



JOAG

JUNIOR
OFFICER
ADVISORY
GROUP

2018

Year in Review

Prepared by: JOAG
Communications and
Publications Committee
9/30/2018

JUNIOR OFFICER ADVISORY GROUP (JOAG)

UNITED STATES PUBLIC HEALTH SERVICE



JOAG End-of-Year Report

2018 Membership Roster

2017-2018 JOAG Executive Committee

Chair: LCDR Mekeshia Bates (*NURSE, HRSA*)

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

Chair-Elect: LCDR Christopher Sheehan (*HSO, HHS/ASPR*)

Executive Secretary: LT Victoria Jeisy Scott (*SCI, CDC*)

Financial Liaison: LCDR Griff Miller (*ENG, EPA*)

Senior Advisor: CAPT Sara Newman (*SCI, NPS*)

2017-2018 JOAG Committee Chairs

Committee/Workgroup	Officer	Category	Agency/OPDIV
Awards	LCDR Sara Azimi-Bolourian	HSO	HRSA
	LCDR Chitra Mahadevan	PHARM	FDA
Communications and Publications	LCDR Beth Osterink	EHO	USCG
	LCDR Christine Corser	PHARM	FDA
Membership	LCDR T. Aaron Cardenaz	PHARM	IHS
	LCDR Jefferson Jones	PHYS	CDC
Outreach	LCDR Linzi Allen	PHARM	IHS
	LCDR Lusi Martin-Braswell	DIET	HRSA
Policy & Procedures	LCDR Christopher Sheehan	HSO	HHS/ASPR
Professional Development	LCDR Brutrinia Cain	NURSE	DCCPR
	LCDR Julie Neshiewat	PHARM	FDA
Public Health and Community Service	LCDR Margaret Caulk	HSO	FDA
	LT Darby Murphy	VET	USDA
Readiness and Deployment	LCDR Jonetta Mpofu	SCI	CDC
	LT Kevin Healy	THER	BOP
Recruitment and Retention	LCDR Ashley Burns	PHARM	FDA
	LCDR Titania Brownlee	DENT	USCG

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2017-2018 JOAG Liaisons

Agency/Organization Liaison	Officer	Category	Agency/OPDIV
Dental PAC	LCDR Titania Brownlee	DENT	USCG
Dietitian PAC	LT Lusi Martin-Braswell	DIET	HRSA
Engineer PAC	LCDR Griff Miller	ENG	EPA
Environmental Health Officer PAC	LCDR Beth Osterink	EHO	USCG
Health Services PAC	LCDR Sara Azimi-Bolourian	HSO	HRSA
Nurse PAC	LCDR Brutrinia Cain	NURSE	DCCPR
Pharmacist PAC	LCDR Christine Corser	PHARM	FDA
Physician PAC	LCDR Jefferson Jones	PHYS	CDC
Scientist PAC	LT Victoria Jeisy Scott	SCI	CDC
Therapist PAC	LT Kevin Healy	THER	BOP
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
Commissioned Officers Foundation (COF)	LCDR Lindsay Hatch	HSO	FDA
Minority Offices Liaison Council (MOLC)	LT Tenzin Jangchup	PHARM	FDA
PHS Athletics	LT Caitlin Cotter	VET	CDC
Sexual Orientation and Gender Diversity Advisory Group (SOAGDAG)	LCDR Zewditu Demissie	SCI	CDC

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JOAG End-of-Year Report

It is our pleasure to distribute the 2018 JOAG End-of-Year Report. JOAG's mission 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 USPHS Commissioned Corps. Our priority theme for this year has been "Building Bridges and Breaking Down Silos." JOAG continued to remain enthusiastic this operational year about our objective to serve in a resource, advisory, and liaison capacity to assist in the development and coordination of activities related to junior officers in the Commissioned Corps.

The subsequent pages of this report detail the mission, goals, and major achievements for each of JOAG's committees accomplished during the 2017-2018 operational year. These achievements were possible due to the dedication, teamwork, and passion of our members, subcommittee leaders, and Voting Members. As you read about the exciting and impressive accomplishments achieved by our members this year, we continue to challenge you to get involved, find new and innovative ways to serve, and engage your colleagues in the important work of JOAG.



The entire JOAG Executive Committee, as well as our committee leadership, is truly humbled and honored to be of service to the USPHS Commissioned Corps, and especially our junior officers. We hope our accomplishments inspire and motivate officers on their PHS journey.

Thank you to all the JOAG members and supporters who have contributed to this year's many achievements.

Sincerely,

LCDR Lindsay Hatch

JOAG Chair/Vice Chair 2017-2018



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JOAG End-of-Year Report

Awards Committee

Committee Co-Chairs: LCDR Sara Azimi-Bolourian and LCDR Chitra Mahadevan

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 (USPHS), as outlined in the JOAG Bylaws.

2018 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;
- Streamline the awards nomination review and scoring processes for all four JOAG awards;
- Develop the Website Coordinator and Strategic Planning Liaison positions;
- Enhance the recognition system to ensure accurate recording of all member contributions and accomplishments;
- Create a work plan for the awards review process for all Awards Subcommittee Leads.

Top Achievements in 2018

- Presented all four JOAG awards during the JOAG General Meeting at the 2018 USPHS Scientific and Training Symposium in Dallas, TX (see photos on pages 13-14);
- Developed new Microsoft Excel-based scoring sheets for Voting Members to use while scoring the Carmona and Koop awards;
- Adopted a normalization method to account for differences in scoring among awards reviewers;
- Created a “milestone” document which includes a step-by-step description of the awards review process for each individual award and timelines for processing award nomination packages;
- Collaborated with the Communications and Publications Committee to document and archive various levels of recognition for all JOAG committee members.

Major Committee Changes

- Added the Website Coordinator role to assist in updating the Awards Committee pages on the JOAG website throughout the year;
- Added Co-Lead positions to the Junior Office of the Year Award Subcommittee and the Standard Operating Procedure Subcommittee;
- Non-select letters were issued after the first round of review for the Carmona and Koop Awards, and sent by Subcommittee Co-Leads rather than Awards Co-Chairs.

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Communications and Publications Committee (CPC)

Committee Co-Chairs: LCDR Beth Osterink and LCDR Christine Corser

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

2018 Operational Goals

- Submit hold/cold uniform white paper to USPHS Uniform Coordinator;
- Utilize social media and JOAG publications to support the Surgeon General's initiatives including: providing monthly tips, posting events on Facebook, and including articles in *The Junior Officer Chronicles* on mental and emotional well-being, active living, healthy eating, and emerging public health threats;
- Complete 508 compliance review on all prior year's documents and upload to website;
- Solicit questions on various topics and use JO Voice to provide responses at JOAG General Meetings and *With Pride and Distinction* and *The Junior Officer Chronicles* to provide responses to uniform-related questions.

Top Achievements in 2018

- Reviewed all publications from the JOAG website for proper JOAG branding and compliance with HHS Section 508 Regulations including *The Junior Officer Chronicles* (JOC), Uniform Corner articles, and *Tip of the Month*;
- Expanded JOAG's social media presence by creating a JOAG Instagram account and dramatically increased the number of members and followers for JOAG Facebook and JOAG Twitter accounts, respectively;
- Created a PDF website update request form and launched a JOAG Website Update Requests listserv to facilitate and track update requests from all JOAG committees;
- Started a new Executive Committee Spotlight column in JOC;
- Answered junior officers' questions on topics including mentoring, recruitment, Space A travel, retirement and separation, weight retention standards and the APFT, and COERS;
- Provided monthly tips on workplace wellness, travel safety, building self-discipline, visualization, spring-cleaning, personality typing, emotional intelligence, reducing plastic, combatting heat-related illness, Tier 3 deployment, and naloxone use.

Major Committee Changes

- Discontinued the ad hoc branding group.

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Membership Committee

Committee Co-Chairs: LCDR T. Aaron Cardenaz and LCDR Jefferson Jones

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 SOP, Article II.

2018 Operational Goals

- Increase the total number of Meet and Greet events and locations;
- Increase participation in Meet and Greet events by exploring programming format and timing;
- Reconstruction of Subcommittee duties to prevent duplication of Subcommittee procedures and duties.

Top Achievements in 2018

- Added 149 new officers to the JOAG listserv;
- Distributed approximately 150 one-year anniversary letters, coordinated with the Outreach Committee to receive monthly OBC email lists in order to facilitate distribution of future one-year anniversary letters;
- Formed nine new Meet and Greet regions for a total of 29 regions; held 30 Meet and Greet events with 194 total attendees with eight additional events scheduled for the remainder of the operational year;
- Selected ten new Voting Members from 22 applicants.

Major Committee Changes

- Appointed Co-Secretaries to divide required duties;
- Discontinued preparation of Meet and Greet letters and distribution of congratulatory promotion letters by the Officer Involvement and Outreach Subcommittee;
- Created an automated email reply to replace manual emails introducing officers to JOAG upon being added to the JOAG listserv.

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Outreach Committee

Committee Co-Chairs: LCDR Linzi Allen and LCDR Lusi Martin-Braswell

Mission: To connect and recruit newly commissioned junior officers to activities of JOAG and to unite and connect current junior officers to JOAG through JOAG sponsored activities at major events including the USPHS Scientific and Training Symposium.

2018 Operational Goals

- Continue visibility of JOAG activities, services, and opportunities for junior officers at events such as the Officer Basic Course (OBC) Open House and Graduation, annual PHS Awareness Day held at Centers for Disease Control and Prevention (CDC) and U.S. Food and Drug Administration (FDA) campuses, and the USPHS Scientific and Training Symposium;
- Continue to enhance advertisement and marketing of the JOAG online merchandise store;
- Increase opportunities to provide scholarships to junior officers to attend the USPHS Scientific and Training Symposium.

Top Achievements in 2018

- Achievements at the 2018 USPHS Scientific and Training Symposium (Symposium) include:
 - Coordinated 67 volunteers to participate in JOAG's "Back to Basics" uniform presentation, community service event at Anderson Bonner Park, and staffing Junior Officer Career Enhancement Booth and Uniform Inspection Booth, which had 172 visitors including ADM Brett Giroir (see photos on pages 15-16);
 - Offered a new Junior Officer CV Exchange Program, for which 22 officers signed up;
 - Developed and offered two new merchandise products in 2018: a USPHS license plate frame and a new JOAG t-shirt; coordinated three advertisements through *COA Frontline* newsletter to market JOAG merchandise; total sales for FY 2018 from the online store, Symposium, and OBC was \$6321.23.
- Successfully presented the Uniform Inspection Booth and Junior Officer Career Enhancement Booth at the 2018 FDA Awareness Day; coordinated ten volunteers and inspected the Surgeon General's uniform;
- Represented JOAG at eight OBC trainings, sent welcome emails to 181 new officers;
- Worked with CPC to increase JOAG's social media presence on Facebook and Twitter;
- Merged the Veterinary Category Resource Guide with JOAG's New Officer Guide.

Major Committee Changes

- Renamed the Symposium Planning Subcommittee to Planning Subcommittee, as FDA Awareness Day is also coordinated through this subcommittee;
- Absorbed the Advertising Workgroup into the Product Research and Selection Subcommittee.

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Policy and Procedures Committee

Committee Chair: LCDR Christopher Sheehan

Mission: To establish guidelines and operating procedures governing JOAG and to provide junior officers with updates on USPHS policies.

2018 Operational Goals

- Review draft JOAG operation plan and publish inaugural version;
- Review draft JOAG resource list and publish inaugural full resource list;
- Review and update all SOPs;
- Publish monthly policy *Cyber-Gram* to inform officers;
- Ensure management of the JOAG Strategic Plan continues in each committee.

Top Achievements in 2018

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

Major Committee Changes

- No major committee changes.

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Professional Development Committee

Committee Co-Chairs: LCDR Brutrinia Cain and LCDR Julie Neshiewat

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

2018 Operational Goals

- Analyze results of Professional Development Survey and publish in the Junior Officer Chronicles;
- Maintain 25 mentor/mentee JOAG Peer-to-Peer pairs during the operational year;
- Conduct six Journeyman Speaker Series on committee topics of interest;
- Provide junior officer spotlights during monthly committee meetings;
- Coordinate with public health professionals and members of academia to develop and deliver two seminars on pertinent public health topics;
- Develop an interactive, online FAQs to answer questions and serve as judges for five Health Occupations Students of America (HOSA) regional, state, and national level competitions.

Top Achievements in 2018

- Matched 50 new officer pairs in the JOAG Peer-to-Peer Network as of August 2018, surpassing our goal of 25 pairs;
- Provided information to 32,000 HOSA students across 16 states and three countries on the Surgeon General's initiatives and careers in the USPHS through HOSA: Future Health Professionals;
- Executed a Koop Seminar Series on Prisoner Health and Transition Back into the Community in Durham, NC;
- Executed six Journeyman Speaker Series sessions, educating over 400 officers on the following topics:
 - Networking: Sharing Information Across a Large Organization
 - Commissioned Corps Women's Issues Advisory Board
 - My Profession (What it means to be a Commissioned Officer)
 - Mapping and Traveling Your Leadership Journey
 - Don't Get Sandwiched: Balancing Your Professional Portfolio
 - Promotion Planning: Writing Tips for Public Health Service Officers

Major Committee Changes

- No major committee changes.

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Public Health and Community Service Committee

Committee Co-Chairs: LCDR Margaret Caulk and LT Darby Murphy

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.

2018 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 USPHS 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 2018

- Formed new partnerships and continued to work with existing community partners to improve awareness of fitness opportunities, including events with Park Rx Day, National Walk to School Day, Special Olympics, PHS Athletics, and the JOAG Readiness and Deployment Committee;
- The Uniformed Services Subcommittee completed 18 total events, including the Veterans Empowerment Organization, Historical Grant Hall, multiple Honor Flights, the Navy-Air Force Half Marathon (see photo on page 17), National Family Volunteer Day at the Armed Forces Retirement, National Day of Remembrance, and multiple Wreaths Across America events throughout the United States;
- National Prevention Strategy Subcommittee completed eight events by July 2018, including DC Central Kitchen, DC Habitat for Humanity, Capital Area Food Bank, So Others May Eat, House of Ruth, Montgomery County Science Fair, and FDA Bring Your Child to Work Day;
- The Step It Up! Subcommittee completed over 10 walking events including events on National Walking Day, National Trails Day, and the USPHS Symposium, and participated in the Billion Steps Challenge.

Major Committee Changes

- No major committee changes.

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Readiness and Deployment Committee

Committee Co-Chairs: LCDR Jonetta Mpopfu and LT Kevin Healy

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

2018 Operational Goals

- 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* (JOC);
- Continue our monthly *Get Fit-Stay Fit* tips, quarterly U.S. Fitness Team Logs, and quarterly articles in the JOC;
- Enhance and promote JOAG Readiness & Deployment Calendar, including APFT events, Basic Life Support opportunities, and other trainings and exercises.

Top Achievements in 2018

- Edited the JOAG Readiness and Deployment webpage to provide officers up-to-date information regarding APFT and BLS events;
- Coordinated National APFT events that were posted to the listserv in order to help officers maintain basic readiness;
- Promoted approximately 20 events through the JOAG calendar and monthly JOAG announcements;
- Established a plan to reach out to COA Presidents to share information about APFT group events; a formal letter has been sent to all COA Presidents to promote and encourage group APFT events for each COA chapter;
- Promoted readiness through BLS class updates on the JOAG Calendar, social media, and listservs on a monthly or bi-monthly basis;
- Proposed a plan for the 2019 USPHS Scientific and Training Symposium regarding a deployment-related presentation on the topic of Go-Bags to improve deployment related readiness and packing tips.

Major Committee Changes

- Retired the Officer Health and Fitness Promotion Subcommittee's U.S. Fitness Events Log and reorganized its resources into the Promoting Officer Health Initiative; the Promoting Officer Health Initiative will work with PHS Athletics and Region Leads to implement a One-Time Event Recognition Certificate for health and fitness events completed by officers.

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Recruitment and Retention Committee

Committee Co-Chairs: LCDR Ashley Burns and LCDR Titania Martin

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

2018 Operational Goals

- Collaborate with Office of Surgeon General and Senior Leadership's ongoing efforts to recruit officers to high-need disciplines and areas;
- Strengthen utilization of the COSTEP Connection program in targeted recruitment efforts;
- Maintain the Commissioned Corps vs. Civil Service recruitment document;
- Publish articles relevant to recruitment and retention in the Junior Officer Chronicles;
- Provide a list of career fairs throughout the entire country that officers can attend in order to promote USPHS;
- Evaluate the continued need of the Career Fair Subcommittee and assess need for continuation and/or reorganization;
- Continue/expand Transitional Assistance Program Subcommittee's mentoring program.

Top Achievements in 2018

- Increased efforts to collaborate with DCCPR through joint ventures (pending Office of the Surgeon General approval);
- Completed mentoring matches for 33 JRCOSTEPs based on category, agency, and previous COSTEP experience;
- Updated the Commissioned Corps vs. Civilian Recruitment document; reviewed and edited "Answering the Call: Commissioned Corps vs. Civil Service", which is posted on the Committee's webpage;
- Submitted two articles to *The Junior Officer Chronicles*;
- Performed a comprehensive evaluation to ensure all programs are providing value-added services to the Commissioned Corps and the Committee is operating at peak efficiency;
- Transitional Assistance Program Subcommittee conducted eight presentations at military and college career fairs in three states; over 160 contacts were made at these presentations.

Major Committee Changes

- Deactivated the Career Fair Subcommittee;
- Deactivated PHS Application Openings Subcommittee;
- Realigned SOP Subcommittee under the Publications Subcommittee.

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Photos of 2017-2018 Operational Year



Junior Officer of the Year Award Winner, LCDR Nancy Tian (middle left)



Junior Excellence Award Winner, LCDR Patrick Harper (middle left)

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RADM C. Everett Koop Award Winner, LCDR Charles Darr (middle left)



VADM Richard Carmona Award Winner, CDR Jennifer Adjemian (middle left)



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Uniform Inspection Booth at 2018 USPHS Scientific and Training Symposium in Dallas, TX

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"Back to Basics" Uniform Presentation at 2018 USPHS Scientific and Training Symposium in Dallas, TX



*Community Service Event at the 2018 USPHS Scientific and Training Symposium in Dallas, TX –
"Beautification of Anderson Bonner Park"*

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JOAG volunteers, Navy-Air Force Half Marathon and Navy 5 Miler in Washington, D.C.

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Appendix A: Abbreviations and Acronyms

AMSUS: Association of Military Surgeons of the United States

APFT: Annual Physical Fitness Test

ASPR: Assistant Secretary for Preparedness and Response

BLS: Basic Life Support

BOP: Federal Bureau of Prisons

CCWIAB: Commissioned Corps Women's Issues Advisory Board

CDC: Centers for Disease Control and Prevention

COA: Commissioned Officers Association

COERS: Commissioned Officers' Effectiveness Report

COF: Commissioned Officers Foundation

COSTEP: Commissioned Officer Student Training and Extern Program

DCCPR: Division of Commissioned Corps Personnel and Readiness

DENT: Dental

DIET: Dietitian

EHO: Environmental Health Officer

ENG: Engineer

EPA: United States Environmental Protection Agency

FDA: U.S. Food & Drug Administration

HHS: U.S. Department of Health & Human Services

HOSA: Health Occupations Students of America

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HRSA: Health Resources & Services Administration

HSA: Health Services Officer

IHS: Indian Health Service

JOC: The Junior Officer Chronicles

JRCOSTEP: Junior Commissioned Officer Student Training and Extern Program

MOLC: Minority Officers Liaison Council

NOAA: National Oceanic and Atmospheric Administration

NPS: National Park Service

OBC: Officer Basic Course

PHARM: Pharmacist

PHYS: Physician

SCI: Scientist

SOAGDAG: Sexual Orientation and Gender Diversity Advisory Group

SOP: Standard Operating Procedure

THER: Therapist

USCG: United States Coast Guard

USDA: U.S. Department of Agriculture

VET: Veterinarian