



# Council on Linkages Between Academia and Public Health Practice Conference Call Meeting

Date: August 15, 2016

## Meeting Minutes – Draft

**Members Present:** C. William Keck (Chair), Philip Amuso, Christopher Atchison, Christina Dokter, Pat Drehobl, Terry Dwelle, Vince Francisco, Gary Gilmore, Barbara Gottlieb, Lisa Lang, Amy Lee, Patrick Lenihan, Susan Little, Beth Ransopher, Louis Rowitz, Susan Swider, Beverly Taylor

**Other Participants Present:** Susan Amador, Alana Barrett, Betty Bekemeier, Mary Beth Bigley, Claudia Blackburn, Antonia Blinn, Barb Bradley, Liza Corso, Teresa Daub, Paul Dennis, Ashley Edmiston, Olubemiga Ekundayo, Miryam Gerdine, Steve Godin, Rebecca Gold, Nadim Haddad, Rachel Hauber, Allison Hausmann, Barbara Ann Hughes, Gina Johnson, Bryant Thomas Karras, Kirk Koyama, Allison Lewis, Karina Lifschitz, Yen Lin, Bryn Manzella, Candace Nelson, Eva Perlman, Janet Place, Julia Resnick, Elizabeth Rumbel, Connie Russell, RoseAnn Scheck, Lisa Sedlar, Kathi Traugh, Kristen Varol, Sirin Yaemsiri

**Staff Present:** Ron Bialek, Kathleen Amos, Janelle Nichols, Evgeniia Belobrovkina

Agenda Item	Discussion	Action
<b>Welcome, Overview of Agenda, and Introduction of New Representatives</b> ➤ <b>Susan Swider (AACN)</b> ➤ <b>Christina Dokter (NALBOH)</b>	<p>The meeting began with a welcome by Council Chair C. William Keck, MD, MPH. Roll call was conducted.</p> <p>Dr. Keck acknowledged the passing of Harrison Spencer, MD, MPH, DTM&amp;H, CPH, President and CEO of the Association of Schools and Programs of Public Health (ASPPH), and offered condolences and support of behalf of the Council to ASPPH.</p> <p>Dr. Keck reviewed the agenda for the meeting.</p> <p>Dr. Keck welcomed and introduced two new Council representatives: Susan Swider, PhD, APHN-BC, FAAN, for the American Association of Colleges of Nursing (AACN), and Christina Dokter, MA, PhD, for the National Association of Local Boards of Health (NALBOH).</p>	
<b>Approval of Minutes from January 11, 2016 Meeting</b> ➤ <b>Action Item: Vote on approval of minutes</b>	<p>Dr. Keck asked for any changes to the minutes of the January 11, 2016 Council meeting. Gary Gilmore, MPH, PhD, MCHES, moved to approve the minutes as written. Christopher Atchison, MPA, seconded the motion. No additions or corrections.</p>	<p>Minutes of the January 11, 2016 Council meeting were approved as written.</p>
<b>Request for Council Membership – Association for Community Health Improvement</b> ➤ <b>Action Item: Vote on membership request</b>	<p>Dr. Keck informed the Council that the Association for Community Health Improvement (ACHI) has requested to join the Council. Dr. Keck welcomed Julia Resnick, MPH, Senior Program Manager, ACHI, to speak on behalf of ACHI.</p> <p>Dr. Keck asked for discussion on granting preliminary membership to ACHI. Dr. Gilmore</p>	<p>ACHI was granted preliminary Council membership.</p>

	moved to grant preliminary membership. Mr. Atchison seconded the motion.	
<b>CDC Update</b>	Guest speakers Teresa Daub, MPH, CPH, Office for State, Tribal, Local and Territorial Support (OSTLTS) and Pat Drehobl, RN, MPH, Center for Surveillance, Epidemiology, and Laboratory Services (CSELS), Centers for Disease Control and Prevention (CDC), provided an update on CDC's public health workforce development and public health system priorities and the status of funding for the Council. The Council is currently supported by funding from OSTLTS and CSELS.	
<b>Council Strategic Directions, 2016-2020</b> ➤ <b>Council Future Directions and Impact</b> ➤ <b>Action Item: Vote on Adoption of Strategic Directions</b>	<p>Dr. Keck provided an overview of the process for refreshing the Council's Strategic Directions for 2016-2020. Activities of the Council are guided by its Strategic Directions. Over the past five years, the Council made progress related to activities within each of the objective areas and administrative priorities outlined in its <i>Strategic Directions, 2011-2015</i>. In the fall of 2015, efforts were begun to update these Strategic Directions for 2016-2020 to ensure that the Council's work continues to meet ongoing and emerging needs within the public health community. During the Council's January 2016 meeting, an initial set of suggested revisions to the Strategic Directions for 2016-2020 was shared. Following that meeting, Council staff met by conference call with the 21 Council member organizations individually to hear and discuss suggestions for the Council's Strategic Directions. Dr. Keck thanked Council member organizations for the thoughtful and constructive comments and suggestions provided during and following these conversations.</p> <p>Input from Council member organizations included specific suggestions about individual objectives, strategies, and tactics within the Strategic Directions, in addition to touching on overarching themes about the Council's goals, activities, and the way it presents itself and its collective work and accomplishments. An overarching theme that came out of these discussions is that the Council is focused on helping to improve the performance of individuals and organizations in public health, with a specific focus on the workforce, and serves a valuable role as a convener and facilitator to generate consensus around important public health workforce development needs and ways to address these needs. Council members suggested changes to the</p>	<p>The Council's <i>Strategic Directions, 2016-2020</i> were adopted.</p> <p>Council staff will follow-up with additional information about how the Strategic Directions are operationalized at the next Council meeting.</p>

	<p>way the Council presents its goals and its work to reflect this important overarching theme.</p> <p>Based on this input, a draft of the <i>Strategic Directions, 2016-2020</i> was developed and circulated to Council member organizations for review and comment. Comments received were incorporated into a second draft for further discussion and a vote on adoption.</p> <p>Dr. Keck invited discussion on the draft <i>Strategic Directions, 2016-2020</i>. Dr. Gilmore moved to adopt the <i>Strategic Directions, 2016-2020</i>. Mr. Atchison seconded the motion.</p>	
<b>Healthy People</b>	<p>Liza Corso, MPA, OSTLTS, and Sirin Yaemsiri, PhD, National Center for Health Statistics, CDC, engaged the Council in discussion about Healthy People 2020, specifically workforce objectives 4 and 6 within the Public Health Infrastructure (PHI) topic area, which relate to the availability of public health education, and requested feedback on proposed revisions to these objectives.</p>	
<b>Academic Health Department Research Agenda</b>	<p>Academic Health Department (AHD) Learning Community Chair Dr. Keck provided an update on the AHD Research Agenda.</p> <p>Following a suggestion by Council member Vince Francisco, PhD, and discussion during the August 2015 Council meeting, the AHD Learning Community launched an initiative, led by Learning Community member Paul Campbell Erwin, University of Tennessee Department of Public Health, to develop a research agenda focused on the AHD model. This research agenda explores questions related to measuring the value of AHD partnerships in enhancing public health and determining best practices critical to partnership success, and suggests opportunities for collaborative research on the structure, functions, and impacts of AHDs.</p> <p>An initial draft of the research agenda was developed in January 2016, made available on the Public Health Foundation's website for public comment, and shared with the Learning Community and other groups with related interests for feedback. Feedback received was used to revise the research agenda to produce a final draft for review and approval by the Council. The research agenda is built around a logic model framework and includes more than 50 research questions related to inputs, activities, outputs, outcomes, and impact associated with AHDs.</p>	<p>Comments or questions related to the AHD Research Agenda may be sent to Kathleen Amos at <a href="mailto:kamos@phf.org">kamos@phf.org</a>.</p> <p>Council staff will share the final draft of the AHD Research Agenda with the Council for a vote on approval this fall.</p>

	Dr. Keck invited discussion on the draft AHD Research Agenda and the sharing of additional comments by email. Comments provided will be used to develop an updated draft if necessary, and a vote on approval of the final draft is expected by email in the fall.	
<b>Update on Other Council Initiatives</b> <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>Recruitment and Retention</b></li> </ul>	<p>Dr. Keck provided updates on the AHD Learning Community, Core Competencies for Public Health Professionals (Core Competencies), and Council activities related to recruitment and retention.</p> <p>The AHD Learning Community supports development of AHD partnerships between public health practice organizations and academic institutions. As a national community of practitioners, educators, and researchers, the Learning Community stimulates discussion and sharing of knowledge; the development of resources; and collaborative learning around establishing, sustaining, and expanding AHDs. The Learning Community continues to grow and currently has approximately 600 members.</p> <p>The AHD Learning Community held three webinar meetings in 2016 focusing on sharing examples of AHD partnerships in Kansas, Kentucky, and Alabama, as well as on developing the AHD Research Agenda. Additional Learning Community meetings are being planned for later this year. The list of AHD partnerships compiled by the Learning Community continues to grow, as does the collection of partnership agreements used to formalize AHD relationships. Both of these resources are available on the Council website.</p> <p>The AHD Mentorship Program, launched in June 2015, also continues to develop. Led by Bryn Manzella, Jefferson County Department of Health (AL), this program helps to foster AHDs by building relationships between individuals involved in AHD efforts, connecting those seeking guidance in an area of AHD development or operation with those having experience in that area. Participation in the program is growing, with eight mentor/mentee matches to date, and additional matches continuing to be created.</p> <p>The Core Competencies reflect foundational skills desirable for professionals engaged in the practice, education, and research of public health and are used by health departments, academic institutions, and other public health organizations in education, training, and other workforce development activities. The Core Competencies and related resources and tools</p>	<p>Examples of AHD partnerships and partnership agreements can be sent to Kathleen Amos at <a href="mailto:kamos@phf.org">kamos@phf.org</a>.</p> <p>Anyone interested in participating in the AHD Mentorship Program as a mentor or mentee can email Janelle Nichols at <a href="mailto:jnichols@phf.org">jnichols@phf.org</a>.</p>

	<p>are widely used, and this usage is highlighted by the frequency with which these resources are accessed through the Council website. Since the current version of the Core Competencies was released in June 2014, the Core Competencies have been accessed nearly 96,000 times, and tools and resources have been accessed more than 178,000 times. The most popular tools and resources include competency assessments, sample job descriptions that incorporate the Core Competencies, and examples illustrating how the Core Competencies are being used.</p> <p>Work continues to develop resources and tools to support use of the Core Competencies. Most recently, descriptions of the eight Core Competencies domains and a summary showing how the Core Competencies are used to support health department accreditation and performance improvement were created. Efforts have also focused on expanding collections of workforce development plans and job descriptions that incorporate the Core Competencies. Each collection now includes more than 20 examples that others can use as they work to develop their own job descriptions and workforce development plans.</p> <p>Within Healthy People 2020, the Core Competencies are incorporated into three objectives in the PHI topic area. The Council serves as the data source for Objective PHI-3, which is to: <i>Increase the proportion of Council on Education for Public Health (CEPH) accredited schools of public health, CEPH accredited academic programs, and schools of nursing (with a public health or community health component) that integrate Core Competencies for Public Health Professionals into curricula</i>, and worked with three Council member organizations – ASPPH, the Association for Prevention Teaching and Research, and AACN – to collect data related to this objective in 2016. Dr. Keck thanked each of these organizations for their assistance with this effort, and especially for collecting these data. Of the academic institutions that provided information, 92% indicated that they have used the Core Competencies. A summary of these results with more detailed information is included in the meeting materials.</p> <p>In 2010, the Council on Linkages conducted a survey to explore recruitment and retention within the US public health workforce. This survey considered factors that influenced individuals' decisions to take and remain in</p>	<p>Examples of job descriptions and workforce development plans that incorporate the Core Competencies, other examples of Core Competencies use, and expressions of interest in the Core Competencies Workgroup can be sent to Janelle Nichols at <a href="mailto:jnichols@phf.org">jnichols@phf.org</a>.</p> <p>More information about accessing the recruitment and retention survey data can be obtained online or</p>
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	<p>jobs in the public health field, as well as their satisfaction with elements of the environments in which they worked, including organizational leadership, management, and professional development. Nearly 12,000 individuals shared their experiences through this survey, and the results of this exploration are summarized in the Council report, <i>Recruitment and Retention: What's Influencing the Decisions of Public Health Workers?</i> This report highlights information about demographics, recruitment and retention factors, and organizational environment. Two articles have also been published as a result of this work, in the <i>American Journal of Public Health</i> (Dec 2015 issue) and <i>Journal of Public Health Management and Practice</i> (currently published online ahead-of-print), and the dataset containing responses from the individuals on which these results are based is available for further research.</p>	<p>by contacting Kathleen Amos at <a href="mailto:kamos@phf.org">kamos@phf.org</a>.</p>
<p><b>Other Business and Next Steps</b></p>	<p>Dr. Keck asked if there was any other business to address.</p> <p>The next meeting of the Council has not been scheduled, but will likely be held by webinar or conference call. Council staff will be in contact to schedule that meeting.</p>	<p>Council staff will schedule the next Council meeting.</p>