



Dental Professional Advisory Committee
of the
United States Public Health Service

Protecting, promoting, and advancing the health and safety of the Nation

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Message Topic

Dear Dental Officers,

In an effort to help officers better prepare for the next promotion cycle, we are including some Tips & Tricks regarding promotion

LT Cam-Van Huynh

Promotion Precept rating weight for Promotion

1. Performance Rating and Reviewing Official's Statement (Performance) **40%**
2. Education, training, and professional development **20%**
3. Career progression and potential **25%**
4. Professional contributions and services to the PHS Commissioned Corps (Officership) **15%**
5. Basic Readiness *****0%** (All Officers are expected to maintain basic readiness)

Let's start with reviewing the **COER** and **Reviewing Official's Statement (ROS)**

COER rated based on the following criteria:

- Progression of responsibility
- Achievement and contributions to the agency mission
- Personal accountability for developing skills and leadership effectiveness

Benchmarks T-O4/P-O3	Benchmarks T-O5/P-O4	Benchmarks T-O6/P-O5/P-O6
Skill development reflects potential for leadership and willingness/ability to assume increasing levels of responsibility.	Evidence of independent performance of complex tasks requiring developed proficiency and higher responsibility with positive impact on the program. Demonstrated leadership of program teams or projects.	Independent initiative, evidenced by development, oversight, coordination and/or leadership of projects of exceptional difficulty with an expected level of expertise. Assumption of overall personal accountability for the involved program or project.
Completes assigned duty-related mandatory training and elective training to complement mandatory training.	Completes assigned duty- related mandatory training and elective training to complement mandatory training.	Completes assigned duty- related mandatory training and elective training to complement mandatory training.
Supporting information that professional development contributes to the agency missions.	Supporting information that professional development contributes to the agency missions.	Supporting information that professional development contributes to the agency missions.
The officer demonstrates they efficiently and effectively work at a higher level than their current grade.	The officer demonstrates they efficiently and effectively work at a higher level than their current grade.	The officer demonstrates they efficiently and effectively work at a higher level than their current grade and should currently occupy an O-6 billet.

[Awards](#) help boost an officer’s performance ratings as well. There are PHS awards, JOAG awards, and category specific awards.

USPHS Awards

Individual Honor Awards (6)	Service Awards (11)	Unit Honor Awards (3)
Distinguished Service Medal (DSM) Meritorious Service Medal (MSM) Outstanding Service Medal (OSM) Commendation Medal (CM) Achievement Medal (AM) PHS Citation (CIT)	Hazardous Duty Award (HDA) Foreign Duty Award (FDA) Special Assignment Award (SAA) Isolated Hardship Award (ISOHAR) Crisis Response Service Award (CRSA) Global Response Service Award (GRSA) Response Service Award (RSA) National Emergency Preparedness Award (NEPA) Recruitment Service Ribbon (RSR) Global Health Initiatives Service Medal (GHISM) Bicentennial Unit Commendation (BUC)	Presidential Unit Citation (PUC) Outstanding Unit Citation (OUC) Unit Commendation (UC)

[JOAG Awards](#)

Junior Officer Awards	Senior Officer Awards
VADM C. Everett Koop Junior Officer Award Junior Officer of the Year Award JOAG Excellence Award	VADM Richard H. Carmona Inspiration Award

[DePAC Awards](#)

- Ernest Eugene Buell Dental Award
- Ruth Lashley USPHS Dental Award
- Senior Clinician Dental Award
- Dental Responder of the Year Award
- John P. Rossetti Dental Mentor of the Year Award
- Herschel S. Horowitz Oral Health Research and Policy Award
- Jack D. Robertson Dental Award
- Surgeon General David Satcher Keynote Lecture Award

[ROS](#) rated based on the following criteria:

PROMOTION READINESS: Do you recommend this officer for promotion to the next higher rank?

LEADERSHIP: How does the officer take on a leadership role in the Command/Agency?

MISSION: How does the officer contribute to the mission of the Command/Agency?

At your service,
CDR Joseph Collins

Joseph Collins, DDS
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