



Sponsored by the
Chief Engineer,
Council of Captains, and
EPAC Career Development

November 18, 2021

3PM EST

DEVELOPING YOUR PROFESSIONAL NETWORK

EPAC Senior Officer Panel

Moderator: LCDR Will Chang

Panelists: CAPT David Harvey
CAPT Jill Hammond
CAPT Michael Stover
CAPT Stephen Martin



Agenda

- ▶ Housekeeping and Disclaimers
- ▶ Purpose of Today's Panel
- ▶ Introduction of Panelists
- ▶ Building Your Professional Network
 - ▶ Early Career Networking
 - ▶ Mid-Career Networking
 - ▶ Late Career Networking
 - ▶ Remote Networking
 - ▶ Poll Questions
 - ▶ Q & A
- ▶ Network Resources
- ▶ Upcoming Events



Housekeeping

- ▶ Session recorded for posting on EPAC website
- ▶ Attendees muted by default
- ▶ Questions may be taken at both the end of the individual sections and overall session, as time permits
 - ▶ Questions generally applicable to the Engineer category or officers across various agencies (not the venue to raise questions specific to an individual or agency)
 - ▶ Can follow-up afterwards with officers for questions not addressed in this session
- ▶ For questions, please unmute or utilize chat



Disclaimers

- ▶ The views expressed in this session are based on the panelists' experiences and may not be representative of official policies of the Category or USPHS.
- ▶ Officers should utilize official resources on the EPAC and CCMIS websites.
- ▶ Officers are encouraged to seek information and guidance on network development from mentors, supervisors/management, peers, senior officers, professional organizations, and other relevant resources.



Purpose of Today's Session

- ▶ Hear from senior engineers representing various engineering disciplines, backgrounds and agencies
- ▶ Today's panelists will provide unique insights and information on the topic of building professional networks that may not be available online.
- ▶ The session will provide *considerations* for you to contemplate, not *hard answers* on what's right for you and your specific situation.
- ▶ *You are responsible for your career* and must tailor your plan and decisions to meet your personal and professional goals.
- ▶ Discussing your situation with peers, your supervisor, or a mentor is a great way to learn from others' experience and gain valuable guidance
- ▶ Today's panelists, other members of the Council of Captains, and other senior engineers are great potential resources for networking support.



CAPT David Harvey

- ▶ 23 Year USPHS Active Duty
- ▶ Chair, Engineer Professional Advisory Committee (2018)
- ▶ Chair, Recruitment & Retentions Subcommittee (2016-2017)
- ▶ Professional Employment History:
 - ▶ 1995 to 1998 PRIDESA (Engineering Consulting Firm)
 - ▶ 1998 to 1999 US Filter (Equipment Manufacture)
 - ▶ 1999 to 2000 SAMHSA Supervisory Hospital Facilities Engineer
 - ▶ 2000 to 2006 IHS Consultant/Senior Environmental Engineer
 - ▶ 2006 to 2013 EPA Environmental Engineer
 - ▶ 2013 to Present IHS Deputy Program Director





CAPT Jill Hammond

- ▶ 13 Years-Commissioned Corps
- ▶ Corps assignments with DHS and FDA
- ▶ Chair, Engineer Professional Advisory Committee (2015)
- ▶ Chair, EPAC Career Development Subcommittee (2013-2015)
- ▶ Current Position: Program Manager, FDA/CDER Office of Compounding Quality and Compliance (OCQC) and Training Lead, Compounding Quality Center of Excellence
- ▶ Prior civilian experience: Process, Manufacturing and Product Engineers in Specialty Materials (Corning Inc.) and Telecommunications (Corvis Corporation)
- ▶ B.S. in Chemical Engineering, Master of Public Health (MPH), Public Health Leadership and Global Health Certificates





CAPT Michael Stover, P.E., R.S

- ▶ 29 years in the Commissioned Corps
- ▶ Corps assignments with IHS (Michigan, Alaska, Maine, New York, California, Arizona) and EPA (Boston, MA)
- ▶ Current Position: EPA Region 1 Indian Program Manager
- ▶ Previous Positions: IHS District Engineer, Engineer Consultant, Senior Field Engineer, and Field Engineer at various IHS duty locations
- ▶ Engineers Without Borders - volunteer since 2005 designing and constructing drinking water systems in rural El Salvador and Tanzania.
- ▶ B.S. in Civil Engineering, M.S. in Environmental Engineering, Professional Engineer (MA, NY), Registered Sanitarian (AZ)





CAPT Steve Martin

- ▶ 24 Years in the Commissioned Corps, including credit for 3 years civil service time prior to call to active duty
- ▶ Entire career has been spent in the same division at CDC/NIOSH in Morgantown, WV.
- ▶ Supervisory Positions Held: None
- ▶ Current Position: Senior Research Engineer in the NIOSH Respiratory Health Division/Field Studies Branch and Ventilation Lead for the CDC COVID-19 Response.
- ▶ P.E. (Professional Engineer)
- ▶ B.S in Chemical Engineering, M.S. in Environmental Engineering, Ph.D. in Architectural Engineering (Mechanical Systems focus)





Poll Question # 1

How long have you been in the Commissioned Corps?
(select one)

- A. Early (0-5 years)
- B. Mid (6-14 years)
- C. Late (15+ years)



Poll Question # 2

What do you think is the most important reason to build a professional network? (select one)

- A. Promotion Potential
- B. Career Development
- C. Job Opportunities
- D. Social Interaction
- E. Deployments



Importance of Developing Your Professional Network

- ▶ Networking allows access to opportunities you might not be able to find on your own.
- ▶ Networking will help develop and improve your skills.
- ▶ Your network has the potential to provide insight into different career paths, information on potential jobs and advice on how you can improve professionally.
- ▶ Networking is a win-win for you and for those with whom you network - your diverse PHS background and experience has great value!





Benefits of Developing Your Professional Network

- ✓ Exchange ideas
- ✓ Become noticeable
- ✓ Obtain new opportunities
- ✓ Reassess qualifications
- ✓ Improve intellect
- ✓ Solicit support
- ✓ Increase self-confidence
- ✓ Develop long-lasting relationships





Early Career Networking

Early Career Networking



- ✓ 1992 COSTEP HHS OASH Division of Health Facilities Planning

```
PERM GRADE: O-1 (ENSIGN) JR.ASSISTANT HEALTH SERVICES OFFICER
CATEGORY: HEALTH SERVICES OFFICER CORPS: RESERVE ACTIVE-NTE 120 DAYS

COSTEP TRNG: ENGINEER OFFICER COSTEP GRAD DATE: 06-01-93
TRNG STAT: IN-SERVICE JR COSTEP
APPT DATE: 05-20-92 CALL TO ACTIVE DUTY: 05-20-92
HOME OF RECORD: KENNEBUNK ME
ON CAD DATE WILL PROCEED FROM: ORONO ME 04469
REPORT TO NEW DUTY STATION NOT LATER THAN 0900 HOURS ON 05-22-92
NEW ORGANIZATION:
OASH, OM, OFFICE OF RESOURCE MANAGEMENT, DIVISION OF HEALTH FACILITIES
PLANNING, PLNG & REVW BR
ADMINISTRATIVE CODE: HAU432
STATION: PARKLAWN BLDG., RM 17A-10
5600 FISHERS LANE, ROCKVILLE, MD 20857
```

Early Career Networking



David E. Harvey
CIVIL ENGINEER
PROJECT ENGINEER

José Luis Goyoaga, 36 - 2.º
Telephone: +34 - 4 - 417 50 33
Fax: +34 - 4 - 467 64 06
e-mail: pridesa@coib.es

Apartado 77
48950 ERANDIO (Vizcaya)

Early Career Networking



戴维·哈尔维

工程 部
土建工程师

西班牙比斯开省埃拉迪奥 48590
何塞·鲁伊斯·戈约阿加大街 36号 3°-4°
电话: +34 - 4 - 417 50 33
传真: +34 - 4 - 467 64 06
电传: 34213 DES E

邮编: 283
毕尔巴鄂市 48080

Early Career Networking



Early Career Networking



Early Career Networking



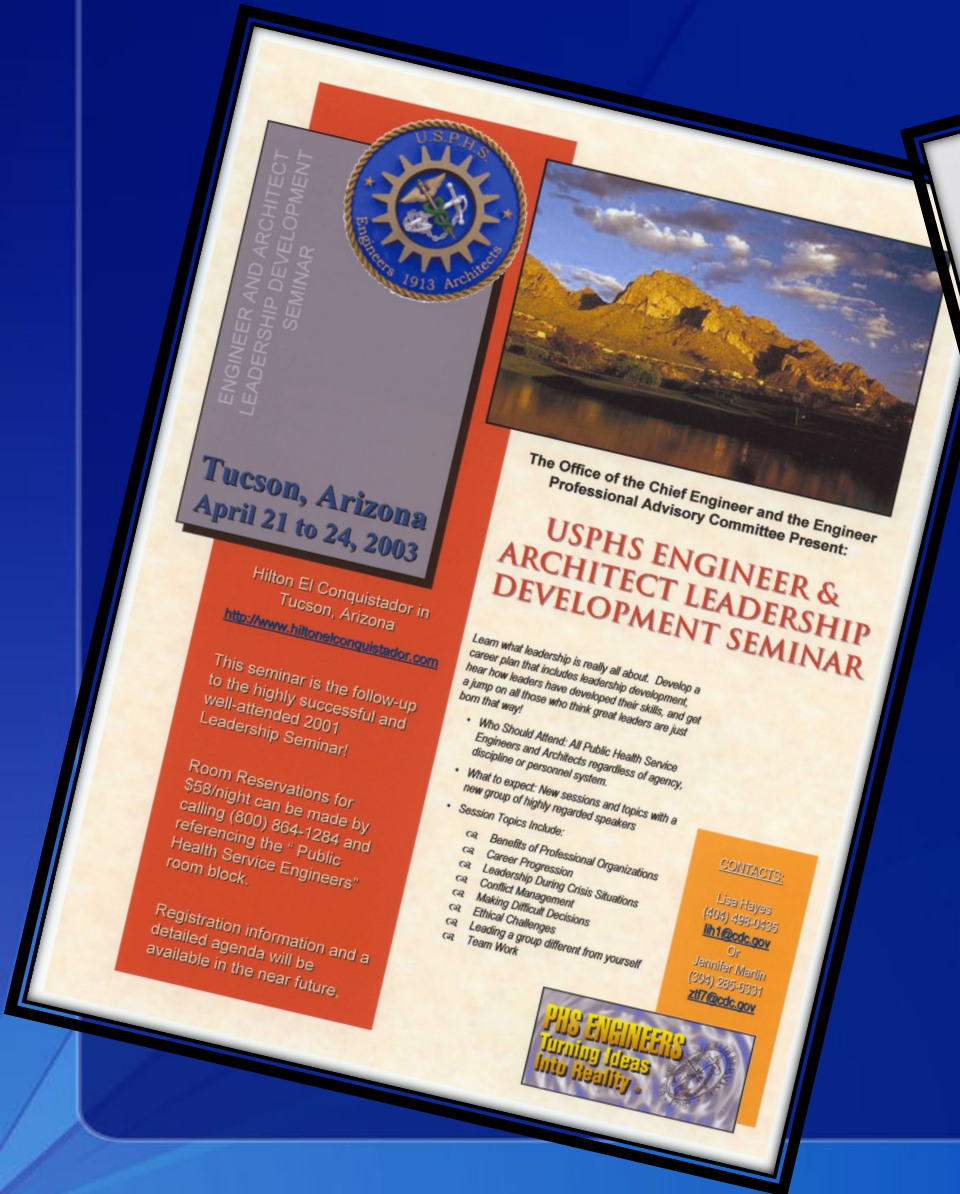
Early Career Networking




Early Career Networking



Early Career Networking



ENGINEER AND ARCHITECT LEADERSHIP DEVELOPMENT SEMINAR



Tucson, Arizona
April 21 to 24, 2003

Hilton El Conquistador in Tucson, Arizona
<http://www.hiltonelconquistador.com>

This seminar is the follow-up to the highly successful and well-attended 2001 Leadership Seminar!

Room Reservations for \$58/night can be made by calling (800) 864-1284 and referencing the "Public Health Service Engineers" room block.

Registration information and a detailed agenda will be available in the near future.

The Office of the Chief Engineer and the Engineer Professional Advisory Committee Present:

USPHS ENGINEER & ARCHITECT LEADERSHIP DEVELOPMENT SEMINAR


Learn what leadership is really all about. Develop a career plan that includes leadership development, a jump on all those who think great leaders are just born that way!

- Who Should Attend: All Public Health Service Engineers and Architects regardless of agency, discipline or personnel system.
- What to expect: New sessions and topics with a new group of highly regarded speakers

Session Topics include:

- ca Benefits of Professional Organizations
- ca Career Progression
- ca Leadership During Crisis Situations
- ca Conflict Management
- ca Making Difficult Decisions
- ca Ethical Challenges
- ca Leading a group different from yourself
- ca Team Work

CONTACTS:
Lisa Hayes
(414) 595-0435
lh1@cdc.gov
or
Jennifer Martin
(314) 269-9331
jtm1@cdc.gov



PHS ENGINEERS
Turning Ideas
Into Reality



West Virginia Branch



Commissioned Officers Association of the USPHS



AIHA[®]

HEALTHIER WORKPLACES | A HEALTHIER WORLD



Early Career Networking

- ✓ Obtain a Mentor
- ✓ JOIN professional organizations:
 - ✓ EPAC, SAME, COA, JOAG, BCOAG, AIChE, SWE, ASME, ASQ, ASCE, AWWA, EWB, APHA, ASHRAE, AIHA, ACGIH and others
- ✓ Pursue continuing education to broaden skills and engage with other professionals
- ✓ Engage in social, recreational and community outreach activities

EPAC Mentor / Mentee Pairing Questionnaire

Hello,

To provide the best mentor/mentee match, the EPAC Career Development Subcommittee would like you to complete this questionnaire. Feel free to add additional detail/requests on the second page and we will do our best to match you.

NAME: DATE:

Rank: Date of Last Promotion:

Current Agency: Job Title:

Current Location: Work email:

Degree: Advanced Degree:

Please tell us something you like to do on your time off:

What are you hoping to gain most from this relationship as an officer and/or as an engineer?

Career guidance/advice

Now that we have some information about you, please tell us about your Ideal Mentor:

Agency preference: Engineering discipline:

Professional Engineer: Yes No preference

List other factors you are seeking in a mentor such as PhD, advanced degrees, certifications, gender or race or ethnicity preference, geographical preference, rank preference, etc.:



Poll Question # 3

Where do you feel your network is strongest? (select one)

- A. Your agency/OPDIV
- B. Other agencies/OPDIVs
- C. Specialty/field
- D. Community
- E. I am still working to build a network



Mid-Career Networking

Mid-Career Networking



Mid-Career Networking



Mid-Career Networking



Applied Public Health Team #4: Fort AP Hill Training, August 2009

Mid-Career Networking



Mid-Career Networking



Mid-Career Networking



Mid-Career Networking

Ph.D. Dissertation Defense
A Microbiologically-Based Rating System for In-Duct Ultraviolet Germicidal Irradiation Air Disinfection Systems

Stephen B. Martin, Jr.
Ph.D. Candidate Architectural Engineering

Time: 9:30 a.m.
Date: June 6, 2014
Location: 107 Engineering Unit B

Committee Co-Chair



American Filtration & Separations Society
Educating and Networking Industry Professionals

January 26, 2012

Steve Martin
National Institute for Occupational Safety and Health
Division of Respiratory Disease Studies
1095 Willowdale Road, Mailstop H-2800
Morgantown, WV 26505

Dear Steve|

On behalf of the American Filtration & Separations Society, I would like to invite you to be a Plenary Speaker for the 2012 Annual Conference of the American Filtration & Separations Society. The Spring AFS meeting will be in Boca Raton, Florida at the Embassy Suites Boca Raton at 661 Northwest 53rd St., Boca Raton, FL 33487, from June 4-7, 2012. The theme of the conference is "Sunshine Environment". We are putting together the technical program for the conference and anticipate having about 24 technical sessions with four papers in each session, for a total of 96 papers.

As I spoke to you at your meeting on Sunday morning in Chicago, "Airborne Contaminants Control" is an important area to make "Sunshine Environment". The technical conference will cover topics from fundamental to the latest technologies in all aspects of filtration and separations that impact the environment. The program will focus on solutions related air/gas and to the solid-liquid filtration and separations.

Your cooperation in making this conference succeed.

www.afsociety.org





Mid-Career Networking

- ✓ Contribute actively in professional organizations
 - ✓ Participate with EPAC Subcommittees
 - ✓ Present as a Subject Matter Expert
- ✓ Use network to manage career
 - ✓ Gain information on job openings, hidden professional opportunities
 - ✓ Prepare for promotions
- ✓ Become Mentor to junior officers





Poll Question # 4

How do you engage with your professional network? (select all that apply)

- A. LinkedIn
- B. Conferences
- C. Professional organizations
- D. Individual interactions (in person/call/text/email)
- E. Social/recreational activities
- F. Volunteer engineering organizations/committees

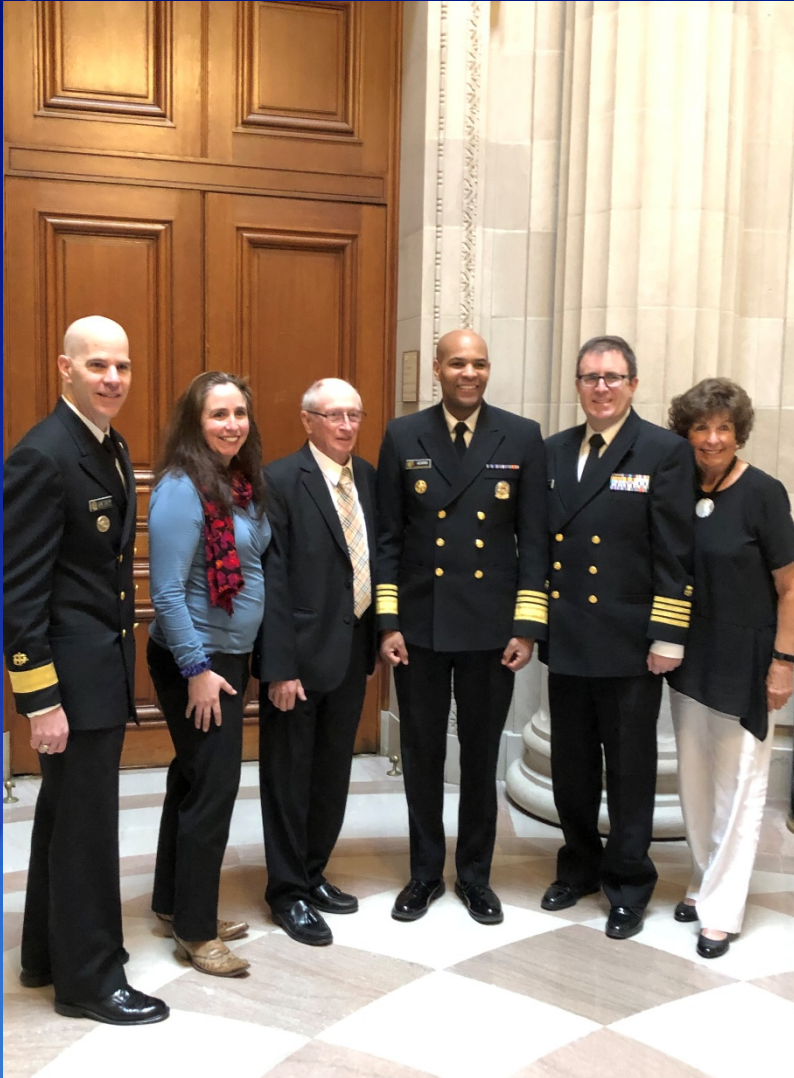


Late Career Networking

Late Career Networking



Late Career Networking



Late Career Networking



Late Career Networking



Late Career Networking



Late Career Networking



Late Career Networking

SACRED WATER: PERSPECTIVES FROM WORKING WITH NATIVE AMERICAN COMMUNITIES

MICHAEL STOVER



NEGSWS is honored to welcome Capt. Michael Stover to the UMass campus to share the insight he has gained from working with indigenous communities in North America. His discussion will draw on 27 years of experience to present some of the many challenges facing tribal communities in the United States and Canada, including water scarcity, the degradation of water quality, jurisdictional barriers to self-determination, and the resultant impacts on lifeway and sustenance practices of the native peoples. Capt. Stover will share unique perspectives he has learned from his Native American peers about the sacredness of water and the ways their traditional ecological knowledge contributes to western science.

Capt. Michael Stover, P.E. graduated from the University of Delaware in 1989 with a BS in Civil Engineering, and from Cornell University in 1993 with a MS in Environmental Engineering. As a U.S. Public Health Service officer, Stover spent eighteen years with the Indian Health Service working with Native American tribes in New England, New York, Alaska, California, and Arizona, designing and managing construction of water and wastewater treatment facilities. Stover joined the Environmental Protection Agency in 2011 to serve as the Indian Program Manager for EPA Region 1's tribal program and continues to work with the ten federally recognized tribes in New England on critical environmental matters.



Keynote Lecture
Integrated Learning Center Room N151
10:45 AM Saturday September 7th 2019

Environmental and Water Resources Engineering Program (EWRE), School of Earth and Sustainability (SES),
School of Public Health and Health Sciences, College of Natural Sciences, UMass Water Resources Research
Center, USGS, NSF



Late Career Networking

NIST



Ultraviolet Disinfection
Technologies &
Healthcare Associated
Infections: Defining
Standards and
Metrology Needs



US DEPARTMENT OF HEALTH AND HUMAN SERVICES
CENTERS FOR DISEASE CONTROL AND PREVENTION
National Center for HIV/AIDS, Viral Hepatitis, STD and TB Prevention
Division of Tuberculosis Elimination

ADVISORY COUNCIL FOR THE ELIMINATION OF TUBERCULOSIS

STANDARD



ANSI/ASHRAE Standard 185.1-2020
(Supersedes ANSI/ASHRAE Standard 185.1-2015)
Includes ANSI/ASHRAE addenda listed in Appendix I

Method of Testing UV-C Lights
for Use in Air-Handling Units or
Air Ducts to Inactivate
Airborne Microorganisms



ANSI/ASHRAE Standard 185.2-2020
(Supersedes ANSI/ASHRAE Standard 185.2-2014)
Includes ANSI/ASHRAE addenda listed in Appendix E

Method of Testing
Ultraviolet Lamps for Use in
HVAC&R Units or Air Ducts
to Inactivate Microorganisms
on Irradiated Surfaces



9/8/2020

See Informative Appendix E for approval dates.

This Standard is under continuous maintenance by a Standing Standard Project Committee (SSPC) for which the Standards Committee has established a documented program for regular publication of addenda or revisions, including procedures for timely, documented, consensus action on requests for change to any part of the Standard. Instructions for how to submit a



Late Career Networking

- ✓ Leadership in professional organizations
 - ✓ Council of Captains, Chair/President
- ✓ Mentor/coach officers
- ✓ Use leadership experience for broad impact
 - ✓ COVID-19 efforts, Emergency Response
 - ✓ Promoting Engineering role in Public Health
- ✓ Expand networks beyond PHS
 - ✓ Career transition after retirement
 - ✓ Engineers Without Borders (EWB), civilian employment
 - ✓ Academia
 - ✓ Consulting



Poll Question # 5

What are the barriers you have building your network?
(select all that apply)

- A. Remote location
- B. Intimidation
- C. Limited time
- D. Haven't prioritized until now

Remote Networking

June 24, 10:30 a.m. to noon ET

Embassy of the Kingdom of the Netherlands

Webinar

Health Crisis Preparedness and Economic Resilience

Transatlantic Perspectives on the Contribution of Private Industry

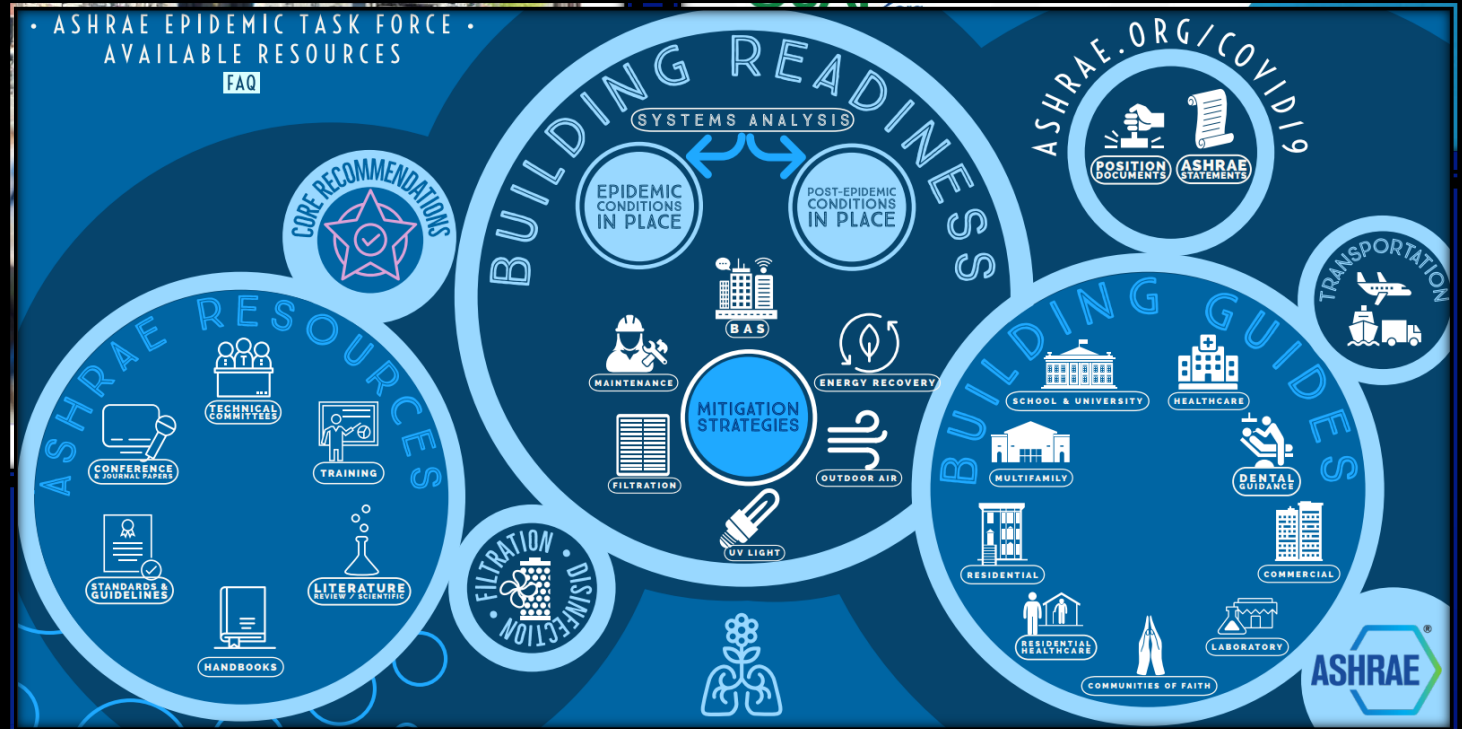


SAFER & STRONGER, TOGETHER

2021 OSAP
VIRTUAL CONFERENCE

June 2-5, 2021

osap.org/2021annualconf



Remote Networking

Going Virtual!

EPA Region 7 is pleased to sponsor a panel event

Many Nations, One Fight: The Battle Against COVID-19 in Indian Country

The panel will feature experts from around EPA who have worked closely with Tribal Communities dealing with COVID including:

Laura Ebbert
Director, Tribal, Intergovernmental, and Policy Division, EPA Region 9

Grant Jonathan
Regional Indian Coordinator, EPA Region 2

Captain Michael Stover
Indian Program Manager, EPA Region 1

Welcoming comments provided by R7's own RA **Jim Gulliford**, introductions by DRA **Ed Chu**, and closing remarks by Tribal Lead Region Coordinator **Deborah Bredehoff**.

Tuesday, December 15
10 – 11:00 am CST

Call 844-548-8485 and join Adobe Connect at:
<https://epawebconferencing.acms.com/r7-ra/>

For more information contact Michael Butkovich, 913 551-7189 or Deborah Bredehoff,

Design and Installation of Household Water Cistern Systems and Water Access Points as a COVID-19 Relief Measure for Homes Without Running Water on the Navajo Nation Reservation

Michael Stover, P.E.
Captain, US Public Health Service
USEPA Region 1 Tribal Program Manager
and
EWB Boston Professional Chapter
Chamhawi, Tanzania Water Supply Project Team Lead

EWB Northeast Regional Conference
February 6, 2021

BSCES

Sacred Water: Perspectives from Working with Native American Communities

Captain Michael Stover, P.E.
US EPA Indian Program Manager
January 12 at 5 – 6:30 pm

EWRI is honored to welcome CAPT Stover as the keynote Speaker for the biennial Thomas R. Camp Lecture. [CAPT Stover](#) will present on some of the many water challenges facing indigenous communities in the United States and Canada based on 18 yrs. of experience with the Indian Health Service and his current position as Indian Program Manager for the [USEPA Region 1 tribal program](#).

Register at BSCES

2020-2021 Society Sponsors: AECOM | EarthSoft | GEI Consultants, Inc | Keller
2020-2021 BSCES Program Sponsors: Alfred Benesch & Company | BETA Group | BSC Group | CDM Smith | Childs Engineering | Cianbro Corporation | Collins Engineers, Inc. | Dewberry | Green International Affiliates, Inc. | GZA | Haley & Aldrich, Inc. | HNTB | Horsley Witten Group | Howard Stein Hudson | Hoyle, Tanner & Associates, Inc. | Jacobs | J.S. Held LLC | Kleinfelder | Nitsch Engineering | Department of Civil and Environmental Engineering, Northeastern University | Sanborn, Head & Associates, Inc. | Simpson Gumpertz & Heger Inc. | Skanska USA Civil | Stantec | Tighe & Bond, Inc. | TranSystems | TREVIICOS | Tufts University - Dept. of Civil and Environmental Engineering | Weston & Sampson | WSP



Remote Networking – Opportunities!

- Try not to consider this time as a “pause” in networking! Rather, challenge yourself to explore new ways to diversify your network.
- Technology has advanced by leaps and bounds as a result of COVID. This provides greater access to networking for everyone!
- For officers in remote duty locations and/or in different time zones, technology can allow for participation and networking opportunities that were not available before.
- Technology advancements have provided unique opportunities for virtual trainings, conferences, social events, meetings and mentoring. Take advantage of them!





Building Your Professional Network



QUESTIONS



Professional Organizations

- EPAC
- JOAG
- BCOAG
- CCWIAB
- SAME
- COA
- ASCE
- SWE
- ASME
- ASQ
- APHA
- AWWA
- EWB
- ASHRAE
- AIHA
- ACGIH
- NSPE
- OSG Initiatives
- Other



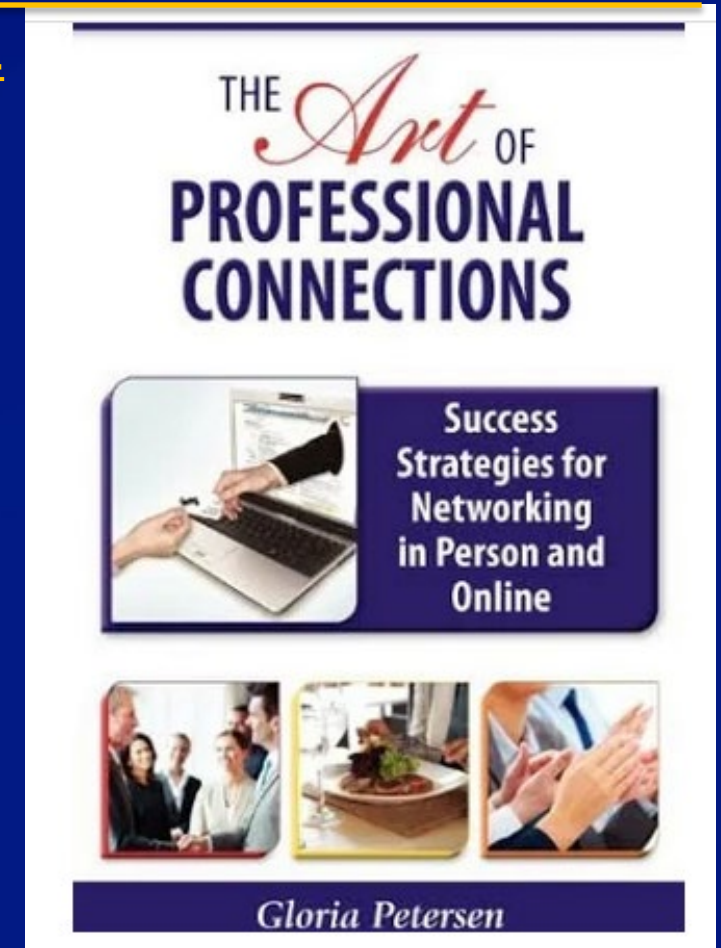
Available EPAC Resources

- ▶ EPAC Career Development website:
https://dcp.psc.gov/OSG/engineer/career_development.aspx
- ▶ EPAC Mentoring Program
- ▶ Education/Licensing
- ▶ Individual Action Plan/Individual Development Plan
- ▶ Promotion Information
- ▶ CV Templates and Guidance



Other Networking Resources

- ▶ Forbes: [10 Reasons Why Networking Is Essential For Your Career](#)
- ▶ Forbes: [How To Build A Powerful Professional Network Early In Your Career](#)
- ▶ AMSUS SmartBrief on [Leadership](#)
- ▶ CC Officers USPHS Unofficial Facebook [Group](#)
- ▶ Women's Leadership Support Group YouTube [Podcast](#)
- ▶ SAME National [Twitter](#)





CPO Remarks

- ▶ Purpose of Council of Captains
- ▶ Officer Pride
- ▶ Upcoming Events
- ▶ Other



Upcoming Events

- ▶ December 6: 2022-2023 SAME Leadership Development Program application deadline
- ▶ December 9: Final EPAC CY2021 General Meeting (1500-1630 ET)
- ▶ December 10: 2022 DC Post Leadership and Mentoring Program application deadline
- ▶ January 2022: EPAC CY2022 Kickoff Meeting
- ▶ February 2022: E-Week Activities & Chain of Command (FDA)
- ▶ February 2022: AMSUS Annual Meeting - In person Feb7-10, Virtual Feb22-25
- ▶ Chief Engineer and SAME Awards (Spring Cycle): applications opens from Jan1 to Feb7



Acknowledgements

- ▶ CPO Chair: RADM Edward Dieser
- ▶ Council of Captains Panelists
 - ▶ CAPT David Harvey
 - ▶ CAPT Jill Hammond
 - ▶ CAPT Michael Stover
 - ▶ CAPT Stephen Martin
- ▶ Lead: LCDR David Dar
- ▶ Moderator: LCDR William Chang
- ▶ Coordinator: LCDR Monica Murie
- ▶ Polling: LCDR Mary Millner
- ▶ CDS Chair: CAPT Eric Hanssen
- ▶ CDS Vice Chair: LCDR Mike Simpson
- ▶ EPAC Chair: CDR Deborah Cox