

U.S. Public Health Service Commissioned Corps



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



About JOAG

JOAG is a vibrant group of junior officers of the United States Public Health Service (PHS) who seek to enhance their professional experience by involvement in group activities furthering JOAG's mission.

JOAG members are junior officers at the rank of LCDR/O-4 and below, who are from any of the PHS categories, PHS agencies, and those non-PHS programs routinely staffed by Commissioned Corps officers. JOAG consists of knowledgeable junior officers who represent a cross-section of the interests, concerns, and responsibilities of junior officers.

The JOAG Voting Membership consists of 21 junior officers appointed through an annual nomination and selection process. Voting Members serve up to two-year terms as a chair or co-chair of a JOAG committee and/or may also serve as liaison to their category's Professional Advisory Committee (PAC) or serve on JOAG's Executive Committee (EC).

History

In 1999, the leadership of the Commissioned Corps recognized the critical importance of developing a means for the Corps to obtain advice and consultation from its junior officers in formulating policy and developing career-related programs. RADM Michael Blackwell, Chief of Staff, convened a meeting of select junior officers and formalized the Junior Officer Ad-Hoc Advisory Group (JOAHAG). JOAHAG was charged with developing and implementing an advisory group for PHS junior officers. JOAHAG drafted their Charter and successfully formulated and implemented JOAG to serve the needs of junior officers. On December 7, 2001, VADM David Satcher, the 16th United States Surgeon General, officially chartered JOAG.

Membership

Everyone is Welcome!!!

Junior Officers at the rank of Lieutenant Commander (LCDR/O-4) or below. Officers that participate in JOAG's meetings and serve on one of JOAG's committees or workgroups are considered active participants.

Visit JOAG at
<http://dcp.psc.gov/osg/JOAG/>

JOAG Committees

Awards Committee

Facilitates the awards process and recognizes junior officers for their accomplishments and commitment to PHS.

Communications & Publications Committee

Facilitates the dissemination of Corps-related information to junior officers.

Membership Committee

Facilitates the annual selection of JOAG voting members and helps to increase the general membership of JOAG.

Outreach Committee

Connects and recruits newly commissioned junior officers to the activities of JOAG.

Policy and Procedures Committee

Establishes guidelines and operating procedures governing JOAG.

Professional Development Committee

Provides and promotes opportunities for junior officers' professional growth and development.

Public Health and Uniformed Service Committee

Promotes public health, enhances visibility of the PHS and encourages interaction with other uniformed services.

Readiness and Deployment Committee

Promotes officer fitness and readiness; provides opportunities to increase deployment-related knowledge, expertise and training.

Recruitment and Retention Committee

Recruits and retains qualified junior officers in the PHS.



Get Involved.
Join a Committee!

Junior officers interested in volunteering in a JOAG committee should subscribe to JOAG's listserv (electronic mailing list) for the most up-to-date volunteering positions.



Please Visit JOAG at

<http://dcp.psc.gov/osg/JOAG/>

Courtesy of the JOAG Outreach Committee
Last Updated: February 2023

Why a Senior Officer or Civilian Supervisor Should Care About JOAG



The Junior Officer Advisory Group (JOAG) is a chartered group of the U.S. Public Health Service Commissioned Corps (Corps) dedicated to serving the needs of junior officers. JOAG provides advice and consultation to the Surgeon General and other entities on the interests and concerns of junior officers and serves as a resource and support network for all junior officers. Any junior officer (LCDR/O-4 and below) is encouraged to participate in JOAG, whether through engagement with a JOAG committee or by making themselves available to JOAG's professional development or community service activities.

We cordially request senior officers and civilians supervising junior officers to support JOAG because it can help junior officers in their professional development, leadership, and other skills that, in turn, help them succeed in their positions. In contrast to the high pressure and consequential nature of many federal agency jobs, JOAG offers a way for junior officers to learn leadership and collaboration skills in a low-pressure environment where mistakes can be made without dire consequences and the emphasis is on growth.

Role Models and Leaders

If you're still not convinced of JOAG's value and why JOAG matters, consider a fellow senior officer's perspective, given by CAPT Michael Long, senior advisor to JOAG: "JOAG involvement, and particularly Voting Membership, is a tremendous opportunity for junior officers to take on fulfilling, challenging and career-enhancing leadership roles in one of the Commissioned Corps' most influential organizations. **JOAG members are role models and leaders. Through JOAG involvement, they gain skills and create opportunities, shaping them to become the top leaders and decision-makers in the Corps.** Additionally, the work done by JOAG members has long-term impacts on the future success and viability of the USPHS and the Corps. All senior officers and civilians

become active JOAG participants and seek leadership positions within JOAG. JOAG is a phenomenal practical leadership opportunity for every junior officer. I am glad I began my Corps leadership engagement with JOAG! To learn more about JOAG and the roles senior officers or civilian supervisors can have in promoting JOAG and helping to develop a strong corps of junior officers, contact CAPT David Lau at david.lau1@fda.hhs.gov.

Esprit de Corps

If you serve in an area with few other officers, junior officer engagement in JOAG can be the link to the Corps that gives them a sense of belonging and helps them better understand that they're part of something bigger than just what happens at their immediate duty station.

Some of the ways JOAG serves as a support network to junior officers include:

- Peer-to-Peer Network – Newer junior officers are paired with seasoned junior officers to serve as mentors to ease the transition into the Corps
- Meet & Greets – Organized in local areas throughout the country in order to get local officers together to build a greater sense of community within the Corps locally.
- Community service opportunities – Help support the National Prevention Strategy and other initiatives of the Surgeon General while working to integrate the Corps into communities and local networks.

Do your part to help strengthen the leadership, stature, and unity of the Corps by informing junior officers about JOAG and the resources and opportunities it provides!

Career Development

One way senior officers can become directly involved with JOAG is through its Career Development Program, a professional career development and exploration activity where junior officers are paired with senior officers in the junior officer's field of interest. Junior officers observe the day-to-day activities of senior officers and senior officers offer their unique experience and insight to junior officers, helping to hone skills and strengthen bonds within and among federal agencies and the Public Health Service. To learn more about the program, email JOAGcd@gmail.com.



Resources

As a resource for new officers, JOAG also provides an excellent way for junior officers to learn more about the Corps. JOAG's Listserv is a fantastic way to stay abreast of its many activities. Other JOAG resources include:

- JO Voice – Every other month, junior officers submit questions pertaining to a specific topic. These questions are answered by subject matter experts during JOAG's bimonthly general meetings.
- Junior Officer Chronicles – JOAG's quarterly journal.
- Journeyman Speaker Series – Junior officers learn about a wide range of timely topics presented by an expert every other month.
- Senior Advisor Message – Publication used by the JOAG Senior Advisor to provide advice or guidance to junior officers.
- Tip of the Month – A resource focusing on personal development, such as coping with stress and the characteristics of a great mentor.

For more information, visit JOAG's website at

<https://dcp.psc.gov/osg/JOAG/>

You can also check JOAG out on social media by clicking on the symbol:



JOAG Social Media

Official JOAG Pages



JOAG (@PHS_JOAG)

Great for quick, timely updates

https://twitter.com/PHS_JOAG

USPHS Junior Officer Advisory Group

Great for questions, news, events, pictures



<https://www.facebook.com/groups/usphs.ioag>



Junior Officer Advisory Group (@PHS_JOAG)

Great questions, news, events, pictures

https://www.instagram.com/phs_joag/?hl=en

Or create your own OBC Facebook group so you can keep in contact with the friends you made!

Unofficial PHS Pages of Interest

USPHS Officer Swap and Shop

Great for getting uniform components



www.facebook.com/groups/938156386275995

Commissioned Corps Officers USPHS

Great for news, questions, networking, and getting to know other officers



www.facebook.com/groups/Troubley66



JOAG Awards Committee

Mission: Facilitate the awards process and recognize junior officers for their accomplishments and commitment to the mission of the United States Public Health Service (USPHS).

Committee Co-Chairs:

LCDR Fengyee Zhou (fengyee.w.zhou@uscg.mil)

LCDR Rachel McBride (rachel.mcbride@hhs.gov)

SUBCOMMITTEES

JOAG Awards Process:

Reviews and updates the nomination forms, selection criteria, and companion documents for all JOAG awards prior to the beginning of the awards process. Maintains the Awards Committee webpage.

VADM Richard H. Carmona Award:

Oversees and administers the process for receiving and processing nominations for the VADM Richard H. Carmona Inspiration Award.

VADM C. Everett Koop Award:

Oversees and administers the process for receiving and processing nominations for the VADM C. Everett Koop Junior Officer Award.

Junior Officer of the Year Award:

Oversees and administers the process for receiving and processing nominations for the Junior Officer of the Year Award.

Excellence Award:

Oversees and administers the process for receiving and processing nominations for the Excellence Award.

Standard Operating Procedures (SOP):

Reviews the Awards Committee SOP annually. Updates the SOP, as needed, and incorporates any changes.

JOAG Recognition:

Oversees the recognition efforts for active JOAG participants, advisors, and other people JOAG chooses to recognize. Assists the JOAG Chair with the JOAG recognition certificates given during the annual USPHS Scientific and Training Symposium. Distributes the template for letters of appreciation to all JOAG Committee Chairs and Subcommittee Leads towards the end of the operational year. Coordinates plaques and gavels.

Special Assignment Award (SAA):

Oversees the process of maintaining JOAG voting members' activity logs related to their JOAG activities. Requests and reviews voting members' eligibility (activity logs) for a SAA. Prepares the recommendation package for the SAA to be submitted to the Office of the Surgeon General towards the end of the operational year.

The Committee also includes:

- Co-Secretaries (two)

Please visit our JOAG Awards Committee Website for more information:

https://dcp.psc.gov/osg/JOAG/committees_awards.aspx



JOAG Communications and Publications Committee

Mission: Facilitate the dissemination of Corps-related information to junior officers.

Committee Co-Chairs:

LCDR Stephanie Chiang (Stephanie.Chiang@cms.hhs.gov)

LCDR Ogochukwu Ogoegbunam (Ogochukwu.Ogoegbunam@fda.hhs.gov)

SUBCOMMITTEES

The Junior Officer Chronicles:

Solicits content, creates and distributes *The Junior Officer Chronicles* which provides junior officers with information about activities and valuable insights for their lives and careers.

Junior Officer (JO) Voice:

Collects questions, concerns, and input from junior officers on selected topics. JOAG and USPHS leadership compiles responses and discussion is facilitated during JOAG General Member meetings.

Operations:

Manages JOAG voting member biographies, committee flyers, and facilitates the annual review and standardization of the Communications and Publications Committee Standard Operating Procedures.

Career and Life Tip:

Solicits topics from JOAG members, researches, and develops informational tips distributed monthly.

Website:

Disseminates Corps-related information to junior officers via the JOAG Website. Maintains the JOAG website to ensure presented information is accurate and current.

EC Website Support Team:

Improve website functionality and streamline access to relevant content.

Senior Advisor Letter:

Compiles and distributes JOAG Senior Advisor letter (s) to JOs.

This Committee also includes:

- Co-Secretaries (two)

Please visit our JOAG Communications and Publications Committee Website for more information:

(https://dcp.psc.gov/osg/JOAG/committees_communications.aspx)



JOAG Executive Committee

Mission: To serve the JOAG general membership in the execution of the JOAG vision, mission, and objectives.

Committee Roster:

Chair: LCDR Mouhamed “Mo” Halwani (Mouhamed.Halwani@fda.hhs.gov)

Vice-Chair: LCDR Ubong Akpan (ubong.akpan@ihs.gov)

Chair-Elect: LCDR Michael Wandersee (michael_wandersee@fws.gov)

Co-Secretary: LT Colin Tack (Colin.Tack@fda.hhs.gov)

Co-Secretary: LCDR Xia Michelle Lin (xmlin@cdc.gov)

Operations Liaison: LCDR Jackeline Rodriguez (jackeline.rodriguez@cms.hhs.gov)

EXECUTIVE COMMITTEE (EC) ROLES

Chair:

The Chair facilitates, organizes and maintains order in meetings of the group and meetings of the Executive Committee. The Chair also acts as a liaison between JOAG and the following entities: the Office of the Surgeon General, the Chief Professional Officer Professional Advisory Committee, Chief Professional Officers and Agency representatives.

Vice Chair (COA/COF Liaison):

The Vice-Chair acts as Chair in the absence of the Chair, serves as the official JOAG liaison to the Commissioned Officers Foundation (COF) Board of Directors, and acts as the official Executive Officer Liaison to professional advisory committees and other groups as assigned by the Chair.

Chair-Elect:

The Chair-Elect acts as Chair in the absence of the Chair and Vice-Chair. The Chair-Elect is the first year of a two-year term, serving as the JOAG Chair-Elect as well as the Chair of the Policy and Procedures Committee during year 1, and then becoming the JOAG Chair during year 2.

Executive Secretaries:

The Executive Secretaries act as Chair in the absence of the Chair, Vice-Chair, and Chair-Elect. The Executive Secretaries inform the membership (via e-mail) of meeting times and conference line information, establishes agendas in collaboration with the Chair, distributes the agenda to members, prepares and distributes meeting minutes, serves as the Max.gov liaison, and maintains reports, attendance and official documents.

Operations Liaison:

The Operations Liaison keeps the voting and general membership informed about JOAG financial and operational matters, maintains a record of JOAG funds held by the Commissioned Officer Foundation (COF) and ensures proper use and reimbursement of JOAG funds. The Operations Liaison is the point of contact for JOAG website social media platforms and virtual trainings

EC Liaisons:

EC members serve as EC Liaisons to JOAG Committees. Liaisons serve in an advisory capacity, review committee meeting minutes, provide guidance as needed, and assist committees in reviewing and finalizing new projects/proposals.

Please visit our JOAG Executive Committee Website for more information:

https://dcp.psc.gov/osg/JOAG/committees_executive.aspx



JOAG Membership Committee

Mission: Facilitate the annual selection of JOAG Voting Members through the nomination and appointment processes outlined in Article VI of the JOAG Bylaws and increase the general membership of JOAG.

Committee Co-Chairs:

LCDR Laura McCluney (laura.mccluney@ihs.gov)

LCDR Colin Smith (Colin.smith@duke.edu)

SUBCOMMITTEES

Strategic Liaison:

Ensure that the activities of the Membership Committee are reflected in the JOAG strategic plan by facilitating the annual update for the Membership Committee section of the JOAG strategic plan

Standard Operating Procedures (SOP):

Reviews and updates the JOAG Membership Committee's SOP, as needed, for consistency and formatting.

Social Media:

Relays JOAG membership related information and social media needs to the JOAG's Communications and Publications Committee.

Voting Membership:

Facilitates the annual selection of new JOAG voting members.

Meet & Greet:

Organizes and develops opportunities through which junior officers in a city/region can be introduced to JOAG, learn about JOAG volunteer opportunities, network, discuss issues relating to the Commissioned Corps, and be provided with professional support and advice.

Listserv:

Maintains a spreadsheet of JOAG listserv members, and coordinates with the Meet & Greet and Officer Involvement and Outreach Subcommittees to ensure that new and interested officers are added to the JOAG listserv and receive information on JOAG opportunities.

The Committee also includes:

- Co-Secretaries (two)
- Webmaster

Please visit our JOAG Membership Committee Website for more information:

(https://dcp.psc.gov/osg/JOAG/committees_membership.aspx)



JOAG Outreach Committee

Mission: Connect and recruit newly commissioned and current junior officers to JOAG by providing information supporting appropriate wear of the PHS uniform and through outreach activities at the Commissioned Officers Training Academy (COTA) open houses/graduations and other approved JOAG participation events, such as the major trainings, meetings, conferences and/or PHS awareness events.

Committee Co-Chairs:

LCDR Sandra Carpio (Sandra.Carpio@hhs.gov)

LCDR Kaveh Kayvani (Kaveh.Kayvani@ihs.gov)

SUBCOMMITTEES

Planning:

Serves as JOAG Planning leads for approved JOAG participation events, such as conferences, trainings, and other meetings. Specifically, provides logistical coordination of JOAG volunteers, onsite JOAG general membership meetings, and the JOAG information booth.

Consists of the following workgroups:

- Volunteer Coordination
- Junior Officer Career Enhancement Booth
- Community Service Event
- Local Representation
- Presentation

New Officer:

Coordinates all aspects of outreach to new officers including dissemination of JOAG Welcome Letters, coordinating representation during Officer Basic Course (OBC) Graduation and OBC Open House, and updating the New Officer Guide (NOG) and JOAG Brochure/Binder.

Consists of the following workgroups:

- New Call to Active Duty (CAD) Email
- Officer Basic Course (OBC)
- Documents

Uniform:

Promotes the appropriate wear of the uniform through the distribution of uniform information. Creates the uniform publication, With Pride & Distinction, the Uniform Corner article for The Junior Officer Chronicles, and provides uniform inspection services at events. Consists of the following workgroups:

- Uniform Presentation & Uniform Inspection Booth
- Uniform Documents and Newsletters

Policy:

Reviews and updates the JOAG Outreach Committee's SOP and Strategic Plan annually to ensure that it accurately reflects the Committee's functions.

The Committee also includes:

- Secretary
- Website Coordinator
- Social Media Liaison and Assistant

Please visit our JOAG Outreach Committee Website for more information:

(https://dcp.psc.gov/osg/JOAG/committees_outreach.aspx)



JOAG Professional Development Committee

Mission: Provide and promote opportunities for junior officers' professional growth and development.

Committee Co-Chairs:

LCDR Delice Echols (delice.s.echols@ice.dhs.gov)

LCDR Tabitha Dillinger (Tabitha.Dillinger@ihs.gov)

SUBCOMMITTEES

HOSA-Future Health Professionals:

Serves to help build the next generation of health care leaders through professional mentorship of HOSA-Future Health Professionals members and exposure to the day-to-day activities being carried out by junior officers.

Peer-to-Peer Network:

Pairs new junior officers with experienced junior officers. This allows new junior officers to feel comfortable speaking with peer-level officers, promotes camaraderie, and facilitates information exchange.

Journeyman Speaker Series:

Recruits and facilitates bi-monthly Journeyman Speaker Series presentations to bring information to junior officers related to professional development and officership. All presentations are recorded and available online.

Training and Education:

Provides a range of high-quality training and education resources for Junior Officers across all professional categories. Provides interactive programs to expose Junior Officers to career and professional development opportunities available that will help them home and develop leadership skills.

Professional Development Survey:

Designs and disseminates an online questionnaire on a biennial basis to gauge professional development needs of junior officers. Provides analysis and recommendations to leadership based on feedback received.

Koop Seminar Series:

Highlight a current public health issue while promoting PHS to the broader community. Each seminar consists of one PHS officer, preferably a junior officer, as well as 2-3 persons from the community (e.g., academia, local/state health department, non-profit organizations, etc.).

Job Shadowing Program:

Offers opportunities for junior officers to spend time with more senior professionals currently working in their career field of interest.

Strategic Planning, Policy & Procedures:

Plans and executes various strategic documents and leads the strategic planning processes for the JOAG Professional Development Committee.

Website/Social Media:

Ensures the information on the JOAG website related to activities of the Professional Development Committee is accurate.

Position Vacancies:

Ensures an up-to-date list of all vacant employment opportunities is available for reference on max.gov

The Committee also includes: Two Secretaries (Executive, Assistant) and AMSUS Liaison

Please visit our **JOAG Professional Development Committee Website** for more information:
(https://dcp.psc.gov/osg/JOAG/committees_pdevelopment.aspx)



JOAG Public Health and Uniformed Services Committee

Mission: To foster and enhance health and well-being of junior officers in United States Public Health Service (USPHS) and their communities. The Public Health and Uniformed Services (PHUS) Committee does this by providing information and outreach materials as well as engaging in activities that promote public health and enhance the visibility of USPHS through interaction with other uniformed services and in their community.

Committee Co-Chairs:

- LCDR Kodilichi (Kodi) Echeozo (Kodilichi.Echeozo@fda.hhs.gov)
- LCDR Sarah Whittington (Sarah.Whittington@ihs.gov)

SUBCOMMITTEES

Public Health Awareness

- To bring awareness, inform officers and increase visibility and recognition of public health efforts and information.
- Promotes public health and wellness activities, including initiatives identified annually by public health leaders, such as the Surgeon General Initiatives.
- Organize events to promote healthy lifestyles and physical movement for officers and the community at large, via USPHS-led events and governmental organization partnerships and coordination with USPHS Athletics.

Uniformed Services and Support

- Provides easily accessible information on travel, recreation, and fitness opportunities, including those available at military installations, to facilitate work-life-balance, increased esprit-de-corps and quality of life for USPHS officers and their families.
- Coordinates community service activities in collaboration with other uniformed services to enhance visibility of the USPHS, while building leadership and collaborative relationships among junior officers.

The committee also includes:

- Co-Secretaries
- Strategic Planning Liaison
- Standard Operating Procedures (SOP) Liaison
- Social Media Liaison
- Website Coordinator

Please visit our JOAG Public Health and Uniformed Services Committee Website for more information:

(https://dcp.psc.gov/osg/JOAG/committees_publichealth.aspx)



JOAG Policy and Procedures Committee

Mission: Establish guidelines and operating procedures governing JOAG.

Committee Chair:

- LCDR Michael Wandersee (michael_wandersee@fws.gov)
 - LCDR Caroline Schrodt (pgx7@cdc.gov)
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SUBCOMMITTEES

Governing Documents:

Reviews and updated the JOAG Bylaws and Charter on an annual basis. Makes recommendations to update the Bylaws and Charter to ensure that all JOAG guidelines and operating procedures are aligned with those of the Corps. Ensures that the JOAG Bylaws remain consistent with the JOAG Charter.

Policy Awareness and Notification:

Provides policy guidance and support to the JOAG Policy and Procedure Committee's Chair and the JOAG Executive Committee. Stays abreast of newly issued policies by the Division of Commissioned Corps Personnel and Readiness. Publishes quarterly, or as needed, policy-related newsletters with updates that are pertinent to all junior officers. Coordinates policy related trainings and presentations applicable to junior officers.

Standard Operating Procedures (SOP):

Reviews and standardizes the SOP for each Committee as well as the JOAG General SOP on an annual basis. Ensures that the structure and formatting of all SOPs are consistent with each other. Reviews and updates the Policy and Procedures Committee's SOP.

Strategic Plan:

Reviews and updates the JOAG Operational Plan every year and Strategic Plan every five years. Works closely with all JOAG Committees to ensure their long-term strategies do the following: 1) reinforce the JOAG Goals; 2) provide a vision for the future to help move JOAG forward; 3) are measurable; and 4) are reviewed annually and updated as needed.

Accomplishments Report:

Works collaboratively with all JOAG Committees and the Strategic Plan Subcommittee to facilitate the Annual Accomplishments Report, which promotes JOAG's impact.

The Committee also includes:

- Co-Secretaries (two)
- Social Platform Coordinator
- Assessment Coordinator

Please visit our JOAG Policy and Procedures Committee Website for more information:

(https://dcp.psc.gov/osg/JOAG/committees_policy.aspx)



JOAG Readiness & Deployment Committee

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

Committee Co-Chairs:

- LT John Rossow (mwi4@cdc.gov)
 - LCDR John-Martin Jackson (john.jackson@fda.hhs.gov)
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Subcommittees/Teams

Officer Health & Fitness Promotion Subcommittee:

Reports on the US Regional Fitness Events Log, coordinates Fitness Corner articles for The Junior Officer Chronicles (JOC), gathers and reports Get Fit-Stay Fit tips, reports on PHS Athletics activities and news, and coordinates and reports on the resource listing of federal employee wellness facilities and programs.

Behavioral Health Team:

Coordinates with PHS Corps Cares and other PHS support committees to ensure there are resources to support the mental health of junior officers.

Officer Readiness Subcommittee:

Annual Physical Fitness Test (APFT) Team:

Pulls together APFT opportunities (by geographic area) and answers any questions on the APFT.

Basic Life Support (BLS) Team:

Gathers and shares information on basic life support (BLS) recertification opportunities by geographic area.

Deployment Subcommittee:

Serves as a resource for any deployment-related questions and works closely with Readiness and Deployment Branch (RDB). They interview officers and share their stories of unique deployments, what skills/training they found most useful and any lessons learned (published via The JOC and other Corps publications).

Training & Exercise Team:

Pulls together deployment-related training that would apply to all categories to enhance officers' skills and readiness potential and share opportunities for officers to be a part of preparedness exercises. They interview officers and share their stories of unique training opportunities through The JOC and other Corps publications.

The Committee also includes:

CO-Secretaries

Website Coordinator

- SOP Coordinator
- Social Media Liaison
- Strategic Planning Liaison

Please visit our JOAG Readiness & Deployment Committee Website for more information:

(https://dcp.psc.gov/osg/JOAG/committees_readiness.aspx)



JOAG Recruitment and Retention Committee

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

Committee Co-Chairs:

LCDR Adam Loyson (ALoyson@bop.gov)

LCDR Joshua Caulder (jcaulder@bop.gov)

SUBCOMMITTEES

Commissioned Officer Student Training & Extern Program (COSTEP) Connection:

Reviews mentoring resources and coordinates the JRCOSTEP/SRCOSTEP mentoring program through mentor matching, participant surveying, and ensures high-quality mentorship interactions.

Publications:

Recruits authors, brainstorms articles, and publishes on various activities of the Recruitment & Retention Committee as well as additional information that may be valuable to junior officers in the Junior Officer Chronicles (JOC).

Social Media:

Builds JOAG's social media branding, promotes JOAG activities and events, increases viewer engagement, and shares credible content relevant to junior PHS officers.

Retention:

Identifies trends for early separation (service of less than 20 years) through surveys and creates resources/interventions to help retain PHS officers where early separation is preventable.

Transitional Assistance Program (TAP):

Connects with Department of Defense installations that host Transitional Assistance Program activities and provides information about career opportunities with the USPHS to qualified active-duty personnel from other uniformed services that are in the process of separation.

The Committee also includes:

- Co-Secretaries (two)
- Strategic Planning Liaison
- Website Coordinator

Please visit our JOAG Recruitment and Retention Committee Website for more information:

(https://dcp.psc.gov/osg/JOAG/committees_recruitretain.aspx)