



Dental Professional Advisory Committee (DePAC)
U.S. Public Health Service

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Promotion Benchmark #4 (15%)

Professional contributions and services to the PHS Commissioned Corps (Officership)

Dear Dental Officers,

Here are some tips and tricks to help you score well with the promotion boards in your third benchmark:

4. Professional Contributions & Services to the PHS Commissioned Corps (Officership)

Factor	Benchmarks T-O4/P-O3	Benchmarks T-O5/P-O4	Benchmarks T-O6/P-O5/P-O6
<p>Honor/Integrity/Duty</p> <p>As a USPHS Officer:</p> <p>Honor & Integrity are the consistent regard for the highest standards of behaviors and refusal to violate one's personal and professional codes.</p> <p>Duty is the free acceptance of a commitment to service.</p>	<p>Displaying honor and integrity as an officer.</p> <p>Completes mandatory CC training.</p> <p>Officer participates in personal and professional duties to meet obligations.</p> <p>No disciplinary or adverse actions; officer in good standing.</p>	<p>Displaying honor and integrity as an officer.</p> <p>Completes mandatory CC training.</p> <p>Officer participates in personal and professional duties to meet obligations.</p> <p>No disciplinary or adverse actions; officer in good standing.</p>	<p>Displaying honor and integrity as an officer.</p> <p>Completes mandatory CC training.</p> <p>Officer participates in personal and professional duties to meet obligations.</p> <p>No disciplinary or adverse actions; officer in good standing.</p>
<p>Officer CC Contributions</p> <p>Significant contributions are based on information contained in the Officer's Statement, CV, and documented in letters of appreciation: Examples may include:</p> <p>Membership/Leadership/Involvement in PAC and Advisory Groups (e.g. Junior Officers Advisory Group, Minority Officers Liaison Council)</p>	<p>Appointed member or volunteer.</p> <p>Evidence that CC and collateral activities impact and contribute to the PHS mission at the local level.</p>	<p>Appointed subcommittee member or lead in PHS or other professional organization.</p> <p>Evidence that CC and collateral activities impact and contribute to the PHS mission at the regional level.</p> <p>Recruits other mentors.</p>	<p>Appointed Chair, Vice-Chair, or subcommittee lead in PHS or other professional organization.</p> <p>Evidence that CC and collateral activities impact and contribute to the PHS mission at the national or international level.</p> <p>Recruits, trains, supports, and manages other mentors.</p>

Factor	Benchmarks T-04/P-03	Benchmarks T-05/P-04	Benchmarks T-06/P-05/P-06
<p>Mentoring</p> <p>Professional contributions Commitment to professional development and officer visibility, i.e while in uniform. Significant contributions are based on information contained in the CV, and documented in letters of appreciation, awards, etc. Examples may include: Membership/involvement in Professional, Uniformed Service, and Specialty Organizations</p>	<p>Participates as a protégé in regular on-on-one or group mentoring activities.</p> <p>Active member at the local, regional, levels.</p>	<p>Participates as a primary or supportive member in regular one-on-one or group mentoring activities. Seeks mentors within peers or higher level.</p> <p>Completes a formal mentor assignment verified via letter from PAC, Advisory Group, Agency Leadership, etc.</p> <p>Recruits other mentors to support professional development of peers.</p> <p>Active member at the regional or national levels.</p> <p>Serves as contributing member to the organization through a committee or subcommittee.</p>	<p>Participates as a primary mentor in regular one-on-one or group mentoring activities. Seeks mentors within peers or higher level.</p> <p>Completes a formal mentor assignment verified via letter from PAC, Advisory Group, Agency Leadership, etc.</p> <p>Recruit, train, support and manage other mentors for the professional development of other officers.</p> <p>Active member at the national or international levels.</p> <p>Serves in a leadership role in the organization such as subcommittee Chair or Chair of the organization.</p>
<p>Presentations and Outreach</p>	<p>Presentations and/or outreach at local and regional meetings or activities of professional organizations.</p>	<p>Presentations and/or outreach regional meetings or activities of professional organizations</p> <p>Evidence of greater visibility in promoting the Corps to broader audiences.</p>	<p>Presentations and/or outreach regional, national or international meetings or activities of professional organizations.</p> <p>Sought out by meeting planners for presentations with evidence of greater impact in support of Corps/Agency missions.</p>

Important Pearls to remember:

1. Participation in mentoring programs, including the [DePAC Mentoring Program](#), and transitioning into the role of a mentor are beneficial.
2. There are several opportunities for involvement in professional advisory committees and groups you are passionate about. The [ADA](#), [AGD](#), and [Pace](#) are a few examples of this.
3. Outreach is important to maintain Corps visibility and recruiting opportunity arise via presentations at dental schools and job fairs. The [COA](#) and [AMSUS](#) routinely sponsor annual events that include such opportunities. Additional opportunities are announced periodically via this Dental Bulletin Board.
4. Ensure you finish all your mandatory trainings on time and wear your uniform with pride.

Yours in Service,
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Connect with the DePAC:

[DePAC Website](#)

