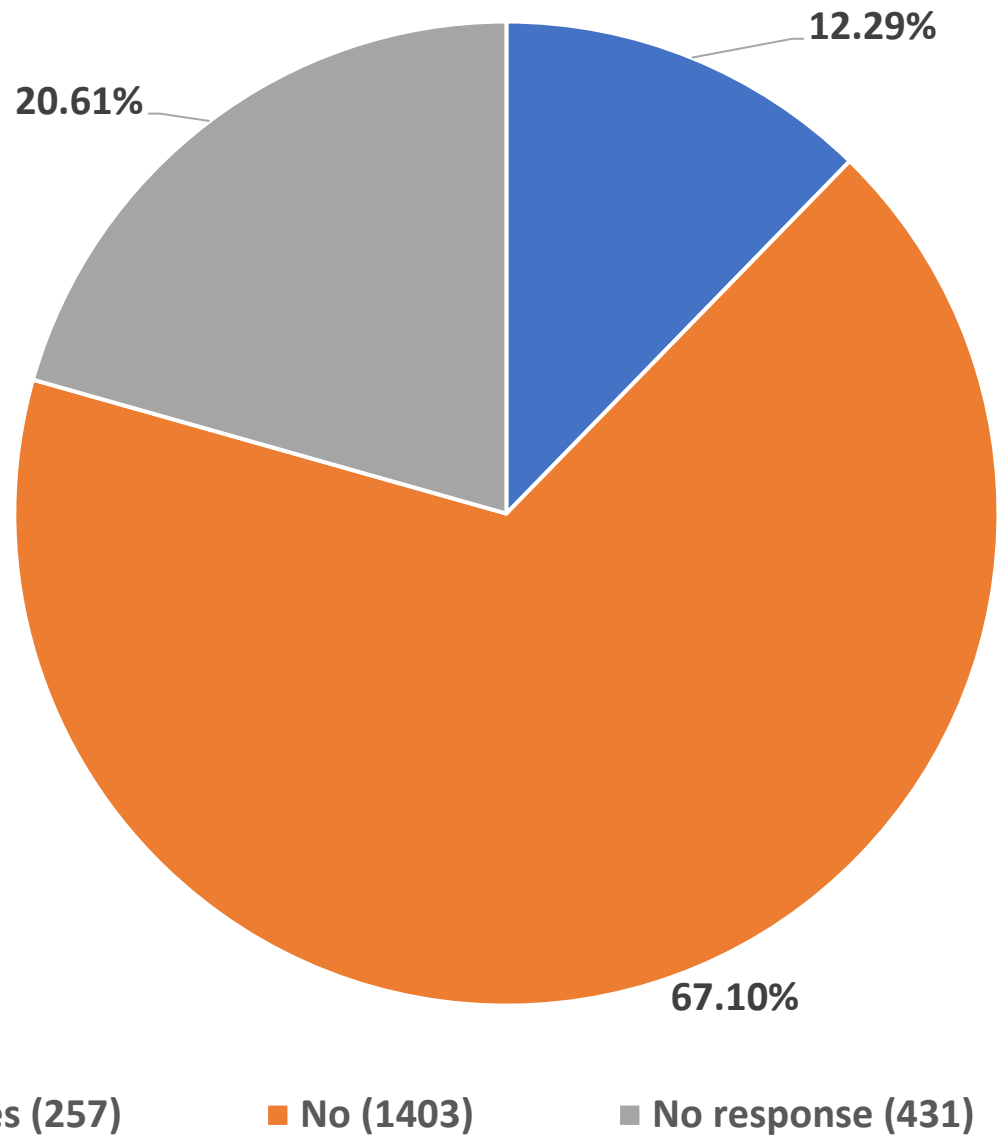
Respondents by Gender Identity



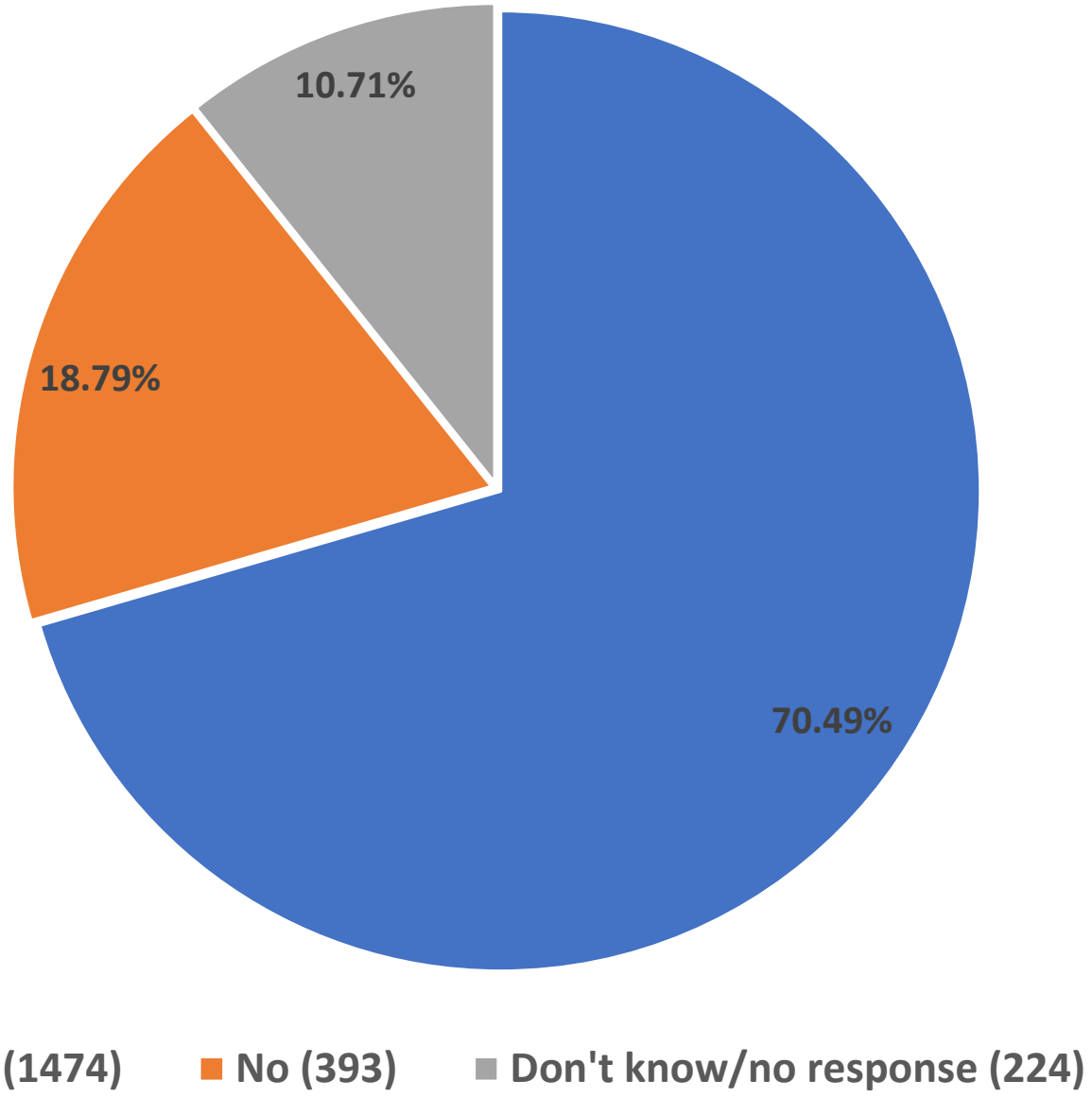
Respondents by Race



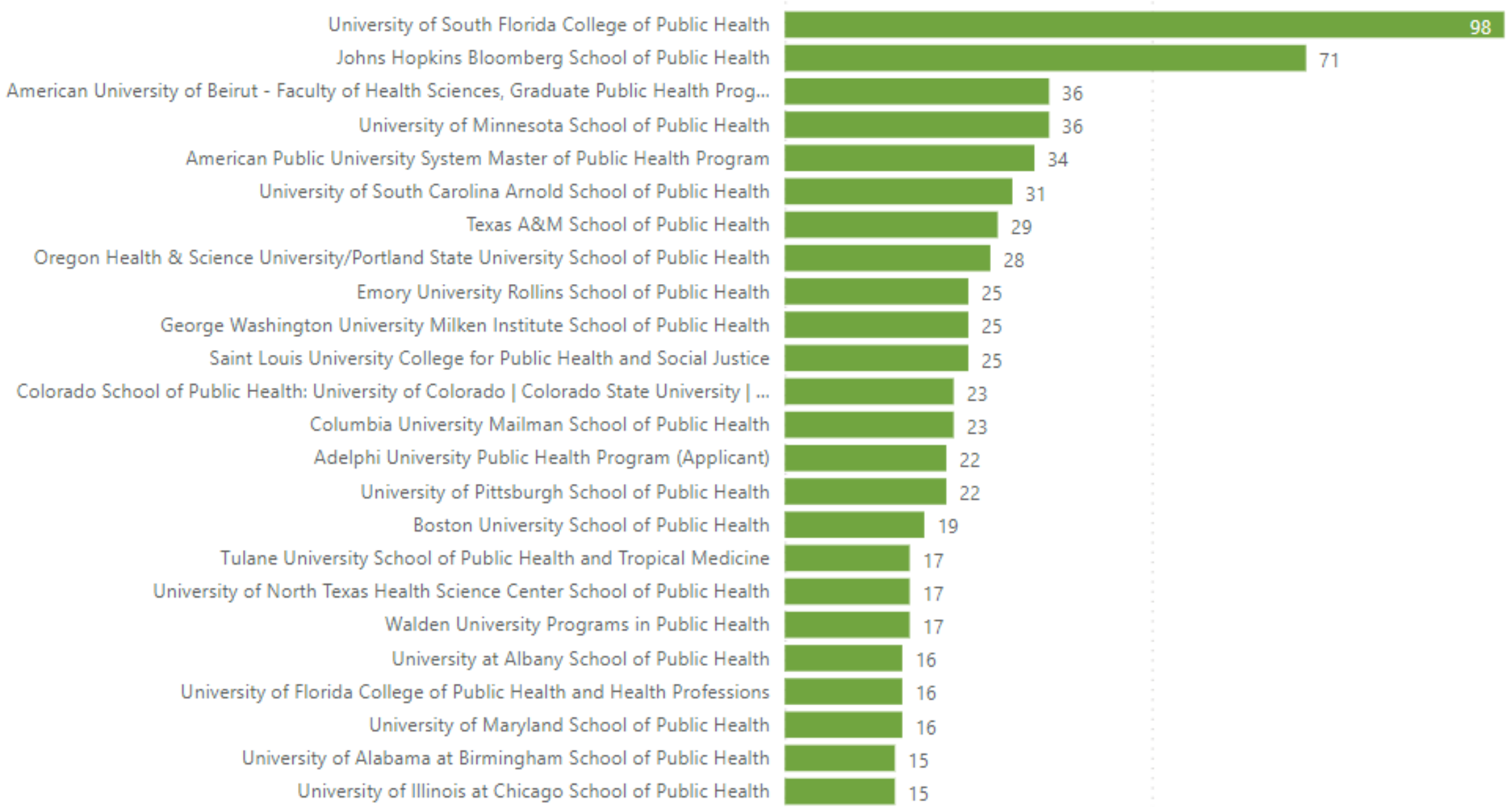
Respondents by Hispanic Ethnicity



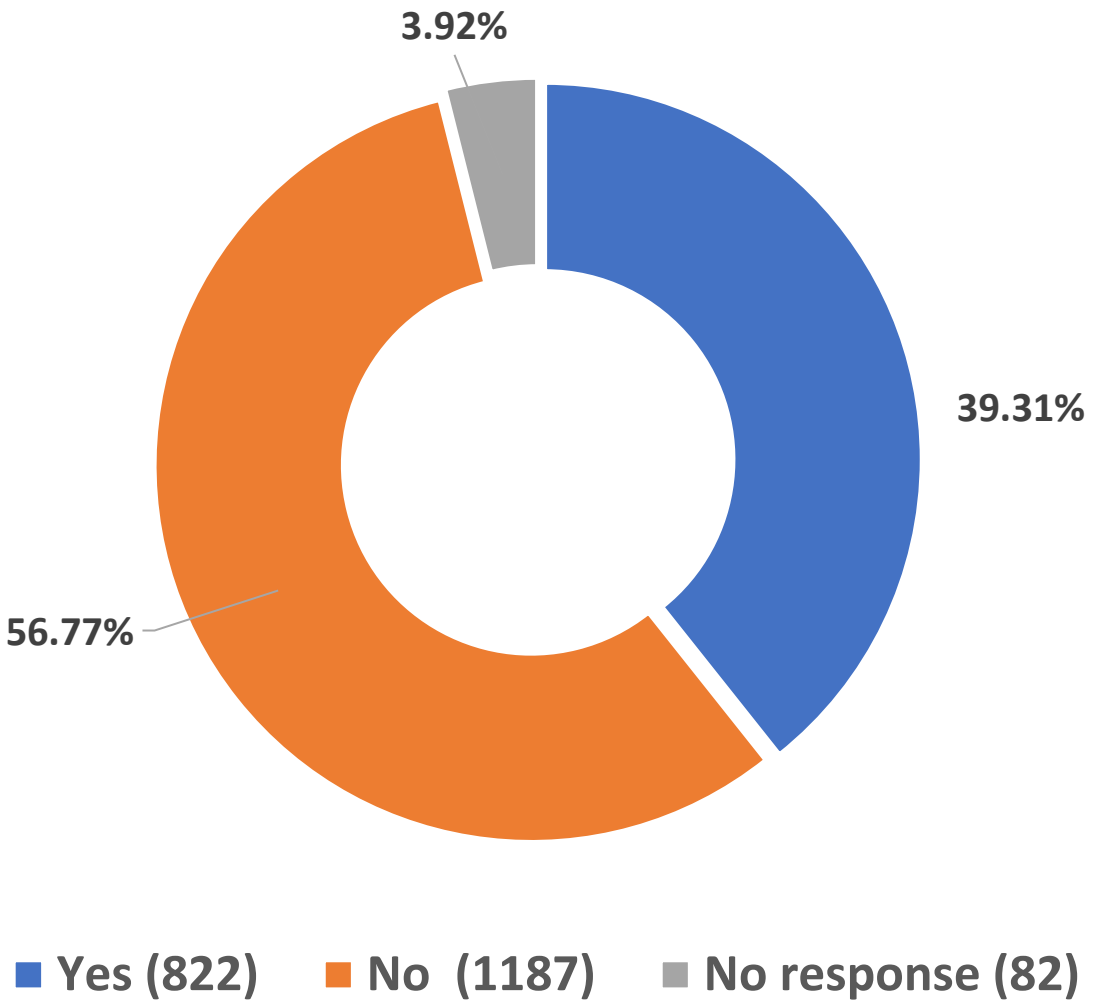
Graduate of CEPH-accredited school or program



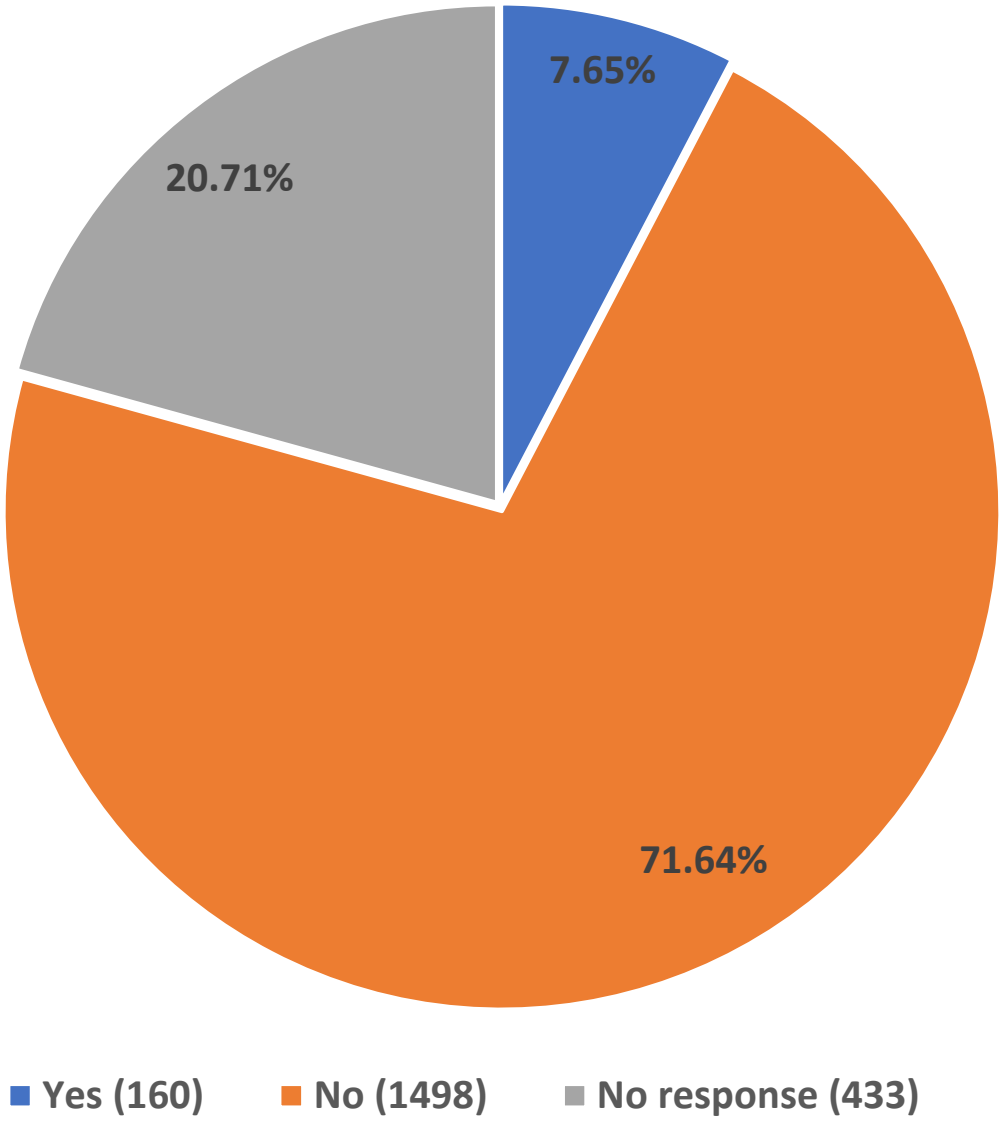
Graduate of CEPH-accredited school or program



Certified in Public Health



Commissioned Officer – U.S. Public Health Service

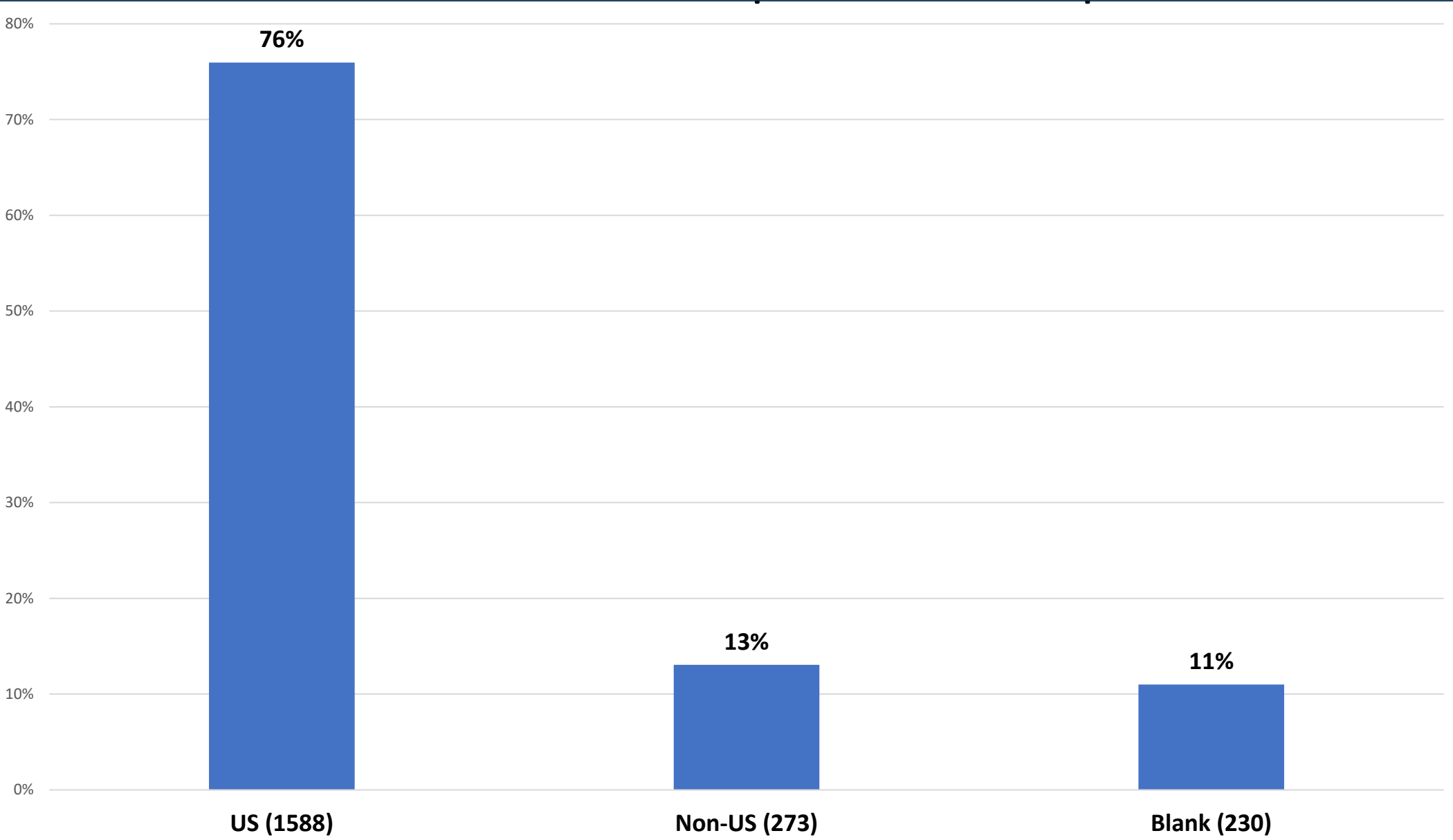


Respondents could report multiple degrees.

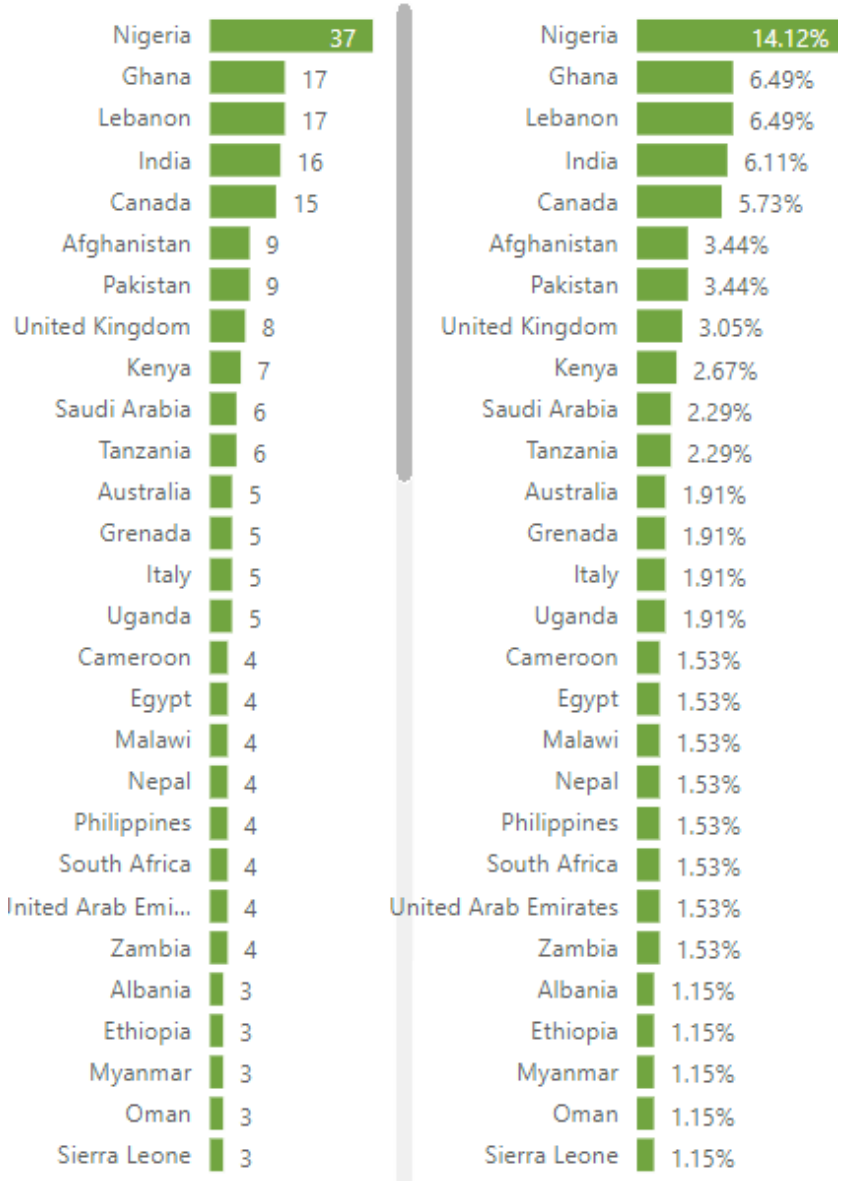
1085 respondents had an MPH

38 respondents had a DrPH

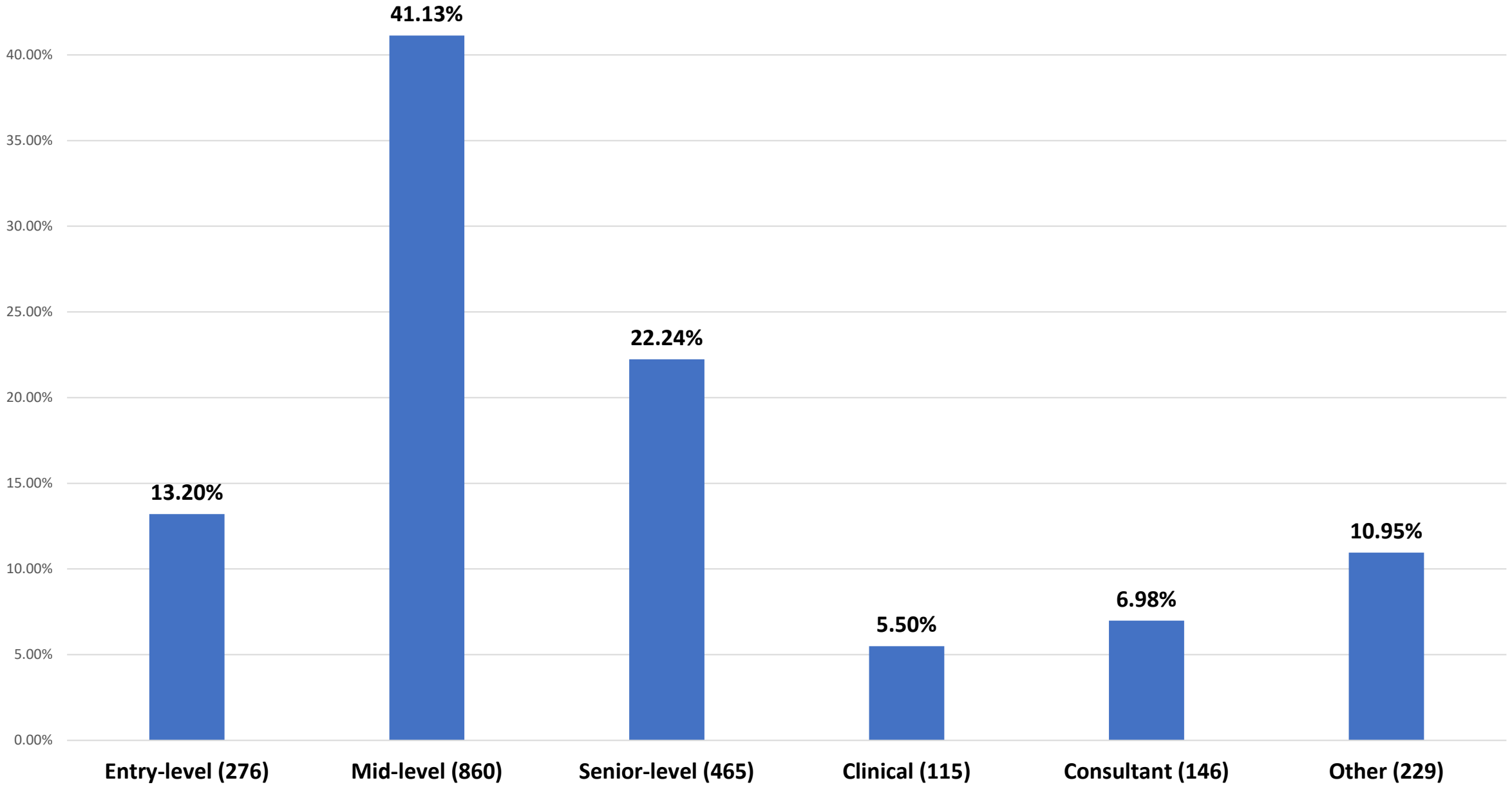
Respondents by Citizenship



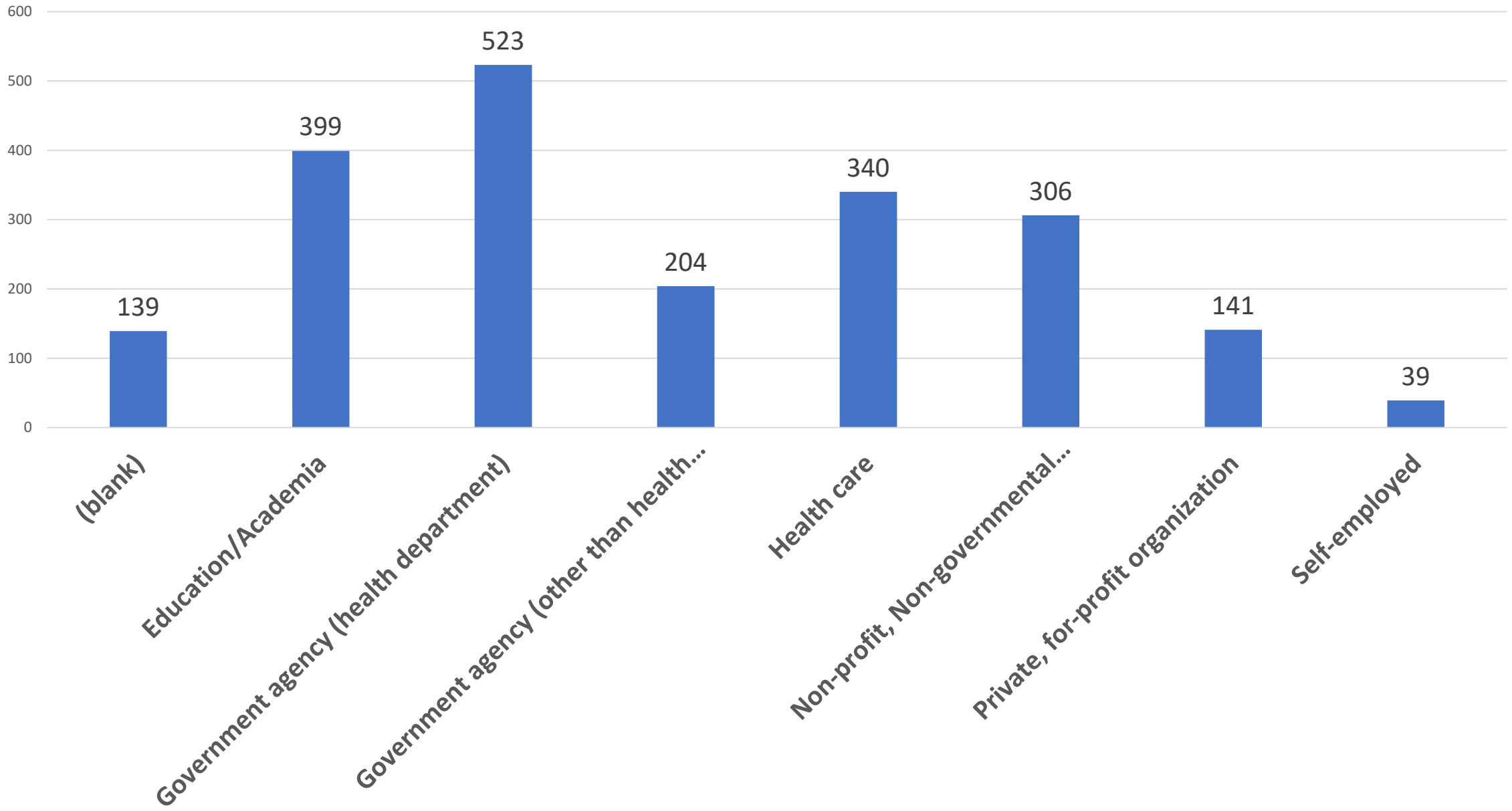
Respondents by Country other than US



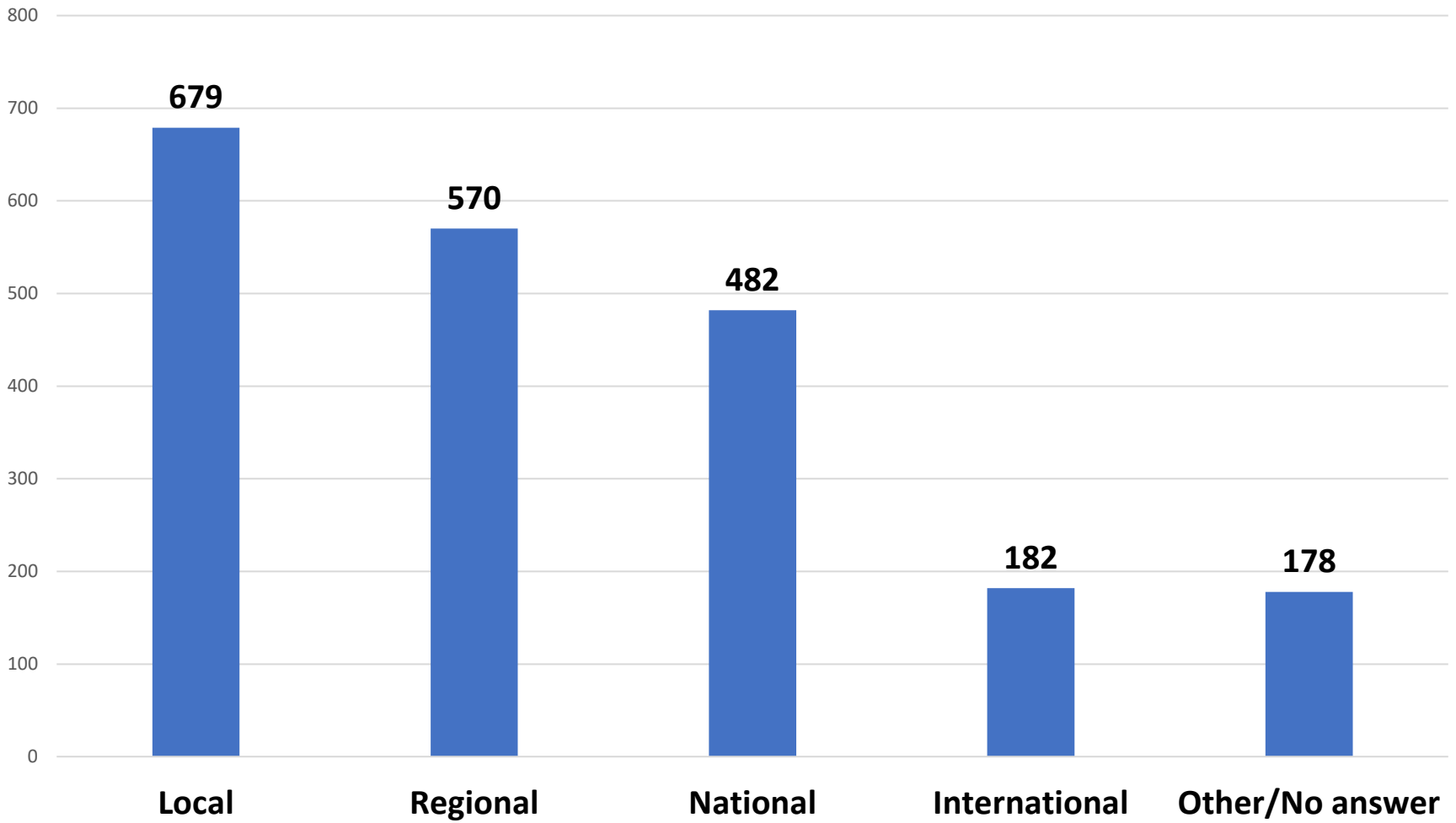
Respondents by Level of Employment



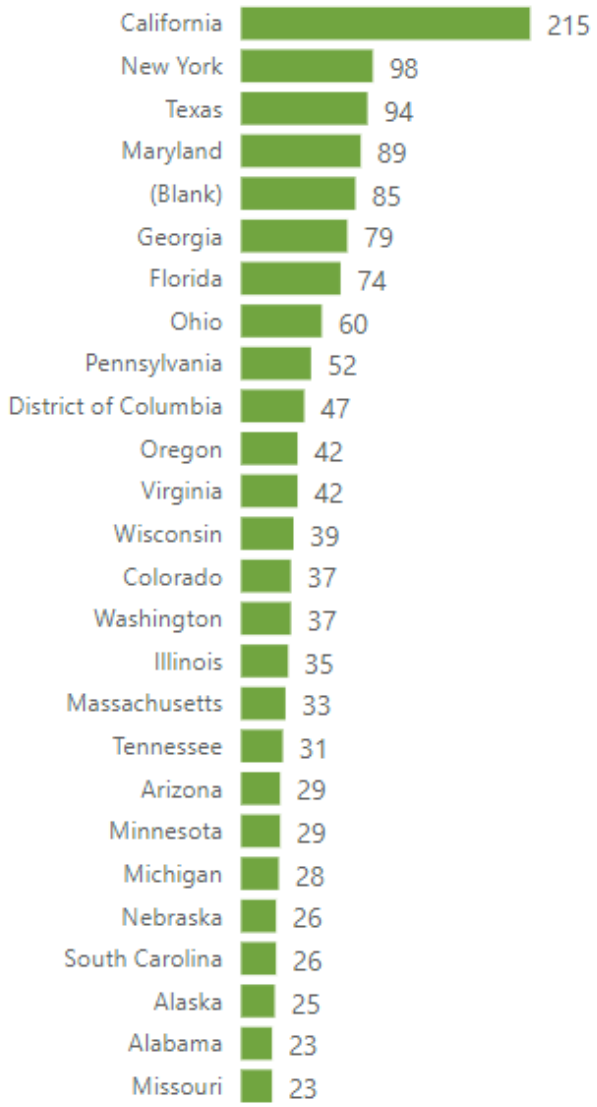
Respondents by Employment Setting



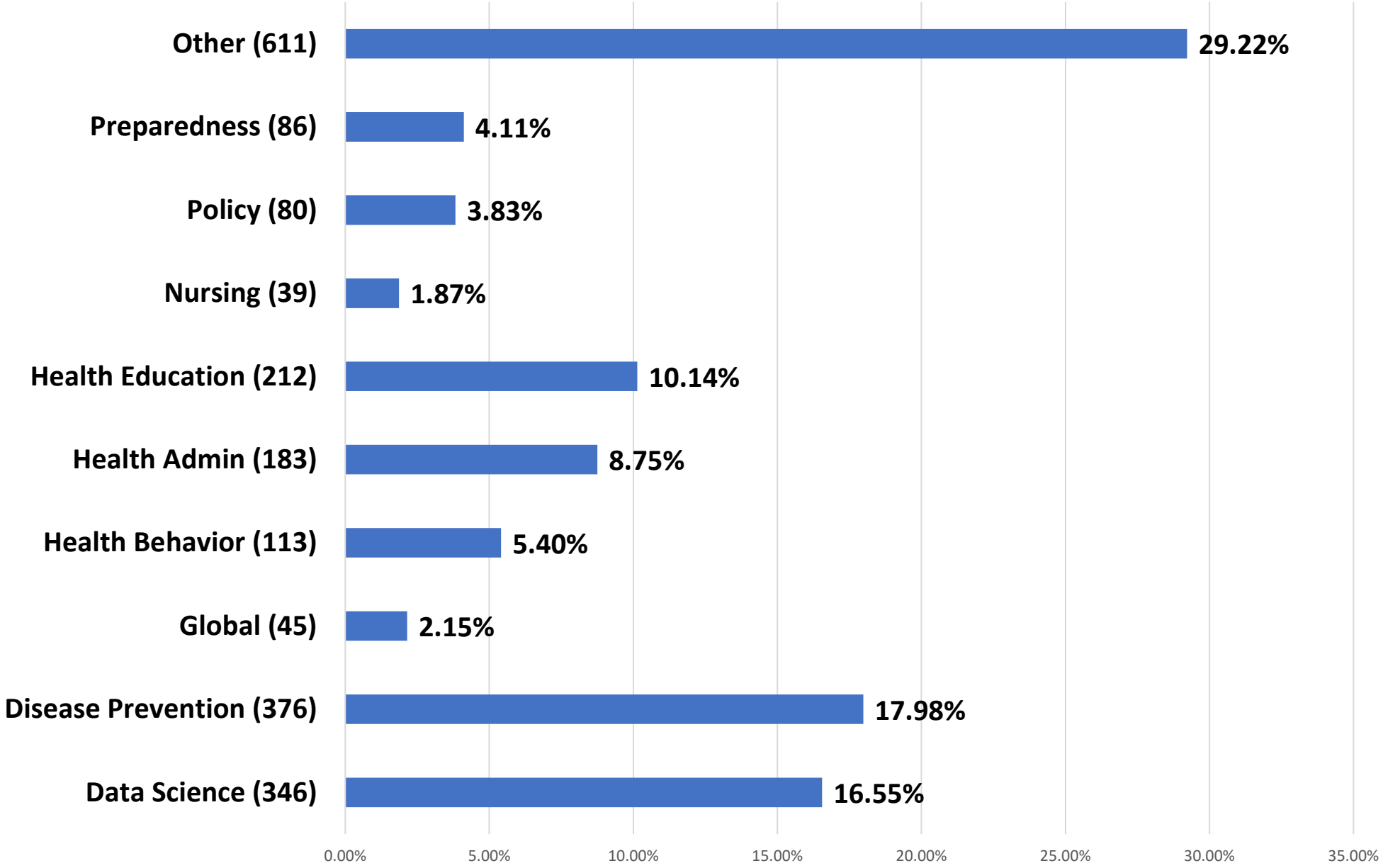
Respondents by Regional Scope of Work



Respondents by State



Respondents by Area of Expertise



Tasks

Survey respondents were asked to rate each task by:

Frequency

- Never
- Every few years
- Every few months to yearly
- Every few weeks to monthly
- Every few days to weekly
- Daily

Criticality

- Not important
- Minimally important
- Moderately important
- Substantially important
- Critically important

Top and Bottom Rated Tasks

Top ten tasks overall

1	Communicate in a responsive, responsible, and professional manner	10.19129603
2	Identify communication needs and gaps	8.943089431
3	Utilize evidence or data to inform decision making and planning	8.68531803
4	Utilize resources effectively and efficiently	8.596365375
5	Coordinate communication across project team members	8.2505978
6	Apply facilitation skills in interactions with individuals and groups	8.219033955
7	Incorporate culturally appropriate approaches into communications	8.214251554
8	Establish and demonstrate standards of performance and accountability	7.99952176
9	Apply ethical and equitable principles in the collection, maintenance, use, and dissemination of data and information	7.861788618
10	Encourage innovative solutions to current, persistent, and emerging problems	7.773314204

Bottom ten tasks overall

10	Defend existing health policies, programs, and resources	5.630799
9	Identify risk and protective factors of unintentional and intentional injury and how they affect public health	5.63032
8	Navigate the governmental policy-making process	5.384983
7	Use informatics principles and methods in the design and implementation of data systems	5.378766
6	Analyze political, social, and economic policies for their impact on health outcomes at local through global levels	5.335725
5	Design policies and programs that ensure equitable distribution of health resources with attention to diversity, systemic racism, and discrimination	5.245337
4	Analyze the feasibility and expected outcomes of policy options (e.g., health, fiscal, administrative, legal, ethical, social, political)	5.157819
3	Establish goals, timelines, funding, and partnerships for the implementation of policy initiatives	5.13056
2	Implement a community health assessment and community health improvement plans	4.961263
1	Identify the role of international health regulations in promoting and protecting public health	4.905787

	Top ten tasks by Criticality	
1	Communicate in a responsive, responsible, and professional manner	4.649856
2	Identify communication needs and gaps	4.169712
3	Utilize evidence or data to inform decision making and planning	4.118979
4	Utilize resources effectively and efficiently	3.981196
5	Incorporate culturally appropriate approaches into communications	3.955116
6	Coordinate communication across project team members	3.886856
7	Apply facilitation skills in interactions with individuals and groups	3.882749
8	Apply ethical and equitable principles in the collection, maintenance, use, and dissemination of data and information	3.822821
9	Establish and demonstrate standards of performance and accountability	3.796635
10	Develop strategies for collaborative and inclusive problem solving, decision-making, and evaluation	3.724204

Bottom ten tasks by Criticality

10	Defend existing health policies, programs, and resources	2.852927
9	Identify risk and protective factors of unintentional and intentional injury and how they affect public health	2.796996
8	Design policies and programs that ensure equitable distribution of health resources with attention to diversity, systemic racism, and discrimination	2.773256
7	Navigate the governmental policy-making process	2.743106
6	Analyze political, social, and economic policies for their impact on health outcomes at local through global levels	2.706738
5	Use informatics principles and methods in the design and implementation of data systems	2.676782
4	Establish goals, timelines, funding, and partnerships for the implementation of policy initiatives	2.651478
3	Analyze the feasibility and expected outcomes of policy options (e.g., health, fiscal, administrative, legal, ethical, social, political)	2.646916
2	Implement a community health assessment and community health improvement plans	2.626634
1	Identify the role of international health regulations in promoting and protecting public	2.467022

Top ten tasks by Frequency

1	Communicate in a responsive, responsible, and professional manner	5.577458
2	Identify communication needs and gaps	4.806807
3	Utilize resources effectively and efficiently	4.681118
4	Utilize evidence or data to inform decision making and planning	4.620192
5	Coordinate communication across project team members	4.421484
6	Apply facilitation skills in interactions with individuals and groups	4.373679
7	Incorporate culturally appropriate approaches into communications	4.315714
8	Establish and demonstrate standards of performance and accountability	4.245192
9	Motivate others within an organization or community to operate effectively	4.113888
10	Encourage innovative solutions to current, persistent, and emerging problems	4.091171

Bottom ten tasks by Frequency

10	Use informatics principles and methods in the design and implementation of data systems	2.743491
9	Navigate the governmental policy-making process	2.688793
8	Analyze political, social, and economic policies for their impact on health outcomes at local through global levels	2.684489
7	Develop budgets with justifications	2.661701
6	Develop proposals to secure financial support	2.646465
5	Analyze the feasibility and expected outcomes of policy options (e.g., health, fiscal, administrative, legal, ethical, social, political)	2.569846
4	Establish goals, timelines, funding, and partnerships for the implementation of policy initiatives	2.532755
3	Design policies and programs that ensure equitable distribution of health resources with attention to diversity, systemic racism, and discrimination	2.529667
2	Identify the role of international health regulations in promoting and protecting public health	2.487253
1	Implement a community health assessment and community health improvement plans	2.378664

Top ten tasks

All	Criticality	Frequency
Communicate in a responsive, responsible, and professional manner	Communicate in a responsive, responsible, and professional manner	Communicate in a responsive, responsible, and professional manner
Identify communication needs and gaps	Identify communication needs and gaps	Identify communication needs and gaps
Utilize evidence or data to inform decision making and planning	Utilize evidence or data to inform decision making and planning	Utilize resources effectively and efficiently
Utilize resources effectively and efficiently	Utilize resources effectively and efficiently	Utilize evidence or data to inform decision making and planning
Coordinate communication across project team members	Incorporate culturally appropriate approaches into communications	Coordinate communication across project team members
Apply facilitation skills in interactions with individuals and groups	Coordinate communication across project team members	Apply facilitation skills in interactions with individuals and groups
Incorporate culturally appropriate approaches into communications	Apply facilitation skills in interactions with individuals and groups	Incorporate culturally appropriate approaches into communications
Establish and demonstrate standards of performance and accountability	Apply ethical and equitable principles in the collection, maintenance, use, and dissemination of data and information	Establish and demonstrate standards of performance and accountability
Apply ethical and equitable principles in the collection, maintenance, use, and dissemination of data and information	Establish and demonstrate standards of performance and accountability	Motivate others within an organization or community to operate effectively
Encourage innovative solutions to current, persistent, and emerging problems	Develop strategies for collaborative and inclusive problem solving, decision-making, and evaluation	Encourage innovative solutions to current, persistent, and emerging problems

Top ten tasks overall

1	Communicate in a responsive, responsible, and professional manner	10.19129603
2	Identify communication needs and gaps	8.943089431
3	Utilize evidence or data to inform decision making and planning	8.68531803
4	Utilize resources effectively and efficiently	8.596365375
5	Coordinate communication across project team members	8.2505978
6	Apply facilitation skills in interactions with individuals and groups	8.219033955
7	Incorporate culturally appropriate approaches into communications	8.214251554
8	Establish and demonstrate standards of performance and accountability	7.99952176
9	Apply ethical and equitable principles in the collection, maintenance, use, and dissemination of data and information	7.861788618
10	Encourage innovative solutions to current, persistent, and emerging problems	7.773314204

Domain Averages by Groups

Overall Average of Domains and Short Names

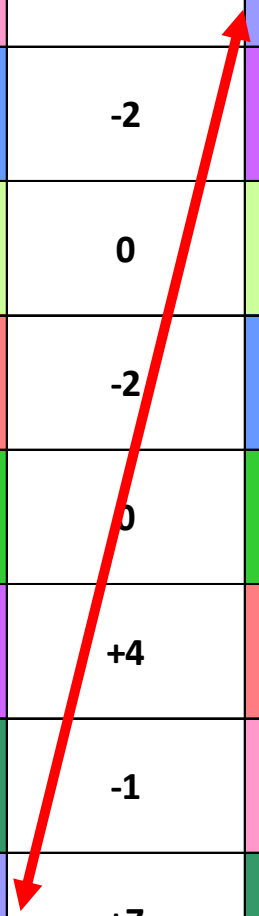
Domain Name	Short name	Overall average
Communications	Comm	7.80
Leadership	Leader	7.16
Community Engagement	CommEng	6.86
Data Science	Data	6.81
Program Planning and Evaluation	PlanEval	6.65
Health Equity and Social Justice	Equity	6.58
Law and Ethics	LawEthics	6.57
Resource Management	Mgmt	6.43
Disease Prevention	Disease	6.21
Policy	Policy	5.55

Overall Average of Domains from 2016 and 2022

2016 JTA	Change in ranking	2022 JTA
Law and Ethics	-6	Communications
Data Science	-2	Leadership
Community Engagement	0	Community Engagement
Health Equity and Social Justice	-2	Data Science
Program Planning and Evaluation	0	Program Planning and Evaluation
Leadership	+4	Health Equity and Social Justice
Resource Management	-1	Law and Ethics
Communications	+7	Resource Management
Policy	-1	Disease Prevention
Disease Prevention	+1	Policy

Overall Average of Domains from 2016 and 2022

2016 JTA	Change in ranking	2022 JTA
Law and Ethics	-6	Communications
Data Science	-2	Leadership
Community Engagement	0	Community Engagement
Health Equity and Social Justice	-2	Data Science
Program Planning and Evaluation	0	Program Planning and Evaluation
Leadership	+4	Health Equity and Social Justice
Resource Management	-1	Law and Ethics
Communications	+7	Resource Management
Policy	-1	Disease Prevention
Disease Prevention	+1	Policy



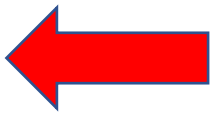
Domain Average by Gender

Woman	Man	Prefer not to answer	Some other gender identity
Comm	Comm	Comm	Equity
Leader	Leader	Leader	Comm
CommEng	Data	Data	Data
Data	CommEng	CommEng	CommEng
PlanEval	LawEthics	PlanEval	PlanEval
Equity	Disease	Mgmt	Leader
LawEthics	Mgmt	Disease	LawEthics
Mgmt	PlanEval	LawEthics	Mgmt
Disease	Equity	Equity	Policy
Policy	Policy	Policy	Disease

Woman	Man	Prefer not to answer	Some other gender identity
7.83	7.69	7.22	7.84
7.08	7.35	6.55	7.67
6.82	7.14	6.51	6.91
6.68	7.00	6.36	6.80
6.59	6.94	5.88	6.74
6.55	6.91	5.81	6.65
6.42	6.86	5.60	6.41
6.26	6.82	5.56	6.28
5.95	6.56	5.31	6.14
5.25	6.32	5.10	5.97

Domain Average by Gender

Woman	Man	Prefer not to answer	Some other gender identity
Comm	Comm	Comm	Equity
Leader	Leader	Leader	Comm
CommEng	Data	Data	Data
Data	CommEng	CommEng	CommEng
PlanEval	LawEthics	PlanEval	PlanEval
Equity	Disease	Mgmt	Leader
LawEthics	Mgmt	Disease	LawEthics
Mgmt	PlanEval	LawEthics	Mgmt
Disease	Equity	Equity	Policy
Policy	Policy	Policy	Disease



Woman	Man	Prefer not to answer	Some other gender identity
7.83	7.69	7.22	7.84
7.08	7.35	6.55	7.67
6.82	7.14	6.51	6.91
6.68	7.00	6.36	6.80
6.59	6.94	5.88	6.74
6.55	6.91	5.81	6.65
6.42	6.86	5.60	6.41
6.26	6.82	5.56	6.28
5.95	6.56	5.31	6.14
5.25	6.32	5.10	5.97

American Indian/Alaska Native	Asian	Black or African-American	Native Hawaiian or Pacific Islander	White	Two or More Races
Comm	Comm	Comm	Comm	Comm	Comm
Equity	Leader	Leader	CommEng	Leader	Leader
Leader	Data	Equity	Leader	Data	CommEng
Data	LawEthics	CommEng	PlanEval	CommEng	Equity
PlanEval	PlanEval	PlanEval	LawEthics	PlanEval	PlanEval
Disease	CommEng	LawEthics	Equity	Mgmt	Data
Mgmt	Equity	Data	Policy	Equity	LawEthics
LawEthics	Disease	Disease	Mgmt	LawEthics	Disease
CommEng	Mgmt	Mgmt	Disease	Disease	Mgmt
Policy	Policy	Policy	Data	Policy	Policy

Domain Average by Race

Domain Scores by Race

American Indian/Alaska Native	Asian	Black or African-American	Native Hawaiian or Pacific Islander	White	Two or More Races
7.84	7.75	7.73	6.97	7.67	8.14
7.78	7.06	7.12	6.90	6.98	7.14
7.42	6.85	7.05	6.84	6.66	7.11
7.16	6.55	7.04	6.84	6.66	7.04
7.15	6.53	6.81	6.83	6.39	6.73
7.13	6.52	6.52	6.79	6.34	6.31
7.07	6.35	6.47	6.79	6.29	6.17
7.06	6.12	6.37	6.78	6.23	6.01
6.97	6.09	6.37	6.68	5.79	5.86
6.63	4.96	5.96	6.66	5.22	5.31

Domain Average by Hispanic Ethnicity

Yes	No
Comm	Comm
Leader	Leader
CommEng	CommEng
Equity	Data
Data	PlanEval
PlanEval	Equity
LawEthics	Mgmt
Mgmt	LawEthics
Disease	Disease
Policy	Policy

Yes	No
7.48	7.74
7.03	7.02
6.91	6.71
6.91	6.61
6.83	6.45
6.79	6.40
6.65	6.27
6.56	6.25
6.37	5.85
6.11	5.22

Did you graduate from a CEPH-accredited school or program?

Yes	No
Comm	Comm
Leader	Leader
Data	CommEng
CommEng	LawEthics
PlanEval	Mgmt
Equity	PlanEval
LawEthics	Disease
Mgmt	Equity
Disease	Data
Policy	Policy

Yes	No
7.73	7.93
7.11	7.22
6.94	6.79
6.87	6.68
6.71	6.53
6.63	6.44
6.52	6.43
6.39	6.41
6.13	6.36
5.52	5.67

Have you earned your CPH?

Yes	No
Comm	Comm
Leader	Leader
Data	CommEng
CommEng	Data
PlanEval	PlanEval
LawEthics	Equity
Equity	LawEthics
Mgmt	Mgmt
Disease	Disease
Policy	Policy

Yes	No
7.65	7.88
7.14	7.14
6.94	6.90
6.79	6.72
6.69	6.61
6.63	6.56
6.57	6.49
6.51	6.34
6.32	6.10
5.72	5.42

Are you a Commissioned Officer with the U.S. Public Health Service?

Yes	No
Comm	Comm
Leader	Leader
LawEthics	CommEng
Disease	Data
Mgmt	PlanEval
CommEng	Equity
PlanEval	Mgmt
Equity	LawEthics
Data	Disease
Policy	Policy

Yes	No
7.42	7.73
7.13	7.00
6.82	6.74
6.81	6.66
6.75	6.48
6.70	6.47
6.61	6.26
6.50	6.26
6.49	5.83
6.43	5.24

Domain Average by Employment Setting

Academia	Health department	Other govt	Health care	Non-profit	Private, for-profit	Self-employed
Comm	Comm	Comm	Comm	Comm	Comm	Comm
Data	CommEng	Leader	Leader	Leader	Leader	Leader
Leader	Leader	CommEng	LawEthics	CommEng	Data	Data
PlanEval	Data	Data	Data	PlanEval	PlanEval	Disease
Equity	Equity	LawEthics	CommEng	Equity	CommEng	CommEng
LawEthics	PlanEval	PlanEval	PlanEval	Mgmt	Mgmt	LawEthics
CommEng	Disease	Disease	Disease	Data	LawEthics	PlanEval
Mgmt	LawEthics	Equity	Equity	LawEthics	Equity	Mgmt
Disease	Mgmt	Mgmt	Mgmt	Disease	Disease	Equity
Policy	Policy	Policy	Policy	Policy	Policy	Policy

Domain Scores by Employment Setting

Academia	Health department	Other govt	Health care	Non-profit	Private, for-profit	Self-employed
7.58	7.85	7.60	7.82	8.06	7.64	7.83
7.09	7.07	7.06	7.35	7.53	7.22	7.21
6.78	7.03	6.67	6.91	7.46	6.83	7.10
6.54	6.66	6.50	6.85	7.30	6.60	7.03
6.45	6.60	6.46	6.75	7.24	6.56	6.98
6.44	6.47	6.18	6.72	6.99	6.42	6.88
6.44	6.45	6.13	6.64	6.85	6.36	6.81
6.32	6.42	6.11	6.55	6.57	6.12	6.65
5.49	6.28	6.08	6.37	6.14	6.01	6.28
4.79	5.72	5.64	5.49	5.99	5.75	6.13

Domain Average by Regional Scope of Work

Local	Regional	National	Intl	N/A
Comm	Comm	Comm	Comm	Comm
Leader	CommEng	Leader	Data	Leader
CommEng	Leader	Data	Leader	Data
Equity	Data	PlanEval	LawEthics	LawEthics
PlanEval	PlanEval	CommEng	CommEng	Mgmt
Data	Equity	LawEthics	PlanEval	Disease
LawEthics	LawEthics	Mgmt	Mgmt	PlanEval
Disease	Mgmt	Equity	Equity	CommEng
Mgmt	Disease	Disease	Disease	Equity
Policy	Policy	Policy	Policy	Policy

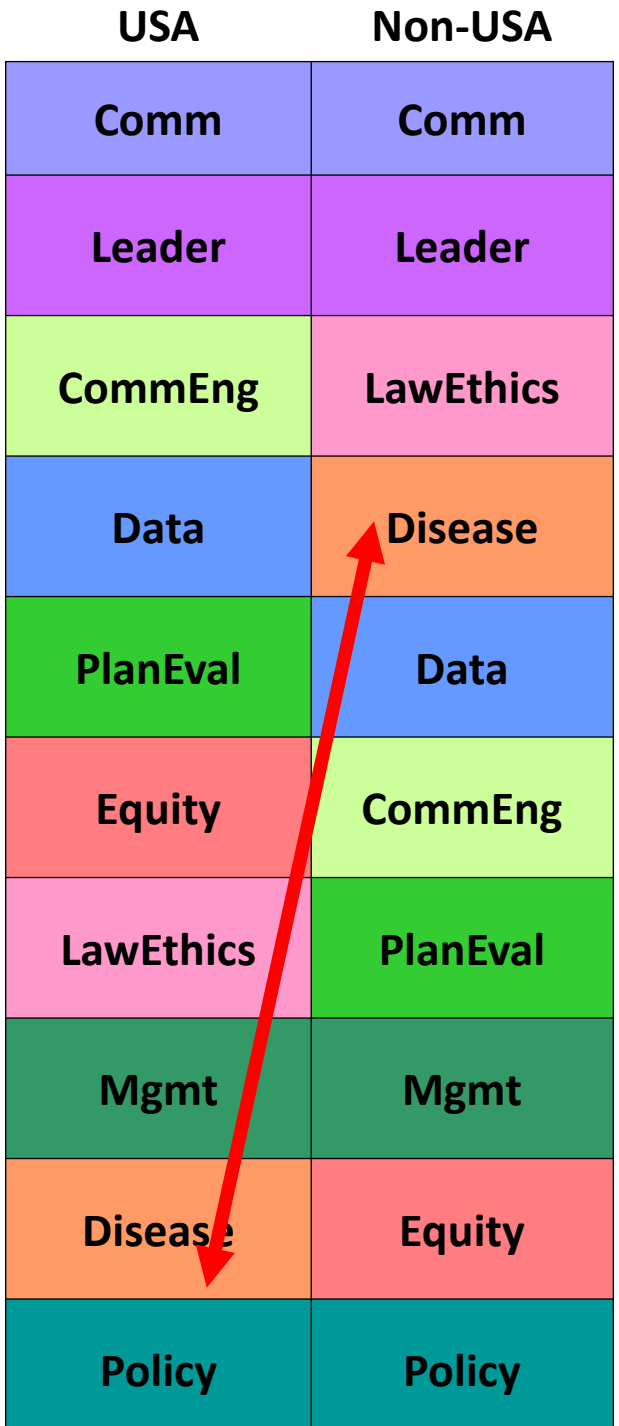
Domain Average by Regional Scope of Work

Local	Regional	National	Intl	N/A
Comm	Comm	Comm	Comm	Comm
Leader	CommEng	Leader	Data	Leader
CommEng	Leader	Data	Leader	Data
Equity	Data	PlanEval	LawEthics	LawEthics
PlanEval	PlanEval	CommEng	CommEng	Mgmt
Data	Equity	LawEthics	PlanEval	Disease
LawEthics	LawEthics	Mgmt	Mgmt	PlanEval
Disease	Mgmt	Equity	Equity	CommEng
Mgmt	Disease	Disease	Disease	Equity
Policy	Policy	Policy	Policy	Policy

Domain scores by Regional Scope of Work

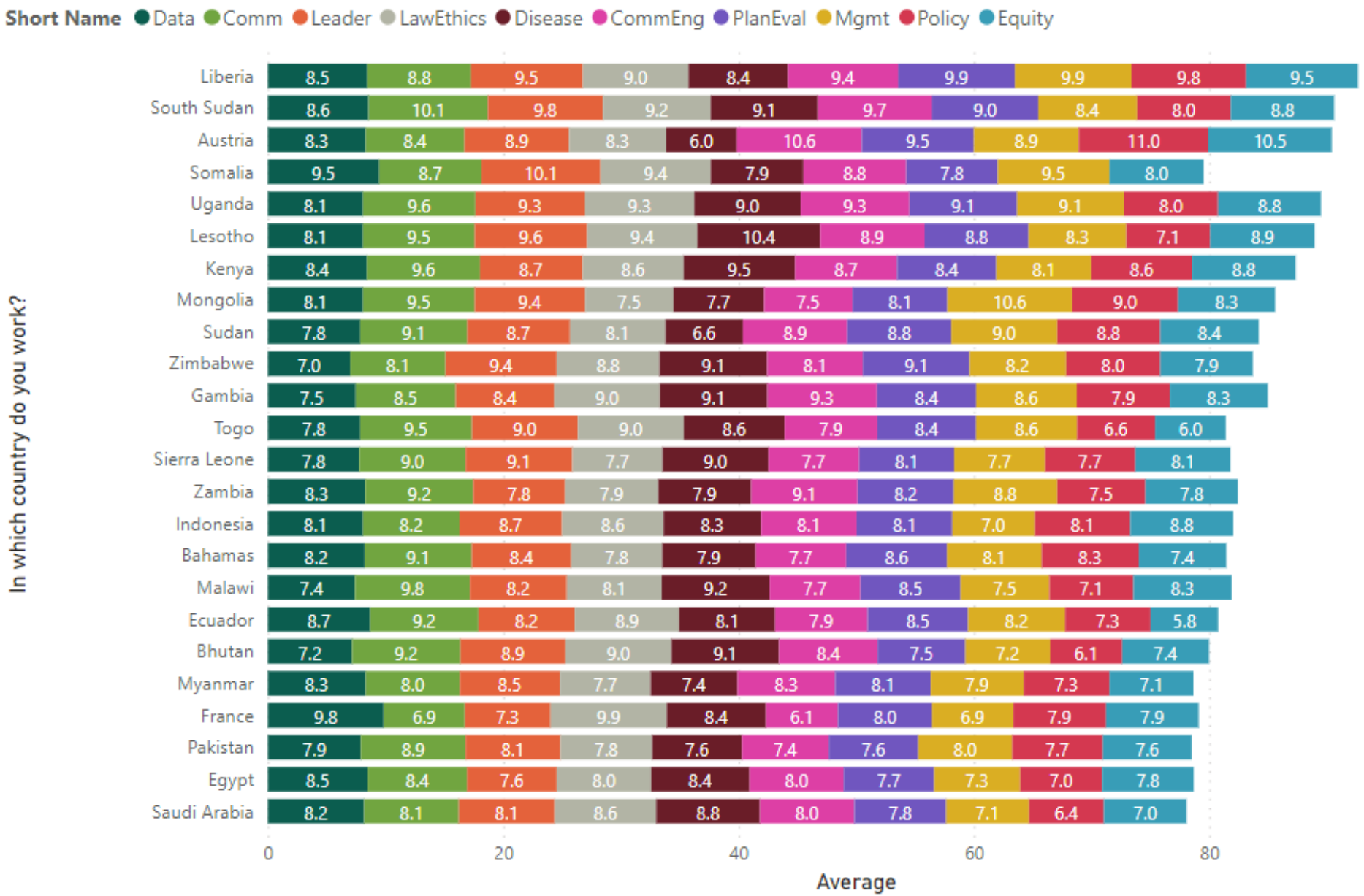
Local	Regional	National	Intl	N/A
7.97	7.81	7.66	7.70	6.89
7.16	7.12	7.23	7.37	6.32
6.85	7.11	6.98	7.23	6.06
6.69	6.89	6.83	7.00	5.83
6.55	6.77	6.82	6.90	5.55
6.54	6.72	6.59	6.61	5.45
6.41	6.58	6.57	6.58	5.32
6.26	6.53	6.48	6.43	5.12
6.24	6.26	6.05	6.35	5.04
5.29	5.60	5.86	5.81	4.40

Domain rankings by citizenship (US or non-US)



USA	Non-USA
7.70	8.25
7.02	7.85
6.74	7.79
6.67	7.67
6.51	7.60
6.49	7.50
6.34	7.39
6.28	7.18
5.95	6.97
5.34	6.65

Domain rankings by country

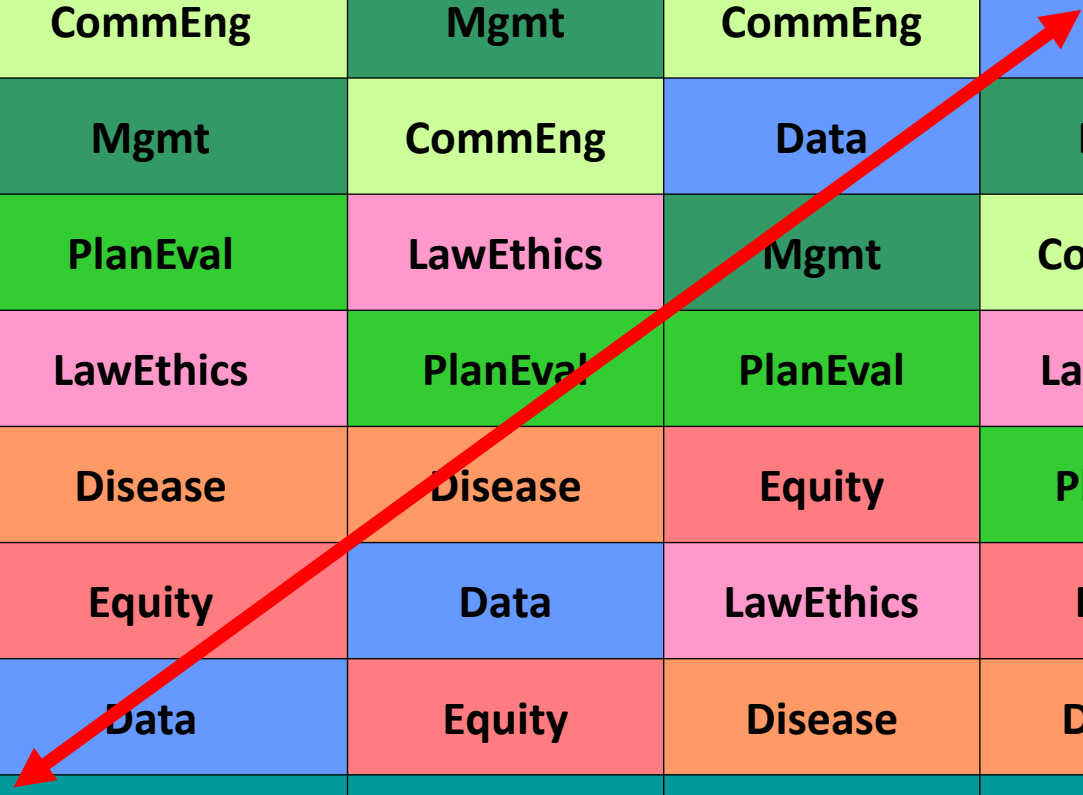


Domain Rankings by Highest Degree Earned

No degree or associates	Bachelor	Masters	Doctoral
Comm	Comm	Comm	Comm
Leader	Leader	Leader	Leader
CommEng	Mgmt	CommEng	Data
Mgmt	CommEng	Data	Mgmt
PlanEval	LawEthics	Mgmt	CommEng
LawEthics	PlanEval	PlanEval	LawEthics
Disease	Disease	Equity	PlanEval
Equity	Data	LawEthics	Equity
Data	Equity	Disease	Disease
Policy	Policy	Policy	Policy

Domain Rankings by Highest Degree Earned

No degree or associates	Bachelor	Masters	Doctoral
Comm	Comm	Comm	Comm
Leader	Leader	Leader	Leader
CommEng	Mgmt	CommEng	Data
Mgmt	CommEng	Data	Mgmt
PlanEval	LawEthics	Mgmt	CommEng
LawEthics	PlanEval	PlanEval	LawEthics
Disease	Disease	Equity	PlanEval
Equity	Data	LawEthics	Equity
Data	Equity	Disease	Disease
Policy	Policy	Policy	Policy



Domain Rankings by Area of Expertise

Data science	Disease	Global	Health	Health Admin	Education	Nursing	Policy	Preparedness	other
Data	Comm	Comm	Comm	Comm	Comm	Comm	CommEng	Comm	Comm
Comm	Leader	Data	Leader	Leader	Leader	Disease	Policy	CommEng	Leader
LawEthics	CommEng	CommEng	Equity	Mgmt	CommEng	Leader	Comm	Leader	CommEng
Leader	Disease	Leader	PlanEval	CommEng	Equity	LawEthics	Leader	PlanEval	Equity
Disease	Data	PlanEval	CommEng	PlanEval	PlanEval	Equity	LawEthics	Disease	PlanEval
CommEng	LawEthics	Mgmt	Data	LawEthics	Mgmt	CommEng	Equity	Equity	Data
PlanEval	PlanEval	LawEthics	LawEthics	Data	Data	PlanEval	Data	Mgmt	Mgmt
Equity	Mgmt	Equity	Mgmt	Equity	LawEthics	Mgmt	PlanEval	Data	LawEthics
Mgmt	Equity	Policy	Disease	Disease	Disease	Data	Mgmt	LawEthics	Disease
Policy	Policy	Disease	Policy	Policy	Policy	Policy	Disease	Policy	Policy

Domain Scores by Area of Expertise

Data science	Disease	Global	Health	Health Admin	Health Education	Nursing	Policy	Preparedness	other
7.81	7.73	7.26	7.88	8.18	8.55	8.35	8.18	8.06	7.78
7.09	7.05	7.01	7.07	8.13	7.38	7.90	8.12	7.60	7.11
6.62	6.75	6.82	7.03	7.42	7.30	7.61	8.06	7.41	6.79
6.52	6.71	6.81	6.89	7.22	7.19	7.39	7.80	6.90	6.77
6.32	6.69	6.50	6.79	7.16	7.18	7.32	7.41	6.79	6.65
6.13	6.69	6.48	6.69	6.93	6.59	7.20	7.26	6.71	6.53
6.11	6.38	6.37	6.64	6.59	6.45	7.04	7.26	6.69	6.43
5.77	6.34	6.37	6.42	6.53	6.12	6.61	7.01	6.35	6.40
5.71	6.33	5.78	5.68	6.28	6.08	6.44	6.91	6.25	5.82
4.91	5.66	5.65	5.31	6.07	5.39	5.91	6.17	6.17	5.33

Data science	Disease	Global	Health	Health Admin	Health Education	Nursing	Policy	Preparedness	other
Data	Comm	Comm	Comm	Comm	Comm	Comm	CommEng	Comm	Comm
Comm	Leader	Data	Leader	Leader	Leader	Disease	Policy	CommEng	Leader
LawEthics	CommEng	CommEng	Equity	Mgmt	CommEng	Leader	Comm	Leader	CommEng
Leader	Disease	Leader	PlanEval	CommEng	Equity	LawEthics	Leader	PlanEval	Equity
Disease	Data	PlanEval	CommEng	PlanEval	PlanEval	Equity	LawEthics	Disease	PlanEval
CommEng	LawEthics	Mgmt	Data	LawEthics	Mgmt	CommEng	Equity	Equity	Data
PlanEval	PlanEval	LawEthics	LawEthics	Data	Data	PlanEval	Data	Mgmt	Mgmt
Equity	Mgmt	Equity	Mgmt	Equity	LawEthics	Mgmt	PlanEval	Data	LawEthics
Mgmt	Equity	Policy	Disease	Disease	Disease	Data	Mgmt	LawEthics	Disease
Policy	Policy	Disease	Policy	Policy	Policy	Policy	Disease	Policy	Policy

Data science	Disease	Global	Health	Health Admin	Health Education	Nursing	Policy	Preparedness	other
Data	Comm	Comm	Comm	Comm	Comm	Comm	CommEng	Comm	Comm
Comm	Leader	Data	Leader	Leader	Leader	Disease	Policy	CommEng	Leader
LawEthics	CommEng	CommEng	Equity	Mgmt	CommEng	Leader	Comm	Leader	CommEng
Leader	Disease	Leader	PlanEval	CommEng	Equity	LawEthics	Leader	PlanEval	Equity
Disease	Data	PlanEval	CommEng	PlanEval	PlanEval	Equity	LawEthics	Disease	PlanEval
CommEng	LawEthics	Mgmt	Data	LawEthics	Mgmt	CommEng	Equity	Equity	Data
PlanEval	PlanEval	LawEthics	LawEthics	Data	Data	PlanEval	Data	Mgmt	Mgmt
Equity	Mgmt	Equity	Mgmt	Equity	LawEthics	Mgmt	PlanEval	Data	LawEthics
Mgmt	Equity	Policy	Disease	Disease	Disease	Data	Mgmt	LawEthics	Disease
Policy	Policy	Disease	Policy	Policy	Policy	Policy	Disease	Policy	Policy

Questions?

Thank You!

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