

USPHS Health Services Professional Advisory Group

End of Year Newsletter**Inside this issue:**

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HS Category Executive Leadership welcome you to the 2017 End of Year Newsletter. The leadership of our Chief Professional Officer (CPO) CAPT Jeanean Willis Marsh and Category Chair CAPT Joseph Rivero has brought the HS PAC to the close of another great year. Good leaders are trailblazers, making a path for others to follow. Great leaders, however, inspire their people to reach higher, dream bigger, and achieve greater. Perhaps the most important leadership skill you can develop is the ability to provide inspiration to your team. If you inspire them to reach for the stars, they just might bring you back the moon. You never know where your next great idea will come from, so we continue to empower all officers throughout the HS Category to contribute and innovate. The evidence of this was seen by all the great accomplishments that the PAC Subcommittees and PAGs have done in 2017 and we would like to give a **BIG THANK YOU** for all your efforts.



Implemented 12 Initiatives & Priorities

1. Advanced Readiness Development
2. PAG Organization Structure
3. Uniform PAG SOPs
4. Enhanced Mentorship
5. New Community Wellness Subcommittee
6. Stakeholder Engagements
7. Enhanced Communication
8. MAX.GOV
9. Category History
10. Category Elevator Speech
11. Category Resiliency-Operation Corps Strong
12. Category Leadership Directory & Calendar

HSO Participation

- ◆ Six All-Hands Calls averaging about 180-200 officers on each call.
- ◆ 152 HS Category leadership, subcommittee & PAG leadership, quarterly family and executive meetings held in 2017.
- ◆ Over 365 HS officers volunteered on various Subcommittees, PAGs, WGs, and other initiatives.
- ◆ Over 180 HSOs attended 2017 HS Category Day at the Symposium.
- ◆ Over 400 HSOs deployed during Hurricanes Irma, Harvey and Maria.

Enhanced Communication

- ◆ Implemented the HS category wide MAX.GOV portal
- ◆ Launched the Communications Toolkit showcasing protocols, guidance and templates to be used category wide
- ◆ Established a streamlined bi-weekly HS newsletter, job announcements
- ◆ Contributions to the biannual Combined Category Newsletter and HS category publication



Officer Support

- ◆ Development of Advanced Readiness Program; Basic Readiness outreach; new readiness gazette; readiness website
- ◆ Webinar presentation of 2017 Career Progression & Trend Analysis Reports and the 2017 Promotion Trend Reports
- ◆ 2018 CP2G Roll Out update; conducted 8 webinars and combined coaching on demand & CV review activity
- ◆ Supported HS officers; CPO assigned counseling for non-promoted officers ranked in the lowest quartile
- ◆ Provided technical assistance and guidance for seven promotion ceremonies and five retirement ceremonies
- ◆ Successful execution of HS Category Day event and planning of end of the year holiday luncheon



First To Implement

Developed and implemented project management proposal for USPHS PAC Recruitment & Retention Work Group in collaboration with DCCPR and HS Category Leadership; Benchmark Operational Plan shared with all USPHS PACs

- Health Services 2017 Open Call for Applicants 14 Aug –8 Sep 2017

-Medical technology = 17

-Licensed Clinical Social Worker = 67

-Clinical Psychology = 23

Total = 107

Completed first ever USPHS Open Application Period Applicant Candidate Information Webinar -August 30, 2017

First to Incorporate Category history in the Opening Ceremony at COF Symposium



Policy Updates

- ◆ Successful implementation of the Uniform PAG Bylaw structure
- ◆ Piloted Uniform PAG SOP templates with PHPAG and successfully adapted to ALL TEN PAGs.
- ◆ Assessment of the PAC policy subcommittee structure and activities
- ◆ Conducted preliminary review of PAC SOPs and will continue to review into CY18 operational year.

Officer Recognition

- ◆ Adapted the new PAC award & recognition processes as guided by the CPO Board Award committee
- ◆ Processed over 675 HS PAC Chair & CPO certificates of appreciation for various functions and activities.
- ◆ Recognition of officers at HS category day



HS Category Health Services History

In its first year, the Health Services History Initiative has taken on a life of its own. It has established the Health Services History Group (HSHG) and is now staffed with a Historian (CDR Patricio Garcia), Historian Assistant (CAPT Julie Niven), Historian Communications Team (CDR Tobey Manns-Royal), Historian Research and Document Team (LCDR Diane Richardson), and Senior Advisor (CAPT Dimitrus Culbreath). The premise behind the HSHG is to discover, verify, and preserve historic information and use its findings to educate the Health Services Category and Commissioned Corps. Through these efforts, the expectation is to rejuvenate lost customs and traditions as well as establish new ones.

Our accomplishments in 2017 include participation in many events, such as the Opening Ceremony of the Health Services' Category Day at the 2017 Annual Commissioned Officers Foundation's Training Symposium. The history was recited as a basis to remember/recall where we originated as a Category. During the recitement of our beginnings, an orb was incorporated as part of the opening ceremony to symbolize unity, strength, integrity, and diversity. The globe shape of the orb reminds us of the world we live in, its populations, and that good leadership is being responsible for the outcomes of others. This is also symbolized by the transparency of the globe because it is for all to see.

We have established a storage site on the campus of the Food and Drug Administration, Silver Spring, Maryland to organize and file important documents. We understand that this is a dynamic solution and a future project will include digitizing documents and photographing artifacts. The HSHG is always open to suggestions or offers for permanent solutions in an effort to preserve the Category's history.

The HSHG has reached out to past Health Services Chief Professional Officers, who have served since 1981. It has also recruited retired senior PHS Officers to participate in the HSHG as consultants. These efforts have allowed the Category to recover and document information that would have otherwise been lost. In addition, it is important to note that HSHG is collaborating with the Pharmacy Category to document a specific piece of PHS history, not yet announced. As the history component of the Health Services Category, which is one of the youngest of the ten (10) categories within the Commissioned Corps, HSHG looks forward to collaborating with other categories. The HSHG is looking forward to 2018 with current and new projects. If there is a specific piece of history you are interested in regarding the Category, drop us a line. Even better, if you would like to be a part of this initiative, contact us.

HS Category Senior Officer Consortium

Established the Senior Officer Consortium (SOC)

- Finalized bylaws
- Finalized charter

Appointed New Members to the SOC

- CDRs and CAPTs (n=9)
- CDC, FDA, HRSA, FDA, NIH, HIS, BOP, ICE

Developed the Curriculum for the Health Services Leadership Academy (HSLA)

- Completed review of existing Commissioned Corps-wide leadership activities
- Reviewed other uniformed services leadership courses (SES and ECQ- basic important leadership principles) for adaptation to the Commissioned Corps
- Collaborated with Commissioned Officers Training Academy
- Identified HSLA (Quick-Win) activities that will be completed in the first quarter CY2018 centered on leadership

Liaised with the Health Services Officer Community

- Toured the BOP FCC Butner (Federal Correctional Complex), North Carolina and provided leadership updates to all officers
- Participated in the BOP FCC Butner, North Carolina 2016 Promotion Ceremony
- Participated in the 2017 USPHS Scientific and Training Symposium
- Collaborated with the Career Development and Mentoring Subcommittees



2017 HS PAC Subcommittee Accomplishments

HS Category Career Development

- Conducted/Hosted eight (8) webinars to assist officers with career development throughout the year
- FY2018 CP2G roll out update successful
- Successful participation at Career Counseling Sessions and hosting of the HSO Booth at the 2017 USPHS Scientific and Training Symposium
- Successful roll out of the combined Coaching on Demand/CV Review Activity
- Developed soon to be released Federal jobs listserv for the PAC.

HS Category Communications

- Maintained HS Category Subcommittee and PAG web content updates
- Managed HS Category listserv announcements
- Established and implemented the HS Category wide Max.gov portal
 - ◊ Provided Max.gov administrator training and resources
- Drafted HS Category elevator speech options
- Developed HS Category End-of-Year Newsletter
- Established PAG one-pagers
- Facilitated Spring and Fall Combined HS Category Newsletter submissions
- Launched communications toolkit, which includes protocols, guidance, and templates for HS Category
- Managed biweekly HS Category e-news announcements
- Developed draft communications product review process
- Served as Project Team Members and collaborated on:
 - ◊ Career development C2PG Development and Deployment
 - ◊ Career development job listserv/vacancy announcements
 - ◊ CPO Wikipedia



2017 HS PAC Subcommittee Accomplishments

HS Category Analytics

In its inaugural year, the HS PAC Analytics Subcommittee, staffed with high-performing energetic officers, laid the groundwork for years of future success. The Analytics Subcommittee is charged with providing analytics, evaluative products, and services to HS Category leadership and its officers, as well as educational and liaison services to increase the knowledge and integration of analytical processes within the Category and throughout the Commissioned Corps.

The Analytics Subcommittee produced the highly-regarded HS Category Promotion Trends and Career Progression Profile reports, delivering concrete data and analytical insight into career progression and promotion opportunities for our fellow HS officers. Both reports were posted to the newly established [Analytics Subcommittee website](#), as well as the [PAC Career Development Subcommittee website](#) under its “CP2G” program. The availability of these critical career progression tools, coupled with a highly regarded webinar to present the reports (over 100 HS officers attended), helps HS officers as they look to take the next steps in their careers. Finally, the Chair and Co-chair of the Analytics Subcommittee presented the Subcommittee’s findings at the 2017 COA Health Services Category Day.

Lastly, the Chair and Co-chair of the Analytics Subcommittee are leading the development of the HS Category Professional Core Competencies, a project which will span the entire Category and provide officers with career progression guidance regardless of their specialty.

HS Category Awards

- Created a new Communications Team within the HS PAC Awards Subcommittee, led by the Awards Subcommittee Co-Chair for website and announcement submissions/tracking purposes
- Created a new organizational structure chart for the Awards Subcommittee
- Collaboration with Analytics Subcommittee to review scoring for the upcoming award cycle
- Participated in a Max.gov meeting to learn how Awards Subcommittee’s information could be housed/recorded in the future
- Revised award template review sheet for 2018 awards
- Established re-occurring deadlines for awards (e.g., Garcia and Kissel due last Friday of February and Responder due first Friday in November)

2017 HS PAC Subcommittee Accomplishments

HS Category Community Wellness

The Community Wellness Subcommittee had a remarkable year! In 2017, the subcommittee, previously known as the Health and Wellness Workgroup, was tasked with providing officers with information, tools, and opportunities to engage their communities in support of the Surgeon General's National Prevention Strategy. With this charge, we developed and fostered a regional wellness presence and collaborated with PAGs and other groups on PHS Athletics and community activities. Additionally, the Community Wellness Subcommittee partnered with NPS-PACE to provide information to officers about the organization and how they can use the tools to impact wellness in their respective communities.

During the 2017 Symposium, we led officers in physical activity on Category Day, which was welcomed with smiles and positive feedback. We also participated in the first joint PAC opioid and wellness awareness booth where HS officers, nurses, physicians, dieticians, therapists, pharmacists, and veterinarians provided health education to 122 people. The Community Wellness Subcommittee also partnered with PHS Athletics to promote the COF Surgeon General's 5K as a "Run for a Cause" event. Additionally, we collaborated with Rx for Change and NPS-PACE to engage communities for the Great American Smoke-out to encourage smoking cessation.



The audience is following CAPT Debarros' instruction during a Health and Wellness activity at the 2017 COA Symposium.

2017 HS PAC Subcommittee Accomplishments

HS Category Community Wellness



LCDR Soza and CAPT Debarros lunging and twisting during a Health and Wellness activity during the 2017 COA Symposium.

HS Category Membership

- The HS PAC Membership Subcommittee received over 40 applications for the 2018-2020 Voting Membership nomination process
- Eight (8) Voting Members were selected and notified of their selection on time, per the 2017 HS PAC Voting Member Selection Timeline
- After Action Report (AAR) was drafted and shared with both 2017 and 2018 HS PAC Chairs for best practices and process improvement.



2017 HS PAC Subcommittee Accomplishments

HS Category Mentoring

- Began to implement recommendations from the comprehensive *Mentoring Subcommittee Program Improvement Initiative* analysis conducted in late 2016
- Maintained mentor/mentee matching and program operations
 - ◊ 94 new matches year to date (1/1/17-11/1/17)
 - ◊ 739 existing matches
 - ◊ Ongoing CAD recruitment (as part of the Call to Active Duty Mentoring Initiative – CADTMI Program)
- Presented on HS Mentoring Program during Leadership Panel at the USPHS Scientific and Training Symposium
- Managed CPO-assigned counseling for non-promoted officers ranked in lowest quartile
 - ◊ 31 senior officers conducted a total of 109 counseling sessions
- Partnered with the Career Development Subcommittee for the roll out of CP2G.
- Outlined an updated training curriculum and certification program for Category mentors and mentees
- Released two (2) issues of the 2017 HS PAC Mentoring Newsletter
- Updated the HSO webpages to reflect Category-specific mentoring activities and resources
- Used a data-driven approach to refining processes
 - ◊ Responded to program evaluation findings
 - ◊ Addressed officer evaluations and feedback
 - ◊ Updated processes to reflect HS PAC and Commissioned Corps changes

2017 HS PAC Subcommittee Accomplishments

HS Category Policy

- Assisted leadership in the implementation of Uniform PAG bylaw structure
- Piloted Uniform PAG SOP template with PHPAG and successfully disseminated final template to PAGs. The template was tailored to document and streamline important PAG procedures and activities
- Conducted review and assessment of HS PAC Resource Directory and submitted recommendations to leadership
- Conducted preliminary review of PAC SOPs and identified gaps; reviews will continue into CY18 operational year with PAC Subcommittee Chairs
- Performed assessment of PAC Policy Subcommittee structure and activities and provided recommendations to leadership
- Established records retention and review schedule for PAC documents and resources

HS Category Readiness

- Developed Advanced Readiness program
- Basic readiness outreach: total of 2660 emails sent out as of November 3, 2017 with 164 officers engaged
- Provided 21 readiness write ups for HSO Weekly newsletter
- Introduced New Readiness Gazette, disseminating three (3) volumes to date with the fourth coming out in December 2017
- Created a Readiness Resource and Uniform Page on the Subcommittee website
- Completed two readiness webinars with the third scheduled for December
- Finalized and posted the Subcommittee's SOP on the website
- 93% of the 24 officers with incorrect emails in Direct Access were successfully contacted
- Reached out to 24 new Call to Active Duty officers regarding Basic Readiness requirements



2017 HS PAC Subcommittee Accomplishments

HS Category Recruitment & Retention

- Created the 2017 Welcome Packet and ensured it was posted on the website
- Mass recruitment for HS PAC Candidate Application Team (CAT) expansion and newly established positions
- Numerous leadership and training meetings with HS PAC-CAT to operationalize 2017 recruitment initiative, collaborating with PAG representatives in the development of policies, guidelines, and SOPs
- Conducted HS PAC-CAT Recruitment Agency Webinars: DHS-ICE, ASPR, BOP; DoD, - November 20, 2017
- CAT: Screening Working Group Webinar Training with DCCPR Recruitment Team- July 31 & August 4, 2017
- Health Services Assignment Placement Program (HSAPP) Current State of Affairs Informational Webinar was completed on July 5, 2017
- Developed and implemented project management proposal for USPHS PAC R&R Work Group in collaboration with DCCPR and HS PAC Leadership; Benchmark Operational Plan shared with all USPHS PACs
- PAG Reviewer Working Group - completed Rubric Review for all PAGs
- Health Services 2017 Open Call for Applicants from August 14 through September 8, 2017
 - ◊ Medical technology = 17
 - ◊ Licensed Clinical Social Worker = 67
 - ◊ Clinical Psychology = 23
 - ◊ Total = 107
- Completed first ever USPHS Open Application Period Applicant Candidate Information Webinar August 30, 2017
- Recruited and represented HS PAC at monthly OBC events; welcomed and shared resources with new HSO CADs
- Selected as member and participated in USPHS PAC R&R Work Group in collaboration with DCCPR and PAC Leadership
- Completed after action report for 2017 HS PAC Open Call Period

2017 Health Services Professional Advisory Groups

Health Information Technology Professional Advisory Group (HITPAG)

Administrative Management

- Streamlined the Voting Member (VM) and Chair nomination package to match the HSO VM and Chair requirements. Selected a new Chair and will be selecting one new VM.

Awards

- Awarded a high school senior at Calvin Coolidge High School the 2nd Annual STEM Scholarship. Presentation of the award occurred on November 17, 2017.

Communications

- Updated sections of the HITPAG webpage
- Performed HITPAG Listserv audit of officers' contact information and rank
- Suggested that HITPAG Coins be one of the main sources to support the HITPAG STEM Scholarship.

Data & Evaluation

- Tracked attendance of HITPAG Officers (VMs and General Body Members)
- Used survey tools to gather information for HITPAG Junior and Senior Officer of the year, HIT deployment information for CY17, awards of HIT officers during CY17, and participation in STEM Week.

Recruitment/Retention

- Led site visits at BSU and several tribal clinics where information about the JR COSTEP was disseminated.

Education, Training & Mentorship

- Directed officers to the HSO Mentoring Program
- Invited HS PAC Career Development Co-Chair and Technical Readiness Co-Chair to present information to the HITPAG.
- Collected data from HITPAG Officers regarding topics of interest. Approximately 21% responded with the following: 1) continuing education offerings and discipline-specific program available through HHS partners, 2) promotion recommendations, 3) CV tips, and 4) recognizing current project/past accomplishments of HIT officers.

Policy

- Revised the Appointment Standards for future HITPAG applicants
- Provided promotion guidance template for HITPAG officers that can be used by the promotion board



2017 Health Services Professional Advisory Groups

HITPAG (cont.)

Stakeholder & Community Engagement

- Designed the HITPAG One Pager

Technical Readiness

- Provided a list of IT trainings to RedDog to prepare HTPAG officers to prepare for advanced readiness and deployment. Trainees would be able to receive a certification from Texas A&M
- Requested IT officers to change or select IT/Logs/Comms deployment role in Direct Access to be identified by RedDog for future deployments
- Initiated discussions on collaborating on deployment training for HITPAG officers with ASPR and RedDog.

Ad Hoc Projects

- Facilitated development of the CPO Wikipedia webpage
- Cleaned the HS PAC Listserv and shared data with leadership
- Introduced “HITPAG STEM Week” to officers encouraging them to increase their visibility within schools and communities to share information about where they work and what they do with their STEM degrees or disciplines.

A picture of an IHS tribal facility data center for a health care clinic. IT officers support and maintain the various functions including server, switches, and WAN router configuration and maintenance.



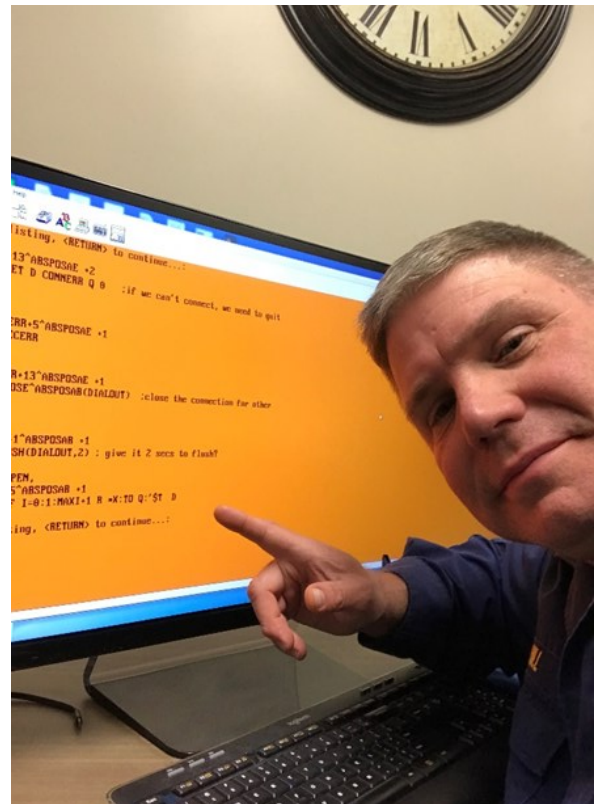
2017 Health Services Professional Advisory Groups

HITPAG (cont.)



A picture of an IHS tribal facility where LT Nikolas Stajduhar, a pharmacist, is operating with a prescription refill robot. IT officers help build interfaces to the IHS RPMS patient information system so patient information is streamlined from the database directly to the prescription filling machine.

LCDR Joe Hill error-trapping and debugging code in the IHS RPMS system. There are many IT officers, within IHS, that perform this duty regularly so that patient information is correct and the system runs optimally.



Medical Laboratory Science Professional Advisory Group (MLSPAG)

Awards Subcommittee:

- Reviewed six (6) award nominations for the Senior and Junior MLS of the Year.
 - CDR Jeff Christopher was selected as Senior MLS of the Year.
 - LCDR Thomas Maruna was selected as Junior MLS of the Year.

Communications Subcommittee:

- Created MLSPAG Facebook page with over 100 likes.
- Produced and disseminated three (3) newsletters in 2017.

Education, Training, & Mentorship Subcommittee:

- Created 14 laboratory related case studies for continuing education.
- Coordinated the 2017 Medical Laboratory Professional Week's activities.
- Created laboratory related games, trivia, and education.
- Collated and disseminated six (6) refresher laboratory related presentations via the MLSPAG listserv.
- Created two (2) articles for the HS PAC Mentoring News Summer 2017.

Policy Subcommittee:

- Collaborated and received approval from American Society for Clinical Pathology (ASCP) for free Continuing Education credits on all MLSPAG hosted bi-monthly meetings and laboratory related case studies.

Recruitment Subcommittee:

- Reviewed, scored, and ranked 17 MLS applicants during the 2017 Open to Application period per DCCPR's charge.

Stakeholder and Community Engagement Subcommittee:

- Published an article with our accrediting organization, ASCP, highlighting USPHS MLS Officers and the important work we perform daily.

Technical Readiness Subcommittee:

- Hosted and presented two (2) technical readiness webinars specifically for MLS Officers. Ensures that MLS Officers can perform their clinical roles during deployment, regardless of whether they are functioning in programmatic or clinical billets within their respective agencies.



MLSPAG members with the HSO CPO, CAPT Jeanean Willis-Marsh at the 2017 USPHS Symposium.

Medical Laboratory Science Professional Advisory Group (MLSPAG)



MLSPAG members with the HSO CPO, CAPT Jeanean Willis-Marsh at the 2017 USPHS Symposium.

Optometry Professional Advisory Group (OPAG)

- Recruited optometrists for three (3) RAM-PHS deployment events
- Created and maintained an email group for Optometry officers
- Represented optometry with a presentation at HS Category day in Chattanooga
- Presented three (3) OPAG awards and submitted contributing Voting Members for HS PAC UC award
- Compiled and delivered OPAG perspectives on deployment recommendations, technical readiness, and stakeholder engagement
- Researched and composed PHS perspectives on immunosuppressive eye drops for the DoD Formulary



OPAG (cont.)



Deputy Surgeon General, Rear Admiral (RADM) Sylvia Trent-Adams in photo with three optometrists: CDR Ryan Manning, CDR Rob Chelberg, and LCDR Laura Alexander. They helped staff the Chattanooga COA-RAM Event. Over 260 vision evaluations were performed and an onsite mobile optical lab created 272 pairs of eyeglasses. RDF3 and all the officers that participated in this RAM event were nominated and selected for the 2017 AMSUS Humanitarian Award.

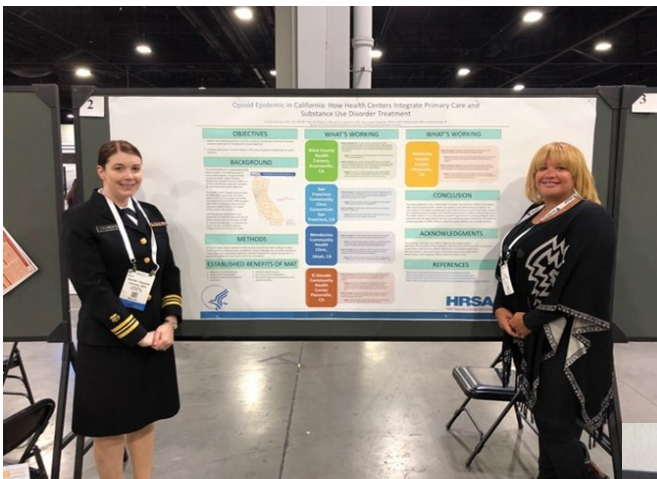
Physician Assistant Professional Advisory Group (PAPAG)

- Developed a position paper on Physician Assistant (PA) Optimal Team Practice. The paper was presented during the Academy of Physician Assistants House of Delegates meeting and unanimously approved by members of the House of Delegates. This adoption of strategies moves the profession towards greater practice autonomy. Additionally, it enhances the ability of PAs to meet the needs of patients and ensure the future of the profession in the changing healthcare market place.
- Created a PA toolkit of professional development resources. The toolkit includes presentations, fact sheets, and articles on promotion preparation, preparing for PA Boards, interview techniques, mentorship, and professional writing.
- A PAPAG representative was invited to participate in George Washington University Veterans to Health Professions strategy session. PAPAG participation occurred through an invitation extended by the American Academy of Physician Assistants. The strategy session participants represented all of George Washington University's health professions programs and included a SWOT analysis of the university's ability to appeal to, recruit, and retain veterans and active duty uni-

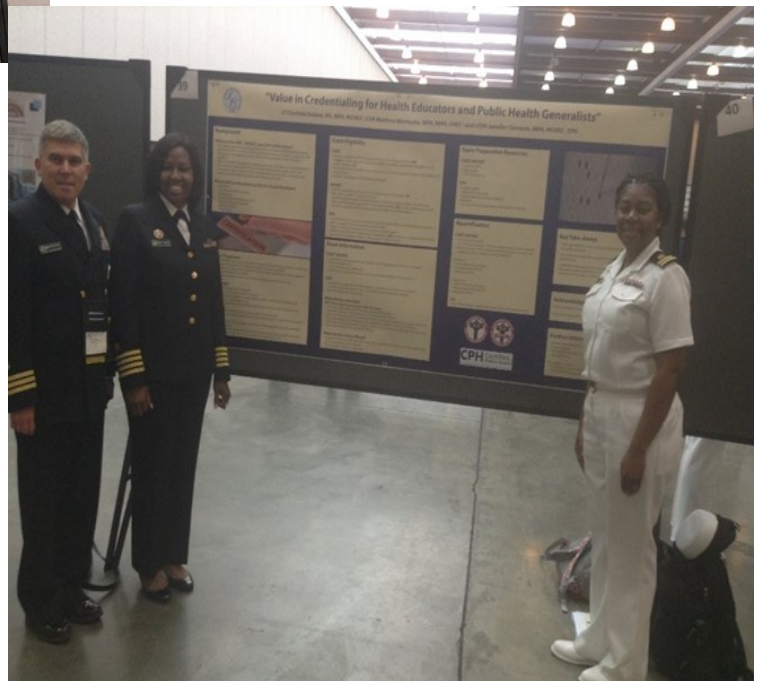
Public Health Professional Advisory Group (PHPAG)

- Facilitated 12 webinars for PHPAG open to HSO officers.
- Engaged with the American Public Health Association (APHA), our officers' primary professional organization, to establish a strategic partnership between APHA and PHPAG. Organized an opportunity for officers to virtually attend the 2017 APHA annual meeting.
- Participation in PAC pilot projects – PAG SOP and Advanced Readiness.
- Launched partnership with National Prevention Strategy Prevention through Active Community Engagement to provide Health Education expertise on Opioid Education curricula for schools/providers.
- Established Ad hoc committees - Recruitment preparation and Appointment Standard review
- Initiated PHPAG Officer profiles to highlight the exciting work of individual officers in PHPAG

PHPAG Officers in Action



LCDR Jennifer Clements poster presentation at 2017 APHA Meeting: Opioid Epidemic in California: Strategies Health Centers Use to Integrate or Expand Substance Use Disorder Treatment in Primary Care Settings.



CDR Matthew Weinburke and LCDR Charlotte Kabore poster presentation at 2017 USPHS Symposium: Value in Credentialing for Health Educators and Public Health Generalists. Photographed with HSO CPO, CAPT Willis-Marsh



PHPAG Officers in Action



PHPAG Social at 2017 USPHS Symposium

PHPAG Global Health Track CDC Headquarters Site Visit

There are approximately 50 members in the Global Health Track, which has geographic representation all over the world from six USPHS Categories: Environmental Health, Health Services, Medical, Nurses, Pharmacists, and Scientists.

The Track's mission is to increase the capacity of the U.S. Public Health Service Commissioned Corps in global health by providing global health resources and professional development opportunities to Public Health Service Officers. One of the Track's overarching goals for 2017 was to provide professional development opportunities on multilateral organizations and other key global health stakeholders across the U.S. Government. The Global Health Track hosts one in-person site visit each calendar year, which is the cornerstone activity for the Track.

On August 4, 2017, eleven officers convened at the Centers for Disease Control and Prevention (CDC) in Atlanta, Georgia for the Global Health Track CDC Headquarters Site Visit. This collaborative, interdisciplinary activity provided professional development and career progression opportunities for officers to strengthen their global health leadership skills.

Social Work Professional Advisory Group (SWPAG)

Chair's Corner: The 2017 journey has been a quick, fast ride, but no matter what or where this journey leads, I still remain honored, in awe, and overjoyed serving as SWPAG Chair - serving along-side some of the most dynamic Social Work leaders around. Without the commitment of our Subcommittee Leads, Co-Leads, and "Social Workers on the Move", SWPAG would not be able to work towards its full potential. Though we had a tall order from HS PAC with all of the restructuring and adoption of new Uniform Bylaws, tasks, and many other changes and challenges, for the most part we have completed nearly 90% of our 2017 goals. We have a few things to knock off our list, but we continue to strive for excellence in all we do. As long as you have a vision, you are imagining, thinking, doing, moving.... Always remember to learn something about yourself in every situation.

I wanted to do a special shout out to our SWPAG Co-Chair/Chair Elect 2018 CDR Indira Harris and our Executive Secretary Extraordinariness LDCR Marriah Lombardo. You two are a joy to work with, and if I haven't said before, I very much appreciate all you do.

Congratulations to all of the S/C Leads, Co-Leads, and our wonderful SWPAG members on a job well done!!! It is my pleasure to point out a number of SWPAG accomplishments and/or events (in no particular order):

- First-Ever "First" Voting Session implementing permanent events.
- Implementation of **2017 Learning Series** where attendees received **1 FREE** Contact Hour.
- **First-time ever** AMSUS Joint Social Work Panel Collaborative became a permanent staple in the PHS Planning of the Annual AMSUS Meeting, and implemented an entire half-day of Social Work & Behavioral Health related seminars where participants get up to five (5) general CEs.
- 100% of Chair Positions filled on SWPAG Organizational Chart IAW Uniformed Bylaws.
- SWPAG Awards Submission of Three (3) Awards: OUC (1); UC (2): 1. Social Work Consortium (USPHS/ VA / DoD initiative); 2. Joint Services Collaborative (2014–2016) & 3. SWPAG 2016 events and initiatives.
- Updating and Restructuring of SWPAG Welcome Letter, Website, & Roster.
- 2017 COA Poster/Podium Presentations & recognized with "**most members**" on Category Day
- Planning & Organizing of White Paper.
- Development of SWPAG wide list-serve through NIH.
- SWPAG Members serving as presenters on national scale, i.e., (Inter-agency Shared VA/DoD/USPHS) Social Work Webinar/NASW-DC Chapter/George Mason University & University of District of Columbia, College of Social Work during National Professional Social Work Month.
- Presentation of three (3) Posters during 2017 COA Training & Symposium & 2017 AMSUS Annual Meeting.
- New Stakeholder & Engagement S/C Community Outreach Projects.
- 2nd Year in a row SWPAG high visibility in the USPHS CAD Reviewing Process of 67 NEW Social Workers.
- SWPAG Leadership involvement in DC-COA Veterans and Military Outreach (VMO).
- SWPAG Leadership in Arlington National Cemetery Wreathes Across America (WAA).



Officer Spotlights

LCDR David Schwab

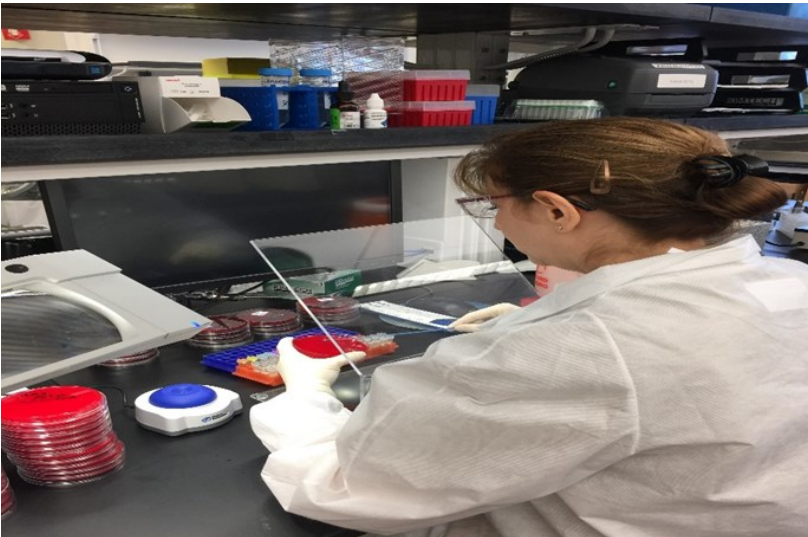
In a dinner ceremony on September, 15 2017, which marked the beginning of the annual COA/COF Joint Board Workshop, COA/COF Executive Director Col. (ret.) Jim Currie presented the 2017 Robert Brutsche Award to LCDR David Schwab. This annual award was named after long-serving COA member and PHS officer, Dr. Robert Brutsche. The award is given to a COA member who exhibits exceptional commitment to COA or COF by demonstrating leadership on projects and/or sustained contributions through committee work, liaison with outside organizations, special initiatives, and exemplary work with COA Local Branches. The award has been given for 25 years and LCDR Schwab is the first officer at the O-4 rank to ever receive the honor.



LCDR Schwab is a Health Services Officer at the Food and Drug Administration and has been the driving force behind the DC COA golf tournament for the past 10 years. This includes many tasks such as planning with the golf club, publicizing the tournament and recruiting golfers, soliciting sponsors and prizes, and providing on-the-scene organizational expertise. LCDR Schwab has gone above and beyond to plan and organize this tournament for the past decade. LCDR Schwab has a real passion for people and takes a tremendous amount of pride and satisfaction each year when the activity goes smoothly. His efforts have resulted over \$46,000 in donations to COF, making him directly responsible for a significant addition to the COF endowment. This activity builds camaraderie, is recreational, and raises funds to support youth activities and scholarships for PHS families. LCDR Schwab was presented with a marble plaque, and his name will be engraved on the permanent plaque that hangs in the COA/COF office.

In addition to this annual COA event, LCDR Schwab is involved in many other PHS committees and volunteer activities including the HS PAC, JOAG, and FCON (FDA Commissioned Officers Network). LCDR Schwab is a voting member on the HITPAG and will serve as the HITPAG Chair-elect in 2018 and Chair in 2019.

Officer Spotlights



CDR Julie Morris is a Medical Technologist working as a Research Medical Technologist in microbiology and immunology for the Centers for Disease Control and Prevention's Arctic Investigations Program in Anchorage, Alaska. There, she conducts infectious disease surveillance, evaluates prevention services, and conducts applied research with focus on diseases of high incidence among Alaska Native persons.



Officer Spotlights

LT Megan Morgan is a Medical Laboratory Scientist working as Biological Safety Manager with the National Institutes of Health at the Rocky Mountain Laboratories in Hamilton, MT where she conducts risk assessments, laboratory inspections, and ensures biosafety and containment for the biosafety level 3 and biosafety level 4 laboratories.



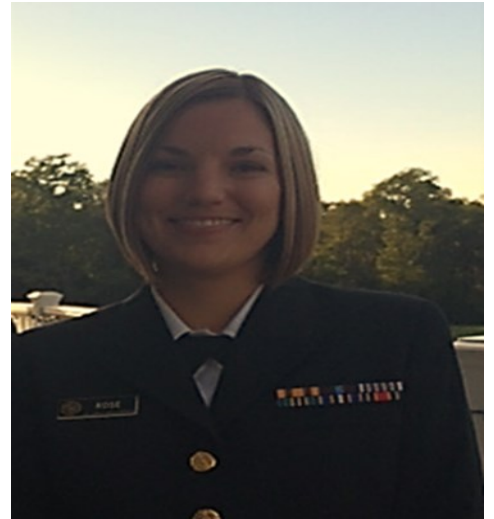
Officer Spotlights

LCDR

Brandy Rose, RHIA

**Clinical Applications Coordinator
Omaha/Winnebago IHS Hospital**

LCDR Brandy Rose has been active in the field of Health Information Management for over ten years and little over a year as an informativist. Currently she serves as a Clinical Applications Coordinator for the Omaha/Winnebago Indian Health Service (IHS) Hospital (OWH). Prior to her work with IHS, LCDR Rose worked as a health information technician with the Federal Bureau of Prisons in Lexington Kentucky and was later promoted to the role of Medical Records Administrator. She graduated from Eastern Kentucky University, receiving her baccalaureate in Health Service Administration with a concentration in Health Information Management. This past August, she completed Northeastern University's Health Informatics Master's program.



LCDR Brandy Rose, RHIA



LCDR Johnni Daniel is the 2017 PHPAG Junior Officer of the Year. Award presented at 2017 USPHS Symposium. Photographed with HSO CPO, CAPT Willis-Marsh, PHPAG Chair, CDR Monique Salter, and LCDR Daniel's daughter.

Officer Spotlights



CDR Andrea Peay is Medical Technologist working as Lead Laboratory Medical Technologist in the Hematology Department at the BOP Federal Correctional Complex in Butner, NC. She is reading blood smear which is used as a follow-up test to abnormal results of Complete Blood Count (CBC) to evaluate the different types of blood cells. The CBC is one of the most commonly-requested assays in the clinical laboratory. Automating routine cell counting allows the clinical laboratory scientist to focus on the more demanding processes of dealing with samples that are abnormal and needs more scrutiny through the microscope.



HS Category Holiday Awards Luncheon & PHS Holiday Concert



HS Category Holiday Awards Luncheon & PHS Holiday Concert



2018 HS Category Chair - CDR Carlos Bell

2018 PAC Chair Priorities

2018 HS PAC Theme: Prioritizing and developing out multidisciplinary cadre of Health Service Officers throughout their careers in the USPHS.

CDR Bell looks forward to continuing to serve the needs of all HSOs as the **2018 HS PAC Chair**. His primary focus will be to work with the **2018 PAC Leadership** (both in the Subcommittees and PAGs) to build on the previous efforts and successes of the PAC. CDR Bell's goal is to ensure that we are developing an organization that is constantly adapting to meet the current and future needs of our Officers. As such, it is critical that we put our number one stakeholders, our HSOs, at the center of everything we do.



As such, CDR Bell goals will include:

1. Modernizing the PAC processes to minimize redundancies and increase efficiencies;
2. Proactive engagement of our HSOs throughout USPHS Careers (e.g., leveraging expertise within the PAC, increasing PAC opportunities, mentoring, etc...); and
3. Developing a comprehensive, goal-driven communications plan that focuses on clearly communicating the value added by PAC initiative on each HSO.

CDR Bell truly believes that we should always be challenging ourselves as a PAC to ensure that we are continuously adapting to help strengthen and advance our officers, not only as individuals, but as the future leaders in their own right. We can accomplish this by prioritizing PAC activities and initiatives that focus on supporting the growth and development of all 1,226 HSOs throughout their Commissioned Corps career, and by providing our officers with leadership and development opportunities that will help them gain valuable experience and visibility.

He strongly believes that advancing our officers will lead to a stronger PAC and thus a stronger Commissioned Corps. As such, all of our priorities will be developed and communicated around the **2018 HS PAC Theme**.

