



**Environmental Health Officer
Professional Advisory Committee**



The EHO Assessment

August 2021 News and Updates

A place to learn about current events and updates from the EHOPAC

EHOPAC Leadership Message

Welcome to another edition of the all-digital format for EHO News and Updates!

Disclaimer: This newsletter/article is for informational purposes only and does not reflect official views of the U.S. Public Health Service Commissioned Corps or USPHS Commissioned Corps leadership.

EHOs,

Welcome to the August issue of the EHO Assessment. We hope that since the last issue you've been staying healthy, noticed a slowdown in deployments, and might even be working with your chain of command on your agency's returning to the physical workplace planning efforts. Despite these welcome milestones, the threat of COVID-19 remains real. The part that each of us play in the continued vigilance against COVID-19 underscores the value that EHOs bring to public health. Speaking of the value of EHOs, Environmental Health Month is coming up! We hope you'll join us throughout the month of September to celebrate the contributions EHOs have made to the nation, public health, and the Corps! We have some exciting programming planned and hope to announce dates and topics soon. Read on to hear more about what we're doing in support of our Public Health Service officers through difficult times for both public health and morale. *In Officio Salutis!*

Standardized Curriculum Vitae (CV) Format:

Commissioned Corps Headquarters (CCHQ) has announced a standard CV format to be used by all 11 categories. This new format will be required for Promotion Year 2023. **For Promotion Year 2022,**

RADM Taylor and the EHOPAC Executive Committee recommend Public Health Service officers **continue to use the old format and ensure your CV addresses the new benchmarks.**

The old format can be found on the [EHOPAC Website Resources Page](#), under **Career Development - Current CV, CV Cover Sheet, and Continuing Education Summary Templates**. This includes:

- **CV Template**, Updated June 2020 (Microsoft Word: 48KB, 6 pages)
- **CV Cover Sheet Template**, Updated June 2020 (Microsoft Word: 22.8 KB, 1 page)
- **CV Cover Sheet Supplemental Guidance**, Updated June 2020 (PDF: 226 KB, 1 page)
- **Continuing Education Summary Template**, Updated May 2020 (Microsoft Word: 31.7 KB, 3 pages)

Transitioning to one CV format **for Promotion Year 2023** is intended to simplify and standardize the promotion process across all categories. In addition, this will provide officers a concise and effective platform to present information to the board members.

For more information on the new CV format, please review the One CV format webinar on the [Learning Management System](#). Also, please reference the Commissioned Corps Management Information System (CCMIS) [promotion website](#) for important announcements, instructions, and information.

Important EHOPAC Subcommittee Updates

Policies and Standards:

Commissioned Corps Headquarters published [Commissioned Corps Instruction \(CCI\) 231.03, "Category Specific Appointment Standards"](#) on June 25, 2021, superseding the previous instruction dated 6 May 2011. The revised EHO appointment standards found at 6-6 of CCI 231.03 address accreditation bodies and clarify acceptable degrees and requirements. These revisions were submitted to CCHQ to emphasize a focus in recruiting candidates with a strong environmental health background. The new appointment standards are as follows:

1. License. None required.
2. Training. A candidate must possess one of the following qualifying degrees and professional certification:
 - a. A bachelor's or master's degree in environmental health accredited by the [National Environmental Health Science and Protection Accreditation Council \(EHAC\)](#);
 - b. A bachelor's or master's degree from a program accredited by the [Accreditation Board for Engineering and Technology \(ABET\)](#) in environmental health, occupational health and safety, industrial hygiene, or health physics; or
 - c. A master's degree or doctoral degree with a specialization or concentration in environmental health, occupational health and safety, or industrial hygiene from a school of public health or public health program accredited by the [Council on Education for Public Health \(CEPH\)](#). Candidates with such a degree must also possess a current certification as a Registered Environmental Health

Specialist/Registered Sanitarian (REHS/RS) or REHS/RS-In Training by the [National Environmental Health Association \(NEHA\)](#).

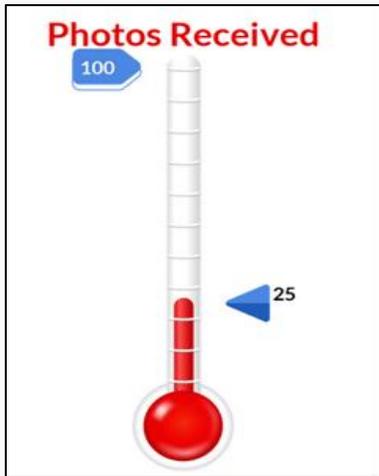
- i. The candidate must provide confirmation indicating the CEPH-accredited degree met the school's requirements for a specialization or concentration in environmental health, occupational health and safety, or industrial hygiene on an official transcript. If this information is not on the official transcript, confirmation must be made on school letterhead and signed by the director or chair of the degree program. The confirmation shall state the candidate graduated from a CEPH-accredited program having a concentration or specialization in environmental health, occupational health and safety, or industrial hygiene
 - ii. A state issued RS or REHS is acceptable if the credential is eligible for [reciprocity from NEHA](#).
3. Additional Considerations.
- a. Work experience in the actual practice of environmental health, occupational health and safety, or industrial hygiene after obtaining the qualifying degree is fully creditable. To be creditable, experience must be related to the public health aspects of the environment such as: air pollution control; environmental health; epidemiological investigations; housing and institutional environmental health; industrial hygiene; milk and food sanitation; occupational health and safety; radiological health; recreational environmental sanitation; solid and hazardous waste management; injury prevention; wastewater management; or water quality.
 - b. Teacher Education (TED) credit for teaching at or above the 2-year college or university level may be awarded.

The following are a list of changes from the previous appointment standards:

1. Removal of doctoral degrees from EHAC and ABET programs due to the non-existence of accreditation for these degrees.
2. Addition of the requirement for candidates applying with a CEPH-accredited qualifying degree to provide additional evidence the degree met the requirements for specialization or concentration in environmental health, occupational health and safety, or industrial hygiene on an official transcript or confirmation on school letterhead by the director or chair of the degree program.
3. Addition of the requirement for candidates applying with a CEPH-accredited qualifying degree to possess a current NEHA REHS/RS, REHS/RS-IT, or a state issued RS or REHS eligible for NEHA reciprocity.
4. Removal of qualifying candidates with a bachelor's, master's, or doctoral degree in any field possessing certification as an industrial hygienist (CIH) by the American Board of Industrial Hygiene or certification as a health physicist (CHP) by the American Board of Health Physics.

Communications:

Figure 1. Photobook Goal Tracker



We are getting close to our October deadline for photos! Check out our new tracker for our goal for photo submissions.

The **2021 EHOs in Action photobook** raises Commissioned Corps leadership's awareness of the great work EHOs do. Please submit photos from your duty station, deployments (USPHS Commissioned Corps or agency), COSTEP assignments, physical fitness events, volunteer work, or recruitment events.

In addition to photos of EHOs in action, we also welcome photos of interesting scenery or events that represent unique work, an environmental health issue, or an accomplishment. Think creatively!

Request:

- Send high resolution photos from 2021 to CDR Christopher Smith at nxz0@cdc.gov with "EHOs In Action photobook submission" in the subject line.
- Include a short description (a sentence or two) that can be used as a caption and identifying the Public Health Service officers in the photo.
- Photo release forms are required for images with non-USPHS Commissioned Corps people. Please email CDR Christopher Smith (nxz0@cdc.gov) or LCDR April Hill (April.hill@hhs.gov) for the form.
- 2021 photos will be accepted through October 2021.

Marketing and Recruitment:

A reminder that the EHO JRCOSTEP application window is open until September 30, 2021 for opportunities during the summer of 2022! Students who are eligible for the JRCOSTEP program are able to submit their electronic application using the [USPHS Commissioned Corps Apply Now website](#).

Please reach out to interested students and accredited programs to share this opportunity. If you are interested in becoming a JRCOSTEP preceptor in 2022, please see the [Benefits of Hiring a JRCOSTEP brochure](#) and the [JRCOSTEP Preceptor Guide](#).

Mentoring and Orientation:

Figure 2. Mentoring Tips for August

Mentoring Moments and Tips

TED Talk: How to Be A Great Mentor

Check out this TED Talk from Kenneth Ortiz. He shares wisdom on what is needed to develop successful mentor relationships to raise up the next level of leaders.

If you are an _____ officer in the Washington, DC area and want to contribute to future OBC Open Houses and Graduations, please email CDR Candis Hunter (hlb8@cdc.gov) and LCDR Krista Ferry (krista.ferry@fda.hhs.gov). All ranks are welcome!

2020 EHOPAC Mentoring Program: Evaluation Survey Results

by CDR Eun Gyung Lee and LT Anita A. Wade

Background

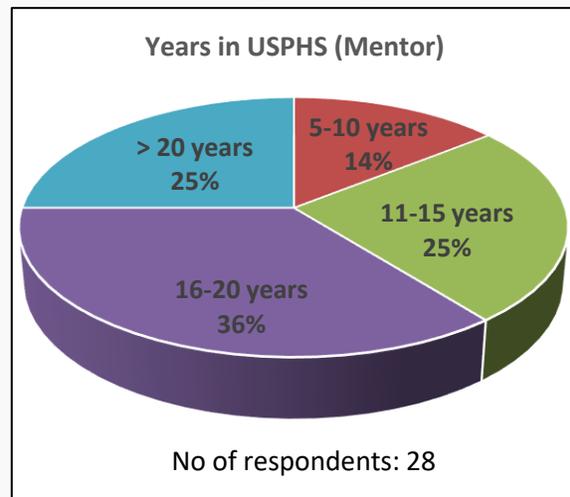
The EHOPAC Mentoring and Orientation Subcommittee conducted an online survey to evaluate the 2020 mentoring program (Operational Period October 1, 2019 to September 30, 2020). The online survey was open to respondents from March 2021 to June 2021. Below are a few summary points from the evaluation survey.

Characteristics of the Respondents: Mentors/ protégés are from diverse agencies and years of experience

Survey respondents included 28 mentors (93% response rate) and 12 protégés (43% response rate). The majority of the respondents were non-Hispanic/Latino and held the rank of CDR (61%) for mentors and LT (83%) for mentees.

Eighty-six percent of mentors had at least 11 years of USPHS Commissioned Corps experience, while 83% of the mentees had less than five years of experience. Eleven agencies were represented. Most respondents were from either the southeast region or northeast region (64% of mentors and 66% of mentees).

Figure 3. Mentors by Years of Service

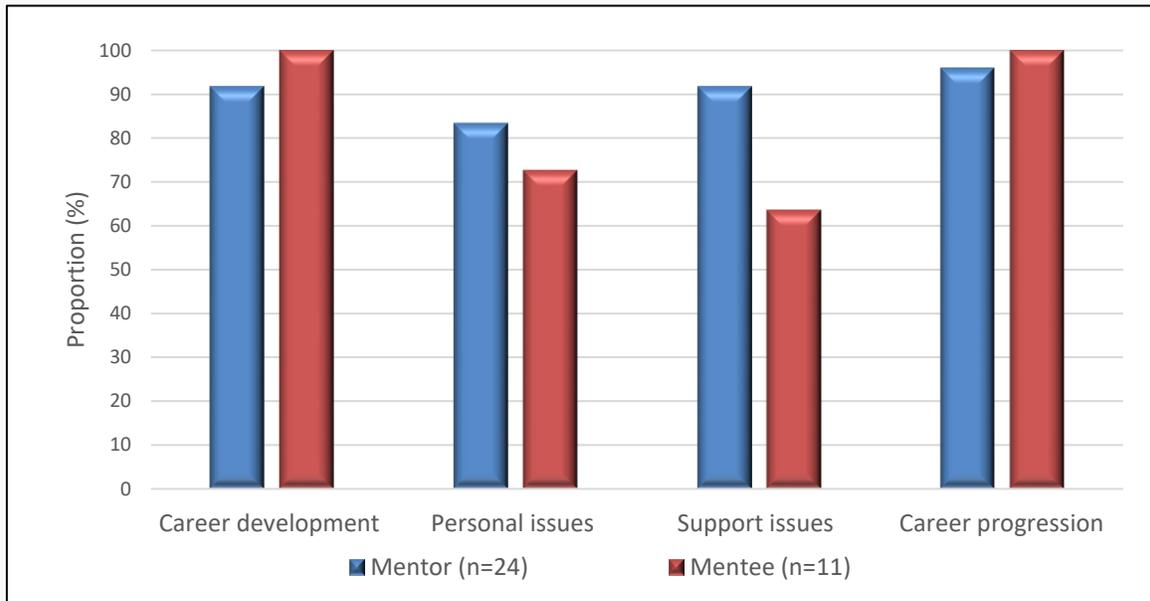


Impact of COVID-19: Mentors/Protégés split on impact of COVID-19 pandemic on program

Approximately 54% of mentors and 36% of protégés felt that COVID-19 influenced their mentoring experience. Some of the reasoning provided included the difficulty of finding time to meet amongst deployments, longer work hours, and agency requirements. Positive comments shared included that discussions were richer and covered field experience.

Mentoring Resource Tools, Expectations, and Program Satisfaction

Figure 4. Discussion Topic Expectations by Participant Type



The EHO Mentoring Training Checklist was the most common resource used for guiding the mentoring process, followed by the Mentoring Handbook, the Mentoring Program and CCMIS.

The proportion of respondents who felt their expectations were met for various discussion topics are shown in the graph to the left.

Approximately 94% of respondents indicated they are willing to continue in the Mentoring Program.

Figure 5. In their own words: Quotes from EHOPAC Mentors and Protégés

I have enjoyed getting to know my mentor and also hearing all the different agencies they have worked for. **It opened up my eyes to all the different career paths available to EHOs.** I also enjoyed having someone consistent, that was not a coworker, to bounce ideas off of and improve my leadership skills.

—EHOPAC Protégé

It is an excellent opportunity to help junior officers early in their career and hopefully set them up for success or at least less stress as they maneuver through their career. **It is also an excellent opportunity for the mentors to learn from their proteges what is coming out of OBC and new things the corps is initiating and seeing their perspective on those issues.**

—EHOPAC Mentor

The 2021-2022 EHOPAC Mentoring Program solicitation period is open! **Please consider serving as a mentor or protégé.** See the email from CDR Hunter on August 10, 2021 for details on how to apply.

Officer Leader Profile

We are happy to share another **Officer Leader Profile**, spotlighting fearless leaders in our category!

LCDR Katie Bante, Liaison Program Coordinator **Commissioned Corps Headquarters**

Leadership Perspective

I am currently assigned as the Liaison Program Coordinator at Commissioned Corps Headquarters. My position is responsible for providing liaisons with authoritative interpretation of USPHS Commissioned Corps policy and regulations; this position is also accountable for developing and implementing standardized guidelines and procedures for all liaisons assigned at HHS and non-HHS agencies. I serve as the key communications conduit between liaisons and CCHQ.

Serving in a multidisciplinary/non-EH position provides a great opportunity to showcase how EHOs contribute. Beyond our scientific expertise, many of us are skilled collaborators and excel in bringing a range of professionals together to solve complex issues. Working in an HQ position also affords the chance to educate leadership about our profession, which is incredibly important in securing us a seat at the table. This is something I feel strongly about; we need more EHOs in leadership positions, and we need to groom junior officers for the responsibilities of serving in these roles.

My leadership style tends to be democratic – I want personnel to be engaged and I aim to provide opportunities for team members’ input to be incorporated into decision-making and innovation. I also value clear and direct communication, so I seek to foster that in my relationships.

Career Highlights / Accomplishments

The highlights of my career are really the breadth of work I’ve been able to do and the variety of assignments I’ve had. My early career in Alaska was spent working at tribal health organizations; this gave me a solid foundation in EH/sanitation with a lot of health



*Figure 6. LCDR Bante and
ADM Giroir*

*“Do. Or do not.
There is no try.”
~Yoda*

communication sprinkled in. I was able to develop my occupational health and safety expertise there, which I really enjoyed. I grew more interested in industrial hygiene work, and when I transferred to the U.S. Coast Guard, I was able to focus on that for a couple of years.

The opportunity to work for the Assistant Secretary for Health was a total deviation from my intended trajectory. Of course, being an aid for a 4-star will always be a highlight of my career! I'm now a huge advocate for broadening assignments, and I share opportunities with EHOs as much as possible. Not only are they just really cool experiences, but they position you to serve in more diverse assignments, help you gain insight into the broader enterprise, and grow your leadership acumen.

Education / training

- *BS Environmental Health & Safety – East Carolina University, 2008*
- *BS Health Education & Promotion – East Carolina University, 2008*
- *Graduate Certificate, Industrial Hygiene – Tulane University, 2018*
- *MPH Disaster Management – Tulane University, 2018*
- *Command and General Staff College – US Army, 2020*

Professional associations

- *American Academy of Sanitarians*
- *National Environmental Health & Safety Association*
- *Uniformed Services Environmental Health Association*

Commissioned Corps Headquarters (CCHQ) Updates

VADM Vivek Murthy's first written publication as the 21st Surgeon General:

During the COVID-19 pandemic, people have been exposed to a great deal of information: news, public health guidance, fact sheets, infographics, research, opinions, rumors, myths, falsehoods, and more. Limiting the prevalence and impact of misinformation will help all of us make more informed decisions about our health and the health of our loved ones and communities. It will take more than individual efforts, however, to address health misinformation. Addressing health misinformation will require a whole-of-society effort.

Learn more about health misinformation on www.surgeongeneral.gov/healthmisinformation.

Promotion Results:

This was an extremely competitive promotion year. We want to congratulate all who were promoted! If you were not promoted, please know you are still recognized and appreciated for your work to promote the USPHS Commissioned Corps mission and that of your agency.

The [2021 promotion lists are now available](#) on the Commissioned Corps Management Information System (CCMIS) promotion results webpage.

Revised Ready Reserve and Medical Readiness Instructions:

The new [Commissioned Corps Instruction \(CCI\) 322.06, "Ready Reserve Corps Management,"](#) outlines the management of Ready Reserve Corps; and clarifies duty assignments, promotions, medical readiness, health care benefits, separations, and retirements for the Ready Reserve Corps.

Commissioned Corps Headquarters (CCHQ) also updated [Commissioned Corps Instruction \(CCI\) 221.02, "Medical Readiness,"](#) to ensure that applicants and Public Health Service officers, including members of its Ready Reserve Corps, are medically ready for duty.

Town Hall Available to View:

The recording from the Public Health Service Commissioned Corps Town Hall on July 16, 2021 is now available. To view the recording, log into the [Officer Secure Area](#), select Office of the Assistant Secretary for Health (OASH) Leadership Presentations & Reports from the column on the left, then select "COMMISSIONED CORPS TOWN HALL – 7/16/21."

Capitol Hill Fellowship:

The Georgetown University Government Affairs Institute (GAI), in coordination with the Commissioned Corps, is offering a unique opportunity to allow Public Health Service officers to participate in the Capitol Hill Fellowship Program focused on legislative studies. Commissioned Corps Headquarters was granted a seat for the fellowship that is scheduled to begin December 2021 and run through July 2022. See the Commissioned Corps HQ email from July 26, 2021 for more information.

Upcoming Events

2021 EHOPAC Virtual Training Series

EHOPAC will be holding two virtual trainings over two days in September.

Figure 7. September 14, 2021 Highlights

<p>September 14, 2021 Highlights include:</p> <p>EHO Address by Special Guests: the Assistant Secretary for Health and the Deputy Director of IHS</p> <p>State of the Category address by the CPO, RADM Kelly Taylor</p> <p>State of the EHOPAC Address by the Chair, CDR Jessica Otto</p> <p>Presentation of the 2021 EHOPAC Awards</p> <p>Continuing Education Presentations</p> <p>Mentoring Program Presentation</p>

Figure 8. September 21, 2021 Highlights

<p>September 21, 2021 Inaugural Environmental Justice (EJ) Training Event:</p> <p>Continuing Education Presentations from EHOs serving in EJ and disadvantaged communities</p> <p>Panel Discussion on Navajo Nation Water Access Deployments</p>

Organization of the Month

The [Immunization Action Coalition's \(IAC\)](#) goal is to increase immunization rates and prevent disease by informing and distributing educational materials to healthcare professionals and the public. The IAC facilitates communication among the community of patients, parents, healthcare organizations, and government health agencies about the safety and efficacy of vaccination.

The IAC has worked in collaboration with the CDC for more than two decades to educate healthcare professionals about U.S. vaccine recommendations and has been awarded the prestigious *Partners in Public Health Award* for promoting infant hepatitis B immunization.

Vaccination plays an important role in protecting people from environmental factors or communicable illnesses that may harm their health. EHOs often serve in roles that are inspection or safety-related, where vaccines may be recommended for employees performing certain tasks or for groups in certain institutions, like schools or residential facilities. IAC is instrumental in advising and educating on adult and child vaccine schedules. You can visit their page for [recommended vaccine schedules](#) and [educational materials](#).

About EHOPAC News

Do you have a news story to share? Submit your *EHOPAC News* stories or questions for inclusion in a future edition to LCDR Matthew Kozler matthew_kozler@nps.gov, LCDR Tyler White tyler.white@bia.gov, and LT Stephanie Bridges stephanie_bridges@nps.gov!

For More EHOPAC Information:

Visit the [EHOPAC Website](#)

Check out our FACEBOOK pages:

[EHO Closed Facebook Group](#)

To join, please log in, and click the green “Join Group” button.

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Thank you for all you do,

EHOPAC Communications Subcommittee – Publications Team

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