

# Health Services Professional Advisory Committee (HSPAC)



## 2019 HSPAC End of Year Accomplishments Report

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## 2019 HSPAC Subcommittee Accomplishments

### Analytics Subcommittee

- Updated the Push-Up Challenge survey by adding new questions and including a profile page and push-up logger.
- Completed weekly and the final Push-Up Data Reports.
- Updated category demographic data for the quarterly HSPAC All-Hands meetings.
- Drafted, finalized, and presented on 2019 HS Category Promotion Trends Report, HS Category Career Progression Profile during a webinar.



### Awards Subcommittee



- Processed 10 HSPAC/PAG Individual and Unit Honor awards nominations.
- Finalized the first Standard Operating Procedure (SOP) for the Awards Subcommittee.
- Developed awards guidance documents, including a Special Assignment Award one-pager and levels of recognition overview for HSPAC/PAG members.
- Assessed Professional Advisory Group (PAG) award practices and managed their realignment under the overarching HSPAC infrastructure, including:
  - ◆ Annual award timeline modification
  - ◆ Development of Junior and Senior Officer Awards presentations for Category Day
  - ◆ Facilitation of the customization and issuance of PAG award certificates
  - ◆ Development of a PAG awards management checklist
  - ◆ Creation of a UC award for 3<sup>rd</sup> year Voting Members
  - ◆ Standardization of appointment letter processes
- Created a new annual award, Excellence in Mentorship, including development of nomination package, submission of by-laws, and establishment of management teams.
- Established formal management team and by-laws for Army Medical Department (AMEDD) Junior Leader's Course Award.
- Delivered three awards training/overview presentations for new HSO calls to active duty.
- Refined annual awards process through the incorporation of a Voting Member review round.

## Career Development Subcommittee

### Career Progression and Promotion Guidance (CP<sub>2</sub>G)

- Developed and released a survey to all HSPAC members and collected feedback on the previous year's CP<sub>2</sub>G resources.
- Updated all CP<sub>2</sub>G related documents based on Promotion Board feedback, survey feedback, and officer input.
- Provided CP<sub>2</sub>G messaging PAC-wide, including leading a CP<sub>2</sub>G overview webinar, and responded to individual inquiries.



### Professional Core Competencies

- Developed Skills Inventory Guide.
- Collaborated with HSPAC leadership in refinement of all Core Competencies documents.
- Assisted with presentation of Core Competencies overview during four HSPAC-wide webinars.

### Career Development Key Resources and Activities

- Developed Civilian Supervisor Resource Guide.
- Initiated and piloted a mock interview panel activity to assist officers with interview preparation.
- Led the Coaching on Demand/CV Review activity, matching over 100 mentees with coaches to discuss career progression and promotion preparation.
- Completed annual review of key resources including Writing for Impact document and eOPF Upload guidance.
- Operated HSPAC jobs listserv and MAX.gov webinars repository.
- Supported the Mentoring Subcommittee on their mentor career counseling session for the 2019 USPHS Symposium.



Communications

## Communications Subcommittee

### Twitter/Instagram

- The HSPAC Instagram page was created in February of 2019 and has 162 followers and has posted 117 times to engage the public in supporting Office of the Surgeon General initiatives, highlighting category efforts, and supporting the other 6 branches of service.
- The HSPAC Twitter account increased number of followers by nearly 42% and has posted 545 times on public health topics as well as OSG and ASH initiatives obtaining 700 likes during the process.
- Facebook - HSPAC Facebook page has 334 members, 179 postings, 318 comments, and 2,453 reactions.
- SOP - Prepared FY2019 approved HSPAC Standard Operating Procedures for the Communications Subcommittee.

## Quarterly and End of Year Newsletter

- Established organizational structure for the HSPAC newsletter and successfully published 3 newsletters highlighting HSPAC activities.
- Developed an end-of-year report to include accomplishments from HSPAC Subcommittees and PAGs.

## HSOs in Action: Special Edition Ebola

- Selected the final professional book format and back cover design images and text.
- Completed professional editing of book.
- Submitted all components of the book to the professional layout designer.

## HSPAC Announcements

- Developed 20 bi-weekly announcements to keep all officers informed.

## Website

- Processed over 200 website update requests, ensuring that the information disseminated on the website is accurate and up-to-date.
- Completed extensive layout and document updates to the Career Progression and Promotion Guidance (CP<sub>2</sub>G) toolkit.
- Established the Active Participant Database to streamline the process of integrating officers into assignments within the HSPAC.
- Developed the Operation Corps Strong site to support officers and their families and provide suicide prevention, resiliency, family support through deployments, and bereavement resources for our officers.
- Conducted review of the HSPAC website for file accessibility (i.e., 508 compliance) of downloadable files residing on the HSPAC web server. Held a 508 compliance training session with Communication Subcommittee representatives on compliance with accessibility requirements.

## Website Redesign

- Designed new HSPAC 101 page to better inform the public and officers about the history of the HSPAC.
- Developed a unique coding outside of the content managing system to implement an advertisement of high level category topics via a carousel.
- Created and submitted six web site requests that involved specific improvements to informational layout and strategically aligned the launch to coincide with HSPAC All-Hands meeting.

## Video

- Developed and disseminated the 3 HSPAC anniversary videos and 1 COA Symposium video.
- Worked with HSPAC Readiness Subcommittee to develop readiness podcast.

## Information Technology Chartered Advisory Committee (ICAC)

- Actively represented the HSPAC on Surgeon General appointed committee.
- Advised Communications Subcommittee on all information technology related matters to include the web site redesign project to ensure the HSPAC is aligned with federal policies and best practices.

## Community Wellness Subcommittee

### Community Engagements

- Hosted 2019 Work-Life Balance Roundtable webinar.
- Supported and participated in the annual Stamp Out Hunger campaign, packaging food items at identified post office locations. Food items were later delivered to those in need.
- Supported the DC Food pantry.
- Engaged with the local community during and after the Surgeon General’s 5K by sharing information about suicide prevention and new interventions for use by non-clinicians.
- Supported Suicide Prevention Out of Darkness Walk.
- Supported 10K Walk/Run in support Healthy Mind Initiative at First Baptist Church of Glenarden, MD.
- Hosted Public Health Week Call to Action in collaboration with PACE to educate officer on ways to be involved with Public Health Week.



### Promote Officer Wellness

- Collaborated with PHS Athletics in organizing the 2019 Surgeon General’s 5K at the USPHS Scientific and Training Symposium.
- Led “active break” session for HSOs participating Category Day at the USPHS Symposium.
- Hosted the inaugural Wellness Room at the USPHS Training and Scientific Symposium that provided wellness information and resources to officers attending the Symposium. USPHS senior leadership visited the wellness room and participated in available resources.
- Participated in the Billion Steps Challenge.

## Events Subcommittee



- Led efforts to redesign the HSPAC coin in time for the USPHS Scientific and Training Symposium, resulting in a competitive selection process and awarding of the final design selection for the 2019 HSPAC Coin Design Challenge.
- Collected, organized, and supervised distribution of three 60-second videos for the 60<sup>th</sup> Anniversary Celebration highlighting HSOs past and present in action to encourage esprit de corps, improve motivation/excitement within the HSPAC category, and increase awareness of officer work at headquarters and in the field.
- Created multiple messages and announcements from category leadership during the 60<sup>th</sup> Anniversary Celebration to highlight the exceptional work of HSOs.
- Planned and executed events and activities for the Annual Holiday Luncheon.

## Membership Subcommittee

- Implemented the newly developed HSPAC Membership Subcommittee Active Participant Database (APD) for HSOs to easily see what positions are open within each HSPAC Subcommittee for involvement.
- Created a new APD webpage to post all HSPAC Subcommittee position and contact information: <https://dcp.psc.gov/OSG/hso/sub-membership-db.aspx>
- Created approximately 45 Top Performer Certificates of Appreciation (COAs) for HSPAC Chair.
- Created approximately 40 CPO Leadership COAs for HSPAC Voting Members to include Chairs and Co-Chairs and PAG Chair COAs and Special Workgroup Leads.
- Created >400 active participant COAs for 11 HSPAC Subcommittee Chairs.
- Updated the HSPAC voting member selection processes by utilizing a user-friendly PDF fillable form for current VMs to review 14 nominations to make their final selections. Led the nomination call with current VMs to discuss applications prior to submitting final selections. Collaborated with the HSPAC Analytics and Awards Subcommittees regarding data to process and share with all VMs for discussion on nomination received.
- Submitted five nomination packages to HSAPC Chair, CPO, Liaisons, and OSG for concurrence. Shared the official SG Letters of Appointment to all the 2020 Voting Members.
- Presented an orientation webinar on Voting Membership expectations which discussed HSPAC processes, timelines, and Q/A sessions.
- Developed the Alternate Voting Member (AVM) form for 2020, based on the approved update to bylaws, that allows for VMs to identify a volunteer to provide additional assistance and as backup with their subcommittees. Presented information to all VMs on the form for collection and to be communicated widely in 2020.



## Mentoring Subcommittee



### CPO Mandated Counseling

- Wrote Standard Operating Procedures and instructions for the CPO-Mandated Career Counseling program.
- Implemented the CPO-Mandated Career Counseling program for officers in the lowest quartile of the 2019 promotion list.
  - ◆ 116 total officers referred for counseling
  - ◆ 105 completed counseling sessions, 6 retired, and 5 were unreachable
- Recruited 51 Captains to serve as counselors.
- Conducted program evaluation activities, including surveying 34 counselors and 44 counsees for feedback for program improvement, including these selected results:
  - ◆ 86% of counsees found counselor recommendations helpful
  - ◆ 64% of counsees felt the recommendations were feasible to implement before the next promotion cycle
  - ◆ 89% of counsees were satisfied with the support they received



## Matching Team Accomplishments

In 2019, HSPAC Mentoring Subcommittee experienced a substantial change in the structure and process of managing the mentoring database. While the transition in the database system created challenges, the team swiftly identified a viable alternative method to ensure that matches continued to avoid the termination of the mentoring database and associated mentoring program with the following accomplishments:

- Migrated of the online mentoring database to an Access database
- Successful created of a new manual mentoring match process
- Successfully matched 57 new mentors and mentees
- Maintained a database with over 374 mentors and 707 mentees
- Maintained an average mentor to mentee ration of 2.0

## Professional Advisory Group /External Relations

- Hosted, in collaboration with the Career Development Subcommittee, the HSO Career Counseling Session at the USPHS Scientific and Training Symposium. The team recruited 36 senior officers as mentors, and on the day of the session, 16 senior officers provided valuable advice to 32 officers to include Career Progression and Promotion Guidance (CP2G); HSO benchmarks; components of the CV; best practices; promotion calculator; and Officer Statement and Reviewing Officer Statement guidelines for personalized general guidance on career growth.
- Convened representatives from each of the 10 PAGs to discuss mentoring program changes and PAG mentoring concerns.

## Training

- Developed a mentoring training curriculum that includes course offerings on leadership, mentoring basics, and promotions.
- Developed the administrative process to accept and track participants, as well as, award certificates to those officers who successfully complete the program.

## Evaluation

- Successfully released the Annual Mentoring Program Survey for FY2019.
- Created and released FY2019 Lower Quartile Counseling Surveys for officers.
- Developed two new surveys:
  - ◆ PHS/HSO Officer Career Counselors (Senior HSO Officers) and
  - ◆ PHS/HSO Officers required to complete mandatory HSPAC Promotion/Lower Quartile Career Counseling (Counseles).
- Results of the new surveys will help HSPAC gauge the effectiveness of the CPO-Mandated Career Counseling Initiative for officers who fall within the lowest quartile of the HSO promotion list from the perspective of both counselors and counseles.
- FY2019 Respondents: 44 counseles, 34 Counselors

## Call to Active Duty Transition Mentoring Initiative (CADTMI)

CADTMI has contacted, enrolled, and maintained 100% of new CADs for the past three years. Mentees are transitioned to the Official HS Mentoring program run by the Matching Team after the completion of their first year of duty. CADTMI also collaborates with HSPAC's Recruitment and Retention Subcommittee and Readiness Subcommittee to ensure well-rounded support and resources for all new officers.



- Successfully matched 31 new Health Services Officers to mentors within the CADTMI program.
- Successfully transitioned 14 Health Services Officers from the CADTMI program to the official HS Mentoring program.
- Trained three officers on the matching and unmatching process for the CADTMI.
- Incorporated resources from the Readiness Subcommittee into the CADTMI curriculum for mentors and mentees.

## Policy and Procedures Subcommittee

- Hosted the first Healthy Weight Management Webinar in collaboration with the Physician PAC, Dietician PAC, and Therapist PAC to promote healthy living in alignment with the USPHS's Retention Weight Standards (POM 821.66). The presenters provided evidence-based weight management action plans emphasizing healthy dietary and exercise regimens for all fitness levels. The webinar assisted officers in obtaining and maintaining compliance with height and weight standards while enhancing deployment readiness and promoting healthy living among officers as models of public health. Approximately 300 officers participated in the webinar.
- Developed the first HS Category Policy Reference Guide serving as a key resource for published Commissioned Corps policy and updates impacting operations, officer readiness, and career progression.
- Coordinated and provided consultation to HSOs on Commissioned Corps policy-related inquiries.
- Led the review and revision of HSPAC governing documents (charter and bylaws) with focus on the formalization of the HSPAC Executive Board representation and expansion of PAC subcommittee and PAG responsibilities to address the vast operational tasks as directed by the Office of the Surgeon General.
- Served as policy advisor to the HSPAC Chair on the HSPAC Executive Board.
- Led the governance reorganization and modernization of the PAC and PAG Standard Operating Procedures (SOPs) including establishment of a fiscal year annual SOP review cycle to promote enhanced HS Category operational efficiency and effectiveness.
- Participated in the orientation on HSPAC governance of new HSPAC voting members and new PAG leadership and trained PAG policy groups on governance guidelines.
- Managed HSPAC policy and procedure operations through the new Policy and Procedures Subcommittee organizational team structure (Policy Management Team, Training & Outreach Team, and Communications Team). The reorganization expanded leadership opportunities for officers to engage with the PAC and improved task management and operational efficiency.



## Readiness Subcommittee

- Maintained the HSPAC Readiness Subcommittee website with the most up-to-date basic readiness information, policy, and resources.
- Developed 20 readiness messages, a Readiness Gazette resource guide, and monthly Facebook reminders.



Readiness

### Advanced Readiness Program

- Rolled out the Advanced Readiness (AR) Program to all 10 PAGs .
- Approved 78 HSOs for the AR Program.
- Added the AR Program to the Health Services category promotion benchmarks in August.
- Implemented new program prerequisites beginning with the October cohort to expand the pool of eligible officers.

### Supporting HSPAC in Developing Additional Resources

- Collaborated with the leaders of the Push-Up Challenge and Lose-it Challenge, strategized on how best to grow each challenge for 2019, provided feedback, and advanced communications through Readiness publications.
- Published the Readiness Deployment Guide for use by the HSPAC and other USPHS groups.
- Developed two uniform guidance videos for the Operational Dress Uniform and Service Dress Blue uniforms.

### Hosting Webinars and Correspondence

- Presented three readiness-related webinars on various topics such as deployment resilience, preparing your family for deployments, and mental health awareness.



Recruitment & Retention

## Recruitment and Retention Subcommittee

- Created and implemented the new Call to Active Duty officers webinars held quarterly and as needed for new HSOs.
- Created the HSPAC retiring officer's congratulatory departure letter and certificate of appreciation from the CPO.
- Updated the HSPAC Welcome Packet, a resource document provided to new and current HSOs.
- Updated the HSPAC category roster each month to account for the newest commissioned HSOs and retired officers.
- Attended all OBC Open houses and collaborated with the Mentoring Subcommittee to provide up-to-date information of new HSOs to match them with mentors.
- Provided PAG-specific volunteers, living within the DC Metro Area, to OBC for the pinning ceremony, meet and greet event, and graduation ceremony.
- Supported requests for assistance through the Health Services Assignment Assistance Program (HSAAP).
- Reported vacancy announcements received to the R&R subcommittee's distribution list including:

Agency Liaison representatives, PAG representatives, and the Communications Subcommittee.

## HSPAC Professional Advisory Groups (PAGs)

### End of Year Accomplishments

#### Basic and Applied Science (BASPAG)

- Contacted two STEM organizations and initiated professional partnerships to advance stakeholder and community engagement.
- Developed deployment competencies for BASPAG officers to advance and expand their deployment roles.
- Conducted a successful Voting Membership Drive.
- Awarded a senior officer award during the USPHS Symposium.
- Expanded the number of officers in the Advanced Readiness program and worked with the Stakeholder & Community Engagement Subgroup to start developing STEM-related technical readiness trainings.



#### Dental Hygiene (DHPAG)

- Focused on recruitment and mentoring of junior officers into PAG workgroups and co-chair roles. Increased experience, awareness, and participation among our junior officers and paved a strong foundation for the future of our PAG.
- Created and distributed survey to gather information related to deployment of officers; collaborated with the Data and Evaluation Committee.
- Collaborated with the Dentist PAC, the American Dental Hygiene Association leadership, and other private and public stakeholders to develop ways to work together to promote oral health issues and the Surgeon General's Report on Oral Health.
- Generated, edited, and distributed appreciation letters for 38 officers deployed during 2019 RAM events and on the USNS Comfort Humanitarian Mission.
- Created and presented deployment webinar to inform the DH community about deployment experiences and expectations.
- Presented informal webinar on 30-day ship deployments.
- Supported 5 Advanced Readiness Program officers with discussion and fielding questions.
- Completed the Advanced Readiness and Deployment Competency Document, HSPAC SOP, and Dental Hygiene Deployment Criteria.
- Published 3 DHPAG newsletters featuring articles related to deployment and roster information, deployment experiences, and newly commissioned dental hygiene officers after reconstruction was completed to improve the appearance, formatting, and readability.
- Established a Welcome Package and program for assisting newly commissioned officers.
- Assisted Commissioned Corps applicants identified as a registered dental hygienist through the application process.



- Supported the Commissioned Officer Student Training and Externship Program (COSTEP) and other trainings with focus on the registered dental hygienist as they matriculate through the program.
- Participated in and established recruitment activities as well as market advertising initiatives within the DHPAG.
- Collaborated with the Dentist PAC on PACE projects.
- Disseminated a recruitment and retention needs survey throughout the DHPAG for future planning and program needs.
- Represented Corps at the Annual American Dental Hygiene Association Conference.

## Health Administration (HAPAG)

- Implemented the 2019 Needs Assessment Survey. In addition, formulated a PowerPoint presentation which was presented to the CPO and the HSPAC Chair.
- Solicited and reviewed applicants for the Senior and Junior Excellence in Healthcare Leadership Award and the CDR Yvonne Johns Inspiration Award.
- Updated the SOPs to reflect the newly released template.
- Provided insightful resources and presented at a HAPAG General Membership meeting on Healthcare Administration Professional Organizations.
- Streamlined the voting member nomination package and held interviews as well as assisted in the selection of 7 new voting members.
- Updated the HAPAG website to ensure accurate data is projected throughout the page.
- Developed and revised deployment competencies to ensure accurate skill sets were captured as well as necessary trainings for HAPAG officers.
- Conducted and facilitated two leadership roundtables where six officers presented on their non-clinical role throughout their respective agencies.
- Developed a draft of the HAPAG stakeholder engagement plan and provided recommendations on the HSPAG stakeholder engagement initiative survey.
- Held the first 2019 HAPAG Town Hall meeting with the HSO CPO. Discussions included modernization of the USPHS and how HAPAG officers may be affected, as well as non-clinical roles and recruitment of HAPAG officers in the future.



## Health Information Technology (HITPAG)

- Awarded HITPAG Junior and Senior Officer awards during USPHS Scientific and Training Symposium.
- Updated HITPAG SOPs and deployment competencies documents.
- Awarded a STEM scholarship in the amount of \$500 to a high school student in Maryland.
- Developed end of year HITPAG officer survey.
- Directed officers to the HSO Mentoring Program.
- Provided guidance on PHS job and training opportunities throughout the year.
- Assisted with recruiting and registering of officers into the HSO Advanced Readiness Program.



## Medical Lab Scientist (MLSPAG)

- Officers deployed to support multiple missions including, Remote Area Medical (RAM) Missions and Health and Social Services Recovery Support Function Hurricane Irma/Maria Mission in Puerto Rico.
- Presented a formal memo to the HSPAC Chair for review with the HSPAC CPO and Deputy SG on the Clinical Hours Initiative— addressing many of the issues surrounding clinical hours and unique challenges for MLS officers in qualifying for deployment roles both clinical and non-clinical. Briefed DSG and CCHQ on the clinical hours memo and final adjudication is pending.
- Executed a new format for a End of Year newsletter to support transition of leadership and activities for the MLSPAG, with creation of new templates to standardize data collection. The EOY newsletter will be released in December.
- Released two newsletters with readiness and professional information for MLS officers.
- Implemented a “Welcome Letter” for OBC MLS graduates and identified an officer to attend OBC open houses when an MLS officer is among the cohort.
- Developed and sent information packets to all members of the Stakeholder and Community Engagement Subcommittee regarding the Excellence in Medical Laboratory Science Award presented to a deserving student in the colleges and universities either locally and in nearby States.
- Developed and launched the ASPR Laboratory Cache Training. All training videos are now on MAX.gov and are offered as a free online training to support technical readiness.
- Published article in the Frontline for National Medical Laboratory Professionals week highlighting the work of MLS officers.
- Completed a comprehensive review and update of the MLSPAG Advanced Readiness Training Inventory, identifying quality trainings at no cost to replace at cost courses on the inventory.
- Developed comprehensive “TDY Opportunity” emails which were disseminated via the Listserv and included robust information of both the clinical opportunity and the location. Deployments were tracked and monitored placements to identify lessons learned.
- Collaborated with Stakeholder and Community Engagement and Policy subgroups on MLSPAG Certification Renewal to resolve the recertification due date issue. Presented proposal to Commissioned Corps Headquarters (CCHQ) and RedDOG requesting a 30-day grace-period following





an officer's credentialing expiration date to allow for delays outside of the officer's control and to avoid any lapse in meeting the Commissioned Corps' policy directives.

- Continued to add and maintain case survey's on MAX.gov MLSPAG officers can complete for credit towards recertification with ASCP.
- Completed Commissioned Corps Award Program 2019: MLS PAG survey.
- Updated the MLSPAG listserv to its current status.
- Developed list of colleges with MLS programs.
- Achieved the following Promotion Results for the MLSPAG: 11 officers received temporary rank promotions and 15 received permanent rank promotion.

## Optometry PAG (OPAG)

- Presented three OPAG Awards – Edward Hamilton Award for outstanding contributions in optometry by a senior commissioned officer; Richard Hatch Junior OD Award for outstanding contributions in optometry by a Commissioned Officer, PHS Tribal Hire, or civil service optometrist with 10-years or less service; Lester Caplan Award for outstanding contributions in optometry by a PHS Tribal direct hire or civil service optometrist.
- Contributed to the Armed Forces Optometric Association, a professional group representing optometrists who serve in the Army, Navy, Air Force, Veteran's Administration, Civil Service, Tribal and Uniformed Services.
- Represented 48 USPHS Commissioned Corps optometrists.
- Promoted 100% of officers eligible for Temporary O-4 promotion, Permanent O-3 and O-6. Promoted 66% of Permanent O-5 and 12% Temporary O-6.
- Officers deployed to support multiple missions including, Remote Area Medical (RAM) Missions and USNS Comfort in support of Continuing Promise.
- Recruited two optometrists into Commission Corps with CADs in 2019.



## Physician Assistant (PAPAG)

- Created and disseminated post-PA education survey, finding that 36% of the PAs are interested in learning more about continuing education certificates and doctorate programs.
- Chair presented on medical Spanish resources, border mission expectations for PAs, HSPAC mentoring program, and multiple CME offerings.
- Conducted PAPAG SOP review, worked with each subcommittee reformatting SOPs, and provided finalized document to HSPAC Policy Chair.
- Presented the new updates for the Advanced Readiness (AR) Program and participants' progress to the HSPAC AR Team.
- Attempted further outreach to the Public Health Service Academy of Physician Assistants to distribute flyer offering award write-up draft reviews to members.



- Created a survey with 62 participants to capture clinical role of PAs in the USPHS.
- Developed and submitted changes to overhaul the PAPAG website, including broken links

## Public Health (PHPAG)



- Collaborated with the HSPAC Readiness Subcommittee to successfully implement the Advanced Readiness Program (ARP), with 36 PHPAG officers enrolled in the ARP.
- Continued collaboration with the Prevention through Active Community Engagement (PACE) Program.
  - ◆ Performed a pilot to evaluate training procedures to ensure officers are prepared to present opioid lesson plans in the community. This supports a key initiative of the Office of the Surgeon General to combat the opioid epidemic.
  - ◆ Co-authored PACE presentations for the 2019 USPHS Scientific and Training Symposium and AMSUS.
  - ◆ Presented at the Society for Public Health Education 70<sup>th</sup> Annual Conference about PACE and the role of health educators.
- Conducted the PHPAG annual member survey; findings will inform the 2020 priorities and activities of the PHPAG subgroups and teams.
- Hosted ten webinars for HSOs on a broad range of public health topics including leadership, Geographic Information Systems (GIS), public health law and epidemiology, the HIV epidemic, the value of continuing education, technical readiness, and the PACE Program.
- Published 25 bi-weekly newsletters and 15 special announcements to provide PHPAG officers with timely, relevant information to increase visibility of professional development opportunities and support career advancement.
- Collaborated with the HSPAC Community Wellness Subcommittee to promote National Public Health Week.
- Developed three Policy Corners featured in the PHPAG bi-weekly newsletter that raised awareness amongst PHPAG officers of the USPHS involuntary separation policy, the HSPAC Policy Reference Guide, and reminded officers of the USPHS policy on smoking while in uniform in response to the e-cigarette epidemic.
- Developed competencies and recommended trainings for discipline-specific deployment roles that PHPAG officers may fulfill to enhance officers' readiness to deploy.
- Matched six new officers as participants in the PHPAG Peer-to-Peer Mentoring Program.
- Compiled and disseminated Certified Health Education Specialists (CHES)/ Master Certified Health Education Specialist (MCHES) training opportunities monthly to the PHPAG and HSPAC listservs.
- Presented the Junior Officer of the Year and Excellence In Leadership Award at the USPHS Scientific and Training Symposium.



## Psychology (PsyPAG)

- PsyPAG currently has 127 active members, both clinical and research based psychologists.
- Continued SWAP meets (Sharing Wisdom Across Psychologists) to disseminate information amongst psychologists regarding a variety of mental health topics in an open forum telephonic discussion format.
- Awarded the Senior and Early Career Achievement Awards during USPHS Scientific and Training Symposium.
- Continued publication and distribution of quarterly newsletter *PsyPAG Mind Matters*.
- Created MAX.gov portal to share and disseminate information.
- Collaborated with SWPAG to reduce stigma and improving access to behavioral health services for active duty officers.
- Created promotion resource repository allowing officers to share and receive feedback/support on promotion paperwork.
- Created Psychologist Toolbox providing resources and trainings to assist psychologists in preparation for the many roles in which they may be deployed.



## Social Work (SWPAG )

- Established first flagship collaboration with Black Commissioned Officer Advisory Group (BCOAG) on Suicide Prevention in the black community.
- Established first self-care initiative, which included six training sessions offered to all PHS social workers on how to implement self-care, prevent burnout, and promote overall well-being.
- Implemented a promotion forum to assist social workers with preparation for promotion.
- Continued ongoing collaboration with Asian Pacific American Officers Committee (APAOC) Healthy Mind Initiative on outreach activities.
- Collaborated with the HSPAC Community Wellness Subcommittee on the inaugural wellness room at the USPHS Symposium.
- Awarded SWPAG Junior and Senior Social Worker of the Year awards at the USPHS Symposium.
- Organized volunteer and social activities, including DC VA Homeless Veterans Stand Down, meet and greets, Stakeholders and Community Engagement Committee hosted a Meet-n-Greet.
- Hosted Social Work Month activities at NIH, SAMHSA, and Ft. Belvoir, VA.
- Created a 3-year strategic plan to identify and operationalize enhanced support for SWPAG officers.
- Developed SWPAG Deployment Clinical Competencies and Roles for HSPAC, effectively identifying crucial roles and skills need by SPWAG officers while on deployment.
- Collaborated on virtual job fairs with IHSC and DoD.
- Published the SWPAG Brochure.

