



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

Date: February 20, 2025 2-3:30pm EST

### Meeting Minutes

**Members and Designees Present:** Amy Lee (Chair), Rex Archer, Jessica Arrazola, Sarah Auer, Terry Brandenburg, Marita Chilton, Allison Foster, Gary Gilmore, Mark Humphrey, Allison Jacobs, Larry Jones, Dee Jordan, Bill Keck, Laura Rasar King, Erica Smith, Susan Swider, John Wiesman, Julie Willems Van Dijk

**Other Participants Present:** Peg Allen, Henrietta Ampofo, Sophia Anyatonwu, Geysil Arroyo, Michael Barry, Alexis Bauer, Kelly Beckwith, Christine Beluk, Dawn Bleyenburgh, Marsha Branch, Evette Brandon, Madisen Brewer, E. Chandlee Bryan, Kacy Chrestman, Kelly Conley, Mckelle Cox, Andrea Damewood, Michelle Davis, Danielle Dazulma, Fred Dillon, Ashley Edmiston, Marie Flake, Abigail Ford, Emily Frantz, Jess Gannon, Jennifer Gay, Holly Gederros, Vlada Gladis, Micki Golden, Jo Gourneau, Susan Hacking, Marty Handly, Ellie Hansotte, Cassandra Harris, Desdemona Hartung, Emily Hines, Kellen Hopp, Alana Hudson, Cassandra Jones, Jo-Ann Julien, Jori July, Jennifer Kahn, Omar Khalid, Tamnnet Kidanu, Patricia Krause, Colin Laughney, Kate Lee, Helen Linda, Kristen Lindemer, Mia Luluquisen, Renita Madu, Nicole Magnuson, Matthew Marmor, Antonio Martinez, Stephanie Mazzucca-Ragan, Mac McCullough, Bonnie Mencher, Carol Moehrle, Jennifer Moore, Ellen Mulcahy, Rob Nickla, Yasmin Odowa, Keshana Owens-Cody, Rachel Powell, Rhonda Rahn, Jennifer Ricci, Danacamile Roscom, Carla Roseman, Kim Schlosser, Kaela Schommer, Melissa Sever, Karrey Shannon, Josette Shipley, Turquoise Sidibe, Samantha Simmons, Matampulo Simpasa, Duane Stansbury, Heather Trabal, Sharon Trivette, Grecia Tures, Laura Valentino, Katherine Witcher, Sarah Worthington, Jenny Yow

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

Agenda Item	Discussion	Action
<b>Welcome and Overview of Agenda</b>	<p>The meeting began with a welcome by Council Chair Amy F. Lee, MD, MPH, MBA.</p> <p>Dr. Lee expressed appreciation to Council members for taking the time to be present, both at the meeting and throughout the uncertain times faced by the public health community, and commended Council members' leadership and collaborative spirit.</p> <p>Dr. Lee thanked the Public Health Foundation's (PHF's) Board of Directors for providing the funding support enabling the continuation of Council activities in the absence of Centers for Disease Control and Prevention funding, reminded participants of the Council's mission, and reviewed the agenda for the meeting.</p> <p>Dr. Lee also acknowledged that the Veterans Health Administration is unable to continue to participate in the Council at this time, thus bringing the group down to 23 member organizations.</p>	
<b>Introduction of New Representatives</b>	<p>Dr. Lee welcomed two new Council representatives: from the Society for Public Health Education, Dee Jordan, PhD, MPH, Instructor, Department of Global Health and Social</p>	

<ul style="list-style-type: none"> <li>• <b>Dr. Dee Jordan, SOPHE</b></li> <li>• <b>Larry Jones, NNPPI</b></li> </ul>	<p>Medicine, Harvard Medical School, and from the National Network of Public Health Institutes, Larry D. Jones, MPH, Senior Advisor, Missouri Public Health Institute. Dr. Jordan and Mr. Jones introduced themselves to the Council.</p>	
<p><b>Approval of Minutes from September 16, 2024 Meeting</b></p>	<p>Dr. Lee asked for any changes to the minutes of the September 16, 2024 Council meeting. Gary Gilmore, MPH, PhD, MCHES, moved to approve the minutes as written. C. William Keck, MD, MPH, FACPM, seconded the motion. No additions or corrections.</p> <p>Dr. Lee also provided an update regarding the vote to amend the Council Constitution and Bylaws to add a Vice Chair position. The vote was conducted via email from January 24 to February 7, 2025. Although a quorum participated, the amendment did not pass, as it failed to receive the required two-thirds supermajority (16 affirmative votes). The matter remains open for future discussion.</p>	<p>Minutes of the September 16, 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>Alameda County Public Health Department, AHD Environmental Scan Project</b></li> </ul>	<p>Ron Bialek, MPP, President of PHF and Director of the Council, introduced a discussion on rebuilding the public health workforce focused on the Alameda County Public Health Department's (CA) Academic Health Department (AHD) Partnership Environmental Scan Project.</p> <p>Evette Brandon, MPH, Director, Quality Improvement and Accreditation, and Mia Luluquisen, DrPH, MPH, RN, Office of the Director, from the Alameda County Public Health Department highlighted their existing AHD partnerships, motivation behind wanting to strengthen and expand their partnerships in Alameda County, how the Public Health Infrastructure Grant program helped to support these efforts, and their plans for next steps.</p> <p>Mayela Arana, MPH, CPH, CHES, Senior Program Manager, Workforce Development, PHF, provided additional information about the environmental scan process. The project focused on aligning findings with the health department's goals, including fostering reciprocal partnerships, supporting continuing education for staff, creating workforce pathways for students, and exploring research opportunities. Ten interviews were conducted with representatives from the University of California, Berkeley; California State University, East Bay; and Touro University, and findings are being compiled to support future collaboration aligned with the health department's goals.</p> <p>Mr. Bialek invited questions and facilitated a discussion about the environmental scan project.</p> <p>Discussion from meeting participants included clarification on how the Alameda County Public Health Department prioritized their partnerships, particularly those around internships; ideas about governance structures for how to formalize the partnerships; data tracking to be able to show impact; and how these partnerships help to support</p>	

	workforce, quality improvement, and accreditation activities.	
<b>Council Member Organization Workforce Development Updates</b> <ul style="list-style-type: none"> <li>• <b>Council of State and Territorial Epidemiologists (CSTE)</b></li> <li>• <b>Council on Education for Public Health (CEPH)</b></li> </ul>	<p>Dr. Lee introduced a new 2025 initiative to provide more opportunities for Council representatives to share updates on their organizations' priorities and activities. As part of this effort, the Council heard updates from the Council of State and Territorial Epidemiologists (CSTE) and the Council on Education for Public Health (CEPH).</p> <p>Erica Smith, PhD, MPH, Council Representative for CSTE, shared that CSTE will host a workshop titled <i>Pathways to Partnership</i> at the 2025 CSTE Annual Conference on June 8, 2025 in Grand Rapids, MI. The session will explore strategies to strengthen collaborations between health departments and academic institutions, with a focus on workforce development and applied epidemiology competencies.</p> <p>Laura Rasar King, MPH, MCHES, Council Representative for CEPH, informed the Council that CEPH has begun the process of reviewing and collecting data for its next accreditation criteria revision, scheduled for 2026, with opportunities for partner input over the next 12–18 months.</p>	
<b>Core Competencies for Public Health Professionals</b> <ul style="list-style-type: none"> <li>• <b>Usage of the Core Competencies</b></li> <li>• <b>Core Competencies Review Cycle</b></li> </ul>	<p>Ms. Arana shared updates about 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 the Core Competencies are used by:</p> <ul style="list-style-type: none"> <li>• 80% of state health departments</li> <li>• 43% of tribal health organizations (down from 60% in 2017)</li> <li>• 55% of local health departments</li> <li>• 25% of territorial health departments</li> <li>• 90% of academic programs</li> </ul> <p>The Core Competencies are being 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. While increases or steady use of the Core Competencies continue to be seen among state, local, and territorial health departments, the drop in use among tribal health organizations is being explored. PHF plans to speak with tribal public health organizations to better understand this decline and identify ways to support greater adoption.</p> <p>The Core Competencies also appear in major national initiatives, such as Healthy People and health department accreditation; are integrated into the TRAIN Learning</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>

	<p>Network (TRAIN); and are designed to reflect the knowledge and skills needed to deliver the 10 Essential Public Health Services.</p> <p>Council staff regularly respond to requests for assistance related to the Core Competencies. Since the release of the 2021 version, Council staff have responded to over 100 requests for assistance with the Core Competencies, serving 70 organizations in 29 states, DC, Canada, China, Tanzania, the United Arab Emirates, and the United Kingdom.</p> <p>The Council regularly shares expertise about the Core Competencies at national, regional, and local events. Most recently, the Core Competencies were highlighted as part of the 2024 Public Health Learning Forum: Workforce Development in Action in a session on using the Core Competencies and TRAIN for workforce development activities. Session recordings from the October conference are available on TRAIN.</p> <p>Since the release of the 2021 Core Competencies, 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. Recently, Council staff have agreed to collaborate with the National Board of Public Health Examiners to identify the Certified in Public Health credential skill areas that are addressed by the Core Competencies and the gaps. This work will take place in 2025 and updates will be shared with the Council as the work progresses.</p> <p>Ms. Arana invited questions about the Core Competencies.</p>	
<p><b>Academic Health Department Learning Community</b></p>	<p>Ms. Arana provided an update on 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 1,400 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 (TA). Currently, the Association of State and Territorial Health Officials is providing funding to support activities of the AHD Learning Community, including the development of a new toolkit, a webinar series, TA engagements with health</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>

	<p>departments, and success stories from AHD Learning Community members.</p> <p>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.</p> <p>Council staff highlighted AHD partnerships in a session at the 2024 Public Health Learning Forum: Workforce Development in Action titled <i>Unlocking Potential: Enhancing Capacity Through Academic Health Department Partnerships</i>. The session recording is available on TRAIN.</p> <p>Additionally, in collaboration with the American Public Health Association's (APHA's) Academic and Practice Linkages in Public Health Caucus, an AHD partnership roundtable and luncheon was held at the 2024 APHA Annual Meeting this past October. This event was held in response to the AHD Learning Community's desire for an in-person gathering. The roundtable featured 10 presentations covering topics such as forming AHD partnerships, student connections, and rurally-focused partnerships.</p> <p>Webinars also play a significant role in the Council's educational offerings. The Council's series of AHD partnership webinars has been running for 10 years, and webinars are also presented in collaboration with other organizations upon request. Archived webinars from the AHD Webinar Series are now accessible as a training plan on TRAIN.</p> <p>Council staff is in the process of planning a new webinar series focused on AHD partnerships that highlights relationships with minority-serving academic institutions. More information about the upcoming webinar series will be shared via the <i>Council in Linkages Update</i>.</p> <p>Council staff continue to provide direct TA to public health professionals and organizations to support developing and sustaining AHD partnerships. Council staff regularly receive requests for such assistance, responding to 4 requests from state and local health departments in Wisconsin, Minnesota, Vermont, and Connecticut since the last Council meeting.</p> <p>AHD expertise is now being applied in more in-depth TA engagements as well. The first such engagement involves Council staff conducting an environmental scan to lay the groundwork for building AHD partnerships in Alameda County, CA, as was described earlier in this meeting.</p> <p>Lastly, the book, <i>Academic Health Department Partnerships: Bridging the Gap Between Town and Gown</i>, is available for purchase via Amazon.</p> <p>Ms. Arana invited questions about the AHD Learning Community.</p>	
--	---	--

<p><b>Retention and Recruitment Learning Community</b></p>	<p>Ms. Arana and Terry Brandenburg, MBA, MPH, CPH, Chair of the Retention &amp; Recruitment (R&amp;R) Workgroup, shared updates about the R&amp;R Learning Community.</p> <p>The R&amp;R Learning Community is a relatively new initiative of the Council and its development has been guided by a Workgroup of more than 70 members from health departments, academic institutions, and national organizations. To date, the Workgroup has met to articulate the purpose of the Learning Community and identified focus areas for the group's activities.</p> <p>Due to a lack of funding for the R&amp;R Learning Community, launching the community is on hold. However, significant progress has been made in developing and sharing resources with the public health community.</p> <p>Building on previous work by PHF and in collaboration with the R&amp;R Workgroup, a Retention and Recruitment Toolkit was developed. This initial version of the toolkit is a PDF document that includes the organizing framework developed with support of the R&amp;R Workgroup, along with retention and recruitment links, examples, and strategies gathered over the past year. PHF will continue gathering resources and content to enhance the toolkit and later transition it into a more user-friendly web-based format.</p> <p>Council staff regularly share expertise at national, regional, and local events. Council staff highlighted retention and recruitment strategies in a session at the 2024 Public Health Learning Forum: Workforce Development in Action titled <i>Laying the Groundwork: Essentials of Public Health Workforce Development</i>. The session recording is available on TRAIN. The Council also held a session during the 2024 APHA Annual Meeting focused on supporting retention and recruitment of the public health workforce.</p> <p>Ms. Arana asked for questions about the R&amp;R Learning Community.</p>	<p>For more information about the Council's retention and recruitment efforts, contact Mayela Arana at <a href="mailto:marana@phf.org">marana@phf.org</a>.</p>
<p><b>Other Business and Next Steps</b></p>	<p>Dr. Lee asked if there was any other business to address.</p> <p>Council staff will be in touch soon about scheduling the next Council meeting. More information will be shared when it is available.</p>	<p>Questions can be sent to Mayela Arana at <a href="mailto:marana@phf.org">marana@phf.org</a>.</p>