



# **DENTAL CATEGORY**

OF THE UNITED STATES PUBLIC HEALTH SERVICE

## **USPHS Dental Category**

### **White Paper**

### **2010 DePAC Career Development Subcommittee**

#### **Members:**

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The Dental Professional Advisory Committee (DePAC) Career Development Subcommittee works to disseminate information that would be of benefit to Dentists in the United States Public Health Service as well as those in the Civil Service. It is our belief that what we develop and make available to all officers and potential officers provides an added value to the long term retention of the officer as well as a tool they can use and to enhance their career. We recognize that many officers are in billets or detailed to a wide variety of job assignments, some very remote where career resource information might be limited at their site. We are comprised of a cross section of dentists from multiple agencies with varying career tracks meeting on a monthly basis via conference calls and utilizing the internet to exchange and share information that we believe will be relevant and useful to officers throughout a career.

We are currently working towards completion of a new Career Development Resource Guide to replace the present one that was completed in 2006 and has been posted on the Dental Category Website for access to all who visit the site. There has been a tremendous effort into producing a user friendly Guide that streamlines the information as well as removing redundancy in overlapping areas. This guide is intended for use as a resource by all dental officers, prospective candidates and other commissioned officers of the United States Public Health Service to utilize and benefit from the information provided.

Following the completion and posting of this Career Development Resource Guide, as this is an ever changing document, it will be important that we maintain it so that it remains current. Review of the resource guide should be accomplished quarterly, so that the information available is accurate. Our goal is to incorporate ideas and insight of other workgroups and tie everything together for the benefit of all dental officers and prospective officer candidates. This would allow officers to check it on a quarterly basis to get the most current information relating to their careers.

Five work groups comprise the Career Development Subcommittee, to include Mentoring, Recruitment, Retention, Billets/Appointments and Membership. Supportive involvement should be expected for the five work groups by the Career Development Subcommittee Chair on a quarterly basis, depending on resources of time and logistics though the year. Such support includes identifying challenges that the workgroups encounter to include both needs and resources that are needed in order for them to be productive and function as intended. In the past this aspect has been superficial in nature as all workgroups have worked well and independently from the beginning of the year. Encouraging and supporting more opportunities for collaboration between work groups has been recommended for the future. This holds great promise for new and innovative projects and programming from the Career Development Subcommittee of the DePAC.