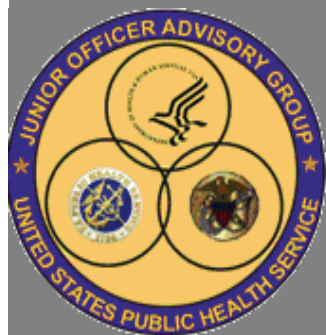


Junior Officer

Advisory Group

A newsletter for junior officers by junior officers



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Volume 7

Summer 2008

A Message from our Chair

Fellow JOs:

The last few months have been very busy for JOAG. Two notable events for our organization were the JOAG Forward Thinking Retreat on June 7-8 and the USPHS Scientific and Training Symposium on June 9-12.

After several months of planning, we had over 40 junior officers participate in the Forward Thinking Retreat during the weekend prior to the USPHS Scientific and Training Symposium in Tucson, AZ. We split into four groups and spent a day and a half learning about the Forward Thinking process and brainstorming about what the Corps will be like in 2033. The weekend was capped off with a series of skits developed and presented by each of the four groups to senior Corps leadership. It was a very productive weekend, and we are currently looking at ways to incorporate the Forward Thinking process into our organization. I would like to extend special thanks to the facilitators from the Bureau of Prisons who helped make the Retreat a success, the Junior Officers who attended and made the process so dynamic, and the Commissioned Officers Foundation (COF) who generously provided JOAG with conference room space and equipment.

In addition to the Forward Thinking Retreat, all of the JOAG events at the USPHS Scientific and Training Symposium were a huge success.

- On Sunday evening, June 8, JOAG hosted an in-person meeting followed by a meet and greet with refreshments organized by the COF Planning Committee. Over 60 junior officers came to hear highlights of JOAG committee projects and see LCDR Alex Dailey receive the JOAG Excellence Award and LCDR Maleeka Glover, JOAG Chair-elect, receive the ceremonial JOAG gavel. RADM Robert Williams, Acting Deputy Surgeon General, RADM Carol Romano, Chief of Staff, and RADM David Rutstein, OFRD Director, also attended the awards presentation. Afterwards, the meet and greet served as an excellent opportunity to meet with fellow junior officers and start off the Symposium.

- Beginning on Monday, June 9, through Thursday, June 12, the JOAG Booth was open for business. The booth featured several JOAG and Corps-related merchandise items selected and organized by the Development Committee. We also had information about JOAG, including a photo collage poster from the Welcoming Committee, a JOAG slide presentation from the Recruitment and Retention Committee, newsletter flyers from the Communications and Publications Committee, and the inter-service transfer information paper from the Interservices Collaboration and Welcoming Committees.

- On Monday, June 9, through Wednesday, June 11, the Professional Development Committee organized the second-annual Uniform Inspection Station. Officers were available to provide assistance with uniforms, including the dress uniforms for the closing dinner.



Continued on Page 5

Junior Officer Spotlight

Officer: LT Nicole Vesely

Category: Pharmacist

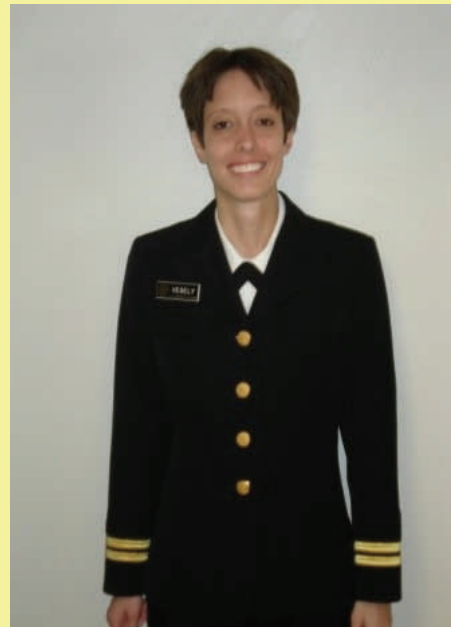
Education: Pharm.D.
The University of Pittsburgh School of Pharmacy, 2007

Hometown: Pittsburgh, PA

Agency: Food and Drug Administration

Current Assignment and Duties:

I am currently stationed with the Food and Drug Administration (FDA), Advisors and Consultants Staff. I serve as the Designated Federal Official for the Oncologic Drugs Advisory Committee and the Arthritis Advisory Committee. In this role, I plan advisory committee meetings which allow the FDA to gather opinions and recommendations from outside experts. I also maintain committee records and assure that the committees operate within the appropriate legal framework.



Previous Assignment(s): I served as a JRCOSTEP for a few months during the summer before my last year of pharmacy school. As a JRCOSTEP, I was commissioned as an Ensign and stationed with the Food and Drug Administration in Rockville, M.D. I served in the Division of Drug Information where I answered questions from consumers, industry, healthcare professionals and others regarding such topics as: MedWatch, recent FDA announcements, and pill identification. This assignment allowed me to gain an understanding of the work that is done at the FDA, and the role that pharmacists can play in this agency.

How did you find out about the PHS?

I learned of the PHS while in my second year of pharmacy school during a career fair held at my school. The PHS officer who attended the event provided a great description of the USPHS and the opportunities that were available to me as a student as well as a pharmacist.

What was the most challenging part of applying for the PHS?

I think the most difficult part was completing the medical forms. I would suggest going to a Military Entrance Processing Station to complete the medical forms as civilian physicians may not be aware of the exact way the forms are to be completed. Also, be sure to make copies of everything that is submitted.

What are your goals with the PHS?

I hope to take my experiences in my current position and as an officer to promote public health and the PHS. I also plan to pursue a Masters in Public Health. I look forward to my future career with the PHS.

What is your most memorable PHS experience so far?

I enjoyed attending the BOTC class where I met other PHS officers and learned about their experiences in the PHS.

What advice would you give to prospective PHS applicants (or other Jr. Officers)?

Although the application process may seem tedious, once you are appointed as an officer in the PHS, you will realize that it was all worth it and that you are now part of something larger. I have found the sense of camaraderie within the PHS to be very high and have never come in contact with an officer who is not willing to help another officer or applicant. Although time consuming, complete the application process and you will find yourself belonging to a group of committed officers, including myself, willing to help you during your transition into the PHS. Email: nicole.vesely@fda.hhs.gov

Have you tried Space A travel yet?

Contributed by LT Robert C. Horsch, on behalf of the JOAG Professional Development Committee

Are you afraid Space A Travel may be too complicated? This is how my wife and I felt when we started talking about our trip to Spain in September. We traveled with our two children, which can make even the simplest vacations difficult. Our first Space A experience was memorable and challenging, but it was also incredible, and not just because of the beauty of Spain.

My wife and I started planning our trip to Spain in December of 2006. We went through the same routine as previous trips: when to travel, how long we should stay, what we want to see while we are there. This was not our first trip to Spain; we try to visit a new area each trip. We are fortunate to have family in Spain, which helps to dramatically lower the cost. But, this year the low air fare never materialized. In March, I mentioned that we could always try Space A military flights. At first, I completed the research mostly on a whim waiting for the commercial fares to drop. When they didn't, and the looming expense of four seats really started factoring into the vacation budget, I dove into the research full force.

While many sites on the benefit exist, there are two websites that have compiled all of the information you need in preparing for a trip using Space A. Some sites and resources require payment, but I do not believe they are necessary. The first site I found was [Dirk Pepperd's Space A Message Board](#). It truly is a message board where individuals post their experiences as the primary content. Most importantly the site has a link to another critical information web page, [John D's Space A FAQ](#). These two pages go perfectly together which is why they frequently mention each other in their internal links.

Traveling Space A was unlike any vacation we had previously taken. The necessary first step was for me to sign up using the link on Dirk's page "Space A signup" at 12:01 A.M. on my first day of leave. You can sign up by faxing or emailing specific terminals, but the link I used made it much simpler. (Remember, only retirees can sign up using the sixty day time limit, and active duty personnel cannot sign up until their first day of leave.) I entered the information requested and received the confirmation email back from Dirk's page. (Note: If you choose ALL as a destination you will be available for all flights leaving from your chosen military base or airport.) You need to keep this email with you along with your Military IDs and your leave slip. You can always use this as proof for your signup date which determines your number in line. Next, we identified a potential flight using Dirk's time schedule section of the webpage. We arrived at Dover AFB for our flight's "Roll Call" only to find it delayed for

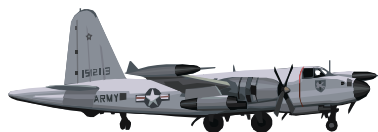
twelve hours. This was not a big deal except for the fact that the time changed from 2 A.M. to 2 P.M. the next day. I checked in with the attendant at 1 P.M. and was given my travel slip detailing my category (active duty is category III), my number in line (Julian date format based upon when your leave started), number of passengers, and estimate of weights for each passenger, after which the waiting starts. While you wait, you can check the monitors to see if any information about your flight is available.

The most important item on the monitor is the number of seats available. Our flight listed only ten seats. "Show time" started fifteen minutes late and the waiting area was pretty full since not many flights had gone to Spain recently. Fortunately (for us not them), most of the people waiting were category VI (retirees) which allowed all of the active duty personnel on leave to make the flight plus one lucky retiree couple. This is where the camaraderie starts. Up until this point it is tense in the room as people wait to see if they made the flight, but once people know everyone starts talking. It is amazing how friendly people are when traveling Space A. We had people offer to carry everything for us, including our kids!

Less than two hours later an announcement called for all manifested passengers to make their way to the departure gate. We boarded a bus and were soon climbing multiple sets of stairs inside the football field that is a C-5. Wow! Returning from Spain to Dover was a similar experience except that flights were canceled for four days. This is why it is important to call the terminal directly. We arrived again for the first flight and ended up staying in Rota for four extra days when we could have been visiting new places. We learned for the next time.

All in all it was an amazing experience. I was amazed at how nice and helpful everyone was within the process. The staff did not always give the answer I hoped for, but they went out of their way to assist. The best part was that for the price of four plane tickets we were able to pay for our entire trip. I am not ready to jump onto a Space A flight again soon, but we will definitely do it again in a few years, when the kids are a bit older.

Editors Note: More information on Space A travel can be found in the Winter 2007 JOAG newsletter.



COA – Your Association

Contributed by LCDR Jonathan Rash

I have been privileged this year to serve as the JOAG liaison to the Commissioned Officer's Association (COA) Board of Directors. Working with COA has been an eye-opening experience. From the first meeting I attended back in August in Washington, D.C., I knew I was getting a rare opportunity – to learn about many of the larger forces shaping the Corps and how WE can help to steer those forces to the benefit of the Corps.

Let me reiterate that last point – each one of us can indeed shape the future of the Corps. Take a minute and let that sink in, because I think too many of us take it as gospel that there are major external forces steering the Corps, and there's nothing we can do about it. The former may be true, but the latter most certainly is not.

We all have opportunities to shape the Corps. We participate in JOAG knowing that senior leadership within the Corps has increasingly solicited and incorporated junior officer input in shaping the Corps policies and activities. This is great – I couldn't be more proud of what JOAG has accomplished. But there are limits on what we in JOAG or our senior leadership can accomplish from within. This is where COA comes in.

COA's mission is to advocate for the Commissioned Corps and its officers. The Association employs two lobbyists – Executive Director Jerry Farrell and Government Relations Director Judith Rensberger. Their access to members of Congress and officials within the White House Administration is sometimes limited, primarily because COA is a small organization with small membership, struggling to have its voice heard over those of other much larger and more powerful organizations. COA has always maintained a non-partisan approach to its advocacy.

Realizing that COA cannot maximize its effectiveness by lobbying alone, it has formed partnerships with other organizations. Partnering with such organizations as the American Public Health Association, the Military Coalition, and the Trust for America's Health has allowed COA to amplify its voice on critical issues to the Commissioned Corps. Indeed, without such partnerships, many COA victories over the last 10 years would not have been possible.

It is not possible to go over every initiative or accomplishment COA has been involved in over the last year. To learn more about COA, its initiatives, its accomplishments, and its other programs, visit the website at www.coausphs.org. The website also includes instructions on how to become a member, how to join the listserv, and other things you should know.

As I previously mentioned, there are many ways you can help shape the future of the Corps, and COA provides many of these opportunities. See the sidebar (right) for a list of things I'd recommend for any junior officer who wants to get more involved in shaping the Corps. I will be completing my term as JOAG liaison to COA at the end of September, but I have just been elected as a Field Representative on the COA Board of Directors, and started my three year term in that capacity on July 1st. You are all welcome to [contact me](#) any time with questions or issues you'd like me to bring before the Board.

I would like to urge each of you to see the Corps and its future not in terms of huge external forces beyond our control, but in terms of major challenges that we collectively can face and overcome. Working both within the Corps in organizations like JOAG and outside the Corps through the Commissioned Officers Association, YOU can help shape the Corps this country needs.

Get involved!

1. If you aren't a member of COA, you should join. About 75% of all active duty officers are members. Membership dues supply a majority of the funding the Association receives each year.
2. Join the COA listserv so you can stay informed of what COA is doing.
3. Become involved with your local COA branch.
4. Make donations to COA or to its sister organization, the Commissioned Officers Foundation (COF).
5. Write your elected representatives. As a U.S. citizen, you have the right to petition your own elected representatives about issues pertaining to the USPHS Commissioned Corps. Be careful to write such correspondence on your own time, using your own stationary, word processor, etc. and not the government's. You may identify yourself as a Commissioned Corps officer, but may not make it appear that you are writing in your official government capacity representing the position of your Operating Division, Agency, or the Commissioned Corps itself.
6. Don't be afraid to write the COA Executive Director Jerry Farrell directly. He is always open to input from Corps officers.
7. Get to know the COA Board of Directors. The Board of Directors consists of representatives from each category, as well as four field representatives, three retired officers, and one inactive reserve officer. MOLC and JOAG also have ex-officio liaisons to the Board of Directors. Establish a relationship with one or more Directors or liaisons. They may be able to direct you to opportunities to volunteer to help COA at the national level. You may even want to consider nominating yourself to be a member of the Board of Directors.

A Message from our Chair (continued from Front Page)

- On Wednesday, June 11, I had the honor of presenting the Junior Officer of the Year Award to LT Kim Kwang, and the Vice Admiral Richard H. Carmona Inspiration Award to CAPT (ret.) Eugene Migliaccio during the Symposium Awards Luncheon.
- On the evening of Wednesday, June 11, JOAG hosted its annual Social at El Minuto Café. Over 70 junior AND senior officers attended. We were pleasantly surprised to have several of our senior leaders in attendance.

On behalf of JOAG, I would like to thank all of the officers who volunteered their time to make these events such a success. In addition, I would like to thank all of the JOAG committees that participated in coordinating, staffing, and providing information, including the Awards, COF Planning, Communications and Publications, Development, Interservices Collaboration, Professional Development, Recruitment and Retention, and Welcoming Committees. And finally, a special thanks to all of the junior officers who volunteered to assist COF as moderators and registration booth attendants during the Symposium.

On a personal note, attending the Symposium is always a highlight of the year for me, and this year was no exception. I especially enjoyed this year because I had the opportunity to meet so many officers that I had previously only communicated with by e-mail or phone. In addition, the Symposium has something that other professional conferences do not have--esprit de corps. Commissioned Corps officers are truly a unique and dedicated bunch, and we all share many of the same experiences. For example, we all face similar challenges and rewards in balancing our jobs, our Commissioned Corps responsibilities, and our families. Also, we all share the same mission: to protect, promote, and advance the health and safety of the Nation. It was hard not to be overwhelmed by this solidarity and camaraderie when looking at a sea of uniforms at every turn. I am already looking forward to next year's Symposium in Atlanta, GA, and I hope to see many of you there!

All my best,

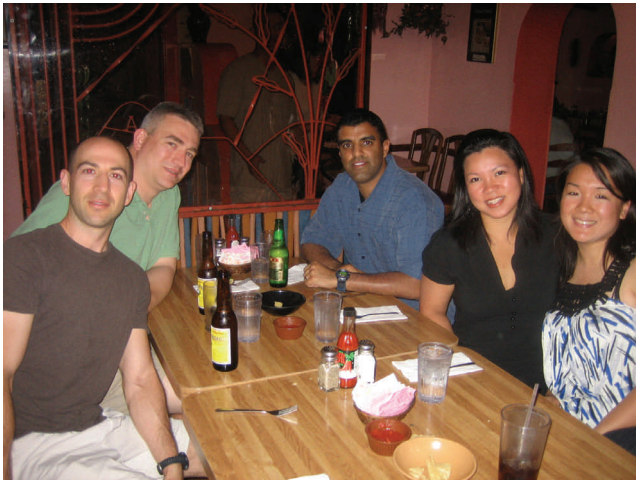
LCDR Aimee Treffiletti

Uniform Corner: Placement of the Garrison Cover Under the Belt

- ❑ When wearing the garrison cover under the uniform belt, it may be placed on either hip.
- ❑ If worn on the right hip, the cover should be tucked under the belt and positioned so that the Officer's rank is visible.
- ❑ If worn on the left hip, the cover should be tucked "over" the belt and positioned so that the Miniature Cap Device is visible.
- ❑ The opening of the cover (which is the portion touching the head) should always be facing behind you. Therefore, the front of the cover bearing the rank/miniature cap device will be pointed down toward the ground.

PHS uniform regulations can be found at:
<http://dcp.psc.gov/eccis/CCISToc.aspx?ShowTOC=N>

Please send any ideas for future "Uniform Corner" columns to
LT Leslie Cartmill at leslie.cartmill@fda.hhs.gov



JOAG Social held at USPHS Scientific & Training Symposium

Contributed by LCDR Sonny Saini

Over 70 PHS officers attended the JOAG Social on June 11, 2008 at El Minuto Café in Tucson, AZ. Officers were able to relax and mingle with one another during the social. The evening was highlighted by a visit from the Acting Surgeon General RADM Steven K. Galson (pictured bottom, right). RADM Galson spoke to the junior officers about their experiences during the USPHS Scientific and Training Symposium. Several other Flag Officers were in attendance and helped make the event a memorable one for the Junior Officers.



What were Junior Officers doing at the 2008 COA Conference?



...just to name a few

Pictured: 1-left to right back row - LT Ed Zechmann, LCDR Sonny Saini, LCDR Scott Colburn, LT Dan Brum; front row - CDR Elise Young, CDR Goy Yee Lum, LCDR Jialynn Wang. 2- LDCR Dustin Rider, LT Christine West, LTJG Stacey McBryde, and LCDR Anne Rogers (Nurse Category Day planners for the 2008 COF conference) 3-LT Jennifer Bebo (Aide de Camp for 5K Run) for RADM Galson 4- LT Jessica Schwarz, JOAG Secretary 5-IHS Officers from Navajo/ Oklahoma areas



Thinking About the Future: Recap of the JOAG Forward Thinking Retreat

Contributed by LCDR Amy Constantine

On June 7 – 8, 2008 over 40 USPHS junior officers gathered in attendance for the JOAG Forward Thinking Retreat at the 2008 USPHS Scientific and Training Symposium held at the Tucson Convention Center Mohave Room in Tucson, Arizona. Scott Murchie, Chief of Staffing and Recruitment, Health Services Division, BOP introduced himself and led the introductions that began around the room with each officer announcing both their name and agency.

A Forward Thinking Review Team had earlier been established in spring 2004 to oversee the process of guiding the Bureau of Prisons (BOP) Agency toward its “best case” future, offering ongoing training to Bureau staff on Forward Thinking processes, providing information, researching trends, and supplying a Forward Thinking element in all new BOP efforts. This review team provided the model for the Forward Thinking concepts presented to the PHS Junior officers. RADM Newton Kendig, Medical Director, BOP had long been a driving and very supportive force of Forward Thinking and was also in attendance at this JOAG retreat.

Facilitators were present at the retreat to assist and guide the junior officers. The facilitators included: Scott Murchie, Julie Wands (Deputy Assistant Director for Health Services Division, BOP), CAPT Chris Bina, CAPT Nick Makrides, LCDR Angela Mtungwa, and LCDR Hollie Cook.

Why were a roomful of Junior PHS officers assembled? The central point of the retreat was to teach junior officers to develop Forward Thinking skills and use them for the enrichment and future direction of the Public Health Service. The purpose of the retreat was to see if the use of the Forward Thinking process would be a valuable tool for future use in the PHS. The idea would be to develop thoughts and track trends to enable the Public Health Service to become a successful and impacting uniformed service.

(Below) Officers acting out their skit as prior Surgeon Generals



Junior PHS officers were asked “What will the world look like in the next 25 years?” and then proceeded to incorporate the seven steps of the Forward Thinking Process.

Step 1 of the Forward Thinking Process involved brainstorming ideas in six different categories: Social (S), Technological (T), Economic (E), Environmental (E), Political (P), and Ethics (E) = STEEP + E. After everyone introduced themselves within their new group, they also individually contributed a trend that would be seen in “2033,” respective to the assigned category. Further brainstorming ensued.

Step 2 involved List and Cluster Trends. Officers were asked to identify similarities in the big list they created and then combine and cluster the ideas most like each other's. Trend statements were then created for the clustered ideas. The direction of the trend was established, whether decreasing or increasing. The goal was to end up with 20 – 25 trend statements/cluster.

Step 3 involved Issue Impact analysis. A grid to be placed on the floor and made from masking tape was made in the shape of a cross. On index cards, “High Impact” was written and placed at the top, “Low Impact” at the bottom, “Very Unlikely” to the right, and “Highly Likely” to the left. The 20 – 25 trend statements/cluster



(Above) Officers contributed ideas during the STEEP+E process

identified in step 2 were written on separate index cards. The cards were placed one at a time onto the center of the grid and the voting process began, whereby each person could vote on a trend card only once. Each person could move the trend card six inches right or left on the grid.

Step 4 referred to reviewing results and preparing a presentation. Officers had to observe which trends ended up in the top left quadrant (highly likely and high impact) and then prepare a five to ten minute presentation based on the top trends exhibited.

Step 5 focused on the Wildcard Exercise. In groups of two, wildcards were brainstormed for five minutes. A member of the group was chosen to later share the wildcards.

Step 6 showcased the creation of scenarios depicting how the future might unfold. One of the top trends was chosen to begin. A discussion followed to determine how this trend would be represented in the scenario and whether it would be: expected/best/worst case, or wildcard.

This process was then repeated for the other top trend areas. The last step featured the preparation of scenario presenta-

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Continued from Page 8

tions based on the 5 -7 trends from each STEEP + E category discussed. All members of the group had to participate.

The Junior Officers who attended and participated in this retreat realized that forward thinking requires vision, creativity, innovation and flexibility. Future leadership needs to be trained and the first changes in the world begin with the changing of our minds.

(Right) Another group of officers acting out their final skit presentation



**JOAG thanks
all Junior Officers
who volunteered
their time at the
COA conference
and helped make
it a success!**

UPCOMING JOAG MEETING SCHEDULE, 2008

August 8: JOAG General Membership Meeting, 1300-1500 EDT

September 12: Speaker Series, 1300-1400 EDT

My experience as an Aide-de-camp at COA 2008

Contributed by LTJG David Schwab

The #1 rule of being an Aide-de-Camp....."Don't lose your Principal".

When I responded to LTJG Jeffrey Strich's email asking for volunteers to serve as Aide-de-Camp at this year's COA Conference, I really had no idea what to expect. I knew that it would be an excellent opportunity for a junior officer to meet the current leadership of the Commissioned Corps. For those officers thinking about going to the next COA and think you would like to be an Aide-de-Camp, I offer the following story about my experience.

Since this was going to be my first COA Conference since joining the Public Health Service in December 2007, I initially felt a little overwhelmed. I thought that maybe I would accidentally do something stupid and be relieved of duties or worse. As things turned out, this was not the case. Each volunteer was sent a detailed PowerPoint presentation with instructions on how to be an Aide. There were many protocols covered that would come into play once you are assigned to an Admiral. I received an email the week before the conference that I was assigned to Admiral James Galloway. I was instructed to contact him to make scheduling arrangements for the trip. I was a little intimidated at first since I did not know him, so I did a trusty Google search to get as much information about him as possible. I was very impressed with what I saw. Admiral Galloway was selected as the USPHS Clinical Physician of the Year in 2005 and was recently promoted to Rear Admiral Assistant General! I also noticed that he went to the Medical College of Virginia, which isn't too far from where I live in the DC area. I sent him an email letting him know that I had been assigned as his Aide-de-Camp for the upcoming conference. I attached a copy of my CV so he would know a little bit about me. I received his response to my initial email within the hour in which he extended his thanks to me and advised me that he looked forward to meeting me.

Upon arriving in Tucson, I remained in contact with Admiral Galloway by email. He had informed me that he was staying with family in the area and would be renting a vehicle. We had decided beforehand that we would meet on Sunday afternoon. Since I got in on Saturday, I had time to prepare. The first thing I did was get the weekly schedule of events happening at the conference. I had already let him know what events I had planned on attending and he encouraged me to attend them. As I looked through the schedule of events, I noticed that he was scheduled to do a presentation on Category Day and made note of the time and location. I was staying at the Hotel Arizona, only a short walk to the Tucson Convention Center where most of the activities were being held during the week.

Admiral Galloway informed me via email on Sunday that his flight got delayed and that he wasn't going to get in until later, so we adjusted our plans to meet Monday morning in the lobby at the Hotel Arizona. As a courtesy, I called him

early Sunday evening to make sure that he had arrived safely, which he most definitely appreciated. Admiral Galloway called me when he arrived at the Hotel Arizona Monday morning and I headed to the lobby to meet him for the first time. I recognized him instantly from the pictures I had seen during my Google search. I waited as he exchanged greetings with other officers, some of them Admirals, and then introduced myself. As we made our way over to the Tucson Convention Center, I started to recount the protocols of being an Aide-de-Camp. I remembered what they told us the day before in our Aide-de-Camp meeting and what was taught in the Officer Basic Course. As we made our way to the Convention Center, I maintained my position to his left and slightly behind him and made sure to open the door for him as we entered the building. Admiral Galloway couldn't have been any friendlier as we proceeded to the registration desk and he was greeted by other officers. He even made a point to introduce me to the other Admirals present.

The week really flew by very quickly as I got off to an early start each morning to meet Admiral Galloway either in the lobby or at the convention center. My main objective was to make sure that he knew where he was supposed to be and that he got there on time. As I would soon discover, things have a way of getting out of whack and don't always work out as planned. This was the case during the awards luncheon when Admiral Galloway had to tend to important matters on a conference call and arrived a little late to the awards luncheon. Of course I knew this since I had seen him on the phone and he signaled to me to go ahead, and he would come in after he finished up with his call. In fact, he was so smooth entering the ballroom that I had to be tapped on my shoulder by a fellow Aide-de-Camp to advise me that he was there! I joined him at his table and we watched the remainder of the award presentations.

Throughout my experience as an Aide-de-Camp, I was fortunate to interact with many other Commissioned Officers. One of the highlights of my Aide-de-Camp experience was being able to sit in on the Surgeon General's meeting on Wednesday afternoon, which was attended by all of the Admirals. Following this meeting, we were invited to the VIP dinner reception being held at the Hotel Arizona. We ended the reception with a group photo which included all of the

Aides. Since I was leaving the next morning, I knew that my time as Admiral Galloway's Aide-de-Camp was coming to a close. Soon after our group photo, Admiral Galloway began preparing to call it a day. He offered me a sincere thank you and has since emailed me to offer praise in my duties as his Aide-de-Camp.

I would like to thank Admiral Galloway for making my first COA/COF Symposium a memorable one. Looking back, I know that the Aide-de-Camp experience is something that is going to benefit me for years to come. I hope that my story has provided some guidance and motivation for future Aide-de-Camp tours.



LTJG Schwab (2nd row, far right) and the rest of the Aides pose for a group picture with RADMs Romano, Galson, and Williams.

2008 JOAG Award Recipients

JUNIOR OFFICER OF THE YEAR

LT Kwang Kim
Dietician
IHS
Kayenta, AZ



JOAG EXCELLENCE AWARD

LCDR Alex Daily
Engineer
IHS
Spokane, WA



VADM CARMONA INSPIRATION AWARD

Dr. Eugene Migliaccio
CAPT (Ret)
Health Service
Bethesda, MD



JOAG Congratulates these Outstanding Officers!

Setting up a Successful Career Fair

Contributed by LT Chris Fletcher & LCDR Alex Dailey, on behalf of the JOAG Recruitment and Retention Committee

Planning

When planning to attend a career fair it is important to remember "*the 5 Ps*", Proper Planning Prevents Poor Performance. Planning will help you avoid late arrivals, ensure sharp displays, and help demonstrate to curious students that the USPHS is the world's premier public health service. It is important, more so now than ever, to plan ahead to secure funding for career fairs as it can now take up to 90 days to be approved through OCCO/DCCR.

To find an upcoming career fair event, check the [JOAG website](#) for career fair listings under the "Career Fair Info" button. Also, check with your Associate Recruit Lead (ARL) for career fairs that might not have made it to JOAG's list. It is a good idea to become familiar with the colleges and universities in your area and the programs they offer. Check their websites for career fairs and a calendar of events. When inquiring about a career fair, check to ensure that no one else from the PHS has already registered for a booth. This will avoid duplicating efforts and registration fees.

Once you find an event to attend, you may need to find a funding source to pay for your registration fees. Most career fairs charge a registration fee. First, ask the career fair organizer if fees are waived for the federal government. In most cases, funding can be secured through either your ARL or through your agency. On occasion, funding is available through your Professional Advisory Committee (PAC).

After you obtain approval and funding to attend a career fair, contact your ARL 30 days in advance to obtain promotional materials. Determine whether you will target a particular audience or promote the PHS in general. Recruiting materials are available for general PHS and category-specific events. Potential recruits will not be impressed if they walk away empty-handed. Also, consider locating a PHS flag, table skirt or table display from your local COA chapter. You want your display to stand out!

Familiarize yourself with categories other than your own. Be prepared to answer basic questions about opportunities in other categories and have a fact sheet available for each category with contact info and the category PAC web address.

Advertise your visit if possible. On the JOAG website, Career Fair Information Page, find the Recruiter Information and Resources document, there is an embedded document Mission of the Corps that can be sent ahead to post at the school in the buildings that your target audience uses. If you are familiar with the faculty of the programs from which you recruit, ask for their help in posting a few fliers in the class rooms prior to the career fair. If the school is nearby, don't be hesitant to visit the school and post them yourself (check with the school regarding posting procedures first).

Preparation

Early is on time, and on time is late. You want to arrive in time to find parking, orient yourself, and set up the table display. Be prepared! We are a uniformed service and we should carry ourselves as such. The public expects preparedness and precision. If we are competing with the Armed forces for recruits, we need to do more than just wear our uniform and smile, we must act the part. Be sure to carry a few basic office supplies with you such as a stapler, paper clips, binder clips, tape, and don't forget business cards. A laptop is helpful for PowerPoint displays and to access the Career Fair Resource document. Don't forget extra cash for lunch! Standing on a gym floor all day is no fun on an empty stomach.

Implementation

Make sure your display stands out. Practice assembling the display at home to avoid confusion on the day of the event. This will give you plenty of time to make sure you have the parts and pieces and to clean as well as inspect the display for damage. Once your display table is set-up, stand in front of the table (not beside and certainly not behind) ready to greet those who walk by. Don't wait for the career fair attendees to

speak to you, go and get them; some students might be shy or hesitant to approach you because of your uniform (fresh from the cleaners with all devices in the correct location, straight and level; shoes polished to a high shine or cheater shoes if you don't polish).

Be prepared to explain the pay scale and benefits, especially for the categories that have bonuses. Remember to smile and speak kindly to everyone.

Have a sign-in sheet on hand with large spaces for interested persons to give you their information. You should collect the student's name, cell/home phone number, email address, major/area of interest in the Corps, year in school, and expected graduation date so that you can follow up after the career fair. In the near future, this information may be used to improve the effectiveness of recruiting events.

If there are two or more officers at the display, take advantage of any lulls in the crowd. Do a little reconnaissance, walk around the career fair looking at what other recruiters are doing to attract students attention whether it is a new give-a-way gimmick or an interesting display.

Follow-up

It is extremely important that you follow up with the potential applicants from whom you have collected information. If any had questions that you couldn't answer on the spot, call the number they gave with your answers or forward their inquiries to someone who can help. You should compile the contact information from your sign-up sheet and forward it to the appropriate ARL or Category representative.

Once you get back, don't forget to fill out the Activity Report. Email the completed report to your ARL and the Associate Recruiter Program. Make sure you return borrowed display boards and other materials. Store surplus promotional materials and start searching for the next event.

Officers on Ice: Helping kids with disabilities play hockey

Contributed by LTJG David Schwab

Competitive sports have always been a big part of my life growing up. At this point in my life, I am still an active participant in a variety of sports such as golf, tennis, and basketball, but the sport that I have come to grow the most passionate about is ice hockey. I got involved in coaching youth ice hockey three seasons ago with the Montgomery Youth Hockey Association in Rockville, MD. I didn't start playing hockey until I was in high school and therefore never had the youth hockey experience. When the opportunity came about to get involved with a new Special Hockey team forming in Rockville, I immediately became interested.



Montgomery Cheetahs pose for team picture in between games with Coaches David Lucia (back left) and LTJG David Schwab (back right).

Special Hockey is a program that was created for the enrichment of the athlete with a developmental disability. Although many are athletes with autism, there are athletes with other types of mental and physical disabilities. In addition to physical hockey skills, the program emphasizes the development of desirable individual characteristics such as dependability, self-reliance, concentration, willingness to share and personal accountability. I've found that many of these attributes are also important to exhibit as a Commissioned Officer in the Public Health Service.

A good friend of mine and fellow PHS Officer has a son with autism so I thought it would be a great idea to invite him to participate. This would be the first official practice in what would be-

come the Montgomery Cheetah's hockey program. We showed up and we were joined by Bob Banach, one of the coaches from the Northern Virginia Special Hockey team and Mike Hickey, who is the President of the American Special Hockey Association. This was back in October of 2006. In a year and a half, our team has grown immensely. We have almost 30 athletes, ranging in age from 6 to 17 years old. The team has participated in 2 tournaments, last year close to home in Arlington, Virginia, and this past April in the United States Disabled Festival.

As we look to start our third season of Cheetah's hockey, the program continues to grow. The athletes continue to improve in ways that their parents probably never imagined. It is my experience that the very core values expected of a Commissioned Corps officer are strongly linked to the success of this hockey program. In 2007, the program received the Michael H. Taff Award which is given to a business, non-profit employer or individual whose contributions have improved the lives of people with disabilities. This past April, the Cheetahs received the Governor's Volunteer Service Award. Through the leadership and service provided by the coaches, parents and mentors, the athletes have been able to learn many new skills that they otherwise may never have tried.

It is with integrity and excellence that everyone involved in the program has come together to form a hockey family. I am proud to be part of that family.

JOAG Welcomes 119 Newly Commissioned Officers!

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