



# The Council on Linkages Between Academia and Public Health Practice

Council on Linkages Between Academia and Public Health Practice Virtual Meeting

Date: December 12, 2017

## Meeting Minutes – Draft

**Members and Designees Present:** Wendy Braund, Christina Dokter, Michael Fagen, Gary Gilmore, Jerry Glandon, Rita Kelliher, Laura Rasar King, Lisa Lang, Patrick Lenihan, Susan Little, Beth Ransopher, Al Richmond

**Other Participants Present:** Angela Aidala, Janet Aikins, Magali Angeloni, Sophia Anyatonwu, Caroline Bartha, Debra Bragdon, Vera Cardinale, LeAnna Cates, John Contreras, Yvette Daniels, Teresa Daub, Ashley Edmiston, Kaitlin Emrich, Steven Godin, Nadim Haddad, Heather-Lyn Haley, Terry Helinski, Tanya Honderick, Barbara Ann Hughes, Jonathan James, Karyn Johnstone, Lolita Kirk, Vanessa Lamers, Joan Lane, Laura Magana, Bryn Manzella, Viviana Martinez-Banchi, Phyllis Meadows, Meagan Mikkelsen, Candace Nelson, Janet Place, Hope Rollins, Russ Rubin, Lisa Sedlar, Samantha Shaver, Lenee Simon, Cyndi Stern, Bobbi Sykes, Shari Tedford, J.T. Theofilos, Hugh Tilson, Laura Valentino, Jack Wong, Laura Zeigen

**Staff Present:** Ron Bialek, Kathleen Amos, Janelle Nichols, Keiona Jones

Agenda Item	Discussion	Action
<p><b>Welcome and Overview of Agenda</b></p>	<p>The meeting began with a welcome by Council Director Ron Bialek, MPP. Mr. Bialek shared regrets from Council Chair C. William Keck, MD, MPH, who was unable to attend.</p> <p>Mr. Bialek reminded participants of the Council's mission and reviewed the agenda for the meeting.</p> <p>Mr. Bialek introduced a new Council staff member: Keiona Jones, Project Assistant, Public Health Foundation (PHF).</p>	
<p><b>Approval of Minutes from October 2, 2017 Meeting</b></p> <p>➤ <b>Action Item: Vote on Approval of Minutes</b></p>	<p>Mr. Bialek asked for any changes to the minutes from the October 2, 2017 Council meeting. Gary Gilmore, MPH, PhD, MCHES, moved to approve the minutes as written. Lisa Lang, MPP, seconded the motion. No additions or corrections.</p>	<p>Minutes of the October 2, 2017 Council meeting were approved as written.</p>
<p><b>Request for Council Membership Vote – Veterans Health Administration</b></p> <p>➤ <b>Action Item: Vote on Membership Request</b></p>	<p>Mr. Bialek informed the Council that the Veterans Health Administration (VHA) has requested to join the Council. Mr. Bialek welcomed Karyn Johnstone, MPH, National Coordinator of Interagency Shared Training, VHA Employee Education System, to speak on behalf of VHA.</p> <p>Mr. Bialek asked for discussion on granting preliminary membership to VHA. Dr. Gilmore moved to grant preliminary membership. Susan Little, DNP, RN, PHNA-BC, CPHQ, seconded the motion.</p>	<p>VHA was granted preliminary Council membership.</p>

<p><b>CDC: Public Health Associate Program</b></p>	<p>J.T. Theofilos, MBA, Team Lead, Partnerships and Stakeholder Engagement, Public Health Associate Program (PHAP), Centers for Disease Control and Prevention (CDC), shared information about CDC’s PHAP program and opportunities to participate in the program as a host site or associate. PHAP is a two-year training program with the CDC that places associates in public health agencies and nongovernmental organizations across the US. For the next PHAP class, which starts in October 2018, the application period for associates will be open from January 2-8, 2018, and for prospective host sites from January 2-18, 2018.</p>	
<p><b>The Kresge Foundation: Emerging Leaders in Public Health Initiative</b></p>	<p>Guest speaker Phyllis Meadows, PhD, Senior Fellow – Health, The Kresge Foundation, discussed Kresge’s Emerging Leaders in Public Health (ELPH) Initiative. ELPH is a program to develop public health leaders in which a public health officer and emerging leader work together as a team. The application period for the third ELPH cohort is expected to open in mid-2018</p> <p>Mr. Bialek invited questions for Dr. Meadows.</p>	<p>Council staff will share information about the ELPH application period with the Council when it is available.</p> <p>Questions about Kresge’s ELPH Initiative can be sent to Kathleen Amos at <a href="mailto:kamos@phf.org">kamos@phf.org</a>.</p>
<p><b>Advocating for the Public Health Workforce: The Role of the Council</b></p>	<p>Guest speaker and former Council member, Hugh Tilson, MD, DrPH, MPH, spoke to the Council about the role of the Council in advocating for the public health workforce, the Council’s long history of doing so, and opportunities for the Council moving forward.</p>	<p>Council staff will invite Dr. Tilson to continue this discussion at a future Council meeting.</p>
<p><b>Demonstrating Council Impact</b></p>	<p>Mr. Bialek asked Council members to share examples of ways the Council’s work has impacted Council member organizations’ members and constituents. This will assist in documenting the collective impact of the Council.</p>	<p>Examples of ways the Council’s work has impacted Council member organizations’ members and constituents can be shared with Kathleen Amos at <a href="mailto:kamos@phf.org">kamos@phf.org</a>.</p>
<p><b>Council Member Request: New Approaches to Practice-based Research</b></p>	<p>The Council offers a venue for individual member organizations to raise topics for discussion that could benefit from input of other Council member organizations. Council member organizations are welcome to take advantage of this as needs and opportunities arise.</p> <p>The National Network of Public Health Institutes’ Council representative, Patrick Lenihan, PhD, led a discussion on the need for new approaches to practice-based research and for leadership and advocacy to promote this.</p>	<p>Topics Council member organization would like to propose for discussion at Council meetings can be shared with Kathleen Amos at <a href="mailto:kamos@phf.org">kamos@phf.org</a>.</p> <p>Council staff will discuss with the Council Chair bringing this topic to the Academic Health Department (AHD) Learning Community for</p>

	<p>Mr. Bialek invited discussion or questions for Dr. Lenihan.</p>	<p>further discussion.</p>
<p><b>Performance Improvement and Population Health Competencies</b></p>	<p>Council Assistant Director Kathleen Amos, MLIS, provided an update on the efforts to develop performance improvement (PI) and population health competencies.</p> <p>Two draft sets of discipline-specific competencies based on the Core Competencies for Public Health Professionals (Core Competencies) will soon be open for feedback to help with refining and finalizing each set.</p> <p>The draft PI Competencies define and describe skills and competencies desirable for PI professionals working in public health, and expand upon PI concepts present in the Core Competencies. These draft competencies have been refined based on feedback from the public health community and an environmental scan, and the current draft contains 19 competencies. A PI Competencies Subgroup was created under the Core Competencies Workgroup and provides guidance for this effort.</p> <p>The draft Priority Competencies for Population Health Professionals began as a collaboration between PHF and the Association for Community Health Improvement to describe desired skills for population health professionals and are primarily designed for non-clinical hospital, health system, public health, and healthcare professionals engaged in assessment of population health needs and development, delivery, and improvement of population health programs, services, and practices. Feedback has been collected and used to refine these competencies over the past year. The current draft of these competencies contains 31 competencies organized into 5 categories.</p> <p>As the feedback process begins for both of these draft competency sets, additional information will be shared in a variety of ways, including through the Council on Linkages Update, PHF E-News, Core Competencies Workgroup, and PI Competencies Subgroup. Feedback on these draft competency sets is welcome and encouraged. Help in sharing the feedback opportunity will also be appreciated. Feedback is expected to be accepted through February or March 2018 and will be used to refine the competency sets, with the goal of releasing both sets by mid-2018.</p>	<p>Feedback on the draft PI Competencies or Priority Competencies for Population Health Professionals may be shared with Kathleen Amos at <a href="mailto:kamos@phf.org">kamos@phf.org</a>.</p> <p>Council staff will contact Council member organizations, as appropriate, for assistance in disseminating requests for feedback on these</p>

	Mr. Bialek invited questions for Ms. Amos.	draft competency sets.
<p><b>Core Competencies for Public Health Professionals</b></p>	<p>Core Competencies Workgroup Co-Chair Janet Place, MPH, provided an update on work related to the Core Competencies and progress made during 2017.</p> <p>To date in 2017, the Core Competencies have been accessed nearly 37,000 times, and resources and tools that support use of the Core Competencies have been accessed close to 70,000 times. The most popular resources and tools include competency assessments and collections of job descriptions, examples of how organizations use the Core Competencies, and workforce development plans. Both the Association of State and Territorial Health Officials (ASTHO) and National Association of County and City Health Officials (NACCHO) released updated data about use of the Core Competencies by health departments through their Profile studies this year. The ASTHO Profile study, based on research conducted in 2016, indicates that approximately 80% of state health departments use the Core Competencies. The 2016 National Profile of Local Health Departments study conducted by NACCHO shows a 73% increase in use of the Core Competencies among local health departments since the study was last completed in 2013 – with usage growing from 26% to 45%.</p> <p>To support organizations in using the Core Competencies, a modified version of the Core Competencies was developed and is available through the Council website. This version is based on Tier 2 of the Core Competencies and groups competencies that share a common theme together to reduce the number of individual items to focus on in workforce development efforts. A new Core Competencies tool, <i>Determining Essential Core Competencies for Public Health Jobs: A Prioritization Process</i>, was released in June 2017 and featured in a webinar and sessions at the 2017 Public Health Improvement Training and American Public Health Association Annual Meeting. Twelve new job descriptions and a new workforce development plan that incorporate the Core Competencies were added to the existing online collections of these resources, and additional examples for these collections are welcome. Competency sets that draw on the Core Competencies also continued to be developed, including the Population Health Competencies and PI Competencies. Earlier in 2017, after considering requests from</p>	<p>Additional examples that can be included in the collections of job descriptions and workforce development plans that incorporate the Core Competencies, as well as other examples of how the Core Competencies are being</p>

	<p>the public health community and usage of the Core Competencies, the Council determined that the Core Competencies would not be opened for review this year, allowing work to be done to develop these tools and resources to continue to support use of the Core Competencies.</p> <p>Additionally in 2017, Council staff participated in a Public Health Workforce Interest and Needs Survey (PH WINS) workgroup to support the incorporation of concepts from the Core Competencies into their assessment tool; the Core Competencies Workgroup grew to nearly 100 members and began a discussion of Council involvement in recognition of discipline-specific competency sets based on the Core Competencies; and the PI Competencies Subgroup was formed with nearly 90 members to support refinement of the PI Competencies. Three blog posts and one news article highlighting work related to the Core Competencies were published on the PHF website and viewed more than 500 times, and Council staff responded to more than 40 distance technical assistance (TA) requests, serving nearly 40 organizations in 19 states, Guam, and Uganda.</p> <p>Mr. Bialek invited questions about activities related to the Core Competencies.</p>	<p>used, are welcome by email to Janelle Nichols at <a href="mailto:jnichols@phf.org">jnichols@phf.org</a>.</p>
<p><b>Academic Health Department Learning Community</b></p>	<p>Ms. Amos provided an update on activities of the AHD Learning Community in 2017.</p> <p>The AHD Learning Community was involved in a variety of activities in 2017, including development and enhancement of tools and resources, hosting of virtual meetings, and development and dissemination of related communications. The Learning Community grew to approximately 750 members, representing organizations in all 50 states, DC, and four US territories. To date in 2017, the Learning Community and its resources and tools have been accessed more than 6,000 times, and Council staff responded to more than 25 requests for distance TA, serving more than 20 organizations in 13 states.</p> <p>Four AHD Learning Community meetings were held in March, May, July, and September to highlight progress being made on AHD partnerships. All of these meetings were recorded and are available through the Council website, TRAIN Learning Network, and YouTube. A new quarterly Ask the AHD Expert series was launched on the PHF Pulse blog, with columns published in March, June, and</p>	

	<p>September, and a fourth planned for December. A staged model of AHD development was drafted, with the aim of better articulating how AHD partnerships might develop. This model illustrates the potential development of such partnerships on a continuum and is currently open for feedback. An article describing the development of the AHD Research Agenda was published in the September 2017 issue of the <i>American Journal of Public Health</i>. Seven AHD partnerships were added to the list of AHD partnerships on the Council website, and three partnership agreements were added to the collection of AHD partnership agreements. The AHD Mentorship Program created seven additional mentor-mentee matches, bringing the current total to 15 pairs working together to move AHD efforts forward.</p> <p>Mr. Bialek invited questions about the AHD Learning Community.</p>	<p>Feedback related to the draft staged model of AHD development may be shared with Kathleen Amos at <a href="mailto:kamos@phf.org">kamos@phf.org</a>.</p> <p>Additional AHD partnerships or AHD partnership agreements that can be added to the Council website can be sent to Janelle Nichols at <a href="mailto:jnichols@phf.org">jnichols@phf.org</a>.</p> <p>Expressions of interest in participating in the AHD Mentorship Program as a mentor or mentee can be sent to Janelle Nichols at <a href="mailto:jnichols@phf.org">jnichols@phf.org</a>.</p>
<p><b>Other Business and Next Steps</b></p>	<p>Mr. Bialek reiterated the request for input from Council members about the impact of the Council and its resources and tools.</p> <p>Mr. Bialek asked if there was any other business to address.</p> <p>Future Council meetings have not been scheduled, but will likely be held virtually. Council staff will be in contact with Council members to schedule meetings for 2018.</p>	<p>Input on the impact of the Council and its resources and tools may be shared with Kathleen Amos at <a href="mailto:kamos@phf.org">kamos@phf.org</a>.</p> <p>Council staff will schedule meetings for 2018.</p>