EHAC Annual Meeting of the Council*

July 13, 2025- Hybrid Meeting Minutes

*__Abbreviations used in these minutes:__ Association of Environmental Health Academic Programs (AEHAP), Board of Global Health Credentialing (BGC), National Environmental Health Science and Protection Accreditation Council (EHAC), Environmental Health (EH), Environmental Health Officer Professional Advisory Committee (EHOPAC), Graduate (G), Graduate Environmental Health Certificate (GEHC), Junior Commissioned Officer Student Training and Extern Program (JRCOSTEP), Program Director (PD), National Environmental Health Association (NEHA), National Environmental Health Internship Program (NEPHIP), Undergraduate (UG)

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8.0 Call to Order: Chair Tania Busch Isaksen called the meeting to order at 9AM MST. 3
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8.0 Call to Order: Chair Tania Busch Isaksen called the meeting to order at 9AM MST.

4.6 Accreditation Action: Texas Southern University - Undergraduate

Strengths:

- Dedication of Faculty
- Networking events
- Field trips,
- Investment in new recruitment efforts strategy
- Employment pipeline satisfies workforce needs, especially in underserved areas.
- Employment rates among graduates remain strong.
- Exceptional quality program despite resource limitations

Recommendations/Findings Inconsistent with Full Accreditation:

- Online laboratory needs (TBD)
- Increase the size and employment diversity of the Advisory Committee, detailed meeting minutes.
- Enhance internship experiences.
- Internship documentation

Program Director Comments: Dr. Zivar Yousefipour noted that the college is more focused on pharmacy students. She noted that the program faculty are working closely with their students to locate internships and provide wraparound services. Dr. Yousefipour is exploring how to attract, retain, and graduate more students from the program. She is actively engaged in the advising process with her students to prevent students from completing coursework that does not pertain to their plan of study. The program has been informed that additional resources, which are needed, will be provided as the program grows. Projected changes regarding the modality delivery method will occur by spring 2026. The program will use KeyPath for certain aspects of their program of study, such as the internships.

Motion: Site Visit Team recommends 2-year conditional accreditation with the following requirements:

- **Heavy mentorship for establishing an internship management system and process – make sure that internships hours, learning objectives and hours are recorded.**
- **Ensure that curriculum is aligned with EHAC Requirements – provide a complete and up to date Course Comparison Table**
- **Reinvigorate Advisory committee: take minutes, record action items and show how program is responding to committee recommendations.**

Vote: Motion Carries

Letter:

Conditions:

- Internship requirements (Management, Documentation, and Placements)
- Advisory Committee Artifacts
- Curriculum aligned to EHAC requirements as documented in revised Course Curriculum Table

Strong Recommendations:

- Curriculum plan needs to be reflected in catalog.
- Seek adjuncts to offset teaching load of full-time faculty.
- Diversify Advisory Committee membership.
- Need administrative resources to help PD and faculty.

4.7 Accreditation Action: Illinois State University - Undergraduate

Strengths:

- Well supported by Administration
- Only accredited graduate program in the State and immediate region

- Ensure new faculty have opportunities to attend EHS related conferences.
- Size of program - culture
- Value
- Laboratory Space
- Critical thinkers
- Access to professors and willingness to help.
- Reputation of program
- Individual attention by faculty
- Being in the same Dept as Occupational Safety sharing resources & faculty

Recommendations:

- Not all classes are offered during a 2-year cycle.
- Although only one formal meeting of advisory council in the previous year, informal meetings of advisory council members take place throughout the year at local professional society meetings.
- Size of department would like additional students because there are plenty of internship and job opportunities, just not enough students and graduates.
- EHS faculty should attend National Environmental Health Conference

Program Director Comments: Dr. Guang Gin is working with her team to implement recruiting changes to increase enrollment.

Motion: Site Visit Team motioned to grant full accreditation for 6 years with no conditions.

Vote: Motion Carries

Letter:

Recommendation:

- Run elective courses at least every other year.

9.0 EHAC Policy and Accreditation Criteria Alignment

Presentation of aligned and formatted documents: Tania and Leslie provided a summary of work to align criteria and policy documents. Below is a record of votes taken on UG and Graduate criteria documents, UG, Graduate, and Combined Self-Study Report Templates, and EHAC Policy and Procedures document.

- **UG and Graduate Criteria - Self-study and Policy Requirements (No Curriculum/Criteria related changes)**
  - **Motion: Michele Morrone made the motion to approve undergraduate and graduate self-study related information that moved to the EHAC Policy and Procedures document but did not change in content.**
  - **Second**: Jason
  - **Discussion:** none
  - **Vote: Motion Carries.**
- **EHAC Policy and Procedures Manual and Criteria Alignment Revisions - Preamble**
  - **Motion: Michele made the motion to approve all of the language in the Preamble as presented.**
  - **Second**: Jason Lewis
  - **Discussion:**
    - **Motion: Gary moved to strike the word "content" from I. Purpose of Accreditation #2.**
    - **Second: Anne Marie**
    - **Vote: Motion Carries**
    - **Mari pointed out the change in all documents to include "public" in environmental health and hopes we do not change our name (EHAC) to include "public" in Environmental Health.**
  - **Vote: Motion Carries**
- **EHAC Policy 4.9 - NEW - Undergraduate and Graduate Advisory Committee Requirement**

  - **Motion: Jason moved to accept Policy 4.9 - External Advisory Committee requirement for UG and Graduate programs as written.**
  - **Second: Sandra**
  - **Discussion:**
  - **Vote: Motion Carries**
- **EHAC Policy 4.10 Revision – UG Degree Program Director Practical Experience Requirement Policy**
  - **Approved by first vote to approve related information that moved to the EHAC Policy and Procedures document but did not change in content.**
- **EHAC Policy 4.11 - NEW - Graduate Degree Program Director Education Requirement**
  - **Motion: Gary moves to accept policy revision as presented.**
  - **Second: Cindy**
  - **Discussion:**
  - **Vote: Motion Carries**
- **EHAC Policy 4.12 - NEW - Minimum Faculty Requirements for Degree Programs**
  - **Motion: Gary Brown moves to accept new policy as presented.**
  - **Second: Sandra**
  - **Discussion:**
  - **Vote: Motion Carries**
- **EHAC Policy - NEW Section 6 - with three edits**
  - **Motion: Gary Brown moves to accept new policy revision as presented.**
  - **Second: Sandra Long**
  - **Vote: Motion Carries with Welford Robert's abstention noted**
  - **Discussion**
    - **Section 6.2**
    - **Motion:** Anne Marie moved to add the words "or describe" to J. Artificial Intelligence (AI) in Policy 6.2 General Self-Study Report Content Requirements
    - **Second**: Mari
    - **Discussion:** Welford Roberts asked about how EHAC would use this information in the accreditation process. Tania, Michele, Anne Marie, and Matt explained it as background information useful to understanding how universities address AI. Further, AI impacts workforce readiness of graduates. Welford and Lok recommended doing a survey of how this type of thing would be useful in the future - for accreditation assessment. Michele reminded the Council that she surveyed 6 graduate programs last year regarding AI practices at programs.
    - **Vote: Motion Carries with no from Pokhrel and abstention from Welford Roberts**
    - **Section 6.3**
    - **Motion:** Lee moved to have 4 slides - Slide 3 would be a list of challenges and Slide 4 would be major findings or conclusions of the Site Visit Team.
    - **Second:** Michele
    - **Discussion:** Anne Marie agreed with Slide 3 being for challenges, but major findings are the strengths and challenges – does not want to give away recommendation before there is a chance for the Program Director to respond.
    - Anne Marie made a friendly amendment to have Slide 3 as Challenges but not to have a Slide 4 with major findings at all – no recommendations.
    - **Newman accepted friendly amendment.**
    - Rania suggested another friendly amendment to use a list of challenges/recommendations/areas for improvement instead of just challenges for Slide 3.

- Lee agreed.
- **Vote: Motion Carries**
- **Motion:** Cindy moved to add "and make an accreditation recommendation" to Section 6.3 last paragraph… At the next Annual Meeting of the Council, the site visit team will report its findings to the Council and make and accreditation recommendation.
- **Second:** Michele
- **Discussion:**
- **Vote: Motion Carries**

- **EHAC Policy Minor Edits (Noted in Blue) - Policy and Procedure Manual (included updates to Policies 1.1 Preface, 2.3 Bylaws, 3.5 Expense Reimbursement Policy, 3.8 Annual Report Policy, 4.1 Accreditation operating Policy, 4.3 Accreditation and Reaccreditation Actions Policy, 4.5 Accreditation Fee Policy, 5.2 Request for Extension of Self-Study Report Due Date Policy, 5.3 UG Degree Criteria for Self-Study Report Reviewer and Site Visitor Policy, 5.4 Graduate Degree Criteria for Self-Study Report Reviewer and a Site Visitor Policy, 5.5 Selection of Site Visitors, 5.6 Site Visit Team Presentation ad Council Review Format Policy**
  - **Motion: Sandra moves to accept minor policy edits as presented.**
  - **Second: Gary**
  - **Discussion:**
  - **Vote: Motion Carries**
- **EHAC Self-Study Templates - UG, Graduate, and Combined UG/Graduate Templates**
  - Informational items - no approval needed

NOTE: Michele pointed out that there is no policy/procedure for revising the EHAC Policy itself and suggested it would be helpful to develop a policy that removes the entire Council from having to consider grammatical and other minor types of edits/revisions.

10.0 EHAC UG Chemistry Requirement (Morrone)

- Michele described the report compiled by her graduate student, Edgar Solano
- **Motion: Tania moved to task Vice Co-Chairs of UG Programs to further evaluate the chemistry issue via the Ohio U. report, etc., and to make recommendations moving forward – exploring and articulating options, including the option to do nothing.**
- **Second: Mike**
- **Discussion:**
  - Concern about making changes based on faculty teaching challenges.
  - Examine what chemistry curriculum changes have been approved by EHAC in the past in order to determine what might be considered for the future.
  - Be aware that organic chemistry is a required course to apply for the uniformed services.
  - Not helpful to leave a choice to take Organic Chemistry or not, up to students because they are usually unsure of their career trajectory/goals and a lack of OC will impact their future job opportunities.
  - Community college options

  Vote: Motion carries
- **Many thanks to Michele and Edgar for their work.**

11.0 Board Officer Elections - nominations

- **General Chair: Jason Lewis**
- **Vice Chair for Undergraduate Programs: Co- Chair Mari Eggers, Co-Chair Tania Busch Isaksen**
- **Vice Chair for Graduate Programs: Rania Sabty**

- **Program Recruitment Chair: Gary Brown**
- **Treasurer: Cindy Weckwerth**
- **Secretary: Clint Pinion**
- **Director-At-Large: Lee Newman**
- **Motion: Gary Brown moved to elect all Board members as shown on the 2025 ballot/slide.**
- **Second: Zimeri seconded**
- **Discussion:**
- **Vote: Motion carries**

12.0 New Business

- JEH Article offer from Dr. Dyjack: Dyjack presented an idea for academic programs assuming a JEH column that the NCEH historically contributed would not be written anymore due to political changes. We're not sure if that is still on the table since NCEH has been reinstated.
  - Leslie will update the Council with any news.
- **Annual Update Survey: enlist committee to review the metrics that we collect – it's been a while since we looked at the information that programs are asked.**
  - **Mari has agreed to take up this evaluation task and asks Council for help. Also discuss what we should do with our data beyond internal use.**

13.0 Strategic Planning

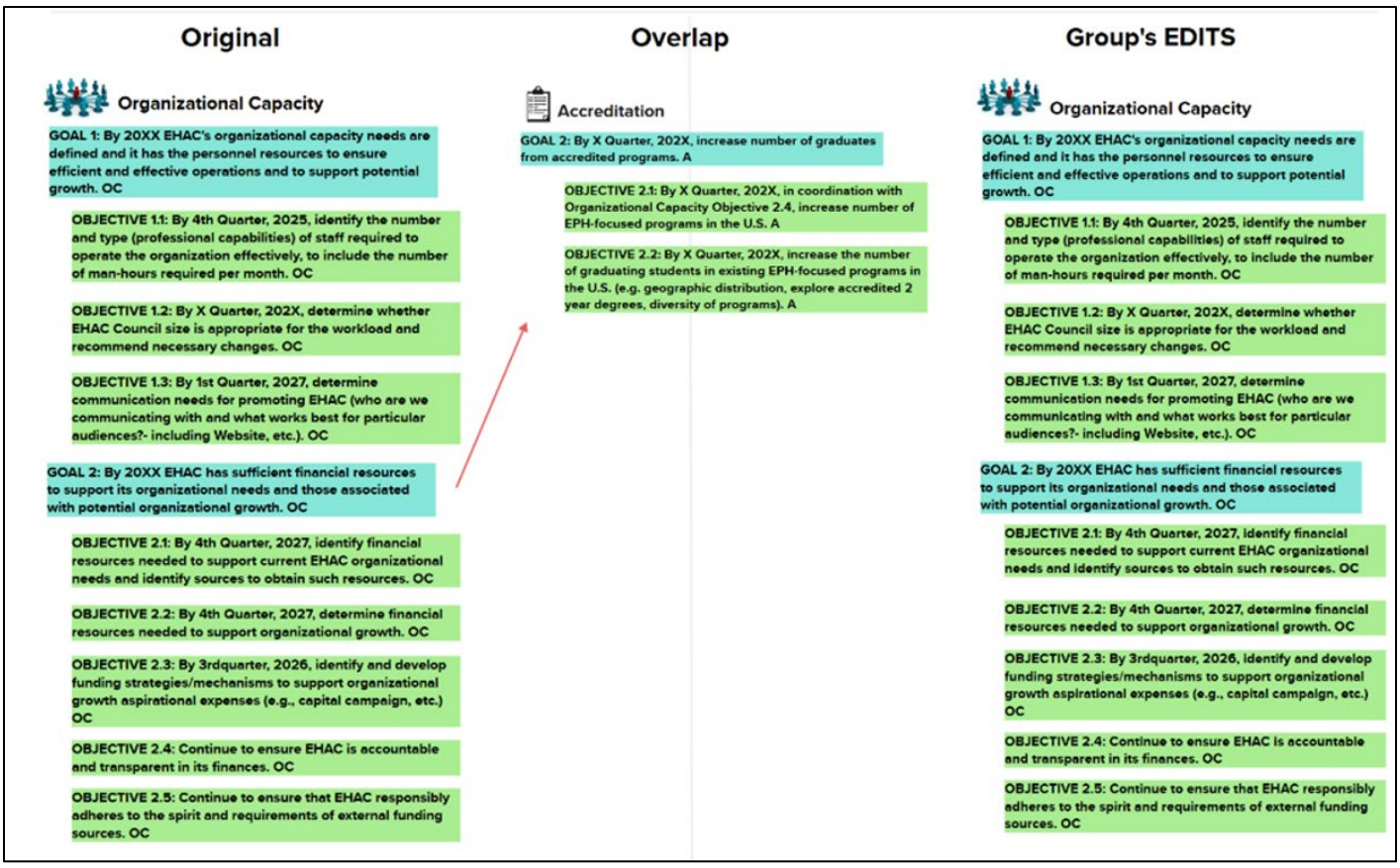
- Tania summarized the strategic planning effort to date and requested a motion for moving forward with one committee to manage the planning process for 2025-2026. Tania will lead a committee that will meet monthly, starting in September, and create a timeline for implementation.

- **Fall/Winter 2024 and 2025 Winter/Spring Updates:**
- **July 2024 Annual Meeting: Focus Area Committees were formed at the 2024 EHAC Annual and:**
  - Focus area committees met several times from September 2024 to May 2025 - to develop goals, objectives, tactics, and timelines.
  - Chairs of the focus area committees met several times to coordinate committee efforts.
  - Welford managed the process and facilitated the Chairs' meetings preparing PPTs, summary documents, and timelines.
- **Spring 2025**
  - Goals and Objectives determined, along with suggested Tactics.
  - Committee Chairs developed plan for presenting committee work to the Board/Council for review.
  - **Thanks to Leadership:**
    - Welford Roberts
    - Wendell Moore
    - Tania Busch Isaksen
  - **Organizational Capacity Committee**
    - Anne Marie Zimeri - Chair
    - Laura Suppes
    - Priscilla Oliver
  - **Accreditation Committee**
    - Tania Busch Isaksen - Co-Chair
    - Rania Sabty - Co-Chair
    - Mari Eggers
    - Kai Elgethun
    - Clint Pinion

        - Lok Pokhrel
        - Mike Quinn
        - Sunny Wesey
    - **Workforce Committee**
        - Jason Lewis - Chair
        - Matt Albright
        - Mari Eggers
        - Kim Hall
        - Cindy Weckwerth
    - **Partnerships Committee**
        - Welford Roberts - Chair
        - Gary Brown
        - Sandra Long
        - Michele Morrone
        - Lee Newman
        - Chuck Treser
- **Vision Statement – word smithing was tabled for 2025-2026 planning committee consideration.**
    - **2024 Council Meeting decision:**
        - Promoting a healthy and sustainable world by accrediting quality Environmental Public Health-focused academic degree programs.
    - **Alternative discussed post 2024 Council Meeting (return to statement submitted at 2023 Council Meeting)**
        - The National Environmental Health Science & Protection Accreditation Council (EHAC) is recognized as the premier accreditation organization for quality academic Environmental Public Health programs to assure standards of competency and training for practice, research, and service.
- **Current Mission Statement:**
    - The National Environmental Health Science & Protection Accreditation Council (EHAC) develops and applies accreditation criteria for institutions of higher education providing quality education and training to students pursuing careers in Environmental Public Health-focused careers.

- **2025 Annual Meeting actions:**
    - **Four focus areas:** committees met during the meeting to refine goals and objectives in preparation for the 2025-2026 effort.
        - Organizational Capacity
        - Accreditation
        - Workforce
        - Partnerships
    - Goals and Objectives were placed on the Mural board and committees edited (in real time) the objectives for content, overlap, and clarity resulting in the following:

Organizational Capacity


Original
Overlap
Group's EDITS
Organizational Capacity
GOAL 1: By 20XX EHAC's organizational capacity needs are defined and it has the personnel resources to ensure efficient and effective operations and to support potential growth. OC
OBJECTIVE 1.1: By 4th Quarter, 2025, identify the number and type (professional capabilities) of staff required to operate the organization effectively, to include the number of man-hours required per month. OC
OBJECTIVE 1.2: By X Quarter, 202X, determine whether EHAC Council size is appropriate for the workload and recommend necessary changes. OC
OBJECTIVE 1.3: By 1st Quarter, 2027, determine communication needs for promoting EHAC (who are we communicating with and what works best for particular audiences?- including Website, etc.). OC
GOAL 2: By 20XX EHAC has sufficient financial resources to support its organizational needs and those associated with potential organizational growth. OC
OBJECTIVE 2.1: By 4th Quarter, 2027, identify financial resources needed to support current EHAC organizational needs and identify sources to obtain such resources. OC
OBJECTIVE 2.2: By 4th Quarter, 2027, determine financial resources needed to support organizational growth. OC
OBJECTIVE 2.3: By 3rdquarter, 2026, identify and develop funding strategies/mechanisms to support organizational growth aspirational expenses (e.g., capital campaign, etc.) OC
OBJECTIVE 2.4: Continue to ensure EHAC is accountable and transparent in its finances. OC
OBJECTIVE 2.5: Continue to ensure that EHAC responsibly adheres to the spirit and requirements of external funding sources. OC
Accreditation
GOAL 2: By X Quarter, 202X, increase number of graduates from accredited programs. A
OBJECTIVE 2.1: By X Quarter, 202X, in coordination with Organizational Capacity Objective 2.4, increase number of EPH-focused programs in the U.S. A
OBJECTIVE 2.2: By X Quarter, 202X, increase the number of graduating students in existing EPH-focused programs in the U.S. (e.g. geographic distribution, explore accredited 2 year degrees, diversity of programs). A
Organizational Capacity
GOAL 1: By 20XX EHAC's organizational capacity needs are defined and it has the personnel resources to ensure efficient and effective operations and to support potential growth. OC
OBJECTIVE 1.1: By 4th Quarter, 2025, identify the number and type (professional capabilities) of staff required to operate the organization effectively, to include the number of man-hours required per month. OC
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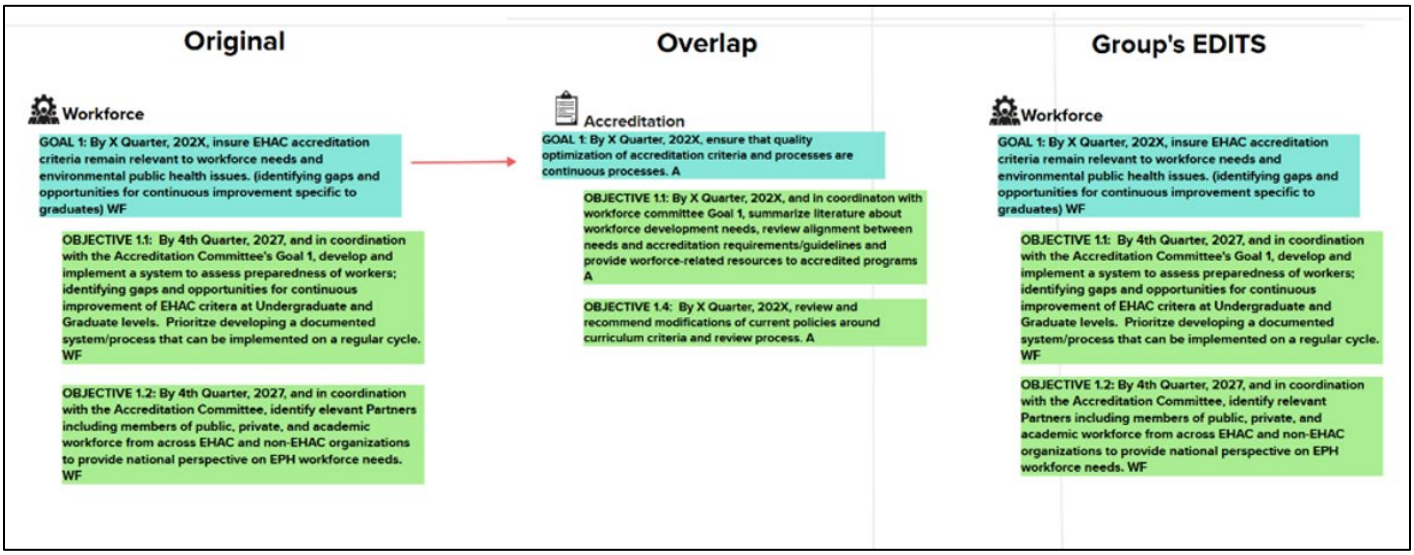
Workforce


Original
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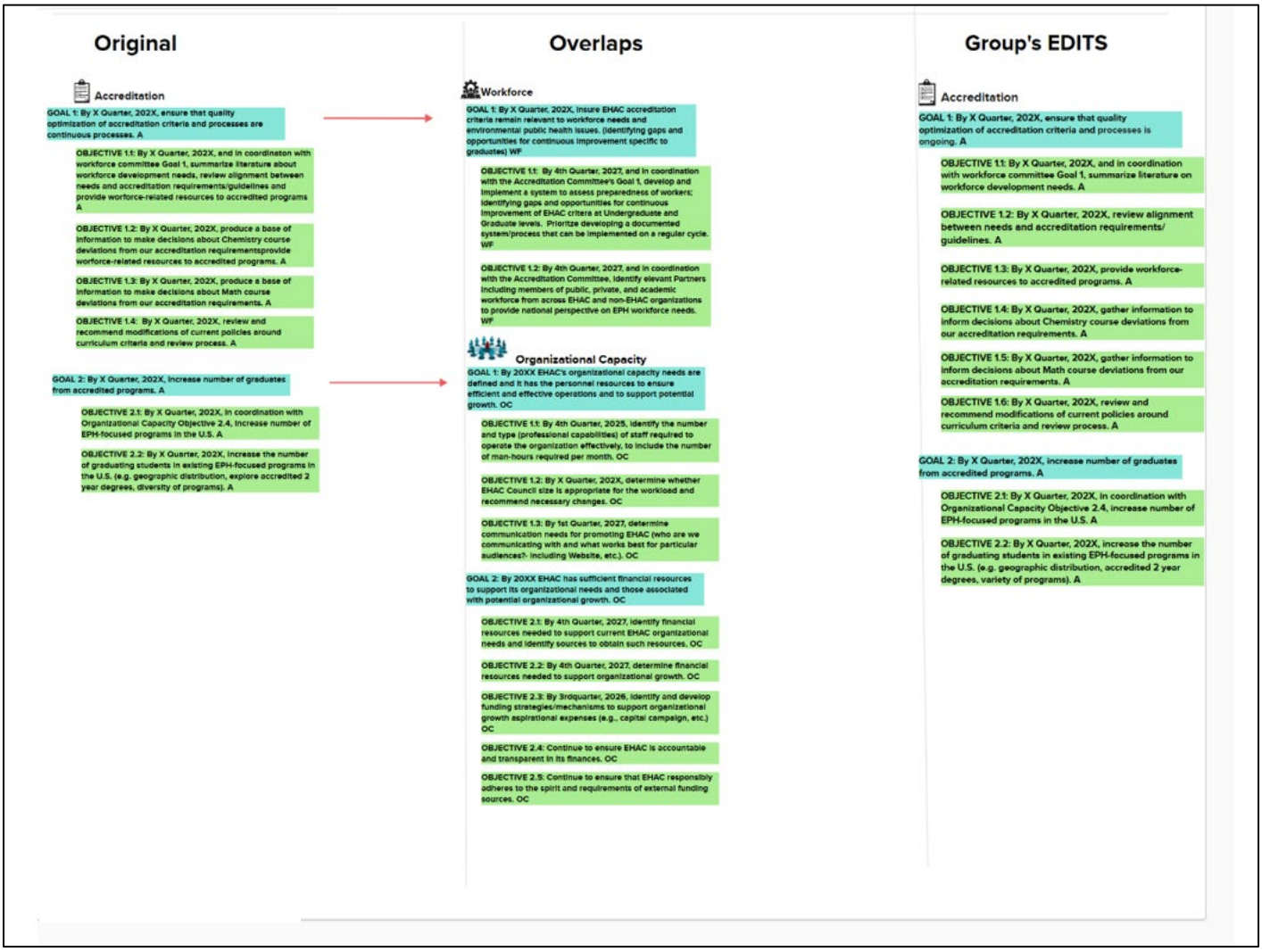
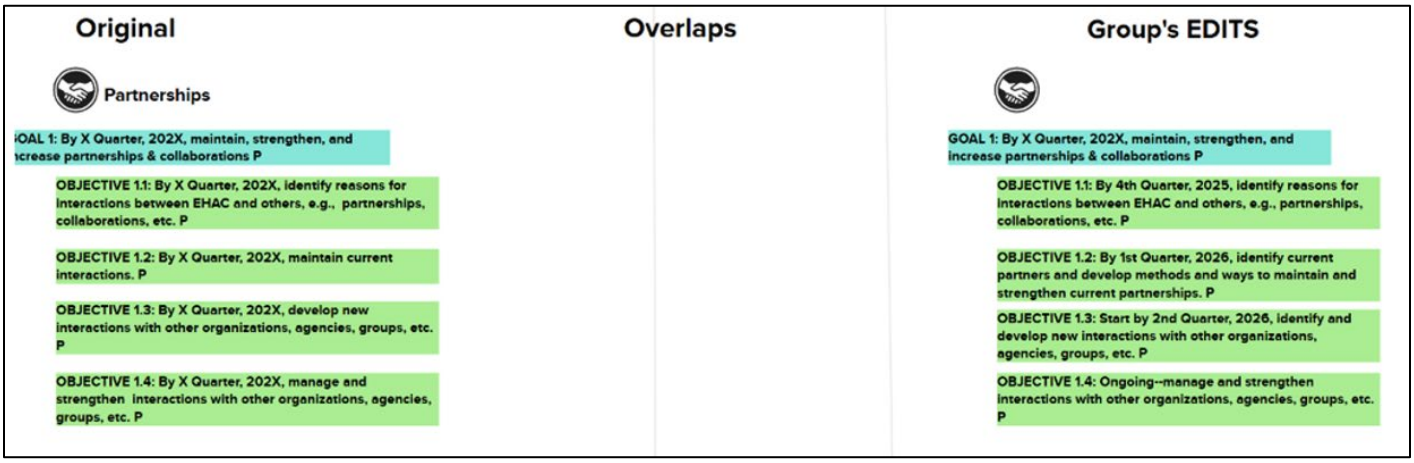
Group's EDITS
Workforce
GOAL 1: By X Quarter, 202X, insure EHAC accreditation criteria remain relevant to workforce needs and environmental public health issues. (identifying gaps and opportunities for continuous improvement specific to graduates) WF
OBJECTIVE 1.1: By 4th Quarter, 2027, and in coordination with the Accreditation Committee's Goal 1, develop and implement a system to assess preparedness of workers; identifying gaps and opportunities for continuous improvement of EHAC critera at Undergraduate and Graduate levels. Prioritze developing a documented system/process that can be implemented on a regular cycle. WF
OBJECTIVE 1.2: By 4th Quarter, 2027, and in coordination with the Accreditation Committee, identify elevant Partners including members of public, private, and academic workforce from across EHAC and non-EHAC organizations to provide national perspective on EPH workforce needs. WF
Accreditation
GOAL 1: By X Quarter, 202X, ensure that quality optimization of accreditation criteria and processes are continuous processes. A
OBJECTIVE 1.1: By X Quarter, 202X, and in coordinaton with workforce committee Goal 1, summarize literature about workforce development needs, review alignment between needs and accreditation requirements/guidelines and provide worforce-related resources to accredited programs A
OBJECTIVE 1.4: By X Quarter, 202X, review and recommend modifications of current policies around curriculum criteria and review process. A
Workforce
GOAL 1: By X Quarter, 202X, insure EHAC accreditation criteria remain relevant to workforce needs and environmental public health issues. (identifying gaps and opportunities for continuous improvement specific to graduates) WF
OBJECTIVE 1.1: By 4th Quarter, 2027, and in coordination with the Accreditation Committee's Goal 1, develop and implement a system to assess preparedness of workers; identifying gaps and opportunities for continuous improvement of EHAC critera at Undergraduate and Graduate levels. Prioritze developing a documented system/process that can be implemented on a regular cycle. WF
OBJECTIVE 1.2: By 4th Quarter, 2027, and in coordination with the Accreditation Committee, identify relevant Partners including members of public, private, and academic workforce from across EHAC and non-EHAC organizations to provide national perspective on EPH workforce needs. WF

Accreditation



Partnership



- **Motion: Zimeri motioned to move forward with one strategic planning committee that will streamline the planning effort and form a timeline for implementation.**
- **Second: Cindy**

- **Discussion:**
  - Anne Marie agreed that Mural is a useful tool for this planning process.
- **Vote: Motion Carries**
- **Moving Forward:**
  - Tania will lead Strategic Planning Committee for 2025-2026 and those who have volunteered (below) to assist with finalizing the plan will meet monthly beginning in September. Information laid out in Mural will be used to move forward with the planning effort. Committee will present a final plan for review at the 2026 EHAC Annual Meeting.
    - **Organizational** Capacity:
      - Anne Maire Zimeri
      - Laura Suppes
      - Chris Sparks
    - **Accreditation**
      - Rania Sabty
      - Tania Busch Isaksen
      - Lok Pokhrel
    - **Workforce**
      - Jason Lewis
      - Matt Albright
      - Kim Hall
    - **Partnership**
      - Welford Roberts
      - Gary Brown
      - Lee Newman

14.0 Board Elections

- **Council Vote Results for New Board Members**
  - **General Chair: Jason Lewis**
  - **Vice Chair for Undergraduate Programs: Co-Chair Mari Eggers, Co-Chair Tania Busch Isaksen**
  - **Vice Chair for Graduate Programs: Rania Sabty**
  - **Program Recruitment Chair: Gary Brown**
  - **Treasurer: Cindy Weckwerth**
  - **Secretary: Clint Pinion**
  - **Director-At-Large: Lee Newman**
  - **Nominations Committee Chair appointed: TBA.**

15.0 Certificates of Acknowledgement of 2 Term Council Members and 2024-2025 Board Members

16.0 Meeting Adjourned at 4:46pm MST.

Respectfully Submitted,

Clint Pinion, 2024-2025 EHAC Secretary

Clint Pinion, Jr.

Leslie D. Mitchell, Executive Director – August 4, 2025