



Council on Linkages Between Academia and Public Health Practice Virtual Meeting

Date: September 16, 2024 2-4pm EDT

Meeting Minutes

Members and Designees Present: Amy Lee (Chair), Bill Keck, Terry Brandenburg, Gary Brown, Marita Chilton, Lori Edwards, Adrienne Gill, Gary Gilmore, Paul Halverson, Mark Humphrey, Jamie Michael, Laura Rasar King, Erin Seedorf, Erica Smith, Susan Swider, John Wiesman, Julie Willems Van Dijk

Other Participants Present: Yesenia Benitez, Mike Barry, Christine Beluk, Chandlee Bryan, Julie Campbell, Vera Cardinale, Candy Cates, Kacy Chrestman, Shamaree Cromartie, Jenna Constable, Andrea Damewood, Danielle Dazulma, Leslie deRosset, John Dowd, Cynthia Dunn, Jocelyn Estiandan, Lauralee Fernandez, Dan Gentry, Melissa German, Jacqueline Gierlach, Shir Ginzburg, Ellie Hansotte, Susan Hacking, Jeanette Hart, Casie Higginbotham, Shayla Holcomb, Lien House, Pam Isom, Allison Jacobs, Matthew Jackson, Cindy Jessome, Geri Kemper Seeley, Tamnnet Kidanu, Patricia Krause, Vanessa Lamers, Colin Laughney, Kate Lee, Kristen Lindemer, Fitumai Madrid, Morgan Major, Sara Mendez, Mac McCullough, Grace Minto, Kristen Mitchell, Jennifer Moore, Carol Moehrle, Brenda Nickol, Laurence Padua, Resham Patel, Trevor Pugh, Beth Ransopher, Jen Ricci, Carey Riccitelli, Rebecca Roesslet, Jennifer Romaszewski, Dwight Richards, Kaela Schommer, Silvia Shin, Turquoise Sidibe, Kathleen Sobiech, Jane Steinberg, Leslie Stalnaker, Duane Stansbury, Tamara Walker, Lora Wade, Katie Waters, Greg Wilson, Joshua Woods, Sarah Worthington, Kimberly Wu, Andrea Young, Deepika Viswanath, Eva Wong

Staff Present: Ron Bialek, Kathleen Amos, Mayela Arana

Agenda Item	Discussion	Action
Welcome and Overview of Agenda	The meeting began with a welcome by Council Chair Amy F. Lee, MD, MPH, MBA. Dr. Lee 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. Dr. Lee also welcomes two new Council Representatives from the Public Health Accreditation Board, Julie Willems Van Dijk, PhD, RN, and the American College of Preventive Medicine, Mark Edward Humphrey, MPH, MD, introduced themselves to the Council.	
Approval of Minutes from June 24, 2024 Meeting	Dr. Lee asked for any changes to the minutes of the June 24, 2024 Council meeting. Gary Gilmore, MPH, PhD, MCHES, moved to approve the minutes as written. John Wiesman, DrPH, MPH, seconded the motion. No additions or corrections.	Minutes of the June 24, 2024 Council meeting were approved as written.
Follow-Up from Vice Chair Discussion	Council Director Ron Bialek, MPP, led a discussion on the possibility of creating a Vice Chair position as a continuation from the June 24, 2024 meeting. Council staff and members discussed the criteria for the Vice	A vote on amending the Council Constitution and Bylaws to include a

	Chair, deciding that criteria for serving in this position would be the same as the Chair position and would be elected on the same 2-year cycle. It was discussed that the Vice Chair would fill in for the Chair in the case of absence at a Council meeting or other obligation and that while the Vice Chair could be elected as Chair following a term as Vice Chair, this would not necessarily be a requirement or responsibility. Council staff discussed that to create a Vice Chair position would require an amendment to the Council's Constitution and Bylaws, which requires a two-thirds super majority vote of all Council representatives. Gary Gilmore, MPH, PhD, MCHES, motioned to develop an amendment and put it to a vote. John Wiesman, DrPH, MPH, seconded the motion. Council staff agreed to write the amendment and conduct the vote via email.	Vice Chair will be conducted via email.
Public Health Advocacy Consensus Task Force Advisory Committee Member	Dr. Lee led a discussion on the endorsement of the Public Health Advocacy Consensus Task Force (PH-ACT). During the June meeting, the Council was introduced to the PH-ACT, an initiative of the Lerner Center for Public Health Advocacy at the Johns Hopkins Bloomberg School of Public Health to gain consensus on the definition of public health advocacy; identify the essential advocacy skills needed to operationalize it; and draft guidance that could help schools and programs. The Council voted in August 2024 to endorse the PH-ACT. Endorsement by the Council includes: the addition of the Council logo to the consensus webpage; designating a representative from the Council to serve on the PH-ACT Advisory Committee (1 hour per quarter) and to act in the best interest of the Council as a whole; providing occasional feedback; and helping to promote PH-ACT consensus efforts widely. Following this Council meeting, Mayela Arana, Senior Program Manager, Workforce Development, Public Health Foundation (PHF), will send an email calling for volunteers to represent the Council on the PH-ACT Advisory Committee.	Council staff announced that a call for volunteers to serve as the PH-ACT Advisory Committee representative will occur after the meeting via email.
Rebuilding the Public Health Workforce Current and Future Directions: CDC Public Health Infrastructure Center, Division	Mr. Bialek introduced a discussion on current efforts to rebuild the public health workforce of CDC's Division of Workforce Development, Public Health Infrastructure Center. Andrea Young, PhD, MS, Director, Division of Workforce Development, Public Health Infrastructure Center, shared information about the Public Health Infrastructure Center's new Division of Workforce Development. She discussed the Division's mission and strategic goals, focusing on the many fellowship pathways that the	

of Workforce Development	Division supports. Dr. Young also discussed training services available to upskill the current public health workforce and strategic partnerships to address workforce priorities. Mr. Bialek invited questions and facilitated a discussion about the work of the new Division.	
Core Competencies for Public Health Professionals • Usage of the Core Competencies • Core Competencies Review Cycle	Kathleen Amos, Council Assistant Director, shared updates about the Core Competencies for Public Health Professionals (Core Competencies). 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. Since the 2021 version was released, the Core Competencies have been accessed online nearly 100,000 times, with an additional 101,000 visits to the resources and tools designed to support implementation of the competency set. Council staff regularly respond to requests for assistance related to the Core Competencies. In the same time period since the release of the 2021 version, staff has responded to 100 requests, serving 69 organizations in 29 states, DC, and five other countries (Canada, China, Tanzania, United Arab Emirates, and the United Kingdom). 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. Along with other tools related to the Core Competencies, this resource is	The process for revising the Core Competencies will not be initiated in 2025. More information about the Core Competencies is available through the Core Competencies section of the Council website or by contacting Mayela Arana at marana@phf.org.

	available on the Council website on the updated Core Competencies Tools page. Dr. Lee facilitated a discussion of Council Members use of the Core Competencies. Meeting participants were invited to share their feedback and experiences with how they are using the 2021 version of the Core Competencies. Council Members and friends shared their experiences with using the Core Competencies for developing leadership training, evaluating staff, standardizing job descriptions, identifying training needs and gaps, and developing workforce development plans. Members shared that a greater focus on advocacy and connections with the Foundational Public Health Services would be helpful. Dr. Lee transitioned to discuss the review cycle for the Core Competencies. On a three-year cycle, the Council discusses the timing for updating the Core Competencies to ensure that the Core Competencies reflect evolving public health workforce roles, responsibilities, and functions. The most recent revision of the Core Competencies was approved by the Council in October 2021 and is being used extensively by many health departments, academic institutions, and national organizations. The feedback received from the field is very positive regarding the current version of the Core Competencies. They are simpler to use, the language is clearer, and many topical issues important to public health are being addressed. The Core Competencies have also been worked into other competency sets, like the newly revised Applied Epidemiology Competencies that the Council has heard about in the past from the Council of State and Territorial Epidemiologists. The Council has previously received requests to consider lengthening the review and revision cycle for the Core Competencies to minimize disruption and allow time for organizations and individuals to integrate the latest Core Competencies into their work before revisions are made. Dr. Lee led a discussion of the review of the Core Competencies. The Discussion focused on the need for careful consideration before making changes to Core Competencies, with several members emphasizing that it's too soon to revise them given that people are still adjusting to the latest revision. Some felt that while updates should be made periodically to maintain relevance, the process should be gradual to allow for full implementation and to avoid overwhelming health departments and others that rely on the Core Competencies. Additionally, there was a consensus on the importance of gathering feedback and planning	
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	collaboratively with other organizations, such as the Public Health Accreditation Board for future updates.	
Academic Health Department Learning Community	Ms. Amos and C. William Keck, MD, MPH, Chair of the Academic Health Department (AHD) Learning Community, provided an update on AHD Learning Community activities. 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. Since the last Council meeting, Council staff have responded to eight requests from seven organizations in five states, DC, and Kenya. Council staff are also beginning to apply AHD partnership expertise in more in-depth technical assistance engagements. The first such engagement in which Council staff are involved is underway now, working with a local health department to conduct an environmental scan that will lay groundwork for building AHD partnerships. The Council regularly shares AHD partnership expertise at national, regional, and local events, building awareness and knowledge of this concept, how it can be operationalized, and the value it offers to public health practice and academic organizations. Council staff participated in the Tennessee Department of Health Academic Practice Linkages Symposium 2024, where the state health department and representatives from academic institutions across the state provided an introduction to AHD partnerships to help frame discussion around developing such partnerships in Tennessee. CDC invited Council staff to present a seminar for CDC staff on AHD partnerships, which will take place in September 2024. This seminar will 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. Webinars play a significant role in the Council's educational offerings as well. The Council's series of	More information about the AHD Learning Community and its activities is available through the AHD Learning Community section of the Council website or by contacting Mayela Arana at marana@phf.org.

	AHD webinars has been running for 10 years, and webinars are also presented in collaboration with other organizations upon request. Work is now underway to make the collection of archived webinars in the AHD Webinar Series accessible as a training plan on the TRAIN Learning Network. Since the start of the AHD Learning Community, resources and tools have been developed based on the learning and sharing that is occurring. In a new approach, Council staff and Dr. Keck, as Chair of the AHD Learning Community, collaborated on a book that is set for publication. The book is called <i>Academic Health Department Partnerships: Bridging the Gap Between Town and Gown</i> and captures learnings from decades of work with AHD partnerships and the AHD Learning Community. It is somewhat of a how-to guide for developing and maintaining AHD partnerships, exploring a variety of elements related to these partnerships, and making the case for why they are valuable. Dr. Keck invited questions about the AHD Learning Community.	
Retention and Recruitment Learning Community	Ms. Arana and Terry Brandenburg, MBA, MPH, CPH, Chair of the Retention & Recruitment Workgroup, shared updates about the Retention and Recruitment (R&R) Learning Community. The R&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. To guide development of the R&R Learning Community, an R&R Workgroup was established and includes more than 70 members from health departments and partner organizations across the country. The Retention and Recruitment Workgroup met three times over the summer and significant progress was made toward development of the R&R Learning Community, including articulation of the purpose of the Learning Community; and consideration of potential Learning Community activities which may include webinars, podcasts, blog posts, social media engagement, development of tools and resources, and interactive storytelling.	More information about the Retention and Recruitment Learning Community is available through the Retention and Recruitment section of the Council website or by contacting Mayela Arana at marana@phf.org.

	With the support and direction of the Workgroup a retention and recruitment toolkit is being developed, providing a valuable starting resource for the Learning Community and others addressing retention and recruitment for the public health workforce. Planning for the launch and operation of the Learning Community continues. The decision has been made to move the launch date to November to be sure that there is funding to fully implement and continue this effort. Ms. Arana asked for questions about the R&R Learning Community.	
Upcoming Conferences • Open Forum: Next Generation • Public Health Learning Forum: Workforce Development in Action • American Public Health Association Annual Meeting	Ms. Amos and Ms. Arana updated the Council on upcoming presentations of Council initiatives at conferences this year. The Council regularly presents at national conferences and meetings to share the workforce development resources the Council offers and support public health professionals and organizations in using them. This fall, Council initiatives will be highlighted at the Open Forum: Next Generation, the Public Health Learning Forum: Workforce Development in Action, and the American Public Health Association (APHA) Annual Meeting and Expo. Open Forum: Next Generation focuses on developing the current and future public health workforce to meet the ever-evolving needs of the field. Hosted by the National Network of Public Health Institutes, this year's Open Forum will be held on September 18-20, 2024, in Chicago, IL, and will showcase emerging practices and innovations related to public health infrastructure, the public health workforce, complex public health challenges, and topics related to performance management and quality improvement. Council staff will join Open Forum to present a breakfast roundtable – Session R8: Retention and Recruitment in Governmental Public Health. The Public Health Foundation will host the 2024 Public Health Learning Forum virtually from October 15-18, 2024. This year's theme is "Workforce Development in Action" and sessions will focus on training and tools to support public health workforce development and building governmental public health workforce capacity. APHA will host its 2024 Annual Meeting & Expo from October 27-30, 2024 in Minneapolis, MN. This year's theme is "Building Trust in Public Health Science." Council staff will be engaged in two sessions: Supporting Retention and Recruitment of the Public Health Workforce: The Role of the Council on Linkages Between Academia and Public Health Practice (Session 2054.1) and the Academic Health Department (AHD) Roundtable (Session 3102.0). Hosted by the Academic	

	and Practice Linkages in Public Health Caucus (ASPPH, PHAB, PHF). Ms. Amos asked for questions about upcoming conferences.	
Other Business and Next Steps	Dr. Lee asked if there was any other business to address. This was the last Council meeting scheduled for 2024. Council staff will be in touch soon about scheduling meetings in 2025. More information will be shared when it is available.	Questions can be sent to Mayela Arana at marana@phf.org.