

ASIAN PACIFIC AMERICAN OFFICERS COMMITTEE

of the

United States Public Health Service Commissioned Corps

NEWSLETTER

Spring 2019

Executive Committee Members

Chair: CDR Tina Nhu

Chair-Elect: LCDR Kelly Leong

Executive Secretary: CDR Trang Tran

Corresponding Secretary:
CDR Ruiqing Pamboukian

Treasurer: CDR Su-Lin Sun

MOLC Representatives:
LCDR Daniel Lee & LCDR Yvon Yeo

Leadership & Strategic Planning:
CDR Jerry Zee

APAOC Chair's Corner

Dear APAOC members,

Words can't describe how excited I am to work with all of you this 2019 operational year as your APAOC Chair. I have been looking forward to this honorable opportunity since my commissioning in 2009. Since APAOC's establishment in 1990, we have achieved notable accomplishments in developing the structure of APAOC, serving as a breeding ground to groom Asian American and Pacific Islander (AAPI) officers to become great leaders in the Commissioned Corps and showing their values and professional skillsets at their respective agencies. This year, I am very fortunate and proud to lead a dedicated team of 22 seasoned Voting Members (VM), and 7 Executive Committees (EC) members, and their respective alternates (29 PHS officers). Also, special thanks to CAPT Paul Jung serving his second term as APAOC Senior Advisor through 2019. Last but not least, a genuine thank you to those officers who applied for voting membership last year and were not selected, I sincerely hope you will consider applying again in the future. (continue on page 2)



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Interested in submitting an article or volunteering?

Please forward your submissions to
CDR Janice Maniwang, Janice.Maniwang@fda.hhs.gov
CDR Reasol Chino, Reasol.Chino@tchealth.org
or CDR Minglei Cui, Minglei.Cui@fda.hhs.gov



APAOC Chair's Corner

Continued

The EC members assist me in my role in overseeing the operations nine Subcommittees, two Work Groups, and APAOC as an organization. The EC members also support all the individual Subcommittees and 3 Work Groups to ensure that they have sufficient resources to carry out their functions. Aside from the EC, our Bylaws and Charter Subcommittee, Awards Subcommittee, and Nominations and Membership Subcommittees also lead their individual focus to ensure APAOC procedures and membership are properly managed.

It is APAOC's goal to enhance our value for AAPI officers through recruitment, mentorship, training, and communication. APAOC always looks for better alternatives to assist AAPI officers to grow through active recruitment and increased participation. Currently, there are over 550 contacts on APAOC's listserv, including active and retired PHS officers and civilians. APAOC has dedicated Subcommittees, including the Public Relations and Merchandise Subcommittee (PR&M), Recruitment and Retention Subcommittee (R&R), Education and Training Subcommittee (E&T), and Career Development and Advancement Subcommittee, that invest substantial effort to engage both new officers and more experienced officers on our recruitment, mentorship, and training efforts.

PR&M has already organized four events this year so that there are more opportunities for officers to network and promote the Commissioned Corps to the public. R&R has attended all the Officer Basic Course (OBC)

Open House so far and has recruited 10 newly commissioned officers. E&T has conducted two training sessions and will organize the 3rd Annual APAOC Leadership Summit that will be held on October 18th, 2019 at Food and Drug Administration (FDA) White Oak Campus in Maryland, with "Building Stronger Community Through Developing Leadership" as our theme. CAPT Jung has challenged the APAOC 2019 leadership to bring 100 PHS officers to this event. Our Career and Development and Advancement Subcommittee has matched over 30 mentors and mentees, and they are still recruiting more mentees for participation!

For our communications effort, our Correspondence Secretary, Communications Subcommittee, Publication Subcommittee, and Social Media Work Group help us make sure all the members are up to date on our events, programs, and information in a timely manner. APAOC members can find the updates from our bi-weekly updates, our APAOC website, our APAOC Facebook and Twitter pages, and our APAOC newsletters.

Our Community Engagement Work Group is APAOC's latest addition to expand our footprint in our communities. The Work Group hosts APAOC's Healthy Mind Initiative (HMI), initiated in 2018, to promote mental health awareness among AAPI communities. To date, APAOC has conducted 16 HMI community outreach events with over 100 officers completing the Mental Health First Aid Training. Special kudos to our past chair, CDR Eric Zhou, for his exemplary leadership in initiating the APAOC HMI model and establishing

collaboration with the Substance Abuse and Mental Health Services Administration (SAMHSA) and the Montgomery County Health and Human Service's Asian American Health Initiative. For 2019, APAOC's vision is to expand HMI and increase partnership with other communities and other PHS groups, including Minority Officers Liaison Council (MOLC) and other PACs.

Lastly, I look forward to serving you as the 2019 APAOC Chair and will continue to work with all VMs to ensure that the initiatives and programs we provide to AAPI officers are of high quality and value. It is my goal to carry the torch that CDR Zhou has passed on to me. I am more than confident to achieve the goals as your Chair because I have my **T.E.A.M. (Together Everyone Achieves More)** with me. As we sail along, I hope each of us will learn new skillsets from each other, embrace the unique opportunities, and establish great friendships while we pursue the journey together. I hope everyone has a great 2019 APAOC operational year!

Yours in Service,
CDR Tina Nhu



T.E.A.M.
Together
Everyone
Achieves More



CPO Remarks

A USPHS Commissioned Officer: Trust and Ethics

CAPT Mercedes Benitez-McCrary, Chief Therapist Officer



It is my pleasure to address APAOC officers in your first 2019 newsletter! As we begin another new year, it is a great time for us to reflect and try to be our better self. I often reflect on the meaning of being a Public Health Service officer, the importance of our work, and the value we bring to our citizens. There is a recurring theme that often comes to me: Trust and ethics.

Trust and ethics comprise *who, what* and *how* we perform our duties each and every day as Commissioned Officers of the United States Public Health Service (USPHS). We are entrusted with the mission to protect, promote, and advance the health and safety of our Nation!

As USPHS continues to position ourselves as part of America's response to public health needs, we respond to both natural disasters and public health emergencies including Ebola, the opioid epidemic, and mental health. We remain vigilant and ready to be part of the future. We contribute to change and continue to be part of the solutions. As Commissioned Corps officers, we need to remember that change involves all our Surgeon General's Advisory Groups and none of us do it in our own silo.

While we need to consider our agencies goals and mission in our job, we also need to reflect on how our work addresses the needs of Americans. Commissioned Corps officers often involve ourselves with plenty of groups and activities, in addition to our agency work. It is just as important to allow ourselves for introspection to reevaluate and learn from our errors. We need to make sure to take time to review our actions, learn from our failure to improve our future outcome.

APAOC has demonstrated their continuous support for the USPHS leadership and the Office of the Surgeon General (OSG) VADM Jerome Adams. The priorities for OSG include:

- **Opioids and Addiction**
- **Tobacco**
- **Community Health and Economic Prosperity**
- **Health and National Security**
- **Oral Health**
- **Emerging Public Health Threats**

I want to commend APAOC for your programs, your attention to details, and your tireless work toward both these priorities. It is your hard work that highlights the need for inclusion and diversity in all aspects of public health and the USPHS Commissioned Corps. Your continued work and collaboration with other groups will most definitely help to better prepare the USPHS to serve Americans not only on a daily health basis like Indian Health Service, Immigration and the Bureau of Prisons, but in rural, isolated, emergencies and disasters as well. Thank you for your service.

I remain in service with pride,

CAPT Mercedes Benitez-McCrary, DHSc, MPHc, MA-CCC-SLP
Chief Professional Officer, Chief Therapist





Senior Advisor

CAPT Paul Jung serves as the Senior Advisor for APAOC. Currently, CAPT Jung is the Director of the Division of Health Professions Support at Indian Health Service. CAPT Jung's past assignments have included Associate Director of the Peace Corps, Acting Director of the Division of Commissioned Corps Personnel and Readiness, Public Health Investigator for the House Energy and Commerce Committee, and the Chief of Staff for the National Institute of Environmental Health Sciences. CAPT Jung chaired the Physicians Professional Advisory Committee of the U.S. Public Health Service for two terms. CAPT Jung is a Medical Officer, Certified in Public Health by the National Board of Public Health Examiners, and a Fellow of the American College of Preventive Medicine.



Chair

CDR Tina Nhu is the current Chair for APAOC and has been an active APAOC member since 2009, serving her second term as Voting Member. She previously served as Chair-Elect for the 2018 term, Chair of the Training and Education Subcommittee from 2015-2016, and Chair of the APAOC's Recruitment and Retention Subcommittee in 2014. CDR Nhu is assigned to the Food and Drug Administration (FDA) as Regulatory Project Manager Team Lead for the Division of Project Management at the Office of Generic Drugs (OGD) located at the White Oak Campus in Silver Spring, MD. As a Team Leader, she directs a team of Regulatory Project Managers to manage the review and approval of the Abbreviated New Drug Applications. She began her career with the United States Public Health Service (USPHS) in 2009 as a Product Quality Project Manager in OGD. In 2012, she became a Regulatory Project Manager in OGD and transitioned as a Team Leader in 2014. CDR Nhu is a pharmacist by training, graduating with a Bachelor of Pharmacy from the Massachusetts School of Pharmacy and Health Sciences and attaining her Doctor of Pharmacy from the University of Florida College of Pharmacy.



Chair-Elect

LCDR Kelly Leong is the 2019 APAOC Chair-Elect. This is her second term as an APAOC Voting Member, and her previous roles in APAOC include serving as the Executive Secretary, the Education and Training Subcommittee Co-Chair, and the Social Media Workgroup Co-Chair. LCDR Leong is a Health Service Officer and recently started a new position at the U.S. Immigration and Customs Enforcement in Washington, DC as a Registered Health Information Administrator. Her prior duty stations include the Centers for Medicare & Medicaid Services and the Food and Drug Administration. She is also the current DC Band Lead in the USPHS Music Ensemble.





Executive Secretary

CDR Trang Tran is serving her second term as a Voting Member and is committed to supporting APAOC missions by fulfilling her roles and responsibilities as the Executive Secretary and working closely with the APAOC Chair and Executive Committee members to coordinate strategic planning for APAOC initiatives. In her previous term as an APAOC Voting Member, she was the Chair of the Leadership and Strategic Planning Subcommittee in 2016, MOLC Representative in 2015, and the Co-Chair for the Recruitment & Retention Subcommittee in 2014. She joined USPHS in 2009 and currently serves as a Program Management Officer in the Office of Generic Drugs at FDA. She received her Doctor of Pharmacy from Temple University - School of Pharmacy and more recently her Master of Business Administration from University of Maryland - Robert H. Smith School of Business.



Corresponding Secretary

CDR Ruiqing Pamboukian has been an active APAOC member since 2012. She currently serves as the Corresponding Secretary for the 2019 operational year. Previously, she was the Alternate for the MOLC Chair in 2018, Healthy Mind Initiative (HMI) COA Liaison in 2018, Communication Subcommittee Co-Chair in 2015, Training and Education Subcommittee Co-Chair in 2014, and Career Development Subcommittee Co-Chair in 2013. CDR Pamboukian is in the Scientist category and joined USPHS in 2010. She currently serves as a Food Safety Scientist at FDA's Office of Regulatory Affairs, Office of Regulatory Science in Rockville, MD. As the Program Lead, she oversees the 50+ State Cooperative Agreement Program making contributions toward implementing National Laboratory Standards to support FDA Partnership for Food Protection. Prior to this assignment, she was a Research Scientist at the National Institutes of Health. CDR Pamboukian received her Ph.D. in Molecular Biology from University of Maryland in 2005.



Treasurer

CDR Su-Lin Sun joined APAOC in 2017 is currently serving as the Treasurer. Previously, she was the Chair for the Publication Work Group in 2018 and the Co-Chair for the Publication Work Group in the prior year. CDR Sun joined USPHS in 2010 and is assigned as a Project Manager in the Division of Medical Imaging Products at FDA's Office of New Drugs. CDR Sun enjoys learning new information and facilitating process improvement. She holds her Doctor of Pharmacy degree from Howard University, Master's degree in Project Management from George Washington University, and continues to practice clinical pharmacy at Children's National Health System since 1996.



MOLC Representative

LCDR Yvon Yeo is currently serving her first term as an APAOC Voting Member and as the APAOC Minority Officers Liaison Council (MOLC) Liaison. She started APAOC as the Co-Chair of the Charter and Bylaws Subcommittee and became the Chair the following year. LCDR Yeo received her commission in 2013 and is in the Pharmacy category. Last year, she made a programmatic and geographic transfer, moving from the Bureau of Prisons in Waymart, PA, to the Immigration and Customs Enforcement in Washington, DC. LCDR Yeo received her Pharm.D. from Massachusetts College of Pharmacy and Health Sciences.





MOLC Representative

LCDR Daniel Lee serves as the Liaison for MOLC and Voting Member in APAOC. He previously served as the Chair and Co-Chair of the APAOC Career Development and Advancement Subcommittee in 2018 and 2017, respectively. As the Chair of the Career Development and Advancement Subcommittee, LCDR Lee successfully planned, coordinated, and implemented the APAOC Mentorship Program resulting in pairing 26 mentors and mentees, a 50% increase in participation from the prior year. He also successfully planned and implemented the 2018 APAOC Demographic Survey and submitted the report for APAOC's 2018 Winter Newsletter publication. LCDR Lee graduated from University of Maryland School of Pharmacy in Baltimore in 2012, received his commission, and completed his pharmacy residency training at Gallup Indian Medical Center in Gallup, NM. Afterwards, he served as an Advanced Practice Pharmacist at Tsehootsoi Medical Center in Fort Defiance, AZ. LCDR Lee transferred to Philadelphia, PA upon accepting a position with the FDA Office of Regulatory Affairs (ORA) in 2017. He is currently serving as a Medical Device Investigator in the ORA Baltimore District Office. LCDR Lee also serves on the Rapid Deployment Force Team 5 and has deployed in response to Hurricanes Harvey (in Dallas, TX) and Maria (in Ponce, Puerto Rico).



Leadership & Strategic Planning

CDR Jerry Zee has been an APAOC member since he was commissioned in 2005. He was a Voting Member in 2012–2014 and proudly served as the Chair for the Recruitment and Retention Standing Subcommittee, Chair-Elect, and the Chair of APAOC. He is currently serving his second term as a Voting Member as the Leadership & Strategic Planning Chair. CDR Zee has received several accolades throughout his USPHS career, including the CAPT Allan Lock Service Award, the American Public Health Association's National Public Health Week Award, the DHHS Regional Health Administrator's Award for Distinguished Service, and the American Society of Health-System Pharmacists Chief Executive Officer's Award for Courageous Service. CDR Zee is currently stationed in New York as a Regional Pharmacist in the Consortium of Medicare Health Plan Operations with the Centers for Medicare & Medicaid Services. CDR Zee attained his dual degrees, Doctor of Pharmacy, as well as Bachelor of Science in Pharmaceutical Marketing & Management from Massachusetts College of Pharmacy and Health Sciences University in 2004. CDR Zee also obtained the Master of Public Health degree, with a focus in Health Policy & Management from Hunter College, School of Public Health in 2015.

DID YOU KNOW?

Global Health and Global Health Engagement Graduate Certificate



- The Uniformed Services University (USU) offers an opportunity to earn a Graduate Certificate in Global Health and Global Health Engagement via **distance learning**. This program is open to all armed services and commissioned officers of the U.S. Public Health Service.
- Students can earn their graduate certificate upon completion of 18 credits in this fully accredited program. Students can opt to complete the full program or elect to take one or two courses to expand their skill set and knowledge base. Most courses run approximately 11 weeks each.
- There is **no tuition charge** for eligible personnel.
- For more information on enrollment or if you have additional questions or concerns, please check out the link: <https://www.usuhs.edu/pmb/gh-distance-learning>.



2019 APAOC Voting Members



LCDR Jaspreet Gill
(Co-Chair, Recruitment & Retention Subcommittee)

Previous APAOC Roles:
Co-Chair, Awards & Recognition Subcommittee

Current Duty Station:
Public Health Veterinarian, Food Safety and Inspection Service, Brooklyn, NY

PHS Category: Veterinarian

LT Chaolong Qi
(Co-Chair, Recruitment & Retention Subcommittee)

Previous APAOC Roles:
Alternate for LCDR Oliver Ou

Current Duty Station:
General Engineer, Centers for Disease Control, Cincinnati, OH

PHS Category: Engineer



CAPT Amy Chi (Co-Chair, Career Development & Advancement Subcommittee)

Previous APAOC Roles:
Co-Chair, Public Relations & Merchandise Subcommittee; Co-Chair, Communications Subcommittee

Current Duty Station:
Supervisory Project Manager, Division of Clinical Trial Quality, Office of Medical Policy, FDA, Silver Spring, MD

PHS Category: Nurse

CDR Dipti Kalra (Co-Chair, Career Development & Advancement Subcommittee)

Previous APAOC Roles:
Alternate for LCDR Oliver Ou

Current Duty Station:
Team Lead, Office of Scientific Investigations, FDA, Silver Spring, MD

PHS Category: Pharmacist



LCDR Mandy Kwong
(Chair, Charter and Bylaws Subcommittee)

Previous APAOC Roles:
Alternate Voting Member for CDR Kun Shen; Co-Chair, Charter & Bylaws Subcommittee

Current Duty Station:
Supervisory Regulatory Project Manager, Division of Project Management, Office of Generic Drugs, FDA, Silver Spring, MD

PHS Category: Pharmacist

LCDR Kathleen Tisdale
(Chair, Charter and Bylaws Subcommittee)

Previous APAOC Roles: None

Current Duty Station:
Quality Assurance Specialist, Division of Strategic National Stockpile, Office of the Assistant Secretary for Preparedness and Response (ASPR), Atlanta, GA

PHS Category:
Environmental Health Officer





CDR Khang Ngo
(Chair, Communications Subcommittee)

Previous APAOC Roles: APAOC Treasurer; Co-Chair, Communication Subcommittee; MOLC Liaison; Chair, Career Development Subcommittee

Current Duty Station: Regional Supervisor, Bureau of Health Workforce, HRSA, Seattle, WA

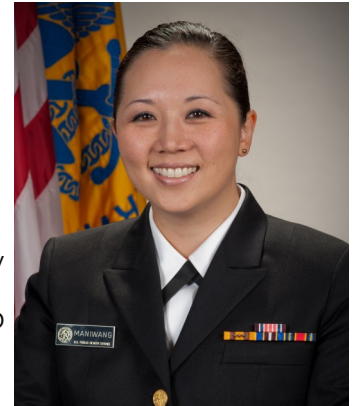
PHS Category: Pharmacist

CDR Janice Maniwang
(Chair, Publications Subcommittee)

Previous APAOC Roles: Co-Chair, Public Relations & Merchandise Subcommittee

Current Duty Station: Associate Director for Regulatory Affairs, Office of Medical Policy Initiatives, FDA, Silver Spring, MD

PHS Category: Pharmacist



CDR Minglei Cui (Co-Chair, Publications Subcommittee)

Previous APAOC Roles: Chair, Recruitment & Retention Subcommittee; Chair, Awards & Recognition Subcommittee; Committee Member, Career Development Subcommittee

Current Duty Station: Consultant, Office of Generic Drugs, FDA, Silver Spring, MD

PHS Category: Scientist

CDR Reazol Chino
(Co-Chair, Publications Subcommittee)

Previous APAOC Roles: Chair & Co-Chair, Communications Subcommittee

Current Duty Station: Assistant Director of Pharmacy, Tuba City Regional Health Care Corp, Tuba City, AZ

PHS Category: Pharmacist



CDR Caroline Le
(Chair, Social Media Work Group)

Previous APAOC Roles: Co-Chair, Recruitment & Retention Subcommittee; Co-Lead, Pamphlet Work Group; Member, Career Development Subcommittee

Current Duty Station: Recall Coordinator/Compliance Officer, Office of Regulatory Affairs, FDA, Denver, CO

PHS Category: Pharmacist

LCDR Theresa Castellano
(Co-Chair, Social Media Work Group)

Previous APAOC Roles: Alternate Voting Member, Education & Training Subcommittee

Current Duty Station: Integrated Clinical Pharmacist, Southcentral Foundation, Anchorage, AK

PHS Category: Pharmacist



CDR Ranjodh Gill
(Chair, Community Engagement Work Group)

Previous APAOC Roles: Outreach Coordinator, Healthy Mind Initiative

Current Duty Station: Nurse Consultant, Division of Microbiology and Infectious Diseases, National Institute of Allergy and Infectious Disease, NIH, Rockville, MD

PHS Category: Nurse

LCDR Oliver Ou
(Co-Chair, Community Engagement Work Group)

Previous APAOC Roles: MOLC Representative; Chair & Co-Chair, Career Development/Advancement Subcommittee, Executive Secretary

Current Duty Station: Chemist, Food Safety and Inspection Service, USDA, Washington, DC

PHS Category: Scientist





**CAPT Mei-Ying Li
(Co-Chair, Education & Training Subcommittee)**

Previous APAOC Roles: Co-Chair, Recruitment & Retention and Charter & Bylaws Subcommittees

Current Duty Station: Program Manager, Office of Partnerships, ORA, FDA, Rockville, MD

PHS Category: Nursing

LCDR Catherine Arnatt (Co-Chair, Education & Training Subcommittee)



Previous APAOC Roles: Co-Chair, Education & Training Subcommittee; Committee Member, Career Development & Advancement Subcommittee; Alternate Voting Member

Current Duty Station: Integrated Clinical Pharmacist, Anchorage Native Primary Care Center, Southcentral Foundation/Alaska Native Medical Center, Anchorage, AK

PHS Category: Pharmacist



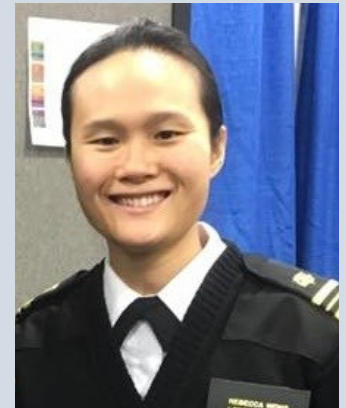
**CDR Linhua Tzeng-Goh
(Chair, Nominations & Membership Subcommittee)**

Previous APAOC Roles: Alternate Voting Member for Public Relations

Current Duty Station: Lead Regulatory Health Project Manager, Division of Regulatory Project Management, Office of Science, FDA, Silver Spring, MD

PHS Category: Nurse

**LCDR Rebecca Wong
(Co-Chair, Nominations & Membership Subcommittee)**



Previous APAOC Roles: Chair & Co-Chair, Social Media Work Group

Current Duty Station: Project Manager, FDA, Silver Spring, MD

PHS Category: Pharmacist



**CDR Hai Lien Phung
(Chair, Public Relations & Merchandise Subcommittee)**

Previous APAOC Roles: Chair & Co-Chair, Public Relations & Merchandise Subcommittee; Alternate Voting Member

Current Duty Station: Quality Assurance Specialist, Division of Strategic National Stockpile, ASPR, Atlanta, GA

PHS Category: Pharmacist

**CDR Ruby Lerner
(Co-Chair, Public Relations & Merchandise Subcommittee)**



Previous APAOC Roles: APAOC Executive Secretary

Current Duty Station: Analyst, Office of Regulatory Policy, FDA, Silver Spring, MD

PHS Category: Nurse



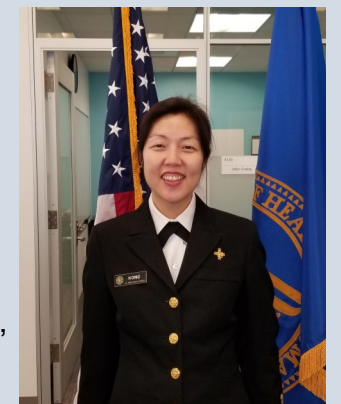
**LCDR David Eng
(Chair, Recruitment & Retention Subcommittee)**

Previous APAOC Roles: Co-Chair, Social Media Work Group

Current Duty Station: Regulatory Project Manager, Office of Generic Drugs, FDA, Silver Spring, MD

PHS Category: Pharmacist

**CDR Yoon Kong
(Co-Chair, Recruitment & Retention Subcommittee)**



Previous APAOC Roles: APAOC Corresponding Secretary; Chair & Co-Chair, Public Relations & Merchandise Subcommittee

Current Duty Station: Interdisciplinary Scientist, Division of Nonprescription Drug Products, Office of New Drugs, FDA, MD

PHS Category: Pharmacist



CAPT Jason Woo Senior Officer Highlight

An Article on Leadership



**“What comes next?
You’ve been freed
do you know how hard it is to lead?”**

King George, From the musical “Hamilton”

As I approach my retirement date on August 1st this year, I’ve come to ponder how much this line from the musical “Hamilton” means to me in the next stage of my journey. In particular, the idea that leading is something that is hard, when in fact I feel my whole Corps career has been filled with opportunities to lead. So, the more I ponder this, the more I envy all of you who have more time to serve in our uniform and to continue leading!

I have received many “congratulations” on my upcoming retirement, even though I would prefer they offer their “commiserations”! Being an officer in the USPHS Commissioned Corps has been a true privilege, mostly because we have so many opportunities to lead. Our roles may not always be the most visible or recognized, but we always lead just with our efforts, energy and our interest in helping others. And the camaraderie of having like-minded colleagues and naturally spending time with them in these activities - priceless!

This aspect about our careers as Corps officers struck home as I use one of the fundamental skills I have taught for officer development at OBC and with COF/COA - time and energy management. In considering my options for post-retirement employment, a basic thought that comes to mind is “How much will I get paid for working this hour?” To be honest, this seems like such an odd question after my 31 years in the Corps: I just really haven’t asked this question for such a long time. Sure, as a medical doctor, there was a time during my residency training when I calculated my actual “hourly rate” which

ended up being like \$1.50 an hour (I exaggerate a bit!), but otherwise it just hasn’t occurred to me that the things I do for the Corps, outside the “normal” hours, need any monetary justification. Whether it was spending time after hours developing patient education materials, preparing our deployment team Standard Operating Procedures (SOPs) and call-downs, being a first aid responder, working on presentations for local schools, participating in PHS Athletics or NPS-PACE activities, or just volunteering for science fairs, food bank or other community service needs. These are all part of what we do in the Corps to serve and try to help others. By helping, we influence, and in so doing, that is where we have real impact. This is where we are always leading.

Our service is what leadership is. That’s why King George’s question isn’t an issue for the Corps. We lead every day, all the time. It’s just natural for us in the Corps to see others, see their challenges, and try to be helpful. It is this collective mindset and commitment of Commissioned Corps officers that I will miss being engaged with daily. Being “freed” from the uniform, I’m going to have to ask how I can lead every day, and then figure it out!

It’s true there are challenges facing the Corps and the consternation that change creates. Change is happening, and though my adage, “the only one who likes change is a baby” is meant to be funny, it also rings true. Yet I am strongly encouraged by the efforts of the Corps leadership. ADM Giroir has many challenges, but I also know this: he wakes every morning wanting to be happy, wanting to be valued, and wanting to strengthen the Corps. There are many things I’m sure that he must respond to that are outside his control, as we all do, but I absolutely believe he is trying to help the Corps and help serve others. While that may not always translate into something that fits with our individual current priorities and expectations, I do

think it is what he and our leadership see as best for the Corps from what they are having to deal with. And we have the ability to choose and change: as Victor Frankl said, “Everything can be taken from a (person) but one thing: the last of human freedoms – to choose one’s attitude in any given set of circumstances, to choose one’s own way.”

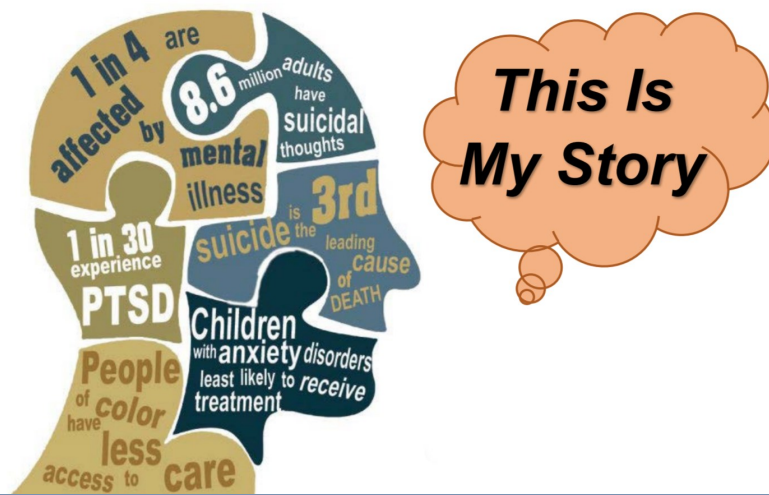
And this is where this mindset - this choice, this commitment to service and helping others - will help the Corps. No one else or any other organization I am aware of has the breadth and depth of relationships and connections we do as a Corps in connecting at the local, state, Tribal, federal, international and NGO levels. As long as we continue to see this commitment to service and our relationships with each other and others as our strength, we will be fine. We will be more than resilient, we will be anti-fragile, as we will continue to stretch and grow rather than just having to hunker down to get through this time of change.

And I know I will miss this.

So, congratulations to you all, on the continuing opportunities you have to engage with one another, in uniform, to lead and to make the world a better place. And, if you do see me before I retire, please offer me some sympathy rather than congratulations – I’m going to miss this uniform and the regular opportunity to work with you all on efforts - like HMI, like NPS-PACE - to help those around us. To all of you engaged in leading with all your service and efforts for other, Bravo Zulu!

I want to thank CDR Nhu for offering me this opportunity to share some of my thoughts, and I hope they are helpful. While I hope and plan to stay connected through COF and the retired officer opportunities, I know it will be a different culture I will be engaged with on a daily basis – one that more likely has other priorities than just helping others. Be well!





High School Essay Contest – “Speaking Up About Mental Health”

By LT Heather Light, LCDR Rebecca Wong, LCDR Nancy Tian, LCDR Oliver Ou

Suicide is the leading cause of death in Asian American and Pacific Islander (AAPI) youth between the ages of 12 and 17 according to the Centers for Disease Control and Prevention (CDC). “Teens have important stories to tell about their experiences with mental health treatment, and we hope this contest will give them an opportunity to express their thoughts and ideas. It’s clear we need to work with them to better understand mental health stigma and the barriers they may face when seeking mental health treatment,” said Dr. Joshua Gordon, M.D., Ph.D., Director of the National Institute of Mental Health (NIMH). In 2018, the Healthy Mind Initiative (HMI) was launched in response to Assistant Secretary for Health, ADM Brett P. Giroir’s call for Commissioned Corps Officers to conduct community engagement events in collaboration with local, state, tribal and non-governmental organizations. The purpose of HMI is to address mental health challenges in AAPI communities.

In January 2018, APAOC officially established the Community Engagement Workgroup to lead and implement HMI in two phases. Phase 1 focuses on reaching out to parents and Phase 2 engages youth, ages 16-18 years old, through an essay challenge focused on mental health awareness and solutions. The Healthy Mind Initiative promotes mental health awareness, a highly

stigmatized issue within AAPI communities as they are often stereotyped as the model minority. APAOC is able to leverage existing resources from federal and local government organizations, along with our PHS officers’ ties with AAPI communities, to provide culturally sensitive community presentations to familiarize parents with adolescent mental health risk factors and how to foster mental health wellbeing.

In September 2018, the Community Engagement Workgroup reached out to federal, county, and community partners to roll out Phase 2 of the HMI program called “National Essay Challenge.” These partners include NIMH, the National Institute of Minority Health and Health Disparities (NIMHD), and the Calvin J. Li Memorial Foundation. The Federal Asian Pacific American Council (FAPAC) and many PHS officers have been involved in program development in multiple areas including: providing expertise during bi-weekly planning meetings, promoting the essay challenge at community outreach events, professional advisory groups, social media, and serving as essay contest evaluators during pre-screening and evaluation stages.

To elaborate, this Phase 2 project is a national high school student essay contest with the theme “Speaking Up About Mental Health.” The contest

launched on April 29, 2019 and is open to students ages 16-18, regardless of their racial or ethnic background. It is an opportunity for youth, from a variety of cultural backgrounds, to explore ways to improve mental health by sharing innovative solutions tackling stigma and social barriers that adolescents commonly face when seeking mental health treatment.

The National Essay Challenge planning committee seeks your support and participation as PHS officers in raising mental health awareness in adolescents by promoting the essay competition and serving as contest evaluators. If you would be interested in learning more about these opportunities, please send an e-mail to MHHighSchoolEssay@mail.nih.gov. The link to the Essay Challenge can be viewed at <https://challenge.gov/a/buzz/challenge/997/ideas/top#challenge-summary>.

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Leong, K., Leong, R., Chaves, K., Gill, R., Zhang, X., and Zhou, E., August 2018, *APAOC’s New Healthy Mind Initiative*. Retrieved from APAOC’s Winter 2018 Newsletter.





Healthy Mind Initiative Outreach at the 2019 Vietnamese Lunar New Year Festival

By CDR Tina Nhu, LCDR Hanah Pham, LCDR Kent Bui, and LT Tramara Dam

The Asian Pacific American Officers Committee (APAOC) Community Engagement and Outreach Work Group collaborated with the APAOC Public Relations and Merchandise (PR&M) Subcommittee, to conduct a joint outreach to the Vietnamese community on Saturday, February 2, 2019. Thirteen U.S. Public Health Service (USPHS) Commissioned Corps Officers actively participated in the Vietnamese Lunar New Year Festival to promote the mission of USPHS and to help advocate mental health awareness in the Vietnamese community in the Washington D.C. metropolitan area.

Vietnamese Lunar New Year, also known as Tet or Tết Nguyên Đán, is the most significant national holiday celebration in the Vietnamese culture. It coincides with the Lunar New Year celebration throughout the world. Vietnamese people celebrate Tet to welcome the arrival of spring (usually in January or February each year) and the Lunar New Year and to summarize their accomplishments from the past year. Furthermore, Vietnamese people believe what is done on the first day of the year will affect the rest of the year and thereafter. Tet is considered an important mark for changes, plans, and making progress in life. For some, Tet might be the only occasion to gather together with family members after a year of hard work.

This year the 2019 Vietnamese Lunar New Year Festival was organized and sponsored by the Northern Virginia Vietnamese Community Organization at Justice High School in Falls Church, Virginia. It was a great opportunity to spend time with friends and family, enjoy Vietnamese music, and appreciate traditional holiday treats. This day long family-friendly event was well attended by hundreds of Vietnamese Americans in the D.C. metropolitan area. Officers were divided into two shifts to optimize coverage for a

full and festive day of activities. Morning shift officers arrived an hour early to set up the exhibit table with resource materials about USPHS, mental health first aid, and pamphlets outlining APAOC's missions, goals, and objectives. The mental health first aid materials included information such as pamphlets and scenario-based brochures were both available in English and Vietnamese languages, provided by the Asian American Health Initiative (AAHI). Our table was well visited by over 70 event attendees, many of whom were attracted to the officers due to the Service Dress Blue uniforms, the display of the USPHS flag, as well as balloons and prizes for children. This was a fantastic event as it provided officers with a great opportunity not only to educate the local Vietnamese communities about the mission of USPHS, but also to bring mental health awareness and available resources to this community.

This joint APAOC HMI and PR&M community outreach event was well received and attended. This engagement has helped to establish working relationships for future outreach activities with the Vietnamese American communities. The officers who were involved with the events had a great time! They expressed sincere appreciation for the opportunity to serve the Vietnamese community and look forward to participating in future events.

Thank you to the following officers who served and provided resources for the community outreach activity at the 2019 Vietnamese Lunar New Year (Tet) Festival:

(L-R): LCDR Kent Bui, LCDR Hanah Pham, LT Tramara Dam, CDR Jade Pham, CDR Trang Tran, CDR Teresa Ramson, CDR Tina Nhu, LTJG Kevin Khuu, LCDR Dien Nguyen, LT Nam To, LT Tiffany Pham, LT Santhana Webb, and CDR Ruby Lerner (not pictured).



Another Successful Asian Pacific American Officer Committee (APAOC) Healthy Mind Initiative Community Outreach Event at the Chinese Bible Church of Maryland Chinese School

By LT Yajun (Jason) Tu, CDR Ruiqing Pamboukian, LCDR Nancy Tian, and CDR Su-Lin Sun

Mental health is a critical component to overall physical, social, and emotional well-being. Mental health awareness and its advocacy is a top priority for the Department of Health and Human Services, the Office of the Assistant Secretary for Health, the Office of the Surgeon General and the Commissioned Corps of the U.S. Public Health Service. Serious concerns have been raised about mental health awareness among Asian American and Pacific Islander (AAPI) population. According to 2016 data, suicide was the leading cause of death for AAPI youth, between the ages of 12-19 years old in the United States. AAPI is identified as the only race in this age group with suicide as the leading cause of death. One in nine Asian adolescents had at least one major depressive episode in 2016. The challenge of raising mental health awareness among AAPI communities include two important obstacles: language barrier issues and lack of culturally sensitive educators.

To address this public health concern, APAOC established the Healthy Mind Initiative (HMI) in 2018 to build collaboration and partnership across the federal, county, and community sectors. This includes the Substance Abuse and Mental Health Services Administration (SAMHSA), the Montgomery County Health and Human Services' Asian American Health Initiative (AAHI), and AAPI community organizations. HMI aims to promote mental health awareness by developing strategies and guidance for parents and caregivers on how to seek professional support and resources as well as engaging in community outreach events. HMI promotes the CHERiSH model to highlight the importance of mental health literacy by educating parents and caregivers about mental illness, substance misuse, and suicide among AAPI youth, with a focus on prevention and early detection.

In September 2018, LCDR Nancy Tian began the early stages of planning and coordinating the HMI outreach event at the Chinese Bible Church of Maryland. As an active church member and parent at the Chinese Church School, LCDR Tian identified an opportunity for the parents to

engage in outreach as they were waiting for their children to finish their class. Since the Chinese School operates under the Church's guidance, the HMI seminar presentations had to undergo thorough review and clearance by the church priests. Fortunately, Priest Zhang attended an HMI outreach event in February and his positive experience helped expedite the clearance process. With the coordination of Principal Fonnein Lin and Education Director, Jane Zhang, CDR Su-Lin Sun and LCDR Nancy Tian, along with the seven PHS officers, including a psychiatrist, a pharmacist, social workers, and scientists, held the HMI event at the Chinese Bible Church of Maryland on March 31, 2019.

The HMI event consisted of an interactive presentation and small group discussions. The presentation entitled, "Healthy Mind Initiative: Promoting Mental Health and Well-Being for Asian American Youth," focused on six topics/key messages which were conveyed using the CHERiSH model, an acronym for the first letter from the six key messages. The six key messages include: 1) mental health is CRITICAL to overall physical, social, and emotional well-being; 2) mental health problems occur at a HIGHER RATE in youth than one would expect; 3) know the EARLY WARNING SIGNS associated with mental health problems; 4) know what could put youth at RISK for mental health problems or protect them; 5) know how to SUPPORT, ACT, and LINK WITH PROFESSIONAL TREATMENT

when necessary; 6) and know that youth, with support, can HEAL and BOUNCE BACK from mental health problems.

LCDR Nancy Tian presented the first three key messages and CDR Su-Lin Sun led the second half of the presentation. LCDR Micah Sickel, LT Heather Light, and CDR Deloris Caldwell provided response on the questions from the audience. The presentation was very interactive and included case scenarios, questions and answer portions, as well as many real-life examples shared by the presenters and the audiences. In addition, all the officers enthusiastically participated in the small group discussions during break time and after the presentation.

The event was well received by more than 50 parents, caregivers, and teachers alike. The HMI Chinese team received great feedback and praise from the audience at the Chinese Bible Church of Maryland, as well as appreciation for their support of the outreach program. Likewise, all participating officers enjoyed the outreach opportunity and are excited to continue supporting this type of event.

Special thanks go to the following officers who dedicated their time and efforts to make this event a success: (L-R) *CDR Su-Lin Sun, CDR Deloris Caldwell, CDR Ruiqing Pamboukian, LCDR Mandy Kwong, LCDR Micah Sickel, LCDR Nancy Tian, LT Lacreisha Ejike-King, LT Heather Light, and LT Yajun (Jason) Tu.*



New Officer Highlight

LT Ralph Thadeus Tuason, RN, BSN, CNRN

National Institute of Health Clinical Center Nursing Department (NIH CCND), Bethesda, MD

1. Please tell us about your background.

I am a Research Nurse Specialist for the NIH CCND Nursing Research and Translational Science (NRTS). I work with research participants with Alcohol Use Disorder (AUD). My role entails clinical care of research participants, support study implementation, data collection and analysis, and ensure study compliance with human subject protection regulations. I was born and raised in the Philippines before immigrating to the United States in 2002. I currently live in Clarksburg, MD and I have been living in Maryland ever since I immigrated. I got my Associate's degree in Nursing in 2005 from Montgomery College Takoma Park and obtained a Bachelor's degree in Nursing in 2009 from the University of Maryland Baltimore, School of Nursing. I'm currently pursuing a Master of Science in Health Science with a focus on research administration. I plan to finish my Master's degree in 2020-2021.

2. What are your hobbies?

I enjoy working out and activities involving exercise. I like going to the gym, jogging, lawn tennis, and kickboxing.

3. Why did you join USPHS?

I want to help people. It's the primary reason that I became a nurse. Being deployed as a Public Health Service (PHS) officer will allow me to encounter unique experiences that I won't get to encounter as a traditional nurse. The idea of responding to a disaster through deployments and being able to adapt and be creative in really difficult situations while helping individuals at their most vulnerable state is what made me want to become a PHS officer.

4. How do you see yourself participating in APAOC?

As a new PHS officer, I just want to get my feet wet. I plan to get involved in JOAG, NPAC, and APAOC. What really attracted me to these groups are community events. I would like to get involved in helping the community through volunteering, community education, and community engagement (e.g. fitness events). Eventually, I'd like to get more involved and get in a position with greater impact and help not only APAOC but other PACs, advance their agenda to benefit the USPHS overall.

5. What did you do before your current position?

Before working for the NRTS Department, I worked in the Neurology and Sleep Laboratory Inpatient Unit (7SWN) also in NIH from November 2012 to January 2017. Prior to that, I started my nursing career at MedStar-Georgetown Medical Center in Washington, DC in their Neuroscience Intermediate Care Unit and transferred to their Neuroscience Critical Care Unit in 2007.



Recruitment and Retention Update

In the first quarter of 2019, APAOC's recruitment team attended two OBC open houses (OBC 107 and 108) and successfully recruited 9 of the 42 graduating officers. Pictured here are members of the APAOC recruitment team speaking with OBC 108 graduate and APAOC's newest member, LT Ralph Tuason.

(L-R): CAPT Mei-Ying Li, LCDR David Eng, CDR Harold Sano, LT Ralph Tuason



RedDOG Refreshers

By LT Tuan Nguyen

The United States Public Health Service Commissioned Corps' proud legacy and traditions link today's officers to past, present, and future officers. Below are refreshers to utilize in executing Corps protocol with leadership, service, integrity and excellence.

The [Surgeon General's Honor Guard Drill and Ceremonies Manual](#) (2017) manual serves as operational guidelines for all officers assigned to assist with or participate in ceremonial events.

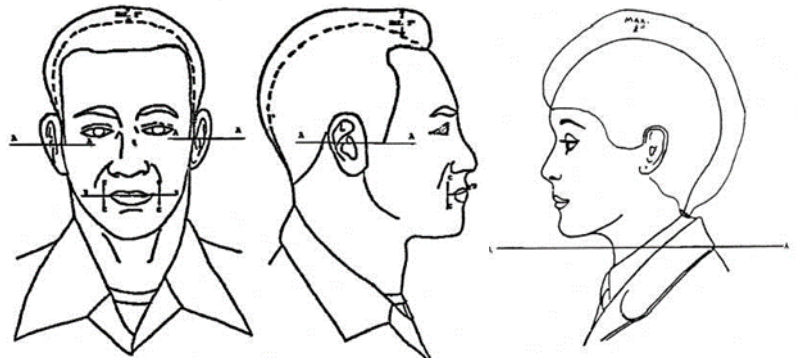


Proper dress of Flag **Improper dress of Flag**

Note: Beware of using USPHS flag as anything other than a flag (e.g., table cloth).

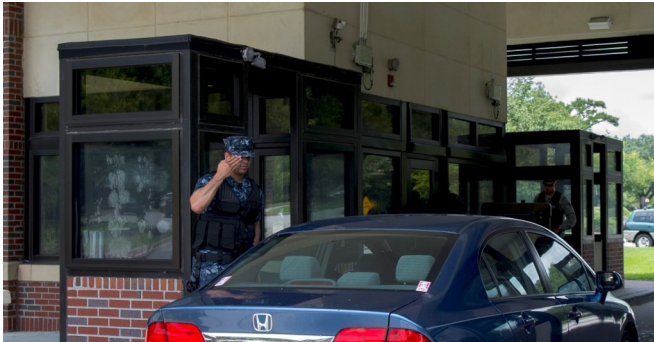


Three authorized version of the USPHS seals



Grooming Standards – Male and Female

[\(CCIS Inst 412.01\)](#) : Reference Page 7 of 18



Military Base Etiquette

While driving through military entrance gate in uniform, it is customary to return salute when rendered. In civilian attire, it is common courtesy to acknowledge the salute with either a salute, or a verbal acknowledgement such as "Good morning/afternoon/evening" or "Thank you".

Salute officers even if their hands are occupied. Your salute will be acknowledged by a verbal greeting such as "Good morning/afternoon/evening".

It is not customary for officers of the same rank to salute each other. A verbal greeting of acknowledgement will be sufficient.



ODU: Laces tied and tucked into boot. Blousing straps affixed between 1st/2nd eyelets from top of boot



Cherry Blossom 5K Spring Walk in Washington, D.C.

By LCDR Kent Bui, CDR Curi Kim, CDR Ruby Lerner

Walking is not only a fun and safe activity, but also is one of the best ways to be healthy and stay physically fit. To observe National Walking Day, the Asian Pacific American Officers Committee (APAOC) Public Relations and Merchandise Subcommittee (PR&M) organized a Cherry Blossom 5K Spring Walk in Washington, D.C. on April 13, 2019. This event coincided with the National Cherry Blossom Festival Parade and the Sakura Matsuri Japanese Street Festival which are typically scheduled in early April when D.C. cherry blossoms usually reach peak bloom.

Despite a light drizzle in the morning, ten Public Health Service (USPHS) officers, along with family members and friends, arrived early in the morning at the Tidal Basin Welcome Area. After a short meet-and-greet and a group photo, officers proceeded with the 5K walk at 0830 ET. Due to LCDR Kent Bui's masterful planning, the 5K route was designed as a loop around D.C.'s most iconic landmarks and officers enjoyed breathtaking views of the blossoming cherry trees around the Tidal Basin. Participants strolled past the Thomas Jefferson Memorial, the George Mason Memorial, the Franklin Delano Roosevelt Memorial, the Martin Luther King, Jr. Memorial, the Korean War Veterans Memorial, the Lincoln Memorial, the Vietnam Veterans Memorial, the World War II Memorial, and the Washington Monument. Along the route, we were fortunate to be enlightened by CDR Curi Kim about the history of our capital's renowned memorials.

The walk was a perfect opportunity for networking and building camaraderie among officers. It was a great success: We helped to increase awareness about the PHS and promote APAOC's visibility while also modeling a healthy lifestyle by being physically active. As stated by Dr. Vivek Murthy, the 19th Surgeon General of the United States, "Walking for better health may seem simplistic, but sometimes the most important things we can do are also the easiest and the most obvious. It's time to step it up, America! The journey to better health begins with a single step."



(L-R): LT Jason Tu, CDR Ruby Lerner, CDR Tina Nhu, CDR Diane Nhu, CDR Ruiqing Pamboukian, LCDR Kent Bui, CDR Curi Kim, Allison Pauly, LT Kinbo Lee, LT Huan Tran, and LCDR Stacy Yung



1st row - CDR Ruiqing Pamboukian, LCDR Stacy Yung, CDR Tina Nhu, CDR Curi Kim, CDR Diane Nhu
2nd row - Allison Pauly, CDR Ruby Lerner, LT Huan Tran
3^d row - LT Yajun (Jason) Tu, LCDR Kent Bui, and LT Kinbo Lee



(L-R): Allison Pauly, LT Tu, LT Lee, CDR Nhu, LCDR Yung, CDR Pamboukian, LT Tran, CDR Nhu, LCDR Bui, CDR Lerner, and CDR Kim



Lunar New Year Pot Luck 2019 APAOC Social Event in Anchorage, Alaska

By LCDR Catherine Arnatt

On February 5, 2019, officers from the Asian Pacific American Officers Committee (APAOC) successfully hosted the 2nd Annual APAOC Social Event to celebrate the Lunar New Year in Anchorage, Alaska (AK). This Lunar New Year Pot Luck Celebration was a delicious opportunity to taste new and familiar foods and enjoy officership and camaraderie. The Year of the Pig was ushered in with a feast of Korean kimchi sausages, Kalua pig, Filipino pork menudo, beef and broccoli stir fry, and much more. The event was well attended by nine Indian Health Service (IHS) officers from three different categories. This is an event that APAOC members in Alaska looks forward to every year!



(L-R): CAPT Kenneth Norris, CDR Velia Turknett, LCDR Madalene Mandap, CDR Anne Arceo, LCDR Yvette-Marie Pace, LCDR Catherine Arnatt, LCDR Judy Tanuvasa, LCDR Theresa Castellanos, and LT Deirdre Abellada

Community Outreach at the 2019 Chinese Lunar New Year Celebration

By LCDR Kent Bui & LT Jon Lee

On February 9-10, 2019, five U.S. Public Health Service (USPHS) Commissioned Corps Officers representing APAOC Public Relations and Merchandise (PR&M) Subcommittee participated in the Chinese Lunar New Year Celebration to promote the mission of USPHS to the Chinese community in the Washington, D.C. metropolitan area.

Chinese Lunar New Year is the most significant national holiday celebration in Chinese culture. The 2019 Chinese New Year began on February 5th marking the beginning of the Year of the Pig. This holiday was traditionally used to honor household and heavenly deities as well as ancestors. It also brings families together for feasting and reflecting on the accomplishments of the past year. Many Chinese people believe the New Year will

bring them luck, health, and prosperity with the traditional greetings, "Xin Nian Kuai Le" for "Happy New Year" and "Gōng Xǐ Fā Cǎi" for "Good Fortune to You All."

This year, the 20th Annual Chinese Lunar New Year Celebration was organized and sponsored by the Chinese Culture and Community Service Center, a non-profit organization with more than 2000 active members, at Lakeforest Mall in Gaithersburg, Maryland. The PR&M conducted outreach at the event to increase the USPHS's visibility not only within the Chinese population, but also among Asian American and Pacific Islander communities. The outreach was divided into two days to optimize coverage and aligned with Lakeforest Mall's 2019 Chinese Lunar New Year schedule. For each day, officers set up the table with resourceful

Throughout the two-day event, over 100 attendees visited our table, which far exceeded our expectations. This was a fantastic event as it provided officers with great opportunities, not only to educate the local Chinese population, but also the Asian American and Pacific Islander communities, about the mission of USPHS.

The PR&M community outreach event was well received and attended. This engagement has helped to establish working relationships for future outreach activities with Chinese and other Asian American and Pacific Islander communities. The officers who were involved with the events had a great time and expressed sincere appreciation for the opportunity to serve the Chinese community and look forward to future events. It was a wonderful opportunity to spend time with friends and family and enjoy not only Chinese culture, but also traditional arts, music, dance, and showcases from diverse cultures in the D.C. metropolitan area.

materials about USPHS and pamphlets outlining APAOC's missions, goals, and objectives.

Thank you to the five officers who volunteered their time for the community outreach activity at the 2019 Chinese Lunar New Year Celebration: CAPT Sally Hu, LCDR Kent Bui, LT Jon Lee, LT Yajun (Jason) Tu, and LT Suresh Jayasekara.



(L-R): LT Jon Lee, CAPT Sally Hu, CAPT Mei-Ying Li, CDR Ruiqing Pamboukian, and LCDR Nancy Tian



Tips for a Successful Mentor/Mentee Relationship

CAPT Amy Chi, CDR Dipti Kalra, CDR Vandna Kishore,
and LCDR Navi Bhandari

The APAOC Mentoring Program offers excellent leadership opportunities for seasoned senior officers as mentors to share their knowledge, experience, and promote the success of fellow junior officers. This program also offers a unique opportunity for junior officers to work closely with senior officers on career progression to meet professional category benchmarks and expectations. This is an opportunity to impart valuable career lessons learned with practical career track guidance and awareness of agency opportunities and perspectives among our APAOC officers.

APAOC mentors and mentees are identified and connected based on a match of strengths and desired areas of development. Below are some helpful tips for a successful mentor/mentee relationship:

1. Clear Communication

Mentee and Mentor: Maintain open and respectfully clear communication

2. Offer Support

Mentee: Mentor is there for you, but is only a guide

Mentor: Encourage communication, participation, create a solid plan of action

3. Identify Your Goals

Mentee: Establish short- and long-term goals to measure progress

Mentor: Help set up an action plan to meet those goals and celebrate the progress

4. Follow Up

Mentee: Be polite, courteous, and ask questions as a continuous learner

Mentor: Answer open ended questions and provide advice, resources, and guidance when appropriate

5. Be Honest

Mentee: Let your mentor know if you don't understand something or have a differing opinion

Mentor: Be truthful in your evaluations, but also be tactful

6. Actively Listen

Mentee: Don't always have to follow a mentor's advice but listen to it and evaluate it

Mentor: Be attentive and analytical, seeking to understand the mentee's perspective: provide the opportunity for the mentee to share their experience from their vantage point and to not jump in and provide direction

7. Share Your Experiences

Mentee and Mentor: Remember that people come from diverse backgrounds and experiences. Get to know each other on an individual basis and share personal experiences and stories

8. Be Reliable and Consistent

Mentee and Mentor: Establish expectations and ground rules including how often to meet and where to meet, and confidentiality parameters

A mentoring relationship has the potential to be used throughout an individual's lifespan and not just our USPHS careers. Including mentoring relationships into one's life can assist with transition management in and out of various life scenarios. Mentoring has been a part of a "paying it forward" successful leadership philosophy that supports our officers in their path ahead. Information about the APAOC Mentoring Program can be found on our website at: <https://dcp.psc.gov/OSG/apaoc/mentor.aspx>

APAOC Celebrations



LCDR Kathleen Tisdale, Co-Chair of the APAOC Charter and Bylaws Subcommittee, welcomed her new bundle of joy on Tuesday, March 12, 2019. Baby boy Donald III. R. Tisdale was born at 6:27AM, weighing 7 lbs. 12 oz. Mommy and baby are both doing great. Congratulations on your new addition, LCDR Tisdale!



CDR Hai Lien Phung, Chair of the Public Relations & Merchandise Subcommittee, gave birth to a healthy baby boy named GiaAn Dong on January 10th, weighing 6 lbs. 8 oz. Welcome GiaAn and congratulations CDR Phung!

Achievements

The Federal Asian Pacific American Council (FAPAC) awarded **CAPT Paul Jung** and **LCDR Xinzhi Zhang** with the **2019 Uniformed Services Award** for distinguishing themselves by promoting the tenets of civil and human rights, equal opportunity, human relations, and public service. Recipients of this award are recognized as exceptional leaders who have advanced equal opportunity for selection, promotion or retention of women and minorities in senior grade level positions and under-represented jobs. Well-deserved!

Congratulations CAPT Jung and LCDR Zhang!



Support your APAOC!

Donations

Make a tax-deductible donation to the Commissioned Officers Foundation (memo: APAOC), and keep a copy of your donation check and notify CDR Su-Lin Sun (Su-Lin.Sun@fda.hhs.gov).

Please send your check to:

Commissioned Officers Foundation (COF)

Attn: Erica Robinson

8201 Corporate Drive, Suite 1170

Landover, MD 20785

Merchandise

To purchase APAOC Merchandise, please contact
CDR Hai Lien Phung (vvt3@cdc.gov),
CDR Ruby Lerner (Ruby.Lerner@fda.hhs.gov),
or LCDR Kent Bui (Kent.Bui@fda.hhs.gov).

APAOC T-Shirt: \$20



Coin (1.75"): \$10

