



# JOAG

JUNIOR  
OFFICER  
ADVISORY  
GROUP

**2018-2019  
Operational  
Year in  
Review**

Prepared by: JOAG  
Communications and  
Publications Committee  
9/30/2019

# JUNIOR OFFICER ADVISORY GROUP (JOAG)

UNITED STATES PUBLIC HEALTH SERVICE



## JOAG End-of-Year Report

# Membership Roster

### 2018-2019 JOAG Executive Committee

**Chair:** LCDR Christopher Sheehan (*HSO, ASPR*)

**Vice-Chair:** LCDR Lindsay Hatch (*HSO, FDA*)

**Chair-Elect:** LCDR Mutiu Okanlawon (*PHARM, CMS*)

**Executive Co-Secretary:** LCDR Victoria Jeisy Scott (*SCI, CDC*)

**Executive Co-Secretary:** LT Darby Murphy (*VET, USDA*)

**Financial Liaison:** LCDR Titania Brownlee (*DENT, USCG*)

### 2018-2019 JOAG Committee/Workgroup Chairs

Committee/Workgroup	Officer	Category	Agency/OPDIV
Awards	LCDR Tabatha (Tori) Welker	PHARM	IHS
	LCDR Garrette Martin-Yeboah	PHARM	HHS/ASPR
Communications and Publications	LCDR Christine Corser	PHARM	FDA
	LCDR Stephanie Kenez	HSO	FDA
Membership	LCDR Jefferson Jones	PHYS	CDC
	LCDR Michelle Dittrich	EHO	CDC
Outreach	LCDR Beth Wittry	EHO	CDC
	LT Lusi Martin-Braswell	DIET	HRSA
Policy & Procedures	LCDR Mutiu Okanlawon	PHARM	CMS
Professional Development	LCDR Julie Neshiewat	PHARM	FDA
	LT Christopher Velasco	ENG	IHS
Public Health and Community Service	LCDR Jamie Cherup	NURSE	NIH
	LT Zavera Brandon	THER	NIH
Readiness and Deployment	LCDR Jonetta Mpofo	SCI	CDC
	LT Tanesha Tutt	SCI	CDC
Recruitment and Retention	LCDR Ashley Burns	PHARM	FDA
	LCDR T. Aaron Cardenaz	PHARM	IHS

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## JOAG End-of-Year Report

### 2018-2019 JOAG Liaisons

<b>Agency/Organization Liaison</b>	<b>Officer</b>	<b>Category</b>	<b>Agency/OPDIV</b>
Dental PAC	LCDR Titania Brownlee	DENT	USCG
Dietitian PAC	LT Lusi Martin-Braswell	DIET	HRSA
Engineer PAC	LT Christopher Velasco	ENG	IHS
Environmental Health Officer PAC	LCDR Beth Wittry	EHO	CDC
Health Services Officer PAC	LCDR Stephanie Kenez	HSO	FDA
Nurse PAC	LCDR Jamie Cherup	NURSE	NIH
Pharmacist PAC	LCDR Christine Corser	PHARM	FDA
Physician PAC	LCDR Jefferson Jones	PHYS	CDC
Scientist PAC	LCDR Victoria Jeisy Scott	SCI	CDC
Therapist PAC	LT Zavera Brandon	THER	NIH
Veterinarian PAC	LT Darby Murphy	VET	USDA
Association of Military Surgeons of the United States (AMSUS)	LT Marriah Lombardo	HSO	HHS
Commissioned Corps Women's Issues Advisory Board (CCWIAB)	LCDR Sharon Downey	NURSE	NOAA
CCHQ	LT Zakiya Chambers	PHARM	CCHQ
Commissioned Officers Foundation (COF)	LCDR Lindsay Hatch	HSO	FDA
Minority Offices Liaison Council (MOLC)	LCDR Tenzin Jangchup	PHARM	FDA
PACE	LT Jason Caballero	SCI	FDA
USPHS Athletics	LT Caitlin Cotter	VET	CDC
Sexual Orientation and Gender Diversity Advisory Group (SOAGDAG)	LCDR Ellen Gee	HSO	HHS

# JUNIOR OFFICER ADVISORY GROUP (JOAG)

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## JOAG End-of-Year Report

Greeting Fellow Junior Officers,

We are excited to bring you the 2019 JOAG End-of-Year Report. The Junior Officer Advisory Group (JOAG) is a public health professional group whose purpose is to provide advice and consultation to the Surgeon General, other Corp Members, and non-Corps entities on interests and concerns specific to junior officers in the United States Public Health Service Commissioned Corps. Our theme for the 2018-2019 Operational Year was “Increasing Reach, Greater Connection, a Stronger Voice.” Our hope was to continue to bring together and assist all junior officers and by extension, all USPHS officers. After all, we are the future of the Corps!

It takes numerous officers to organize, host, and lead the many events, and develop and publish various documents, which JOAG produces on an annual basis. Because of these efforts, we are able to help our fellow junior officers. I hope you will take some time and read this brief summary of our many accomplishments over that last year Operational Year. The entire JOAG Voting Member leadership is honored to serve junior officers and all of USPHS. We hope these accomplishments will inspire and guide those leaders of the future and lay the foundation for even bigger successes.



As the saying goes, “Many hands make light work.” If you are not involved in JOAG, I would strongly encourage you to become involved. Find an initiative, project, product, or committee that you are excited about and jump in! Bring your new ideas to the table and help us continue to shape JOAG into what it needs to be for all junior officers. Thank you to all the JOAG members and senior leader supporters who have contributed to JOAG’s many activities and wonderful achievements throughout this past year! We look forward to another successful and exciting year with our many volunteers!

Sincerely,

LCDR Christopher M. Sheehan  
JOAG Chair 2018-2019



@PHS\_JOAG



[USPHS Junior Officer Advisory Group](#)



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## JOAG End-of-Year Report

### Awards Committee

Committee Chairs: LCDR Tabatha (Tori) Welker and LCDR Garrette Martin-Yeboah

**Mission:** To facilitate the awards process and recognize junior officers for their accomplishments and commitment to the mission of the United States Public Health Service, as outlined in the JOAG Bylaws.

### 2019 Operational Goals

- Develop additional processes to enhance the selection of highly qualified candidates for the JOAG VADM Richard H. Carmona Inspiration Award, Excellence Award, Junior Officer of the Year Award, and C. Everett Koop Award.
- Improve nomination review and scoring processes for all four JOAG awards.
- Enhance the recognition system to ensure accurate recording of all member contributions and accomplishments.

### Top Achievements in 2019

- Updated the JOAG Certificate of Appreciation template.
- Generated a milestone document to guide the awards timeline and process.
- Coordinated the process for the selection of the JOAG VADM Richard H. Carmona Inspiration Award, the JOAG Excellence Award, the JOAG Junior Officer of the Year Award, and the JOAG C. Everett Koop Award.
- Presented all four JOAG awards during the JOAG General Meeting at the 2019 USPHS Scientific and Training Symposium.
- Updated the JOAG website to reflect the award nominees updated information.
- Updated the email template to the Chief Professional Officers (CPOs) regarding award nominees.
- Developed a new Microsoft Excel-based log sheet for Voting Members to use while tracking their days towards the Special Assignment Award.

### Major Committee Changes

- No major changes.

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## JOAG End-of-Year Report

### Communications and Publications Committee (CPC)

Committee Chairs: LCDR Stephanie Kenez and LCDR Christine Corser

**Mission:** To facilitate the dissemination of USPHS-related information to junior officers. The Communications and Publications Committee is responsible for providing junior officers with pertinent information in a timely and efficient manner.

### 2019 Operational Goals

- Submit the hot/cold uniform white paper to Commissioned Corps Headquarters.
- Provide tips on mental and emotional well-being, active living, healthy eating, and emerging public health threats.
- Post JOAG activities that support the Surgeon General's Initiatives on the JOAG social media accounts.
- Answer junior officers' questions on various Commissioned Corps matters.
- Publish articles that support the Surgeon General's Initiatives in *The Junior Officer Chronicles*.
- Ensure all CPC publications posted on the JOAG website meet HHS Section 508 requirements.

### Top Achievements in 2019

- Formulated a JOAG social media guidance and code of conduct that will apply to the JOAG Facebook, JOAG Twitter, and JOAG Instagram accounts.
- Answered junior officer questions by leading Junior Officer (JO) Voice on topics including Medical Separations and Retirement, VA and Educational Benefits, Uniforms, and Exceptional Proficiency Promotion (EPP) and Promotion.
- Provided multiple tips on 12 topics: Combatting Email Overload; Hurricane Preparation and Safety; Presentation Skills; Mental Health; To-Do Lists; Distracted Driving; National Nutrition Month; Increasing Meeting Productivity; Meeting New Physical Activity Guidelines; Getting Enough Sleep; Holiday Eating Tips; and Habits of Successful People.
- Published four editions of *The Junior Officer Chronicles*.
- Performed a complete review of the JOAG website to streamline content, which involved the assignment of each JOAG webpage to its responsible JOAG Committee, deletion of repetitive or outdated information, and development of an archive plan for documents that are over three years old.

### Major Committee Changes

Formed an ad hoc Section 508 Review Team tasked with reviewing CPC publications.

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## JOAG End-of-Year Report

### Membership Committee

Committee Chairs: LCDR Jefferson Jones and LCDR Michelle Dittrich

**Mission:** To facilitate the annual selection of JOAG Voting Members through the nomination and appointment processes outlined in Article VI of the JOAG Bylaws and to increase the general membership of JOAG, as established in the JOAG General Standard Operating Procedure (SOP), Article II.

### 2019 Operational Goals

- Distribute voting membership application information to all Professional Advisory Committee (PAC) listservs by PAC liaisons.
- Increase the total number of Meet and Greet events and locations.
- Increase participation at Meet and Greet events.

### Top Achievements in 2019

- Selected 12 new JOAG Voting Members from 20 applicants.
- Increased active Meet and Greet participation from 59% of the regions being active to 79% (19 of 25 total regions); held 21 Meet and Greet events with 263 total attendees.
- Distributed approximately 100 letters to junior officers on their one-year call to active duty anniversaries.
- Added 103 new officers to the JOAG listserv.

### Major Committee Changes

- Voting members were no longer required to attend every Meet and Greet event.



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## JOAG End-of-Year Report

### Outreach Committee

Committee Chairs: LCDR Beth Wittry and LT Lusi Martin-Braswell

**Mission:** To connect and recruit newly commissioned junior officers and to unite and connect current junior officers through JOAG sponsored activities at events such as the USPHS Scientific and Training Symposium and COTA open houses/graduations.

### 2019 Operational Goals

- Continue visibility of JOAG activities, services, and opportunities for junior officers (JOs) at events such as the Officer Basic Course (OBC) Open House & Graduation, annual USPHS Awareness Days, and the USPHS Scientific and Training Symposium.
- Continue to enhance advertisement and marketing of the JOAG online merchandise store and maintain the JOAG Square Marketplace for merchandise sales.
- Promote the Corps and Outreach activities during "Social Media Take Over" month.

### Top Achievements in 2019

- Recruited and trained over 160 JO volunteers (totaling 300-volunteer hours).
- 2019 USPHS Scientific and Training Symposium: Directed logistics for all JOAG-related activities. Trained and coordinated 135 volunteers for JOAG-sponsored events (e.g., Uniform Inspection Booth (UIB), Junior Officer Career Enhancement Booth (JOCEB), Community Service Event, and *Back to Basics: Readiness* Presentation), with over 400 visitors including USPHS leadership.
- Junior Officer Career Enhancement Booth (JOCEB): Developed and provided first JOAG Readiness Checklist; 120 officers are now better prepared to manage promotion.
- Social Media: Directed and implemented an Instagram Scavenger Hunt during the week of the 2019 USPHS Scientific and Training Symposium. Collaborated with CPC to increase JOAG's social media presence on all social media platforms during "Social Media Take Over" Month; promoted JOAG's involvement during the 2019 USPHS Scientific and Training Symposium on 33 posts reaching 1000 social media users.
- Represented JOAG at eight OBC trainings; sent welcome emails to 143 new JOs and added to JOAG Listserv.
- Developed and offered two new 2019 merchandise products; coordinated four advertisements through *COA Frontline* newsletter to market merchandise; total sales for FY 2019 was \$6321.23.
- Developed and distributed a survey to new JOs who signed up for the JOAG Listserv. The survey evaluated JOAG engagement and barriers inhibiting JOAG involvement.
- Finalized Uniform Inspection Booth Train-the-Trainer module and piloted it at Belcourt, ND September JOAG Meet & Greet.
- Published six articles in *The Junior Officer Chronicles*.

### Major Committee Changes

- No major changes.



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## JOAG End-of-Year Report

### Policy and Procedures Committee

Committee Chair: LCDR Mutiu Okanlawon

**Mission:** To establish and update guidance documents and operating procedures governing JOAG and to provide junior officers with updates on USPHS policies.

### 2019 Operational Goals

- Review draft JOAG Operational Plan and publish.
- Review draft JOAG Resource List and publish.
- Review and update all JOAG SOPs.
- Review and update the JOAG Charter and Bylaws.
- Publish quarterly policy *Cyber-Gram* to inform officers on various topics.
- Ensure management of the JOAG Strategic Plan continues in each committee.

### Top Achievements in 2019

- Reviewed, edited, and published a comprehensive JOAG Resource List to avoid duplication of effort between committees, improve inter-operability, and create a summary document of all JOAG deliverables.
- Reviewed, edited, and published the annual Operational Plan to assist committees in meeting their 5-year Strategic Plan goals.
- Reviewed and updated the General SOP, Charter, Bylaws, and committee-specific SOPs, to ensure synchronization between all documents.
- Published five *Cyber-Grams* addressing a variety of issues and policy topics.

### Major Committee Changes

- The committee monthly meeting was changed to bi-monthly.
- The monthly *Cyber-Gram* production changed to quarterly to limit duplication.

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## JOAG End-of-Year Report

### Professional Development Committee

Committee Chairs: LCDR Julie Neshiewat and LT Christopher Velasco

**Mission:** To provide and promote opportunities for junior officers' professional growth and development.

### 2019 Operational Goals

- Maintain a junior officer peer-to-peer network that promotes camaraderie, encourages mutual professional growth, and matches new OBC graduates with experienced junior officers.
- Actively recruit at least 65 USPHS officers to increase involvement at Health Occupations Students of America (HOSA) events and participate in at least 25 HOSA state conferences.
- Organize bimonthly Journeyman Speaker Series (JSS) presentations on issues of greatest importance to junior officers.
- Design and create a structured questionnaire that will gauge the professional development needs of junior officers.
- Continue to feature a monthly spotlight of junior and senior officers with unique careers or who have had unique experiences in the Corps.
- Coordinate with public health professionals and members of academia to develop and deliver Koop Seminar Series on pertinent public health topics.

### Top Achievements in 2019

- Matched 23 new officers with 23 experienced officers through the JOAG Peer-to-Peer Networking Program.
- Recruited 150 USPHS officers to attend 37 HOSA state conferences and local high school events to promote the Surgeon General's priorities, which reached 61,040 HOSA students interested in health careers.
- Completed five JSS presentations on pertinent and diverse topics, including officer visibility, deployment preparation, and promotion planning. One of the presentations documented one of the highest JSS turnouts with 114 officers participating.

### Major Committee Changes

- No major changes.

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## JOAG End-of-Year Report

### Public Health and Community Service Committee

Committee Chairs: LCDR Jamie Cherup and LT Zavera Brandon

**Mission:** To enhance health and wellness of junior officers in the USPHS and their communities by providing information and tools that promote health and wellness, and by implementing and supporting community service activities that will promote public health, enhance the visibility of the USPHS, and interact with other uniformed services.

### 2019 Operational Goals

- Promote public health in local communities across the United States through annual coordination of JOAG volunteer participation in community service projects and walking events, which directly support the Surgeon General's National Prevention Strategy.
- Support and expand on networking events, information, and resources to increase morale among PHS officers and expand on opportunities for junior officers to gain knowledge and communicate ideas.
- Provide diverse and multiple leadership opportunities to junior officers as project leads for a variety of events and provide leadership opportunities in which junior officers coordinate community service projects with other uniformed service members.

### Top Achievements in 2019

- Completed 13 outstanding walk events including events on National Walking Day, Move More Month!, and the 2019 USPHS Scientific and Training Symposium, and participated in the Billion Steps Challenge and Health Expo.
- Completed ten events by July 2019, a 25% increase in events from the previous OY. This included two new events outside the Washington, DC area, namely the Special Olympics Bowling Tournament and Ability360 Wheelchair Basketball Tournament. Other events: DC Central Kitchen, Los Angeles Area Food Bank, So Others May Eat, House of Ruth, and Montgomery County Science Fair.
- Completed 20 total events, including the National Day of Remembrance, Navy-Air Force Half Marathon, six National Honor Flights, four Historic Grant Hall Open Houses, four Wreaths Across America, and two United Services Organization (USO) events across the United States. A total of 73 officers and 26 civilians participated in these events that provided services and support to more than 1,280 people.

### Major Committee Changes

- No major changes.

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## JOAG End-of-Year Report

### Readiness and Deployment Committee

Committee Chairs: LCDR Jonetta Mpofo and LT Tanesha Tutt

**Mission:** To promote officer fitness and readiness and provide opportunities to increase deployment related knowledge, expertise, and training.

### 2019 Operational Goals

- Streamline Committee Operations for greater efficiency.
- Engage in activities to highlight officer deployment efforts.
- Publish up-to-date cross-category deployment training and exercise opportunities.
- Highlight training and exercise opportunities through the JOAG listserv, JOAG resources website, JOAG social media, and *The Junior Officer Chronicles*.
- Promote officer health and wellness through a Holiday Survivor Challenge.
- Publish Let's Get Practical tips to promote officer mental, physical, and spiritual well-being.
- Update tips, quarterly U.S. Fitness Team Logs, and quarterly articles in the JOC.
- Enhance and promote JOAG Readiness & Deployment (R&D) Calendar, including Annual Physical Fitness Test (APFT) events, Basic Life Support opportunities, and other trainings and exercises.

### Top Achievements in 2018-2019

- Organized and coordinated JOAG's 1st Holiday Survivor Challenge.
- Published 10 editions of *Let's Get Practical!*
- Developed and delivered a Back-to-Basics Readiness JOAG Presentation at the 2019 USPHS Scientific and Training Symposium. Coordinated a panel of deployment subject matter experts and approximately 25-30 officers participated.
- Coordinated National APFT events that were posted to the listserv.
- Developed a plan to post deployment experiences to secure online areas to quickly give junior officers deployment preparation tips.
- Continued inventory and promotion of Basic Life Support (BLS) events and contact for six agencies/regions.
- Added three new posts to the JOAG Facebook Page.

### Major Committee Changes

- Implemented a new structure for R&D subcommittees. Reduced the number of committees from six to three to increase the efficiency and impact of the subcommittees as well as reduce redundancies. The name of the Training and Education Subcommittee was changed to Officer Readiness Subcommittee. In addition, two new roles were added: the JOAG Corps Readiness Workgroup (CReW) Liaison and Co-Secretary.

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## JOAG End-of-Year Report

### Recruitment and Retention Committee

Committee Chairs: LCDR Ashley Burns and LCDR T. Aaron Cardenaz

**Mission:** To develop projects and programs that aid in the recruitment and retention of junior officers in the United States Public Health Service.

### 2019 Operational Goals

- Disseminate a survey on an approved platform to junior officers to evaluate factors that would potentially impact their decision to remain in the USPHS.
  - Analyze the results to provide trends to JOAG and USPHS senior leadership.
- Publish articles relevant to recruitment and retention in *The Junior Officer Chronicles*.
- Maintain the Commissioned Corps vs. Civil Service document.

### Top Achievements in 2019

- Five Transitional Assistance Program Subcommittee volunteers provided recruitment information to 105 separating sister service members at three transition assistance program events.
- Performed an annual update of the “Answering the Call: Commissioned Corps vs. Civil Service” recruitment document.
- Published a Recruitment and Retention related article in all four editions of *The Junior Officer Chronicles*.
- Matched eight SRCOSTEPs and 15 JRCOSTEPs with junior officer mentors.

### Major Committee Changes

- No major changes.

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**JOAG End-of-Year Report**

**Photos from the 2018-2019 Operational Year**



*VADM Richard Carmona Inspiration Award Winner, CAPT Jason J. Y. Woo (far left)*



*VADM C. Everett Koop Junior Officer Award Winner, LCDR Leigh Ann Miller (second from left)*



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*Junior Officer of the Year Award Winner, Lcdr John Pesce (second from left)*



*JOAG Excellence Award Winner, Lcdr Gustavo Miranda (second from left)*



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*From left to right: LCDR Gustavo Miranda (JOAG Excellence Award Winner), LCDR Leigh Ann Miller (JOAG VADM Koop Award Winner), RADM Erica Schwartz (Deputy Surgeon General), RADM Susan Orsega (Director CCHQ), CAPT Jason Woo (Carmona Award Winner), LCDR John Pesce (Junior Officer of the Year Award Winner)*



*From left to right: CAPT Jason Woo (Carmona Award Winner), LCDR Gustavo Miranda (JOAG Excellence Award Winner), LCDR Mutiu Okanlawon (JOAG Chair-Elect), LCDR Leigh Ann Miller (JOAG VADM Koop Award Winner), LCDR John Pesce (Junior Officer of the Year Award Winner)*

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*Uniform Inspection Booth at 2019 USPHS Scientific and Training Symposium in Minneapolis, MN*



*JOAG Merchandise Booth at 2019 USPHS Scientific and Training Symposium in Minneapolis, MN*

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*LCDR Gustavo Miranda and LCDR Alina Schmidt representing the Recruitment and Retention Transitional Assistance Program subcommittee at the Fleet and Family Support Center Job Fair in San Diego, CA*



*CDR Kim Bellama and LCDR Gustavo Miranda at the "Third Annual Career Fair 2019" Careers in Public Service Student Event providing recruitment information in San Diego, CA*



# JUNIOR OFFICER ADVISORY GROUP (JOAG)

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## JOAG End-of-Year Report

### Category and Agency/OPDIV Abbreviations

Category	Abbreviation
Dentist	DENT
Dietitian	DIET
Engineer	ENG
Environmental Health	EHO
Health Services	HSO
Nurse	NURSE
Pharmacist	PHARM
Physician	PHYS
Scientist	SCI
Therapist	THER
Veterinarian	VET

Agency/OPDIV	Abbreviation
Agency for Healthcare Research and Quality	AHRQ
Agency for Toxic Substances and Disease Registry	ATSDR
Assistant Secretary for Preparedness and Response	ASPR
Centers for Disease Control and Prevention	CDC
Centers for Medicare and Medicaid Services	CMS
Environmental Protection Agency	EPA
Federal Bureau of Prisons	BOP
Food and Drug Administration	FDA
Health and Human Services	HHS
Health Resources and Services Administration	HRSA
Indian Health Service	IHS
National Institutes of Health	NIH
National Oceanic and Atmospheric Administration	NOAA
National Park Service	NPS
Office of the Assistant Secretary of Health	OASH
Office of the Secretary	OS
Program Support Center	PSC
U.S. Department of Agriculture	USDA
U.S. Department of Defense	DOD
U.S. Department of Homeland Security	DHS
U.S. Immigration and Customs Enforcement	ICE
U.S. Immigration and Customs Enforcement Health Service Corps	IHSC
U.S. Marshals Service	USMS
United States Coast Guard	USCG