



## National Environmental Health Science & Protection Accreditation Council

*Enhancing the education and training of students  
in environmental health science and protection*

### **EHAC Board Meeting Minutes - March 14, 2022 - 10:00am Pacific time**

**Board Members Present:** Tim Murphy, Dave Gilkey, Chad Brown, Tania Busch Isaksen, Rania Sabty

**Board Members Absent:** Chris Sparks

**Others attending:** None

**EHAC Staff:** Leslie Mitchell

**1.0 Meeting Called to order at:** Murphy called the meeting to order 10:03am PST

#### **2.0 Standing Items**

**2.1 Approval of Agenda:** March 14, 2022 - motion to approve the agenda by Sabty, second by Busch Isaksen and approved unanimously.

[Note: Tim Murphy needs to reach out to Baylor about site visit schedule]

**2.2 Approval of January 12, 2022, Meeting Minutes:** Gilkey moved to approve the February 21, 2022 minutes. There was a second from Sabty and the minutes were approved unanimously.

#### **3.0 Reports**

**3.1 AEHAP Update:** Dr. Ben Ryan - President - not present

**3.2 Treasurer's Report:** Sabty and Mitchell provided a brief overview of the budget documents

- Current Balance sheet - checking: \$4,393.52 as of March 8, 2022  
- savings: 100,447.41 as of March 8, 2022
- Current Income and Expenses - Net Income: \$50,560.19
- Sabty reviewed EHAC's move to BC Accounting for bookkeeping from Carla Brown. Sabty explained that Mitchell will be taking on more day to day entries and payroll, while BCA will serve a move oversight and auditing type function. BCA will also complete EHAC's 990 annually.

#### **3.3 Chairperson's/ED Report: Murphy/Mitchell**

- NEHA
  - DEI statement (G Brown's suggestion) for EHAC website related to email from CDC employee - EHAC (and AEHAP) is committed to improving all areas of diversity in EHS by expanding the number of programs nationally while also empowering, respecting and appreciating our constituents on what makes them different, in terms of age, gender, ethnicity, religion, disability, sexual orientation, education, and national origin.
    - Murphy explained that recent comments from a CDC employee regarding his perception that limiting NEPHIP applicant to students enrolled in EHAC accredited degree programs flies in the face of a written desire to have diversity in NEPHIP interns. Murphy has exchanged an email with him explaining the nature of EHAC accreditation criteria, its focus on STEM based and rigorous education and how many more diverse oriented colleges

have difficulty meeting those standards. And also EHAC prides itself on having 5 accredited degree programs at HBCUs in the U.S. He received an answer expressing frustration with the current situation and hope that a way toward greater diversity in applicants can be found.

- Busch Isaksen suggested pointing him to the diversity statement that EHAC signed with NEHA related to George Floyd's murder that is found on the EHAC website.
- Sabty suggested that what is most important (other than inclusivity) is to provide the level of support that is needed in order to create equity in recruiting and maintaining accredited degree programs.
- Murphy cited 5 programs that are HBCUs.
- Sabty cited the need to go beyond race/ethnicity in our definition of equity and inclusion.
- Gilkey submitted that government performance based standards for institutions of higher learning include the following standards: How many Pell grants are issued, how many 1<sup>st</sup> generation students are enrolled, number of ethnically diverse students.
- Sabty submitted that low income students should be considered in any DEI statement as well. EHAC should focus on these types of institutions as well
- **ACTION: Mitchell will work on determining EHAC degree programs that have high number of low income students.**
- **ACTION: Mitchell will add a symbol to the lists of EHAC accredited degree programs denoting HBCU's, Hispanic Serving Institutions and the like.**
- DEI statement discussion:
  - Gilkey stated that "commitment to" (Murphy suggested "partner with", "encourage") is no longer sufficient and we should employ action words like "will achieve inclusive excellence through so and so methods", etc. There must be a causal pathway and there is an expectation that the organization is actively engaged in the achievement of their goals.
  - **ACTION: Murphy asked the Board to comment on the draft DEI policy and get comments back to Leslie for review and revision by the Bylaws and Policy Committee.**
- Further discussion:
  - Busch Isaksen suggested that a new committee be tasked with developing a strategy for recruiting new programs – focused on great EH programs at schools like Berkley and University of Michigan, as well as focusing on minoring serving institutions.
    - Create proposal/strategic initiative for NEHA or CDC for a long term commitment with EHAC to support staff to do daily functions and Director to do more recruiting and marketing to potential programs, for instance.
- **NEPHIP update**
  - Mitchell report 59 student applications and 17 public health dept. hosts application received by the March 9 deadline
    - Much discussion ensued re: the restriction to virtual only internships. This restriction seems unexplained and unnecessary. Further, Sabty added that California's Department of Health will not except virtual internships as qualification to sit for their REHS/RS and students are bearing the burden.
    - Busch Isaksen added that while students really want an in person experience, some local health depts. employees are still working from home in WA. So, she understands the issue. We will have to continue to be flexible because we do not control what is going on in the work place.
    - Murphy asked NEHA to allow public health departments to decide for themselves whether to host a virtual or onsite intern but got nowhere.

- **Annual Meeting**

- Sunday – try to complete all accreditation business and new Policy document discussions.
- Monday – save morning and afternoon for Graduate Guidelines and UG Requirements discussions.
- **ACTION: Mitchell will poll the Council to see who will be attending in person and who can only attend virtually.**
  - Then Board will plan accordingly regarding virtual technical needs for the meeting, as some Council Members may be under travel restrictions or reduced funding for travel.
- **ACTION: Mitchell will add a discussion of moving Annual Meetings to a virtual platform to the Annual Meeting agenda.**
  - The Board discussed a number of plus and minuses to virtual and to onsite meetings and would like the Council to consider these options in light of the successes of past virtual annual meetings and a “move’ toward virtual options that will likely stick around into the future.
  - Bush Isaksen pointed out that at least on Zoom, you can see facial expression and some body language (vs, and old style conference call in which everyone is invisible).

### **3.4 Undergraduate Program Report: Vice Chair Dave Gilkey**

### **3.5 Graduate Program Report: Vice Chair Busch Isaksen (absent)**

### **3.6 Committee Reports**

### **4.0 Old Business:**

### **5.0 New Business:**

### **6.0 Next Board Meeting: March 14 at 10am Pacific**

### **7.0 Adjournment Mtg. adjourned at 3:25pm Pacific.**