

Health Service Officers Professional Committee (HSPAC)



**End of Year Report
2018**

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HSPAC Subcommittees End of Year Report

HSPAC - Analytics Subcommittee

- Completed the first draft HS Category Professional Core Competencies which outlined key factors in the successful development of all HS officers.
- Provided consultations to multiple groups, including JOAG and a few HSPAC subcommittees, to assist them with their result analysis from awards voting to voting members selections.
- Completed and presented the 2017 HS Category Promotion Trends Report, HS Category Career Progression Profile, and HS Category Professional Core Competencies at the 2018 USPHS Symposium HS Category Day.
- Completed the 2018 HS Category Promotion Trends Report and HS Category Career Progression Profile and presented virtually via webinar.
- Updated the HSPAC Analytics Subcommittee website to post the 2018 information.



HSPAC - Awards Subcommittee



- Established the first HS Awards Tracking System which provides a standardized framework for HSPAC/PAG Awards submission and approval process.
- Established the Awards Technical Review Team to provide technical feedback to nominators on how to strengthen their HSPAC/PAG honor awards nominations.
- Developed the first SOP for the Awards Subcommittee.
- Developed the Awards Guidance Document that provides information on all levels of recognition for the PAC/PAG members.
- Streamlined the timeline for the HSPAC annual awards (Garcia, Kissel, and Responder of the Year) so that all three awards be solicited at the same time.

HSPAC - Career Development Subcommittee

- Facilitated and organized webinars to support HS officers in developing their career, including the following topics:
 - * Leadership Panel
 - * Work Life (Resilience and Stress) Balance
 - * eOPF Rollout
 - * Writing for Impact in collaboration with Nurse PAC
 - * Promotion Results and Preparation Webinar with Analytics/CPO
- Supported the Career Progression and Promotion Guidance (CP₂G) project through multiple aspects such as:
 - * developing survey and collecting feedback to all HSPAC members
 - * updating all CP₂G related documents and designing the website layout to support the project rollout



- Led career development programs including the HSPAC Job Listserv, Coaching on Demand's CV review activity, and developed Max.gov webinar repository for HSPAC/PAG webinars.
- Supported multiple HSPAC Subcommittees on related projects which includes:
 - * Provided feedback and support to Analytics subcommittee throughout their development of the Category Professional Core Competencies project.
 - * Supported the Mentoring subcommittee on their Mentor Career Counseling session and the at the 2018 USPHS Symposium.
 - * Developed the subcommittee's SOP, and created a Jobs Tip Sheet.

HSPAC - Communications Subcommittee



Communications

- Announcement team
 - * Selected and implemented new bi-weekly announcement platform to streamline the communication process.
 - * Setup a new Announcements.HSPAC@gmail.com email account to have an exclusive email for announcement request submissions.
 - * Developed 17 bi-weekly announcements to keep all HS officers informed.
- Calendar Team
 - * Tracked over 600 meetings and activities on the HSPAC master calendar for the PAC and 10 Professional Advisory Groups.
- Communications Toolkit Team
 - * Updated branding on all communications products and templates to ensure they are easily accessible for all HSPAC members and have consistent branding with appropriate guidance.
- Ebola HSO Collection Special Report
 - * Successfully developed the Ebola HSO Collection Special Report in collaboration with the Readiness subcommittee, RedDOG, ASH Press Secretary, former HSPAC Chairs, and former HS CPO RADM Epi Elizondo. Volunteers were recruited to prepare the special report which has over 60 stories from HSOs with pertinent photos to highlight the achievements of HSO officers during the Ebola crisis.
- Listserv
 - * Managed and updated listserv members and access as necessary to ensure all new officers and HSPAC leadership are reflected on the listserv, including a monthly list check to identify potential anomalies in the system.
 - * Created and populated two brand new listservs for HSPAC Voting Members and PAG Leadership and assign members with specific access permission.
- PAC Push-Up Challenge
 - * Developed a wildly successful social marketing campaign and online survey for "PAC Push-Up Challenge" in coordination with the Office of Surgeon General to promote physical fitness. A total number of 627,211 push-ups are logged. The Assistant Secretary of Health, the Surgeon General, and several Chief Professional Officers participated in this esprit-de-corps activity.

- Quarterly Newsletter, Combined PAC Newsletter, End of Year Newsletter
 - * Established organizational structure for the HSPAC newsletter and successfully published 3 newsletters highlight HSPAC activities. In addition, developed an end-of-year report to include accomplishments from HSPAC subcommittees and other PAGs.
 - * Contributed 3 articles to the Combined Category Newsletter on community wellness, career development, and advanced readiness.
- Toolset team
 - * Documented change request process for HSPAC e-News and HSPAC website request.
 - * Developed online form for HSPAC website change request, and working on additional form on milsuite.mil platform.
- Twitter and Facebook team
 - * Successfully revamped the HSPAC Twitter account and created a new Facebook account to promote camaraderie and their events to other HS officers, and to support our leadership messages by retweeting and reposting.
 - * HSPAC Facebook page has 198 postings, 246 comments, and 1,663 reactions.
 - * HSPAC Twitter page tweeted 609 times and received 633 likes, and made 23,400 impressions.
- YouTube Video
 - * Developed the first USPHS Symposium video highlights from Category Day and other HSO officers in action so that officers who didn't attend the conference can experience some of the actions.
- Visual Design Specialist
 - * Developed marketing materials for PAC Chair, Community Wellness subcommittee, and Readiness subcommittee to support their priorities and initiatives, with the shortest turnaround time of less than 24 hours if necessary.
- Website Team
 - * Developed SOP for the subcommittee.
 - * Successfully managed the extensive HSPAC website to support 11 subcommittees and 10 PAGs through fulfilling 79 website update requests and restoring web documents in 2018.
 - * Facilitated the inaugural Website Focus Groups to gain insights and feedback on the HSPAC website.

HSPAC - Community Wellness Subcommittee

- Community engagements:
 - * Hosted a national community engagement event focused on opioid awareness.
 - * Hosted a webinar on how to administer naloxone which was geared for non-clinicians and was well attended.
 - * Engaged with the local community during and after the Surgeon General's 5K in sharing information about suicide prevention and new interventions for use by non-clinicians.



Community Wellness

- * Planned events to promote the dangers of smoking and vaping to communities, in collaboration with PACE and Rx for Change, for the Great American Smokeout in mid-November.
- Promote Officer Wellness
 - * collaborated with PHS Athletics in organizing the annual Surgeon General’s 5K at the USPHS Scientific and Training Symposium.
 - * led “active break” session for all participating HS officers at 2018 HS Category Day at the Symposium.
- Subcommittee Administrative duty
 - * expanded our subcommittee to include a Policy team, who is actively working on revising our SOP to the current template.

HSPAC - Events Subcommittee



- Provided technical assistance and guidance for the Assistant Secretary of Health, ADM Giroir’s swearing-in ceremony and one retirement ceremony.
- Supported PHS Awareness Day and Symposium Combined Social.
- Executed a successful Category Day and HSO Booth at the USPHS Scientific and Training Symposium.
- Planned HSO Holiday Luncheon.
- Developed Events Subcommittee standard operating procedures.

HSPAC - Membership Subcommittee

- Developed and Implemented a new voting member solicitation and selection package by revamping nominee questions, rating process and utilizing Survey Monkey to improve the efficiency of the process.
- Presented Voting Members expectations, process, timelines & Q/A sessions to the HSPAC leadership and subsequently PAG leadership to include information on Awards, Policy and Membership.
- Collaborated with the HSPAC Analytics Subcommittee regarding data to process and share with all VMs for discussion.
- Through development of new policies, successfully implementation of required participation of all current HSPAC Voting Members’ participation in new voting member selection process.
- Successfully submitted 2018 nominations packages to Chair, CPO, Liaisons and OSG for concurrence
- Initiated the Active Participant Database by identifying a team lead and members to research and execute this HS CPO request.
- Created new certificates of appreciation for HS CPO, HSPAC Chair, and Special Events and distributed to all officers.
- Successfully recruited 7 volunteer members for the HSPAC Membership Subcommittee to expand our activities to include:
 - * SOP Review
 - * COA Special Program
 - * Leadership Transition & Orientation Team
 - * Active Participant Database Team



- Updated the Membership Website, Trello and maintained Membership Mailbox.
- Forwarded 2017 Voting Members their official SG Letters of appointment.

HSPAC - Mentoring Subcommittee



- Professional Advisory Workgroup
 - * Hosted the HSO Career Counseling Session at the COF Symposium with 20 senior HS officers serving as mentors to provide valuable advice to 31 HS officers in the 2-hour event, which provided an excellent opportunity for officers to receive career advice from a HS senior officer, network and to learn from each other.
 - * Completed 103 lowest quartile counseling sessions.
- HSO Call to Active Duty Transition Mentoring Initiative (CADTMI)
 - * In 2018, Our CADTMI has contacted, enrolled, and kept 100% of new CADs for the past two years. Mentees are transitioned to the regular HS Mentoring program after the completion of their 1st year of duty. CADTMI also collaborates with HSPAC's Recruitment & Retention subcommittee, and Readiness subcommittee to ensure a well-rounded support for all new officers.
- HSO Mentoring Training Team
 - * Successfully developed a new optional mentor training curriculum to support new and experienced mentors by keeping mentors updated through presentations or webinars. Mentors are encouraged to participate in the new curriculum to earn additional certificates. The new curriculum was pilot tested in October 2018 and is currently undergoing revisions and enhancements.
- Recruitment and Matching Workgroup
 - * HSPAC Mentoring Subcommittee has continued to match new mentors and mentees in 2018, along with maintaining our existing mentors and mentees database. As of September 2018, our Recruitment and Matching Workgroup has:
 - Successfully matched 39 new mentors and mentees
 - Updated our mentor and mentee database by identifying retired and separated officers
 - Maintained a database with over 267 mentors and 543 mentees
 - An average mentor to mentee ration of 2.0
- Mentoring Evaluation Team
 - * Successfully updated the process for the Mentor/Mentee Evaluation to once a year. The new evaluation survey is due in fall annually. Highlights of several important changes to the survey process include:
 - The new survey will be released simultaneously for all program participations each fall, rather than based on a 6- and 12-month interval measured from when officers entered the program.
 - The brief survey should take less than 10 minutes to complete.

- Mentees and mentors will respond to the same survey, and complete the specific sections for mentees and mentors correspondingly. If you are both a mentor and a mentee, you will complete both sections. The results of the survey will inform the mentoring program activities and initiatives the following calendar year.
- Hosted a mentoring training webinar titled “The 8 Strategies for Successful Mentoring” which brought a refreshing perspective of mentor and mentee relationship, and how to make it mutually beneficial to both parties.

HSPAC - Policy and Procedures Subcommittee



- Hosted the first Duty, Readiness, and Medical Affairs policy webinar series. Leadership from RedDOG and Medical Affairs answered questions and provided important updates related to readiness and duty requirements released in *Commissioned Corps Instruction, CCI 241.01, Readiness and Duty Requirements* and proposed updates for officer medical requirements with around 400 officers participated in the series.
- Authored HSPAC policy corner articles and HSO listserv notifications that highlighted new and recent policy changes, including medical waiver program instruction, readiness updates, retention weight standards, substance use issuance, and general appointment standards.
- Coordinated and/or provided consultation to health service officers on Commissioned Corps policy-related inquiries.
- Led the review and revision of HSPAC governing documents (charter, bylaws, SOPs) as required annually.
- Facilitated quarterly discussion of ballot referendums for proposed changes to PAC bylaws, policies, and/or procedures for HSPAC voting member consideration.
- Served as policy advisor to the HSPAC Chair on the HSPAC Executive Board(beta).
- Participated in the orientation of new HSPAC voting members and new PAG leadership.
- Leveraged partnerships with PAG policy groups to streamline and coordinate PAC/PAG policy review and initiatives (e.g. document review, future webinars, etc.).
- Developed a reorganization proposal to create three new teams (Policy Management, Training & Outreach, Communications) under the Policy and Procedures Subcommittee. The reorganization will provide more leadership opportunities for officers to engage with the PAC, reduce workload of chair/co-chair by delegating authority to team leads to manage projects and tasks, and improve efficiencies by clearly defining the purpose, role, responsibilities, and expected outcomes of each team and active participants. Implementation of the new organizational structure will occur in the 2019 operational year.

HSPAC - Readiness Subcommittee



- Keeping officers informed of Readiness standards and requirements:
 - * Updated the HSPAC Readiness website with most updated information including the APFT and retention standards.
 - * Frequent communications on readiness standards and requirements through 14 HS-eNews, 15 standalone listserv messages, and 6 Readiness Gazette resource guides and Facebook reminders, including a special welcome for 21 CAD HS officers.

- Supporting HSPAC in Developing additional resources
 - * Supporting PAC efforts to develop resources, as needed, including: a Uniform Guide and a special Ebola Publication.
 - * Identified discipline-specific deployment roles for each of the 10 professional advisory groups.
 - * Drafted a New Deployment Guide for HS Officers.
- Advanced Readiness Pilot Program:
 - * Developed and completed the Advanced Readiness Pilot Program in two PAGs and expanded the Advanced Readiness Program to include six PAGs and fifty-five officers in 2018.
- Hosting webinars and Correspondence
 - * Presented three readiness-related webinars to over 190 officers on different topics such as Deployment process, Sleep webinar and ASPR TRACIE program.
 - * Actively Sent out 1060 emails to officers either projected or not basic ready.
 - * Responded to 150 readiness related inquiries.

HSPAC - Recruitment and Retention Subcommittee

- Screened 40 applications to release scores to DCCPR.
- Held a joint DCCPR & HSPAC R&R Session for boarded applicants to assist them in understanding the process.
- Attended all OBC Open Houses and collaborated with Mentoring subcommittee to provide up-to-date information to new HS officers.
- Worked with DCCPR on automating some aspects of the application process.
- Multiple volunteer liaisons responded to 24 assistance requests through the Health Service Assignment Assistance Program (HSAAP).
- Reported vacancy announcements received to Communications Subcommittee.



HSPAC Professional Advisory Groups (PAGs) End of Year Report

Basic and Applied Science PAG

- The Stakeholder & Community Engagement subcommittee successfully identified STEM groups to partner with and foster relationships with professional organizations.
- Successfully developed SOPs for each BASPAG subcommittees as requested by HSPAC.
- The Stakeholder & Community Engagement Subcommittee identified STEM groups to partner with and fostering relationships with other professional organizations.
- The Administrative Management Subcommittee conducted a successful Voting Membership Drive.
- The Awards Subcommittee awarded a junior officer award this year. The awardee was recognized at the 2018 USPHS Symposium in Dallas, Texas.



Dental Hygiene PAG



- Collaborated with HSPAC Advanced Readiness Subcommittee to outline Advanced Readiness Requirements and helped to establish advanced readiness training courses.
- Created and presented discussion panel entitled, "Sending the Elevator Down. Words of Wisdom from the Top Floor", to provide professional career guidance to fellow officers.
- Developed survey questions to collect data on regarding advanced technical readiness requirements for deploying in clinical role.
- Created and disseminated to the fellow DHPAG Officers a document that contained contact information and date of events for various volunteer opportunities with Mission of Mercy across the nation for 2018-2019.
- Collaborated with American Dental Hygienists Association (ADHA) to present at next annual session on public health related topics and promote career opportunities with the USPHS.
- Published and disseminated two DHPAG Newsletters in 2018 Spring and 2018 Summer Issue II, and working on 2018 Fall at the time of this submission.

Health Administration PAG

- The Policy subcommittee and the Administrative Management subcommittee worked with the HSPAC Policy subcommittee to update all HAPAG subcommittee SOPs. They successfully completed the updates the SOPs to the new template.
- The Stakeholders subcommittee successfully established a working relationship with the University of North Texas and University of Texas in Arlington Health Services Administration Master Degree Programs.
- HAPAG Leadership participated in Health Occupations Students Association judging Texas Regional and National contest.
- HAPAG accepted two new voting members to serve in leadership capacities and chair vacant subcommittee positions.
- Leadership updated the membership roster to reflect agency distribution of members to be used as clustering tool to improve information dissemination and networking.



Health Information Technology PAG



- Administrative Management
 - * Streamlined the voting member and Chair nomination package to match the HSPAC VM and Chair requirements. Selected a new chair and will be selecting 4 new VMs.
- Awards
 - * Awarded HITPAG Junior and Senior Officer Awards at COA Symposium.
 - * Awarded 3 students from Alaska, Texas and Maryland the 2018 HITPAG STEM Scholarship.
 - * Gained support from two sponsors for the 2018 HITPAG STEM Scholarship.
- Communications
 - * Provided updates to the HITPAG public webpage.
 - * Performed HITPAG Listserv audit of officer’s contact information and rank.
- 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.
- Recruitment/Retention
 - * Recruited for the new HS openings in the Corps.
 - * Recruit PHS officers to get involved with HITPAG and with working groups.
- Education, Training & Mentorship
 - * Directed offices to the HSO Mentoring Program.
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- Policy
 - * Created HITPAG deployment needs questionnaire to gain a better understanding of the needs for and use of HITPAG expertise during PHS deployments

Medical Laboratory Science PAG



- Medical Laboratory Science officers deployed to multiple missions including:
 - * Baymont Hospital Decompression Mission, Panama City, Florida
 - * First time USPHS has used the Health Medical Task Force (HMTF) footprint
 - * IRCT, RDF2, RDF3, SAT Hurricane Maria Deployment
 - * ASPR Hurricane Michael Deployment
 - * RDF3 Hurricane Florence Mission
 - * IMT, SAT, RDF2 Hurricane Irma
 - * SAT, Hurricane Harvey
 - * Hurricane Harvey/Irma/Marie Support, Medical Cache Rehab MSC Frederick & Sacramento
 - * IMT Hurricane Olivia
 - * Hurricane Harvey/Irma/Maria Patient Movement mission
 - * Coqui 1 Mission Hurricanes Irma & Maria
 - * PHS1 UAC Mission
- Technical Readiness accomplishments included:
 - * Setting up Max.Gov MLSPAG Technical Readiness Page
 - * Finalized the Advanced Readiness Technical Inventory of Trainings for the MLSPAG
 - * Developed resource training materials for MLS Officers on the ASPR Lab Cache Basic and Lab Cache Basic Plus.
 - Training Videos
 - Clinitek Status – Completed
 - Piccolo – Completed
 - Coulter – In production
 - iSTAT – In production
 - Training Slide Decks
 - Introduction to Lab Cache Basic
 - Introduction to Lab Cache Basic Plus
- Developed an article for the MLSPAG Fall Newsletter on deploying with the Lab Cache.
 - * Article features in depth information about the lab cache.
 - * Officers who have deployed with the lab cache were interviewed to share their “lessons learned”.
- Conducted a survey on FMRB status for MLS Officers as possession of the FMRB is a critical requirement for Advanced Readiness eligibility. We had a 75% response rate and identified that we had approximately 53% of officers currently awarded their FMRB. We had 4 officers subsequently accepted into the Q1 ARP Cohort.
- Established a Clinical Hours Workgroup to begin discussing the new CCMIS policy CCI 241.01 Readiness and Duty Requirements and how MLS officers can meet these requirements.
- Promotion Results for the MLS-PAG: 10 officers received temporary rank promotions and 12 received permanent rank promotion.

- Leadership Institute engagement during the COA Symposium.
- Senior and Junior Officers of the year Award during the Symposium.
- Education and training enhancement program for officers.
- MLS Officer is the current Chair of the Council of Medical Laboratory Professionals.
- Publication of an article by MLS Officers in the Spring ASCP Critical Values.

Optometry PAG

- Represented Optometry with four OPAG officers attending Category Day at the USPHS Symposium in Dallas.
- Presented Three (3) OPAG Awards – Edward Hamilton Award for outstanding contributions in optometry by a senior commissioned officer; **Richard Hatch Junior OD Award** for outstanding contributions in optometry by a Commissioned Officer, PHS Tribal Hire or PHS Civil Service optometrist with 10-years or less service; **Lester Caplan Award** – outstanding contributions in optometry by a PHS Tribal direct hire or Civil Service optometrist; All three awards were presented in person at the USPHS Symposium.
- Optometry profession held its Indian Health Service Biennial Eye Care Meeting in Fullerton, California. Over 20 hours of Continuing Education for Commissioned Corps Optometrists.
- Stakeholder Engagement: OPAG VM participating in leadership in the Armed Forces Optometric Association – a professional group representing Optometrist who serve in the Veteran’s Administration, Civil Service, Tribal and Uniformed Services.
- **DEPLOYMENT/READINESS:**
 - * OPAG Representation at the NDMS Summit in Atlanta in July 2018.
 - * Recruited optometrists for Oklahoma RAM-PHS deployment in June 2018.
 - * OPAG VM selected to serve on RDF-3 in September 2018.
 - * Recruitment Group – Successfully recruited 2 optometrists into Commission Corps with CADs in 2019.
 - * Completed OPAG SOPs in March per 2017 initiatives.



Physician Assistant PAG



- Launched the Advanced Readiness Program, 12 PAs enrolled.
- Established a cadre of PAs to serve as applicant reviewers for the National Health Service Corps.
- PAPAG members attended the American Academy of Physician Assistants’ national conference with retired USPHS Acting Surgeon General, RADM Kenneth Moritsugu.
- PAPAG members appointed to various key stakeholder positions within the top leading national organizations for PAs, National Commission on Certification of Physician Assistants and the American Academy of Physician Assistants, providing vital visibility and representation for USPHS PAs.

- Awards Committee established award review process for officers seeking assistance with award nomination submissions.
- Mentoring Committee provided promotion preparedness assistance through review of CVs and officer statements in accordance with CP2G guidelines.

Public Health PAG

- Developed opportunities for collaboration with the American Public Health Association (APHA) and Society for Public Health Education (SOPHE).
- Collaborated with the HSPAC Readiness Subcommittee to successfully develop and implement the Advanced Readiness Pilot Program, with 29 PHPAG officers participating and representing the PAG during the pilot.
- Led the development of a memorandum of understanding (MOU) between the HSPAC and Surgeon General chartered Prevention Through Community Engagement (PACE) Program; created a PHPAG-specific addendum to the MOU, that serves as a model for other PAGs that want to work with the PACE Program.
- Led the development and standardization of an opioid lesson plan for middle and high school students in collaboration with the PACE Program.
- Implemented a new quarterly Policy Corner within the weekly PHPAG announcements. The Policy Corner highlighted 4 Commissioned Corps policies, broadening officer knowledge of Blended Retirement, Conditions of Service, COERs, and Weight Management Plans.
- Conducted the PHPAG annual member survey to inform the 2018 priorities and activities of the PHPAG subgroups and teams.
- Hosted over 10 webinars to PHS officers on a broad range of public health topics including the opioid epidemic, professional organizations and certifications (APHA, SOPHE, CHES) public health policy, and deployments, providing training and education opportunities to approximately 300 officers.
- Published 50 weekly newsletters to provide PHPAG officers with timely, relevant information to increase visibility of professional development opportunities and support career advancement.
- Evaluated the award nomination process and implemented several strategies to increase participation, including promoting awards earlier, developing key messages about the award criteria, and providing award write up examples from previous recipients.
- Created an anonymous feedback link for officers to submit questions, concerns, or suggestions to PHPAG leadership. As of 10/17/2018 there have been 97 unique visits to the link and 7 responses related to the topics of improving morale and webinar feedback.



Psychology PAG



- Accomplishments and Impact in 2018 Operational Year:
- PsyPAG currently has 117 members, both clinical and research-based psychologists.
- One-hour bimonthly PsyPAG teleconferences – meetings included reports and updates from Executive leadership and Committee Chairs. Regular meetings provide PsyPAG members an opportunity to share information, discuss business-related issues, plan and coordinate future events, and support PsyPAG members.

- Implemented SWAP meets (Sharing Wisdom Across Psychologists meetings) to disseminate information amongst psychologists regarding a variety of mental health topics in an open forum telephonic discussion format.
- Enhanced communication – distribution of quarterly newsletters, featuring committees’ activities and sharing information with PsyPAG members.
- PsyPAG Awards committee awarded the Senior Career and Early Career Achievement Awards this year respectively. The Awards Committee helped to maintain a robust awards program that fosters professional development and morale within Corps psychologists.
- PsyPAG maintains an active listserv.

SOCIAL WORK PAG ACCOMPLISHMENTS

- SWPAGs 2018 Flagship Initiative the National Homeless Veterans Outreach Campaign
- Officers participated at 4 major events around the country including Baltimore, MD, San Diego, CA, Fayetteville, NC, and Atlanta, GA. The group of 28 officers participated at events with a combined attendance of over 1,700 homeless veterans. They provided helpful information to the attendees, and held mock interviews with the participants.
- At the Atlanta, GA event, SWPAG collaborated with the Training Reintegration Outreach and Opportunity Program Services (TROOPS). Participants were provided with notebooks filled with information on SMART Goals, and creating financial freedom, mental health and substance abuse resources, as well as digital files of the materials.
- Established relationships with Department of Veteran Affairs’ Veterans Integrated Services Network (VISN) level Homeless Coordinators to foster a long-term partnership through our value-added participation at the events.



Nationwide VA Baby Shower Partnership

- Provided baby show gifts for 15 Veteran families as a partner to the VA National Outreach Coordinator for the Nationwide VA Baby Shower partnership.
- Subject Matter Behavioral Health Experts for the Asian Pacific American Islander Officers Committee (APAOC) Healthy Mind Initiative.
- Served as behavioral health experts in three community outreach events to the Sikh and Chinese communities in the Washington DC/Virginia/Maryland area, attended by over 250 participants to address cultural and community concerns around stigma, bullying, and suicide prevention, as well as provided community mental health resources to increase access to support and treatment services.

SWPAG Policy Accomplishments

Social Work Internship Proposal (SWIP) program:

- As one of the most initiatives for SWPAG for 2018, SWIP is our flagship initiatives. SWPAG successfully initiated a draft written proposal for a Corps-wide Social Work Internship Program that would address a critical gap in agencies with clinical shortages. Needs assessment of social workers is being conducted through discussion with liaisons from ICE, BOP, HIS, and DoD where patient care positions are available. The proposal will be reviewed by SWPAG leadership and HSPAC leadership once completed.

Social Work White Paper:

- Submitted a draft of the Social Work White Paper which outlines the capabilities of Social Workers in the Corps, including leadership roles in Mental Health Teams (MHTs) and Service Access Teams (SATs) and the flexibilities in the social work profession to do case management, mental health assessment and treatment, clinical supervision and program management to be reviewed by SWPAG leadership and HSPAC leadership.

SWPAG Recruitment/Retention

- Developed and implement the first SWPAG Recruitment and Retention Virtual Job Fair for the DoD. The event was well received and over 14% of the active PHS social worker officers from 7 different agencies called in. A second virtual job fair for ICE targeting both CAD and AD officers is under development.
- Assisted in the coordination of appointments including Active Duty SW officers, civilians, students, and those interested in the Corps with an O-6 category specific (HSO/SW) career mentor and hiring authority. Mentored students to be competitive for SW careers in PHS. Four officers were scheduled for follow up appointment with hiring authority.
- Developed the SWPAG National Recruitment brief to be used nationally for recruitment of USPHS social workers presented to an estimated 377 social work students and professionals. In North Carolina.

SWPAG Awards Committee Accomplishments

- The Award Subcommittee received a total of 8 awards for the senior and junior social worker of the year awards, and they were presented at the 2018 COF Symposium.
- The committee presented letters of appreciations for multiple outreach events participants, and was responsible for the plaque that was presented to RADM Delany at his retirement ceremony.

SWPAG Communication Committee Accomplishments

- Streamlined publishing of SWPAG Newsletter to bi-monthly issues to ensure comprehensive capture various deployment role activities, and ground-breaking, innovative accomplishments within the SWPAG
- *2018 Stakeholders and Community Engagement Committee Accomplishments/Activities*
- Conducted 4 Opioid Information Presentations in local community and at the COF Symposium.
- Hosted multiple Social Work Month activities at NIH, ICE, and Bethesda Naval Hospital.
- Hosted one Meet-n-Greet in Rockville MD, and the PAG social at the 2018 COF Symposium.

SWPAG Readiness Subcommittee Accomplishments

- Published four articles in the SWPAG newsletter to remind SWPAG members what they need to do maintain their basic readiness, and all related standard updates.

- Completed HSPAC readiness task on social work deployment and clinical roles and represented SWPAG at all HSPAC meetings to obtain the most up-to-date readiness information for SWPAG members.
- Provided comprehensive readiness support for deploying Social Workers in 2018.

SWPAG Training and Education

- Facilitated 3 Free CEU National Trainings which allowed over 300 social workers to earn approximately 900 CEUs for Social Workers. The topics include:
 - * Webinar on Culturally Grounded Practice: Research, Equity and Sustainability
 - * Webinar on Opioid Abuse
 - * Webinar on Social Work Practice with the LGBT Community
- Outreached to the University of Southern California Suzanne Dworak-Peck School of Social Work to conduct a webcast for SWPAG members for 2019 on their doctoral program.

SWPAG Mentoring

- Published a "Mentoring Readiness" article in SW Newsletter, and drafted two articles highlighting Mentoring Readiness of Mentor and Mentee Relationships pending approval.
- Published updated Mentoring Toolkit titled "Social work career guidance mentoring tool 2018".
- Collaborated with HSPAC Mentoring Subcommittee regarding PHS Specific guidelines for Mentoring Program/Mentoring Credit.
- Updated survey monkey to assess mentoring needs from social work field.
- Convened two Regional Mentoring Representatives (RMR) meetings.
- SWPAG's Regional Mentoring Representatives provided mentoring services to 50 PHS officers and 12 civilians through the Regional Social Workers. Information has been submitted to the mentoring tracking tool.

SWPAG Data and Evaluation

- Created roles/positions and established a team of experts from respective areas/skill sets to meet the demands of the new Data and Evaluations Subcommittee.
- Surveyed multiple resources to determine the number of social workers deployed to support the effort of responding to Hurricanes Harvey, Irma, and Maria.
- Developed a preliminary Social Work Skills Assessment Tool, with support from RADM Peter Delany and CDR Holly Barilla, to be reviewed by the SWPAG Chair.