

JUNIOR OFFICER ADVISORY GROUP (JOAG)
 UNITED STATES PUBLIC HEALTH SERVICE



Junior Officer Advisory Group
U.S. Public Health Service
 Voting Membership Planning Meeting
 July 9, 2010
 1400-1500 EST
 SUMMARY DOCUMENT

I. Roll Call

LCDR Jamie Mutter:

Voting Membership					
Attendance	Rank	Last Name	First Name	OPDIV	Category
Excused	LCDR	Bair-Brake	Heather	CDC	Veterinarian
Excused	CDR	Ball	Harvey	DHS	Therapist
✓	LCDR	Bell	Carlos	FDA	HSO
✓	LCDR	Constantine	Amy	FDA	HSO
✓	LCDR	Coriz	Christina	NIH	HSO
Unexcused	LCDR	Dailey	Alex	IHS	Engineer
✓	LCDR	Denkinger	Blakeley	FDA	Dietitian
✓	LCDR	Feda	Jessica	BOP	Therapist
Unexcused	CDR	Glover	Maleeka	CDC	Scientist
Unexcused	LCDR	Janisko	Thomas	ASPR	HSO
Excused	LCDR	Kozlosky	Merel	NIH	Dietitian
✓	LCDR	Maycock	Brett	DHS	HSO
✓	LCDR	Mody	Rajal	CDC	Physician
✓	LCDR	Mutter	Jamie	CDC	EHO
✓	CDR	Ngo	Diem-Kieu	FDA	Pharmacist
✓	LCDR	Palmer	Corey	HRSA	HSO
Excused	LCDR	Rice	Morrissa	HRSA	HSO
Unexcused	LT	Taxera	Martin	IHS	Nurse
✓	LCDR	Toblin	Robin	BOP	Scientist
✓	LCDR	Waples	Yvette	FDA	Pharmacist
Unexcused	LT	Williams	Scott	IHS	Dentist

New Voting Members that attended: LCDR Schaffzin, LCDR Johnson, LT Pihlaja

II. Executive Committee Reports

Ex-Officio Report

CDR Maleeka Glover

- No report submitted

Chair Report

CDR Diem-Kieu Ngo

- RADM Williams, Chief of Staff, is retiring on July 30th. CDR Ngo would like to have a good showing of JOAG members. Please RSVP with LT Lakeisha Jones. The ceremony will be at the Bethesda North Marriott at 10:30am.
- There is still a pause in new CADs. Agencies have been asked not to make new offers until further notice. The Corps recruitment efforts are still ongoing.
- The JOAG EC has decided to start a new JOAG initiative, the Foreign Language Proficiency Workgroup. PHS officers have an entitlement to be paid extra for foreign language proficiency. There appears to be regulations and statutes in place that entitle members of the USPHS to receive the bonus; however, the Corps does not have a process in place for officers to be tested. The new workgroup will research the different options in terms of testing and submit a white paper or proposal to OSG within the next year.
- CDR Ngo asked the Committee Chairs to start thinking about 1-2 of their committee's active participants to nominate for the Chair Award.
- LCDR Fedra asked if we were going to do "End of Year Summaries". LCDR Bell said that he would like to continue this practice.
- Discussions for EC Nominations: Current Voting Members return ballots to CDR Ngo by July 16, 2010.

Vice Chair Report

LCDR Blakeley Denkinger

- No update at this time

Chair-Elect Report

LCDR Carlos Bell

- No update at this time

Financial Liaison Report

LCDR Alex Dailey

- No report submitted

Executive Secretary Report

LCDR Jamie Mutter

- No update at this time.

III. Committee and Liaison Reports

Committee & Workgroup Reports

Awards Committee: LCDR Merel Kozlosky & LCDR Morrissa Rice

- The Awards Committee did not meet in June and will not meet in July.
- LCDR Kozlosky assisted in finalizing the Special Assignment Awards for voting members who completed the required days of service and all awards have been distributed and placed in the officer's eOPF files.
- LCDR Kozlosky is researching the development of a plaque for the retirement of RADM Robert Williams to present at his upcoming retirement celebration.
- LCDR Rice and LCDR Kozlosky revised the SOP and will provide the draft to the JOAG Executive Committee shortly.
- LCDR Rice revised the Longevity of Service Award proposal and has provided the final draft to the JOAG Executive Committee. Once it is approved by the EC, it will be forwarded to the CPO Board and PAC Chairs Group for review.
- LCDR Washington-Jones, lead for the the Commissioned Corps Awards Subcommittee, is planning to conduct a survey of the JOAG Awards Committee. Since the committee is large and contains a good representation of several OPDIVS, the subcommittee thought that conducting a short survey offers a great opportunity to assess the following:
 - What resources do Agencies offer pertaining to the awards process;
 - What additional topic areas related to awards may be of interest to PHS officers; and
 - If the current draft tool is covering items that PHS officers are interested in regarding the awards process.
 - The survey has been updated and the draft survey will be submitted to the Awards Subcommittee chairs by July 23rd for review. The committee hopes to release the survey in early August and allow for a two-week response time.
- LCDR Washington-Jones is also working on drafting an Awards Guidance Document, to be submitted to the Awards Committee Chairs by August 2, 2010. Additionally, LCDR Washington-Jones created a WIKI for the Commissioned Corps Awards Subcommittee to facilitate communications. Draft documents are in the process of being uploaded to the WIKI.
- LT Heitmeier is proactively working on the Junior Officer Recognition Initiative and is seeking additional volunteers to assist with this effort. An update will be provided in the next Awards Committee Report.

COF Planning Committee: LCDR Heather Bair-Brake and LT Scott Williams

- No report submitted

Communications & Publications Committee (CPC): LCDR Christina Coriz

- The Communications and Publications Committee held its monthly meeting on June 16, 2010 at 1400 EST. The focus of the meeting was the JOAG Website.
- **JOAG Website:** Thank you to LCDR Carlos Bell for so graciously serving as the JOAG website lead this operational year and keeping the JOAG Website updated. As LCDR Bell transitions out of this role, LCDR Van Tran and LT Brenda Fergel will take the lead on the JOAG Website.
- **JOAG Committee Webpages:** Guidance for creating the JOAG Committee Webpages was distributed to all the JOAG VMs on March 9, 2010. If you have any questions or concerns as your respective committee webpage is being created, please feel free to contact LCDR Christina Coriz at corize@nidDK.nih.gov. LT Julian Jolly, LT Nicole Vesely and LT Romerl Elizes are available to assist with updating the JOAG Website with the JOAG Committee Webpages as the content is submitted to the CPC.
- **JOAG VM Bios:** As voting members completing their term and transition out and our newly appointed members transition in, we will need to update the VM Bio's. In the near future JOAG

VM's will receive an email from LT Nicole Vesely, asking for Bio's from new VMs along with photos. We will also need the VMs entering a second term to update their Bio, if needed.

- **Uniform Subcommittee:** Newly formed Uniform Subcommittee. The JOAG Uniform Liaison is within this subcommittee as well as other CPC members. One newly formed project for this subcommittee is Monthly Uniform Announcements. Monthly uniform announcements will be sent to educate and assist junior officers thru distribution of uniform information over the JOAG listserv. At the same time, promoting junior officer development and the appropriate wear of the uniform. The first uniform announcement is expected to be distributed on July 12, 2010.
- **JOAG Journal:** The Summer Journal is under creation and is scheduled to be distributed at the end of July, approximately July 30th. Please contact LCDR Coriz, corizc@niddk.nih.gov or LTJG Tilghman Tracy.Tilghman@foh.hhs.gov if you have any questions about the JOAG Journal.
- **Next Meeting:** Our next committee meeting will be held July 21, 2010 at 14:00 – 15:00 PM EST. The focus of our meeting will be the JOAG Journal. Please feel free to join the Communications and Publications Committee meetings, held the 3rd Wednesday of each month at 1400 EST.

Development Committee: LCDR Thomas Janisko

- No report submitted

Inter-Services Collaboration Committee: LCDR Brett Maycock

- The Inter-Services Collaboration Committee held a meeting on July 13, 2010, from 1130 – 1230 EST.
- Due to an increase in responsibilities, LT Carlos Estevez, the Co-Chair of the committee, announced his resignation. LCDR Maycock wanted to thank LT Estevez for his efforts and devotion to this assignment. The Inter-Services Collaboration Committee is looking for an officer to assume the Co-Chair position for the remainder of the year. If you are interested, please send your CV to LCDR Brett Maycock at Brett.Maycock@dhs.gov.
- Community Service Subcommittee organized the Hooha Race at Fort McPherson in Atlanta, GA on July 12, 2010. This event was in collaboration with the US Army Reserve Command. Six junior officers volunteered and an additional five family members volunteered.
- LCDR Bell asked if the Community Service Subcommittee put together a report of how many junior officers attended the event at Fort McPherson. LCDR Maycock will forward this report to LCDR Bell.
- LCDR Palmer asked if another lead for the TAPS Subcommittee had been found. LCDR Maycock stated that he is working with LCDR Lau to find a replacement and once a replacement has been found, it will be reported.

Membership Committee: LCDR Robin Toblin

- Nomination packets for the 10 new voting members have been submitted to the JOAG Chair.
- There has been discussion about giving feedback to those non-selects for Voting Membership. May look to implement this for next year.
- Meet and Greets
 - Officer locator tool is now available to the Membership Committee. We are hoping that this will increase attendance to the meet and greet events.
 - A Meet & Greet was held in Chicago with zero participants for a third time. We will try to examine how to garner participation in these events.
- CAD Anniversary Program
 - Have been sending emails for 3 months now.
 - We are hoping to add a 3-4 question survey with the email.
- The next Committee meeting is July 13, 2010 at 1300 EST..

Policy and Procedures Committee (P&P): LCDR Carlos Bell

- **JOAG Charter Subcommittee:**
 - Lead: LT Aaron Long (Aaron.Long@ihs.gov)

- The Committee has updated the JOAG Charter and it's currently with the EC for review.
 - After it has been approved by the EC, it will be submitted to the Office of the Surgeon General for final approval.
- **JOAG Bylaws Subcommittee:**
 - Lead: LCDR Damon Smith (Damon.Smith@hhs.gov)
 - The Bylaws Subcommittee has recommended 8 updates to the JOAG Bylaws.
 - The Bylaws has been reviewed by the EC and is pending final approval.
 - Once the revisions are finalized, the committee will create an electronic ballot using SurveyMonkey and send out to the voting members.
- **Standard Operating Procedures (SOPs) Subcommittee:**
 - Lead: LCDR Tammy White (Tammy.White@hhs.gov)
 - Updated SOPs have been received from the COF Planning, Membership, Professional Development, and the Recruitment and Retention Committee.
 - LCDR White will make contact with the remaining EC Representatives before contacting those committees whose SOPs have not been received.
- **PPC Website Subcommittee:**
 - Lead: LCDR Shary Jones (shary.jones@cms.hhs.gov)
 - The PPC Website is ready to go, pending final review by LCDR Carlos Bell.
 - Goal is to have the website go live within the next two weeks.
- **“Take a Junior Officer to Work” Subcommittee:**
 - Lead: LCDR Robyn Bent (rbent@mail.nih.gov)
 - LCDR Bent is working on revising the second draft of the survey report.
 - After report has been finalized by the committee it will be sent to the EC for review.
 - Goal is to have the program approved and ready to go before 01, October 2010.
- **Membership Satisfaction Survey Subcommittee:**
 - LCDR Djenaba Joseph (dvk5@cdc.gov)
 - The Committee is in the final stages of finalizing the Member Satisfaction Survey.
 - Once finalized by the committee, the survey will be submitted to the EC for final approval.
 - The approved survey will be converted to a SurveyMonkey survey and sent out to the JOAG listserv

Professional Development Committee (PD): CDR Harvey Ball & LCDR Rajal Mody

- Career Pyramid
 - JOAG Chair is reviewing revised documents. After the documents are approved by JOAG, they will be distributed to CPO Board for comments.
- JOAG Newsletter
 - LT Garza leads the publications subcommittee. Ideas for articles under consideration include:
 - COER 2010 Updates
 - Direct access / billet transformation: where are we, what should I be doing...
 - Healthcare Reform – USPHS CC Update
 - Non-traditional billets: working with other agencies/services
 - AMSUS mtg.: what's it all about, who attends
 - Awards: Which ones are you eligible for, how to actually process an award?
 - International opportunities: highlight international programs at HHS, to include full-time and deployments
 - Ideas for building Esprit de Corps in work settings with less visible Commissioned Corps Presence
 - Short bullet summaries of recent Journeymen Series presentations
- Journeymen Series
 - The next presentation will be on July 9. LCDR Bunnell will be discussing the “Inactive Reserve and the Ready Reserve: the Impact of the Patient Protection and Affordable Care Act (PPACA) of 2010.”
 - This will be transcribed.

- Ideas in the works for upcoming presentations include a review of the promotion process and preparing for deployments
- Professional Development Survey
 - The survey team has solicited responses during a second week and received a few additional responses.
 - A final report has been completed and submitted to the JOAG EC
- Mentoring
 - We are in the process of defining the objectives of this subcommittee.
 - The subcommittee will be providing suggestions to enhance the HHS mentoring program
- Reading List
 - LCDR Mainor-Harpur has completed revising the list and will forward to JOAG EC shortly before distributing to selected senior officers for review
- Website Development
 - LT Scott Labrecque will be leading the development of the Professional Development Committee's web content
 - Any officers interested in assisting should contact him
- Next PD committee meeting: July 20, 2010, 10:30 - 11:30 EST
Dial-in Number: 712-451-6175

Recruitment & Retention Committee (R&R): LCDR Jessica Feda and LCDR Corey Palmer

- The Recruitment and Retention Committee currently has six primary groups: the COSTEP Connection Program, Career Fairs Information Subcommittee, Publications Subcommittee, Alumni Contacts Initiative, TAPs Initiative and the Online Career Resources Initiative.
- The Recruitment and Retention Committee's leadership is as follows:
 - **Co-Chairs:** LCDR Corey Palmer and LCDR Jessica Feda
 - **Secretary:** LTJG Brittany Laymon
 - **Committee Recorder:** LT Chinyelum Umejei
 - **Committee Website Coordinator:** LTJG Daveta Bailey
 - **COSTEP Connection Program Lead:** LCDR Tara Cozzarelli and LT Joel Hustedt
 - **Career Fairs Information Subcommittee Lead:** LCDR John Kathol
 - **R&R Publications Subcommittee Lead:** LT Shani Smith
 - **Alumni Contact Initiative:** LT Liatte Krueger
 - **Online Career Resources Initiative Lead:** LT Romerl Elizes and LT Sherene Brown Cora
 - **TAPs Initiative Lead:** LCDR David Lau (In Transition)
- **Subcommittee/initiative updates:**
 - The **COSTEP Connection Program (CCP)** is a well-established subcommittee that coordinates junior officer volunteers to serve as additional points of contact for junior COSTEPs. By contacting and providing additional support for COSTEPs we strive to provide information highlighting the benefits of pursuing the Public Health Service as a future career option. This program is not designed to take the place of category mentorship or individual preceptors; instead the program promotes networking and offers COSTEPs an additional contact through which they can learn more about the Public Health Service. In addition, this subcommittee is working on a proposal in collaboration with DCCR to initiate a recruiting program designed to contact COSTEP non-selects. Contacting those individuals who were not offered a COSTEP position (but were qualified) could greatly increase targeted recruitment efforts within a population that has already expressed sincere interest in the Commissioned Corps.
 - Currently the COSTEP Non-Select Proposal is undergoing its final review with DCCR and then will return to the JOAG Executive Committee for approval.
 - The COSTEP Connection Program disseminated a request for Junior COSTEP preceptors in March 2010. 92 junior officers responded to the call for volunteers. Currently, a proposal is being developed to guide mentors and COSTEPs on how to continue their mentoring relationship after completion of the JRCOSTEP

- experience. The CCP is also working on the letters that will be disseminated to the mentors and COSTEPs and a survey upon completion of the COSTEP experience.
- The **R&R Publications Subcommittee** strives to publish articles on recruiting updates within the Public Health Service and also focuses on efforts within the R&R committee. Articles are published in the JOAG Journal.
 - Currently, the Subcommittee is working on the following topics to publish future articles in the JOAG Journal: Associate Recruiter Program: How to Become an Associate Recruiter under the New Program, How to Recruit Successfully, the Recruiting Process for COSTEPS Working Towards a Commission.
 - The first article of the series called “Recruiting: Information and Resources All Officers Should Know When Addressing Potential Candidates” was recently submitted for publication in the JOAG Journal – Summer Edition.
 - The next article will focus on the new Associate Recruiter Program for the Fall Edition.
 - The **Career Fairs List Subcommittee** serves to identify inexpensive or free career fairs across the country that interested officers may attend to provide recruiting materials and information to those interested in a career with the Public Health Service. Throughout the university school year this subcommittee compiles lists of career fairs and disseminates these through the JOAG listserv. In addition, this subcommittee has devised a guide to assist interested officers in providing a thorough and informed recruiting event.
 - Recently, DCCR returned the Resource Guide with its comments and now the subcommittee is working to incorporate them. The next Career Fairs list will be disseminated for the next school year (September 2010) sometime in July.
 - The **Alumni Contact Initiative** is an initiative to provide a cost-effective and simple means for officers to contact individuals from their alumni program while providing a personal message detailing the benefits of joining the Commissioned Corps. The Alumni Contact Program has devised approved templates for each category detailing Commissioned Corps benefits that are easy to modify to personalize within an email or letter to their contacts within their alumni university program.
 - DCCR continues to work on applying the Commissioned Corps “branding” to the templates, and the JOAG Executive Committee (EC) has reviewed a proposal paper detailing the initiation of this project. Currently, the Initiative lead and volunteers are working on the recommended edits and comments from JOAG EC.
 - The templates have been devised, but before proceeding forward with it, additional details on the initiation and enactment of the Alumni Contact Initiative has to be provided to the JOAG EC for final approval.
 - Once all of the revisions and edits are done, this Initiative will be packaged and submitted to DCCR. Then, they plan to incorporate it in a recruitment tool kit, which will present to the PACs.
 - The **Online Career Resources Initiative** is looking to provide Public Health Service informational advertisements on discipline-specific online sites.
 - To date, this Initiative has developed a preliminary Access database with a basic infrastructure to accommodate website list, developed a MS Project file to keep track of the project, conducted a website analysis to verify website availability and suitability, added additional websites, and stored them in a database.
 - Pending the Co-Chairs of R&R Committee approval, the Initiative will work with DCCR to share information and brand an advertisement that can be placed on each website on their list.
 - The **TAPS Initiative** is a collaborative effort between two of JOAG’s Committees: the Inter-Services Committee and the R&R Committee. This initiative hopes to provide recruiting efforts and informational materials and/or sessions to those personnel who are exiting from other uniformed services. The Transition Assistance Programs (TAPS) are required programs for each service member who has chosen to exit their given service.

- They have developed a white paper effectuating the TAPS recruiting program, and it is currently under review.
- This Initiative is still undergoing the transition of new leadership.
- **Other Updates:**
 - For those officers who were unable to attend the Recruitment Presentation by CDR Thomas Pryor, DCCR's Senior Recruitment Specialist, on April 23rd, we are still awaiting approval of the minutes from DCCR before we are authorized to disseminate them on the JOAG listserv. In addition, the R&R Committee held its quarterly meeting with DCCR on June 30th.
- **Items Pending Review:**
 - COSTEP Non-Select Proposal: Completing edits from DCCR to send to CAPT Coppola
 - Alumni Contact Templates – To be returned by DCCR
- The next R&R Committee meeting is **July 14th** at 1230-1330 EST. Call-in number: 712-432-0111; Passcode: 633865#.

Welcoming Committee (WC): LCDR Amy Constantine & LCDR Yvette Waples

- The Welcome Letter, JOAG Brochure, and link to the JOAG website were distributed via email to only one (1) newly commissioned officer in the month of June 2010.
- The 2010 JOAG poster was displayed at the JOAG booth and social during the annual COF Scientific and Training Symposium.
- The JOAG informational sessions at OBC is still on hold temporarily to allow OCCO to coordinate participation from other interested PHS groups.
- The WC is coordinating the attendance of JOAG Voting members at each OBC graduation. Currently, no one has volunteered to attend the graduation scheduled for September 24th. If you are able to attend, please contact WC Co-Chair LCDR Yvette Waples (yvette.waples@fda.hhs.gov).
- An updated JOAG Welcoming Committee SOP was submitted to the Executive Committee liaison for review.
- A draft New Officer Guide was submitted to the Executive Committee liaison for further review. Once documents are approved by the EC, members of the 508 Compliance/Website Workgroup will reach out to the Communications & Publications Committee for guidance.
- The criteria for receiving Certificates of Appreciation were discussed at last WC meeting.
- At the last meeting, there was an open forum to discuss potential future projects within the WC.
- **Next Welcoming Committee Call:**
August 6, 2010 (2 – 3 PM EST)
Call in number: (712) 432-0111
Participant Access Code: 228673 #

Liaison Reports

COF Board: LCDR Blakely Denkinger

- A legislative change that would extend the popular Post-9/11 GI Bill transferability entitlement to the USPHS Commissioned Corps and NOAA Corps is included in a comprehensive package of proposed improvements to the Post-9/11 GI Bill of 2008. The new proposals are the work of Sen. Daniel Akaka, Chairman of the Senate's Committee on Veterans Affairs. At a public hearing on April 21, Sen. Akaka promised he would introduce the legislative proposals by Memorial Day. The resulting bill is S. 3447. The official name is Post-9/11 Veterans Educational Assistance Improvements Act of 2010. Officers are being asked once again to send letters to their representatives emphasizing the importance of extending Post-9/11 GI Bill transferability to PHS officers. If you have already written a letter in the past, you are being asked to write a letter once again. Because this is new legislation, the letters sent by officers in the past do not apply to this new legislation.

- The President sent the Secretary of Health and Human Services a memorandum on June 3, 2010 granting her the authority to appoint Commissioned Officers to the Ready Reserve Corps. As a result, officers that were commissioned after March 23, 2010 can now be appointed to the Ready Reserve Corps.

HOSA Workgroup: LCDR Samuel Schaffzin

- The last JOAG HOSA Workgroup call was held on Thursday, May 6th. Each Workgroup member has been assigned to serve as a task lead for our first set of outlined deliverables and next steps.
- The workgroup has:
 - Begun to craft criteria for junior officer participation (Ivy)
 - Created a JOAG HOSA presentation template for junior officer mentors (Glenn)
 - Begun to consider long term tracking mechanisms for the initiative (Payne)
 - Developed a call for letters of interest for mentors (Beyer)
 - Begun to work with HOSA leadership to identify 5-7 pilot locations to target (Schaffzin) - HOSA Associate Director to provide a list.
- HOSA held their annual Leadership Conference at the end of June and 3 Workgroup reps (Schaffzin, Payne, and Thomas) attended. While there we networked with HOSA leaders and updated their State Advisors on the Workgroup's activities. They were very excited about the mentor program in development and will help pilot in a few of their chapters in early Fall. HOSA designated a small working group to work with us on next steps and we plan to hold a follow up conference call by the beginning of August to discuss specifics.
- Also, I am pleased to report that LCDR Timothy Thomas was honored with the Distinguished Alumni Award at the HOSA conference. We would like to acknowledge this recognition in the next JOAG journal and if possible on a future JOAG listserv message.
- The next Workgroup call is scheduled for July 15th at 1:30 pm (EST)

MOLC: LCDR Nicole D. Gaskin-Laniyan

- The June MOLC meeting was canceled because there was not enough quorum as determined by the MOLC charter.
- CDR Christina Lee (primary) and LT Stephen Chang (alternate) have been selected by the MOLC voting members to represent MOLC at the Training and Career Development Steering Committee (TCDSC). The purpose of the TCDSC for the Corps is to engage appropriate stakeholders to (1) Assist in the initial and continued development of professional and officer competency standards, career development guidelines for use in officer training and goals and materials for intermediate, advanced, and executive officer training courses, (2) Recommend content for a central repository/clearing house of training opportunities that can be accessed by officers and (3) Recommend training to ensure the readiness of the Corps to respond to urgent or emergency public health care needs that cannot otherwise be met at the Federal, State, and local level. This TCDSC will consist of 12 officers or senior agency representatives who have been chosen for their understanding of the competencies needed by officers both for career progression and to meet agency needs. The initial membership of this Steering Committee will include: OPDIV/STAFF DIV Representatives, Chief Professional Officer Representative, PAC, JOAG and MOLC representatives well as the OCCO/Director, Training and Career Development, the OFRD/Director, Training and subject matter experts in curriculum development and evaluation.
- LCDR Dwayne Jarman will replace LCDR Andy Tran as the lead for the MOLC Website Migration working group. LCDR Tran will continue assisting the working group as the APAOC representative. LCDR Jarman has successfully coordinated the migration of the AI/ANCOAC and Veterinarian Category websites to the USPHS server.
- The four minority groups of MOLC will collaborate to purchase a gift for RADM Robert Williams for his retirement. JOAG is providing a plaque as well.

OCCFM: LCDR Kyle Lyons

- Reviewing policy concepts and strategic vision for the Ready Reserve Corps.

- Briefing on two legislative proposals that affect the Commissioned Corps workforce: Transferability of Post 9/11 GI Bill Benefits and increase in Uniform Allowances.
- Reviewing the information from the Navy Workforce Conference to determine what may be applicable to the Corps.
- Exploring concepts of the mobile workforce and expanded use of alternative workplace to increase productivity, efficiency, and to reduce costs.
- Conducting regularly scheduled conferences with OSG, OCCO, OCCSS to discuss impact of PPACA.
- A comprehensive review of all Corps policies and Directives underway to identify and prioritize those that need to be amended due to PPACA.
- Quadrennial Review of Military Compensation (QRMC) underway. Among other things, the group is discussing compensation for the Reserve Components, including the Ready Reserves and caring for returning warriors as well as caring for/supporting the caretakers.
- Presentations made to the combined meeting of the SGPAC and Chief Professional Officers on promotion success rates and the new COER.
- Progress made on MOUs with EPA and USAMRMC, Fort Detrick for the detail of Commissioned Officers.

OCCO: LCDR Mary McCormick

- **Division of Commissioned Corps Recruitment**
 - DCCR is working on an internal marketing campaign.
 - No other news to report.
- **Division of Commissioned Corps Assignments**
 - There have been 249 new Calls to Active Duty since May.
 - The “pause” on CADs is back in effect, pending Senate confirmation of the next list.
- **Division of Commissioned Corps Officer Support**
 - CDR Murray has been officially named as the Director of DCCOS
 - **Promotions** – The new Promotion Coordinator, CDR Angela Mtungwa, is now on board. The Permanent Grade Promotion results are still “on hold”, pending the ASH’s decision on success rates.
 - **COERs** – The new COER is being tested now & is also currently being used for the completion of Transfer COERs. COER resource materials are available on the CCMIS homepage; all officers are strongly encouraged to go in & review these.
 - **Boards**
 - Involuntary Separation Boards for Permanent grades will begin meeting in July.
 - Retention Review Boards are scheduled to begin in October.
- **Division of Commissioned Corps Training and Career Development**
 - **OBC** - The FY 2011 dates for OBC will be posted on the DCCTCD section of the CCMIS webpage later this month. Enrollment is through agency Liaisons only; please do not contact DCCTCD directly regarding enrollment.
 - **TOBC** - The Transitional Officer Basic Course is being piloted this month. This course is being designed for officers who were CAD before October 2007 & did not attend BOTC/IOTC, but would still like the opportunity to complete the training. The first course offering will begin 23 August. Any officers interested in participating should contact their agency Liaison, as enrollment is through agency Liaisons only.
 - **OIC** – The Officer Intermediate Course is under development. LCDR Jessica Fedas is the JOAG Liaison regarding OIC.

OFRD/OSG/OS: LCDR Damon Smith

- No report submitted

Uniform Advisory Committee Liaison: LCDR Gene Gunn

- No update at this time

Dental Category: LT Scott Williams

- No report submitted

Dietitian Category: LCDR Blakeley Denkinger

- The name of the category PAC has now officially been changed from the Dietitian/Nutritionist PAC (D/N PAC) to the Dietitian PAC
- A Dietitian PAC Policy Ad Hoc Workgroup is being created to re-activate the Policy Subcommittee in the form of an ad hoc workgroup, to review the Dietitian PAC Charter and Bylaws for necessary amendments to more clearly provide direction as to how the PAC is to be governed, and to develop and/or expand the policy/guidance documents for the CPO, PAC Chair, and subcommittee chair positions. If you are interested in participating in this workgroup, please contact CDR Pamela Vodicka (pvodicka@hrsa.gov) by COB Wednesday, July 14.
- Self-nominations are being solicited for individuals interested in serving on the Dietitian-PAC for a 6 month term as Chairperson-Elect followed by a 1- year term as Chairperson. The term of service will begin on 1 October, 2010 and go through March 31 2012. **Nominations are due to LCDR Mero by August 2, 2010.** Once selected the PAC chair-elect will start on October 1, 2010, assuming the PAC Chair Role, 6 months later, April 1, 2011.

EHO Category: LCDR Jamie Mutter

- The EHOPAC will be sending out a call for self nominations for EHOPAC members soon for our election this fall. Anyone interested in finding out more can go to www.ehopac.org.
- The next EHOPAC meeting will be August 10, 2010.

Engineer Category: LCDR Alex Dailey

- An EPAC meeting was held on Thursday, June 24, 2010.
- RADM Robert Williams, Acting Deputy Surgeon General and former Chief Engineer, is retiring effective August 1st.
- There was a clarification of the POM regarding BDU wear. The BDU is still allowed for wear, just not in an office environment, and not in the D.C. area. Refer to the uniform guidelines and the POM for details.
- The new COER format is available for review on the CCMIS website. RADM Rodenbeck stressed that the purpose of the new COER is to get away from grade inflation for officers and to be able to identify areas of improvement. There are specific guidelines for the characteristics required for each grade. RADM Rodenbeck noted that “walking on water will not be a requirement for promotion”. He has and will be working with the promotion boards to emphasize that.
- EPAC is developing an Engineer Placement Assistance Program to help guide engineer Corps applicants to find an agency assignment.
- EPAC is also developing an Engineer Outreach Program to support engineers with technical assistance needs and enable them to get in touch with volunteer engineers to develop solutions to their problems.
- **The next EPAC meeting will be held on: Thursday, August 26, 2:00-3:30 PM.**

HSO Category: LCDR Brett Maycock

- The HSO Category had 10 EPPs during the last promotion cycle. 20 HSOs were promoted to Captain (O-6), to include our own Chair Elect, CDR Sheila Merriweather; 52 promoted to Commander (O-5), to include HS-PAC Member LCDR Iris Valentin-Bon; and 96 promoted to Lieutenant Commander (O-4), to include HS-PAC Member LT Joseph Shurina.

- CDR George Durgin (HSPAC Chair) expressed his thanks for a very successful USPHS Scientific and Training Symposium, in San Diego. So many HSOs did a wonderful job, to include the COA Chair, CAPT Dawn Clary and COA Category Day Co-Chair CDR Karen Sicard; and HSO Category Day Co-Chairs CDR Karen Sicard and LT Joseph Shurina. There were many officers behind the scene that put in a great effort to make the entire conference a success.
- CDR Durgin is now assigned at the Department of Defense. His new e-mail is George.Durgin@tma.osd.mil and telephone is (301) 295-8362.
- The next HSPAC meeting at the Parklawn building will be on August 6, 2010, from 1000 – 1500 EST.
- As a reminder to Subscribe or Unsubscribe to the HSO Listserv, please go to <http://usphs-hso.org/phsdb/listserv>

Nurse Category: LTJG Martin Taxera

- No update at this time

Pharmacy Category: LCDR Yvette Waples

- Nominations are being solicited from pharmacists who are interested in serving on the PharmPAC as voting members and Associate non-voting members. Junior officers are encouraged to apply.
- Openings for three year terms beginning 01 November 2010 for PHS pharmacists serving in the following organizations include:

PAC Members (voting):

Department of Homeland Security – 1 opening;

Indian Health Service – 2 openings; and

Ex-minimus – 1 opening*

*Eligible OPDIVs considered for this year's Ex-minimus position are the following:

CMS	NIH
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DOD TMA	OS
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HRSA	PSC
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- **PAC Associate Members (non-voting):**

The PharmPAC has created new opportunities for more pharmacist involvement by redesigning membership. The PharmPAC is inviting pharmacists in OPDIVs represented by the Ex-minimus PAC voting members (OPDIVs with fewer than 30 Corps pharmacists) to serve as Associate members. Associate members are from each OPDIV not represented by a PAC voting member or Associate Member for a three year term beginning 01 November 2010. There is one opening in each OPDIV for PHS pharmacists serving in the following organizations:

CMS	NIH
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DOD TMA	OS
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HRSA	PSC
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- **Nomination Process**

If you are a PHS pharmacist, either Commissioned Corps or Civil Service, and are interested in representing your Agency/OPDIV/Program on the PharmPAC, please submit your curriculum vitae with a cover letter describing your interest and include the date of your first licensure as a registered pharmacist. Also, please provide a memo or letter of endorsement from your immediate supervisor. Please note that PharmPAC membership requirements include meeting basic readiness standards at the time of nomination and throughout the term of service to the PharmPAC.

- Please contact CDR Jennifer Fan regarding this announcement. **All nomination materials must be submitted electronically by COB 16 July 2010.**

Send nomination materials to:

CDR Jennifer Fan

PharmPAC Administration Section Co-Lead

E-mail: jennifer.fan@samhsa.hhs.gov

