



Council on Linkages Between Academia and Public Health Practice Virtual Meeting

Date: October 12, 2021, 2-4pm EDT

Meeting Minutes – Draft

Members and Designees Present: C. William Keck (Chair), Melissa Alperin, Rex Archer, Ellen Averett, Olabisi Badmus, Kaye Bender, Terry Brandenburg, D. Gary Brown, Michelle Carvalho, Liza Corso, Elizabeth Daly, Lori Edwards, Michael Fagen, Gary Gilmore, Barbara Gottlieb, Nancy Harada, Doug Joubert, Rita Kelliher, Laura Rasar King, Amy Lee, Megan Lincoln, Joanne Pearsol, Eva Perlman, Susan Swider, Amber Williams

Other Participants Present: Jasmine Abston, Katherine Andrinopoulos, Mayela Arana, Christine Arcari, James Bechtel, Vera Cardinale, Carmen Carrillo, Siobhan Champ-Blackwell, Rebekah Chance-Revels, Marita Chilton, Raeven Clockson, Alex Coleman, Megan Comlossy, Carrie Conia, Martha Cuccia, Vanessa Deleon, Cynthia Dunn, Ashley Edmiston, Kaitlin Emrich, Traci Fowler, Craig Gilden, Adrienne Gill, Edgar Gutierrez, Katrina Harwood, Ana Magdalena Hurtado, Renee Huth, Allison Jacobs, Catherine Johnson, Lloyd Jordison, Jen Keagy, Ismene Larios, Ellen Leahy, Laura Lloyd, Doha Medani, Lisa Miller, Leslie Mitchell, Lisa Montgomery, Amy Origel-Jenkins, Lynelle Phillips, Janet Place, Leah Potter, Maura Proser, Jen Ricci, Jen Robinson, Jennifer Romaszewski, RoseAnn Scheck, Geri Kemper Seeley, Alexandra Shabelski, Meher Singh, Valerie Usher, Tina Wells

Staff Present: Ron Bialek, Kathleen Amos, Abdullah Tauqeer

Agenda Item	Discussion	Action
<p>Welcome, Overview of Agenda, and Introduction of New Organization and Representatives</p> <ul style="list-style-type: none"> ➤ Council of Public Health Nursing Organizations: Lori Edwards ➤ Veterans Health Administration: Nancy Harada ➤ Public Health Accreditation Board: Rex Archer 	<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>Dr. Keck welcomed two new representatives to the Council: Lori Edwards, DrPH, MPH, BSN, RN, CNS-PCH, BC, representing the Council of Public Health Nursing Organizations, and Nancy Harada, PhD, PT, representing the Veterans Health Administration (VHA). Dr. Keck also welcomed a new preliminary member organization, the Public Health Accreditation Board (PHAB). PHAB will be represented by Rex Archer, MD, MPH.</p> <p>Dr. Edwards, Dr. Harada, and Dr. Archer introduced themselves.</p>	
<p>Approval of Minutes from May 25, 2021 Meeting</p>	<p>Dr. Keck asked for any changes to the minutes of the May 25, 2021 Council meeting. Gary Gilmore, MPH, PhD, MCHES, moved to approve the minutes as written. Melissa Alperin, EdD, MPH,</p>	<p>Minutes of the May 25, 2021 Council meeting were approved as written.</p>

	<p>MCHES, seconded the motion. No additions or corrections.</p>	
<p>Council Membership Vote – Veterans Health Administration</p>	<p>Dr. Keck called for a vote on granting VHA formal Council membership following completion of its preliminary membership period.</p>	<p>VHA was granted formal Council membership.</p>
<p>Academic Health Department Learning Community</p>	<p>Dr. Keck 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 1,100 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>To date in 2021, the Learning Community and its resources and tools have been accessed online more than 6,500 times. This brings online usage since launch of the Learning Community to nearly 74,000 visits. In 2021, staff have responded to more than 20 requests for assistance related to AHD partnerships, serving 16 organizations in 10 states and DC.</p> <p>The <i>AHD Webinar Series</i> highlights successful AHD partnerships and other topics related to AHD partnerships. In December 2020, this series featured the partnership between the Pima County Health Department (PCHD) in Arizona and the University of Arizona’s Mel & Enid Zuckerman College of Public Health (MEZCOPH). This event led to CDC’s Center for State, Tribal, Local, and Territorial Support (CSTLTS) developing a Field Notes story about the partnership: <i>Partners in Arizona Help Prepare Future Workforce Through Model Internship Program</i>. The story was released in July 2021 and highlights the PCHD/MEZCOPH internship program, as well as MEZCOPH’s AHD internship program. Additional details about these programs can be found in the</p>	

	<p>archives of the December 2020 and May 2021 <i>AHD Webinars</i> available through the Council website, TRAIN Learning Network, and YouTube.</p> <p>AHD partnerships are included in the draft of Version 2022 of the PHAB Standards & Measures, specifically within Standard 8.1, which focuses on the development and recruitment of a sufficient number of qualified public health workers. Feedback on the draft Standards & Measures is being accepted through November 5, 2021.</p> <p>AHD partnerships were highlighted at annual meetings and conferences, with sessions at the Public Health Improvement Training and National Association of County and City Health Officials (NACCHO) 360 Conference in June 2021. Additional conference sessions are slated to occur in October 2021 at the Region VII AHD Conference and the American Public Health Association (APHA) Annual Meeting.</p> <p>Dr. Keck invited questions about the AHD Learning Community.</p>	<p>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 Kathleen Amos at kamos@phf.org.</p>
<p>Revising the Core Competencies for Public Health Professionals</p> <ul style="list-style-type: none"> ➤ Proposed Revisions to the Core Competencies ➤ Dissemination Plans ➤ Resources and Tools for Implementation 	<p>Dr. Keck; Council Assistant Director Kathleen Amos, MLIS; and Core Competencies Workgroup Co-Chairs Amy Lee, MD, MPH, MBA, and Janet Place, MPH, shared updates about the use and revision of the Core Competencies for Public Health Professionals (Core Competencies).</p> <p>Dr. Keck reinforced the importance of the revision of the Core Competencies and of these competencies for the public health community. Dr. Keck thanked the Council for its engagement and patience throughout the revision process; CDC’s CSTLTS for their funding and guidance; CDC’s Center for Surveillance, Epidemiology, and Laboratory Services and National Center for Environmental Health for their input; the Core Competencies Workgroup for their invaluable guidance; Dr. Lee and Ms. Place for their leadership and guidance; and Council representatives, staff, and members of the public health and population health community who helped spread the word about the revision and provided input throughout the process.</p> <p>Ms. Amos provided an update on use of the Core Competencies. The Core Competencies, a set of foundational or crosscutting skills for professionals engaged in public health practice, education, and</p>	

	<p>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, 45% of local health departments, 25% of territorial health departments, and 90% of academic programs with a public health focus use the Core Competencies. 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. So far in 2021, the Core Competencies and resources and tools that support implementation have been accessed online more than 55,000 times. This brings online usage since the release of the 2014 version of the Core Competencies to more than 775,000 times. In 2021, Council staff have responded to 30 requests for assistance related to the Core Competencies, serving 27 organizations in 17 states, DC, Guam, Japan, and Saudi Arabia.</p> <p>Council staff work with the Core Competencies Workgroup to support Council efforts related to the Core Competencies. This group has been instrumental in the ongoing development and refinement of the Core Competencies and creation of resources and tools to support implementation. The group is open to all who are interested, has approximately 119 members, and has been supporting revision of the Core Competencies.</p> <p>Ms. Amos provided an update on the Core Competencies revisions. The Core Competencies are regularly reviewed and revised to keep pace with changes in the field of public health and ensure they continue to meet the needs of the public health workforce. The Core Competencies are on a three-year review cycle, and the current version dates from 2014. The current revision of the Core Competencies was initiated in October 2020, with a process mirroring that used to successfully revise the Core Competencies in 2014. With the initiation of the revision process, an open comment period was launched to hear feedback from the public health and population health community to inform draft revisions. Feedback was organized and shared with the Core Competencies Workgroup, and major areas were identified to be addressed. Four Subgroups within the</p>	
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	<p>Workgroup provided input as to how to incorporate or adjust content in the Core Competencies related to several of these areas. Feedback was used to develop a preliminary draft of revisions, which consisted of two pieces – one addressing changes to the concepts in the competency set and one addressing changes to the structure – and was released publicly in June 2021. With this release, a second open comment period began to hear feedback on the draft. This feedback was used, along with guidance from the Workgroup and workforce development resources, in further refining the revisions, leading to the development of proposed revisions to the Core Competencies, which were sent to Council members for consideration and adoption.</p> <p>Revision of the Core Competencies is heavily informed by the public health community. Feedback is welcomed and received on an ongoing basis, and open comment periods from October 2020-March 2021 and June-August 2021 enabled additional feedback. During both open comment periods, feedback was welcomed by email, online, through social media, and during virtual meetings, including 22 virtual town hall and other meetings. This led to more than 1,500 engagements with the revision process and significant feedback. In addition, more than 120 resources were gathered to inform the revision.</p> <p>Among other points, feedback highlighted a need to create better harmonization between efforts that impact the workforce and workforce development, add content in a number of topic areas, and make it easier to use the Core Competencies. These points were addressed in several ways.</p> <p>To address the desire for increased harmonization with other workforce development resources, numerous resources used in public health workforce development were consulted, and efforts were made to align concepts and wording. In addition, the Core Competencies Workgroup has been identifying resources related to concepts within the Core Competencies, which can be connected with the Core Competencies to supplement the content in the Core Competencies.</p> <p>Feedback received about content that was missing or not well addressed led to the addition of new content and adjustment of existing content. The most significant</p>	
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	<p>changes in this area relate to health equity and management and finance. The Cultural Competency Skills domain was transformed to focus on health equity, and additional health equity content was woven throughout the other domains. The domain focused on management and finance has been reorganized and expanded. Other major areas of focus in this part of the revisions included environmental health and justice, emergency preparedness and response, policy and advocacy, and communication.</p> <p>The request to make the Core Competencies easier to use led to the Core Competencies being reorganized into a new structure and simplified. The new structure includes competency statements that apply to all public health professionals and have been simplified by reducing jargon and eliminating unnecessary wording, enabling a decrease in the number of competency statements from 92 in the 2014 Core Competencies to 56 in the 2021 version. The new structure retains the eight domains and three tiers. Subcompetencies have been added that articulate more detailed knowledge and skills for individuals with responsibilities related to each of the tiers. Resources will be linked to the Core Competencies to supplement the content, and examples, or e.g.s, have been updated. Council staff are exploring putting the Core Competencies online in a format that will provide different options for viewing the Core Competencies.</p> <p>In terms of changes to the domains and tiers in the proposed revisions, five of the domain names have changed in some way, although this often does not reflect significant changes to the focus of the domain. The biggest change is the transition from Cultural Competency Skills to Health Equity Skills. The proposed revisions also contain some minor changes to how the tiers are defined. Principally, these changes reflect a desire to shift from a focus on categorizing an individual as being at a certain level to focusing on different types of responsibilities that people have within an organization. In addition, the emphasis on entry level has been removed from Tier 1 and program support responsibilities have been highlighted.</p> <p>Two views of the Core Competencies are presented within the proposed revisions document. The first shows the competency statements organized into the eight</p>	
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	<p>domains. The second shows the competency statements along with the subcompetencies and examples organized into the eight domains and three tiers.</p> <p>The Core Competencies are meant to provide guidance for workforce development, and organizations are encouraged to adapt, prioritize, and otherwise adjust them to tailor to the needs of their workforce.</p> <p>Dr. Lee and Ms. Place reflected on the revision process, the high level of engagement and input from the field that informed revisions, and how the proposed changes help bring the Core Competencies more up to date and make them easier to use.</p> <p>Ms. Amos invited discussion about the Core Competencies and reminded Council members about the vote on adoption of the proposed revisions.</p> <p>Ms. Amos described next steps following adoption of the Core Competencies. Initial work will focus on dissemination of the revised competency set so that the public health community is aware of and has access to the new version for workforce development efforts. The new version will be made available through the Council website, and at a minimum, dissemination will occur through direct emails, newsletters, social media, webinars, and meetings and conferences. Attention will also turn to resources and tools that support implementation of the Core Competencies. Resources and tools will be developed to help with the transition from the 2014 to 2021 version of the competency set, existing resources and tools that support use of the Core Competencies will be updated to reflect the new version, and the development of additional resources and tools to support use based on feedback and other needs identified will be considered.</p> <p>Ms. Amos highlighted two upcoming events in October 2021 featuring sessions on the Core Competencies: the Public Health Learning Forum and APHA Annual Meeting.</p>	<p>Council members are asked to consider the proposed revisions to the Core Competencies and vote on adoption by email to Kathleen Amos at kamos@phf.org by October 20, 2021.</p> <p>More information about the Core Competencies can be found through the Core Competencies section of the Council website or by contacting Kathleen Amos at kamos@phf.org.</p>
<p>Rebuilding the Public Health Workforce</p>	<p>Council Director Ron Bialek, MPP, led a discussion on efforts to rebuild the public health workforce and connections to Council initiatives.</p> <p>In response to COVID-19, considerable new federal funding is available to support state, tribal, local, and territorial health</p>	

	<p>departments in enhancing and rebuilding the public health workforce. Efforts such as the de Beaumont Foundation’s National Consortium for Public Health Workforce Development, APHA’s Alliance for Disease Prevention and Response, and the Bipartisan Health Policy Task Force are underway to assist with challenges such as rapidly recruiting and hiring staff, providing training, and navigating funding streams. Council member organizations have much to contribute to efforts to rebuild and enhance the public health workforce.</p> <p>Council member organizations shared updates on work in this area, including Liza Corso, MPA, and Michelle Carvalho, MPH, MCHES, for CDC; Alexandra Shabelski, MA, for the Health Resources and Services Administration; Amber Williams, MS, for the Association of State and Territorial Health Officials; and Terry Brandenburg, MBA, MPH, CPH, for NACCHO.</p> <p>Mr. Bialek invited questions and discussion.</p>	
<p>Other Business and Next Steps</p>	<p>Dr. Keck asked if there was any other business to address and reminded Council members to vote on adoption of the proposed revisions to the Core Competencies.</p> <p>The next Council meeting has not yet been scheduled.</p>	<p>Council staff will be in contact to schedule Council meetings for 2022. Questions can be sent to Kathleen Amos at kamos@phf.org.</p>