



# The Fulcrum

## Note from DHPAG Chair

*LCDR Emily Warnstadt*

2021 Issue I - Spring



Spring has begun and with that so have deployments. I'd like to thank those who have deployed in support of the Unaccompanied Children (UC) mission and PHS COVID-19 initiatives. Under the PREP Act officers that are properly vetted, trained, and approved will be allowed to vaccinate on deployments; this is a new opportunity that I know many officers are excited about.

LCDR Cynthia Chennault and I have been updating our PAG bylaws to align with the HSPAC PAG Uniform Bylaws. The newly revised DHPAG Bylaws can be found on the DHPAG website at <https://dcp.psc.gov/OSG/hso/pags-dhpag-bylaws.aspx>

Also, the DHPAG Subgroup Chairs have been updating their respective Subgroups standard operating procedures. The DHPAG Recruitment Power Point was approved by the HSPAC leadership and can now be used. Contact the Recruitment Subgroup for a copy of the Power Point Presentation.

"A smooth sea never made a skilled sailor" Franklin D. Roosevelt. I've thought a lot about that quote when I marvel about the year 2020 and the beginning of 2021. Many officers are stretching outside their comfort zones, gaining new skills, refining established skills, and taking on leadership roles. During this stressful time, please remember that personal well-being is important and that placing healthy boundaries ensures well-being. Please don't hesitate to reach out if you need to.

Happy Spring,

LCDR Emily Warnstadt

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[Virtual Deployment](#) LCDR Jen Eng

**\* New \* Article Submission Forms**

New Officer Spotlight:

LTJG Courtney Jackson

Awards

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Co-Editors:

LCDR Marie-Elena C. Puleo  
LCDR Keasha Myrick  
LCDR Tanya Selling

# 2021 DHPAG EXECUTIVE COMMITTEE



<b>Chair</b>	LCDR Emily Warnstadt		Emily.D.Warnstadt@ice.dhs.gov
<b>Chair Elect</b>	LCDR Cynthia Chennault	301-443-6691	CChennault@hrsa.gov
<b>Secretary</b>	LCDR Olivia Barrow	907-463-4047	olivab@searhc.org

## Operations

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<b>Stakeholder &amp; Community Engagement Co-Chair</b>	LCDR Tiffany Smith	520-464-3591	Tiffany.H.Smith@ice.dhs.gov
<i>Co-Chair</i>	LCDR Charles Brucklier	202-389-2999	Charles.J.Brucklier@ice.dhs.gov

## Officer Support

<b>Recruitment Chair (Ad Hoc)</b>	LCDR Doretha M Tonkins	336-333-5419; 103	Doretha.tonkins@fda.hhs.gov
<i>Co-Chair</i>	LCDR Miranda Shropshire-Nelson		MirandaNelson@fda.hhs.gov
<b>Training, Education &amp; Mentorship Chair</b>	LCDR Paula M. Arango		Paula.M.Arango@ice.dhs.gov
<i>Co-Chair</i>	CAPT Mylene Santulan	982-729-8896	Mylene.Santulan@fdihb.org
<b>Technical Readiness Chair</b>	CDR Amy Strain	214-767-3048	astrain@hrsa.gov
<i>Co-Chair</i>	LCDR Tanya Selling	520-868-8455	Tanya.L.Selling@ice.dhs.gov
<b>Data &amp; Evaluation Chair</b>	LCDR Suzanne Redmon	843-746-2990 EXT 21	Suzanne.Redmon@fda.hhs.gov
<i>Co-Chair</i>	LT Natasha S. Bennett	601-630-5443	nsbennett@bop.gov

## Management

<b>Policy Chair</b>	LCDR Cynthia Chennault	301-443-6691	CChennault@hrsa.gov
<i>Co-Chair</i>	LCDR Daniel Rector		Daniel.Rector@cms.hhs.gov
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<i>Co-Chair</i>	LT Johnna Bleem	716-846-6307	Johnna.bleem@fda.hhs.gov

# SUBGROUP CORNER

## COMMUNICATIONS SUBGROUP

### WANTED ARTICLES FOR NEWSLETTERS:

*A day in the life of a RDH*

*Alternative Career Paths*

*Upcoming Conferences*

*Volunteer Opportunities and Engagement*

*Community Events*

*Tips for Successful PCS*

*Deployment Experience*

*Kudos for promotions and awards*

**What do you want to see in the Newsletter?**

### NEWSLETTER SUBMISSIONS:

**Newsletter I – Spring: 4/23/2021**

**Newsletter II – Summer: 8/27/2021**

**Newsletter III – Fall: 11/26/2021**

**All:** Ensure to utilize the “2021 DHPAG Newsletter Submission Request Form” going forward for articles, award notifications, notification of new officers etc.

**FORM:** The form has been uploaded and a link has been placed on our DHPAG website under the Newsletter Section, which can be accessed below:

<https://dcp.psc.gov/OSG/hso/pags-dhpag-newsletters.aspx>

## AWARDS SUBGROUP

- The Awards Subgroup held two informative presentations on 1/12/21 and 2/23/21 on how to apply for DHPAG Awards. Overall, there were 24 attendees during the live sessions and 14 people accessed the recordings.
- Award nominee packets were due to LT Chennault by 3/12/21. They were redacted and distributed to the DHPAG Voting Members for scoring and due 4/7/21. The scores were compiled, and we are awaiting readiness checks on the two winners.
- We had 2 Candace Jones applicants and 5 Junior Dental Hygienist Applicants. Thank you to all who applied!

## STAKEHOLDER & COMMUNITY ENGAGEMENT SUBGROUP

- Stakeholder & Community Engagement Subgroup (SOP) Standard Operating Procedures has been submitted for final approval.
- S&CE Subgroup SurveyMonkey questionnaire was sent out on the RDH Listserv in March and April 2021. It was established that the SurveyMonkey was not working properly in March, so the SurveyMonkey e-mail was re-sent in April 2021. Thank you to those that have replied to the short survey. The dental hygienists that have not completed the survey or have not received the e-mail, please check you junk e-mail box or send an e-mail to: [Tiffany.H.Smith@ice.dhs.gov](mailto:Tiffany.H.Smith@ice.dhs.gov).
- The S&CE Subgroup is working on a USPHS Dental Hygienist Officer Vacancy List template for clinical and non-clinical positions available for hygienists. If anyone is interested as becoming an Agency POC and would like to advise me when job opportunities become available, please e-mail me at: [Tiffany.H.Smith@ice.dhs.gov](mailto:Tiffany.H.Smith@ice.dhs.gov). We can discuss any questions you may have at that time.
- **REMINDER: This May 12th and May 19th will be the 2021 Virtual USPHS Dental Category Days with the opportunity to acquire 6 continuing dental education (CDE),** so I hope you can attend. There is a limited number of attendees each day and will be on a first come first serve basis. To receive CDE credit, you must be a registered user of the IHS CDE System. Log into [www.ihs.gov/doh](http://www.ihs.gov/doh), go to the CDE catalog, and the course number is **DE0414**. The link for the meeting is: <https://zoom.us/j/99728171885?pwd=elcxdeZuRkNWblRSdjRZc1hpcG9sUT09>. Meeting ID: 997 2817 1885. Passcode: Dental. Find your local number: <https://zoom.us/u/abs18vXwF>. Thank you RADM Ricks for the invite and CDE opportunity.
- If you would like to volunteer or have any ideas to bring to the table to enhance this subgroup, I would like to hear from you. Thank you and make it a great day!

CONTINUED ON TO NEXT PAGE

# SUBGROUP CORNER

## TRAINING, EDUCATION & MENTORSHIP SUBGROUP

### TEM PRESENTATION

#### DENTAL RESOURCES AND CONTINUING EDUCATION COURSES

##### CE Credits: Available CE Credits

- <https://www.colgateoralhealthnetwork.com/webinar/?cwF=1&fr=all-formats>
- <http://www.adha.org/continuing-education>
- <https://www.dentalcare.com/en-us/professional-education/ce-course/>
- <https://dentalacademyofce.com/dace/courses.aspx?s=Dental%2520Hygienist&c=Hygiene>
- <https://dimensionsofdentalhygiene.com/ce/>
- <https://www.hu-friedy.com/education/continuing-education-classes>

##### Center for Disease Control and Prevention

- <http://www.cdc.gov/oralhealth/>

##### Health Resources and Services Administration

- <https://www.hrsa.gov/oral-health/index.html>

##### Indian Health Service Early Childhood Caries Initiative

- <https://www.ihs.gov/doh/index.cfm?fuseaction=ecc.materials>

##### National Board of Public Health Examiners

- <https://www.nbphe.org/CPH> - Certified Public Health

##### National Commission on Correctional Health Care

- <https://www.ncchc.org/CCHP-exam> - Certified Correctional Health Professional

## TECHNICAL READINESS SUBGROUP

Nothing to report at this time.

## ADMINISTRATION SUBGROUP

Nothing to report at this time.

## DATA & EVALUATION SUBGROUP

Nothing to report at this time.

## RECRUITMENT SUBGROUP

# VACANCIES

[Click to See Vacancies Article.](#)

## POLICY SUBGROUP

All Subgroup Chairs have submitted their recommendations for their input for the DHPAG Standard Operating Policy and Procedures Manual for their specific Subgroups—which details their duties, responsibilities, and deliverables. Meetings are currently being scheduled with Subgroup Chairs to discuss the new revisions and will be reported during the DHPAG meeting in August.

# VACANCIES

Recruitment Subgroup: LCDR Doretha M. Tonkins & LCDR Miranda S. Nelson



**1. Dental Hygienist/Indian Health Service/Toppenish, WA**

<https://www.usajobs.gov/GetJob/ViewDetails/590445900>

Agency contact information: **Marsha Tanner**

Phone

[503-414-7737](tel:509-414-7737)

Email

[Marsha.Tanner@ihs.gov](mailto:Marsha.Tanner@ihs.gov)

Address

Yakima Service Unit

401 Buster Road

Toppenish, WA 98948

**2. Dental Hygiene/Bureau of Prisons/Prince George, VA**

<https://www.usajobs.gov/GetJob/ViewDetails/594136900>

Agency contact information: **CSU**

Phone

[972-352-4200](tel:972-352-4200)

Email

[GRA-HRM-ConsolidatedStaffingUnit-S@bop.gov](mailto:GRA-HRM-ConsolidatedStaffingUnit-S@bop.gov)

Address

JUSTICE, BUREAU OF PRISONS

Consolidated Staffing Unit

346 Marine Forces Drive

Grand Prairie, Texas 75051

**3. Dental Hygiene/Bureau of Prisons/Dublin, CA**

<https://www.usajobs.gov/GetJob/ViewDetails/594275900>

Agency contact information: **CSU**

Phone

[972-352-4200](tel:972-352-4200)

Email

[GRA-HRM-ConsolidatedStaffingUnit-S@bop.gov](mailto:GRA-HRM-ConsolidatedStaffingUnit-S@bop.gov)

Address

JUSTICE, BUREAU OF PRISONS

Consolidated Staffing Unit

346 Marine Forces Drive

Grand Prairie, Texas 75051

**4. Dental Hygiene/Indian Health Service/Sisseton, SD**

<https://www.usajobs.gov/GetJob/ViewDetails/559277500>

Agency contact information: **Andy Fields**

Phone

[605-226-7239](tel:605-226-7239)

Email

[andrea.fields@ihs.gov](mailto:andrea.fields@ihs.gov)

Address

Sisseton Service Unit

PO Box 189

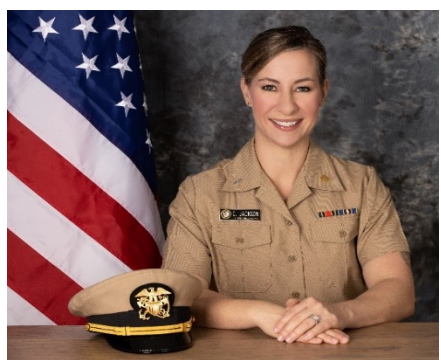
100 Lake Traverse Drive

Sisseton, SD 57262



# TRUST THE PROCESS

BY: LTJG COURTNEY JACKSON & LT DARION SMITH



Greetings fellow officers. My name is LTJG Courtney Jackson. It is truly an honor and pleasure to finally be amongst you all as a fellow colleague as my

path to becoming a United States Public Health Service (PHS) officer is rather unique and historical! I would like to share a portion of my journey with you to provide insight as well as encouragement from the perspective of a passionate, faith driven individual who dared to step out of my comfort zone and try something different.

My dental hygiene career started with the Veterans Administration after graduating with my AS in 2013. I've always had a heart for public service and after a few years, I was looking for a new way to serve. I transferred to the Federal Bureau of Prisons (BOP) in Coleman, Florida in 2016. I really enjoyed working at the BOP, but I knew staying a dental hygiene civil service employee would have its limitations long-term. While seeing many PHS officers at Coleman in uniform and a desire to serve the country, I researched opportunities for dental hygienist commissioning to the PHS. I found out that I would need a bachelor's degree, so I navigated through the website and saw opportunities for students. I stumbled upon the Senior Commissioned Officer Student Training and Extern Program (SRCOSTEP) and found it is an early commissioning program for qualified students that are in their final year of school. Students will receive active duty benefits (to include officer pay) while in school as an Ensign (O-1) to include earning leave during training. The service obligation after graduation is equal to twice the time of sponsored benefits from a partnering agency. For example, if I had 8 months of classes sponsored, I would serve 16 months to the sponsoring agency and 2 years to PHS concurrently. After reading about it I figured this was my opportunity! Although I was afraid to stop working for a while, I stepped out on faith and emailed CAPT Howard (CDR at

the time), BOP SRCOSTEP/NHSC Coordinator, to set up a conference call in 2018. She encouraged me to apply and from there I was determined to start yet another journey towards service! Little did I know beforehand that I would be the first Dental Hygienist EVER to commission as a SRCOSTEP!

After applying in 2018 and getting selected, every Thursday afternoon CAPT Howard would lead conference calls where she helped us prepare for the simultaneous process of PHS quad clearing/commissioning and the BOP application process. Let me tell you, these were very critical times as I was a nervous wreck. Trying to juggle work, school, commissioning, and the BOP application was an intense and exhausting process. I was so thankful for my husband and PHS mentors like LT Darion Smith who encouraged me along the way. One thing I learned in the process is to request, make, and save copies of anything you can; just in case the paperwork got lost in cyber space or just overlooked. Thankfully nothing was missed. It



took some time, but not giving up hope, my in-training orders were finally issued November 1st, 2019. I was so excited but still not there yet! I had to prepare for my departure from the civil service world to a world of a Uniformed Officer. During our calls we were told not to resign due to the Uniform Services Employment and Reemployment Rights Act (USERRA) of 1994. Being called to active duty would afford us job protection for five years instead of resigning. Once all of my paperwork was completed, I was considered a full time SRCOSTEP student. My only job....to learn, make sure my GPA was above a 2.8, and graduate. Once I had my orders, I was also able to go to the nearest base to get my family and I enrolled in DEERs as we received our ID cards and Tricare benefits. Finally, one step closer to my dream, I was the first Dental Hygienist to officially join PHS via the SRCOSTEP. However, I was not out of the woods yet.

Once commissioned and in school/training, all SRCOSTEP selectees were eager to graduate and receive our *out of training* orders to our first duty station. I was told to be “Flexible Gumby.” This was so true, but being a busy mom and a planner, my patience was tested beyond measures because a lot of time is spent waiting for answers in a process you can’t control. In the meantime, telephone conferences still occurred every Thursday which did provide relief. LT Smith and other BOP SRCOSTEP Recruitment Team members were very instrumental on these calls. They reassured all students that duty stations will be known soon and orders *out of training* will be sent in due time. The BOP SRCOSTEP Recruitment Team provided valuable insight into what it’s like being a PHS officer giving everyone a heads up on what to expect. We spoke with so many different men and women who were commissioned from all different categories also providing valuable insight. After graduating with my bachelors in 2020, I finally received my second set of orders out of SRCOSTEP training on 7/25/2020 to my first active duty assignment as dental hygienist in uniform. Back with the BOP at FCC Butner, NC.

I am pretty much settled in at FCC Butner now and I am looking forward to the journey of serving the Corps as the best PHS officer that I can be. I now have a career that has endless opportunities, a familiar workplace where I can inspire and help others, no to low cost healthcare for my family and retirement options. I would say the SRCOSTEP was a no brainer and seemed too good to be true. This opportunity enabled me to step out of my comfort zone and realize that I can accomplish anything. As mentioned before, I chose to write this article for perspective and to encourage. Even though this process was time consuming and discouraging at times, I would not give it up for anything. So many people give up because a lack of patience, the inability to exercise faith, or many other reasons. When you are passionate and believe in something, stay focused and go get what’s yours. I am grateful for the opportunity to join the USPHS serving in a role that I love as a dental hygienist. Although the path was difficult, I am glad God blessed me with a team of helpful professionals, patience, and a drive to persevere. Earning a commission is one of the greatest honors of my life. To do it in the USPHS brings a high level of joy that I cannot describe. Thanks for reading and I hope to meet many of you soon. Stay encouraged in all you do!

# VIRTUAL DEPLOYMENT

LCDR Jen Eng



What started as a two-month virtual deployment turned to three months and a single workgroup developed into three. Semper Gumby are the words to live by this day and age. The virtual deployment turned into a two-week assignment out at the Joint Force Office within the region I supported. When an officer gets called to deploy, it may not be that following day, it may not be that following week, nor month even, one has to be patient and stay ready at all times. You go when you are needed and have to adapt to the ever-changing requests of your deployment team or Readiness Deployment Branch.

I recently demobilized from a deployment that started the end of the last year. It lasted through numerous holidays; Christmas, New Years, Martin Luther King Day, and President's Day; plans I normally would have made were disrupted because of this; however, being a part of a Public Health Emergency I was willing to sacrifice. The demand of a virtual deployment is more demanding to me versus being in the field. Constant Administrative support is needed when working on your computer at home. I had to adjust my schedule to the west coast time while living out on east coast time. Weekends did not really provide two days to decompress; I was on call most weekends because the virus, unfortunately, does not take the weekends off either.

My advice during any deployment, whether it be virtual or in the field, is to make sure you set aside some time for self-care. The importance of a healthy officer enables them to provide supportive work to the team. Sometimes it was hard to find time for self-care but having a pet at home, provided me a reason to step away for a moment to take him out for a walk or simply having him as a companion next to me provided comfort in my office.

I am thankful for co-leads that are on committees and subcommittees with me. They supported our team by picking up the slack and also being present on calls/meetings when I could not make myself available. I have favors to return and will contribute double upon returning.

Good luck to those out there on this response and thank you for your service.



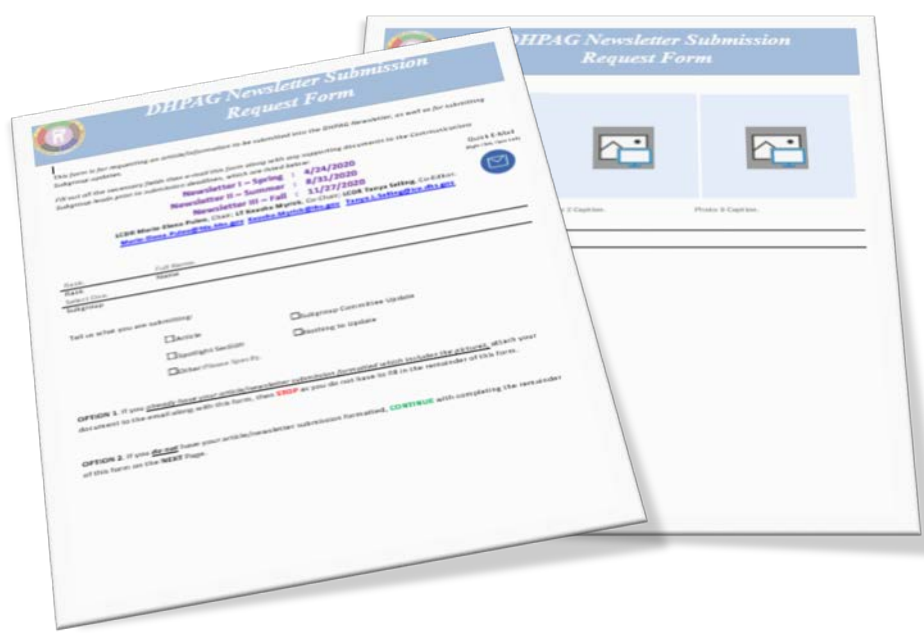


# Newsletter Submission Request

The DHPAG Communications Subgroup has a new form!

## *DHPAG Newsletter Submission Request Form*

Please start utilizing this form for **2021** Newsletter Submissions, Officer Spotlight, DHPAG Officer Career Paths, Subgroup Updates including nothing to report!  
Click below to be directed to the new form as well as other documents!



\* After clicking picture above, it will open the PDF attachment window on the left, click and download the attachment to get the form \*

**Other Documents Included:**

**DHPAG New Officer Questionnaire:** Know a new officer? Are you a new Officer yourself? Fill out one of these questionnaire forms and submit with the 2021 DHPAG Newsletter Submission Request Form.

**DHPAG Officer Career Paths Questionnaire:** For LCDR's and Senior Officers; Do you have a career experience you would like to share with other officers and give advise? Fill out one of these questionnaires and submit with the 2021 DHPAG Newsletter Submission request form.

Submission Form may also be found the DHPAG website under the Newsletter Section at:  
<https://dcp.psc.gov/OSG/hso/pags-dhpag-newsletters.aspx>

# New Officer SPOTLIGHT

## DHPAG



**ACHIEVER  
DETERMINED  
RESILIENT**

LTJG Jackson has been a RDH for 8 years and is from Pittsburgh, PA. She received her B.S. in Dental Hygiene and also certified to administer local anesthesia.

My training during OBC was exhausting. Although we only had five officers, everything was done online due to COVID. While this was a safer route we really missed out on the full experience in-person OBC has to offer. We had to work around different time zones and families since we were all at home.

### What was your highlight of OBC Training?

The highlight of OBC was our morning muster. I loved hearing our motivational speeches. These really set the tone for the day.

### What do you aspire to accomplish in your current position?

I hope that my skills and drive in my current position will one day help to develop or implement a program where newly released inmates will have the help they need to make our societies better. To somehow educate our inmate population across the country about the different oral health programs, schools and other healthcare agencies on the outside to achieve a healthier smile one tooth at a time.

### Where do you see yourself in your PHS career in 2-3 years?

In two – three years I hope to know everything about PHS and how I can assist new officers. Having a mentor really helps. I would also like to go to different institutions to see how their dental teams could help broaden my skills. I know each institution runs a little differently so this will help to implement the many ideas I have to assist the underserved.

### As a new PHS officer, How do you feel the DPHAG could support you?

As a new officer I hope the DPHAG can teach me what I need to know about being an outstanding officer. I hope to learn how to juggle dental hygiene along with PHS. Learning how to become a leader and mentor would be a great accomplishment.

### What area or state would you like to work as a duty station?

I think about this often. I am currently at FMC Butner NC, I transferred from FCC Coleman where I was working at the penitentiary and it's certainly an adjustment. I felt more active at Coleman. Perhaps it is COVID that may be hindering my ability to show my true skills. I would like to see myself either back at FCC Coleman as an HSA or providing dental services to the detainees in ICE custody. Anywhere I can improve and provide national and global public health would be my desired duty station.

## LTJG Courtney Jackson

OBC 121 - Butner, NC. BOP

### What are your hobbies and/or Interests?

I enjoy being with my family, my two little girls, husband and Doberman Pincher that is my Velcro dog.

I love CrossFit and working out in general. I recently got into spinning which is intense.

### How did you find out about PHS?

I found out about PHS through a friend, now sister-in-law. She encouraged me to apply to the Bureau of Prisons. Once I got hired in 2016 I met so many PHS officers (like she had mentioned) and decided to explore opportunities. I applied for the SRCOSTEP program and received my first orders to FCC Butner.

### What are your goals with PHS?

I joined the Commission Corps to serve the underserved populations; working for the Bureau for three years I realized there are so many men and woman who aren't as fortunate as me, who lack education and self-love. Sadly, many of these men and woman were never taught the importance of oral hygiene. I take pride in the work I do and who I work with. I not only teach the significance of daily oral hygiene but I encourage them to continue these habits and incorporate professional dental visits as a way of life once released (because many will be released one day). One message I teach my patients is to not neglect one of the many free things God gave us; our teeth! I also hope obtain knowledge and further my education while serving our great Nation.

### How was your experience during OBC Training?

*No Awards submitted for this Newsletter*

*To submit an award to appear in the next  
Newsletter [Click Here](#)*



# Save the Date 2021



Welcome, everyone to the **SAVE the DATE** section! This section of the newsletter will provide upcoming dental conferences and seminars to attend. Please submit any dental conferences and seminars to be included in newsletters and website that may not be listed below. Also, let us know which event you are attending for a meet n greet session! See you there!!!

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<i>2021 NOHC - Virtual</i>						

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<i>ADHA Live &amp; Online</i>						

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<i>2021 Under One Roof Live &amp; Online</i>						

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**Event Passed.**  
 Did you attend?  
 Submit an Article on  
 how it Went!

IN-PERSON AND ONLINE

ATLANTA, GA | MARCH 12-13, 2021  
 8000 Thomas F. Brown Dental Meeting

**Event Passed.**  
 Did you attend?  
 Submit an Article on how it Went!

Fridays & Saturdays April 16-30, 2021  
 Live Streaming on Fridays

**POSTPONED**

USPHS  
 SCIENTIFIC & TRAINING  
 SYMPOSIUM  
 June 21-24, 2021  
 Renaissance Phoenix Glendale Hotel

**ADHA 2021**

**ADHA 2021 ANNUAL CONFERENCE**  
 FRIDAY, JUNE 18 – SUNDAY, JUNE 20  
 PHOENIX, ARIZONA

**ADHA 2021 ONLINE CONFERENCE**  
 MONDAY, JUNE 28 – WEDNESDAY, JUNE 30

*Save the Date*

**RDH • UnderOneRoof.**  
 JULY 22-24, 2021  
 Indianapolis, IN

**RDH • UnderOneRoof.**  
 Online *Extended*  
 JULY 31, 2021

**2022 Upcoming Events**

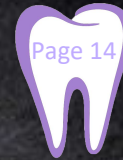
 **AMSUS**  
 The Society of Federal Health Professionals

**130<sup>th</sup> AMSUS  
 Annual Meeting**

**Save the Date: February 7-11, 2022**  
 Hybrid planned: In-Person in Maryland and Virtual

 **USPHS**  
 SCIENTIFIC & TRAINING  
 SYMPOSIUM  
 May 23-27, 2022  
 Renaissance Phoenix Glendale Hotel  
 #USPHS2022

# Continuing Education



Free: <https://www.dentalcare.com/en-us>

Free: <http://vivalearning.com/>

## Certifications

Certified Correctional Health Professional (CCHP):

<http://www.ncchc.org/cchp>