



**Executive Board Meeting Minutes
May 4-6, 2025
Washington, DC**

Present

Melissa (Moose) Alperin, EdD, MPH, MCHES, *Chair*
Georges C. Benjamin, MD
Rebecca Boulos, PhD, MPH
Jessica Boyer, MPH, MSW
Monique J. Brown PhD, MPH, FGSA
Bryan O. Buckley, DrPH, MPH, MBA, ACC
Karl Cooper, JD
Shontelle Dixon, MPH, CHES, *Vice Chair*
Ella Greene-Moton
Aaron Guest, PhD, MPH, MSW
Benjamin H. Hernandez, MBA
Claude A. Jacob, DrPH, MPH
Amy Lee, MD, MPH, MBA, CPH
Toby Levin, PhD, MPH, CPH, CHES
Nandi Marshall, DrPH, MPH, CHES, CLC, CDE
Rebecca Nevedale
Shirley A. Orr, MHS, APRN, NEA-BC
Donna-Marie Palakiko, PhD, MS, APRN
Virginia Reising, DNP, RN, PHNA-BC, PEL-CSN
Gopal Sankaran, MD, DrPH, MNAMS, CHES
Jimmie Smith, MD, MPH
Veena Thamilselvan, MSPH
Melissa Toledo-Ontiveros, MA, MCJ, MPA
Deanna J. Wathington, MD, MPH, FAAFP

Unable to Participate

N/A



Sunday May 4, 2025

Welcome – Melissa (Moose) Alperin, EdD, MPH, MCHES, Chair

APHA Board Chair, Dr. Alperin called the meeting to order; called roll; shared a Washington, DC land acknowledgement and made brief opening remarks. She then requested a motion to approve the Executive Board's May meeting agenda. The motion was moved by Dr. Buckley and seconded by Ms. Thamilselvan, and with no discussion, Dr. Alperin called for a vote.

Motion:	To approve the Executive Board's May meeting agenda.
Outcome:	The Motion was Approved by Acclamation.

Dr. Alperin then called for a motion to approve the items on the consent agenda which included the October 2024 and March 2025 Executive Board meeting minutes; new agency members; and APHA leadership appointments. The motion was moved by Dr. Sankaran and seconded by Ms. Nevedale, and with no discussion, Dr. Alperin called for a vote.

Motion:	To approve the consent agenda which included the October 2024 and March 2025 Executive Board meeting minutes; new agency members; and APHA leadership appointments.
Outcome:	The Motion was Approved by Acclamation.

Executive Board Engagement Activity – Shontelle Dixon, MPH, CHES, Vice Chair

At the conclusion of the vote, Dr. Alperin introduced Shontell Dixon, MPH, CHES, Vice Chair, who led the board in a board engagement activity.

AJPH Editor in Chief Candidate Interview One

The Executive Board interviewed a candidate for the AJPH Editor in Chief position.

Association Update – Georges Benjamin, MD, Executive Director

Dr. Benjamin thanked Jack Farrell & Associates for their role in the AJPH Editor in Chief (EIC) search. Additionally, the search committee, chaired by Dr. Kaye Bender, was also acknowledged. The search firm vetted over 30 candidates and recommended a cohort for the search committee



to evaluate. The search committee interviewed six individuals and brought three to the full Executive Board for interviews and final selection.

Dr. Benjamin announced that Violet Hohman retired after 52 years at APHA. Dr. Benjamin also shared that the APHA Headquarters building's first floor renovation project began in March and should conclude in early August. Additionally, the roof underwent some minor age-related repairs in March and the building façade is being evaluated for minor repairs. APHA staff participated in security training in April. APHA's new website launched April 14, 2025, and microsites (www.nphw.org, www.aphagetready.org) are being folded under the new platform. The iMIS migration to the Cloud project will begin in June with an estimated completion date of January 2026.

Dr. Benjamin shared that the Policy Action Institute will be held June 16-17 in Washington, DC with an optional 3rd day to go to Capitol Hill. To date, 136 have registered (93 in-person, 43 virtual). The APHA Annual Meeting will also be held in Washington, DC November 2-5, 2025; and interest remains high for the meeting. Dr. Benjamin reported that per the 2024 Governing Council request, APHA is in the final stages of planning the first of two webinars on armed conflict. Another session on war is being planned for the annual meeting. APHA has entered into a partnership with EBSCO where EBSCO exclusively licenses APHA's Institutional and Library Digital Subscription Business to include academic and institutional libraries; and hospitals; and to exclude federal organizations, print subscribers, APHA members and individual subscribers. With this partnership, APHA continues to own all content and there is no change in access for APHA members.

Dr. Benjamin also shared the current work of the Alliance for the Public's Health which includes connecting and convening cross-sectoral partners; sharing information and resources; and prioritizing areas for collaborative action in 2025. These priority areas include public health infrastructure (including workforce, data, and funding); public health authority; social determinants of health; vaccines; preparedness and resilience; and an opportunity area of chronic disease prevention/ healthy, nutritious safe food. A new APHA initiative, For Our Health, was established to serve as a unified voice defending evidence-based health initiatives and safeguarding critical public health protections. It is exploring how to support members and workers impacted by HHS reorganization; and prioritizing storytelling and evaluation of the impact current cuts is having. Dr. Benjamin also shared the current administration's actions to date and APHA's advocacy approach.

Dr. Benjamin took questions from Executive Board members. Dr. Alperin thanked Dr. Benjamin for his presentation and his leadership.

Report of the Treasurer – Benjamin Hernandez, MBA; Georges Benjamin, MD; and Kemi Oluwafemi, Chief Financial Officer

Mr. Hernandez began his presentation by discussing the status of the FY2025 budget as of March 2025. Mr. Hernandez reported that total revenue is \$21,357,067 (95% of annual budget), which is over budget by \$2,281,980. Mr. Hernandez reported that total expenses \$21,586,664 (86% of annual budget), are over budget by \$1,603,216. As of the end of March 2025, Mr. Hernandez projects that APHA will end the year with a loss of (\$2,377,479) from Operations and with intermediate and long-term investments, the loss is projected to be around (\$2,021,663). This is less than the budgeted deficit of \$339,180. These projections are not definite and may change.

Mr. Hernandez also presented the FY 2026 Proposed Budget. Revenue is budgeted at \$24,624,980 which is an increase of \$2,258,578 or 10% compared to the FY 2025 Budget. Expenses are budgeted at \$27,112,630 which is an increase of \$2,084,384 or 8% compared to FY 2025. The budget includes going into reserves by \$2,205,210 with investments.

The Executive Board had an opportunity to ask questions. The Finance and Audit Committee brought a motion to the board to approve the FY 2026 budget. No second was required. With no additional discussion, Dr. Alperin called for a vote.

Motion:	To approve the FY 2026 Budget
Outcome:	The Motion was Approved by Acclamation.

Dr. Alperin thanked Mr. Hernandez, the Finance and Audit Committee and Ms. Oluwafemi.

Report of the Joint Policy Committee - Rebecca Boulos, PhD, MPH, JPC Co-Chair and Chair of the Action Board; Toby Levin, PhD, MPH, CPH, CHES, JPC Co-Chair and Chair of the Science Board; and Virginia Reising, DNP, RN, PHNA-BC, PEL-CSN, JPC Co-Chair and Chair of the Education Board

Dr. Boulos presented on behalf of the JPC. Two proposed policy statements, commissioned by the Executive Board, were submitted for review in March 2025:

- A1-Addressing Hate Motivated Behavior, Including Hate Crimes as Public Health Priorities
- A2-Role of Public Health In Preventing Armed Conflict and War

The Science Board conducted its first review of the proposed policy statements on April 23 and the JPC held its review on May 2. A1 was recommended to progress with revisions; and A2 was



recommended for removal from the process. Assessments and comments will be provided to authors by May 23.

In 2025, all active policy statements adopted between 2005-2015 will be automatically scheduled for archiving. In each following year, a year's worth of policy statements will be considered for archiving. Policy statements are automatically scheduled for archiving after 10 years. Requests with the rationale to keep statements active are due August 1, 2025. The Science Board reviews and makes recommendations to the JPC which will bring recommendations to the Governing Council at the Annual Meeting. Policy Briefs which replace policy statements beginning in 2025, will be automatically scheduled for archiving after 7 years.

Dr. Boulos took questions from Executive Board members. Dr. Alperin thanked Drs. Boulos, Levin and Reising, members of the JPC and Courtney Taylor.

Concluding Remarks and Adjournment – Melissa (Moose) Alperin, EdD, MPH, MCHES, Chair

Dr. Alperin adjourned the meeting for the day.

Monday May 5, 2025

Welcome- Melissa (Moose) Alperin, EdD, MPH, MCHES, Chair

Dr. Alperin called the meeting to order.

Communication Training Session – Robyn Swirling, Communications Consultant and Joseph Bremner, Director, Strategic Communications, APHA

Mr. Bremner introduced Ms. Swirling who provided a communication training session for the Executive Board. Training outcomes included a.) the Board feels equipped to speak with a unified framing and tone; b.) Board members understand their role in promoting APHA efforts and serving as communicators; c.) Board members have what they need to fight back against harmful proposals, policies, and actions, in line with APHA's posture; and d.) the Board has grounding in the work ahead and is ready to dig into forthcoming resources.

Executive Board members engaged in dialogue with Ms. Swirling throughout the training. At the conclusion of the training, Dr. Alperin thanked Ms. Swirling.



AJPH Editor in Chief Candidate Interview Two

The Executive Board interviewed a candidate for the AJPH Editor in Chief position.

Staff Appreciation Activity including Lunch – Bryan Buckley, DrPH, MPH, MBA, ACC, Chair, Personnel Committee

Dr. Buckley facilitated a staff appreciation event that provided an opportunity for Executive Board members and APHA staff to meet and have conversation with each other. Board members and staff then ate lunch together.

Report from the Development Committee - Amy Lee, MD, MPH, MBA, CPH, Chair, Development Committee

Dr. Lee shared that 83% of the Executive Board has given this year (vs. 54% at this time last year); and 40% of the Governing Council has given (vs. 27% at this time last year). Dr. Lee also shared information about the APHA 1872 Giving Society established by Dr. Wathington (APHA President) and the Annual Planned Giving Program. Additional ways that APHA increases its touch points with donors include the Champions Lounge; Champions Celebration/Luncheon; and the Governing Council Midyear Call and Annual Meeting. Dr. Lee also shared that the Development Committee is developing a video campaign where members can share why they joined and/or give to APHA.

Dr. Lee took questions from Executive Board members. Dr. Alperin thanked Dr. Lee, the Development Committee and Torrey Wasserman.

AJPH Editor in Chief Interview Three

The Executive Board interviewed a candidate for the AJPH Editor in Chief position.

APHA Strategic Plan Update – Jessica Boyer, MPH, MSW, Chair, Strategic Planning Committee; Celeste Philip, MD, MPH Senior Public Health Advisor- Health and Medical Affairs; Liz Scott, PhD, Chief Executive Officer, Brighter Strategies, LLC and Ann Ramosz, PhD, Senior Consultant, Brighter Strategies, LLC

Ms. Boyer introduced Drs. Scott and Ramosz from Brighter Strategies. APHA staff serving as the Workgroup 1-5 leads shared purpose and progress of the workgroup; lead metrics; strategic



priorities for 2025; evaluation plan to-date and sought feedback from the Executive Board. Dr. Philip and the Brighter Strategies team discussed Work Group 6 which began their work on April 2, 2025. This work group is charged with reviewing and refining the membership model; establishing governance structures that balance efficiency with democratic representation across sections of different sizes; and creating strategies to effectively communicate changes to the broader membership.

Dr. Alperin thanked Brighter Strategies, Dr. Philip, Ms. Boyer and the Strategic Planning Committee.

Report of the Speaker of the Governing Council – Aaron Guest, PhD, MPH, MSW

Dr. Guest began his presentation by sharing the agenda for the Mid Year Meeting (MYM) of the Governing Council, to be held June 9, 2025, 2:00-4:30pm ET. He also shared Bylaws Amendments that will be presented at the MYM, many of which are being made to conform to the new policy brief process. Dr. Guest also discussed the Ad Hoc Committee on Nominations of the Governing Council. The purpose of this Ad Hoc Committee is to review the current procedures and identify potential options forward to ensure that all APHA members feel as though they can engage in the process and to address perceived shortcomings in the current nominations process. Challenges faced by the Nominations Committee are that the current process makes it difficult to find candidates for the open positions and the current process requires nomination committee members to have connections with groups/individuals within APHA. This often leaves groups/persons not historically represented on the Executive Board off the radar of the committee. The Executive Board members had a robust discussion about the Ad Hoc Committee's proposed composition for the Nominations Committee.

Dr. Guest also discussed the Ad Hoc Committee on Policy Brief Implementation. He shared that the author guidelines drafted last year have been used as baseline but some updates have already been made. There will also be an evaluation process built into the design to address emerging challenges as the process is launched in Governing Council Year 2026. Dr. Guest reviewed the definition of a policy brief and the 2026 policy brief timeline, fast track timeline, and priority areas. Dr. Guest reminded the Executive Board that 85% of the Governing Council approved the changes to the policy process and also shared common misconceptions about the process.

As a result of the new policy brief process and the dissolution of the JPC and creation of the Evidentiary Review Committee, Dr. Guest brought a proposed structural change to the Executive Board about the Executive Board. The Chairs of the Science, Action, and Education Boards serve on the Executive Board in their role as Co-Chairs of the Joint Policy Committee (JPC). Under the new process, the JPC will no longer exist as there is a transition to the Evidentiary Review Committee (Science Board). Therefore, the proposal was to remove the Action and Education Board Co-Chairs from the Executive Board and retain the Evidentiary Review Committee Chair

as the Executive Board link to the policy process. A motion was made by Dr. Guest and seconded by Dr. Buckley. Once there was no further discussion, Dr. Alperin called for a vote.

Motion:	To remove the Action and Education Board Co-Chairs from the Executive Board. Retain the Evidentiary Review Committee Chair as the Executive Board link to the Policy Process.
Outcome:	The Motion was Approved by Acclamation.

Dr. Guest and Ms. Greene-Moton led a discussion on the role of the policy briefs. They shared that some of the Past Presidents have shared a concern that there was no policy brief process in 2025 which will limit the Association's ability to respond to the current environment. They recommended that there be a process for members to recommend 'proclamations/resolutions' to be voted on at the Annual Meeting. The Executive Board discussed this concern and proposed recommendation and concluded that there was an opportunity for APHA members to propose policy briefs in early 2025 that related to emergent issues for which APHA did not have an existing policy. Additionally:

- The Executive Director does not require a policy brief to speak out on an issue.
- The Executive Board approved the 2025 Advocacy Priorities in October. The Executive Director sets the Association's Advocacy Agenda.
- Policy Briefs do not direct the Association's advocacy; they may inform and educate, but they do not set priorities or direction.
- The lack of a policy brief on an issue does not prevent the Association from taking advocacy action on the issue.

Dr. Alperin thanked Dr. Guest and Courtney Taylor.

Executive Session to Discuss Personnel Matters

Dr. Alperin called for a motion for the Executive Board to enter a period of executive session to discuss a personnel matter. The motion was moved by Dr. Marshall and seconded by Dr. Sankaran, and with no discussion, Dr. Alperin called for a vote.

Motion:	To enter a period of executive session.
Outcome:	The Motion was Approved by Acclamation.



Upon exiting the period of executive session, the Executive Board used paper ballots to identify a top and secondary candidate for the AJPH Editor in Chief (EIC) position and made a recommendation to Dr. Benjamin regarding the hiring of an EIC.

Motion:	Recommend to Dr. Benjamin the hiring of <name redacted> as the new AJPH EIC.
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Outcome:	The Motion was Approved by Acclamation.
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Concluding Remarks and Adjournment – Melissa (Moose) Alperin, EdD, MPH, MCHES, Chair

Dr. Alperin adjourned the meeting for the day.

Tuesday May 6, 2025

Welcome – Melissa (Moose) Alperin, EdD, MPH, MCHES, Chair

Dr. Alperin called the meeting to order.

Executive Session to Discuss Personnel Matters

Dr. Alperin called for a motion for the Executive Board to enter a period of executive session to discuss a personnel matter. The motion was moved by Ms. Boyer and seconded by Ms. Dixon, and with no discussion, Dr. Alperin called for a vote.

Motion:	To enter a period of executive session.
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Outcome:	The Motion was Approved by Acclamation.
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Upon exiting the period of executive session, Dr. Alperin moved to the next agenda item.



Report from the Committee on Social Responsibility – Claude Jacob, DrPH, MPH, Chair, Committee on Social Responsibility

Dr. Jacob shared that the CSR has reviewed one company which was approved. The review for a second company is in progress. The CSR also collaborated with the Governance Committee on the Conflict of Interest Policy and Acknowledgement Form Update. Based on a suggestion by APHA Counsel, staff developed a new Statement of Values Acknowledgement which will be presented to CSR in June 2025. The CSR is looking for opportunities to present to ISC and CoA.

Dr. Jacob took questions from Executive Board members. Dr. Alperin thanked Dr. Jacob, the CSR and Torrey Wasserman.

Student Assembly Update – Veena Thamilselvan, MSPH, Chair, APHA Student Assembly

Ms. Thamilselvan provided an overview of the Student Assembly including mission, leadership, and organization chart. Some of the Student Assembly wins include expansion of award opportunities; creation of transition document repository; sending EC to the Policy Action Institute; and first in-person mid-year meeting. Two primary Student Assembly challenges that Ms. Thamilselvan discussed include the ability to recruit and retain leadership and workload overload. Executive Board members brainstormed with Ms. Thamilselvan possible action items to address these challenges.

Dr. Alperin thanked Ms. Thamilselvan.

Generative Discussion – Melissa (Moose) Alperin, EdD, MPH, MCHES, Chair

The Executive Board moved into a brief period of generative discussion and talked about current events and then Dr. Alperin introduced the concept of the board developing a process for evaluating itself (additional discussion to come at a future meeting).

Concluding Remarks and Adjournment – Melissa (Moose) Alperin, EdD, MPH, MCHES, Chair

Dr. Alperin made closing announcements and called for a motion to adjourn the meeting, the motion was made by Dr. Marshall and seconded by Dr. Jacob. Dr. Alperin called for a vote. The motion was approved by acclamation. The meeting was adjourned.

The next meeting of the APHA Executive Board will take place on July 7, at 2pm ET via Zoom.