

Health Services Professional Advisory Committee (HSPAC)



2020 HSPAC End of Year Accomplishments Report

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HSPAC Subcommittees End of Year Accomplishments

Analytics Subcommittee

- Completed the 2020 HS Category Career Progression Profile, and presented virtually during the September 2020 Category All Hands call. Incorporated new visuals into the report.
- Normalized scoring for HSPAC category awards in coordination with Awards subcommittee.

Awards Subcommittee

- Processed four HSPAC/PAG Individual and Unit Honor awards nominations, including a Unit Commendation for third-year PAG Voting Members.
- Updated the Standard Operating Procedure (SOP) for the Awards Subcommittee to reflect new requirements and improved operational approaches.
- Executed the Special Assignment Award for third-year Voting Members.
- Executed the process to award four HSPAC Awards—Kissel, Garcia, Excellence in Mentorship, and Responder of the Year—as well as the Army Medical Department (AMEDD) Junior Leader’s Course Award.
- Established formal management team and by-laws for two new awards to be awarded at Association of Military Surgeons of the United States (AMSUS).
- Delivered awards training/overview presentations for HSOs during various meetings, including All Hands meetings.
- Processed 10 HSPAC/PAG Individual and Unit Honor awards nomination.



Career Development Subcommittee

CDC Global:

- Updated and streamlined the Career Development Subcommittee webpage.
- Developed a 2020 COER System User Guide to help officers use the new COER online system, mitigate challenges, and answer frequently asked questions. Posted the guide on the HSPAC Promotion Preparation/CP2G web page reaching Health Service officers.
- Updated 2021 HS Category CV, Best Practices, Promotion Checklist, Officer Statement, Reviewing Officer Statement, and Writing for Impact Guidance document.
- 60% of subcommittee volunteers supported multiple CCHQ COVID-19 mitigation missions treating COVID patients or providing subject matter expertise or logistics to assure mission success.



Career Progression and Promotion Guidance (CP2G):

- Updated CP2G-related documents based on Promotion Board feedback and officer input.
- Updated 2021 Benchmarks and posted on the HSPAC Promotion Preparation/CP2G web page reaching Health Service officers.
- Provided CP2G messaging PAC-wide.

(Career Development Subcommittee, Continued)

Career Progression and Resource Team:

- Hosted “Star Interview Methods Webinar” on December 16, 2020 with over 60 attendees.
- Updated supervisory guidance for civilian supervisors.

Operations Team:

- Conducted Coaching on Demand/CV Review Activity with a total of 225 officer participants in 2020.
- Posted multiple job/vacancy announcements on MAX.gov.

Communications Subcommittee

Executive Division

Communications Toolkit

- Worked to keep our [Communications Toolkit](#) updated with the most current templates and tools to assist with HSPAC related work ranging from general HSPAC operations such as developing PowerPoint templates, creating processes to ensure websites are current, providing guidance on how to submit announcements to the HSPAC listserv and articles for the HSPAC newsletter, updating guidance on social media, HSPAC events, and outstanding officer recognition and much more.

Twitter/Instagram

- The HSPAC Instagram page was created in February of 2019. In 2020, its followers increased from 153 to 331 and there were 226 posts to engage the public in supporting Office of the Surgeon General (OSG) initiatives, including the 3 W’s (Wear a mask, Watch your distance, Wash your hands), highlighting category efforts, and supporting the other 8 branches of service.
- The HSPAC Twitter account increased its number of followers from 153 to 312 and posted 185 times on public health topics as well as OSG and Assistant Secretary for Health (ASH) initiatives. The HSPAC Instagram/Twitter Team addressed the Surgeon General’s Call to answer the 3 W’s by creating a high-quality video, featuring 15 officers and their reasons for wearing a mask. This post was viewed thousands of times on multiple platforms including Instagram, Twitter, LinkedIn and Facebook.

Facebook

- The HSPAC Facebook page has grown to 368 members. This year there were 97 posts, 220 comments and 1,325 reactions.
- Developed monthly officer spotlights and shared content on the Facebook community to showcase officers and learn more about the amazing work they do for their agencies, on deployment and for their communities.
- Developed monthly health education/health promotion messages to encourage officers to tie into the Surgeon General priorities and engage with their communities to promote better health outcomes.

SOP

- Reviewed and updated the Communications SOP to ensure it reflected the most recent Subcommittee structure and team purpose.



Communications Products Division

Quarterly and End-of-Year Newsletter

- Revised the organizational structure for the HSPAC newsletter and successfully published one newsletter highlighting HSPAC activities, including COVID-19 deployments.

(Communications Subcommittee, Continued)

- Developed an end-of-year report to include accomplishments from HSPAC Subcommittees and PAGs.

HSPAC Announcements

- Developed 16 “News You Can Use” announcements (9 bi-weekly and 7 monthly) to keep all officers informed of updated USPHS procedures and policies.

Technology Division

Website

- Processed over 300 website update requests, ensuring that the information disseminated on the website is accurate and up-to-date.
- Created a homepage carousel for important HSO announcements.
- Integrated use of the Max.gov site to house frequently used HSO documents.
- Completed layout and document updates to the Career Progression and Promotion Guidance (CP2G) toolkit.
- Maintained the Active Participant Database used to streamline the process of integrating officers into assignments within the HSPAC.
- Continued development of the Operation Corps Strong site to support officers and their families and provide suicide prevention, resiliency, family support through deployments, and bereavement resources for officers.
- Conducted review of the HSPAC website for file accessibility (i.e., 508 compliance) of downloadable files residing on the HSPAC web server. Held a 508 compliance training session with Communication Subcommittee representatives on compliance with accessibility requirements.

Information Technology Chartered Advisory Committee (ICAC)

- Actively represented the HSPAC on Surgeon General appointed committee.
- Performed updates to various HSPAC websites and proactively sought to make necessary changes.
- Advised Communications Subcommittee on all information technology related matters to include the website redesign project to ensure the HSPAC is aligned with federal policies and best practices.
- Participated in IT knowledge sharing of services and innovative solutions with partnering PHS PACs and Chartered Advisory Groups.

Community Wellness Subcommittee

- Published a *Calendar of Health & Wellness Activities* and submitted the *Achieving Wellness during Deployment* article in July 2020 to promote officer wellness.
- Conducted an Internal Subcommittee Review to align Community Wellness Subcommittee teams and missions.
- Revised the Community Wellness Subcommittee SOP.



Membership Subcommittee

- Coordinated and facilitated the selection of new HSPAC VMs for 2021-2023. With the assistance of the HSPAC Communications and Analytics Subcommittees, prepared the solicitation, coordinated packets, compiled votes, prepared package for the Surgeon General signature/approval and informed new members.

(Membership Subcommittee, Continued)

- Created and distributed a total of 427 Certificates of Appreciation for HSPAC Subcommittee Chair/Co-Chair (n=43), Top Performers (n=28) and PAC/PAG Active Participants (n=356).



Mentoring Subcommittee

Chief Professional Officer (CPO) Mandated Counseling

- Implemented the CPO-Mandated Career Counseling program for officers in the lowest quartile of the 2020 promotion list.
- 118 total officers referred for counseling with 108 counseling sessions completed.
- Recruited 50 Captains to serve as counselors.
- Conducted program evaluation of activities and received responses from 31 counselors and 29 counsees including these selected results:
 - 80% of counsees were satisfied with the support they received.
 - 75% of counsees found counselor recommendations helpful.

Evaluation Team

- Revised and released the Annual Mentoring Program Survey for FY2020.
- Revised and released the 2020 Lowest Quartile Counseling surveys to gauge effectiveness of the CPO-mandated career counseling initiative. These surveys request feedback from HS officers who fall within the lowest quartile of the promotion list and Captains who volunteer to provide counsel.
 - Results of 2020 Lowest Quartile Counseling surveys for HS Officers presented to Captains in December 2020.
- Compiled survey data into PowerPoint presentations.

Call to Active Duty Transitional Mentoring Initiative (CADTMI)

- Contacted, enrolled, and maintained 100% of new CADs for year 2020. Successfully matched 8 new Health Services Officers to mentors within the CADTMI program.
- Transitioned 29 Health Services Officers from the CADTMI program to the official HS Mentoring program after completion of their first year of duty.
- Collaborated with HSPAC's Recruitment and Retention Subcommittee and Readiness Subcommittee to ensure comprehensive support and resources are offered for all new officers.
- Incorporated resources from the Readiness Subcommittee into the CADTMI curriculum for mentors and mentees.

Matching Team

- Transitioned the database from Access to Excel, creating algorithms for matching officers.
- Performed quality checks for 365 mentors resulting in updates to officer profiles and the removal of retired officers.
- Disseminated over 870 certificates to mentors and mentees.
- Maintained a database with over 365 mentors and 537 mentees.
- Maintained an average mentor to mentee ratio of 1.5.



Training Team

- Test launched the Advanced Mentoring Training Pilot to HSPAC leadership in November 2020. Awaiting Senior Officer feedback of pilot in January 2021.

(Mentoring Subcommittee, Continued)

External Partnerships

- Convened representatives from each of the 10 PAGs to discuss mentoring program changes and PAG mentoring concerns on a quarterly basis. This resulted in information sharing on peer-to-peer mentoring and PAG specific initiatives with mentoring and promotion preparation.

Policy and Procedures Subcommittee

- Served as Policy Advisor to the HSPAC Chair on the HSPAC Executive Board.
- Collaborated with Membership Subcommittee and provided annual oversight of HSPAC Subcommittee Voting Member process referencing applications and selections in accordance with HSPAC Bylaws.
- Led the governance, technical assistance and publication of the fiscal year annual HSPAC and PAG SOPs review process. Completed reviews for 11 HSPAC Subcommittees and 10 PAGs; operational activity ensured continued HS Category operational efficiency and effectiveness.
- Coordinated and provided consultation to health service officers on USPHS policy-related inquiries.
- Discussed with CPO a restructure focus for HSPAC Policy Corner articles and HSO listserv special announcement notifications for CY 2021 regarding upcoming new and policy amendments, referencing deployment and readiness, medical affairs, promotions, special pays and education, and retention.
- Completed annual HSPAC governing documents review of 1) (Bylaws): Recommendation made to 2021 HSPAC Chair to review Voting Membership process referencing applicant scoring, file reviews and selections; and 2) (Charter): Uniformed HSPAC Charter has been developed by the OSG and will be outlined and incorporated into the HSPAC operational structure CY2021. CY2021 HSPAC Policy Subcommittee Leadership will work with CY2021 HSPAC Chair to conduct Charter review and awareness briefing of the Charter to the HSPAC Voting Members.
- Maintained HSPAC policy and procedure operations through the new Policy and Procedures Subcommittee organizational team structure of Policy Management, Training & Outreach, and Communications Teams. The reorganization maintains focus for expanded officer Active Participant engagement and leadership opportunities.



Readiness Subcommittee

Advanced Readiness Program

- Enrolled 65 officers into the program in 2020, bringing the total to 164 enrolled officers since 2019 (approximately 13% of the PAC).
- Updated dates for program enrollment and submission of completed applications in our SOPs.
- Reviewed the enrollment and application processes to ensure operations and communication with PAGs are as efficient and streamlined as possible.
- Increased communications with PAG Technical Readiness Subgroup (TRS) Chairs to ensure understanding of the application and completed application submission review process.
- Created a checklist for TRS leads to assist with the review process.

Support HSPAC through Correspondence, Webinars, and Additional Resources

- Disseminated 14 readiness informational messages via HSO News You Can Use.

(Readiness Subcommittee, continued)

- Issued monthly readiness reminders through the HSPAC Facebook group.
- Hosted three webinars entitled “Resiliency for Responders,” “An Introduction to Psychological First Aid: A Mental Health Intervention for Deployments,” and “Maintaining Basic Readiness While Overseas” reaching over 60 HSPAC officers.
- Ensured important readiness-related changes were communicated to HSPAC Officers through four standalone announcements highlighting significant policy changes to readiness requirements.
- Revised the HSPAC Deployment Guide to provide officers timely and up-to-date pre- and post- deployment tips and guidance to help increase the likelihood of a successful deployment.



Readiness

Recruitment and Retention Subcommittee

- Initiated and implemented the HSPAC Prior Service Applicant Interview program for PAGs to interview discipline specific applicants to the USPHS.
- Scheduled three 2021 new Call-to-Active Duty officers webinars for new Health Services officers.
- Maintained the HSPAC Welcome Packet as a resource document for new Health Services officers and also available for the HSPAC as a whole.
- Maintained the HSPAC roster and updated information to include newly commissioned HSPAC officers and retired officers; also providing this updated information to the respective PAG leadership.
- Attended several 2020 Officer Basic Course Open Houses and collaborated with the HSPAC Mentoring Subcommittee to provide up-to-date information of new Health Services officers in order to match them with mentors.
- Supported many requests for assistance through the Health Services Assignment Assistance Program.
- Updated the subcommittees SOPs.
- Responded to inquiries from PHS candidates pertaining to USPHS career opportunities and the application process.
- Reported vacancy announcements received to the Recruitment and Retention Subcommittee’s distribution list which includes Agency Liaison representatives, PAG representatives, and the Communications Subcommittee.



Recruitment & Retention

HSPAC Professional Advisory Groups (PAGs) End of Year Accomplishments

Basic and Applied Science Professional Advisory Group (BASPAG)

- Implemented interviewing process for the HSPAC Prior Service Applicant Interview Program.
- Identified gaps in the current BASPAG Subgroup SOPs and updated with appropriate information.
- Supported and promoted readiness for the COVID-19 related responses.
- Conducted a successful Voting Membership Drive which was led by the Administrative Management Subgroup.
- Awarded senior and junior officer awards at the June 2020 HSPAC All-Hands Meeting.
- Added six new officers in the Advanced Readiness program and two officers successfully completed the program.



Dental Hygiene Professional Advisory Group (DHPAG)

- Successfully published three DHPAG newsletters on the DHPAG website: Spring I (April), Summer II (August) and Fall III (December).
- Incorporated a “Dental Hygiene Senior Officer Career Path Questionnaire”; nine officers participated and provided career recommendations for junior officers.
- Finalized SOPs via collaboration with DHPAG subgroups.
- Held monthly Advanced Readiness meetings and provided resources and videos related to advanced readiness to participants.
- Hosted DHPAG Award process webinar in February 2020.
- Successfully completed the process for the Candace Jones and Junior Hygienist of the Year Awards.
- Maintained DHPAG Dental Directory for continued networking use.
- Implemented and completed the 2020 CV Review Project, which served to enhance officer career progression utilizing peer leadership and internal skills amongst the DHPAG.
- Implemented the educational webinar initiative in December 2020. The first topic was Ergonomics: Improving the way you work in your environment, which served to inform work-related ergonomic risks, prevent ergonomic musculoskeletal injuries through daily self-care exercise program and maintain deployment readiness, and to self-manage discomfort for improved quality of life.
- Held bi-monthly DHPAG meetings.
- Presented along with the HSO CPO at the National Dental Hygiene Association Virtual Tea Party Event in June 2020.
- Completed DHPAG 2021 election process.



Health Administration Professional Advisory Group (HAPAG)

- Held a 2020 HAPAG Mental Check-In meeting where CAPT Indira Harris spoke on “Thriving or Surviving” in this pandemic, provided tips to continue thriving and resources for officers. CAPT Diedre Presley was also in attendance and provided words of encouragement to HAPAG officers during these unprecedented times.
- Conducted and facilitated a leadership roundtable where CDR Joel Richardson the 2020 HSPAC Chair and HAPAG member presented on the barriers and challenges of deployment and provided words of wisdom.
- Developed and disseminated a 2020 Needs Assessment Satisfaction survey and a post-meeting attendance and attendee satisfaction survey. Tracked data on member satisfaction for each respective HAPAG meeting. Data gathered from this survey will be used to improve future PAG meetings for HAPAG officers.
- Selected 9 HAPAG officers for enrollment into the Advance Readiness Program for 2020.
- Created the HAPAG Deployment Quick Reference Infographic for HAPAG officers.
- Solicited and reviewed applicants for the Senior and Junior Excellence in Healthcare Leadership Award and the CDR Yvonne Johns Inspiration Award.
- Updated the HAPAG website to ensure accurate data is projected throughout the page and created two HAPAG newsletters disseminated to HAPAG officers.
- Developed a draft of the HAPAG stakeholder engagement plan and achieved a stakeholder connection with Charter Oak State College.
- Provided insightful resources, developed a HAPAG welcome letter and worked with leadership to develop and execute a new Chair-Elect process for selecting the incoming Chair-Elect for the PAG.



Health Information Technology Professional Advisory Group (HITPAG)

- Awarded HITPAG Junior and Senior Officer awards during COVID-19. Reviewed and updated the HSPAG 2020 SOP for HSPAC HITPAG members.
- Reviewed and updated the Stakeholder and Community Engagement Subgroup HITPAG SOP.
- Directed officers to the HSO Mentoring Program.
- Organized and assigned all HITPAG Captains to review the HSPAC Prior Service Applicants for the Interview Program.
- Provided guidance on PHS job and training opportunities throughout the year.
- Sponsored presentation on the PACE Program for the HITPAG membership.
- Collaborated with the HSPAC Readiness Subcommittee to implement the Advanced Readiness Program (ARP) with 13 HITPAG officers enrolled to date.
 - Completed the Year 1 ARP course review for six officers.
 - Completed the Year 2 ARP course review for one officer.
 - Tracking six officers for the completion of the program.



(HITPAG, Continued)

- Implemented a feedback survey to facilitate the future improvement of the various aspect of the Advance Readiness Program.
- Updated Technical Readiness section of the HITPAG 2020 SOP.
- Collaborated with Education, Training, and Mentoring Subgroup and ASPR on expanding the technical readiness-training program for HITPAG officers.
- Developed a draft framework for HITPAG deployment training curriculum to reduce the need of “Just In Time” training for officers prior to deployment.
- Collaborated with HSPAC mentoring program to increase HITPAG officers’ exposure and engagement rate by 15%.
- Provided over 100 vacancy announcements to the PAG, ensuring officers are always aware of available career opportunities.

Medical Lab Scientist Professional Advisory Group (MLSPAG)

- Conducted bimonthly meetings to provide critical updates and for MLS officers to share deployment experiences.
- Published infographic summarizing the frequency, role/capacity and location of COVID-19 deployments for MLS officers. This assessment will help PAG leadership better prepare lab officers for future missions.
- Conducted two webinars: “Phlebotomy and Waived Testing” in July 2020; and “COVID-19 Abbott ID NOW”, at the request of CCHQ, in October 2020. Published Summer Newsletter highlighting the PAG’s deployment, volunteer, and promotion activities. A final Winter Newsletter article is scheduled to release at the end of the year.
- Enhanced the experience of National Medical Laboratory Professionals Week 2020 through the release of fun daily puzzles and a beautiful slide show recognizing our officers.
- The Awards Subgroup Selected Junior Officer of the Year and Senior Officer of the Year award recipients from a pool of outstanding nominees. Congratulations to Junior Officer of the Year, LCDR Osamede Onaghise, and Senior Officer of the Year, CDR Lisa Flores!
- Selected two new voting members and a new Chair Elect for 2021. Congratulations to our new voting members, LCDR Osamede Onaghise and LT Angela Hatzenbuhler, and to the 2021 Chair Elect, CDR June Germain!
- Executed a comprehensive review of the MLSPAG SOP.
- Launched an Advanced Readiness Program Survey to evaluate the impact of changed programmatic criteria on MLS Officer eligibility for program participation.
- Completed a survey to support the CCHQ PHS Licensure Office in identifying MLS Officers eligible for non-expiring licensure dates in their eOPFs.



Optometry Professional Advisory Group (OPAG)

- Presented three OPAG Awards – Edward Hamilton Award for outstanding contributions in optometry by a senior commissioned officer; Richard Hatch Junior ODE Award for outstanding contributions in optometry by a Commissioned Officer, PHS Tribal Hire, or civil service optometrist with 10-years or less service; Lester Caplan Award for outstanding contributions in optometry by a PHS Tribal direct hire or civil service optometrist.

(OPAG, Continued)

- Proudly represented by CDR Christopher Cordes as President of Armed Forces Optometric Association (AFOS), a professional group representing optometrists who serve in the Army, Navy, Veteran’s Administration, Civil Service, Tribal and Uniformed Services. CDR Gregory Smith also served as AFOS Vice President and will be president -elect for 2021.
- Several OPAG VMs were deployed as part of the COVID pandemic response. Many PHS officers and civilian optometrists have served in other non-deployment roles during the pandemic, including assisting with COVID-19 screenings, ER staffing, contract tracing & symptom checks, and staffing check points for their agencies.
- The 2020 Indian Health Service (IHS) Biennial Eye Care Meeting was held virtually for the very first time, due to the Coronavirus pandemic. A total of 29 hours of continuing education were available for IHS optometrists.
- Advocated and supported 44 USPHS Commissioned Corps optometrists.
- Participated in the National IHS Diabetic Eye Care Committee and collaborated with the IHS Division of Diabetes Treatment and Prevention to create a Diabetic Eye Disease Educational Handout that is IHS approved.



Physician Assistant Professional Advisory Group (PAPAG)

- Completed update of PAPAG annual award processes, including updated materials on HSPAC-PAPAG website.
- Provided training session on new awards submission process; assisted with review of proposed awards for over 25 officers.
- Conducted briefings/educational presentations for members regarding new CCHQ policies, including readiness, retention, and involuntary separation.
- Reviewed continuing education opportunities for Physician Assistants, including doctoral programs and numerous specialty certificate options.
- Shared ongoing officer experiences during COVID-19 Incident Management Team missions, including both direct clinical care material and ancillary support missions to which Corps PAs were assigned.
- Began a working group to quantify and address issues surrounding PA licensure and supervision requirements.
- Recruitment and Retention Subgroup drafted recommendations to increase PA recruitment into critical/hard-to-fill positions across both HHS and non-HHS agencies.



Psychology Professional Advisory Group (PsyPAG)

- Conducted training needs assessment, established work groups for training topic areas, and posted trainings for entire PAG use.
- Published at least 20 CME/CEU opportunities for PAG psychologists.
- Engaged HSO and SCI PAC leadership on key issues for PAG members (Health Professions Special Pays (HPSP), Billets, etc.).

(PsyPAG, Continued)

- Created and managed max.gov portal for PsyPAG materials and information.
- Led PsyPAG in a roster and e-mail listserv update.
- Advocated for psychologists in meetings with PACs, CPOs, and CCHQ
- Disseminated ~500 job postings via PsyPAG listserv.
- Published two newsletters (PsyPAG Mind Matters).
- Developed presentation on cultural competency for PsyPAG officers to maintain knowledge for readiness.
- Collected, organized, and submitted application forms to HSPAC leadership from officers applying to the Advanced Readiness Program. There are currently 11 PsyPAG PHS Officers enrolled in the Program and have provided information/details to 10+ interested PsyPAG officers.
- Successfully planned, conducted, and administered Junior and Senior psychologist awards for PsyPAG.
- Re-instated the mentorship program by recruiting mentors and protégés and establishing 10 mentoring relationships.
- Supported a mission to distribute a State of PsyPAG Survey by starting the first draft and making edits as requested until approved by PsyPAG Leadership.
- Mentored 6 individual officers in their pursuit of board certification.



Public Health Professional Advisory Group (PHPAG)

- Celebrated 10th Year PHPAG Anniversary.
- Awarded the PHPAG Excellence in Leadership and Junior Officer of the Year Awards.
- Coordinated 9 discipline-specific continuing education and trainings (webinars and brown bags) reaching over 375 officers and civilians, helping them remain current in their disciplines.
- Distributed via the PHPAG listserv timely, effective, and up-to-date information to PHPAG officers through 13 bi-weekly/monthly newsletters, 15 special announcements, and 12 officer spotlights.
- Published six “Policy Corners” on relevant topics including Permanent Grade Promotions, Mission Critical Status, and Family Separation Allowance.
- Developed the PHPAG Advanced Readiness Program (ARP) Team to support HSPAC ARP activities and enroll 17 new officers to the ARP. To date, 44 PHPAG officers have been enrolled.
- Revamped the PHPAG Peer-to-Peer Program.
- Spotlighted the specialized skill sets of PHPAG officers to present discipline-specific trainings within the PAG, among the HSPAC, and broadly across the Corps.
- Established a team of 12 PHPAG Senior Officers to serve as Interviewers for the HSPAC Prior Service Interview Program and completed 21 interviews with prospective prior service officers.
- Updated the PHPAG SOPs to include new PHPAG responsibilities and activities.
- Supported the COVID-19 response since the beginning of the year in various public health officer deployment roles including project management, contact tracing, surveillance, data analysis, and reporting.



Social Work Professional Advisory Group (SWPAG)

- Awarded SWPAG Junior Social Worker of the Year.
- Created first ever SWPAG Motto: Semper Servientes (Always Serving).
- Expanded the number of officers in the Advanced Readiness program and published FAQs on advanced Readiness for officers.
- Pushed forward two White Papers to HSPAC Leadership on USPHS Adoption Parental Leave Policy and Specialty Pay Equity for Clinical Social Workers.
- Held First Social Work Officer Deployment Forum to highlight various missions and roles that officers have participated in over the past several years.
- Increased social media communication for maximum visibility for all PAG members.
- Delivered a cross-PAG and federal agency in-service for behavioral health clinicians entitled, “All About Eye Movement Desensitization and Reprocessing (EMDR) Therapy” via Adobe Connect webinar with 53 officers & civilian attendees from PsyPAG, DoD, and HHS OPDIVs.
- Co-hosted “Saving Lives Among Service Members, Veterans and their Families with Columbia Protocol” with the Veterans Health Administration, DoD and the SWPAG Training & Education Subgroup. There were 175 attendees and 262.5 free CEUs offered to social workers and nurses across the federal system.
- Hosted “Zoom In With Two Social Work CAPTs”, the SWPAG’s inaugural social gathering to boost morale and assist officers in navigating the challenging promotion environment. There were 50 officers from various categories in attendance.
- Hosted “Resolving Ethical Dilemmas” Webinar with the Education, Training, and Mentoring Subgroup. Offered 150 free CEUs to 100 social workers across the federal system.
- Hosted “The Value of Continuing Education featuring Barry University’s Doctoral of Social Work Program” with the Education, Training, and Mentoring Subgroup providing PHS social workers with the opportunity to learn about furthering their education.
- Hosted “Practice Hours Q&A” for the SWPAG General Body to clarify information on the requirements for clinics hours.
- Organized first ever SWPAG Book Club and read and discussed Dare to Lead by Brene Brown.
- Identified several clinical opportunities both nationally and in the Washington, DC, Maryland, and Virginia vicinity for social workers seeking clinical hours.

