

THE JOAG JOURNAL

The JOAG Journal | SUMMER 2016 | VOLUME 33 | [HTTPS://DCP.PSC.GOV/OSG/JOAG](https://dcp.psc.gov/osg/joag)

A PUBLICATION BY JUNIOR OFFICERS FOR JUNIOR OFFICERS

EDITORS: LCDR DAVETA BAILEY & LCDR (S&I) KATIE BANTE



JOAG

 JUNIOR OFFICER ADVISORY GROUP

contents
Summer 2016 Vol: 33

FROM the FRONTLINES

Message from the Chair	3
Letter from the Editor	5
JOAG Executive Committee 2016-2016	6
JOAG Awards 2016	7

COMMITTEE HIGHLIGHTS

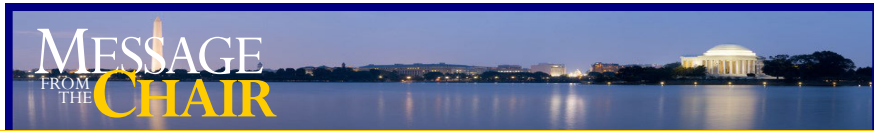
Recovery from Injury	11
MPH Experience	13
Training & Exercise Team Survey	14
Inter-Service Transfer	16
Uniform Closet	17

POINT OF IMPACT

Junior Officer Spotlight	19
Journal Talkback	28
Summer Fun	30
Upcoming Events	34
JOAG Merchandise	35

JUNIOR OFFICER DIRECT

NIH National Take a Hike Day	21
A Thought is a Thought	22
Strategic Planning	25
Career Day @ BOP	27



It's hard to believe this will be my last time writing the JOAG Journal Chair Welcome. It's been an incredible honor to serve as your 2015-2016 JOAG Chair and to represent junior officers across all categories, agencies and duty locations. JOAG represents over half the Corps and we really have been that 'junior officer voice' at the highest levels of Corps leadership this past year. It's been truly rewarding to have been able to work with the current JOAG leadership which consists of voting members from 8 agencies (CDC, FDA, IHS, BOP, CMS, HRSA, OS/DCCPR, NPS) and 9 states (MD, WA, GA, D.C., OK, AK, CO, MN, WV). For me the most memorable part of my JOAG year as Chair was being able to represent JOAG at this year's 2016 USPHS Scientific & Training Symposium and meet so many of you in person for the first time. We're going to have a whole JOAG Journal Special Edition dedicated to the 2016 USPHS Symposium, so will share more in that edition.

We have truly transformed JOAG this year and have been able to meet our three priorities areas for this year (advocacy, supporting the initiatives of the Surgeon General and connectedness) while moving forward several initiatives in line with this year's theme of 'building public health leadership and advancing deployment readiness'.

We went through a complete restructuring of JOAG from last year to this year and added a brand new focus through the JOAG Readiness & Deployment Workgroup. I'm proud to say due to LCDR Elizabeth DeGrange's outstanding leadership, starting 1 October this will be a standing JOAG Committee. LCDR Kristie Purdy and LT Mekeshia Bates also stood out as phenomenal first co-chairs for the new Outreach Committee and successfully transitioned the various aspects of last year's Welcoming, Development & Symposium Planning Committees into a very active and high-performing committee which oversaw the planning of all aspects of our engagement in this year's USPHS Symposium, to ensuring we were always represented at the OBC Open House, to overseeing the research and selection of several popular JOAG merchandise items and connecting new officers to JOAG. So special thanks to these three officers for having to take on something no one until them has had to do. JOAG really appreciates your leadership, commitment and passion to serve!

JOAG really does touch all aspects of public health leadership and service and all of our committees have much to be proud of this year. Their accomplishments will be shared separately and posted on our website @ <https://>

JOAG Priorities 2015-2016

Advocacy - speaking up and representing a unified junior officer voice at the highest levels of senior leadership

Supporting the initiatives of the Surgeon General- starting with supporting the OSG call to action to **#StepItUp**

Connectedness- reaching out to officers at all duty stations and locations to ensure after OBC they stay connected and that we serve a resource and network for them.

dep.psc.gov/osg/JOAG/committees.aspx.

I mentioned being that 'junior officer voice' at the highest levels of Corps leadership. JOAG was instrumental in the development of the USPHS Commissioned Corps Strategic Framework and Doctrine which are now with the OSG for review. JOAG also created a USPHS Creed which the OSG mentioned would be rolled out with the new Framework and Doctrine. JOAG designed a new JOAG VADM C. Everett Koop award to "honor a junior officer who has exhibited direct contributions and/or leadership while an active duty USPHS officer in using scientific evidence to advocate for, change, improve, strengthen, inform, develop and/or implement health-

related policy." LCDR Cara Halldin, our JOAG Vice-Chair and EC Liaison to the Awards Committee was able to work with Dr. Koop's widow and a close friend of his to ensure this award would appropriately honor his legacy. Our proposal to OSG was just approved and so we hope to be able to able to award our first JOAG VADM Koop recipient at next year's 2016 USPHS Scientific and Training Symposium in Chattanooga, TN June 4-7. JOAG also continues to be actively engaged in developing a framework of leadership development for Corps officers (led by CAPT Jason Woo).

As my term comes to a close, I wanted to thank a few key officers...the JOAG Executive Committee "EC". I've been in the Corps almost 9 years and only have felt this level of closeness - this unique bond - with officers I've deployed with. The JOAG EC this year was an exceptional group of officers united by the common mission of serving our fellow junior officers and truly being there for each other through the various challenges we faced. I know I was pulled in all ways but it made me stronger and gave me a greater sense of purpose of being able to serve and give back for wearing this uniform represents something "bigger than myself". We stand for and represent all uniformed services that have come before us and are serving around the world to keep our nation and world free from harm. We play a pivotal role in protecting, promoting, and advancing the health and safety of our nation AND world.

So special thanks to those who on the JOAG EC...

LCDR Jessica Otto, ex-officio (JOAG Chair 2014-2015): "for al-

ways being there for me" For your passion for the Corps, your leadership and knowledge in all things JOAG and most importantly your encouragement! Having someone you know will be there for you no matter what makes all the difference.

LCDR Cara Halldin, Vice-Chair, COF Liaison "for going above and beyond" As a fellow CDC, 'NIOSHer'



know how valued and sought after she is for her expertise. Thank you for all you've done behind the scenes on the advocacy front this year, for strengthening our relationship with COF and moving forward the JOAG VADM Koop Award proposal and the Outstanding Volunteer Service Medal proposal.

LCDR Samantha Spindel, Chair-Elect "for her enthusiasm, positivity and drive" Having served my first two year term with her, I've seen firsthand her dedication, commitment and drive to serve JOAG. I know with her

at the helm JOAG will go to even new heights.

LCDR Lindsay Hatch, Executive Secretary "for her integrity and passion" Deciding to serve a second year as EC with me, she exudes 'service above self' and is always standing up for what is right and best for JOAG.

LCDR David Huang, Financial Liaison "for going above and beyond" Representing JOAG in person the last two years at OBC, being the 'JOAG store', leading a record-breaking year of sales in large part due to the sales of the new JOAG t-shirt, and for the first time in well... ever being able to provide enough \$ to the C. Everett Koop Living Legacy Fund for three junior officer scholarships. He was the only EC member with me at this year's Symposium and there's no way I could have kept sane without him.

Last and most importantly - thank you to my husband, **CDR Anthony Garza** for supporting me and the many a night of me spending time with "JOAG".

Thank you for the opportunity to serve as your JOAG Chair.

We couldn't do this without all of our volunteers making the vision and mission of JOAG a reality - so thank all of you for your service to JOAG and for helping shape the future of the Corps!

- LCDR Elizabeth Garza
JOAG Chair 2015-2016



Welcome to the final edition of the JOAG Journal for the 2015-2016 operational year.

Summertime is the best time for family, friends, and making memories of a lifetime. I hope that you take some time to enjoy the long sunny days and embrace the silver lining on cloudy ones. The Surgeon General has made Mental and Emotional Well-Being a health priority and so can you. Use the warm weather and those “use or lose” days to make your happiness.. **YOUR PRIORITY!**

Our journal team has been hard at work all year long striving to enhance our publication content and delivery options.

Thanks to your participation in our 2016 Readers Survey, we have been able to focus our energies away from “Best Practices” and develop our “Next Practices” for the 2016-2017 operational program. Hold on to your covers, we are going to blow your mind in 2017!

We’ve packed this edition with lots of information designed to inform, inspire, uplift, and positively guide you on your relaxing summer journey.

Please take special note of our “Summer Selfie Challenge” on page 31 and share your wonderful summer healthy mind, body, and soul activities on our social media pages. We can’t wait to see those smiles!

Finally, we here at the journal thank you for allowing us to serve you this operational year and we are looking forward to a bright and successful start with you in October. Until then I dare you to “Dream Big”, “Reach Higher”, and “Live and Love in the moment!” ■



Myrtle Beach, Sc circa 2015

MAY YOU ALWAYS HAVE A SHELL IN YOUR POCKET AND SAND IN YOUR TOES!



FAIR WINDS AND FOLLOWING SEAS!



Congratulations to the newly elected JOAG Executive Committee for the 2016-2017 operational year. Their terms will start October 1st 2016 and will run through September 30th, 2017

Chair: LCDR Samantha Spindel
Vice-Chair: LCDR Kristie Purdy
Chair-Elect: LCDR (sel.) Mekeshia Bates
Executive Secretary: LCDR Chitra Mahadevan
Financial Liaison: LCDR Alice Shumate

JOAG Congratulates all of the officers promoted during the 2016 Promotion Cycle!





JOAG AWARD WINNERS 2016

JOAG Excellence Award

The JOAG Excellence Award recognizes a non-voting junior officer at the rank Lieutenant Commander or below, for demonstrating outstanding, dedicated effort, leadership ability, and commitment to JOAG through active committee or workgroup participation. This year's recipient had several key accomplishments that lead to her selection

- ◆ She supported and promoted the Surgeon General's Call to Action and JOAG goals to encourage physical activity and lead a healthy lifestyle by recruiting over 30 volunteers to participate in National Walk Day and organized walks at the FDA White Oak Campus in 2014 and 2015.
- ◆ She authored two articles "Ban On Smoking In Uniform" and "Learning Without Limits", both were published in JOAG Journal Spring 2014 issue. She also edited five articles, submitted 3 articles to "With Pride and Distinction" newsletters and the "Uniform Corner" of the JOAG Journal.
- ◆ She was integral to the recruitment of over 20 new members for the Uniform Subcommittee for the 2014-2015 operational year.
- ◆ She led the review of 32 nominations for Voting Members in 2015 that resulted in the selection of 10 officers to fill critical open positions.
- ◆ She collaborated with JOAG's Readiness and Deployment Workgroup to promote officers' training on topics such as deployment, readiness, and response.
- ◆ She served as mentor with Peer-to-Peer Networking and CO-STEP Connection Subcommittee since 2014 and has mentored four officers in both subcommittees.



LCDR Simleen Kaur

This year's JOAG Excellence Award recipient currently serves as a Director Regulatory Review Officer with Office of Compliance for Center of Biologics Evaluation and Research (CBER) within the Food and Drug Administration (FDA). LCDR Kaur leads CBER' Standards and Reagents operations recognized by the World Health Organization (WHO) as one of the four Essential Regulatory Laboratories to ensure drug products are effective for public health distribution.

Please join us in congratulating the 2016 recipient of the JOAG Excellence award, LCDR Simleen Kaur for her commitment to and impact on our organization. ■



JOAG AWARD WINNERS 2016

Junior Officer of the Year Award

The Junior Officer of the Year Award recognizes an active duty junior officer at the rank of Lieutenant Commander or below who has made a significant contribution to the overall mission of the U.S. Public Health Service. The recipient demonstrates commitment to the mission and core values of the USPHS Commissioned Corps, leadership within the officer's specialty or field, outstanding service as a junior officer with recognizable achievements within and outside his/her Agency/Operating Division, and an innovative approach and/or a unique contribution to the mission of the U.S. Public Health Service.

This year's recipient had several key accomplishments that lead to her selection:

- ◆ She served as the project lead for the revision of the Annual Physical Fitness Test (APFT).
- ◆ She serves as the federal lead for development of the 2018 Physical Activity Guidelines, developing the 2015-2020 Dietary Guidelines for Americans, and leading a subcommittee to deliver the 2013 Physical Activity Guidelines for Americans Mid-course Report: Strategies to Increase Physical Activity Among Youth.
- ◆ She was named the USPHS Junior Dietitian of the Year and the 2014 DC Metro Academy of Nutrition and Dietetics Recognized Young Dietitian of the Year.



LCDR (sel) Katrina Piercy

The 2016 Junior Officer of the Year currently is currently serving as the federal lead and Co-Executive Secretary for the 2018 Physical Activity Guidelines for Americans, working closely with the Centers for Disease Control and Prevention, the National Institutes of Health, and the President's Council on Fitness, Sports & Nutrition (PCFSN). As the federal lead, she guides the federal Co-Executive Secretary group, an external literature review team, and will oversee all aspects of a Federal Advisory Committee who will work for two years developing scientific recommendations to the federal government on physical activity and health. She will also organize and manage HHS staff in the development of the federal policy document to be released in 2018.

Please join us in congratulating the 2016 Junior Officer of the Year, LT Katrina Piercy. ■



JOAG AWARD WINNERS 2016

The Vice Admiral Richard Carmona Inspiration Award

This year's recipient is truly a special officer. He was described as truly exemplifying officership by his nominator. After reviewing his accomplishments it is easy to understand why. He has held and continues to hold very high profile positions like details for the Peace Corps and for Capitol Hill as a staffer for the House Energy and Commerce Committee. Currently, he is a presidential appointee at the Peace Corps serving as the Director of Health Services. He has a strong track record as a leader. As a Commander, he served an unprecedented two consecutive terms in 2011 and 2012 as the Physicians PAC Chair where, among his numerous accomplishments, he established strike teams for the PPAC consisting of mostly junior officers resulting in the issuance of six unit commendations to these officers. He was also instrumental in developing the Physician's Category's implementation plan for the National Prevention Strategy. According to his nominator he "was a transformative PAC Chair who left an indelible mark on the PPAC."



CAPT Paul Jung

(and don't), to the role of the PACs, liaisons, SGPAC, and COA, CAPT Jung is one of the most knowledgeable officers about the structure and function of the Corps, and he's always available to share this with junior officers." He has served on many deployments, is adjunct faculty for the Commissioned Officers Training Academy, is a team commander for an RDF, and most recently went above the call of duty to serve as Team Commander for the first roster of officers deployed to the Monrovia Medical Unit. Not only does he personally facilitate the process of learning and developing crucial leadership experience, he also serves as a role model to which many officers, both junior and senior, strive to emulate.

It is an honor to present the 2016 VADM Richard Carmona Inspiration award to CAPT Paul Jung, for his unwavering support to the development of junior officers and exemplification of the core values of leadership, excellence, integrity, and service. ■

CAPT Jung's contributions reach well beyond his PPAC within the Corps. He has also served as a faculty member for both OBC and OMC, in turn, sharing his experience and molding junior officers so they can be the best officers. In closing, I believe the his nominator said it best, "From the organization of DCCPR, to the benefits that we receive



JOAG Committee Recognition Awardees 2015-2016

JOAG Committee	Secretaries	Outstanding Non-Voting Member
Awards	LCDR Mathilda Fienkeng LT Dustin Tran	LCDR Sara Azimi-Bolourian LCDR Scott Steffen
Communications and Publications	LCDR Chitra Mahadevan LCDR Tamara Henderson	CDR Steven Porter LCDR Christine Corser
Membership	LCDR Mary Emanuele	LCDR Simleen Kaur LCDR Mona Patel LCDR (sel) Christopher Sheehan LT Rebecca Wong
Outreach	LCDR Kimberley Ricketts	LCDR Mark Freedman LT Nicole Pascua LTJG Lusi Martin
Policy and Procedures	LCDR Ellen Yard	LCDR Alistar Rubenstein LT Jay Wong LCDR Griff Miller
Professional Development	LCDR Nancy Tian	LCDR Su-lin Sun LCDR Molly Madson LCDR Samuel Cropp LT Victoria Jeisy Scott
Public Health and Community Service	CDR Catherine Beer	LCDR Margaret Caulk LCDR Dipti Kalra
Recruitment & Retention	LCDR Adam Harris LCDR Sukhinder Kaur Sandu	LCDR Matt Mergenthaler LCDR Inna Voinich
Readiness & Deployment Workgroup	LCDR Vicky Chan	LCDR Deborah Hastings LCDR Bic Nguyen LT Eric Wong



Recovery from Injury

Recovering from an injury includes the process of restoring to a former or better condition which can often be long in duration and extremely difficult. Most individuals have high hopes of returning to their previous fitness routines but it's important to be focused on both the physical and mental aspect of achieving your recovery goals.

Physically, you not only want to have recovered medically in areas that include range of motion, functional strength, pain, neuromuscular control, and inflammation, but also in areas that include restoration of strength, power, speed, agility, and endurance. Mentally, you want to stay positive and take it day by day. Not every injury is the same, but here are some key tips that help with recovering from any injury in a smart and effective way:

1. Accept reality. Goals may need to be adjusted so that you preform your best and not risk the possibility of re-injury.
2. Treat recovery like training. When training, goals are made and a plan is followed. Think of rehabilitation as a fitness training program to gain what you have lost.
3. Don't forget mental training! Relaxation training, mental imagery, and self-hypnosis are just a few examples to assist with stress reduction and increase confidence.
4. Don't ignore pain and discomfort. "Pushing through" pain during recovery training will likely lead to further injury or injure another area.
5. Embrace time off and focus on other areas of "fitness". Time off can also inspire greater fitness levels upon return, making you stronger than you were before getting hurt.



Below are stories from fellow officers injured and now returned to fitness successfully:

LT Lemmon has had two ACL surgeries and one revision. He had always neglected stretching and in addition to his surgeries, he noticed an increase in calf injuries over the years. Help from a physical therapist, working hard, and listening to his body for the first time helped him overcome the injury rollercoaster. He now knows that even if he has small pain, it is better to back off or stop his workout short to do some stretching and ice than it is to push through. This allows him to continue working out the rest of the week without further problems.

LT Williams, as a former college basketball player, has had his share of injuries, sometimes multiple injuries at once. His injuries have included everything from sprained ankles, shoulders and wrists to pulled muscles. He knows how an injury can truly deflate you mentally, especially if the problem takes ex-



Picture caption: LT Williams at the 2016 White Oak Classic

Each day as it came. She set goals for her recovery, just like she would with any other fitness opportunity. She avoided depression, anger, and frustration by having a positive attitude and outlook of what presented ahead.

These officers know first-hand that an injury is frustrating. But a recount of their perspectives above demonstrated similar advice: set goals, stay positive, listen to your body and medical providers and don't rush the outcome. ■

"If you are an injured officer looking for support as you recover from an injury, please feel free to contact these officers at: LT Nathanael Lemmon @ Nathanael.Lemmon@ihs.gov, or LCDR Ashlee Januszewicz Ashlee.Januszewicz@fda.hhs.gov, or LT Phillip Williams @ Philip.Williams@fda.hhs.gov."

"What is the difference between an obstacle and an opportunity? Our attitude towards it. Every opportunity has a difficulty, and every difficulty has an opportunity."
-J. Sidlow Baxter

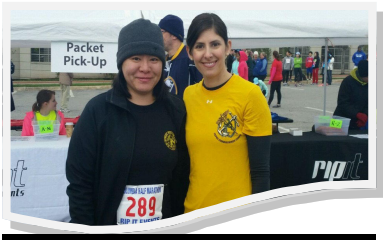
References:
<http://www.runnersworld.com/psychology/5-steps-for-coping-with-the-psychological-effects-of-injuries>
<http://www.ncbi.nlm.nih.gov/pmc/articles/PMC3445177/>

Contributing authors: LT Nathanael (Nate) Lemmon, RN, BSN, CPN; LCDR Ashlee Januszewicz, Pharm.D; LT Phillip A. Williams, Pharm.D; LT Kayla Dewitt, DPT

tra time to heal. The biggest obstacle for LT Williams to overcome was the mental portion of his recovery. He has learned not only the importance of keeping a positive attitude and outlook throughout recovery, but also being smart to not rush recovery, listen to doctors/therapists/body, and taking the time to rebuild confidence.

LCDR Januszewicz suffered injury unexpectedly after pursuing fitness after the birth of her first child. Sharp knee pains plagued her during fitness activities that continued to get worse and soon she was having difficulty with everyday tasks, such as driving and walking. After multiple trips to the doctor and an emergency exploratory surgery, she was diagnosed with Osteomyelitis. Over the next 6 months, LCDR Januszewicz battled her emotional demons and physical limitations. She dealt with

doubt and negativity, but found a way to take



Picture caption: LCDR Januszewicz (right) pictured at the Columbia Half Marathon



TRAINING AND EDUCATION

My Experience with a MPH Program

Career development is the lifelong process of managing learning, work, leisure, and transitions in order to move toward a personally determined and evolving preferred future. Each category within the Corps provides benchmarks to inform officers and promotion boards of the levels of achievement per Promotion Precept that is generally considered to describe the “best qualified” officer at a specific grade. These benchmarks can serve as a guide in setting personal long term goals for an officer’s career advancement. Each year when the new benchmarks are released, I review them to make sure I am on a clear path in terms of my own professional development and adjusting personal goals as needed. For pharmacists, one of the benchmarks includes admission to a formal program and partial completion of a relevant post entry level degree for Temporary O5/Permanent O4.

In 2013, I began thinking about my future and decided to pursue a Master’s program. I felt that a Master of Public Health (MPH) would best fit my needs, and give me the best background in order to serve

my patients. As a pharmacist working for IHS at the Alaska Native Medical Center, I decided to pursue an emphasis in Health Promotion. Some of the courses which applied to the Health Promotion emphasis include Principles of Community Health, Health Program Planning, Health Program Evaluation, Health Communication and Advocacy, and Health Agency Management. Pharmacists are some of the most accessible health care professionals, so expanding communication and community engagement skills can better prepare you to provide the best care for your patients and community.

I feel that each officer will have a different perception of what their individual needs are, as well as the needs of their agency and what benefit furthering their education can do for the Corps. Mia Hamm may have said it best: “If you don’t love what you do, you won’t do it with much conviction or passion.” If you have a strong passion for nutrition, a MPH with an emphasis in nutrition may be the best fit for you. If you are interested in international health, a MPH with a global health focus may be better for you. Perhaps a law degree or a Master’s in informatics would be more beneficial depending on your current position or a potential future position. One helpful website is <http://www.gradschools.com/masters> which contains over 51,000 campus

and online Master’s degree programs worldwide. Some programs do require a Graduate Record Examination (GRE), which is a standardized test and admissions requirement for most graduate schools.

The Commissioned Officer Association website (www.coausphs.org) has links to several schools that offer either scholarships or tuition discounts to officers. The Department of Health and Human Services partners with universities and also provides discount pricing and more information can be found here: <http://hhsu.learning.hhs.gov/hhsuonline/hhsu-openhouse-edpartners-faqs.asp>. Officers are also eligible to utilize the GI Bill and more information can be found at <http://benefits.va.gov/gijbill/>.

You will need to weigh the pros and cons of online versus traditional brick and mortar programs. Online programs provide flexibility but require self-motivation whereas traditional programs provide face to face interaction with the other students and faculty. You may also want to consider the pace of learning as classes are sometimes condensed into 6 or 8 weeks compared to a traditional 14 to 16 weeks. In addition, most advanced programs offer some flexibility in that the degree must be completed within a certain number of years, so you do not have to take classes back to back. There are so many different programs available that with a little research you should be able to find a program



The 2016 JOAG Readiness and Deployment Workgroup

Training & Exercise Team Survey

One of the themes’ for the 2015-2016 JOAG operational year was to build public health leadership and advance deployment readiness. Consequentially, a new Readiness & Deployment Workgroup (R&DWG) was established. The workgroup was tasked with providing officers with deployment training opportunities that promoted officer fitness and opportunities to increase deployment expertise and training.

In February 2016, a 16 question survey was distributed to obtain a baseline understanding of officers’ deployment and readiness needs, knowledge gaps, and prior training experience. The results of the survey included:

Some of the topics that officers are interested in learning

There were a total of 412 responses and the majority were from junior officers.	Of these officers, 60% were Tier 3 status
27% were assigned to a Tier 1 Deployment Team	6% were Mission Critical (Table 1)
Approximately 26% of officers have deployed with their agency	40% have deployed with PHS/RedDOG (Figure 1).

more about include: specific readiness and deployment-related training opportunities, how to pack go bags, PHS deployment teams and roles, the Medical Reserve Corp (MRC), and other officers’ deployment experiences (Figure 2). When asked if officers belong to the MRC, only 4% responded “Yes”.

When asked about prior training experience, the results are as follows:

In-Person Training:

- * 32% have taken ICS 300
- * 19% have taken Ebola-specific training
- * 17% have taken ICS 400

Online Training:

- * 25% have taken IRCT
 - * 15% have taken ICS 300
 - * 15% have taken FEMA trainings
 - * 10% have taken FMRB trainings
- Based on these results, we have working on developing several initiatives to address training needs such as:

- ◊ The development of a Go Bag checklist, which will help officers pack for deployments.
- ◊ A list of deployment related trainings and these will be available to officers on the R&DWG website
- ◊ Creating a contact list of recruitment leads for Tier 1 and Tier 2 Deployment Teams for officers interested in joining a deployment team.
- ◊ Highlight the MRC and its additional training opportunities for officers to further develop leadership skills and enhance their deployment readiness.

You may recall CAPT Robert Tosatto’s Journeyman Speaker Series Presentation on 11 March 2016, (https://dcp.psc.gov/osg/JOAG/meetings_journeyman.aspx) and the MRC article in the 2016 JOAG Journal Winter Edition. We encourage officers to get involved in their local MRC to gain emergency preparedness and response training. For more information, please visit the [MRC website](#).

The 2016 JOAG Readiness and Deployment Workgroup Training & Exercise Team Survey

(cont pg. 14)

Additional R&DWG initiatives include:

Our Officer Health and Fitness Promotion Team developed its first edition of the [Federal Employee Wellness Facility Log](#). This log will serve as a resource for PHS officers to be better informed of fitness facilities and amenities available at duty stations nationwide, and increase awareness of Annual Physical Fitness Test compatible fitness facilities. You can also check out the [United States Regional Fitness Events Log](#), which contains information such as event date, location, type of event and hyperlinks to upcoming events.

The PHS Family Care Plan (FCP). The R&DWG Behavioral Health Team is working on a FCP Checklist, which will provide a list of behavioral health resources available for themselves or their dependents should they be deployed.

The JOAG Chair will be sharing the results of this survey with the Office of the Surgeon General so they can better understand the deployment training and readiness needs of our officers. Additionally, the questions and topics from the survey will also be addressed in the deployment Q&A through [JOAG "JO Voice"](#).

We also encourage officers to publish deployment related articles in the quarterly JOAG Journal as many officers have expressed interest in learning more about deployment experiences. For officers interested in the Readiness & Deployment Workgroup, please visit our [website](#) and contact LCDR Elizabeth DeGrange at (Elizabeth.Degrange@hhs.gov) if you're interested in joining us! ■



(Cont from page to fit the needs for you individually, (cont on page 15)

for your agency, and for the Corps.

One benefit of taking classes for an advanced degree is how quickly your time management skills improve. Honestly, it is challenging to balance your daily work duties, Corps requirements, family life, and school assignments - but it is possible. You may have to get a little creative and make some sacrifices in order to fulfill all of you're responsibilities. I rely heavily on my electronic calendar and an old-school paper planner to keep everything organized.

Personally, I am not a morning person at all so I tend to stay up late to work on school assignments while for others it may work better to get up early before reporting to your duty station. I have noticed that including regular exercise also helps to reduce stress levels and increase concentration. Having a strong support group of family and friends has been invaluable during this process. Overall, working towards a MPH has been demanding and rewarding, and I am very much looking forward to completing my practicum this summer! ■

Submitted by: LCDR Brittany L. Keener



The University Partnership Program includes a host of private and public universities committed to supporting HHS employees in their continuous professional and education development.



Inter-Service Transfer: What? Who? Why? Where? When?

Submitted by LCDR Peter J. Arroyo, Jr.

Bottom Line Up Front: Anyone; Anywhere; Anytime . . . as long as **BOTH** Chains of Command agree to the transfer.

Many officers have questions regarding Inter-Service Transfer (IST) to the Commissioned Corps of the United States Public Health Service. While a comprehensive discussion of IST is beyond the scope of this forum, there are some very important points which Commissioned Corps Officers should be able to share with our colleagues from other branches.

What is an Inter-Service Transfer?

As the name implies, an IST is the official transference of an officer's commission from one uniformed service to another: Navy to USPHS, Army to Air Force, Coast Guard to NOAA, etc. IST occurs upon completion of the administrative processes of **BOTH** branches, at the officer's **CURRENT GRADE**, and with **NO BREAK IN SERVICE**. Thus, the Captain goes to sleep an Airman, wakes-up a Commissioned Corps Lieutenant, and runs straight to the Uniform Shop.

Who is eligible for an Inter-Service Transfer?

Commissioned Officers **ONLY** may request an IST to the USPHS. Enlisted personnel and Warrant Officers are not eligible for IST; instead, these individuals must apply for commission in the same manner as any other candidate.

Why would a Commissioned Officer request an Inter-Service Transfer?

There are many reasons, professional & personal, for which an officer may request an IST to the USPHS: Career progression; opportunity to treat a specific patient population; geographic proximity to family & friends; desire to leave one's current branch, but continue to serve the interests of the United States; a personal affinity for khaki.

Why would the USPHS authorize an Inter-Service Transfer?

IST results in the USPHS gaining experienced officers with demonstrable records of service and established security clearances. Many of these officers have previously deployed in support of complex missions and understand, first-hand, what it means to serve as a Commissioned Officer. Often, these are technical or clinical experts, able to step into hard-to-fill positions: Win-Win.

Where can the officer be stationed?

Any place that the officer finds a job: Application; 1662; orders; PCS . . . just like any other Commissioned Corps Officer.

When is a Commissioned Officer eligible for an Inter-Service Transfer?

Irrespective of the officer's obligation to serve or date/location of most recent PCS, because IST involves no break in service, a Commissioned Officer may request an IST at **ANYTIME**.

Inter-Service Transfer must be approved by both branches and can require 12-36 months to complete. So, please tell your colleagues, "Contact the Call Center at 1-800-279-1605 or direct any question to Corpsrecruitment@hhs.gov today. ■

UNIFORM CORNER



UNIFORM ORDERING/UNIFORM CLOSET

The PHS uniform is a symbol of an officer's dedication to service and should be worn with pride and distinction. Like other services, the Commissioned Corps has several uniforms including the Service Dress Blue (SDB), Summer White, Service Khaki, and Operation Dress Uniform (ODU). What's in your closet?

Did you know that as an officer you are required to own and maintain the SDB and ODU? While not required uniforms, officers are highly encouraged to own and maintain the other service uniforms such as the Summer Whites (SW), Summer Whites are the often prescribed spring and summer uniform of the day uniform. This article will lay out an officer's uniform closet and will serve as a guide to uniform ordering. Please note that the complete Commissioned Corps instruction for uniform wear can be found within the Commissioned Corps Issuance System: <http://ccmis.usphs.gov/ccmis/ccis/CCISForeword.aspx>.

Service Dress Blue (SDB)

Perhaps the most important uniform in an officer's closet is the SDB. The complete SDB uniform consists of basic required components, prescribable items, and optional items. An officer's duty station will often determine the need for prescribable or optional items. The basic required components of the SDB are generally the same for male and female officers. They are as follows from head to toe: white combination cap, service dress coat, full ribbon rack, and PHS name tag, white dress shirt with soft shoulder marks, necktie, slacks/trousers, black socks, shoes, and appropriate undergarments.

Male uniforms also requires a black belt with gold buckle and a tie clasp or tack. There are gender nuances for some components like the necktie, dress shirt, and necktie, when purchasing these components officer's must needs adhere to gender specific guidelines as set forth in the CCIS. Each officer is required to have his or her rank and insignia sewn on the sleeve of the dress coat.

Operational Dress Uniform (ODU)

The newest addition to the PHS officer's uniform closet is the ODU. Like the SDB, the ODU consists of basic required components, prescribable items, and optional items. An officer's duty station will help determine the

need for prescribable or optional items. The basic required components for the ODU are blue command ball cap with embroidered rank, ODU shirt with embroidered full color PHS collar insignia, collar insignia, and gold name and USPHS tapes, blue PHS T-shirt, ODU trousers with black nylon belt and basic riggers, socks, combat boots, and appropriate undergarments.

ODU pant legs should be bloused over boots and not tucked into boots. Boot blousing straps are required and there are two styles that assist with this.

- Wide elastic strap with Velcro closure and may be less likely to affect circulation



- Elastic cord with hook and loop closure



Ordering Uniforms

Now that you know what *should* be in your closet, let's help get it there. The USPHS uniforms are generally comprised of the same articles of clothing as the corresponding uniforms of the US Navy with the exceptions of some optional items and special-purpose/working uniforms. USPHS Commissioned Corps uniforms are distinctive by the wearing of our unique insignia. Individual uniform components must meet the appropriate service specification for the applicable item. (<http://ccmis.usphs.gov/ccmis/ccis/documents/CC412.01.pdf>)

Any article purchased from a non-governmental or commercial source should have a certification and/or a military specification tag sewn into the garment. The purpose of this requirement is to ensure that uniform components are of approved design, style, and materials not merely correct color. Articles purchased from Navy uniform shops, including the Uniform Support Center in Chesapeake, VA <http://www.navy-nex.com/uniform/u-contact-us.html>, can be assumed to be approved. (https://dcp.psc.gov/ccmis/ccis/documents/cc421_02.pdf) (Cont on page 18)

(Cont from page 18)

UNIFORM ORDERING/ UNIFORM CLOSET

Uniforms and uniform components can be purchased from your local installation's military clothing store, local Navy Exchange (NEX) retail stores, the Navy Uniform Support Center, the NEX website, or through the Coast Guard. ■

Navy-Nex: <https://www.mynavyexchange.com/nex/uniforms> or by phone at 1-800-368-4088

If you are ordering the ODU for the first time you will need to pre-register with the USCG Uniform Distribution Center. Use the following link to pre-register.

[https://dcp.psc.gov/ccmis/PDF_docs/Directions%20%20Guidance%20for%20Ordering%20ODU%20online_31Aug12%20\(3\).pdf](https://dcp.psc.gov/ccmis/PDF_docs/Directions%20%20Guidance%20for%20Ordering%20ODU%20online_31Aug12%20(3).pdf)

USCG Uniform Distribution Center: <http://www.uscg.mil/uniforms/Ordering.asp> or by phone at 1-800-874-6841

Marlow White: <http://www.marlowwhite.com/public-health-service-uniforms>



Join us in August for our birthday! >

August is our birthday month and you're invited to the celebration! Find your park for the centennial at special events across the country!

THE #KEYS SERIES

5 KEYS TO INSPIRING LEADERSHIP, NO MATTER YOUR STYLE

#1 FACE CHALLENGES.

Great leaders are brave enough to face up to challenging situations and deal with them honestly. Whether it's steering through a business downturn or getting struggling employees back on track, effective leaders meet these challenges openly. Regular communications with your staff, informing them of both good news and how the company is reacting to challenges will go a long way toward making employees feel like you trust them and that they're unlikely to be hit with unpleasant surprises.

"The gossip at the coffee machine is usually 10 times worse than reality," Handal says. "Employees need to see their leaders out there, confronting that reality head-on."



#2 WIN TRUST.

Employees are more loyal and enthusiastic when they work in an environment run by people they trust. Building that trust can be done in many ways. The first is to show employees that you care about them. Handal says, "Take an interest in your employees beyond the workplace. Don't pry, he advises, but ask about an employee's child's baseball game or college graduation. Let your employees know that you're interested in their success and discuss their career paths with them regularly."

When employees, vendors or others make mistakes, don't reprimand or correct them in anger. Instead, calmly explain the situation and why their behavior or actions weren't correct, as well as what you expect in the future. "When people know that you aren't going to blame them and that you have their best interests at heart, they're going to trust you," Handal says.



#3 BE AUTHENTIC.

If you're not a suit, don't try to be one. Employees and others dealing with your company will be able to tell if you're just pretending to be someone you're not. Handal says, "That could make them question what else about you might be inauthentic. Have a passion for funky shoes? Wear them. Are you an enthusiastic and hilarious presenter? Get them laughing. Use your strengths and personality traits to develop your personal leadership style," Handal says.



#4 EARN RESPECT.

When you conduct yourself in an ethical way and model the traits you want to see in others, you earn the respect of those around you. Leaders who are perceived as not "walking their talk" typically don't get very far, Handal says. This contributes to employees and other stakeholders having pride in the company, which is an essential part of engagement, Handal says. Also, customers are less likely to do business with a company if they don't respect its values or leadership.



#5 STAY CURIOUS.

Good leaders remain intellectually curious and committed to learning. They're inquisitive and always looking for new ideas, insights and information. Handal says the best leaders understand that innovation and new approaches can come from many places and are always on the lookout for knowledge or people who might inform them and give them an advantage.

"The most successful leaders I know are truly very curious people. They're interested in the things around them and that contributes to their vision," Handal says.



JUNIOR OFFICER SPOTLIGHT

LCDE Linzi Allen



Category: Pharmacy

Education: University of Oklahoma Health Sciences Center

Hometown: Twin Hills, OK

Agency: Indian Health Service

How did you find out about the PHS? During a fourth year rotation at a children's hospital my pharmacy preceptor introduced me to PHS, and then I learned more during my residency interview at Phoenix Indian Medical Center.

What are your goals with the PHS? I would love to become residency director at my current site and aim to progress to inpatient assistant chief of pharmacy and/or chief of pharmacy moving forward. I plan to serve a full thirty years and create as much positive impact as I can during that time at site level and for PHS as a whole perhaps progressing to the area or national level if the opportunity was presented to me.

What is your most memorable PHS experience so far? I really enjoyed OBC. Getting to interact with other officers, especially those with prior service, helped me know PHS was much bigger than me, but also that I as an individual could still make an impact.

What advice would you give to prospective PHS applicants (or other Jr. Officers)? Never give up and if it is worth doing it is worth doing well. Sometimes a project you plan to be completed in a couple of weeks may end up taking a couple of years, but it is important to remember the passion you had when you started and carry that to the end.

What current officership opportunities (PACs VM etc) are you currently involved in? I have been involved with PharmPAC as a liaison to the Association of Military Surgeons of the United States (AMSUS) organization. During this time I have been able to work on the AMSUS formalization workgroup working towards making AMSUS an OSG recognized advisory group. For this year's sym

(Continued on page 20)

CURRENT ASSIGNMENT

Cherokee Nation

W.W. Hastings Hospital
(IHS) in Tahlequah, OK



PREVIOUS ASSIGNMENT(S)

Phoenix Indian

Medical Center

Phoenix, AZ

JUNIOR OFFICER SPOTLIGHT



FitnessRepublic.com shares some ways to keep your body and mind fueled while having your summer fun :)

(Cont. from page 20)

posium I work on the Pharmacy Category Day planning subcommittee which coordinated the speakers, topics, and schedule for Category Day. I serve as secretary for Green Country COA branch. I also was just selected to be a JOAG voting member beginning in October and I am super excited to begin this adventure.

Do you have a personal leadership philosophy? Attitude changes everything. It sounds cliché but I try to look at everything with a positive attitude. Sometimes this is easier than others, but I've found if I am in a good mood it spreads to others around me. I have had other officers ask me "Are you ever not happy?" which I count as a win . . . watch out if I am hungry though.

What's the one thing, you can't live without? Definitely my family. I have a great husband and two little girls who make me smile and giggle on a daily basis. My four year old even critiques my uniform wear. ■

Sleep

- Aim for **6-8** hours of sleep
- Go to bed **15 MN** earlier than the week before.
- No TV at least **30 MN** before bed.
- Build a routine around **unplugging and unwinding** prior to falling asleep each night.
- Sleep enables the natural **cycles** of our body that reduce inflammation and burn **fat**.

The SURPRISING Ways to Hydrate

EAT IT UP	DRINK IT UP
Watermelon It is made up of 92% water .	Milk Fat-free or skim milk is a good option for recovery & Rehydration after exercise.
Celery Celery stalks are about 95% water .	Coconut Water Low in carbohydrates and rich in potassium .
Cucumbers 96% water , have no saturated fat or cholesterol.	Sports drinks Bring your body back to balance faster than water after a grueling workout .
Strawberries They are 92% water .	Smoothies A DIY smoothie is a great way to combine your favorite flavors into one nutritionally packed glass.

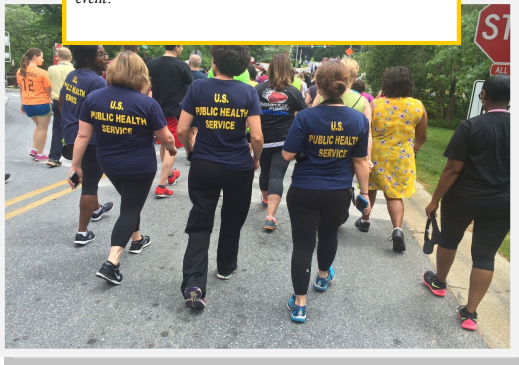
JUNIOR OFFICER DIRECT

REPORTS FROM THE RANKS

NIH 9TH ANNUAL TAKE A HIKE DAY AND SURGEON GENERAL'S CAMPAIGN, *STEP IT UP, TAKE THE STAIRS!*

By: CDR Shu (Cathy) Cai, RADM Susan Orsega, CAPT Peter Kilmarx

In support of *Step it up!* The Surgeon General's [Call Action to Promote Walking and Walkable Communities](#), many NIH PHS Officers have once again participated in the annual NIH "Take a Hike Day" walk/run on June 2nd, 2016. This is the 9th annual Take A Hike Day, and over 12,000 NIH employees have participated in the past 8 events. There are 27 Institutes within the NIH, and each year there has been participation from every Institute. The event takes place around the perimeter of the beautiful NIH campus in Bethesda. The total distance is about 3.25 miles or around 6,500 steps. This year, more than 21 PHS Officers from 12 Institutes assembled at building 1 around noon to kick off the event with the rest of the NIH employees. Some Officers also set up a water station to pass out water and cheer on runners/walkers.



NIH PHS Officers started the Take a Hike Day walk/run event.

The USPHS brass ensemble performed as well. As always, the NIH Director, Dr. Francis Collins, gave the opening remarks and thanked everyone for their participation. He also launched the Surgeon General's *Step It Up, Take the Stairs!* initiative at NIH and encouraged all employees to support this initiative. CAPT Peter Kilmarx took to the microphone to elaborate on the initiative, reminding participants that taking the stairs is not beneficial to health but also saves energy. He announced that the NIH PHS team is promoting the *Take the Stairs!* Campaign in all NIH worksites, in both local and non-local areas. A recent CDC study demonstrated that motivational signs placed at elevators and stairwells can increase use of the stairs. PHS Officers are therefore posting *Take the Stairs!* stickers in each stairwell and elevator in each building. They have received NIH approval to cover all NIH facilities. So far, nearly all the buildings in the Bethesda campus and most buildings in other campuses have the *Step It Up, Take the Stairs!* signs posted. The NIH PHS Team is pleased to encourage all NIH employees to Step it Up and Take the Stairs! ■

JUNIOR OFFICER DIRECT

REPORTS FROM THE RANKS

A Thought is Just a Thought, Nothing More – An Overview of Mindfulness

LT Neal B. Kimble, Ph.D.

Mindfulness has become an ever increasing theory utilized in the field of Psychology. Unlike other theories which focus on labeling thoughts and feelings as "good" or "bad" and attempting to change them, mindfulness seeks at relating to them differently. In other words, instead of wasting time and energy fighting within ourselves, people who practice mindfulness continue to do what they truly value in life regardless what they are feeling or thinking.

Imagine for a moment, the mind is constantly playing like an internal radio that will not turn off. Some people listen to depression, shame, anxiety, doubt, or violence. The mind (i.e., radio) also wanders in the past and future while the body is doing something else. Beyond the mind there are other forces which try to influence actions, such as physical sensations, mental images, temptations, urges, other people, and situations. Most times efforts are futile at controlling these forces, such as ignoring or suppressing.

Thankfully, these are experiences everyone must endure. Just because the mind plays unpleasant or disturbing tunes does not make someone abnormal, sick, or "crazy." What people need to realize is thoughts and feelings are not inherently good or bad, just an internal experience. When practicing mindfulness you learn to accept all these forces in harmony and continue to pursue the things you truly value in life. The essence of mindfulness practice is not about clearing the mind (e.g., turning off the internal radio) but changing how you relate to the mind and learning how to deliberately focus your attention. Mindfulness realizes just because you think or feel one way does not mean you follow them unconditionally.

The primary technique used to step back and observe the con-

MINDFUL LIVING 101

Components of Mindful Living

- Mindfulness:** Becoming an observer. Practicing non-judgmental awareness of the present moment. *For as he thinks in his heart, so is he. - Proverbs 23:7*
- Authenticity:** Living from the heart and Soul, not from unhealthy coping skills and Ego.
- Intentionality:** A responsive and proactive head-space, not reacting or on autopilot.
- Openness:** Embracing all moments in life for learning, seek personal truth and acceptance.
- Grace:** Accepting the imperfect, unnecessary kindness, love in action, forgiveness.

Mindfulness is not a 3-step solution. It's a healthy lifestyle. A way of walking the path of experiencing life, your journey.

Why Mindful Living?

Mindfulness is THE healthy coping skill, which takes the place of self-destructive behaviors.

Be very careful about what you think, your thoughts run your life. - Proverbs 4:23

Personal	Spiritual	Professional
Combats anxiety	Cultivates empathy	Clearer communication
Reduces stress	Builds gratitude	Improves focus
Aids in weight loss	Develops humility	Increases creativity
Improves sleep	Promotes awakening	Reduces burnout
Fights chronic pain	Letting go of ego	Develops leadership
Lowers blood pressure	Works to grow and heal the soul	Higher quality customer service

Life, like muddy waters, becomes clear and calm after we stop throwing rocks and stirring up the dirt. - Jen Moff

How Do You Start?

- Forgive the past
- Let go of expectations
- Focus on your breath
- Engage the senses
- Observe the present moment
- Release any judgement
- Practice gratitude
- Reflect before responding

When experience is viewed in a certain way, it presents nothing but doorways to the soul. - Jon Kabat-Zinn Ph.D.

#BeMindFULL

(How you live) (Find fulfillment)

(Conscious)

thejenmoff.com @thejenmoff

Sources:
www.healthcentral.com/healthy/101/101-ways-to-stop-stressing-out-yes-you-can
www.healthcentral.com/healthy/101/101-ways-to-stop-stressing-out-yes-you-can
www.healthcentral.com/healthy/101/101-ways-to-stop-stressing-out-yes-you-can
www.healthcentral.com/healthy/101/101-ways-to-stop-stressing-out-yes-you-can

JUNIOR OFFICER DIRECT

REPORTS FROM THE RANKS

AN OVERVIEW OF MINDFULNESS (CONT FROM PAGE 23)

stant rambling of the mind is to practice meditation, which focuses on the here-and-now – the present moment. The technique is easy to teach, but takes a lifetime to master. To practice follow these instructions: For five minutes or longer set in a chair with an upright posture, feet flat on the floor, hands resting on the lap, with a soft downward gaze; deliberately focus your attention on your breath and nothing more; when your attention shifts toward the wandering mind, which it will, gently and non-judgmentally bring your attention back to your breath.

During meditation you will become distracted by thoughts, memories, and sensations. These experiences are okay and happen to everyone. Do not criticize yourself or stop the exercise. Just notice when your attention wanders and gently return it to your breath. The technique of meditation practices how to deliberately focus your attention where you want, which can be applied to many aspects of life.

If you have more questions or wish to learn more about mindfulness practice, reach out to a licensed professional provider who specializes in the theory. ■



Bad weather can become dangerous very quickly. Are you and your family prepared to evacuate if you have to? By having all of your personal, medical, and legal papers in one place, you can evacuate without worrying about gathering your family's critical documents at the last minute. Visit ready-dot-gov-slash-prepare to download an easy checklist that will help prioritize the information you need in case of an emergency. Having these papers in a secure location will help you and your family get on the road to recovery after a disaster. Visit ready.gov/prepare for more information. ■

✓ **10 WAYS TO PARTICIPATE IN** AMERICA'S *PrepareAthon!*

 Access Alerts and Warnings	 Test Communication Plans	 Assemble or Update Supplies	 Drill or Practice Emergency Response	 Participate in a Class, Training, or Discussion
 Plan with Neighbors	 Conduct an Exercise	 Make Property Safer	 Document and Insure Property	 Safeguard Documents



Join with others to prepare for emergencies and participate in America's PrepareAthon! | ready.gov/prepare

Creating your *Family Emergency Communication Plan* starts with one simple question: "What if?"

"What if something happens and I'm not with my family?" "Will I be able to reach them?" "How will I know they are safe?" "How can I let them know I'm OK?" During a disaster, you will need to send and receive information from your family.

Communication networks, such as mobile phones and computers, could be unreliable during disasters, and electricity could be disrupted. Planning in advance will help ensure that all the members of your household—including children and people with disabilities and others with access and functional needs, as well as outside caregivers—know how to reach each other and where to meet up in an emergency. Planning starts with three easy steps:

- ✎ **1. COLLECT.**
 Create a paper copy of the contact information for your family and other important people/offices, such as medical facilities, doctors, schools, or service providers.
- 👥 **2. SHARE.**
 Make sure everyone carries a copy in his or her backpack, purse, or wallet. If you complete your *Family Emergency Communication Plan* online at ready.gov/make-a-plan, you can print it onto a wallet-sized card. You should also post a copy in a central location in your home, such as your refrigerator or family bulletin board.
- ✓ **3. PRACTICE.**
 Have regular household meetings to review and practice your plan.

TEXT IS BEST! If you are using a mobile phone, a text message may get through when a phone call will not. This is because a text message requires far less bandwidth than a phone call. Text messages may also save and then send automatically as soon as capacity becomes available.

JUNIOR OFFICER DIRECT

REPORTS FROM THE RANKS

WHAT IS THE BEST MEDICINE TO SUPPORT THE SURGEON GENERAL'S GOALS AND INITIATIVES? WITH A HEALTHY DOSE OF STRATEGIC PLANNING OF COURSE!

By LT Jay Wong and LCDR Alister Rubenstein

So what is strategic planning? According to the Public Health Accreditation Board Standards and Measures Version 1.0, "strategic planning is a process for defining and determining an organization's role, priorities, and direction over three to five years. A strategic plan sets forth what an organization plans to achieve, how it will achieve it, and how it will know if it has achieved it. The strategic plan provides a guide for making decisions on allocating resources and on taking action to pursue strategies and priorities."

As such, strategic planning (SP) has a critical role in shaping the future of JOAG, and these plans were developed from within the Policy and Procedures Committee (PPC) whose mission is to establish guidelines and operating procedures governing JOAG. The JOAG PPC is responsible for developing and maintaining all guidelines, policies, and procedures that are integrated into the overall JOAG organization, which includes updating the charter, bylaws, general and committee standard operating procedures (SOPs).

The current JOAG strategic plans were completed last year for the 2015-2020 timeframe, and the plan is renewed once every five years; however, for an effective plan, committee planners can maintain momentum through measurement tracking, feedback, innovation, and improvements to strategies on a continuous development cycle. With real-time tracking, we will not only be able to record our achievements and milestones, but will also be able to evolve with time to ensure that we are adhering to our Surgeon General's initiatives. Sometimes fulfilling all of the proposed milestones may not be possible due to changes in leadership or current needs, and therefore, the direction of expectations will change as well. The strategic plans are living documents that can be modified and serve as a roadmap to remind us of where we need to travel, and like life, there may be multiple ways to arrive at that final destination.

This was the first year that each JOAG committee was called on to select liaisons to the SP subcommittee, and as a consequence, it has fostered a strong collaboration between the SP subcommittee and the individual committees. The committee liaisons will serve a future permanent role in helping to ensure that their committees follow through with the strategic plans in subsequent years. Our goal was to develop and to track each committee's portion of the SP as they moved forward with the JOAG initiatives. Previous milestones from past strategic plans supporting the Surgeon General were to provide avenues for junior officers to demonstrate leadership, to advance junior officer development, retention, and utilization, and to promote the USPHS by way of the Surgeon General's initiatives. One of the more recent achievements was the creation of a new Readiness and Deployment Workgroup, which JOAG just introduced this past year. Under the current leadership of LCDR Elizabeth DeGrange, they will be ready to start the process of creating their own strategic plans as a permanent committee next operational year.

STRATEGIC PLANNING (CONT)

respective committees were:

For the 2015-2016 operational year, the liaisons for their

- ◊ Professional Development Committee: LCDR Samuel Cropp, LCDR Judy Park
- ◊ Outreach Committee: LT Kristina Snyder, LCDR Laura Hain
- ◊ Recruitment and Retention Committee: LCDR Neil Vora
- ◊ Membership Committee: LT Derrick Buck
- ◊ Policy and Procedures Committee: LCDR Alister Rubenstein, LT Jay Wong
- ◊ Public Health and Community Service Committee: LCDR Mellissa Walker
- ◊ Award Committee: LCDR Sara Azimi-Bolourian
- ◊ Communications and Publications Committee: LCDR Zewditu Demissie
- ◊ Readiness and Deployment (workgroup status): LCDR Elizabeth DeGrange



JOAG has and continues to be a dynamic organization since its inception. Strategic plans have enabled past and present JOAG members to achieve many milestones over the years. On behalf of all the committees, these are just some of the many examples of what JOAG has accomplished:

Outreach Committee (previously welcoming, development, COF committees)	New Call to Active Duty officers, Officer Basic Course, and Symposium outreach
Professional Development Committee	Mentoring, guidance resources, and training evaluations
Recruitment and Retention Committee	Career fair recruitment and junior officer retention
Membership Committee	Disseminated information for meet and greets across the country along with welcome letters to new junior officers
Policy and Procedures Committee	Ensured proper leadership succession, updated website, monitoring web analytic data, and dissemination of CCMIS & CC policies to Junior Officers
Public Health and Community Service Committee	Every Body Walk!, Health and Wellness Initiatives, and volunteering in food banks for the local communities
Award Committee	Participation and communication for the awards process
Communications and Publications Committee	The JOAG Journal and webpage posts
Readiness and Deployment Workgroup	Deployment spotlights, training, fitness, website, SOPs, deployment teams, behavioral health, APFTs

If you would like to learn more about the 2015-2020 JOAG Strategic Plans, please take a moment to visit all of JOAG's governing documents, which include the strategic plans, [here](#).

If you would like to serve as a liaison or support the JOAG PPC, please be sure to monitor the JOAG Listserv this October for volunteer opportunities as they will be announced with the start of the new operational year. ■

JUNIOR OFFICER DIRECT

REPORTS FROM THE RANKS

CAREER DAY AT THE BUREAU OF PRISONS

— FCI MIAMI

By LT Quynh Anh Tran, PharmD

At the Bureau of Prisons, many Pharmacy Officers of the USPHS Commissioned Corps often find ourselves in a much different environment than traditional pharmacy setting. Unlike our traditional roles as healthcare providers, PHS pharmacists also carry out dual roles as correctional officers, which can include enforcing rules and keeping orders, supervising inmates' activities, reporting on their conducts, searching for contrabands, among many other duties as necessary to ensure the safety of staff and inmate.

Thus, in order to carry out our goals and priorities set forth by the Surgeon General, we approach these goals and priorities through different methods as compared to traditional pharmacy setting, which primarily consist of processing prescriptions orders and dispensing medications to the patients. USPHS pharmacists in the BOP setting not only aim to provide optimal patient care and patient outcome(s) but we also assist inmates with reentering into society successfully with the goal of becoming a productive citizen.

The National Reentry Program is a great opportunity that allows USPHS Officers to become involved, and carry out our mission in promoting the health and safety of the public. This particular program is designed to assist these individuals reemerge back into society. By in-



Top (L-R): Darryl Dunn (Army Staff Sergeant), Alain Souvenir (Counselor), Reginal Michael (Probation Officer), Glen Walker (Park Ranger), Professor Joe Finocchiaro (Funeral Services), Joseph Naranjo (Police Officer), Marlon Moreira (Engineer)
Bottom (L-R): LaMonica Jackson (Warden Secretary), Karen Hamis (Custody Lieutenant), Ricardo Malone (Senior Pastor), Quynh Anh Tran (USPHS Lieutenant), Jacqueline Pena (Dean of Miami-Dade College), Ms. Angela Dixon (Education Specialist)

creasing the successful rate of transitions there will be lower chances that these individuals will recommit crimes and be sent back to the correctional custody. This is a great cooperation between the USPHS Commissioned Corps and the BOP to promote safety of the nation.

Annually, the last week of April is designated as the National Reentry Week for all BOP facilities across the nation. This is a national event, not only targeted for the inmate, but also for their children and families as well. In addition to ease the transition for the incarcerated individuals to their families and society, it is also important to consider the adaptation of these children to their parents that they have spent a large part of their lives without. Providing guidance and career advice are also an integral part of the National Reentry Week.

JUNIOR OFFICER DIRECT

REPORTS FROM THE RANKS

(Cont from pg. 27)

Here at FCI Miami, we are the first institution to have an activity that is dedicated solely for the inmate, their children and families, and this event is referred to as "Career Day". In this event, children of the inmates, ages 11-21, will have an opportunity to interact with real life professionals and explore career paths that might be of interest to them. The inmates and their spouses could also take part in the event to better guide their children to ask questions and explore career opportunities with these real life professionals.

At this first "Career Day" event that was exhibited on 4/26/2016 at FCI Miami Training Center, the career panel representatives consisted of a wide variation of professionals of different backgrounds and careers. The panel included professionals from park ranger, police officer, mortician, pastor, military and uniformed officers (myself included), correctional officer to dean of Miami-Dade College. As the first PHS officer that had the honor to participate in this first trial event, I was very impressed of how the event turned out. We had many children participants that contributed to the Q&A forum and many of them expressed interests in at-

tending college and starting to prepare for their futures.

Overall, it was an informative and beneficial event for the children and their families, especially the interaction and connection with their incarcerated parents. Valuable insights we gained regarding educational resources available to them, which helps strengthen family bonds and ease the transition from the correctional setting. From participating in such empowering event of "Career Day", it cannot be underestimated the impact of PHS officers in the BOP as we promote the health and safety of the public in so many different ways. As in the example of the unconventional healthcare setting of the BOP, PHS officers can promote the USPHS Commissioned Corps mission through providing assistance to ease the transition of the incarcerated

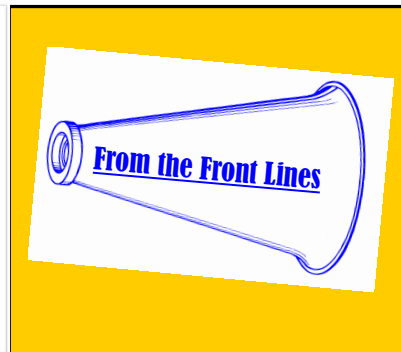
individuals to reenter back into society successfully and inspire the younger generation children of those incarcerated parents to paths of success and veer them away from the flaws of society. ■



How do you pass the time on your "Summer Road Trip?"

Respond at [PollEv.com/joagjournal](https://www.pollevo.com/joagjournal) Text JOAGJOURNAL to 37607 once to join, then A, B, C, or D

Music Playlist	A
Podcasts/E-Books	B
Games w/Kids (I Spy)	C
Sleep	D



Looking to get your Zika virus questions answered?

CDC Resources: <http://www.cdc.gov/zika/index.html> .

An e-mail subscription to the CDC Emergency Partners Newsletter would be an easy way to stay current on Zika, as well as any other public health emergencies. If you are interested in subscribing to the CDC Emergency Partners Newsletter, you may

[Click here to subscribe](#) .



Morbidity and Mortality Weekly Report (MMWR)

MMWR

CDC > MMWR > Additional MMWR Resources > MMWR Zika Reports

Publications +

About MMWR +

Instructions for Authors +

Continuing Education +

State Health Statistics +

Additional MMWR Resources -

MMWR Zika Reports

MMWR Ebola Reports +

MMWR Free Electronic Subscription +

MMWR Mobile Apps +

MMWR Zika Reports

Language: English

August 5, 2016

- Update: Ongoing Zika Virus Transmission — Puerto Rico, November 1, 2015–July 7, 2016
- Contraceptive Use Among Nonpregnant and Postpartum Women at Risk for Unintended Pregnancy, and Female High School Students, in the Context of Zika Preparedness — United States, 2011–2013 and 2015

July 29, 2016

- Update: Interim Guidance for Health Care Providers Caring for Pregnant Women with Possible Zika Virus Exposure — United States, July 2016
- Update: Interim Guidance for Prevention of Sexual Transmission of Zika Virus — United States, July 2016

July 22, 2016

- Projected Zika Virus Importation and Subsequent Ongoing Transmission after Travel to the 2016 Olympic and Paralympic Games — Country-Specific Assessment, July 2016
- Suspected Female-to-Male Sexual Transmission of Zika Virus — New York City, 2016



Join your fellow junior officers across the country by participating in our **JOAG Journal Summer Selfie Contest!** The JOAG Journal team has gathered some self enhancing activities that are in line with the Surgeon General Priorities to help you become your best "Selfie".

How to enter:

Take a look at the activities posted and try to complete as many as possible. During each activity take a "selfie" or a "groupie" and share your pictures and/or check in via our social media sites. The social media tags are listed on page 35! Step up your game and include some of our awesome PHS Pride items in your photo!

So here's a little motivation for you: There are prizes!!!!

For the first three officers who qualify under each level!



Complete two activities and qualify for a **Bronze** prize! (Name and photo shared in Fall 2017 Edition of the JOAG Journal and JOAG Scrapbook)



Complete three activities and qualify for a **Silver** Prize! Receive a JOAG Medallion, JOAG Journal and JOAG Scrapbook recognition



Complete four activities and qualify for a **Gold** Prize! Receive a new JOAG Coin, Journal and JOAG Scrapbook recognition, and a JOAG Medallion Coin



Complete five more activities and qualify for a **Platinum** Prize! Receive Journal and JOAG Scrapbook recognition, JOAG Cell Phone Card Holder and a JOAG moisture wicking t-shirt



Summer Activity Listing

Mental and Emotional Well-being Achievements:

- Enjoy a summer sunrise or sunset?
- Volunteered in my community—(<https://www.dosomething.org/us>)
- Spent time with loved ones at a family gathering
- Finish a New York Times Best Selling Book (http://www.nytimes.com/books/best-sellers/?_r=0)
- Try your hand at Adult Coloring and show us your work

Healthy Eating Achievements:

- Ate a well-balanced meal (<http://www.letsmove.gov/eat-healthy>)
- Visit your local farmer's market (www.localharvest.org/farmers-markets/)
- Start your own organic garden (<http://www.goodhousekeeping.com/home/gardening/advice/g2104/organic-gardening-tips-460309/>)

Active Living Achievements:

- Took a 30 minute walk with a friend (<http://www.surgeongeneral.gov/library/calls/walking-and-walkable-communities/>)
- Went biking three times in one week (<http://www.bikeleague.org/content/bike-month-dates-events-0>)
- Went swimming (<http://www.swimmingworldmagazine.com/>)
- Complete a 5K (<https://dcp.psc.gov/osg/phsa/>)
- Go Kayaking/Canoeing (<https://www.nps.gov/ever/playourvisit/canoe-and-kayak-trails.htm>)
- Take a Yoga or Kickboxing Course (<https://www.doyogawithme.com/>) (<http://www.fitnessmagazine.com/workout/cardio/kickboxing/kickboxing-workout-exercise-moves/>)



Ingredients

- 1 lemon
- 1 15 ounce can cannellini beans (white kidney beans), rinsed and drained
- 2 5 ounce cans albacore tuna packed in oil, undrained and broken into chunks
- 1/2 cup thinly sliced red onion
- 4 cups arugula or mixed spring greens, lightly packed (5 ounces)
- 1 cup grape or cherry tomatoes, halved
- Salt
- Ground black pepper

Directions.

1. Finely shred 1 teaspoon peel from the lemon. Juice the lemon.

Tuscan Tuna Salad

In a large bowl combine cannellini beans, tuna, and onion. Add lemon peel, lemon juice, arugula, and

tomatoes; toss to combine. Season to taste with salt and pepper.

Nutrition Facts (Tuscan Tuna Salad)

Per serving. 181 kcal cal., 4 g fat (1 g sat. fat, 1 g polyunsaturated fat, 1 g monounsaturated at), 31 mg chol., 544 mg sodium, 19 g carb., 6 g fiber, 2 g sugar, 22 g pro. Percent Daily values are based on a 2,000 calorie diet

Makes 4 Servings Serving Size, 2 cups Start to finish, 10 minus

<http://www.bhg.com/recipe/tuscan-tuna-salad/>

POINT OF IMPACT

SUMMER TIME FUN



UPCOMING EVENTS

12 August 2016 | JOAG General Membership Meeting

9 September 2016 | JOAG Journeyman Series—PHS Tier I & II Deployment Teams: MHT-2, SAT-2, and SAT-3

15 September 2016 | JOAG Journal Article Submission— Fall Edition

Quote of the Quarter



Service to others is the rent you pay for your room here on earth.

Muhammad Ali



JOAG MERCHANDISE (2015-2016)



	NEW! JOAG Coin (2") \$6
	USPHS Moisture-Wicking T-Shirt (featuring a map of USPHS deployments) \$10
	USPHS Coin Rack - Solid Maple (7" x 9") \$25
	USPHS Lanyard (46 cm) \$3
	USPHS Luggage Tag (2.75" x 4.75") \$5
	Cell Phone Card Holder (3.5" x 2.125") \$2
	USPHS Car Magnet (3.75") \$2

To place an order via major credit card or for more information on merchandise, visit our online store at <http://mkt.com/usphs-joag>. Proceeds from sales go to the C. Everett Koop Living Legacy Fund, which funds scholarships for junior Commissioned Corps officers to attend the annual USPHS Scientific and Training Symposium. Please email the current JOAG Financial Liaison at phs.joag@gmail.com with questions or to arrange for free DC-area pickup (before placing your order).

Merchandise as of August 3, 2016



JOAG

@PHS_JOAG

The Junior Officer Advisory Group is a public health professional group advising the Surgeon General on issues affecting junior officers of the USPHS.

dcp.psc.gov/osg/JOAG/

The Junior Officer Advisory Group (JOAG) is a public health professional group whose purpose is to provide advice and other Corps and non-Corps entities on interests and concerns specific to junior officers in the United States Public Health Service (USPHS) Commissioned Corps.

The JOAG Journal is a quarterly publication produced by the Communications & Publications Committee.

Send editorial comments and concerns to either LT Katie Bante (Katie.Bante@tananachiefs.org) or LCDR Daveta Bailey (Daveta.Bailey@fda.hhs.gov).

To contribute to a future edition, submit articles electronically to joagecsubmissions@fda.hhs.gov.

Any opinions or thoughts presented within The JOAG Journal are solely those of the author and do not represent the USPHS, United States Department of Health and Human Services (HHS), or any other government agency.



USPHS Junior Officer Advisory G...

Closed Group

Joined ▾

Share

Notifications

...