



## BLACK COMMISSIONED OFFICERS ADVISORY GROUP (BCOAG)



### General Meeting January 2012 Minutes

#### Call to Order

- LCDR Morrissa Rice, BCOAG Chair, called the January 12, 2012 BCOAG meeting to order at 1100 EST.

#### Roll Call & Introductions

- LT Chinyelum Olele, BCOAG Correspondence Secretary, conducted a roll call of voting members - a quorum was present.
- All non-voting members participating via teleconference were asked to submit their information via the online non-voting member roster.

#### Approval of Minutes

- The minutes from the December 2011 BCOAG meeting was approved.

#### STANDING COMMITTEE REPORTS

##### Awards Committee:

- **Old Business**
  - CAPT Dandridge ordered the BCOAG Chair Awards. The awards are scheduled to ship out from the company on January 18, 2012.
- **New Business**
  - **Review of the BCOAG Awards Committee 2012 Goals**
    - Increase BCOAG Annual Award nominations
    - Review/revise current BCOAG annual award criteria
    - Establish an approval and notification process for annual awards
    - Develop "Unsung Hero" Award activity
  - **Revising BCOAG Awards:** The Awards Committee plans to review and revise the awards criteria for all BCOAG awards with the hope of increasing the amount of nominations for these awards in 2012.
- In 2011, the Awards Committee received the following award nomination:
  - 4 nominations for the Hildrus A. Poindexter Award



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- 0 nominations for the George I. Lythcott Award
  - 1 nomination for the Retired PHS Officer Award
  - The Awards Committee asked that officers review the current awards criteria for the BCOAG awards listed above and provide their comments/edits or feedback to LCDR Adrienne Goodrich-Doctor at [Adrienne.goodrich-doctor@nih.gov](mailto:Adrienne.goodrich-doctor@nih.gov).
    - **The “Unsung Hero” Award activity** is being developed to recognize officers for exceptional work that is not recognized through other award processes. The committee will provide updates to the general body.
    - **Call for Awards Committee Members:** If interested please contact LCDR Adrienne Goodrich-Doctor.
    - **Discussion**
- The committee plans to solicit nomination for the PHS Retired Officers Award in 2012.
- The committee is in the process of preparing an activities timeline.
- LCDR Goodrich-Doctor suggested that seasoned officers share nominations for retired officers with the hope that officers can work together to nominate some of our retired officers for the PHS Retired Officers Awards.

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#### Career & Professional Development Committee:

##### I. Committee Overview

The Committee’s goal for 2012 is to serve as a resource to BCOAG members to help manage their careers by utilizing a team centered approach which includes:

- sharing career development & training information
- identifying opportunities for mentorship
- strengthening recruitment and retention activities

As we move into the year 2012, we are looking to not only expand, but continue our efforts to provide information and resources related to financial planning and career management, participate in the Officer Basic Course (OBC) Open House and Graduation activities, increase visibility of the mentoring program, expand recruitment efforts at



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HBCUs, and collaborate with other committees/teams to address issues of concern to the BCOAG membership.

## II. TEAM Reports

### 1. Career and Professional Development

The Team is currently in transition and seeking a new Chair/Co-Chair to plan and coordinate activities for this year. An advertisement is posted in the BCOAG Weekly Announcements. We are soliciting candidates with an interest and/or experience in developing tools and resources to assist officers in managing their careers. Over the past year, the Career and Professional Development Team has disseminated information via the BCOAG listserv regarding basic readiness (which included tips to help you get ready), awards (which officered tips to help you write an award) and preparing for promotion (which outlined specific deadlines and documents/website to review). In the future, other topics may include, but are not limited to: Continuing Education, CV Formats/Benchmarks, Leadership, Licensing/Certifications, etc.

These positions are open and available to all BCOAG Officers. Please, contact CDR Karen Beckham at [kbeckham@hrsa.gov](mailto:kbeckham@hrsa.gov) or 301.443.0502 for additional information and/or to express interest.

### 2. Mentoring

Meetings: The mentoring team was scheduled to meet 9 January 2012; however no members were present. Our next scheduled meeting is TBA

#### Discussion from 12 December 2011 Meeting:

- Continually updating mentor-mentee roster for 2011:
- Every mentee is assigned to a mentor upon request and information is updated on the current FY11 roster. Currently, there are 100% assigned mentor-mentee relationships established.
- Mentoring Team continues to solicit mentors and mentees on a continuous basis.
- Low mentoring team participation. Suggestions: post the meeting time on the BCOAG listserv. Encourage officers to sit it on meetings with goal to increase membership for FY12.



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- Scheduled meetings\_– meetings were previously scheduled the 2nd Monday of every month, discussed changing the dates and times of the meetings in order to accommodate team members. New meeting time TBA
- Goals for 2012 will be discussed at next meeting

If anyone is interested in joining the BCOAG Mentoring Team or becoming a mentor or mentee, please contact CDR Karen Dorse at 301-594-5954 or [Karen.dorse@foh.hhs.gov](mailto:Karen.dorse@foh.hhs.gov)

### 3. Recruitment

We are currently seeking a Co-Chair for the Recruitment Team. An announcement is posted on the listserv via the BCOAG Weekly Announcements. Please, contact CDR Aisha Mix at [amix@hrsa.gov](mailto:amix@hrsa.gov) for more information about how you can be a part of the team!

### OBC Group (OBC Open House & Graduation Activities)

- LT Timothy Onserio and LCDR Hamet Touré will represent BCOAG at the OBC Open House on January 12, 2012.
- CDR Terry Harrison and CDR Kofi Ansah will represent BCOAG at the OBC Graduation Ceremony on January 20, 2012.

If you are interested in volunteering/assisting with this event in the future, please contact LCDR Hamet Touré at [hamet.toure@fda.hhs.gov](mailto:hamet.toure@fda.hhs.gov) with your availability.

### 4. Retention

No report for this month.

Thanks again for the opportunity to serve!

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**Health Disparities Committee:** No report for this month

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**Communications and Public Relations Committee:** No report for this month



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#### **Community Outreach Committee:**

##### Upcoming January Meeting

BCOAG Community Outreach Committee

What: BCOAG Community Outreach Meeting

When: Jan 26, 2012 @ 2pm

Teleconference # 866-842-5974

Access code 9794017

Details: Initial meeting for BCOAG Community Outreach Committee 2012; The BCOAG Community Outreach Committee will discuss planning/goals for 2012 and upcoming events and activities.

POC: LCDR Johnson [todd.johnson@foh.hhs.gov](mailto:todd.johnson@foh.hhs.gov) or 301-594-8641

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**Membership:** No report for this month

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#### **Ad Hoc Committees:**

**Social Committee:** No report for this month

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**Charter and Bylaws Committee:** No report for this month

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**Office of Force Readiness Deployment:** No report for this month

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#### **Minority Officer's Liaison Council:**

- BCOAG will serve as Chair of MOLC for 2012; CDR Postelle Birch-Smith and LCDR Jennifer Jones will represent BCOAG this year
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- Voting member packets for the CMAGs were forwarded to the OSG and approved
  - The MOLC charter was revised and submitted to the OSG for signature
  - The 2011 USPHS Demographics Report, prepared by MOLC, is posted on the MOLC website at <http://www.usphs.gov/corpslinks/molc/demographics.aspx>
  - MOLC requests two volunteers from each CMAG to participate on the MOLC Bylaws Ad-Hoc Committee; these volunteers do not need to be CMAG voting members
  - Each CMAG has been asked to deposit \$150 into a newly established MOLC COA account to cover expenses related to the MOLC luncheon, etc.
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#### **COF Liaison:**

BCOAG COA account balance as of 1/11/12 is **\$4529.52**, which includes a withdrawal of \$150.00 for the MOLC COA account. \$210.00 is being held by the Chair as petty cash and is not included in this balance.

#### **BCOAG challenge coins are now available --\$10.00 each.**

BCOAG lapel pins are available for purchase--\$5.00 each.

Rank coins are available for purchase at the following locations and by mail order:

Parklawn

POC, LCDR Tracy Pace [tpace@hrsa.gov](mailto:tpace@hrsa.gov)

FDA White Oak

POC LCDR Hamet Toure [hamet.toure@fda.hhs.gov](mailto:hamet.toure@fda.hhs.gov)

CDC Atlanta

POC LCDR Zanethia Eubanks [zac0@cdc.gov](mailto:zac0@cdc.gov)

BOP Butner

POC CDR Robin Hunter Buskey [bibihunter@earthlink.net](mailto:bibihunter@earthlink.net)

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#### New Business/Open Floor

- The meeting was adjourned at 1200 EST.
- The next meeting is scheduled for Thursday, February 9th, 2012 at 1100 EST.

BCOAG meetings are held on the second Thursday of each month from 1100 – 1230 (EST).

If you are unable to attend and wish to participate via teleconferencing, please call:

Dial: 1-877-798-6354  
PIN: 129733

Respectfully Submitted,

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LT Natalie Gibson  
Executive Secretary

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LCDR Morrissa Rice  
Chairperson



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#### Attendance for 12 January 2012

##### Voting Members

CDR Karen Beckham  
CDR Lynda Lee Bishop  
CDR Postelle Birch-Smith  
CDR Terry Harrison  
LCDR Adrienne Goodrich-Doctor  
LCDR Charlene Sydnor  
LCDR Jemekia Thornton  
LCDR Jennifer Jones  
LCDR Julia Bryan  
LCDR Michelle Haamid

LCDR Morrissa Rice  
LCDR Pilgrim Spikes  
LCDR Shary Jones  
LCDR Tarsha Cavanaugh  
LCDR Todd Johnson  
LCDR Zanethia Eubanks  
LCDR Zewditu Demissie  
LT Chinyelum (Chi Chi) Olele  
LT Natalie Gibson (excused)

\* Represented by alternate

##### Non-Voting Members

CAPT Beverly Dandridge  
CAPT Marina Banks-Shields  
CAPT Michael Smith  
CAPT Sheila Merriweather  
CAPT Wayne Hall  
CDR Abraham Maekele  
CDR Celia Gabrel  
CDR Delia Jones-McHorgh  
CDR Dimitrus Culbreath  
CDR Dornette Spell-LeSane  
CDR Flauryse Baguidy DMD  
CDR Kimberly McIntosh-Little  
CDR Latrise Workman  
CDR Paula Bridges  
CDR Rhondalyn Cox  
CDR SanYvette Williams  
LCDR Danielle Russell

LCDR Deidre Washington  
LCDR Eddie Hall  
LCDR Erika Odom  
LCDR Kimberly Rains  
LCDR LaJeana Howie  
LCDR Latasha Allen  
LCDR Monica Jessup  
LCDR Monique Davis  
LCDR Nicole Gaskin-Laniyan  
LCDR Paula Peters Washington  
LCDR Qiana Coffey  
LT Chandra Jolley  
LT Jamila Davis  
LT Kendra Bishop  
LT NaTasha Hollis  
LT Stanley Eugene  
LTJG Timothy Onserio