



U.S. PUBLIC HEALTH SERVICE
Pharmacist Professional Advisory Committee
Department of Health and Human Services

Minutes of Meeting
01 July 2010
Surgeon General's Conference Room
Parklawn Building
1400-1530

Members Present:

RADM Scott Giberson (CPO), IHS-Rockville, MD
CAPT Mike Shiber (Chair), BOP-Washington, DC
CAPT (sel) Edward Stein (Vice-Chair), IHS-Phoenix, AZ
CDR Daniel Brum, FDA-Silver Spring, MD
CDR Christine Chung, DHS-El Centro, CA
CDR Michael Crockett, BOP-Pollock, LA
CDR James Czarzasty, DHS-New London, CT
CDR Jonathan Dando, IHS-Cherokee, NC
CDR Jennifer Fan, SAMHSA-Rockville, MD
CDR Patty Garvey, FDA-Rockville, MD
CDR G. Brent Hobbs, IHS-Whiteriver, AZ
CDR Larry Lim, FDA-Silver Spring, MD

CDR Josephine Lyght, HRSA-Rockville, MD
CDR Jeff Mallette, BOP-Pensacola, FL
CDR Devvrat Patel, FDA Rockville, MD
CDR Vasavi Thomas, CDC-Atlanta, GA
CDR Alina Walizada, SAMHSA-Rockville, MD
CDR Nate Yale, IHS-Gallup, NM
LCDR Peter Diak, FDA-Silver Spring, MD
LCDR Carmen Kelly, AHRQ-Rockville, MD
LCDR Kristen Maves, IHS-Anchorage, AK
LCDR Yvette Waples(JOAG), FDA-Silver Spring, MD
LCDR Troy Bernardo (Executive Secretary), BOP-Butner, NC

Members Absent: (* Member's alternate present)

CAPT Lia Prael, CMS-Baltimore, MD*
LCDR Cynthia Gunderson, IHS-Fort Totten, ND*

Guests:

CAPT Alison Dion, IHS-Zuni, NM
CAPT Lillie, Golson, FDA-Rockville, MD
CAPT George Lyght, FDA-Rockville, MD
CAPT Deborah Thompson, USCG-Washington, DC
CDR Nhi Beasley, FDA-Silver Spring, MD
CDR Christine Bina, FDA-Rockville, MD
CDR Bradley Bishop, IHS-Tucson, AZ
CDR Vicky Borders-Hemphill, Silver Spring, MD
CDR Cedric Guyton, IHS-Tucson, AZ
CDR Michael Lee, IHS-Oklahoma City, OK
CDR Diem-Kieu Ngo, FDA-Rockville, MD
CDR Ryan Nguyen, FDA-Rockville, MD
CDR Keith Olin, FDA-Silver Spring, MD
CDR Christine Oliver, FDA-Silver Spring, MD
CDR Patrick Romero, DHS-Miami, FL
CDR Sonny Saini, FDA-Silver Spring, MD
CDR Stanley Shepperson, FDA-Rockville, MD
CDR Diane Smith, FDA-Rockville, MD
CDR Kendra Stewart, FDA-Rockville, MD
CDR Brenda Stodart, FDA-Silver Spring, MD
CDR Teresa Watkins, FDA Rockville, MD
LCDR Leo Zadecky, FDA-Stoneham, MA

LCDR Karen Abraham-Burrell, CMS-Baltimore, MD
LCDR Anne Bott, IHS-Anchorage, AK
LCDR Jefferson Freedy, IHS-Rockville, MD
LCDR Sheryl Gunther, FDA-Silver Spring, MD
LCDR Thomas Hinchliffe, FDA-Rockville, MD
LCDR Shary Jones, CMS-Baltimore, MD
LCDR Liatte Krueger, FDA-Parsippany, NJ
LCDR Lisa Kwok, FDA-Rockville, MD
LCDR Aaron Long, IHS-Browning, MT
LCDR Robert Macky, BOP-Butner, NC
LCDR Marisol Martinez, DOD TMA- Fort Sam Houston, TX
LCDR William Meyers, BOP-Memphis, TN
LCDR Aaron Middlekauff, USCG-Opa Locka, FL
LCDR Andrei Nabakowski, OS-Rockville, MD
LCDR Susan Polifko, FDA-Harrisburg, PA
LCDR Rachel Rivera, BOP-Otisville, NY
LCDR Adams Solola, IHS-Tuba City, AZ
LCDR Carla Stearle, IHS-Minneapolis, MN
LCDR Roberta Szydlo, FDA-Silver Spring, MD
LCDR Juliette Toure, FDA-Silver Spring, MD

LCDR Katherine Won, FDA-Silver Spring, MD
LCDR Yon Yu, CDC-Atlanta, GA
LCDR Mary Zunic, IHS-Albuquerque, NM
LT Minh-Huong Doan, FDA-Rockville, MD
LT David Earl, IHS-Shiprock, NM
LT Elizabeth Hoang, DHS-Taylor, TX

LT Jerome Lee, FDA-Rockville, MD
LT James Mason, FDA-Wilkes Barre, PA
LT Tina Nhu, FDA-Rockville, MD
LT Quocbao Pham, FDA-Silver Spring, MD

Guests attending the meeting are requested to email their rank, name, agency, and location (city and state) to tbernardo@bop.gov, the PharmPAC Executive Secretary, to validate attendance.

Call to Order: CAPT Mike Shiber (mshiber@bop.gov)

CPO Report: RADM Scott Giberson

Promotions completed in June.

- Promotion list is posted on the CCMIS webpage. Congratulations once again to all those selected. Selection is a reflection of performance, commitment, leadership and officership. As a reminder for next promotion cycle, selection reflects a responsibility we all have to fulfill synergistic responsibilities – to our Corps AND the Agency missions.

Affordable Care Act and Commissioned Corps Policies.

- As you know, the President signed a memorandum that delegates limited authority to the Secretary to appoint individuals to the Ready Reserve Corps for a select group of officers. This is not the final solution, only a partial solution to current calls-to-active duty. OCCO has already completed over two hundred calls-to-active duty. Most if not all of our COSTEPs have been brought into Ready Reserve as well.
- We are currently still in a hiring “pause”. This is expected to be very temporary. No exact timeline has been given at this point in time, but the Secretary has shared that she wants the Corps to be back soon to full functioning.
- Please note that recruiting activities have NOT ceased or paused, so continue to share the PHS Pharmacy Program and its benefits with all students, partners, etc. Continue to stay tuned for more information.
- A Ready Reserve ‘WIPT’ has completed activity on the Ready Reserve. They have addressed many policies, a strategic plan and 5-year budget.
- The BDU is still an authorized uniform. Can and should be worn on deployment and for specific training. There may be more information forthcoming from OFRD regarding its wear during the week or during regular day-to-day activities (not in the DC Area).
- The Surgeon General is moving forward on the Prevention Council set up within PPACA. She is the Chair of this senior leadership committee.

Recently attended Federal Pharmacy Lead meetings with both APhA and ASHP

- We are developing very positive partnerships and are in continual discussion regarding clinical pharmacy practice models including compensation for pharmacists through MTM Part D and looking forward to potential Medicare Part B.
- We are looking to increased collaboration with other Federal Pharmacy leads such as DOD and VA to maximize any resources and meet mutually beneficial needs.
- APhA and I discussed future publications that involve PHS Pharmacy and potential recruitment issues. Also APhA seeks articles on humanitarian missions and any innovative or unique deployments. Please continue to develop articles that assist to demonstrate PHS as Pharmacy’s Best Kept Secret. If you need assistance, please check in with our Publications Sub-Committee on the PharmPAC.

COERs.

- The new version of the COER for 2011 has been released and can be found on the CCMIS webpage.
- Please review this as soon as possible with your rater and reviewer. Questions should be directed first to our PharmPAC Career Development section. Stay tuned for more information on COERs; however as of this point, we are going to be using this new COER format for this year's November COERs. If there are changes in process that occur, we will inform everyone. Please check for any new information on the CCMIS website and the PHS Pharmacist Listserve.

Billets.

- Pharmacy billet implementation will take place in July. At this point, we have 18 billets developed, which is actually one of the lowest number across all categories. This should make implementation efficient. This will not affect pharmacists in multidisciplinary billets at this point in time.
- Given this, I have charged an ad-hoc Billet Review and Implementation Committee (BRIC) to expand review of the billets to not only include billet nomenclature and implementation review but also billet equity across OPDIVS. As we know, often billet equity may impact promotion equity and we want to make sure we considered all ramifications of billet implementation. The Committee has also been charged to do an additional report and analysis to present to OCCO which will present a wealth of data for OCCO to consider as billet implementation continues within other categories and for multidisciplinary billets.
- Further questions can be directed to CDR Mike Crockett. I would like to thank him for his efforts in facilitating this Committee. It takes a large portion of voluntary time to do this and because it deals with billets, the positive impact of his (and the Committee's) work will be felt by every single pharmacist officer.

CPO Initiatives.

- In August, I will be updating the PAC and PHS Pharmacists with 3 CPO initiatives to consider and work within as we move forward across the next 4 years to advance PHS Pharmacy and the profession. I look forward to working with each and every one of you within these initiatives and continuing the tradition of pharmacy innovation in the PHS...
- I recently attended an OBC graduation and highly recommend attending one if possible. It is a 'revitalizing' atmosphere and confirms the commitment we have all made to our missions, the Corps and the uniform we don each day.

PHS Awards.

- We are very pleased to announce the following regarding awards in our category. Since March 24th of this year, we looked into many PHS pharmacy individual and unit awards covering many initiatives, PAC sub-committees and special projects that had been in process for various reasons. As of today, I can report that after approximately 300 coordination emails, roughly 15 awards were approved and 174 officers acknowledged in nearly every OPDIV. These pharmacy officers will be receiving emails from OCCO stating the award has been received in their e-OPF. This should be happening now. For the record, I would like to name the awards; however for the sake of time, I will not list each name of unit awards. Suffice it to say, each and every one of these officers emulated the values of the Corps by going above-and-beyond to positively impact our category and missions we serve. Below are a list of awards (for the minutes):
 - PHS Commendation Medal – CDR Dan Brum
 - PHS Achievement Medal – CDR Keith Olin
 - PHS Achievement Medals for previous PAC Chairs – LCDR Violette Ganoë, CDR Patty Garvey
 - PHS Citations for previous PAC Secretaries – LCDR Peter Diak, CDR Jeff Mallette
 - PHS Citation – CDR Randy Anderson
 - Unit Commendations

- Special Pay Workgroup
 - Recruitment
 - Clinical Sub-Committee
 - Pharmacy Vacancies Workgroup
 - Pharmacy Immunizations
 - Publishing workgroup
 - Non-APhA Immunization Workgroup
 - IRC Workgroup
- Given the potentially long and involved award process, I want to personally thank CDR Greg Davis (from OSG) and the CPO Board for their collaboration on this effort. They acted quickly upon my request to address these awards. Over 175 officers would not have been awarded ribbons if it were not for their tremendous efforts and assistance.

Once again, thanks to everyone for a successful Category Day at COA and please stay tuned for additional information on promotions, reform and other Corps updates.

Open Forum

- No questions

Recruitment → CDR Jeff Mallette (jxmallette@bop.gov) / LCDR Kristen Maves (klmaves@scf.cc)

- **Recruiting Map Workgroup** – the recruitment map project continues under development. This workgroup is led by LCDR Kristen Maves. LT Zac Woodward with the BOP is creating the product. The goal of the recruitment map project is to create an accurate and complete recruitment map of the possible geographic work locations for PHS pharmacists. Duty stations currently encumbered by Commissioned Corps pharmacy officers are identified on the map. These locations came from the Commissioned Corps pharmacists list. We are in need of a few volunteers who can help us identify potential job locations that are currently encumbered by civil service pharmacists or by non-pharmacist Commissioned Corps officers, and also those vacant positions not identified on the PharmPAC Recruitment Section Vacancy list. If you can help with this please contact LCDR Kristen Maves or myself.
- **PHS Pharmacy School Alumni List Workgroup** – volunteers are needed to help move this project forward. If interested please contact the workgroup lead, CDR Mark McClain, at mark.mcclain@fda.hhs.gov.
- **ASHP Summer Meeting follow-up** – letters of appreciation will be sent to those officers who participated at the DCCR funded recruitment booth for this event. LT James Lee with the FDA will be following up with the recruits who signed the recruit log at the booth.
- **Website Update** – the PharmPAC IT Subsection, led by CDR Dev Patel, has done an outstanding job with the new look of the PharmPAC website. The Recruitment Section leadership is still getting acquainted with the new look of the site. Our website subsection, led by CDR Ruby Wu, has been evaluating the conversion of the recruitment section documents. LCDR Roberta Szydlo had created a spreadsheet mapping of all of our documents from the old site and has been comparing these to the new site. There are still a few documents that will be converted over to the new site, such as the vacancies document, and there will be some requested rearranging of items to make certain documents more prominent – such as the PBKS document. If anyone using the site has any suggestions for the layout or notices any missing items, please contact me.
- **www.phspharmacist.org login issues** – our apologies to those UPOCs who have not been able to access the login for the website. This functionality was lost for a few weeks several months ago.

CDR Dev Patel was able to work with the website host and get the functionality restored. Again this functionality has been lost for the last several weeks. To prevent this from occurring again, CDR Patel is moving forward with a new host site to move our data to, and we hope to have the site back running in the next couple of weeks. Once the site is restored, work will begin on a number of enhancements to the site that will make it more user-friendly and also allow for more constructive reporting capabilities to help us identify schools where more recruitment attention needs to be directed. Please note this website glitch has not decreased the recruitment activities of the UPOCs – it just provides a delay in the reporting of these activities. Because of the login issues with the website, the release of the UPOC SPRING NEWSLETTER, created by CAPT (sel) Peter Vermilyea, has been delayed. The newsletter promotes and directs UPOCs to the website so we want a functioning site prior to releasing the newsletter. In regards to the newsletter, CAPT (sel) Vermilyea has done an outstanding job with this product for the past several years and is now ready to relinquish the editor role to a new volunteer. This newsletter is published twice a year – in the spring and fall. Please contact me if you are interested in the position of editor of the UPOC Newsletter.

- **UPOC Master List update – the list will be updated soon to reflect appropriate officer ranks following the Promotion Year 2010 promotions released earlier this month**

Communication → CDR Josephine Lyght (Jlyght@hrsa.gov) / LCDR Peter Diak (Peter.Diak@fda.hhs.gov)

- **PHPWG** – Currently going out into schools & Girl Scouts for presentations, but now expanding to nursing home presentations. New presentation have been developed for on elder care.
- **Facebook work group** – There is now a facebook page for PHS pharmacists. Information about our CPO, PHS pharmacist work details, but also a recruiting tool. I would like to thank the work group which is made up pharmacists from all of the agencies.
- Guidelines for use of our page and other social media are to come later.
 - Most agencies have blocked access from work. You will need view the page from home.

Career Development → CDR Michael Crockett (pol4527@bop.gov) / CDR Jonathan Dando (jonathan.dando@cherokeehospital.org)

- **Promotion Results** – Overall, the rates are not significantly different across the agencies. Some obvious indicators of promotion or not were: Working in a billet above your rank or not being basic ready.
- **Billet Transformation** – Pharmacy category is slated second in the roll out. We currently have about 92 billets that officers could obtain. Thanks to CAPT Beth Fritch and CAPT Chris Bina for working on this transformation. One year ago they took this on and condensed our billets down to 18. RADM Giberson formed a workgroup to examine these billets and determine promotion equity. Looking at the billets to make sure they are fair across all opdivs and working on a report to come out in the coming weeks.
- **COERs** – New COER for this year. Starting to day any officer transferring or retiring will use the new COER. It is each officer's responsibility to update their information in Direct Access.
- **Policy Workgroup**- call for volunteers

Readiness → CDR Nate Yale (nate.yale@ihs.gov) / CDR Daniel Brum(dan.brum@fda.hhs.gov)

- Readiness is about 67% with the change over to Direct Access. MAB is weeks to months behind on immunization data.
- Medical exams are not crossing over either.
- Recommend once a year to check your direct access profile for things that are possibly expiring. Then take action to correct.

Administration → CDR Jennifer Fan (Jennifer.Fan@SAMHSA.hhs.gov) / CDR Larry Lim (Larry.Lim@fda.hhs.gov)

- **PAC Membership Announcement**
 - Deadline for nominations is 7/16/10.
 - Send nominations to CDR Fan Jennifer.Fan@SAMHSA.hhs.gov

PAC Chair Report → CAPT Mike Shiber (mshiber@bop.gov)

- Thank you to RADM Giberson for resolving the awards issue in less than 2 months

- **Old/New Business** → CDR Mike Shiber (mshiber@bop.gov)

The meeting was adjourned @ 1450 by motion from CDR Josephine Lyght and second from CDR Jeff Mallette

Next Meeting Date: **05 August 2010, from 1400 to 1530 EST**, Surgeon General's Conference Room; Agenda and call-in information will be distributed prior to the meeting

Useful Links and Contact Info:

- ◆ Emails: PharmPAC@list.nih.gov
PHS-Pharmacists@list.nih.gov
PHS-RX-JOBS@list.nih.gov
PHS-Rx-Students@list.nih.gov
- ◆ Listservs: PHS Pharmacists <https://list.nih.gov/archives/phs-pharmacists.html>
PHS Rx Students <https://list.nih.gov/archives/phs-rx-students.html>
OFRD <https://list.nih.gov/archives/ccrf.html>
RPh Job Vacancies <https://list.nih.gov/archives/phs-rx-jobs.html>
CCMIS <https://list.nih.gov/archives/ccinformation-l.html>
CC Vacancies <https://list.nih.gov/archives/ccvacancies-l.html>
PHS Immunizing Pharmacists <https://list.nih.gov/archives/phs-immunizing-pharm.html>
- ◆ Websites: PharmPAC <http://www.usphs.gov/corpslinks/pharmacy>
CCMIS <http://dcp.psc.gov>
USPHS <http://www.usphs.gov>
OFRD <http://oep.osophs.dhhs.gov/ccrf>

