

A Year in Review

2012 Health Services Professional Advisory Committee Newsletter
Strength Through Diversity



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A Message from the HS PAC Chair

CDR Karen Sicard

Hello Everyone:

Happy Holidays! Well we have made it through another year. Thank you so much for your help and patience, the year has been very busy. We have: approved and implemented PAC Standard Operating Procedures (SOP); finished up and implemented the new billet system; hosted a very robust category day training in College Park, MD; weathered a few storms with specific discipline issues; worked with the PAG's to approve and update by-laws; developed and implemented an updated CV template; offered training opportunities via webinar and many other great things! I know that as I turn over the gavel to CDR Ali Danner who will take over as Chair in 2013 and CDR Todd Alspach the 2013 Chair-elect that the PAC is in very capable hands. Thank you all for your kindness and support and thank you RADM Elizondo for your leadership and guidance over this past 12 months. I am looking forward to working with everyone during my final year as a voting member of the HS PAC.

Very Respectfully,

Karen

The HS PAC Leadership—The Gavel Has Been Passed!

HS PAC 2012 Chair - CDR Karen Sicard

HS PAC 2013 Chair - CDR Ali Danner

HS PAC 2014 Chair - CDR Todd Alspach

Thank you for your leadership!



Health Services Professional Advisory Committee Accomplishments for 2012

A tremendous amount of work was accomplished by standing and ad hoc groups/subcommittees of the HS PAC and by professional advisory groups. Here is a brief account of the outstanding work accomplished by the HS PAC on behalf of HSOs in 2012.

Awards Subcommittee – Collaborated with the HS PAC Chair to review 13 nominations for the 2012 Joint Services: Health Services Junior Officers of Excellence and made notifications to the 5 awardees. Revised the HS PAC Awards Subcommittee Standard Operating Procedures to incorporate a review for the Junior Officer of Excellence into the subcommittee's annual timeline. Provided thoughtful review of nomination packages for the 2012 Kissel, Garcia, and Responder of the Year Awards. Prepared and forwarded awardee citation of the selected individuals to the HS PAC Chair. Submitted awardee write-ups to the COA Frontline and to the Category Day Planning Committee for use during the HSO Category Day Awards Ceremony. Updated the review process for Kissel, Garcia, and Responder of the Year awards and submitted revisions to the HS PAC Chair for approval. Regularly updated the HS PAC website with awards information. Worked with the HS PAC Career Development Subcommittee Voting Member projects, which generated a high level of interest in the Awards Subcommittee. Recruited and gave membership to new subcommittee members. Through this effort the subcommittee increased its membership to 31 officers, including 3 voting members.

Policy Subcommittee – The Policy Subcommittee met all of its goals for 2012 leaving no open items for 2013. The primary mission this year was to compare and revise the PAC Bylaws and Charter with the current Standard Operation Procedures to make sure that they were consistent and concise. Recommendations were made by several subcommittee members to revise and improve current official guidance. Through the hard work and dedication of many subcommittee members, this tasking was completed efficiently and received voting approval.

Career Development Subcommittee – Revised the HSO Curriculum Vitae and Curriculum Vitae summary template. Organized and provided an information conference call entitled "Designing a CV with Impact". Further expanding on this effort, the subcommittee offered voluntary CV reviews to 50 officers. Collaborated with the PHPAG to implement "Coaching on Demand" activity with 26 officers. Updated the HSO display booth and organized a raffle at COA Scientific and Training Symposium, in June 2012. Additionally, along with the Mentoring Subcommittee, offered career counseling sessions at COA. Collected data from PAGs on career development issues to be used for future programming. Successfully transitioned Chair leadership role in June 2012.

Communications Subcommittee – The Communications Subcommittee worked extremely hard to accomplish the following: Launched the new face of the HS PAC website; launched the new format for the newsletter; connected 270 HSO's to the HS PAC Facebook account; revised; revised the SOP to include new positions, streamline processes, for subcommittee operations to mirror the mission, and; reviewed and completed over 50 website updates.

Membership Subcommittee – The Membership subcommittee members reviewed 34 HSO membership nominations and conducted a membership committee vote on Friday July 27th. Seven officers were selected and their names were forwarded for concurrence. The PAC would like to welcome the following new members to the 2013 voting membership: CDR Todd Alspach (Chair-Elect, 2013), CDR Rhondalyn Cox, CDR Todd Lennon, CDR Amanda Dunnick, CDR Kim McIntosh-Little, LCDR Ieshia Jones, LCDR Barbara Cohn.

Mentoring Subcommittee – Successfully hosted the 2012 COF HSO Category Day, Mentoring Roundtables, which was attended by 250 officers. Provided continuous efforts at updating the mentoring webpages, with new training and mentoring information. Solved login and password issues due to HSO website migration during the Spring of 2012. Updated the database for user-friendly matches. Co-hosted the 3rd annual COF HSO Career Counseling session where officers received one-on-one counseling by appointment at the COF annual meeting. More than 20 officers took advantage of this great opportunity. Resent Welcoming Letters to officers who had not received them in 2010 and 2011. Developed "Tips of the Month" for ongoing communication and friendly reminders to all HSO Mentors and Mentees. Established 108 mentoring matches between January and October 2012. Coordinated the Non-Promoted Counseling sessions for 68 officers who got a low percentile and were not promoted in the 2012 cycle. Around 35 CPO Representatives were selected to provide counseling and support. The mentoring subcommittee arranged and assigned CPO Representatives, mostly from the Mentoring subcommittee, to counsel non-promoted officers.

Readiness Subcommittee – Conducted monthly meetings to discuss strategies to assist HSOs meet their basic readiness qualifications. Disseminated critical basic readiness information, via the HSO Weekly Announcements, e-mails, and newsletters. Provided critical information on how to order and the cost of the new Operational Dress Uniform (ODU). Compiled a list of public health preparedness/emergency management/professional development online training links that HSOs could utilize to increase their knowledge and skill sets.

Recruitment & Retention Subcommittee – Conducted a series of web trainings that included: Leadership Development, Promotion Preparedness, USPHS Uniform Changes, and Retirement Planning and Preparation. Developed and conducted a voluntary Exit Interview Survey for retiring and separating commissioned officers. This survey was instrumental in increasing understanding of the areas that the USPHS is successfully performing and the areas in need of improvement. The information obtained from the survey is being utilized by the Career Development and Mentoring Subcommittees to direct their future trainings and mentoring activities. Additionally, spearheaded a Retention survey to query commissioned officers about the support and resources that they received in the areas of career development, promotions, agency support, deployability, and general satisfaction with the USPHS and the agencies they work within. The information obtained from the survey is being utilized by the Career Development and Mentoring Subcommittees to direct their future trainings and mentoring activities. Finally, the Health Services Applicant Placement Program (HSAPP) provided mentorship, employment and application assistance to over 500 USPHS HSO applicants.

Health Services Category Awards Luncheon

Consistent with tradition, after the last Health Services Professional Advisory Committee Meeting on December 7, 2012, HSOs in the both the DC Metro and Atlanta Metro areas reconvened at local restaurants to commune, laugh, eat, drink and hand out awards for all the hard work over the past year. HSOs in the DC Metro area met at Timpano Italian Chophouse in Rockville, MD. CDR Rebecca Bunnell, acting on behalf of CDR Karen Sicard, presented officers in attendance with certificates from RADM Epi Elizondo, the Chief Professional Officer, the HS PAC Chair, and the subcommittee chairs. In addition, HSOs in Atlanta, GA held their holiday luncheon at Mykonos Taverna. Those in attendance included the HSPAC Chair, CDR Karen Sicard, soon-to-be Chair and CDR Ali Danner. Other officers in attendance included CDR Todd Alspach, LCDR Jamar Barnes, LT Johnni Daniel, LT Kimberly Nguyen, CDR Charlene Majersky, LCDR Donna Phillips, LT Gabriela Ramirez-Leon, LT Jennifer Smith, LT Debra Wagner, LCDR Paula Washington, and LT Sheila Weagle. Officers in the Atlanta area were stationed at the Centers for Disease Control and Prevention (CDC) and the Bureau of Prisons (BOP). Officers enjoyed Greek food together while bonding over stories of Officer Basic Course (OBC), other Commissioned Corps activities, work, families, and hobbies. It was a great networking opportunity as well because officers shared news of potential new openings in their department. For some officers, it felt like a reunion because many of them had not seen each other in a while. A great time was had by all and we look forward to the next Holiday Luncheon in 2013!



HS PAC Luncheon Attendees in Atlanta, GA



HS PAC Luncheon Attendees in Rockville, MD

Health Services Professional Advisory Group Accomplishments

Basic Applied Science Professional Advisory Group

(BASPAG) - The BASPAG hosted several special presentations on the topics of Balancing a Career in the USPHS, Billet Transformation, and Strategies and Techniques for Writing Commissioned Corps Awards. Two newsletters were developed for Spring and Winter. Two surveys were developed to enhance recruitment and professional development efforts. New by-laws were approved in April and posted on the HSO website.

Dental Hygiene Professional Advisory Group (DHPAG) - The first DHPAG Newsletter was created, which helped to bridge communication gaps regarding PHS policies. A Communications Ad Hoc Subcommittee was formed to expand other modalities to get the word out to officers, as well as to expand on the services that can be made available to our membership. In addition, to gain greater recognition with other categories, a "Preparing for Promotion" webinar series was offered to officers to help increase their chances for promotion through compliance with requirements. Furthermore, developed a discipline specific Curriculum Vitae review process to help officers encapsulate and incorporate the needed information on their CVs before submission. Recognized two DHPAG members, where one was awarded the Candace M. Jones Award and the other was voted as the Junior Dental Hygienist of the Year. There were five DHPAG officers accepted to present roundtable sessions on the HSO Category Day at the 2012 USPHS Scientific and Training Symposium.

Healthcare Administration Professional Advisory Group

(HAPAG) – Creation of the first ever Healthcare Administration Professional Advisory Group (HAPAG) Strategic Plan. Also, developed Standard Operating Procedures (SOPs) for all of their subcommittees. In addition, the HAPAG sponsored Senior and Junior Officer Excellence in Healthcare Leadership Awards, which was presented at the Scientific and Training Symposium. The publication of the semi-annual HAPAG Newsletter was met with favorable comments from officers. Successfully, were able to recruit voting members for the CY 2013-2015 term. Professional Development presentations were provided at each general members meeting. Conducted the 2nd annual HAPAG general membership survey to help determine trends to better steer the future direction of HAPAG. A HAPAG Toolkit workgroup was formed where subject matter experts were identified as POCs. Moreover, the HAPAG increased participation in OBC, as part of the HAPAG recruiting efforts. The 100 coins in 100 days campaign was successful in selling 101 coins in 100 days, allowing the HAPAG to have a robust treasury.

Information Technology Professional Advisory Group

(ITPAG) – The ITPAG producing a video for the Association of Military Surgeons of the United States (AMSUS) regarding a compendium of PHS media events, to include interviews / photos from the USPHS Scientific and Training Symposium, PHS-2 Community Health and Service Missions, Operation Lone Star, the Rosebud Indian Reservation, the Commissioned Corps Training Academy and others. LCDR David Wright took the lead on the project. Formed an ITPAG Category outreach group to conduct an outreach to other Professional Advisory Groups and to raise awareness in the Information Technology field. LCDR Mollie Ayala and LCDR Francis Bertulfo took the

lead on the outreach group. Formed an ITPAG/OFRD committee to plan future projects such as an IT skill set repository to help with placement of IT logistics specialists, for deployments, trainings and other duties. LT Carla Burch and LT Gregory Dawson took the lead on this project.

Medical Laboratory Science Professional Advisory Group

(MLSPAG) – The MLSPAG reports that billet transformation went smoothly for their category. Two Medical Laboratory Science officers were assigned to personally reach out to each MLS officer to offer assistance with the transformation. Also, this year re-established the Professional Development and Membership Subcommittees to be in accordance with the by-laws. Moreover, the teleconference schedule was changed to every other month to better accommodate officers busy schedules, which overall has increased the call-in rate for meetings. In general there has been an increase in non-voting member participation for teleconferences, as well as subcommittee support. Also, Senior officers were invited as guest speakers to offer guidance, advice and mentorship to all MLS officers on these calls. There was record attendance at the Scientific and Training Symposium this year and had several officers act in various capacities such as presenters, booth volunteers, Category Day volunteers and mentors. The quarterly MLS newsletter has been distributed with favorable feedback from officers.

Optometry Professional Advisory Group (OPAG)

– The Optometry Professional Advisory Group selected and awarded the following awards: The Edward Hamilton Award is presented to a career USPHS Optometry Commissioned Officer. CAPT Steven Glover is the 2012 Hamilton Awardee. He has 15 years in the Corps at the Crownpoint Service Unit as Chief of Optometry, and supervises over 60 fourth year optometry students and 16 optometry residents. He also has served over two years as Crownpoint Service Unit Clinical Director. The Richard Hatch Junior Optometrist Award recognizes an outstanding IHS optometrist practicing as a USPHS Commissioned Officer early in their career. CDR Sarah Stienbarger is the 2012 Hatch Awardee. She has worked in 3 different service units, performed two TDY assignments all while serving in a myriad of leadership positions. The Lester Caplan Award is presented to a non-commissioned officer optometrist serving the USPHS I.H.S. Dr. Valerie Sharpe is the 2012 Caplan Awardee. She deserves recognition for her sustained, dedicated service as a model optometrist.

Physician Assistant Professional Advisory Group (PAPAG)

– The PAPAG developed a "coin page" and this was posted to the website. There was a plethora of information made available to fellow Physician Assistants, which was heavily communicated and increased promotions. Moreover, Physician Assistants were better informed and followed up with requirements to increase chances of promotion and basic readiness. This year there was an increase in the amount of Physician Assistants joining the Mentoring Subcommittee, which in turn helped those officers advance personally, both in their careers and with promotions, as well as assisting other officers meeting benchmarks. The National Commission on Certification of Physician Assistants (NCCPA) had changes and this was disseminated to the PAPAG members helping them prepare for the Certification Boards. There were two Physician Assistants that were selected for PAPAG Awards for outstanding performance.

Health Services Category Day at COF

Once again, the HSO Category Day was extremely successful, with some outstanding presentations by senior leadership, starting with a panel discussion on the development and implementation of the National Prevention Strategy, which included RADM Peter Delany, RADM Michael Milner, and RADM Penny Slade-Sawyer. Ms. Mary Kivlighan, Esq. spoke on the Patient Protection Affordable Care Act (ACA) and legal challenges to it. In addition, excellent seminars were offered ranging from networking, careers/promotion enhancement, to goal setting for leaders. Attending officers had opportunities to select from 20 Round Table Sessions on a range of topics that benefited both their personal interests and career development. The Career Counseling Sessions were well received and several officers were impressed with the opportunity to have their CVs reviewed by experienced officers. The HSO Display Booth was of notable quality and volunteers provided useful information to those in attendance. Thanks to all of the conference planners, (especially the leads LCDR Joseph Shurina and CDR Rebecca Bunnell), subcommittee chairs/leaders/members, HS PAC subcommittee chairs and action item team leads for a job well done! This was an incredible team effort and each of us should be proud of the contributions and benefits to officers that were made.

The difference between a successful person and others is not a lack of strength, not a lack of knowledge, but rather a lack in will.

Vince Lombardi

I never had a policy; I have just tried to do my very best each and every day.

Abraham Lincoln

Health Services Category Day Awardees

The **Stanley J. Kissel, Jr. Award** was awarded to LT Melissa Reese as the **2012 Outstanding health service professional of the year**, for contributions to his community, state and nation; while exemplifying the ideals and mission of the U.S. Public Health Service.

The **Joseph Garcia, Jr. Award** was awarded to CDR Dwayne Buckingham as the **2012 Outstanding junior health services professional of the year**, for unyielding commitment and dedication to the mission of the U.S. Public Health Service and truly significant contributions to the Health Services Professional Advisory Committee.

The **Responder of the Year** was awarded to LCDR Thomas Janisko, for his demonstrated exceptional performance and displayed unsurpassed initiative to the mission of the US Public Health Service.

Health Services Professional Advisory Group Awards 2012

Junior Social Worker of the Year

Senior Social Worker of the Year

Psychologist of the Year

Physician Assistant of the Year

Information Technology Specialist of the Year

Candace M. Jones Award for PHS Dental Hygienist of the Year

Junior Dental Hygienist Officer of the Year Award

MLS Junior Officer of the Year Award

Basic and Applied Sciences Officer of the Year Award

HAPAG Junior Excellence in Healthcare Leadership Award

HAPAG Senior Excellence in Healthcare Leadership Award

Lester Caplan Award

Edward Hamilton Award

Richard Hatch Junior OD Award

PHPAG Excellence in Leadership Award

LCDR Jonathan White

CDR Dwayne Buckingham

LCDR Christopher Hunter

LCDR Mark McKinnon

CDR Sunil Patel

CDR Travis Fisher

LCDR Nicole Glines

LCDR Cara Nicols

CDR Cathy Melvin

LCDR Brett Maycock

CDR Morrisa Rice

Valerie Sharpe

CAPT Steven Glover

CDR Sarah Stienbarger

LCDR Deidre Washington-Jones

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HSO “Officers of Excellence”

The HSO Office of Excellence is an informal way to recognize a worthy officer that goes above and beyond the call of duty. The officer's name and efforts were sent for consideration from the voting membership.

LCDR Kevin Bates



LCDR Kevin Bates currently serves as a Senior Project officer within the Health Resources and Services Administration's, Bureau of Primary Health Care. In this capacity he is responsible for ensuring federally qualified community health centers deliver preventive and primary care services around the country to 19 million patients, about 40 percent of whom have no health insurance. LCDR Bates is a proud voting member of HAPAG, chairs the HAPAG Awards Committee, and serves as a HAPAG liaison on the HSO Mentoring Committee. Beyond these roles, LCDR Bates is a member of Rapid Deployment Team # 5 and serves as the Planning Section Deputy Chief. He has been involved with multiple trainings that included a Medical Readiness Training, with a remote area medical clinic, in Pikeville, KY. Recently he was deployed to Hurricane Isaac in Baton Rouge, LA and was intimately involved in the dissemination of health care and shelter to patients at the Pete Maravich Assembly Center. LCDR Bates continually exemplifies excellence and reflects the core values of the Commissioned Corps of the Public Health Service.

LT Tanya Grandison



LT Tanya Grandison may be a new United States Public Health Services Commissioned Officer, but she is no stranger to the mission and the population we serve. As an active member of the Black Commissioned Officers Advisory Group Recruitment Team, LT Grandison began her efforts in recruiting aspiring public health practitioners at colleges and universities in Maryland. She has used her “each one teach one” mantra as her driving force behind increasing awareness of public health issues and recruiting young talented individuals who share the same passion as she does. Since graduating from the February 2012, Office Basic Course (OBC), at the Commissioned Officer Training Academy, LT Grandison has balanced her time serving as a volunteer at OBC graduation and promotion ceremonies. She has found that serving as the Website Manager for the Healthcare Administration Professional Advisory Group (HAPAG), Communications Committee, was an ingenious way to learn more about the Health Services Officer categories, its functions, and to meet other officers. Through this involvement, LT Grandison was able to contribute to the first draft of the Standard Operating Procedures document for the HAPAG Communications Subcommittee and has served as an Ad hoc Editor for the 2012 Spring/Summer and Fall/Winter HAPAG newsletters. LT Grandison's efforts to help support others and contribute when needed are a reflection of the officers that she plans to continue to recruit as she progresses in her career in the Public Health Service.

LCDR Charles Brucklier

LCDR Brucklier is a project officer with HRSA, managing grants for Community Health Centers (CHC) where people can go and receive quality primary health care services if they cannot afford or do not have health insurance or are homeless. LCDR Brucklier, along with members of his team, provided technical assistance to a clinic in San Francisco, CA that has been providing services to the public for over 40 years. Unfortunately, due some financial difficulties, the clinic was in jeopardy of having to close their doors. Because of the collective efforts of LCDR Brucklier, his team at HRSA and partners they were able to assist the clinic in avoiding closing services. The clinic received such recognition for its marked improvements that it was visited by Secretary of Health and Human Services, Kathleen Sebelius.

CDR William “Rusty” Waldron



Some of the career highlights for CDR Waldron are as follows:

Currently, CDR Waldron is a health services administrator with ICE Health Service Corps (IHSC), overseeing the operations of two ICE medical clinics in NJ and NY. CDR Waldron has also been very active in the HS PAC and PAGs as well. Some of his activities include the following: Current Chair of the Healthcare Administration Professional Advisory Group (HAPAG); HAPAG Voting Member 2009-2011; HAPAG Secretary 2010, and; HS-PAC mentor. Aside from PAC and PAG participation, CDR Waldron was fully engaged in PHS deployments, both domestically and internationally. Some of the deployments he participated in included deploying with the Immigration and Customs Enforcement (ICE) Incident Response Coordination Team (IRCT), during the Haiti earthquake in 2010. As team lead for the Region 2 Regional Incident Support Team (RIST), he led the team through its first major deployment, in responding to Hurricane Irene and Tropical Storm Lee in 2011. CDR Waldron also provided oversight of the RIST 2 deployment, for Hurricane Sandy. Finally, CDR Waldron was selected and performed as an acting Aide de Camp for Surgeon General Richard Carmona June-July 2004.

Health Services Professional Advisory Group Accomplishments - Cont.

Public Health Professional Advisory Group (PHPAG) – During its second year since formation, the Public Health Professional Advisory Group (PHPAG) enjoyed a myriad of accomplishments. The nine brown bag education sessions conducted throughout the year and four roundtables at the USPHS Scientific and Training Symposium brought visibility to the PHPAG and the newly developed system for providing continuing health education credits provided value to all officers. The PHPAG completed a Retention Survey in 2012 to support PHPAG enhancements and implemented a range of SOPs to guide processes and communications. A Peer-to-Peer Networking Program was formed to connect officers of the same rank and “Coaching on Demand” activities allowed junior officers to receive coaching from senior officers. The PHPAG distributed a Policy Resource Document and coordinated epidemiology activities across professional disciplines. The PHPAG awarded the first annual PHPAG Excellence in Leadership Award in 2012 and looks forward to continually serving its members and the Corps in 2013.

Psychology Professional Advisory Group (PsyPAG) – The Psychology Professional Advisory Group (PsyPAG) awarded its annual Psychologist of the Year award to CDR Christopher Hunter. PsyPAG continued to conduct bi-monthly meetings with exceptional speakers including CDR Hunter talking about integrated primary care, CAPT John Golden discussing promotion, and CAPT Christopher Bersani, discussing the Affordable Care Act’s impact on psychologists. PsyPAG sponsored bi-monthly DoD special interest group meetings facilitating the integration of PHS behavioral health officers into DoD facilities and led monthly group meetings to support psychologists who were applying and testing for their board certification. PsyPAG continued to advocate for special pay equity with DoD psychologists and assisted with the development of the “Best Kept Secret” materials for the recruitment of behavioral health professionals into the USPHS. PsyPAG formed a Science committee to promote publications and presentations at national and international conferences. Psychologists published 14 peer-reviewed articles and conducted over 16 presentations at national and international conferences.

Social Work Professional Advisory Group (SWPAG) – The Social Work Professional Advisory Group (SWPAG) functions in a resource and advisory capacity to assist in the development, coordination, training, and evaluation of activities related to the profession of social work within the USPHS. SWPAG’s focus in 2012 was on building a sense of community. Specific activities included: Production of a high-quality quarterly newsletter; quarterly networking and information-sharing teleconferences; mentoring and professional development related to licensure; planning for the annual Uniformed Services Social Work Conference; hosting a networking luncheon celebrating Social Work Month; attending OBC open houses and graduations to welcome new social workers to the Corps; distributing timely messages related to professional opportunities and information, and; beginning development of an educational white paper on the profession.

Joint Services: Health Services Junior Officer Awards of Excellence Awardees

LT Jennifer Cheng

For her exceptional dedication to service in her capacity as an injury epidemiologist at the National Park Service (NPS) and as an officer of the Public Health Service (PHS).

LT Indira Harris

For her exemplary work and service to US Army Soldiers and their Families, accomplishing the Womack Army Medical Center and Department of Social Work’s respective missions.

LT Darin Smith

For his substantial contributions to Immigration and Customs Enforcement (ICE) Health Services Corps (IHSC) at the local, regional, and national levels as well as to the USPHS and his community.

LT Michelle Tsai

For her exceptionally outstanding performance and dedicated leadership in assisting with the development and implementation of the new Resiliency and Psychological Health Service at the Walter Reed National Military Medical Center (WRNMMC), Bethesda.

LT Sheila Weagle

For her significant efforts and outstanding contributions to training and health education.

Congratulations!



2012 Health Services Professional Advisory Committee Members

Role/Committee	Name
Chief Professional Officer	RADM Epifanio (Epi) Elizondo
Chair	CDR Karen Sicard
Chair - Elect	CDR Ali Danner
Executive Secretary	CDR Todd Lennon
Subcommittee Chairs	
Mentoring	CDR Raquel Peat/CDR Iris Valentin-Bon
Membership	LCDR Joseph Shurina
Readiness	LCDR Brett Maycock
Communications	CDR Stacey Evans/LCDR Tarsha Cavanaugh
Policy	CDR Josef Rivero
Awards	CDR Cecile Town/LT Sheila Weagle
Career Development	LCDR Deidre Washington-Jones
Recruitment and Retention	LCDR Tracy Branch
Voting Members	
	CAPT Susan Bonfiglio
	CAPT John Jaworski
	CDR Carlos Castillo
	CDR Jean - Pierre DeBarros
	CDR Daniel Hesselgesser
	CDR David Lau
	CDR Morrissa Rice
	CDR Scott Salvatore

New Voting Members for 2013

CDR Todd Alspach (Chair - Elect 2013)
 CDR Rhondalyn Cox
 CDR Todd Lennon
 CDR Amanda Dunnick
 CDR Kim McIntosh-Little
 LCDR Ieshia Jones
 LCDR Barbara Cohn

A sincere "thank you" to RADM Elizondo for his outstanding leadership and to all the voting members and especially the non-voting members for their commitment and service this year.

A special thanks from the HS PAC Chair and the Category to the following officers from the Communications Subcommittee, for assisting with writing, editing, and developing of this newsletter:

CDR John Gusto
 LCDR Amy Constantine
 LCDR Brett Maycock
 LCDR Keisha Johnson
 LCDR Michael Banyas
 LCDR Darrlyn Cornelius-Averhart
 LT Kimberly Nguyen
 LT Kate Migliaccio
 LT Joy Mobley
 LT Gresham Malaysia