



# HSPAC News and Views

#WeAreCorpsSTRONG

Fall 2022 Newsletter



## HSPAC END OF YEAR MEETING & SOCIAL

**Save the Date !**

**Friday December 16, 2022  
Dave and Busters  
Silver Spring, MD**

(more information on page 26)

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# 2022 HSPAC Subcommittees

The HSPAC has eleven subcommittees all HSOs are encouraged to participate. The Category welcomes volunteers.

Subcommittee	Role	Name	Email
<a href="#"><u>Analytics</u></a>	Chair	LCDR Aaron Grober	<a href="mailto:Analytics.HSPAC@gmail.com">Analytics.HSPAC@gmail.com</a>
	Co-Chair	CDR Jennifer Freiman	
<a href="#"><u>Awards</u></a>	Chair	CDR Shannon Aldrich	<a href="mailto:Awards.HSPAC@gmail.com">Awards.HSPAC@gmail.com</a>
	Co-Chair	CAPT Kari Irvin	
<a href="#"><u>Career Development</u></a>	Chair	LCDR Chris Sheehan	<a href="mailto:CareerDevelopment.HSPAC@gmail.com">CareerDevelopment.HSPAC@gmail.com</a>
	Co-Chair	LCDR Mo Halwani	
<a href="#"><u>Communications</u></a>	Chair	CDR Brook Kerns	<a href="mailto:Communications.HSPAC@gmail.com">Communications.HSPAC@gmail.com</a>
	Co-Chair	CDR Kimberly Nguyen	
	Co-Chair	CDR Francis Bertulfo	
<a href="#"><u>Community Wellness</u></a>	Chair	LCDR Tracy Avila (Tilghman)	<a href="mailto:CommunityWellness.HSPAC@gmail.com">CommunityWellness.HSPAC@gmail.com</a>
	Co-Chair	LCDR Pamela Ogonowski	
<a href="#"><u>Events</u></a>	Chair	CDR David Schwab	<a href="mailto:Events.HSPAC@gmail.com">Events.HSPAC@gmail.com</a>
	Co-Chair	LT Nathan Drew	
<a href="#"><u>Membership</u></a>	Chair	CAPT Rebecca Bunnell	<a href="mailto:Membership.HSPAC@gmail.com">Membership.HSPAC@gmail.com</a>
	Co-Chair	CDR Danielle DiDonna	
<a href="#"><u>Mentoring</u></a>	Chair	CDR Erica Ruchard	<a href="mailto:Mentoring.HSPAC@gmail.com">Mentoring.HSPAC@gmail.com</a>
	Co-Chair	CDR Jennifer Clements	
<a href="#"><u>Policy</u></a>	Chair	LCDR Eileen Bosso	<a href="mailto:Policy.HSPAC@gmail.com">Policy.HSPAC@gmail.com</a>
	Co-Chair	CDR Alex Freiman	
<a href="#"><u>Readiness</u></a>	Chair	CAPT Jonathan Kwan	<a href="mailto:Readiness.HSPAC@gmail.com">Readiness.HSPAC@gmail.com</a>
	Co-Chair	CAPT Darin Wieggers	
<a href="#"><u>Recruitment &amp; Retention</u></a>	Chair	CDR Monique Salter	<a href="mailto:RecruitmentRetention.HSPAC@gmail.com">RecruitmentRetention.HSPAC@gmail.com</a>
	Co-Chair	CDR Chad Thompson	

# 2022 HS Category Professional Advisory Groups (PAGs)

HS Category has formed ten PAGs. Together, they address discipline-specific professional issues and advise the HS Category and the Chief Professional Officer of the Health Service Officer Category.

Professional Advisory Group	Role	Name	Email
<a href="#"><u>Basic and Applied Science (BASPAG)</u></a>	Chair	LCDR LaTonya Jiggetts	<a href="mailto:baspag.hspac@gmail.com"><u>baspag.hspac@gmail.com</u></a>
	Chair-Elect	LCDR Jennifer Grant-Smith	
<a href="#"><u>Dental Hygiene (DHPAG)</u></a>	Chair	LCDR Cynthia Chennault	<a href="mailto:dhpag.hspac@gmail.com"><u>dhpag.hspac@gmail.com</u></a>
	Chair-Elect	LCDR Jen Eng	
<a href="#"><u>Healthcare Administration (HAPAG)</u></a>	Chair	CDR Scarlett Lusk-Edwards	<a href="mailto:hpag.hspac@gmail.com"><u>hpag.hspac@gmail.com</u></a>
	Chair-Elect	LCDR Diane M Richardson	
<a href="#"><u>Health Information Technology</u></a>	Chair	CDR Apollo Wang	<a href="mailto:hitpag.hspac@gmail.com"><u>hitpag.hspac@gmail.com</u></a>
	Chair-Elect	CDR David Wright	
<a href="#"><u>Medical Laboratory Science (MLSPAG)</u></a>	Chair	CDR June Germain	<a href="mailto:mlspag.hspac@gmail.com"><u>mlspag.hspac@gmail.com</u></a>
	Chair-Elect	LCDR Osamede Onaghise	
<a href="#"><u>Optometry (OPAG)</u></a>	Chair	LCDR Hanna Fylppa	<a href="mailto:opag.hspac@gmail.com"><u>opag.hspac@gmail.com</u></a>
	Chair-Elect	LCDR Jill Thompson	
<a href="#"><u>Physician Assistant (PAPAG)</u></a>	Chair	CDR Joseph Newcomb	<a href="mailto:papag.hspac@gmail.com"><u>papag.hspac@gmail.com</u></a>
	Chair-Elect	–	
<a href="#"><u>Public Health (PHPAG)</u></a>	Chair	CDR Charlotte Kabore	<a href="mailto:phpag.hspac@gmail.com"><u>phpag.hspac@gmail.com</u></a>
	Chair-Elect	LCDR Ayana Stanley	
<a href="#"><u>Social Work (SWPAG)</u></a>	Chair	CDR Robert Van Meir	<a href="mailto:swpag.hspac@gmail.com"><u>swpag.hspac@gmail.com</u></a>
	Chair-Elect	LCDR Monique Richards	

# 2022 HSPAC Chief Professional Officer's Remarks



**CAPT Diedre N. Presley**  
Chief Professional Officer  
Health Services Category

Dear Fellow Officers,

It is with great pride to serve alongside you each day to protect, promote, and advance the health and safety of the nation, and uphold our core values - Leadership, Integrity, Service, Excellence. The Health Services category continues to be a dynamic multi-disciplinary group that stands at the forefront of our nation's efforts to strengthen and advance public health. Our mission is not easy and events over the past several years have compounded the complexity and demands of our service.

Regardless of the situation, our true north remains the same. Whether facing modernization within the U.S. Public Health Service Commissioned Corps, changes within our respective agencies, or responding to various deployment missions - we continue to be resilient as a category and service. As fall ushers itself in and we forge on together, here are a few points to remember:

## ***This pace is temporary.***

Although it seems we may be at a breaking point, this pace will not last. These are not easy times, the challenges and work might seem insurmountable, but we are finding a way and getting through together. Through our collective teamwork, we will continue to find solutions to temper the pace while meeting the mission.

## ***You are my top priority.***

I seek out and listen to your suggestions on how to improve processes and support your success within our category. I am committed to ensuring you have the necessary resources so we can continue as a category to develop officers, support our new call to active-duty officers, and strengthen our category by telling the HSO story.

## ***You are making a difference.***

You are a light to those around you. Your compassion and assistance make a difference to our fellow PHS officers and their families – they also make us a stronger and even more united.

## ***Prioritize stress management and personal resilience.***

Resilience is the measure of our ability to welcome challenges, overcome adversity, and get back on track to achieving our goals. Resilience is more than coping; it is about confronting crises and difficult situations without getting overwhelmed. It involves taking care of each other - as family members, friends, colleagues, and teammates - to help maintain both physical and mental health.

I am proud and inspired by the way each of you have led to help our category rise to meet every challenge - with flexibility, resilience, courage – and a caring heart. Thank you for your enormous contributions. I sincerely appreciate your continued commitment and I'm humbled to serve alongside each of you. [#WeAreCorpsStrong!](#)

# 2022 HSPAC Chair's Remarks

Fellow Health Services Officers,

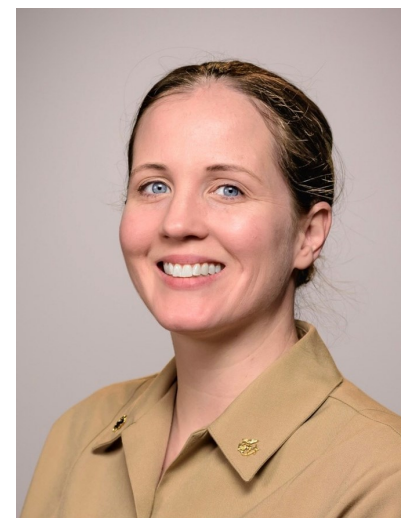
I hope you all are doing well as we leave summer days behind us and move into cooler temperatures – with the holidays not too far away! I know for many this can be a stressful time of year because of promotion preparation. Our Career Development Subcommittee just recently conducted a fantastic webinar on Promotion Prep, including how to access the [Career Progression and Promotion Guidance \(CP<sub>2</sub>G\) Toolkit](#) and how to focus on impact when developing your documents. During the webinar, CAPT Presley also presented on the newly-required CV Cover Page. If you weren't able to attend, please review the recording and slides to help you put your promotion package together. They are available on [MAX.gov](#). If you have questions, please reach out to the [Career Development Subcommittee](#). We are here to help and support you all year long, but especially during this nerve-wracking time of promotion preparation.

Please also consider reviewing your participation in the [HSPAC Official Mentoring Programs](#). The Mentoring Subcommittee has done a tremendous job updating their programs and resources this year. If you aren't registered with a program, your current match isn't working, or you would like a peer-to-peer mentor and don't have one, get in touch with the points of contact listed on the website so they can help you make the most of your mentoring relationships.

Looking toward the close of 2022, after a few years of virtual get-togethers, our End of Year event will be in-person this year! We're keeping it casual (and maybe a bit competitive?!) at Dave & Buster's in Silver Spring, MD. Information on how to register is included in this newsletter. I hope to see many of you there for fellowship, fun and SKI BALL!

Thank you for all that you do for our Category and Service everyday. If I can ever be of assistance, please don't hesitate to reach out to me. I always love hearing from you.

In Service,  
LCDR Elizabeth Goodger  
[egoodger@hrsa.gov](mailto:egoodger@hrsa.gov)



**LCDR Elizabeth Goodger**  
2022 Chair, Health Services Professional  
Advisory Committee



# 2022 HSPAC Category Day Recap

## 2022 Health Services Professional Advisory Committee (HSPAC) Category Day Recap CDR Neelam Ghiya and CDR Margaret Caulk

The 2022 HSPAC Category Day was held in person, for the first time since 2019, on Wednesday May 25<sup>th</sup>. Approximately 137 Health Services Officers (HSO) attended Category Day, nearly filling the largest conference room at the Symposium. HSOs heard presentations from HSPAC leadership, specifically the Chief Professional Officer (CPO) and current HSPAC Chair as well as members of the Senior Officer Consortium (SOC). A panel of officers also discussed Health Services leadership experiences while deployed for USPHS and agency responses in a range of geographic locations. Thank you to the HSPAC Events Subcommittee, Category Day team and presenters who helped plan and execute a successful event.



Photo by CDR Nicole Bell: 2022 USPHS Symposium, Health Services Category Day Room

The opening ceremony included the Orb Procession and reaffirmation of the Oath of Office. The 2022 HSPAC Chair, LCDR Elizabeth Goodger, welcomed officers to Category Day and provided high level updates on PAC and Professional Advisory Group (PAG) activities such as Mentoring Program overhaul, engaging with Call to Active Duty (CAD) Officers, webinar outreach, cross-PAC collaboration, and voting member selections. LCDR Goodger encouraged ongoing communication for officers and shared the plan for future townhalls. Next, CAPT Diedre Presley, CPO, provided opening remarks and highlighted category strengths, challenges, next steps, and resiliency. She conveyed how proud she is of all the hard work and dedication of HSOs.

The SOC introduced its members and provided overviews of each facet of the SOC which included, for example, membership, officer development, and CAD engagement. Junior and Senior Officers concluded the morning with a deployment stories leadership panel and shared valuable lessons learned and key take home messages.

In the afternoon session, the Category Day awards presentation highlighted the accomplishments of 24 HSOs. Congratulations to all the well-deserving 2022 PAC and PAG award recipients! Highlighting the importance of movement, fitness, and creativity, officers were then led into the afternoon's wellness break. HSOs got up and moved, while having some fun, to emphasize the importance of pausing to take time out for yourself. The round table session of 12 individual topics occurred after the wellness break and showcased novel projects of HSO leaders, mental health and resiliency strategies, and how to promote strategies in self and others.

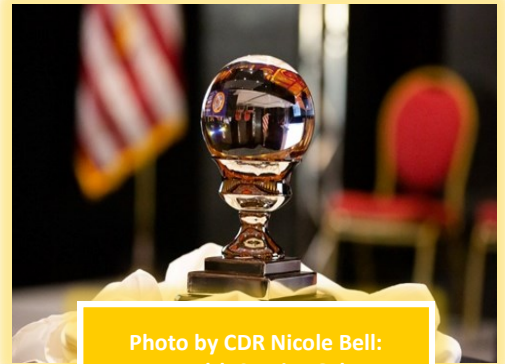


Photo by CDR Nicole Bell: Health Service Orb

The "Get Involved" Sessions included PHS, HSPAC, and PAG information on Corps Cares, Advanced Readiness Program, Push Up Challenge, Peer to Peer Mentoring Program, Mock Interviews, The Society of Federal Health Professionals/Association of Military Surgeons of the United States, Prevention through Active Community Engagement and the Ebola Response Book "Service Before Self" that speaks to the tremendous service HSOs provided as part of the 2014-2016 Ebola Crisis. Although officers were unable to circulate and gather information from the display tables, materials are available upon request and will be highlighted at upcoming meetings, including the 2023 HSPAC Category Day. The day concluded with the CPO providing final comments followed by the Orb retreat.

The HSPAC Event Subcommittee looks forward to seeing everyone at the 2023 Category Day in Tulsa, Oklahoma.

# 2022 Symposium-HSO Career Counseling Session

## 2022 USPHS Scientific and Training Symposium HSO Career Counseling Session

On a hot, sunny Tuesday morning in Glendale, Arizona, and for quite a few, after the Surgeon General's 5K and APFT, over 50 Health Service Officers (HSOs) met in-person at the 2022 USPHS Scientific and Training Symposium's Career Counseling Session. Following a very successful virtual counseling event in December 2021, all officers, including the Health Services Category Chief Professional Officer (CPO) – CAPT Diedre Presley, were excited to be back in-person to discuss exciting aspects of their career paths.

The Health Services Professional Advisory Committee (HSPAC) Career Counseling Session was hosted by officers from the Mentoring and Career Development Subcommittees. The purpose of the session was to have mentors (typically senior officers) provide mentees with personalized general guidance on career progression and important tips to increase the chance of successful careers and promotion.

Those mentees seeking career counseling were assigned to a mentor on-site. Sessions were 30 minutes in length and the mentee received counseling related to: career progression and promotion guidance; opportunities for career development; review of updated promotion benchmarks; writing for impact in the CV; reviewing COERS or Officers Statements, among many other important topics. In addition to the counseling received, mentees were also able to identify an informal mentor for future discussions and network with fellow officers. Even more importantly, our CPO CAPT Diedre Presley attended the entire event and made herself available to provide guidance to mentors and mentees. It was an honor that CAPT Presley took the time from a busy schedule to spend the morning with those in attendance, and all were very appreciative.

From the assessment of those facilitating the event, mentors and mentees held very interactive and informative sessions, sometimes extending past the 30-minute allotment of time. These sessions provided value to those mentored and even the mentors appeared to learn something as well. Numerous attendees have shared that these conference-held counseling sessions have been key to revamping their approach both for promotion and overall career success.

The success of the session would not have been possible without the support of CAPT Presley and CAPT Raquel Peat and those officers that volunteered to serve as mentors and mentees. The planning involved many hours and several meetings; the insight of all those involved was appreciated. It was an honor to provide opportunities for officer growth and connection, and the participation of all those involved allowed this to be a rewarding event. Please make sure to be on the lookout for future information surrounding the Career Counseling Session to be held during the May 2023 USPHS Scientific and Training Symposium in Tulsa, OK.

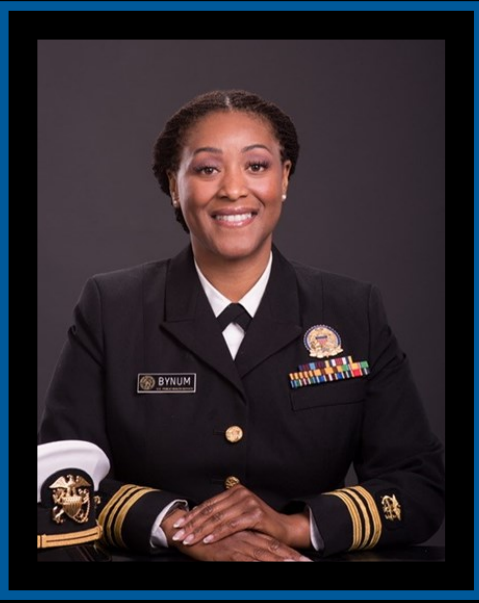
At your service,  
CDR John W. Diehl  
Chair, Career Counseling Session, HSPAC Career Development Subcommittee

# Making Waves: Officer Spotlight

## *Making Waves*

### **Officer Spotlight: LCDR Jamillah Bynum 2022 Jr. Social Worker of the Year**

LCDR Marion Willbright



LCDR Jamillah Bynum is the 2022 Social Work Professional Advisory Group (SWPAG) Jr. Social Worker of the Year. LCDR Bynum is a thoughtful, caring, and humble officer who never lets a hurdle deter her from reaching her goals. Currently, she is a licensed clinical social worker with the Public Health Emergency Response Strike Team (PHERST) at Commission Corps Headquarters (CCHQ) in Rockville, MD. As one of the PHERST social workers, LCDR Bynum provides mental health assessments, case management, behavioral health counseling, and discharge planning for PHS officers and vulnerable populations.

LCDR Bynum takes great pride in her work with PHERST. She has a distinct opportunity to develop camaraderie and *esprit de corps* while training and serving with a team of highly skilled officers. LCDR Bynum recognizes that working with her fellow officers is a unique and wonderful opportunity that other officers in the Corps may not get to experience. This unity makes them a powerful force to address the needs of the Corps.

LCDR Bynum grew up within a family of service with several family members serving in the armed forces and a few as officers in the U. S. Public Health Service (USPHS). LCDR Bynum was commissioned into the USPHS in Nov 2017 with a bachelor's degree in Public Health and a master's degree in Social Work. Prior to commissioning, LCDR Bynum held a leadership role with Housing and Urban Development Veterans Affairs Supportive Housing (HUDVASH) and the National Institutes of Health (NIH). As the Chief of Hospitality and Volunteer Services at NIH, LCDR Bynum was the subject matter expert on psychosocial care and treatment for individual and families struggling with substance abuse.

LCDR Bynum has been active in the SWPAG and HSPAC as well as several volunteer opportunities helping homeless veterans within her community. In 2019, LCDR Bynum was chosen to attend the U.S. Army Medical Service Corps course as the sole PHS officer. This course enabled her to sharpen her leadership skills, network, and develop her business acumen. In 2022, she was awarded the Rear Admiral Jerrold Michael Fellowship, which she will use to obtain a certificate in Global Health. LCDR Bynum plans to utilize the knowledge and skills gained to aid others, identify gaps in service, and improve health and equity. She plans to begin the PhD program in 2023.

LCDR Bynum serves because "Everyone has the right to life, liberty, and the pursuit of happiness. Witnessing others obtain these rights and utilize them to thrive is an honor. Knowing I played a part in this is icing on the cake." With such a giving spirit, an eagerness to learn, and desire to change lives for the better, it is clear why LCDR Bynum was selected as the 2022 SWPAG Jr. Social Worker of the Year. No one knows what the future may hold but LCDR Bynum is setting an example for us all.



# Kudos Corner

## 2022 Junior Officer Advisory Group Excellence Award Winner



During the 2022 USPHS Scientific & Training Symposium in Phoenix, AZ, the Junior Officer Advisory Group (JOAG) awarded the Junior Excellence Award to LCDR Diane Richardson. This annual JOAG award recognizes a non-voting JOAG member at the rank of O-4 and below that demonstrates outstanding, dedicated effort, leadership ability, and commitment to JOAG through active committee or working group participation.

LCDR Diane Richardson is a Healthcare Administrator and a Senior Program Management Officer at the U.S. Food and Drug Administration (FDA), Office of the Commissioner. LCDR Richardson's portfolio includes managing the FDA's agency-wide modernized resource capacity program for over 12,000+ regulatory employees. She leads the effort to help FDA meet congressionally mandated goals by providing greater transparency for the \$2 billion dollar user fee program.

LCDR Richardson credits JOAG for providing significant leadership opportunities for junior officers as well as helping new officers transition into the Corps. She believes participation in JOAG can provide junior officers with a strong leadership foundation and professional development opportunities that prepare them to contribute to their Professional Advisory Group (PAG) and Professional Advisory Committee (PAC). In addition to her contributions to JOAG's Awards, Professional Development, and Peer 2 Peer Mentoring Committees, LCDR Richardson is the current 2022 Chair-Elect for the Healthcare Administration Professional Advisory Group (HAPAG) and is an active member on several Health Services PAC committees.

# HSPAC Advanced Readiness Program

**HSPAC Advanced Readiness Program**  
 LCDR Denise Duran and LCDR Desireé Brown



Advanced Readiness is made up of three components: Deployment, Technical and Field.

- **Deployment Readiness** component consists of training that applies to all HSOs, regardless of discipline (i.e., PAG designation); these courses typically cover management, leadership, and communications;
- **Technical Readiness** component courses are discipline specific, and for clinical PAGs include clinical courses and/or increased practiced clinical hours; and
- **Field Readiness** component to ensure officers have some field experience such as FMRB in PIR, FMRB courses completed, or 7 days of agency and/or RDB deployments.

The Health Services Officer Professional Advisory Committee (HSPAC) Advanced Readiness Program (ARP) is a two-year voluntary program aimed to increase the deployment and technical readiness knowledge base and capabilities of HSOs beyond the required level of the USPHS basic readiness standards.

ARP is not an HSPAC or Commissioned Corps requirement, but an opportunity to enhance preparedness and to document and be recognized for those efforts. We encourage you to be prepared when you are called upon to serve.

Prerequisites	Requirements
<ul style="list-style-type: none"> <li>• HSOs who are on active duty in the Commissioned Corps for <b>at least 5 years</b> (based on the latest entry date on their PIR).</li> <li>• Basic Readiness: Must have met all basic readiness requirements in the 12 months prior to the date of application.</li> <li>• Field Readiness: Must have demonstrated field readiness via Field Medical Readiness Badge (FMRB) in PIR <b>or</b> proof of completed required FMRB courses <b>or</b> at least 7 days of agency and/or RDB deployment.</li> <li>• No current or pending adverse actions.</li> </ul>	<ul style="list-style-type: none"> <li>• Complete at least 25 hours of advanced readiness training and 1 hour of technical readiness training for each year of the ARP.</li> <li>• For clinical officers, completion of 120 hours of clinical hours, during each year of the ARP.</li> </ul>

# HSPAC Advanced Readiness Program (cont.)

Are you still on the fence about signing up for ARP? A survey was conducted in 2022 to identify the program's successes and areas in need of improvement to provide a better experience for our participants. Results showed that most respondents who completed the program found it:

- Easy to complete
- A good use of time
- Increased their capacity to respond
- Offered a good variety of courses, some of which was directly applied when deployed

Since the program's inception in 2018, over 100 officers have completed the ARP. In 2022, a total of 28 officers received a certificate of completion. You have what it takes to complete the ARP too!

If you are interested in joining the January 2023 cohort of the ARP, submit your application between October 1-31, 2022, to your specific Professional Advisory Group (PAG) Technical Readiness Subgroup Chair outlined below. For more information, please visit the [Advanced Readiness Program](#) webpage.

## PAG Technical Readiness Subgroup Chairs

BASPAG	<a href="#">CDR Elizabeth Degrange</a>
DHPAG	<a href="#">CDR Amy Strain</a> and <a href="#">LCDR Tanya Selling</a>
HAPAG	<a href="#">LCDR Ramses Diaz-Vargas</a> and <a href="#">LCDR Sunshine Jones-Chaney</a>
HITPAG	<a href="#">LCDR Stephanie Chiang</a>
MLSPAG	<a href="#">LCDR Louis Corbin</a> and <a href="#">LCDR Osameade Onaghise</a>
OPAG	<a href="#">CAPT Robert Chelberg</a>
PAPAG	<a href="#">CDR John Cruz</a>
PHPAG	<a href="#">LCDR Denise Duran</a> and <a href="#">LCDR Samantha Morgan</a>
SWPAG	<a href="#">CDR Kari Harris</a> and <a href="#">LT Desirrae Harris</a>

Visit the Advanced Readiness Program webpage [https://dcp.psc.gov/OSG/hso/advanced\\_readiness.aspx](https://dcp.psc.gov/OSG/hso/advanced_readiness.aspx) or email us at [ADVANCEDREADINESS\\_HSPAC@LIST.NIH.GOV](mailto:ADVANCEDREADINESS_HSPAC@LIST.NIH.GOV) for more information.

# Policy 101

## Policy 101

LCDR Eileen Bosso

Over the last 2 years, several new policies were released by Commissioned Corp Headquarters (CCHQ). While understanding the new policies is important, understanding the policy process, types of policies, and Public Health Service (PHS) foundational policies is also critical to an officer's career. Recently, the Health Services Professional Advisory Committee (HSPAC) Policy and Procedures Subcommittee partnered with the Public Health Professional Advisory Group to host a webinar on these topics. More than 150 officers attended the webinar. Below are key takeaways from presenters LCDR Jerome Anderson (PHS Program Coordinator, Employee Relations/Officer Advocacy) and Mr. Fernando Erler (Human Resources Specialist Policy and Evaluation Branch, CCHQ).

### **Types of Policies and Key Policies to Know**

There are four types of policies:

**Commissioned Corps Directives (CCDs):** CCDs contain what is required by legislation, the President, or the HHS Secretary to initiate, govern, or regulate actions or conduct by HHS organizational components or personnel within specific areas of responsibility. Directives establish or describe policy, programs, and organizations; define missions; provide authority; and assign responsibilities.

*Key CCDs to know:*

- [111.02 Disciplinary Action](#)
- [111.03 Conditions of Service](#)
- [121.04 Non-Departmental Organization Details](#)
- [122.01 Promotions](#)
- [123.01 Involuntary Separation](#)

**Commissioned Corps Instructions (CCI):** CCIs implement the policy contained in Directives or prescribe the manner or a specific plan or action for carrying out the policy, operating a program or activity, and assigning responsibilities.

*Key CCI's to know:*

- [211.01 Standards of Conduct](#)
- [211.07 Accountability for Conduct and Performance](#)
- [322.05 Transfer and Reassignment of Commissioned Officers](#)
- [341.01 Probationary Period](#)
- [341.02 Regular Corps Records Review](#)
- [382.03 Involuntary Termination of Commission](#)
- [385.01 Involuntary Retirement](#)
- [387.01 Separation of Commissioned Officer](#)
- [611.03 Non-Duty with Pay Status](#)

**Personnel Policy Memorandums (PPMs):** PPMs are issued when time constraints preclude publishing a CCI that introduces new/revised policies. PPMs can make technical corrections to CCIs and PPMs, provide yearly updates, and make minor adjustments to policies issued by the Assistant Secretary for Health (ASH).



# Policy 101 (cont.)

**Personnel Operations Memorandums (POMs):** POMs provide information and set forth operational guidance from the Office of the Surgeon General (OSG). POMs can make technical corrections to previous POMs, provide yearly updates, and make minor adjustments to information and operational guidance issued by the SG.

One key POM to know is: [821.78 Guidance on Non-Health and Human Services \(HHS\) Agency Returns](#)

## **Policy Process**

PHS policy is guided by legislative changes and operational needs. Different policies are approved at different levels.

- CCDs are approved by the HHS Secretary
- CCIs approved by the ASH
- PPMs are approved by the ASH
- POMs are approved by the SG

Officers can play a role in the policy making process by attending PAC meetings to stay informed and provide opinions, expertise, and experiences with policies. They can also share feedback by submitting comments to the Chief Professional Officer, PAC Chair and agency leadership. Keep an eye out for policy announcements and review new policies and the corresponding FAQs.

For a complete list of the most up-to-date policies visit the [Commissioned Corps Issuance System \(CCIS\)](#). For a more user-friendly document, check out the Policy and Procedure Subcommittee's [Policy Reference Guide](#).



# Motivational Tips - Promotion Cycle

## Motivational Tips to Process the Changes Within the Promotion Cycle CDR Scarlett A. Lusk

Motivation is critical for any public health service officer during promotion time. As a U.S. Public Health Officer, you are expected to maintain a high level of work performance and meet deadlines. Your work life balance is also important, as you need to be able to enjoy your life outside of work. Here are some tips on how to stay motivated during this time:

1. Set goals for yourself and strive to meet them.
2. Find a mentor or role model who can help you stay on track.
3. Take some time for yourself every day to relax and rejuvenate.
4. Be positive and optimistic about your future prospects.
5. Reward yourself regularly for your accomplishments.
6. Stay connected to your network of support.
7. Seek out new challenges and opportunities.
8. Don't be afraid to ask for help when you need it.
9. Remember that this is only a temporary situation, and it will eventually end.
10. Take advantage of this time to learn and grow as much as you can.

There's no doubt that after the promotion cycle, it can be tough to stay motivated. Here are a few tips to help you keep going:

1. Make sure you are getting enough daily activity. It is easy to get bogged down in work and forget to take care of yourself, but making time for daily exercise or even just a walk around the block can make a big difference in your energy and motivation levels.
2. Spend time with family and friends. Sometimes all it takes is a little social interaction to jumpstart your motivation. Whether it is catching up with a friend over coffee or having dinner with family, quality time with loved ones can help you refresh and recharge.
3. Find a work/life balance that works for you. It is important to have time for both work and play. If you are feeling overwhelmed by work, take a break and do something you enjoy. Conversely, if you are feeling bored or unfulfilled in your personal life, find ways to get more involved in your career. By striking a balance between work and play, you will be more likely to feel motivated in all areas of your life.

These are just a few tips to help you stay motivated after this promotion cycle. What works for you may be different, so experiment until you find what works best for you. With a little effort, you can keep your motivation high and enjoy continued success in your career.

# Navigate with a Peer Mentor

## Career Progression, COERs, & Prepping for Promotion... Navigate this Together with a Peer Mentor!

LCDR Valerie Favela, LT Tia McClelland, and LT Mary Luc

Fall is the time of year when all officers are looking at career progression, COERs, prepping promotion packets, etc. Join the HSPAC Peer-to-Peer (P2P) Mentoring program to help with your career progression! P2P provides a unique experience of fellowship among HSOs of the same rank navigating similar career paths, interests, and aspirations. P2P offers a co-learning environment allowing open dialogue to discuss professional development, Officership, and networking. Also, as an added benefit, participation in the program allows members the opportunity to meet the [promotion benchmarks](#) under the 'Officership' promotion precept and participation can be added under the PAC mentoring programs section of their CV.



P2P enrollment occurs on a rolling basis and is quick and easy. To enroll, officers simply need to complete the [enrollment form](#) and submit a copy via email to [P2P.HSPAC@gmail.com](mailto:P2P.HSPAC@gmail.com). Once matched, officers receive a welcome letter to connect with their peer including a [Discussion Guide](#) to help navigate their conversations. This guide includes sections on promotion preparation and career progression with relevant resources like the [HS Career Progression Profile Report & Promotion Trends Reports](#) and [Writing for Impact Guide](#). Members will also be invited to P2P Quarterly Open Forums which provide an informal opportunity to engage in career development topics of interest.

*Does it all sound just too good to be true? Hear from HSOs who are currently enrolled in P2P!*

"It's been great! We got matched during promotion season so we exchanged many resources, advice, and even reviewed each other's CVs. We email frequently even just to update each other with stuff that is going on each other's lives."

"For senior officers it can be beneficial to engage with other peers in a relaxed environment."

"It is always helpful to have someone who can help you navigate the multiple facets of PHS. Having someone in your category that you can bounce questions or review documents is extremely helpful."

"P2P has been an incredible opportunity during a challenging time in the Corps living through a pandemic and more challenging promotion times to connect with another officer."

"Great. I am pleasantly surprised by this program. I have met a new colleague, and we have been supporting each other to write award submissions, career planning, and articles."

"I would absolutely recommend P2P to other officers because it is a great way to network and learn from each other. A fresh set of eyes looking at promotion documents is always a bonus."

"Yes, P2P does a great job at finding mentors that match what you are looking for in a peer mentor."

# Invisible Healthcare Professionals

## Medical Technologists-The Invisible Healthcare Professionals that Play Major Roles in Healthcare and Public Health

CDR Oumou K. Barry

Medical Technologists (MTs) also known as Medical Laboratory Scientists (MLSs) are trained scientists with a minimum of four years of education beyond high school leading to a Bachelor of Science degree. MTs work in various sections of the clinical labs within the hospital to include blood bank, hematology, and microbiology. They also work in reference labs such as LabCorp or Quest Diagnostics, doctor's offices as well state and local public health labs. MTs are not usually seen nor recognized in healthcare delivery because they have limited contact with patients. However, MTs play significant roles in patient care and public health. In blood banks, they perform testing to match donors and recipients' blood to prevent fetal transfusion reactions. In hematology, they contribute to diagnosing hematological diseases such as sickle cell anemia, thalassemia and blood malignancies like leukemia or lymphoma. In microbiology, they contribute to diagnosing bronchitis, urinary tract infection and meningitis. In public health labs, they focus on surveillance and characterization of infectious diseases affecting a population in outbreak cases. Laboratory testing is the single highest volume of medical activity, and it drives about 70 percent of all medical decisions made by doctors and other healthcare professionals<sup>1</sup>. Every time you enter a hospital or healthcare facility for care, your life is in the hands of a medical laboratory professional. Laboratory professionals conduct about 13 billion clinical laboratory tests annually in the United States<sup>1</sup>. As a Medical Technologist, I have:

- Worked in various sections of the clinical labs in hospitals to provide quality care to patients.
- Served as a Lead Regulatory Reviewer at the Food and Drug Administration; and recommended approval and clearance of reagents and instruments currently being used in the labs.
- Deployed to Liberia in 2015 to oversee laboratory operations in support of the National Institutes of Health Ebola Natural History Studies.
- Deployed to the Department of Health and Human Services headquarters as a Testing Subject Matter Expert to assist states and territories with their COVID-19 testing efforts during the early stages of the pandemic.

I have enjoyed my experience as a MT and have seen firsthand the tremendous impact that MTs have on healthcare and public health. In recent years, fewer students are matriculating into schools that train for this profession. I highly recommend officers in mentoring roles to learn more about this profession and encourage our younger generations to consider a career as MLS/MT to help address the critical staffing shortages currently facing this profession.

### Reference:

1. The omicron variant is deepening severe staffing shortages in medical laboratories across the US, <https://theconversation.com/the-omicron-variant-is-deepening-severe-staffing-shortages-in-medical-laboratories-across-the-us-174459>.



# Behind the Scenes of COVID-19

## Laboratory Week: Behind the Scenes of COVID-19

LCDR Samuel Motto

### Introduction

Medical Laboratory Professionals Week originated in 1975 as a national event to raise public awareness, understanding and appreciation of the impact that laboratories play in a patient's diagnosis and health.



Laboratories continue to play an integral role during the coronavirus disease 2019 (COVID-19) pandemic. At the beginning of the COVID-19 outbreak, these facilities were integral in determining the pathogenesis and pathophysiology of COVID-19, thus, informing policymaking regarding the development of effective and sustainable COVID-19 management strategies. Laboratories were also integral in developing COVID-19 vaccines and conducting tests to determine positivity for the infection and to track cases, which lead to an improved understanding of the nature and extent of infection. There was a significant increase in infectious disease research due to available lab resources. Patient's clinical specimens were tested in the lab to aid in diagnosis, treatment, and prevention of the COVID-19.

### Research

Laboratories played a major role in increasing available knowledge on the novel virus. Labs provided adequate research facilities to improve understanding of the effect of the disease on the hosts, leading to the development of effective measures for managing its transmission. Laboratories also avail the suitable environment to examine key disease markers such as changes in cardiac activity, liver function, blood cells, and other factors commonly examined in COVID-19's pathophysiology. The effect of the COVID-19 on the human body was determined through animal studies, a majority of which occurred in control settings. Laboratories also used swabs to collect samples, which is considered an amenity, to facilitate sufficient research into the infection.

### Testing and Vaccine Development

One of the pronounced roles of laboratories during the COVID-19 pandemic was testing. Due to its novel nature, there was limited knowledge available on the severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2) virus (Hu et al., 2021). Labs facilitated testing to enable the identification of positive COVID-19 cases, helping to contain it spreading among the community. The transmission rate in different settings and across separate media was also examined due to extensive lab tests. Vaccine development was the hallmark of laboratory activity during the COVID-19 pandemic. Scholars and researchers lent their expertise to tackle COVID-19 and develop an effective containment measure to prevent further transmission of the virus and reduce the severity of the illness' symptomatology. Laboratories aided the immunization discourse through improved data sharing and increased collaboration among researchers, resulting in the ultimate development of the COVID-19 vaccine (Mousavizadeh & Ghasemi, 2021).

### References:

Hu, B., Guo, H., Zhou, P., & Shi, Z. L. (2021). Characteristics of SARS-CoV-2 and COVID-19. *Nature Reviews Microbiology*, 19(3), 141-154. <https://www.nature.com/articles/s41579-020-00459-7>

Mousavizadeh, L., & Ghasemi, S. (2021). Genotype and phenotype of COVID-19: Their roles in pathogenesis. *Journal of Microbiology, Immunology and Infection*, 54(2), 159-163. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7138183/>

# The Way Forward

## Leadership Reflection - The Way Forward CDR Stephanie Felder

*“Like great actors, great leaders create and sell us on an alternate vision of the world—a better world of which we are an essential part. They suspend us, to paraphrase Max Weber, in webs of significance (xiii)” (Leadership Presence written by Belle Lina Halpern and Kathy Lubar 2003)*

Lately I’ve been thinking a great deal about leadership. I think about the leaders that I look up to in the United States Public Health Service, national public health leaders, and global leaders. Why do I look up to these leaders? What is it about them that I want to emulate? After pondering these questions, I found myself thinking about what kind of leader I want to be and how I want to show up for those whom I lead. More importantly, I think about how I can inspire those who I lead to act decisively and empower those who they are leading. These ponderings lead me to pursue a leadership course with one of the top universities, the Harvard University Business School. After reviewing their course offerings, I landed on the High Potential Leadership Class. This program empowers high potential leaders to overcome the increasingly complex challenges that emerge as they take on greater leadership roles.



Immediately, I knew this was the course for me. I am at a point in my life where I am taking on greater leadership and I value being a change agent and inspiring others. My arrival at the Harvard Campus in Cambridge, Massachusetts, on an early Sunday afternoon was a surreal experience. I was greeted by the bellhop, assigned a room, and immediately taken there to prepare for class that would begin that evening. That first night, Dr. Linda Hill stood at the front of the class and welcomed us on a journey of self-exploration and leadership development. She explained how one cannot develop as a leader without being able to self-evaluate and identify both strengths and areas of improvement. She also mentioned that a few of us would be designated as group leaders, and of course, when I checked the board my name was there. Despite feeling nervous I had yet another task—to use the infamous Harvard case study format and lead my group each morning in preparation for a class debate each day. I quickly adapted and prepared my mind for an intense week of learning and reflection.

During the weeklong course, I worked on the following course goals and continued to stretch myself in these areas:

- Balancing my personal leadership style with the demands of the organization without compromising my own principles
- Developing the next class of high potential leaders—and inspiring leadership throughout the organization
- Building high-performance teams that are more than the sum of their parts
- Receiving feedback with an open mind and delivering it with tact

More importantly, my time at Harvard set me on a course to be a better leader. One that listens not to respond but to understand. A leader that the PHERST behavioral health team can depend on and feel comfortable working alongside during challenging missions. So, I challenge you all to come on this leadership journey with me as we are all leaders, no matter the rank, and reflect on the following questions:

- What kind of leader do you want to be? How do you know if you are being effective?
- How would you characterize your leadership strengths and weakness? How do you plan to improve?
- How are you feeding your leadership knowledge, skills, and abilities?

I leave you with this final quote from President John F. Kennedy, “Leadership and learning are indispensable to each other.” As United States Public Health Service Officers, we will never stop leading; therefore, we must continue to learn.

# Suicide Prevention

## Suicide Prevention: Increasing Awareness and Taking Informed Action

LCDR Marie P. Cetoute and LCDR Nicole Pascua

National Suicide Prevention Awareness Month is held annually in September to raise awareness of this mental and public health issue that affects over 1 million individuals in the United States. Suicide remains a stigmatized topic that can cause feelings of discomfort, and as a result, many people avoid openly acknowledging, discussing, or addressing it. However, suicide is a significant public health problem that should not be avoided or relegated to being discussed only during September.

Suicide impacts people across the lifespan. According to the Foundation for Suicide Prevention, nearly 46,000 people died by suicide in 2020, and approximately 1.20 million suicides were attempted in the United States. In 2020, the Centers for Disease Control (CDC) reported suicide as one of the top ten leading causes of death in the United States. It was the second leading cause of death for 10-14 and 25-34 year olds. It was the third leading cause for 15-24 year olds, the fourth leading cause for individuals 35-44 years old, the seventh for 45-54 year olds, and the ninth for 55-64 year olds.

Suicide rates are higher among American Indian, Alaska Native, and non-Hispanic White populations, veterans, and individuals living in rural areas. LGBTQ+ youth also have higher rates of suicide ideation compared to heterosexual youth.

In 2020, the National Hotline Designation Act (Public Law 116-172) was signed into law, designating the three-digit number '988' as the national suicide prevention and mental health crisis hotline by July 16, 2022. Callers are connected to a local mental health crisis center where they will receive confidential support. The centers support individuals experiencing mental health and substance use distress or a suicide crisis. 988 is toll-free and can be accessed using any land-line, cellular, or VoIP service provider.

As Commissioned Corps Officers and public health practitioners, we are not immune to psychological distress, thoughts of suicide, or encountering individuals at our duty station or during deployment who express suicide ideation. Some risk factors for suicide include a current or past history of mental disorders, alcohol and/or substance use, history of trauma or abuse, job or financial loss, physical illness, hopelessness, and access to lethal means. Some warning signs include talking about wanting to die, increasing alcohol or drug use, being withdrawn, isolating oneself, and engaging in self-harming behavior.

Suicide is preventable and starts with self-care. It is important to acknowledge psychological distress, stay connected with social supports, and work with a licensed mental health professional to address mental health and/or substance use concerns.

If you or someone you know is experiencing a suicide crisis, help is available and resources, like those listed below, can help.

### Mental Health Resources

- PHS Corps Care at: [PHSCorpsCare@hhs.gov](mailto:PHSCorpsCare@hhs.gov) or 240-276-9616
- The Suicide & Crisis Hotline: dial 988 or 1-888-628-9454
- The Crisis Text Line: text 741741
- National Alliance on Mental Illness: [www.nami.org](http://www.nami.org)
- Employee Assistance Program (EAP) located at each federal agency
- Mental health services at local military treatment facilities (MTF)

### References:

American Foundation for Suicide. 2022. Suicide statistics. <https://afsp.org/suicide-statistics/>.  
Centers for Disease Control and Prevention. 2022. Facts About Suicide. <https://www.cdc.gov/suicide/facts/index.html>

Centers for Disease Control and Prevention. 2017. Preventing suicide: A technical package of policy, programs, and practices. <https://www.cdc.gov/violenceprevention/pdf/suicidetechnicalpackage.pdf>

Centers for Disease Control and Prevention. 2020. WISQARS leading causes of death visualization tool: 10 leading causes of death, United States. <https://wisqars.cdc.gov/data/lcd/home>.

988LifeLine.Org. 2022. We Can All Prevent Suicide. <https://988lifeline.org/how-we-can-all-prevent-suicide/>

The graphic is a vertical rectangular box divided into two sections. The top section features a blue square with the number '988' in white, followed by 'SUICIDE & CRISIS LIFELINE' in white text. To the right, there are icons for a speech bubble with a question mark, a telephone handset, and a heart with hands, accompanied by the text 'Talk with us.' and 'There is hope'. The bottom section contains the text 'If you or someone you know needs support now, call or text 988 or chat 988lifeline.org' next to a QR code and another '988 SUICIDE & CRISIS LIFELINE' logo. A small code 'PEP22-08-03-002' is in the bottom right corner.



# Kindness Matters

**Kindness Matters**  
CAPT Julie A. Niven

In the November 2021 issue of *Frontline*, RADM Brandon Taylor introduced us to the phenomenon of “The Rabbit Effect.” In summary, a scientific experiment inadvertently showed that a researcher’s kindness towards the rabbits she was studying had a dramatic impact on the rabbit’s physical health. The unintentional finding was replicated under strict conditions and the results were validated: kindness has a profound positive impact on the physical wellbeing of rabbits.<sup>1</sup> I’ve noticed over the years in my work as a behavioral health clinician that kindness shown in session does appear to have a far-reaching impact. And now here was scientific evidence to reinforce this – again. Some of you are familiar with the work of psychologist Scott Miller.

“Researchers repeatedly find that a positive alliance – an interpersonal partnership between the client and therapist to achieve the client’s goals – is one of the best predictors of outcome.”<sup>2</sup> In short, the strength of the relationship between the therapist and client had the greatest determination on whether therapy was successful or not. In one study, “60% of outcome was influenced by the therapeutic alliance, 30% due to “allegiance factors” and only 8% due to the model of therapy or technique that was used.”<sup>3</sup>

So, we know kindness impacts the recipient, but I wondered: *what is the impact of kindness on the giver? To what degree does the giver of kindness benefit in the act of being kind?* I did some research and found several sources that stated the giver of kindness benefits from his or her kind act just as much as the recipient of the kind deed. A Dartmouth website stated that even *witnesses* to acts of kindness show increase of oxytocin (the love hormone) within their brains. And those who participate in acts of kindness have greater levels of oxytocin, higher levels of energy, more happiness and improved physical health.<sup>4</sup>

As professionals in the medical field, we default to kindness towards our patients and hopefully our coworkers as well. But can we increase the kindness we show others in our daily lives? Undoubtedly! Explore the random acts of kindness site referenced below along with Mayo Clinic’s “Speaking of Health” website using the keywords “happiness, gratitude, kindness,” etc. to find inspiration of how to start today being *more kind* to others, the earth and yourself! **Kindness matters. Our hearts know this and science proves that being kind is an absolute win-win!**

## References:

- 1 Harding, K. (2020). *The rabbit effect: Live longer, happier, and healthier with the groundbreaking science of kindness* Miami: Altria Books.
- 2 Duncan, B. (2013, Summer 4) *The heart and soul of change: Getting better at what we do*. The Iowa Psychologist, p. 4. Retrieved from Academia.edu.
- 3 Duncan, B. (2013, Summer 4) *The heart and soul of change: Getting better at what we do*. The Iowa Psychologist, p. 4. Retrieved from Academia.edu.
- 4 Random Acts of Kindness Foundation (1995-2022) Kindness Health Facts. Retrieved from <https://www.dartmouth.edu/wellness/emotional/rakhealthfacts.pdf>





# Arctic Care 2022

## HSOs Serve at Arctic Care 2022: An Innovative Readiness Training LCDR Erin Heap and LCDR Valerie Favela

Cama'i (means "hello" in Alutiiq), In November 2021, the United States Public Health Service (USPHS) Commissioned Corps Headquarters (CCHQ) announced a TDY opportunity: 2022 Innovative Readiness Trainings (IRT), where officers would serve at 5 different IRT missions. The IRT is a joint training opportunity increasing deployment readiness while simultaneously providing key services with lasting benefits for American communities. The IRT provides leadership opportunities for enlisted and junior officers within a positive learning environment. This is only the second year the USPHS has participated in Medical IRT Missions, providing incidental benefit to communities via no-cost to the patient healthcare. Services provided to communities include optometry, health exams, dental, veterinary care, and public health education. For an overview and information on IRT missions check out this video [here](#).



After applying to the IRT, we (LCDR Heap and LCDR Favela), were notified that we were tentatively selected to serve on the Arctic Care IRT Mission to Kodiak, Alaska from May 2-16, 2022. As Dental Hygiene Officers we would provide dental hygiene care while on the mission. A total of 19 USPHS Officers from various categories, including seven HSOs and USPHS Reservists, were selected to serve on this IRT. As a collaborative training mission, we served alongside United States Army Reserve (USAR), United States Marine Corps Reserve (USMCR), United States Navy Reserve (USNR), Army National Guard (ARNG), Air National Guard (ANG), and United States Coast Guard (USCG) uniformed personnel. The island of Kodiak provides particularly unique and challenging elements that make the training especially valuable for the military. Medical operations were to be staged at 7 geographically separate locations on Kodiak Island and personnel were divided into 5 teams based on the needs of the population they are serving. LCDR Heap served on Team 2 traveling to Karluk (Population: 29) and Port Lions (Population: 250) by way of helicopter while LCDR Favela served on Team 1 were staged in Kodiak (Population: 5,818).



CAPT Shoffstall-Cone, LCDR Heap, LCDR Fylpaa & Team 2 prepare to travel to their next location.

Personnel slept on cots in co-ed gymnasiums utilizing locker room facilities for hygiene. Hot meals were provided for breakfast and dinner, MREs were grab and go for the lunch meal. Cell phone service was limited and we were advised to have a web-based app (i.e. WhatsApp) on our phones to be able to communicate with family, friends, and each other for daily check-ins.



LCDRs Heap & Favela visiting the harbor in Kodiak.

While in Kodiak, personnel were able to learn about the strong native history, cultural practices, Russian Orthodox religion and some of the language from several federally recognized Alaskan Native tribes. It is imperative while working with populations different from your own to take time to understand and respect other cultures. Spending time learning and participating in cultural activities helps build rapport and trust, improving the relationship between providers and patients and ultimately allowing for optimal outcomes.

In the end, Arctic Care 2022 provided care to 2,195 patients which included 6,129 procedures completed, at a fair market value of \$503,581.



# Combat Casualty Care Course

## Combat Casualty Care Course LCDR Beth Zalno

LCDR Beth Zalno is a physician assistant assigned to the U.S. Coast Guard Base Cape Cod, she recently attended a Joint Service Training at Camp Bullis, located in San Antonio, Texas. The Combat Casualty Care Course (C4) is a training and education program that increases operational medical readiness and pre-deployment trauma skills for medical officers. During this training, LCDR Zalno was the only USPHS officer in attendance, she trained with medical officers from the Air Force, Army, Coast Guard, and Navy. Students were from different medical backgrounds including nurses, physicians, advanced practice providers, dentists and other medical specialties.



Officers providing tactical field care during C4

The C4 training consisted of certification in Advanced Trauma Life Support (ATLS) and Tactical Combat Casualty Care (TCCC). ATLS provides a systematic method for immediate management and care to acute trauma patients. TCCC is the battlefield prehospital standard of care in order to achieve mission success and provide early life-sustaining medical

care to casualties. TCCC was developed to reduce deaths at the point of injury, particularly, early control of severe hemorrhage is critical to survival as massive bleeding and uncontrolled hemorrhage is the leading cause of preventable death on the battlefield. TCCC provides training and skills through three phases: Care Under Fire, Tactical Field Care, and Tactical Evacuation Care. Training for C4 includes classroom instruction and skills training followed by several days of field exercises and training. During the training, students participate in different combat scenarios and rotate through leadership and team roles to complete the medical mission in an austere combat environment. For those interested in more information or resources on the TCCC for Medical Personal training, visit the [National Association of Emergency Medical Technicians \(NAEMT\) website](#).



Preparing Casualties for Evacuation During C4 Field Exercise

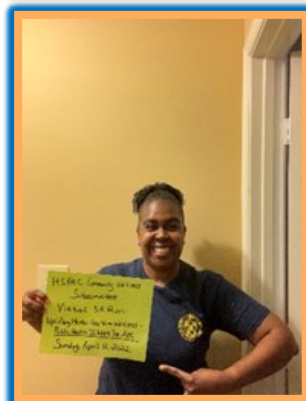
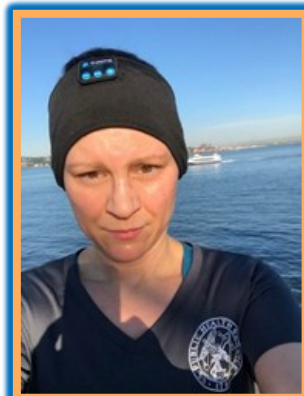
# HSPAC Community Wellness Subcommittee

## HSPAC Community Wellness Subcommittee-Initiatives and Campaigns 2022 Accomplishments and Highlights

LCDR Shercoda Smaw

On Sunday, April 10, 2022, LCDR Shercoda “Cody” Smaw led the HSPAC Community Wellness Subcommittee Virtual 5K Run. The theme for the run was “Uplifting Mental Health and Wellness: Public Health Is Where You Are”. It was a tremendous success and qualified for an official PHS Athletics event. There was a total of 33 participants: 10 officers (4 CDRs, 3 LCDRs, and 3 LTs), 23 Civilians, and two sweet dogs from Dracut, MA (Luna and Albus). The PHS categories represented were five Health Service Officers, two Nurses, two Therapists, and one Engineer. Officer and civilian participants represented with PHS Pride. The number of participants per each city/state are as followed: 18 from Bowie, MD (1 officer and 17 civilians); 3 from Germantown, MD (1 officer and 2 civilians); 3 from Garner, NC (1 officer and 2 civilians); 2 from Dracut, MA (1 officer and 1 civilian); 2 from Washington, DC (1 officer and 1 civilian); 1 from Cincinnati, OH (1 officer); 1 from Bethesda, MD (1 officer); 1 from Brooklyn, NY (1 officer), 1 from Bozeman, MT (1 officer) and 1 from Severn, MD (1 officer).

On-Demand Wellness Videos created by CDR Teisha Robertson and LCDR Smaw were displayed at the Association of Military Surgeons of the United States (AMSUS) Virtual Annual Meeting held February 22-25, 2022. The four wellness videos were entitled: 2 Minute Breathing Exercises, Full Body Chair Workout, Intense Cardio Workout and Standing Static Stretches. The breakout wellness session was a phenomenal success and received outstanding reviews from AMSUS attendees.





# HAPAG/BCOAG Inaugural Skate Jam

## Rolling Towards Morale, Welfare, Recreation, and Resiliency at the HAPAG/BCOAG Inaugural Skate Jam

It feels great to deep dive into a childhood daydream, recalling playful Saturday afternoons at the roller-skating rink with friends, family and music. A carefree time long before the COVID-19 pandemic made such occasions a rarity. It feels even better to bring those dreams to fruition. Just ask LCDR Diane Richardson, Health Administration Professional Advisory Group (HAPAG) Chair-Elect and former Black Commissioned Officer Advisory Group (BCOAG) Family Social Lead.



HAPAG members strike a pose! HS Category CPO/HAPAG Member CAPT Diedre Presley, CDR Kimberly Hawkins, LCDR Diane Richardson, CDR Brandon Johnson, LCDR Velisa Shivers, CDR Liz Hundley

LCDR Richardson dreamed up an iconic social that would give officers the opportunity for a joyful, family-friendly reunion. The spouse of a United States Marine Corps (ret) officer, LCDR Richardson has been stationed in both Camp Lejeune, North Carolina and Stuttgart, Germany. Those tours of duty afforded her the opportunity to become well acquainted with the Department of Defense's Morale, Welfare, and Recreation programs. Such

programs increase quality of life for active-duty families and contribute to mission readiness by providing downtime to relax, recharge, and have fun.

HAPAG and BCOAG joined forces to host the Inaugural Skate Jam for officers located in District of Columbia metro region. On Saturday, August 27<sup>th</sup>, event co-leaders (LCDR Diane Richardson/LCDR Njeri Jones) were thrilled to discover that 65 attendees traveled from as far north as New Jersey and as far south as Virginia to the Columbia Skate Arena in Maryland. Lacing up their quad or inline skates, families rolled, bounced, and skated happily through the afternoon. The diverse group of officers in attendees represented five agencies (Food and Drug Administration, National Institutes of Health, Centers for Medicare and Medicaid Services, Department of Homeland Security, Health Resources and Services Administration) and four Categories (Dietician, Health Service Officers, Nurse, Pharmacy), respectively.



Skate Jam Participants

### Officer impressions:

BCOAG Chair LCDR Kodilichi Echeozo commented, *"As a mom of three young boys under 5, it was very special to celebrate their first time in skates with my BCOAG and HAPAG family! This event will be forever etched in our memories. We had an amazing time!"*

CDR Liza Hundley stated, *"It was nice to get together with fellow USPHS officers and their families post COVID-19. The smiles on everyone's faces were priceless! We all come together to network but most importantly celebrate a fun event. Doing the wobble in skates was a challenge! What a way to end the summer with a skate jam...brought me back to my teenager years!"*

LCDR Shivers expressed *"My family and I enjoyed the HAPAG/BCOAG Skate Jam! It was a great way to connect with fellow PHS officers outside of our work environments and enjoy a little bit of exercise at the same time! Looking forward to the next event"*



LCDR Velisa Shivers, HSPAC Chair-Elect  
CAPT Rebecca Bunnell, HAPAG Chair-Elect  
LCDR Diane Richardson, CDR Liza Hundley



# National Night Out

## Community Outreach on National Night Out in D.C.

LT David Chon and LT Kesia Purcell

According to Senator Kay Bailey Hutchinson, “The best way to build a safer community is to know your neighbors and your surroundings. National Night Out (NNO) triumphs over a culture that isolates us from each other and allows us to rediscover our own communities.” Every year, on the first Tuesday of August, thousands of communities come together nationwide to promote and foster a positive police-community relationship during National Night Out.

Metropolitan Police Departments, federal law enforcement agencies, local businesses, non-profit organizations, and most importantly, thousands of Washington, DC residents participate. This year, seven U.S. Public Health Service (PHS) Commissioned Corps Officers stationed in the DC metro area attended the NNO event, held at Lincoln Park, to promote and represent the PHS chartered advisory group called Prevention through Active Community Engagement (PACE) and its Surgeon General Education Teams (SGETs). The team members included CDR Zanethia Eubanks (SGET National Chair), CDR Kelly Fath, CDR Gayle Tuckett, LCDR Candice Todd, LT Lorna Benoit, LT David Chon, and LT Kesia Purcell.

The DC Metro SGET is a team of qualified PHS Officers who are trained to deliver evidenced-based educational lessons on a variety of topics. PACE SGETs work to ensure that health priorities set forth by the Office of the Surgeon General are met at the community level. As PACE and SGETs serve to provide health education and promote healthy lifestyles within our local communities, the DC Metro SGET’s goal was to increase PHS visibility. This was achieved by engagement with residents and networking with community leaders to learn about opportunities for the DC Metro SGET to best serve the community.

PHS Officers connected with more than 500 members and leaders of the community during the event. When asked what was memorable about the event, CDR Tuckett highlighted how we “increased visibility of the Corps, built professional connections, and fulfilled the mission of PACE through true community engagement.” CDR Tuckett also recalled working with CDR Eubanks during the event to form a connection with a local organization specializing in substance abuse recovery. The organization invited the DC Metro SGET to provide education on substance abuse and mental health topics giving rise to the possibility of an SGET event. CDR Fath spoke with leaders of an organization that invited the DC Metro SGET to speak on mental health at their community center. The team also connected with federal agencies, including the FBI, Secret Service, and DEA, which are normally difficult to gain access to outside the event. CDR Fath stated the importance of “meeting and networking with representatives from all of the local and federal law enforcement agencies and advocacy groups, as well as connecting for a common purpose.” This is the first of many events DC Metro SGET has planned for this operational year, and they look forward to engaging with the community at similar events.

# HSPAC End of Year Social Event

## USPHS EVENTS SUBCOMMITTEE PRESENTS

### HSPAC END OF YEAR MEETING AND SOCIAL

Friday December 16, 2022

1100-1400

Dave and Busters

8661 Colesville Road

Suite E-102

Silver Spring, MD 20910

\$55 per person Includes:

Lunch buffet, games, and engagement  
with fellow officers and HSO leadership.

RSVP: LT Rogenia Parker  
[Rogenia.parker@hhs.gov](mailto:Rogenia.parker@hhs.gov)





# Advertisements/Announcements

Hope you enjoyed the HSPAC News and Views Fall Newsletter!  
Thank you to all officers who submitted  
articles and contributed to the Fall issue!

## Newsletter Article Submission

Submit articles and photos to:  
[Communications.HSPAC@gmail.com](mailto:Communications.HSPAC@gmail.com)

When submitting articles,  
be sure to include:

- \*"Article" in the subject line.
- \* A descriptive title for the article.
- \* 1-2 high quality photos with captions to help tell your story. Photos should be in .jpeg or .png files.



## Special Thanks

*2022 HSPAC Newsletter Team*  
**Co-Lead: LCDR Janesia Robbs**  
**Co-Lead: LCDR Kimberly Goodwin**  
**Co-Lead Editor: CDR Keisha Bayne**  
**Co-Lead Editor:**  
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**Graphics/Layout Lead:**  
**LT Tia McClelland**

*Editors:*  
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**LCDR Alicia Sherrell**  
**LCDR Belinda Slaughter**

Happy  
Fall y'all

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