



**Council on Linkages Between Academia and Public Health Practice Virtual Meeting**

Date: June 24, 2024, 2-4pm EDT

**Meeting Minutes**

**Members and Designees Present:** Bill Keck (Chair), Anita Balan, Terry Brandenburg, David Buys, Marita Chilton, Lori Edwards, Michael Fagen, Adrienne Gill, Gary Gilmore, Barbara Gottlieb, Paul Halverson, Amy Lee, Serena McCovery, Lisa Sedlar, Susan Swider, Kristen Varol, John Wiesman

**Other Participants Present:** Heather Alberda, Mark Kate Allee, Nikki Almaraz, Meghan Ames, Henrietta Ampofo, Sarah Auer, Elaine Auld, Caroline Ayong, Debbie Baker, Mike Barry, Christine Beluk, Yesenia Benitez, Suellen Bennett, Dawn Bleyenbug, Evette Brandon, Kevin Brinegar, E. Chandlee Bryan, Cheryl Butler, Vera Cardinale, Jessica Carr, Candy Cates, Shweta Chooramani, Kelly Conley, Mckelle Cox, Susan Crowdes, Shanna Doucet, Joshua Egeland, Paul Erwin, Rita Espinoza, Carrie Evans, Erika Ferradino, Marie Flake, Kim Frederick, Ebony Funches, Holly Gederos, Jacqueline Gierlach, Shir Lerman Ginzburg, Brittany Grear, Nelda Grymes, Susan Hacking, Leigh Haynes, Allison Jacobs, Tamnet Kidanu, Cheryl Kilmark, Patricia Krause, Lisa Lang, Meghan Lassiter, Allison Lewis, Nicole Magnuson, Morgan Major, Helen Malcolm, Morgan Meleca, Sara Mendez, Cali Messner, Carol Moehrle, Nnamdi Moeteke, Jennifer Moore, Karin Opacich, Lynelle Phillips, Ramesh Poluru, Beth Ransopher, Jen Ricci, Jennifer Romaszewski, Julie Saber, Dwight Sanders, Suzanne Schaefer, Glenn Schneider, Kaela Schommer, Michelle Schoonover, Geri Kemper Seeley, Tressa Setlak, Sweta Shrestha, Chelsea Simpkins, Leslie Stalnaker, Shaza Stevenson, Brad Stulce, JT Theofilos, Tracey Thomas, Kim Tippens, Dieu Tran, Sharon Trivette, Catherine Troisi, Jennifer Tsai, Gail Tudor, Laura Valentino, Deepika Viswanath, Lisa Ward, Angela Watson, Caitlan Webster, Greg Wilson, Sarah Worthington, Abida Zubairi

**Staff Present:** Ron Bialek, Kathleen Amos, Mayela Arana, Grace Davis

Agenda Item	Discussion	Action
<p><b>Welcome and Overview of Agenda</b></p>	<p>The meeting began with a welcome by Council Chair C. William Keck, MD, MPH.</p> <p>Dr. Keck thanked the Centers for Disease Control and Prevention (CDC) for the funding support that has enabled current Council activities, reminded participants of the Council’s mission, and reviewed the agenda for the meeting.</p>	
<p><b>Approval of Minutes from March 1, 2024 Meeting</b></p>	<p>Dr. Keck asked for any changes to the minutes of the March 1, 2024 Council meeting. Gary Gilmore, MPH, PhD, MCHES, moved to approve the minutes as written. Michael Fagen, PhD, MPH, seconded the motion. No additions or corrections.</p>	<p>Minutes of the March 1, 2024 Council meeting were approved as written.</p>
<p><b>Rebuilding the Public Health Workforce</b></p> <ul style="list-style-type: none"> <li>• <b>Public Health Advocacy</b></li> </ul>	<p>Council Director Ron Bialek, MPP, introduced a discussion on current efforts to rebuild the public health workforce with regard to advocacy skills.</p> <p>Glenn Schneider, Director, Public Health Advocacy Consensus Task Force; Meghan Ames, Education</p>	<p>Council staff announced that a vote on Council endorsement of the taskforce would</p>

<p><b>Consensus Taskforce</b></p>	<p>Program Manager, Lerner Center for Public Health Advocacy, Johns Hopkins Bloomberg School of Public Health; and Elaine Auld, Chief Executive Officer (retired), Society for Public Health Education, shared information about the new Public Health Advocacy Consensus Taskforce.</p> <p>Ms. Auld introduced the taskforce and why advocacy is important to public health. Ms. Ames described the taskforce and its efforts to educate professionals on advocacy. Mr. Schneider discussed policy engagement and the importance of the taskforce, and asked the Council for formal endorsement of its efforts.</p> <p>Mr. Bialek facilitated discussion about the taskforce.</p>	<p>occur after the meeting via email.</p>
<p><b>CSTE Applied Epidemiology Competencies Toolkit and Trainings</b></p>	<p>Sarah Auer, Program Analyst, Council of State and Territorial Epidemiologists, shared information on a new toolkit and trainings created to support adoption of and education on the recently revised Applied Epidemiology Competencies.</p>	
<p><b>Council Activity Updates</b></p> <ul style="list-style-type: none"> <li>• <b>Academic Health Department Learning Community</b></li> <li>• <b>Core Competencies for Public Health Professionals</b></li> <li>• <b>Retention and Recruitment Learning Community</b></li> </ul>	<p>Grace Davis, Project Associate, Workforce Development, Public Health Foundation (PHF), provided an update on Academic Health Department (AHD) Learning Community activities.</p> <p>The AHD Learning Community is a national community that brings together and supports practitioners, educators, researchers, and others to explore AHD partnerships, share their experiences, and engage in collaborative learning. Since its launch in January 2011, the AHD Learning Community has grown to more than 1,500 members from health departments, academic institutions, and other organizations across the country. The Learning Community offers resources and activities to support AHD partnerships, including a venue for sharing examples and stories of AHD partnerships, webinars featuring AHD partnerships, examples of partnership agreements, a listserv for communication, and technical assistance.</p> <p>Since the last Council meeting in March 2024, the AHD Learning Community and its resources and tools have been accessed online more than 1,400 times. This brings online usage of the Learning Community and its resources and tools since its launch to more than 87,500 visits. Since the last Council meeting, Council staff have responded to 6 requests for assistance related to AHD partnerships, serving 6 organizations in 6 states.</p> <p>AHD partnerships were highlighted at the Public Health Improvement Training (PHIT) in a townhall session titled <i>Strengthening Linkages Between Academia and Public Health Practice Townhall</i> and in an Association of State and Territorial Health Officials Workforce Pop-Up webinar, both in June 2024. Later this year, AHD partnerships will be featured at the 2024 Public Health</p>	

	<p>Learning Forum and American Public Health Association (APHA) Annual Meeting.</p> <p>In addition, CDC has invited Council staff to present a seminar for CDC staff on AHD partnerships, which will take place in September 2024. This seminar will also feature speakers from state and local public health – Antonia Blinn and Chrissy Beluk from the Massachusetts Department of Public Health and Sarah Worthington and Nicole Miller from the Toledo-Lucas County Health Department (OH) – and highlight those organizations’ successful partnerships</p> <p>A webinar in the AHD Webinar Series was held in April 2024 as part of National Public Health Week. This webinar, <i>The Public Health Camp – Building an Academic-to-Practice Pipeline at Public Health – Seattle &amp; King County</i>, featured guest speakers from an AHD who shared their experiences working to establish their partnership and their Public Health Camp.</p> <p>Ms. Davis invited questions about the AHD Learning Community.</p> <p>Ms. Davis provided an update on the Core Competencies for Public Health Professionals (Core Competencies).</p> <p>The Core Competencies, a set of foundational or crosscutting skills for professionals engaged in public health practice, education, and research, are used in workforce development activities across the US. The most current data show that approximately 80% of state health departments, 60% of tribal health organizations, 55% of local health departments, 25% of territorial health departments, and 90% of academic programs with a public health focus use the Core Competencies. The Core Competencies are used in a variety of ways, including to guide development of job descriptions and performance objectives, competency or training needs assessments, education and training, workforce development plans, other competency sets, and other tools and resources to support professional development for public health professionals. These competencies also appear in major national initiatives, such as Healthy People and accreditation; are integrated into the TRAIN Learning Network; and are designed to reflect the knowledge and skills needed to deliver the 10 Essential Public Health Services.</p> <p>Since the last Council meeting in March 2024, the Core Competencies and resources and tools to support implementation have been accessed online more than 14,000 times, with more than 9,000 of those visits to resources and tools. Since the latest version of the Core Competencies was released in November 2021, the webpage has been visited around 177,000 times. Since the last Council meeting, Council staff have responded to 5 requests for assistance related to the Core</p>	<p>More information about the AHD Learning Community and its activities is available through the <a href="#">AHD Learning Community section</a> of the Council website or by contacting Mayela Arana at <a href="mailto:marana@phf.org">marana@phf.org</a>.</p>
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	<p>Competencies, serving 4 organizations in 3 states and the United Kingdom.</p> <p>In May 2024, the Core Competencies were highlighted in a PHF webinar, <i>Using the Core Competencies for Public Health Professionals to Support Workforce Development</i>. This webinar featured speakers from the Missouri Department of Health and Senior Services and the City of Milwaukee Health Department (WI) who spoke about using the Core Competencies to assess their workforce; identify gaps in knowledge, skills, and abilities; and address those gaps through training and other workforce development opportunities. The Core Competencies were also featured in a workshop session at PHIT, <i>Designing a Workforce Development Plan that Closes the Gap on Priority Competencies</i>, in May and June 2024, and will be the focus of sessions at the 2024 Public Health Learning Forum.</p> <p>Since the release of the 2021 Core Competencies in October 2021, Council staff have been updating and developing resources and tools that support use of the Core Competencies and engaging in dissemination activities to help ensure the public health community is aware of and has access to this latest version for their workforce development efforts. A new resource describing the relationship between the Core Competencies, 10 Essential Public Health Services (EPHS), and Foundational Public Health Services (FPHS) was recently developed. This brief resource highlights the Core Competencies as underlying organizations' abilities to deliver the EPHS and FPHS. Along with other tools related to the Core Competencies, this resource is available on the Council website on the updated Core Competencies Tools page.</p> <p>Ms. Davis invited questions about the Core Competencies.</p> <p>Mayela Arana, MPH, Senior Program Manager, Workforce Development, PHF shared updates about the new Retention and Recruitment (R&amp;R) Learning Community.</p> <p>The R&amp;R Learning Community is a new initiative that was approved by the Council during the March meeting to foster collaboration and provide an environment for sharing strategies for public health workforce retention and recruitment, highlighting successes, and working through common challenges. Planning for the Learning Community is underway, and it is anticipated the group will focus on strategies and solutions related to five areas: Organizational Culture, Workplace Environment, and Employee Experience; Professional Development; Human Resource Policies and Processes; AHD Partnerships; and Workforce Pathways and Recruitment.</p>	<p>More information about the Core Competencies is available through the <a href="#">Core Competencies section</a> of the Council website or by contacting Mayela Arana at <a href="mailto:marana@phf.org">marana@phf.org</a>.</p>
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	<p>To guide development of the R&amp;R Learning Community, an R&amp;R Workgroup was established. This group is chaired by Terry Brandenburg, MBA, MPH, CPH the National Association of County and City Health Officials representative to the Council, and includes more than 60 members from health departments and partner organizations across the country. The Workgroup has met twice so far – in May and June 2024 – and the next meeting will be held on July 2, 2024.</p> <p>While the R&amp;R Learning Community is still under development, R&amp;R tools and resources have been highlighted at national conferences. In May and June 2024, these resources were featured in the <i>Retention and Recruitment in Governmental Public Health</i> session at PHIT. Additionally, plans are underway for a session on R&amp;R at the 2024 APHA Annual Meeting.</p> <p>Ms. Arana asked for questions about the R&amp;R Learning Community.</p>	<p>More information about the Retention and Recruitment Learning Community is available through the <a href="#">Retention and Recruitment section</a> of the Council website or by contacting Mayela Arana at <a href="mailto:marana@phf.org">marana@phf.org</a>.</p>
<p><b>Chair Transition</b></p> <ul style="list-style-type: none"> <li>• <b>Election Results</b></li> <li>• <b>Discussion of Term Limits and Chair Elect Position</b></li> <li>• <b>Celebration of Dr. Keck</b></li> </ul>	<p>Mr. Bialek updated the Council on the election of a new Council Chair, Dr. Amy Lee, MD, MPH, MBA, MPH Program Director, Consortium of Eastern Ohio Master of Public Health, Northeast Ohio Medical University; Association for Prevention Teaching and Research representative to the Council.</p> <p>In response to a query from Council members, Mr. Bialek opened a discussion about possibility of instituting a Chair Elect position. Council staff and members discussed the benefits and challenges of adding a new position to Council leadership.</p> <p>Mr. Bialek led the Council in thanking Dr. Keck for his years of service as Council Chair. Council staff, members, and guests thanked Dr. Keck for his important contributions to the Council.</p>	
<p><b>Other Business and Next Steps</b></p>	<p>Dr. Keck asked if there was any other business to address.</p> <p>Kathleen Amos, Council Assistant Director, shared information about the Public Health Learning Forum: Workforce Development in Action. The conference will take place from October 15-18, 2024 and everyone is welcome to register.</p> <p>The next Council meeting will be held on September 16, 2024 from 2-4pm EDT. More information will be shared as it becomes available.</p>	<p>Questions can be sent to Mayela Arana at <a href="mailto:marana@phf.org">marana@phf.org</a>.</p>