

The JOAG Journal

A newsletter by junior officers for junior officers



What it Means to Receive the 2009 HSO Responder of the Year Award

Contributed by LCDR Morrissa Rice



Pictured left to right: Surgeon General Regina Benjamin, LCDR Morrissa Rice, and RADM Michael Milner

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The 2009 Health Services Responder of the Year Award is the most meaningful award I have received to date. My dad inspired me to pursue a career in the health care field and he strongly encouraged me to join the USPHS in 2007 after finishing the HRSA Scholar Program in 2006. He was so proud when I was promoted to LCDR in 2008 and was front and center during the promotion ceremony, literally. My dad survived a triple bypass surgery, dialysis for 10 years, and moved efficiently on two prosthetic legs as a result of his struggle with diabetes, so I made sure he got a front row seat on his scooter at my promotion ceremony!

The first time he saw me in my Battle Dress Uniform, he joked lightly saying "Who is going to take you seriously in those size "2" boots!" However he encouraged me to stay strong as a PHS officer and inspired me to deploy in those "boots" on the Continuing Promise Humanitarian Mission 2009 for 3 1/2 weeks in El Salvador and Nicaragua.

Recently I was recognized on May 25 at the Commissioned Officers Foundation Training Symposium in San Diego. Surgeon General, VADM Regina Benjamin, and Chief Professional Officer, RADM Michael Milner, presented the award citing "extraordinary contributions to the Public Health Service and the Health Services Category with regard to responding to critical events impacting the health of others."

The award was bittersweet. My father, who inspired me to choose a career in the Corps and was making plans to travel to San Diego, unexpectedly passed away on March 8. I dedicated this award to my dad who always encouraged me to "plan my work and work my plan." I truly miss him however continue to be encouraged by his strong will and determination to enjoy life and his advice to take advantage of all opportunities as long as I can.

JUNIOR OFFICER SPOTLIGHT

Officer: LCDR Stephen Spaulding

Category: Occupational Therapist

Hometown: Edgewater, MD

Agency: Bureau of Prisons (BOP)

Current Assignment/Duties: I recently left my position as Health Service Administrator at the Federal Correctional Institution in Fort Dix, NJ and am now assigned as Associate Warden (AW) over medical services at the Federal Medical Center in Devens, MA. I am the 1st Therapist AW and the third PHS Officer to hold an AW position. I oversee the entire process of running a prison hospital from staffing concerns to all aspects of inpatient care including ancillary services like mental health, physical therapy, and other specialties.

Previous Assignments: I have moved around a lot; four times physically moving locations, but six different job positions! I started with the PHS in 1999 as a Physical Therapist at St. Elizabeth's Hospital in DC, and then went through the Health Service Administrator trainee program and worked as an administrator in prisons in Arizona, Kentucky, Pennsylvania, New Jersey and now Massachusetts. I did all of this as a junior officer—you can too!

Goals: I want to become the 1st PHS Warden! We have to have big goals!

Mentors: CDR Mark Melanson—he is the one that got me to join PHS, and then he taught me all the ins and outs of our uniformed service. The most important thing he taught me was to pursue new goals!



Pictured: LCDR Stephen Spaulding

Leadership Style: I want to inspire and encourage those I work with and supervise to create goals and go after them. I believe you should always expect your people to move up and out, so make sure that while they are with you you're helping them develop. Pay attention to those whom you supervise. Let them bring you the issues and then have them help you develop the implementation plan to fix the issues. It's a win-win for everyone!

Advice: Look outside of your billet. For example, if you see a job you want that is for a nurse and you're a therapist, apply anyway. Create your CV around the requirements. Do the job, and learn it. No training prepares you better than actually doing a job. Also cross-train in other areas; become as well-rounded and marketable as you can be.

Uniform Corner: Basics of the Battle Dress Uniform (BDU)

Contributed by LCDR Gene R. Gunn, Jr.

As the earthquake in Haiti and the oil spill in the Gulf of Mexico show, disasters can occur with notice. We need to be prepared for deployment. I thought it might be a good time to review the basic regulations covering the proper placement of the PHS insignia, rank, and name tape on the battle dress uniform (BDU).



First, the collar rank insignia shall be the subdued cloth, sew-on type, embroidered on olive green background material. Collar rank insignia shall be worn on the right collar, centered on an imaginary line bisecting the angle of the collar point; the center of the device shall be 1½ inches perpendicular from each collar edge.

Next, the PHS corps device, consisting of a fouled anchor and caduceus crossed as in the seal of the Service, shall be embroidered in subdued thread on olive green background material. The device shall be 1 inch by 1 inch. The corps device shall be sewn on the left collar with the caduceus falling along an imaginary line bisecting the angle of the collar point with the anchor pointing inward. The center of the device shall be 1½ inches perpendicularly from each collar edge.



The letters "USPHS" and the officer's last name shall be embroidered on separate strips of olive green cloth. The cloth strips are 4½ inches long and 1 inch wide; letters are black, block-style, ¾ inch high; nametags containing more than ten letters shall be in Franklin Gothic Extra Condensed print (48 point), ½ inch high.



The letters "USPHS" must be closely spaced and without intervening periods; no other designs are authorized. The "USPHS" tape shall be worn touching and parallel to the top edge of the left breast pocket. The officer's nametape shall be worn touching and parallel to the top edge of the right breast pocket. Tapes extend to each pocket edge but not beyond.

Name tape has recently been approved for wear above the right, rear trouser pocket. The cloth strips are 4½ inches long and 1 inch wide; letters are black, block-style, ¾ inch high; nametags containing more than ten letters shall be in Franklin Gothic Extra Condensed print (48 point), ½ inch high. The optional name tape shall be worn touching and parallel to the top edge of the pocket. The name tape shall extend to the pocket edge but not beyond.

Additional information on the BDU can be found at the following address: http://dcp.psc.gov/eccis/documents/CCPM26_3_7.pdf

In addition to being the recurring author of the "Uniform Corner", LCDR Gunn is also JOAG's voting representative on the Uniform Advisory Committee. Please send any ideas for future "Uniform Corner" columns to LCDR Gene Gunn at gene.gunn@fda.hhs.com.

Visit JOAG at: <http://www.usphs.gov/corpslinks/joag/>

The Role of Mindfulness in Leadership

Contributed by LCDR Charlene Majersky, PhD

One model of leadership advocates an astute awareness of oneself and others, and a keen ability to implement a myriad of leadership and management techniques to lead effectively and successfully. In today's ever-changing and complex healthcare arena, health care administrators need to be cognizant of the vital role of "Mindfulness" in leadership.

Mindfulness can be defined as careful, open hearted, and present moment awareness. It is cultivated by paying attention at each moment to what we are experiencing, recognizing and accepting the present reality without fighting it or judging it, moving onward to the next moment of consciousness, and then discerning what direction to take. By practicing Mindfulness, we can live more fully and be more present in our roles as effective leaders. The highly practical nature of Mindfulness can influence our day-to-day activities in the workplace and our interactions with others.

For example: Person A (supervisor) assigns person B (employee) a task to prepare a cash award for a civilian. When person A receives the completed award package numerous errors are noted. While it would not be surprising or uncommon for person A to react with frustration, and annoyance, and to then criticize person B, the result of this interaction would be of a negative and disharmonious nature.

In contrast, implementing the practice of Mindfulness here would require person A to pay close attention to what they are experiencing in the moment (frustration, annoyance), without judgment of self or the other person, recognizing and accepting this reality, and then deciding what action to take next. Instead of reacting critically to person B, person A can display viable leadership skills such as compassion and supportive guidance in working with person B to correct the discrepancies.

Through Mindfulness we can learn valuable things about ourselves from observing how we react to various challenging and less desirable situations in the workplace. Mindfulness helps us notice and form insights about our emotions so we can manage and appreciate the emotions for what they really are - something fleeting, changing and the subject of our attitudes, which are often influenced by external stimulants.

In the practice of Inter-Personal Mindfulness, we examine our own experience and behavior, and the manner in which others are interacting with us. We examine intellectually and

emotionally what there is to experience in a particular situation. This can strengthen our ability to remain fully open to our experience especially when we feel uncomfortable or overwhelmed by negative feelings. This type of Mindfulness can also strengthen our ability as human beings to empathize with others and can create tranquility and a liberating understanding of ourselves, others and our various interactions.

The practice of ongoing open Mindfulness, coupled with a tranquil state of mind that is able to notice how we and others are feeling, can be used to explore further what we bring up for consideration and discussion with the others we interact with. For example, part of coming to appreciate what is going on between us and others is describing these experiences in words. Writing down our thoughts, feelings, and emotions (one way of verbalizing them) serves as our voice, a means to shift our state of consciousness and to come to clarity, understanding, and appreciation of what we are experiencing. This state of consciousness is rich with respect, gentleness, compassion, and appreciation toward all humans including ourselves. This is a nonjudgmental consciousness integrating wisdom and good-will toward ourselves and others.

We need to embrace our general human interconnectedness and our ability to nurture one another in this profound way because when we experience deep compassion, understanding, and full acceptance for who and what we are, we begin to come to calm, clarity, wisdom, and happiness. The process of transformation of mind (shifting our states of mind) in the context of our interpersonal relationships makes use of understanding, appreciating, and sympathizing with one another as well as being supportive, gentle, and respectful. With this type of interpersonal relationship our lives are enriched and we can be encouraged to continue our Mindfulness work on the path toward a calm, clear, and loving state of consciousness and a secure and vibrant connection with the world.

As health care administrators and leaders, if we practice Mindfulness daily, the result can be our increased ability to think calmly and clearly, to act in skillful ways in the work place, and to engage in more open, connected, and effective interactions with others. The United States Public Health Service yields its health care administrators ample opportunities to do just that.

A Night to Remember: Celebrating Indian Health Service Pharmacy History

Contributed by LCDR Damion Killsback, LT Alexis Beyer, LT Jessica Anderson, LT Selena Ready, and LT Stephanie Arnold

The Indian Health Service (IHS) has a distinct history in the practice of medicine documented in the book “The First 50 Years of the Indian Health Service: Caring & Curing”, written by CAPT Alan Dellapenna USPHS and James P. Rife. In the fall of 2009, RADM Richard Church (Ret) and CAPT Carmen Clelland proposed an idea to participants of a pharmacy recruitment and retention focus group to form an IHS Pharmacy History Committee. The purpose was two-fold. One was to capture the proud and distinct history of IHS pharmacy through photos, documents, articles, and verbal histories. The second was to engage junior officers in the rich history of IHS pharmacy, continuing the legacy of our predecessors. The committee partnered with the IHS Southwest Regional Pharmacy Continuing Education Conference, held annually in Scottsdale, Arizona, to host a pharmacy history dinner presentation and panel discussion.



Pictured left to right: RADM (ret.) Richard Church, CAPT Carmen Clelland, LCDR Damion Killsback, LT Alexis Beyer, LT Jessica Anderson, LT Selena Ready, ENS Sophia Park, CAPT (ret.) Jerome Short, LT Stephanie Arnold (not pictured)

The IHS pharmacy history committee titled the dinner event:

“A Night to Remember: Celebrating Indian Health Service Pharmacy History.” Much planning and coordinating were needed for the dinner presentation and panel discussion. Past and present pharmacy leaders were sought to gain their perspectives on how IHS pharmacy practice has developed over time. Communications were sent via e-mail and social media leading up to the event. An article was published in a related Commissioned Corps magazine to reach more retirees.

The event was a success because it included many IHS pharmacy legends, such as Bob Adams, Gordon Aird, Tom Ambrose, Bill Boyce, Mike Clairmont, Gary Erickson, Michelle Gemelas, Roger McGhee, Don Peters, Tim Svoboda, Dorothy Vershure, and Gerald Burge. The committee collected oral histories with interview inquiries from “What spurred your interest in the Indian Health Service?” to “What innovations developed in Indian Health Service shaped the way pharmacy is practiced?” Each past leader brought a unique and insightful perspective of IHS pharmacy and the unique impact on the practice of pharmacy and patient care. Whether being a “Triple Threat” (Pharmacy/Lab/X-Ray), or a key leader in the development of the Pharmacist Practitioner Program, each individual brought ground-breaking ideas that expanded pharmacy beyond the mortar and pestle and count, pour, lick, and stick.

There is so much more that can be discussed and written about the pharmacy history event, documents and photographs that were archived, and the oral histories that contain the nuances and uniqueness that distinguishes the IHS practice of pharmacy from others. As junior officers, we described the experience as inspirational. Each of us was filled with the sense of urgency to progress and drive IHS pharmacy to the next innovation. We were challenged not to embrace the status quo, but to press forward in the spirit of excellence. As the future generation of IHS pharmacists, we are grateful for the opportunity to look back at our past, learn from the leaders, and forge ahead into new territory and technology. Allen J. Brands may have said it best “The history of pharmacy in the Indian Health Service is still being written; the leaders and pharmacists now and in the future will add to the accomplishments.”

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Recruiting: Information Resources All Officers Should Know When Addressing Potential Candidates

Contributed by LCDR Scott Steffen

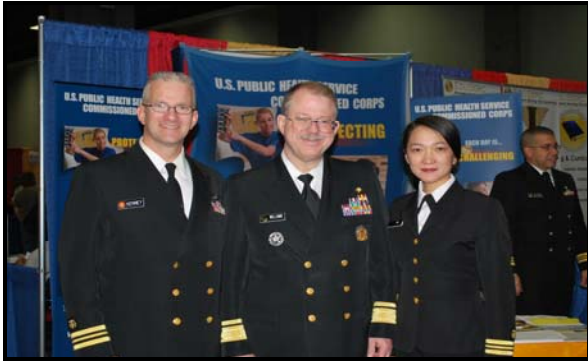
As uniformed officers within the United States Public Health Service (USPHS), we all represent and advocate for the Corps. Our officers are our best asset in educating others on the mission, values, and history of the Commissioned Corps. As early as the Officer Basic Course, it is noted that all officers are representative recruiters for the USPHS. To better understand how we all can enhance our knowledge and improve our ability to assist those interested in the Corps, LTJG Tracy Tilghman, LT Shani Smith, and LCDR Scott Steffen representing the JOAG Recruitment and Retention committee contacted the Senior Recruitment Specialist (CDR Thomas Pryor) and Director (CAPT Dean Coppola) for the Division of Commissioned Corps Recruitment (DCCR). In a phone interview with DCCR senior leadership, the junior officers posed the question “How should officers address individuals interested in joining the Corps?”

CAPT Coppola and CDR Pryor were very supportive about fellow officers providing information to potential applicants. Both officers emphasized it is absolutely critical to provide accurate information. CAPT Coppola was emphatic when he told us that “it is important to know your limits – if you do not know the answer, let them know that and you can offer to get back to them on the issue or refer them to a source that can get them the correct answer.” They provided a variety of suggestions and guidance on how to effectively discuss the USPHS with potential applicants. Certain policies (i.e. special pay, assignment incentive pay, signing bonuses, loan repayment, etc.) are always being reviewed and revised. Therefore, it is important that we refer potential applicants to the appropriate recruiting websites and call center to ensure that the individual receives accurate and timely information. The recommendations are as follows:

1. Refer all candidates to the <http://dcp.psc.gov/> and <http://www.usphs.gov/> websites for up-to-date policies and information on careers within the USPHS. The <http://www.usphs.gov/> website has an available “Prescreen” which will better determine if a candidate qualifies to apply for a commission within the USPHS. By completing the prescreen, the applicant saves valuable time in determining their general likelihood for acceptance. The Prescreen also assists the Office of Commissioned Corps Operations by ensuring that only the most commissionable candidates apply.
2. Educate all potential applicants on the Corps Call Center. DCCR has established a 1-800 call center (1-800-279-1605) developed for active duty and interested civilians with general questions about the USPHS. The newly instituted call center was an immediate success receiving about 2,000 calls and emails each month. In response to this huge influx of callers, the call center has increased the number of available personnel to five operators. Potential applicants can expect to have their questions answered within 24 hours; however, the majority of questions will be answered immediately by a Corps representative.
3. The Commissioned Corps now has their own Facebook page! The website was established with the approval of the Office of the Surgeon General (OSG) for recruitment purposes only. CAPT Coppola and CDR Pryor clearly stated that this Facebook page is not for networking, but can be used for posting career fairs, expos, officers’ experiences and bios, and answers to questions. Social networking is an expedient and cost-effective means to attract new applicants and answer their questions in an interactive format. Please note that all USPHS officers should reference this website outside of the workplace and during off-duty hours in accordance with agency policies and recommendations. [Continued on page 16.](#)

Junior Officers Lead PHS Visibility Event

Contributed by LCDR Sally Hu and LCDR James L. Kenney



Pictured from left to right: LCDR James L. Kenney, RADM Robert C. Williams, and LCDR Sally Hu

Sixty-five (65) United States Public Health Service Officers (USPHS), including the Deputy Surgeon General RADM Robert Williams, were successful in educating the general public on the mission of the USPHS and its many career opportunities at the 17th annual NBC4 Health and Fitness Expo held in Washington DC on January 16 and 17, 2010.

The NBC4 event is the largest free health event in the country. Over 85,000 people attend this event annually to take part in free health screenings and receive information on products and services related to healthy living. This year more than 200 health care providers, businesses, and non-profit organizations provided hundreds of thousands of dollars of free health assessments, tests, screenings, and medical services. Obviously, NBC4 event is a great platform for us to reach out to the public and raise awareness for the critical role that USPHS is responsible for in protecting, promoting, and advancing the health and safety of the nation.

For the second year in a row this event was initiated and led by junior officers, LCDRs Sally Hu and James L. Kenney. LCDR Hu is the Chair of the NBC4 Event Subcommittee of the Commissioned Officers Association's District of Columbia Branch (COA-DC) and LCDR James Kenney is the Co-Chair of the Visibility Subcommittee of Scientists' Professional Advisory Committee (SciPAC).

This year eighty percent (80%) of PHS volunteers were junior officers who represented eight categories, eleven HHS agencies, the Office of the Surgeon General, Office of Commission Corps Operations (OCCO),

and two Department of Defense Memorandum of Agreements assignments. The volunteers answered questions regarding the USPHS mission, professional categories, deployments, recruitment requirements, student opportunities, work assignments, pay and benefits, and differences between uniformed and military services. Our booth was stocked with general USPHS brochures, category specific flyers, and USPHS pay and benefits tables. This event provided invaluable experience for volunteers to discuss aspects of the Corps during multiple conversations with interested event attendees, other booth exhibitors, and our fellow officers.

LCDR(s) Sally Hu and James L. Kenney were each in charge of one weekend day and four shift leaders were assigned to cover each of the morning and afternoon shifts. Each working shift had eight or more officers who were encouraged to take turns walking around the convention center and engaging the public in conversation. This was facilitated by groups of people who started conversations with us and inquired about our uniform.

We talked with over 500 interested people and handed out close to 500 brochures and flyers. The "Student Opportunities" flyer was the most popular, and almost forty percent (40%) of our interested visitors were college or graduate students. Our tactic of sending teams out to attract the attention of the public and other booth exhibitors was very successful in bringing interested health professionals to our booth and added to the volunteer enjoyment factor as well.



Pictured left to right: LT Natalie Gibson, LTJG Brittany Johnson, and LCDR Diem-Kieu Ngo

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Jambo from Kenya!

Contributed by LT Stacey McBride



Pictured center: LT McBride with children from the Kenya Relief

Jambo! This past February, I had the opportunity to join a team of doctors and nurses on a medical mission trip to Migori, Kenya. At my current assignment with FDA, I don't do clinical nursing on a day-to-day basis, so I was excited about working with patients again. Our team went with an organization called Kenya Relief that runs an orphanage and a medical clinic in Migori, Kenya.

On our first full day there, we visited the local public hospital, and it was heartbreaking to see the conditions the staff and patients must endure. Imagine washing all the dirty linens by hand then hanging them out to dry because there isn't a washer and dryer available. Or imagine one nurse caring for 20 patients – some patients two to a bed. I even saw two premature babies sharing the same incubator. I hugged the nurses on duty and shared with them my admiration for their work. It made me really appreciate the technology and comfort of American hospitals.

Later that day, we toured the Kenya Relief clinic, and what a difference it was from the public hospital. It was clean with modern equipment. For the next three days, our team ran the clinic. People lined up early in the morning to be seen, and didn't complain as they waited in long lines in the hot sun. (One day it was 100 degrees!) We saw over 800 patients and performed about 80 cataract surgeries. It reminded me a lot of my deployment experience on the *USNS Comfort* in 2007 – how clinicians from different backgrounds and geographic areas can come together, form a game plan, overcome obstacles that pop up, and get the job done. Endurance, flexibility, and a good sense of humor were definitely key ingredients for the day.

In the evening we played with the kids at the orphanage. I decided to sponsor a seven-year-old girl there named Velma. She was shy and doesn't know much English yet, but she and I played with flash cards and used hand gestures to communicate. The kids at the orphanage entertained us with poetry, song and dance. I was moved by the joyfulness in the children and how resilient they are.

Next we left Migori and headed north through the mountains (beautiful tea and coffee plantations) toward the high desert to the Samburu Game Park for a two-day safari. WOW! Right after we entered the game park, we saw six lions. It was so amazing to be that close to the wild animals. We also saw elephants, giraffes, gerenuks, zebras, rhinos, crocs, and more – even a cougar looking for dinner.

The Samburu people are very traditional in dress and customs. They are semi-nomadic pastoralists whose lives revolve around their cows, sheep, goats, and camels. However in recent years, they have started making a living through tourism. Before heading back to the airport, we visited their village where they describe their lifestyle and sell hand-made items such as jewelry and pottery.

This experience was life-changing. I know that sounds a bit cliché, but it's true. It's also very hard to communicate the full impact it had on me. I'm sure it's very similar to how PHS officers feel after returning from a deployment like Katrina or Haiti. Our family and friends might not understand why we do what we do, and that's okay. But that's what makes PHS officers special – we help those who are needy, who are hurting, who are forgotten.

For more information about how you can go on one of the trips, go to KenyaRelief.org. And to see my highlights video (4 min.), go to http://www.youtube.com/watch?v=k2lznUgkm_E.



Patients waiting to be seen at the Kenya Relief Mission

JOAG Congratulates all Junior Officers on their recent promotions!

(First Quarter of Promotion Cycle: July – Sept. 2010)

Contributed by the JOAG Welcoming Committee

To Commander (O-5)

Dental

Demetrio Labso Domingo	07/01/2010
Tara M. Gabriel	07/01/2010
Demitrius Hawkshield Latocha	07/01/2010
Nixon Kennedy Roberts	07/01/2010
Nancy Lois Sandmann	07/01/2010
Adriana Condor Stegman	07/01/2010
Marilyn Melody Weeden	07/01/2010

Dietician

Janis Rae Armendariz	07/01/2010
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Engineering

Mark P. Burke	07/01/2010
Wendy W. Cheung	09/01/2010
Shane T. Hoffmann	07/01/2010
Roger Martinez	07/01/2010
Cecil R. Means II	07/01/2010
Angela R. Mtungwa	07/01/2010
Candace A. Tsingine	07/01/2010
Daniel Stephen Wallis	07/01/2010

Environmental Health

Jason Edward Barr	07/01/2010
Theresa A. Gallagher	07/01/2010
George D. Hanley	07/01/2010
Jennifer Lynn Hornsby-Myers	07/01/2010*
Mark A. Marshall	07/01/2010
Melanie Macadagum Mayor	07/01/2010

Health Services Officer

Jane M. Barnes	07/01/2010
Patrick G. Britton	07/01/2010
Dwayne Lamont Buckingham	07/01/2010
Deloris Ann Caldwell	07/01/2010
Robert A. Carlson JR	07/01/2010
Clyde George Darrah	07/01/2010
Marwan Marc Dib	07/01/2010
Cheryl Ann Ford	07/01/2010
Jose Javier Gomez	07/01/2010
Bernadette O. Gonzalez	07/01/2010
Elizabeth A. Hastings	07/01/2010
Steven Paul Higgins	07/01/2010
Arnold L. Howard	07/01/2010
Glenn Vern Janzen	07/01/2010*
Robert Kesead	07/01/2010
Debra Harris King	07/01/2010
Robin John Macgowan	07/01/2010

To Commander (O-5)

Health Services Officer

Andrew Dylan Margolis	07/01/2010
John D. Maynard	07/01/2010
Christopher Keith Miller	07/01/2010
Yolanda D. Mitchell-Lee	07/01/2010
Jennifer Elizabeth Nussbaum	07/01/2010
Jason Alfred Ortiz	07/01/2010*
Rhonda Lynn Plake	07/01/2010
Richard D. Saunders	07/01/2010
Michael Wayne Schmoyer	07/01/2010*
Cameron Carlton Scott	07/01/2010
Jeffrey Wayne Shrifter	07/01/2010
Carol Ivy Simmons	07/01/2010
Iris Enid Valentin-Bon	07/01/2010
William R. Waldron II	07/01/2010
Christina C. Williams	07/01/2010
Latrise Marie Workman	07/01/2010

Medical

Rachel L. Bailey	07/01/2010
Adam Lauren Cohen	07/01/2010
Amanda Cooper Cohn	07/01/2010
Alyssa M. Finlay-Vickers	07/01/2010
Steven Andrew Hankins	07/01/2010
Lauri Ann Hicks	08/01/2010
Milton Irizarry	07/01/2010
Trenton A. Janda	07/01/2010
Michael Alexander Jhung	08/01/2010
Djenaba A. Joseph	08/01/2010
Bryan Keith Kapella	08/01/2010
Jay Kelly Kennard	07/01/2010
Paul Stephen Kruszka	07/01/2010
Manoj P Menon	07/01/2010
Kenneth J. Norris JR	07/01/2010
Kimberly W. Roman	07/01/2010
Gregory Allen Scherle	07/01/2010
Michael David Schwartz	07/01/2010
Joanette A. Sorkin	07/01/2010
Ha Cam Tang	07/01/2010
Kathleen Marie Terra	07/01/2010
Sophie M Twohawk	07/01/2010
Leslie A. Wood	07/01/2010*
Eileen Lau. Yee	07/01/2010

Nurse

Alisha Renee Acker	07/01/2010
Tina Marie Anliker	07/01/2010
Bryen Kenton Bartgis	07/01/2010
Donna K. Biagioni	07/01/2010

*EPP

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JOAG Congratulates all Junior Officers on their recent promotions!

(First Quarter of Promotion Cycle: July – Sept. 2010)

Contributed by the JOAG Welcoming Committee

To Commander (O-5)

Nurse

William D. Boden	07/01/2010
Thor Ole Brendtro	07/01/2010
Darlene Christy Brown	07/01/2010
Cassandra Rena Brown	07/01/2010
Jay Alan Bryngelson	07/01/2010
Mark Eugene Bucher	07/01/2010*
Darin Lance Burns	07/01/2010
Matthew Antoine Clemons	07/01/2010
Lorena Crowley	07/01/2010
Summer Ann Cutting	07/01/2010
Andre Damonze	07/01/2010
Pamela J. Detsoi-Smiley	07/01/2010
Linda Lea Ellison-Dejewski	07/01/2010
Darren Keith Felts	07/01/2010
Michael W. Forbes	07/01/2010
Martin Allan Foreman	07/01/2010
Chad A Garrett	07/01/2010
Gregory W Hann	07/01/2010
Darrell Lamar Harris	07/01/2010
Charles Marvin Huddleston	07/01/2010
Kyong Mun Hyon	07/01/2010
Cynthia Renee James	07/01/2010
Aldrin Joe Jaranilla	07/01/2010
Kim Ross Jimmerson	07/01/2010
Antoinette L. Jones	07/01/2010
Lisa Donna Lawrence	07/01/2010
Adam Leeds-Peralta	07/01/2010
Leslie Y. Leonard	07/01/2010
Mei-Ying Li	07/01/2010*
Brian M. Mcdonough	07/01/2010
John Spencer Melton	07/01/2010
Daniel Jesse Mendez	07/01/2010
Nancy Lynn Miller	09/01/2010
James Arthur Nolte	07/01/2010
Beatrice V. Pacheco	07/01/2010
Bessie Lorraine Padilla	07/01/2010
Lisa Annette Palucci	07/01/2010*
James Douglas Pappas	07/01/2010
Kristine Noel Pinckney	07/01/2010
William F. Rekward	07/01/2010
Araceli Rey	07/01/2010
Marilyn Lou Ridenour	08/01/2010
Angel M Rivasrivera	07/01/2010
Raul E. Rubio	07/01/2010
Sophia Loren Russell	07/01/2010

To Commander (O-5)

Nurse

Teresa T. Sanders	07/01/2010
Lois Kay Schumacher	07/01/2010
Barry Carl Skelton	07/01/2010
Donna M Smith	07/01/2010
Alison D. Smith	07/01/2010
Joan Alicia Tapper	07/01/2010
Rebekah Ruth Wigley	07/01/2010
Tracie L. Wright	07/01/2010

Pharmacist

Keith J. Adcock	07/01/2010
Darin L. Allard	07/01/2010
Randy L. Anderson	07/01/2010
David Erestain Araojo	07/01/2010
Robin Ann Bartlett	07/01/2010
Brenda V. Borders-Hemphill	07/01/2010
Daniel Brum	07/01/2010*
Raymond Darnell Carter	07/01/2010
Velliyah E. Craig	07/01/2010
Elaine Hu. Cunningham	07/01/2010
Oluchi U. Elekwachi	07/01/2010
Zaki Sarwat Gad	07/01/2010
Julie Ann Hazel	07/01/2010
Steven Christopher Jones	07/01/2010
Robert Kang	07/01/2010
Keith John Kiedrow	07/01/2010
Robert Cyrus Macky	07/01/2010
Iain Patrick Margand	07/01/2010
Frank B. Martin IV	07/01/2010
Rebecca Diane. Mckinnon	07/01/2010
Christina Catherine Mead	07/01/2010
Paul C. Melstrom	07/01/2010
William Darryl Meyers	07/01/2010
Mark S. Miller	07/01/2010
Jeffrey Taufic Mouakket	07/01/2010
Sadaf Nabavian	07/01/2010
Diem-Kieu Hoang Ngo	07/01/2010
Quynh Mai Nguyen	07/01/2010
Lara A. Nichols	07/01/2010
Christine Ann Oliver	07/01/2010
Soojung S. Park	07/01/2010
Neel Indravadan Patel	07/01/2010

*EPP

JOAG Congratulates all Junior Officers on their recent promotions!

(First Quarter of Promotion Cycle: July – Sept. 2010)

Contributed by the JOAG Welcoming Committee

To Commander (O-5)

Pharmacist

Tracie Lynn Patten	07/01/2010
Brandon David Rader	07/01/2010
Katherine Ann Raymond	07/01/2010
Natalie A. Robertson	07/01/2010
Ryan Russell Schubach	07/01/2010
Randy Lee Seys	07/01/2010
Jamie Lyn Shaddon	07/01/2010
Jeanne Skanchy	07/01/2010
Kendra Sylvestine Stewart	07/01/2010
Quyen Tinh Tien	07/01/2010
Tami N. Vaughan	07/01/2010
Hawyee Yan	07/01/2010
Elizabeth F. Yuan	07/01/2010
Leo B Zadecky	07/01/2010

Scientist

Michael John Cooper	07/01/2010
Samuel S Dutton	07/01/2010
Wei Guo	07/01/2010
Mary Victoria Ingram	07/01/2010
Matthew James Newland	07/01/2010
Ryan Thomas Novak	08/01/2010

Therapist

Harvey J. Ball JR	07/01/2010
Ramon Lee Ector	07/01/2010
Justin Richard Feola	07/01/2010
Karen Frieda Kilman	07/01/2010
Lorrie L. Murdoch Thompson	07/01/2010
Jackie M. Peterman	07/01/2010
Stephen Shumway Spaulding	07/01/2010
Julie Margaret Van Leuven	07/01/2010

To Lieutenant Commander (O-4)

Dietician

Daniel S Baker	07/01/2010
Jane Chieh-Ying Chen	07/01/2010
Rachael Christine Drabot	07/01/2010
Revondolyn Lafaye Scott	07/01/2010

Engineering

Lynn Marie Braddock	07/01/2010
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To Lieutenant Commander (O-4)

Engineering

Bradley Steven Cunningham	07/01/2010
Stephen Timothy Fields	07/01/2010
Tara Gooen	07/01/2010
Nazmul Hassan	07/01/2010
Jacob Frederick Hess	07/01/2010
James Charles Kohler	07/01/2010*
Michael Robert Oshea	07/01/2010
Joshua David Simms	07/01/2010

Environmental Health

William Roy Bird	07/01/2010
Justin Andrew Gerding	07/01/2010
Robert Allen Gibbs	07/01/2010
Joel David Hustedt	07/01/2010
Kristen C Jackson	07/01/2010
John Steven Mclamb	07/01/2010
Victoria A. Murray	07/01/2010
Melva Jo Palmer	07/01/2010
Jessica Elaine Pharo	07/01/2010
Brian Philip Putz	07/01/2010
Susan I. Shaffer	07/01/2010
Sherry Vivian Spriggs	07/01/2010

Health Services Officer

Michael Bijan Ahmadi	07/01/2010
Osvaldo Baez	07/01/2010
Jamar Dameon Barnes	07/01/2010
David Scott Barry	07/01/2010
Christye Yvonne Brown	07/01/2010
David Robert Bruno	07/01/2010
Brian William Bunn	07/01/2010
Rodrigo Antonio Chavez	07/01/2010
Julie Anne Chodacki	07/01/2010
Elizabeth F. Claverie	07/01/2010
Jeremy Mark Combs	07/01/2010
Sherene Brown Cora	07/01/2010
Christina Whitehorn Coriz	07/01/2010
Meghan Lynn Corso	07/01/2010
Charles Patrick Craig	07/01/2010
Rachel Jane Darnell-Miller	07/01/2010
Sharon Gail Edelson-Mammel	07/01/2010
Vicki M Ezzell	07/01/2010
Thomas Brandon Fuhrman	07/01/2010

*EPP

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(First Quarter of Promotion Cycle: July – Sept. 2010)

Contributed by the JOAG Welcoming Committee

To Lieutenant Commander (O-4)

Health Services Officer

Erin A. Giles	07/01/2010
Bryna Charlee Grant	07/01/2010
Tchernavia A Gregory	07/01/2010
Scott Edward Henderson	07/01/2010
Laurie Ann Howard	07/01/2010
Alysa Michele Jackson	07/01/2010
Phil David Jaquith	07/01/2010
Monica A Jessup	07/01/2010
Scott Alan Klimp	07/01/2010
Pamela Lucille Lee	07/01/2010
Terrence Christopher Michael Lew	07/01/2010
Jonathan James Lewis	07/01/2010
Daniel Marvin Lillquist	07/01/2010
Silvia Carolina Luna-Pinto	07/01/2010
Charlene K. L. Majersky	07/01/2010
Ryan Roger Manning	07/01/2010
Daniel Wayne Miller	07/01/2010
Denise Candice Morrison	07/01/2010
Ericka Janine Murray	07/01/2010
Wilson Nazario	07/01/2010
Joel Anthony Nelson	07/01/2010*
Joyce Griffin Oberly	07/01/2010
Sasha Oliver	07/01/2010
Stephen Michael Perrine	07/01/2010
James Gregory Pitt	07/01/2010
Tracy Rene Powell	07/01/2010
Samuel L. Price	07/01/2010
Craig Donald Rennard	07/01/2010
Crystal Jeanne Russell	07/01/2010
Debra Sue Sahulka	07/01/2010
Docia Jean Sampson	07/01/2010
Randy Frederick Saria	07/01/2010
Samuel Jeremy Schaffzin	07/01/2010
Joseph M. Shurina III	07/01/2010*
Aaron John Simpson	07/01/2010
Kelley Elizabeth Smith	07/01/2010
Shani J. Smith	07/01/2010
Damon Andrew Smith	07/01/2010*
Kelly Ann Stewart	07/01/2010
Gregory Windson Stuppard	07/01/2010
Darian Bishop Tarver	07/01/2010
Sharon D. Tiernan-Lang	07/01/2010
Tonya Yvette Twyman	07/01/2010
Janet Malabanan Valdez	07/01/2010
Roberto Hugo Valverde	07/01/2010
Pieter S. Van Horn	07/01/2010
Willie R. Vasquez JR	04/01/2011
Felicia Michele Watts	07/01/2010
Matthew Jonathan Weinburke	07/01/2010
Jyl Chrystena Woolfolk	07/01/2010
David T Wright	07/01/2010

To Lieutenant Commander (O-4)

Health Services Officer

Theresa Eileen Zach	07/01/2010
Helen Lin Zhou	07/01/2010 *

Nurse

Felix Antonio Alicea	07/01/2010
Pearl Ann Alonzo	07/01/2010
Janice Marie Arceneaux	07/01/2010
Elfreida Gray Bizaholoni	07/01/2010
Shu Yi Cai	07/01/2010
Vickie Elaine Caldwell	07/01/2010
Jeanne Marie Chamberlain	07/01/2010
Qiana Lashun Coffey	07/01/2010
Randy Allen Collins	07/01/2010
Robert A Cox III	07/01/2010
Kelly Anne Cricks	07/01/2010
Patrick B. Cunningham	07/01/2010
Jennifer Lynn Custodio	07/01/2010
Jeremy D. Dallas	07/01/2010
Joyce T. Davis	07/01/2010
Thomas Hendrick Dehoop	07/01/2010
Fred Everett Echoles	07/01/2010
Crystal Yvonne Elkerson	07/01/2010
Mary Lynn Emanuele	07/01/2010
Lindia Ann Engram	07/01/2010
Amy Lynn Flynn	07/01/2010
Sonya R Frazier	07/01/2010
Ryan M Freeman	07/01/2010
Arnell Gene Gish	07/01/2010
Stefanie Glenn	07/01/2010
Paul A. Gobourne	07/01/2010
Rebecca Lynn Grove	07/01/2010
Joshua Esquire Hardin	07/01/2010
Amanda Jane Heard	07/01/2010
David Andrew Herd	07/01/2010
Marcelle Horton	07/01/2010
Melissa Ingram Hulett	07/01/2010
Patrick Neal Humphries	07/01/2010
Glinda Johnston	07/01/2010
Vickie Jona Kanion	07/01/2010
Andrew Gilbert Farquharson Keel	07/01/2010
Michael Stephen Krug	07/01/2010
Judith Lamarre	07/01/2010
Kevin Jay Land	07/01/2010
Melissa Ingram Hulett	07/01/2010
Patrick Neal Humphries	07/01/2010
Glinda Johnston	07/01/2010
Vickie Jona Kanion	07/01/2010
Andrew Gilbert Farquharson Keel	07/01/2010
Michael Stephen Krug	07/01/2010
Judith Lamarre	07/01/2010
Kevin Jay Land	07/01/2010

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(First Quarter of Promotion Cycle: July – Sept. 2010)

Contributed by the JOAG Welcoming Committee

To Lieutenant Commander (O-4)

Nurse

Elizabeth Croy Leach	07/01/2010
Karen E. Livornese	07/01/2010
Faith M. Lozano	07/01/2010
Brandi Cristien Martinez	07/01/2010
James Richard Mcentee	07/01/2010
Maury Lenell Meredith	07/01/2010
Brian Thomas Murphy	07/01/2010
Alberta Nez	07/01/2010
Lazarus Eric Popovski	07/01/2010
Kala Tyann Rochelle	07/01/2010
Leorey Nagac Saligan	07/01/2010
Jennifer Susanne Sarchet	07/01/2010
Michael David Saulibio	07/01/2010
Demetria Rynette Sawyers	07/01/2010
Monalisa Ann Schaffran	07/01/2010
Jay Wesley Simmon	07/01/2010
Kevin Joseph Stump	07/01/2010
Olusegun Olukunle Taiwo	07/01/2010
Susan Kaye Taylor	07/01/2010
Velia Inez Turknnett	07/01/2010
Vaughn Waggoner	07/01/2010
Karla L. Weise	07/01/2010
Lisa Marie Wichner	07/01/2010
Deborah Hall Winbush	07/01/2010
Janette Estrella Yu-Shears	07/01/2010

Pharmacist

Darrell Ray Acheson	07/01/2010
Christy Renee Adams	07/01/2010
Reasol Santiago Agustin	07/01/2010
Stephanie Renee Arnold	07/01/2010
Alexis Rose Beyer	07/01/2010
Tina Rajendrakumar Bhavsar	07/01/2010
Mark Daniel Black	07/01/2010
Robert S. Boyle	07/01/2010
Matthew Brandon Brancazio	07/01/2010
Jae Hoon Choi	07/01/2010
Nam Joo Chun	07/01/2010
Maria Antoinette Cowan	07/01/2010
Christopher Michael Duff	07/01/2010
Kailee Lynn Fretland	07/01/2010
Tomomi Funamoto	07/01/2010
Thomas Wesley Garbarini	07/01/2010
Jenalyn B. Greenwood	07/01/2010
Kellie Williams Guedry	07/01/2010
Amanda M Irving	07/01/2010
Christopher Mccall Jones	07/01/2010
Liatte Krueger	07/01/2010
Christine Dung Le	07/01/2010
Lisa Sung Eun Lee	07/01/2010
Juwon Lee	07/01/2010

To Lieutenant Commander (O-4)

Pharmacist

Aaron F. Long	07/01/2010
Oluwasikemi Ayoka Lotsu	07/01/2010
Shawna Kay Lucero	07/01/2010
Jinny Louise Meyer	07/01/2010
Paul Thomas Michaud	07/01/2010
Columbus R. Nettles	07/01/2010
Duong Thuy Nhu	07/01/2010
Abiola M. Olagundoye	07/01/2010
Matthew D. Olson	07/01/2010
Amber Marie Pagano	07/01/2010
Amit Kamlesh Patel	07/01/2010
Heather Lynn Peterson	07/01/2010
Zachary Robert Pool	07/01/2010
Kimberly Monique Rains	07/01/2010
Teresa Vu Ramson	07/01/2010
Tara Lynn Randall	07/01/2010
Selena Dawn Ready	07/01/2010
Helen Yejin Saccone	07/01/2010
Gabriella Vanessa Sanchez	07/01/2010
Dennis Mahlon Schufeldt	07/01/2010
Amy L. Simon	07/01/2010
Adams Olatokunbo Solola	07/01/2010
Stacey Lea Thomas	07/01/2010
Sarah Bethlehem Townley	07/01/2010
Deanne L. Udby	07/01/2010
Holly Marie Vanlew	07/01/2010
Kendall Mark Vantyle	07/01/2010
Jacob Timothy Vanvleck	07/01/2010
Carolyn Anne Volpe	07/01/2010
Amy Rochelle Whisler	07/01/2010
Jared Luke Wileman	07/01/2010
Kimberly Dawn Woodhull	07/01/2010

Scientist

Jennifer C. Adjemian	07/01/2010
Jennifer Jean Bodart	07/01/2010
James Matthew Colborn	07/01/2010
Theodore Osbert Garnett	07/01/2010
Aimee Lynn Geissler	07/01/2010
Rory Konig Geyer	07/01/2010
Jeffery Louis Goodie	07/01/2010
Matthew Raymond Groenewold	07/01/2010
Arlin Lambie Hatch	07/01/2010
Wade Ivy III	07/01/2010
Michael Lawrence Jackson	07/01/2010
Clara Yuri Kim	07/01/2010
Sara Ann Lowther	07/01/2010
Andrea Michelle Mccollum	07/01/2010
Rashid Siray Njai	07/01/2010
Anne Elizabeth Purfield	07/01/2010
Yanique Alicia Redwood	10/01/2010

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on their recent promotions!**

(First Quarter of Promotion Cycle: July – Sept. 2010)

Contributed by the JOAG Welcoming Committee

To Lieutenant Commander (O-4)

Pharmacist

Loren Edwin Rodgers	07/01/2010
Kanta Devi Sircar	07/01/2010
Esra Toussaint	07/01/2010

Therapist

Scott Nathan Labrecque	07/01/2010
Scott Douglas MCGrew	07/01/2010
Michael Anthony Rinaldi	07/01/2010
Brian Justin Saunders	07/01/2010

Veterinarian

Barbara Marie Knust	07/01/2010
Ethel Taylor	07/01/2010
Temeri Deadre Wilder-Kofie	07/01/2010

To Lieutenant (O-3)

Health Services Officer

Annette Carmelita Atoigue	07/01/2010*
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*EPP

**JOAG Welcomes 1 Newly
Commissioned Officer!**

**Contributed by the
JOAG Welcoming Committee**

**IHS
LCDR Mary Williard**



To our General Membership:

JOAG is able to thrive due to the work that is done by our committees and workgroups. Thank you to the entire general membership for making this an exceptional organization!

JOAG's mission is to provide advice and consultation to the Surgeon General, Chief Professional Officers, Professional Advisory Committees, & other Commissioned Corps groups on issues relating to professional practice and personnel activities affecting Junior Officers in the USPHS Commissioned Corps.

[Recruiting, continued from page 6](#)

CAPT Coppola and CDR Pryor also addressed questions regarding officer recruitment efforts at their Alma Maters. DCCR leadership believes this is a great way to recruit high-quality talent and is very supportive of these efforts. However, DCCR would like to be aware of all recruiting efforts to avoid duplication, so they recommend that any officer interested in organizing a recruitment event to contact DCCR before attending the function. DCCR can inform officers of any recruitment efforts already scheduled for that region and provide officers with recruiting materials. To request recruitment materials, please contact LT Felicia Watts at Felicia.Watts@hhs.gov and allow 4-6 weeks for delivery. Please note that online recruitment materials are available on the <http://www.usphs.gov/> website under the “Active Duty PHS Officers” and “Recruitment Materials” headings.

DCCR is very supportive of recruitment efforts by officers. However, as officers we must be responsible for the information we provide and respect DCCR’s role in coordinating a centralized recruiting system while regulating all recruitment efforts as a whole. It is key to remember that it is OK to admit that we do not know the answer to a candidate’s question. If we reach beyond our level of expertise and start guessing or fabricating information, we not only take a huge chance of frustrating the interested party, but also undermine their confidence in the Corps, the exact opposite of what we are set out to achieve. By keeping DCCR involved and referring individuals to the above-mentioned resources, we can do our part to relay current and accurate information to potential candidates interested in helping us fulfill the mission of the USPHS.

[PHS Visibility Event, continued from page 7](#)

We received a lot of positive feedback on this event; however, the following statement from LCDR Diem-Kieu Ngo, who is the current JOAG Chair, summarizes it the best and provides insight into our volunteers’ experiences:

“I’ve volunteered for this event several times over the last few years and by far this was the most organized and well stocked year. This year’s location was also a great one as we were right in the corner of a major aisle so we had great visibility from four directions. I personally spoke to at least 10 people, informing them of the USPHS. I spoke with one Physical Therapist student who was already considering the USPHS as a career when she graduates this year, and feel confident that I helped her further understand the Corps. I received an email from her asking for more information and requesting that I put her in touch with an active duty PHS therapist so she can get more information on that category, as I was unable to answer some of her category specific questions. I also spoke to a pharmacist who is very interested in joining the Corps; I gave her my email address and hope to hear from her soon. Additionally, I spoke to one person who works at a DC middle school and one person at a local high school about the possibility of having PHS officers come to their schools’ Career Day/Fair to speak about the opportunities in the Corps. Both were very interested and gave me their contact information; I plan on following up with them this week and hope to coordinate something through DC-COA for the Spring. Overall, this was a very rewarding experience as it enabled me to inform the public about the USPHS Commissioned Corps and provided me the opportunity to possibly further reach a younger audience through these personal contacts with school administrators.”

In summery, this event would not have been so successful without the leadership from our junior officers and the contributions from our junior officer volunteers who worked with all other volunteers to make this event a PHS success!

Visit JOAG at: <http://www.usphs.gov/corpslinks/joag/>

JOAG Announcements

JOIN OUR MEETINGS

Upcoming JOAG Meeting Schedule 2009-2010

August 13: JOAG General Membership Meeting, 1300-1500 EDT

September 10: Speaker Series, 1300-1400 EDT

October 13: JOAG General Membership Meeting, 1300-1500 EDT

Join us for JOAG's monthly meetings via teleconference or in person. Our meeting is the second Friday of each month from 1300 to 1500 EST.

Call in information:

Dial number: 800-857-2603 **Passcode:** 9479205
Surgeon General's Conference Room (18-57) Parklawn Building,
5600 Fisher's Lane, Rockville, MD

Miss a JOAG Meeting? Don't despair! JOAG meetings are recorded. Audio recordings are available "on demand" by emailing LT Hiren Patel hiren.patel@fda.hhs.gov

This newsletter has been provided by the JOAG Communications & Publications Committee. For more information on how to contribute to future editions, please contact [LCDR Christina Coriz](#), committee chair, or [LTJG Tracy Tilghman](#), committee co-chair.

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