

Attachment I. KHSP-CT Scholars/CHSP Scholars/Alum Collaborative Meeting, Minutes, June 7, 2006

In Attendance:

Nicole Berry, 1st year; Michael Yonas, 2nd; Michael Royster, alum; Ronni Bowen 2nd; Angela Odoms Young alum; Lisa Benz Scott, alum; Larkin Strong, new; Shani Harris Petersen, alum; Isa Miles Williams, 2nd year; Shevon Harvey, 2nd year; Shawn Kimmel new; Kevin Robinson, 1st year; Simona Kwon, 1st year; Roberta Downing, 1st year; Jim Amell, new; Dionne Smith, new; Gishawn Mance, new; Caryn Rodgers, new; Karen Kim, alum; Mansoureh Tajik, alum; Mondy Mason, alum; Carlos Zometa, 2nd year; Davyda Hammond, 2nd year

At the February networking meeting, the scholars mentioned several topics that generated an email discussion of how to use the time given during the meetings. Nicole, Isa, and Michael Yonas agreed to assist in facilitating the discussion at the current meeting. From the emails and the February meeting the following questions were generated:

- If I could do it all over again I would...
- CBPR and the academic track
- CBPR and the non-academic track
- Expecting, engaging and negotiating conflict as an element of conducting CBPR
- Other topics of interest for now or in the future

Based on these lead topic questions, the participants discussed a variety of issues including the above addressed topics.

Shani

For people starting - always think about what's next. Academic and non-academic tracks require different focus. At Hopkins the need to publish is important, but it is not always possible to publish while doing the project, so you need to figure out how to publish. During your job search, if you do not publish, you have to explain why.

Lisa

Because of the history of the program's development, we should celebrate that there is also a non-academic track. To succeed in an academic career you need to engage in things that are not CBPR. Lisa developed and established wonderful relationships during the Post-Doc but could not take those relationships with her. She could not publish from the community project. Publishing comes from other projects that were part of academic team.

Moving along the academic track, but the CBPR work did not advance her. She managed to work at a school that appreciates CBPR, but creates wonderful opportunity for collaboration with others who do not have CBPR background. It is also an opportunity to advance CBPR philosophy that was not a part of the structure prior. However, by not having a senior level mentor can cause some challenges including assistance with

funding. Lisa suggests that you think carefully about pros and cons of your next step. She may have advanced further if at an institution that advanced CBPR.

Lisa indicated that she was sad that all the cohorts are not here. This program is so important that you should come back. It gives you an opportunity to make a connection at the foundation level. For instance, she has a relationship with Barbara Sabol, the program officer during her time. Take advantage of the relationships and the networking.

Michael Yonas

One of the feedback questions in February was how could the former scholars fit coming back into their schedules particularly those in the academic track. They are suggesting that when the Scholars go to the networking meetings that they receive a letter from the Kellogg foundation to go in your portfolio that recognizes their importance for attending such events.

Isa

This meeting time was usually set aside to discuss collaborations, but this format did not work for the scholars, so this developed, but what should the next steps be.

Nicole

Gap when people are not scholars anymore - what is the role of alum at the meetings? Have networking meetings but nothing in the structure to bring the alumni back. Becoming a community itself but struggling to make this group have an identity itself.

Lisa

Did not have expectation of coming other than meeting new scholars

Should begin to think about qualitative review to write about the experiences of the Scholars and the analysis of going from scholar to the next step -- what these stories impact in the new settings.

Yonas

Alumni were helpful during the job search.

Lisa

Lisa suggested that the list of key questions that show up during interviews should be passed around.

Angela

When Scholars first finish the Post-Doc they tend to be active, but gradually stop attending the events. When you are a lone wolf it becomes difficult to leave the projects to come back. May be stretched so thin because trying to keep CBPR alive with limited resources. Need to spend time in a post doc writing not developing a community project. Need to resolve a little of that. Some alumni might be in that position, they talk to each other, keep doing the work and find support and just stretched thin. As you go out over the career ladder this should be a network that supports at different levels and not feel

like you need to do the traditional stuff. Some traditional and some CBPR and some don't do CBPR until there are post tenure.

When looking at other Post-doc programs and their training, it shows a conflict with CBPR and academe which is an inherent conflict that they will compare you to other Post-Docs. Other Post Docs programs focus on publishing and translation and it becomes a conflict with CBPR.

Lisa – tenure track position want to find out if anything you published before your position counts during tenure clock. Write papers during post doc but don't submit them until find in your position. Then finish it during your first year on the job and submit them.

Mansoureh – for those searching for a job, you can make mistakes during the interview and still get the job. Learn to have your say in CBPR. Mansoureh found that she remembered things from her time in the program without even actively being aware you have accumulated information.

Isa – for new people, talk about mentor fit which is really important both academic and community mentor, more important than subject area. Can cause turmoil in the first year, how to select mentor and what that fit should be. Use other scholars and alum at your site to ask questions. Be honest about what you expect to get out of it and listen to what they say and really listen. Don't be afraid to reach out to find out about experiences they had.

Yonas- is a time to be selfish; it's your post-doc. Be honest about what you want and what they need a compromise that happens but this is your experience.

Karen- relax when you first arrive at your training site. Take 3-4 months, relax learn the area; get to know potential mentors resist people pulling on you. Take time to make decision. For academic track choose one mentor who has big project and carve out one section of that project they will include you on different paper teams. On little project how can have experience that is publishable in the end? Community may be opening if open to them. Forward planning. Started job search after 1st year, contact old mentors, and job searches. In faculty positions there is a large continuum how CBPR defined. People look at CBPR in different ways see it as a range, have to have a mix in tenure track

People are open to talking with you if you just contact them are accessible. Have collective experience

Ronni – if I could do it again

Choose three or four competencies do not choose eight. Choose grant writing beneficial in job searching. Choose competencies where you need to gain skills. Hone quantitative

skills to work on writing papers. Be efficient as possible; write grants on the project that you are working on.

Isa – take your time in the beginning, you may have mentors rushing you, but you can take your time. May end with a better project.

Simona -Don't feel that you have to work with academic mentors everyone else has used.

Mondi- community mentors can also be new and never used who did not have partnership with community before. It can be an opportunity to get other community organizations involved in partnerships.

Roberta - think about whom you are choosing for an academic mentor for accessibility. Try to pick CBPR project that is doable in two years. Think about working with senior people they have connections but also very busy and hard to access them.

Mondi

Mondi's project had an advocacy with research focus when she did the fellowship. Built on what learned in Community Health Scholars Program. In her current position, she draws on things that she learned and the network of people with whom she developed relationships. She is learning to navigate educating the funders about CBPR. When choosing a non-academic tract, choose an agency that shares your similar philosophy. Educate funders and organize work around being more participatory. You can be a resource if in non-academic track or academic track

Michael Royster

As a local health director, he has found that a lot of day to day public health issues get neglected because of limited resources but funding is now available in preparedness related issues. He has tried to incorporate CBPR principles within the health department in interventions. Trying to work with two nearby universities to partner with to address some of the health issues in the community. Build on resources within universities to address health issues in the community. So much what health departments do day to day that is not involved with addressing community needs. Try to build linkages with universities. Health department bureaucracy may not exist in academe. Does not see being within traditional tenure track, experience with fellowship will assist with other positions. Enjoyed fellowship at UNC.

Believe work with community may have benefited him in the job search for health director.

Yonas – you are entering a unique experience and it is not happening anywhere else.

Angela – it's fun but relevant; it changes lives and that's why you are in it. Alums are here by email, it's a challenge but it's relevant, get swayed in different ways but important to remember how you feel right now because that keeps you going

Lisa - starting out, keep in mind that mentors are busy and may not know about project. Sell yourself and link what your skills are and how it benefits the organization, with what you can do for them and push their agenda forward.

Shawn - what kind of infrastructure exist to help them stay connected?

Contact list, social interaction at network meetings, chsp.all, list serves, cohort group email, they pay for alums to come to networking meetings, the national office, APHA breakfast, Sarena Seifer

Roberta – running health marathon for leukemia foundation.