



# United States Public Health Service



## Scientist Professional Advisory Committee

### Annual Report September 2011 – August 2012

Prepared by:  
CDR Karon Abe  
PAC Chair



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## A. SCIPAC EXECUTIVE BOARD ACTIVITY

The following Scientists served as members of the Executive Board from September 1, 2011 through August 31, 2012:

CDR Karon Abe, <i>Chair</i>	4770 Buford Hwy, NE MS K23, Atlanta, GA 30341
CDR Ryan Novak, <i>Vice Chair</i>	1600 Clifton Rd, NE MS C25 Atlanta, GA 30329
CDR Danice Eaton, <i>Secretary</i>	4770 Buford Hwy, NE MS E88, Atlanta, GA 30341
LCDR Tegan Boehmer <i>COF Liaison</i>	4770 Buford Hwy, NE MS F58, Atlanta, GA 30341
CDR Matthew Newland <i>Ex-Officio</i>	5600 Fisher Lane, Rm 7A30, Rockville, MD 20852

### **Mission:**

The duties of the Executive Board shall be to provide leadership that ensures timely completion of responsibilities listed in the SciPAC Charter and to recommend to the SciPAC strategies/actions that address issues that affect the professional careers of Scientist Officers. In cases where no established policies exist and immediate action is necessary, the Executive Board is authorized to act but shall immediately notify the membership of its action.

### **Accomplishments & Impact:**

The SciPAC Executive Board (EB) members provided advice and consultation to leadership and to the members of the 10 subcommittees that function within the Scientist PAC. The EB met on a monthly basis, as necessary. The EB also provided comments to policies/documents from Commissioned Corps leadership as well as comments on documents from the subcommittees (e.g. mentoring, curriculum vitae). Listserv guidelines addressing appropriate notices/announcements were also developed. The "Best Kept Secrets" pamphlet was edited, finalized, and sent for publication.

In addition to the daily functions, the EB also met in August 2011 to conduct a general Strengths, Weaknesses, Opportunities, Challenges (SWOC) analysis to identify areas in the PAC to strengthen, phase out, and to maintain. Much of the discussion was influenced by POM 11-005, which limited the T&E of Scientist Officers entering into the Commissioned Corps to a maximum of 9 years, which caused a low morale to take place within the category. While visibility of Scientist work was excellent within the category, the EB decided that a clear direction was needed to enhance the visibility of the work, leadership, and expertise performed by Scientist Officers was needed beyond the PAC to Commissioned Corps leadership and scientific partners. With a long-term approach, the EB developed three overarching goals:



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1. To better demonstrate how Scientist's officers are protecting and advancing the health of the nation in support the priorities of the OSG.
2. To act and advocate for Scientist officers to ensure scientific integrity, valued experience and knowledge added, and retention within the Scientist category.
3. To identify opportunities where USPHS Scientist can contribute scientifically and build stronger partnerships in order to promote visibility of our category.

In early fall of 2011, the EB presented the goals to the category on a monthly call and outlined which subcommittees could help strengthen these areas so that officers could provide feedback and participate in the combined efforts. The completed or on-going activities that addressed the goals are described below:

## **To better demonstrate how Scientist's officers are protecting and advancing the health of the nation in support the priorities of the OSG.**

- The 2011 Scientist Category Prevention Strategy was developed at the request of senior leadership. The 26-page report was developed under the Science Subcommittee and describes how the work of Scientist Officers support the seven priority areas under the National Prevention Strategy.
- "Recommendations for Scientist Category Relevance and Visibility" was developed by the Policy Subcommittee outlining recommendations to increase and promote Scientist Officer visibility.
- A webpage for the Scientist website on visibility was developed through the EB that outlines the Surgeon General's National Prevention Strategy, 2010-2015 HHS Strategic Plan, and the five priority areas. The purpose of the webpage is to inform officers of these important documents and provides recommendations to officers on how to demonstrate visibility of their work under the priorities and ways to improve visibility of the work of the category as a group [http://usphs-scientist.org/documents/Scientist\\_visibility.pdf](http://usphs-scientist.org/documents/Scientist_visibility.pdf)

## **To act and advocate for Scientist officers to ensure scientific integrity, valued experience and knowledge added, and retention within the Scientist category.**

- Development of a memo to the OSG requesting the reinstatement of the 17 year maximum T&E for Scientist Officers by the SciPAC chair. The memo draws from data showing that over 87% of Scientist Officers come into the category at greater than 9 years of experience.
- Development of a ready deployment list with specified additional variables to help identify willing and ready officers with the required experience upon request through the Recruitment, Retention, and Readiness subcommittee.
- Development of a publication list through the Science Subcommittee showing the number of publications since 2010 and integral subject matter expertise provided by the Scientist category to the Commissioned Corps.

## **To identify opportunities where USPHS Scientist can contribute scientifically and build stronger partnerships in order to promote visibility of our category.**



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- A Partnership working group, led by the vice-chair, was convened. This group was composed of five senior level officers and co-Chaired by the SciPAC Civil Service Liaison Dr. Paul Meechan in December 2011. The purpose of the group was to evaluate strategic partnerships to promote visibility beyond the PAC (e.g. DoD). An online survey was designed and administered to identify professional partner organizations critical to the success as scientists and PHS officers. Analysis of survey data will be used to inform a draft whitepaper to be submitted to the CPO with recommendations to advance and promote Scientist Category contributions and visibility through strategic partnerships.
- Two liaisons officer from our category have been sitting on the AMSUS preparation meetings to identify ways in which the Scientist Category can contribute to the AMSUS meeting in 2013 hosted by USPHS. Key partners will attend this meeting and will provide an opportunity to develop relationships.

## Liaisons

Angela Steele

532 23RD PL NE, Washington D.C. 20002

LT Yoran Grant

525 W Jefferson, First Floor, Springfield, IL 62761



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## B. SUBCOMMITTEE REPORTS

The subcommittees within the Scientist PAC have been extremely productive and willing to serve during this cycle. The subcommittees have engaged in high-level activities that support the category by improving officership through mentorship, career development, and by enhancing *Espirit de Corps*. The following section describes the mission, duties, activities and accomplishments and impacts of each of the Subcommittees. The Chair(s) and members of each subcommittee are also listed.

### AWARDS

**Chair:** LCDR James L. Kenney and **Co-Chair:** LCDR Fei Xu

**Mission:** To coordinate the distribution of information, solicitation of nominations, selection of recipients and the awards presentations of all SciPAC awards including the Derek Dunn Memorial Senior Scientist Officer of the Year, Junior Scientist Officer of the Year and Scientist Responder of the Year Awards.

#### **Major Duties:**

1. Prepare, guide and schedule annual award nominations for Responder of the Year Award, Junior and Senior Scientist of the Year Awards; develop draft example award write-ups and evaluation criteria for scientist award nominations.
2. Coordinate the award nomination according to the calendar so the Scientist Responder of the Year is awarded in time so their name could be submitted for the USPHS Responder of the Year Award; and the Junior Scientist of the Year and Senior Scientist of the Year were awarded in time to be included in the upcoming USPHS Scientific and Training Symposium Brochure.
3. Selected Senior Scientist Officer for the Chief Professional Officer's approval to serve on the judging committee; provided guidance and nominee ranking criteria to assist the confirmed members of the judging committee in their judging duties; evaluated nominee award packets to ensure they met the criteria for the submitted awards before sending them to the judges for their review and rankings; advised the SciPAC on ways to pro-actively encourage supervisors to nominate Scientist Officers for awards; and provide distribution, notices and reminders of award schedule.
4. Rated each nomination and averaged all ranked nominees; scheduled teleconferences to discuss and comment on nominee rankings prior to selecting our nomination for the award.
5. Forwarded the judging committee's nomination for each award and a justification for our decision to the Chief Scientist Officer for their approval / confirmation.
6. Solicited pictures and bios from each awardee.

#### **Accomplishments:**

1. Selected awardees for all three awards within the award deadline.
2. Submitted awardee's pictures and bios to the SciPAC Website Committee and the Scientist Newsletter for publication.
3. Trained Co-chair to act as Chair of Subcommittee for next year.



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**Impact:** Improved the awardee committee ranking process by providing better guidance to judges and those writing nomination packets. Successfully trained Co-chair to Chair Awards Subcommittee next year.

**Members:**

<u>Rank</u>	<u>Name</u>	<u>Mailing Address</u>
LCDR	James L. Kenney	1401 Rockville Pike (HFM-683), Rockville MD, 20852
LCDR	Fei Xu	1401 Rockville Pike (HFM-335), Rockville MD, 20852

### 2012 Scientist Responder of the Year Nomination Committee Members

- CDR Nicole Frazer 7700 Arlington Boulevard Falls Church, VA 22042
- CDR Matt Newland 5600 Fishers Lane, Rm 7A30, Rockville, MD 20857
- CDR Margaret Riggs 1600 Clifton Road NE, MS K-72 Atlanta, GA 30329

### 2012 Scientist Officer of the Year Nomination Committee Members

- CAPT William Taylor WO Bldg 51, 10903 New Hampshire Avenue, MS: Hfd-45 R, Silver Spring, MD 20903
- CAPT Christine Benally P.O. Box 9020, Window Rock , AZ 86515
- CDR Karon Abe 4770 Buford Highway MS K23, Atlanta, GA 30341
- CAPT Mehran Massoudi 1600 Clifton Road NE, Room 5206, Mailstop E-92 Atlanta GA 30333



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## CAREER DEVELOPMENT SUBCOMMITTEE

**Chair:** CDR Charlene Sydnor and **Co-Chair** LCDR Michael Smith

**Mission & Duties:** Responsible for advising SciPAC on issues affecting individual Commissioned Corps Scientists career progression, assignments, evaluations, promotions, and job satisfaction. Responsibilities include: CV Review of promotion eligible Scientists, Scientist Handbook review and upkeep, Position Classification (Billets), Promotion Advice, Performance Evaluation (COERS) advice, Pay and Allowances guidance, Training (Long and Short Term)

### **Accomplishments & Impacts:**

- Recruited 23 CAPTs and 6 CDRs as volunteers of the CV Review Team. A total of 36 CVs were submitted from officers eligible for 2012 promotion.
- The SciPAC Handbook Team reviewed the following sections of the SciPAC Handbook: "COERS", "Mobility", "Promotions", "Honor and Integrity", "Awards", "Getting Involved with COA", and "Uniforms".
- Revised "Top Tips for Scientists" document and renamed to "Top 2012 Top Tips for Scientist Officers". This document should be reviewed on an annual basis.
- A team of officers revised the "CV Guidelines" document, which is currently under review by CAPT Williams-Fleetwood.
- Coordinated two training sessions for SciPAC officers entitled, "Promotion Preparation for 2012" and "PHS awards process".
- Members of the SciPAC OBC Team attended 6 Open Houses during the 2011-2012 term. Team members attended a total of 10 OBC graduation ceremonies and presented letters and CPO coins to a total of 29 new Scientist officers.



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Members:

Rank	Name	Mailing Address
CAPT	Diana Bensyl - 2012 CV Reviewer	1600 Clifton Road NE, MS E-92, Atlanta, GA 30333
CAPT	William Burkhardt III - 2012 CV Reviewer	U.S. Food and Drug Administration, 1 Iberville Dr. Dauphin Island, AL 36528
CAPT	Mark Seaton - 2012 CV Reviewer	WO22-6371, USFDA, 10903 New Hampshire Avenue Silver Spring, MD 20993-0002
CAPT	Lisa Colpe - 2012 CV Reviewer	6001 Executive Blvd, Room 7143, MSC 9629, Bethesda, MD 20892-9629
CAPT	Timothy Nelle - 2012 CV Reviewer	CBER/FDA, 1451 Rockville Pike, Rockville, MD 20852
CAPT	Steven Sparenborg - 2012 CV Reviewer	6001 Executive Boulevard, Room 3125, Bethesda, MD 20892-9557
CAPT	Heidi Blanck - 2012 CV Reviewer	4770 Buford Highway, Rm 5063, MS K26, Atlanta GA 30341
CAPT	Ruth Jiles - 2012 CV Reviewer	1600 Clifton Road, NE, MS G-37, Atlanta, GA 30333
CAPT	Kathleen McDuffie - 2012 CV Reviewer	4770 Buford Highway Rm 1051, MS K O4, Atlanta GA 30341
CAPT	Gregory Lotz - 2012 CV Reviewer	CDC/NIOSH 4676 Columbia Parkway (MS C-22), Cincinnati, OH 45226-1998
CAPT	Ross Spears - 2012 CV Reviewer	1600 Clifton Rd NE, MS F-05, Atlanta, GA 30333
CAPT	Rickie Davis - 2012 CV Reviewer	4676 Columbia Parkway, Rm 319, MS C-27, Cincinnati OH 45226
CAPT	Rebecca Sheets - 2012 CV Reviewer	NIH/NIAID, Room 5145, 6700B Rockledge Dr. MSC-7628, Bethesda, MD 20892-7628
CAPT	Doug Thoroughman - 2012 CV Reviewer - CV Guidelines revisions - SciPAC handbook revisions (Awards)	Kentucky Department for Public Health, 275 E. Main St., MS: HS 2GW-C, Frankfort, KY 40621
CAPT	Ralph O'Connor - 2012 CV Reviewer - CV Guidelines revisions	CLFT Bldg 19 Cube 162.13, 1600 Clifton Road, N.E., MS D75, Atlanta GA 30329-4018
CAPT	Rob Lyerla - 2012 CV Reviewer	S/GAC, SA-29, 2nd Floor, 2201 C Street, N.W., Washington, D.C. 20522-2920
CAPT	Laura J. Draski	375 E Street SW, Patriots Plaza II, Room 11-4012





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	- 2012 CV Reviewer	Washington, DC 20024
CAPT	William Murphy - 2012 CV Reviewer	National Institute for Occupational Safety and Health, 4676 Columbia Parkway, MS C-27, Cincinnati, OH 45226-1998
CAPT	Nelson Adekoya - 2012 CV Reviewer	CENT Bldg 2500 Rm 1012, 1500 Clifton Road NE, MS E91, Atlanta, GA, 30329
CAPT	Gayle DeBord - 2012 CV Reviewer	National Institute for Occupational Safety and Health (MS-R2), 4676 Columbia Parkway, Cincinnati, OH, 45226
CAPT	John Hayes - 2012 CV Reviewer	711 Stewarts Ferry Pike, Suite 100, Nashville, TN 37214
CAPT	Michael Murray - 2012 CV Reviewer	FCI Beckley, P.O. Box 1280, Beaver, WV 25813-1280
CAPT	Kate Brett - 2012 CV Reviewer	3311 Toledo Ave., Room 6111, Hyattsville, MD 20782
CDR	Karen Hennessey - 2012 CV Reviewer	Unit 8600 box 1618, DPO, AP, 96515
CDR	Aaron Fleishaucer - 2012 CV Reviewer	North Carolina Division of Public Health, 1902 Mail Service Center, Raleigh, North Carolina 27699-1902
CDR	Ryan Novak - 2012 CV Reviewer - CV Guidelines revisions	1600 Clifton Road NE, MS C-25, Atlanta, GA 30329
CDR	Sharon Saydah - 2012 CV Reviewer	HYAT Bldg IV Rm 5311, MS P08, Hyattsville, MD, 20782
CDR	Sara Newman - 2012 CV Reviewer	Division of Risk Management, National Park Service 1201 Eye Street, NW STE 1135, Washington, DC 20005
CDR	Sally Hu - 2012 CV Reviewer	MSC 7660, 6011 Executive Blvd, Rockville, MD 20892
CDR	Mark Clayton - 4 OBC attendance	1077 Patchel Street, Fort Detrick, MD 21702
CDR	Nicole Frazer - Top 2012 Top Tips for Scientists entering the PHS revisions	7700 Arlington Boulevard, Falls Church, VA 22042
CDR	Jeff Goodie - Top 2012 Top Tips for Scientists entering the PHS	Department of Family Medicine, Room A1038, 4301 Jones Bridge Rd, Bethesda, MD 20814-4799



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	revisions	
CDR	Bryan Davidson - SciPAC Handbook Revisions (Getting involved with COA)	Langley Air Force Base, 74 Nealy Avenue, Hampton, VA 23665
LCDR	James Kenney - 1 OBC attendance	NLRC RMB2405, 5516 Nicholson Lane, Kensington, MD 20895
LCDR	Ruiqing Pamboukian - 2 OBC attendance	ELEM RM3039 HFC-140, 12420 Parklawn Drive, Rockville, MD 20857
LCDR	William Satterfield - 1 OBC attendance	7700 Arlington Blvd, Fall Church, VA 22042-5101
LCDR	Anne Purfield - 1 OBC attendance	1600 Clifton Road, MS C-09, Atlanta, GA 30322
LCDR	Adrienne Goodrich-Doctor - 1 OBC attendance	6610 Rockledge Drive, Room 2516, Bethesda, MD 20892
LCDR	Robin Toblin - 1 OBC attendance	503 Robert Grant Avenue, Silver Spring, MD 20910
LCDR	Raghu Samy - 2 OBC attendance	MPN2 RME120 HFD-630, 7500 Standish Place, Rockville, MD 20855
LCDR	Eric Zhou - 1 OBC attendance	MSC 6603, 6610 Rockledge Dr, Bethesda MD 20892
LCDR	Theodore Garnet - 1 OBC attendance	MPN1 RM1432 HFD-600, 7520 Standish Place, Rockville, MD 20855
LCDR	Demissie Zewditu - Top 2012 Top Tips for Scientists entering the PHS revisions - SciPAC Handbook Team, Lead - SciPAC Handbook revisions (COERS, Awards, Getting Involved with COA, Honor and Integrity, Uniforms, Mobility, and Promotions) - CV Guidelines Revisions	4770 Buford Highway, NE Rm 4042, MS K33, Atlanta, GA 30341
LCDR	Scott Steffen - Top 2012 Top Tips for Scientists entering the PHS revisions	MPN1 RM1436 HFD-600, 7520 Standish Place, Rockville, MD 20855
LCDR	Charlene Sydnor - Chair of Career Development subcommittee	MSC 7660, 6011 Executive Blvd, Rockville, MD 20892



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	<ul style="list-style-type: none"><li>- Organizer for CV review process</li><li>- 4 OBC attendance</li><li>- Top 2012 Top Tips for Scientists entering the PHS revisions</li><li>- Handbook revisions (all sections)</li><li>- CV Guidelines Revisions</li></ul>	
LCDR	Mike Smith <ul style="list-style-type: none"><li>- Co-Chair of Career Development subcommittee</li><li>- Organizer for OBC volunteers</li><li>- 7 OBC attendance</li><li>- Lead on Top 2012 Top Tips for Scientists entering the PHS revisions</li><li>- Top 2012 Top Tips for Scientists entering the PHS revisions</li></ul>	WOC2 RM2227 HFM-481, 1451 Rockville Pike, Rockville, MD 20852
LCDR	Dominic Frasca <ul style="list-style-type: none"><li>- SciPAC Handbook Revisions (Honor and Integrity, Uniforms)</li></ul>	10903 New Hampshire Ave, Bldg 32 RM 378, Silver Spring MD 20993
CDR	Ingrid Pauli <ul style="list-style-type: none"><li>- SciPAC Handbook Revisions (Mobility, Promotions)</li></ul>	2849 Crossings Dr. Chesapeake, VA 23321
LT	Jessica Cole <ul style="list-style-type: none"><li>- 3 OBC attendance</li></ul>	WO51 RM4159, 10903 New Hampshire, Silver Spring, MD 20993
LT	Michelle Rodriguez <ul style="list-style-type: none"><li>- 1 OBC attendance</li></ul>	WO66 RM5546, 10903 New Hampshire, Silver Spring, MD 20993
LT	Kelsy Hoffman <ul style="list-style-type: none"><li>- Top 2012 Top Tips for Scientists entering the PHS revisions</li></ul>	WOC2 RM2329 HFM-481, 1451 Rockville Pike, Rockville, MD 20852
LT	Elizabeth Irvin-Barnwell <ul style="list-style-type: none"><li>- Top 2012 Top Tips for Scientists entering the PHS revisions</li></ul>	4770 Buford Highway NE, Ms: F-57, Rm 3009.17 Chamblee, GA 30341





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## **CATEGORY DAY**

**Chair: CDR Matthew Murphy and Co-Chair LCDR Jennifer Adjemian**

**Mission:** The Scientist Professional Advisory Committee (SciPAC) Category Day Subcommittee is responsible for the organization and implementation of the Scientist Category Day held during the annual United States Public Health Service (USPHS) Scientific Training and Symposium. Scientist Category Day is an opportunity for informational, professional, and scientific discourse among USPHS officers in the Scientist category.

### **Major Duties:**

- Organizing the Category Day subcommittee and workgroups
- Scheduling regular meetings throughout the year
- Participating in monthly calls with USPHS Conference organizers
- Coordinating with the category day workgroups to develop the category day activities (such as scientific presentations, panel discussions, poster presentations, current topic discussions, professional development, social event, category day evaluations)
- Finalizing the category day agenda
- Identifying and communicating with scientific presenters (including organizing topic selection, the abstract selection process, registration, honorariums, and thank you notes)
- Organizing session moderators
- Communicating with SciPAC leadership and reporting category day and USPHS conference activities to the SciPAC

### **Accomplishments:**

- Developed Agenda for 2012 USPHS Symposium Scientist Category Day
- Released a call for Abstracts from the scientist category and utilizing a blind review methodology selected presenters for category day
- Identified the category day keynote speaker and panelists for the USPHS Retired Scientist Panel and assisted with travel and registration logistics
- Attended bi-weekly USPHS Symposium calls to coordinate our activities with the larger USPHS Symposium Organizers
- Collaborated with the Mentorship Subcommittee to establish a location and time for the mentor-mentoree question and answer meet and greet held at the USPHS Symposium
- Organized the Scientist Social Outing
- Prepared the meeting room prior to Category Day
- Communicated with the Surgeon General's group to coordinate her visit to our category
- Communicated Scientist Day Information and Opportunities to the Scientist Category

### **Impact:**

- 80 Scientists attended the 2012 USPHS Symposium and Scientist Category Day
- 12 USPHS Officers presented their research or served on the panel during Category Day
- 5 Officers served as moderators during the Scientist Category Day
- Over 35 officers attend the Scientist category social
- In addition to the established agenda, Scientist Category Day served as a forum to discuss current USPHS concerns, present leadership updates, network with other officers, present awards to officers, and learn about the history of USPHS.



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- Allowed scientists to learn about the diverse range of work being led by scientists in our category and build unity within our category.

## Members:

Rank	Name	Mailing Address
LCDR	Matthew Murphy	4770 Buford Highway, Atlanta, Ms: F57, Rm: 03114.12, GA 30341
LCDR	Jennifer Adjemian	9000 Rockville Pike, Msc-2665, Room 15B/100 Bethesda, MD 20892
LCDR	Deborah Dee	4770 Buford Highway MS K-22 Atlanta, GA 30341
LCDR	Mark Miller	Ariel Rios Building, 1200 Pennsylvania Avenue, N.W. Washington, D.C. 20460
CAPT	Mehran Massoudi	1600 Clifton Road NE, Room 5206, Mailstop E-92 Atlanta, GA 30333
LCDR	John Stansberry	6011 Executive Blvd. Suite 325, MS: 7660 Rockville, MD 20852United States
LCDR	Robin Toblin	503 Robert Grant Avenue, Silver Spring, MD 20910
CDR	Samuel Dutton	250 Wood Road, Annapolis, MD 21402
LCDR	Stephanie Rutledge	4770 Buford Highway, Ms: K-20 Atlanta, GA 30341
LCDR	Danielle Iuliano	1600 Clifton Road NE , MS: A-32, Rm: B-49 Atlanta, GA 30329
LT	Mark Miller	Ariel Rios Building, 1200 Pennsylvania Avenue, N.W. Washington, D.C. 20460
CDR	Margaret Riggs	1600 Clifton Road NE, MS K-72 Atlanta, GA 30329



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## MENTORING

**Chair:** CAPT Boris Aponte and **Co-Chairs:** CAPT Diana Bensyl; CAPT Mark Methner

### **Mission:**

- The mission of the SciPAC Mentoring Program is to provide the opportunity to all officers of the Scientist Category to achieve their full professional potential by benefiting from being mentored by a senior officer.

### **Major Duties:**

- The program will achieve its mission by:
  - Providing support and services to all mentors and mentees.
  - Promoting the program.
  - Keeping records of the matched pairs and providing recognition to those involved.
  - Monitoring the success of the program and making any necessary changes.

### **Accomplishments:**

- Approximately 25 new mentor mentee matches were made and recorded.
- Update current Mentor/Mentee records.

The need to find out the status of all prior mentor-mentee matches was determined to be a high priority. Up until now, there has not been a systematic effort to assess if the existing mentor assignments have been active or to update their current contact information. As a result of updating the status of these matches, many previously assigned mentors are now available for new assignments. At this time, this project has been completed. This Subcommittee recommends that this activity be repeated biannually.
- Generated and implemented a written agreement that is customizable to the unique needs and goals of the mentee.

The survey findings pointed to the need to provide more structure and formality to the working relationships of mentors and mentees. The objective of this effort is to elicit a conversation between mentors and their mentees in order to formalize their working relationship and develop a working structure. The SciPAC Mentoring Subcommittee has developed a Mentor-Mentee agreement that allows the Mentee to write in their specific goals in accordance with their needs (i.e., CV review, preparation for promotions, career development). Additionally, after discussion between both parties, the Mentee will write in the minimum frequency with which they will contact their Mentor for consultations. This agreement is dated and sent to the Subcommittee for documentation purposes and it is renewed on an annual basis. This agreement is being implemented with all the new and current mentor-mentee. The Subcommittee recommends that the relationship be no longer than two continuous years, however, the relationship and agreement can be terminated at any time by either party.
- Generated and distributed a one page reference handout outlining the SciPAC's Mentoring Program.



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The need to develop a quick reference tool was evident from the survey findings. The SciPAC Mentoring subcommittee has developed an informational one-page handout on the Mentoring Program for both Mentors and Mentees. This document provides guidance on the roles and responsibilities of both parties as well as the suggested duration of the relationship. This latter issue was found to be important to both the Mentors and Mentees. This document has already been circulated via the SciPAC listserv, posted on the website, was sent to all registered and new mentors and mentees.

- SciPAC Mentoring Survey Report (submitted Spring 2012).  
The Mentoring Subcommittee was tasked with revitalizing the status quo and creating a program that positively impacts all workers within the HHS/PHS and the Commissioned Corps. The first step in the process was determining the most important focus areas. Information on current practices and category-identified need areas was gathered and reported to PHS leadership. Useful critique from leaders received from this session was then brought to the committee for the revitalization of the SciPAC Mentoring Program.
- In 2011, the subcommittee surveyed SciPAC members regarding their opinion of SciPAC's Mentoring Program based on their experiences. The survey had two objectives: 1) capture data to identify concerns associated with SciPAC's current Mentoring Program, and 2) collect specific suggestions for program improvement. Surveys were sent via the SciPAC listserv and using the Scientist roster to reach all Scientists. This Spring, a report was submitted to the SciPAC chair detailing the most important findings and recommendations.
- Presentation at 2012 Scientist Category Day. LCDR Sancho presented the results from the Mentoring Survey and future projects.
- Meet and Greet at 2012 COF Annual Meeting. The subcommittee sponsored an informal gathering where junior officers came to meet senior officers and chat about areas of interest related to career progression, promotion efforts, and the mentoring program. CAPT Pamela Ching took the lead in addressing those present, sharing much valuable information. Approximately 13 officers were present.

## **Impact:**

The Mentoring Subcommittee is a critical component in providing transparency and a consistent message to all personnel within the Commissioned Corps, Tribal and Civil Service personnel. The subcommittee has worked with other PACs to share ideas, overcome difficulties, and respond to PHS leadership's call for improved mentoring. The accomplishments of all these groups will assist the PHS Mentoring Program to establish an effective mentoring program for all of PHS.

Recognizing that professional development through mentorship can be highly beneficial to both mentor and mentee, mentoring is a critical element in preparing individuals as leaders of the future. Mentorship represents an individual commitment to seeking out, identifying, and developing in a variety of ways the leaders of the future. The dynamic evidenced-based





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materials and sustained service in ensuring successful mentoring relationships created by the SciPAC mentoring subcommittee enable a timely response to PHS Leadership, Scientists, and all agencies and categories combined.

## **Members:**

CAPT Boris Aponte  
Scientific Review Officer  
Office of Extramural Research, Education, and Priority Populations  
Agency for Healthcare Research and Quality (AHRQ)  
540 Gaither Road, Room 2219  
Rockville, MD

CAPT Diana Bensyl  
EIS Field Assignments Branch  
Scientific Education and Professional Development Program Office  
Office of Surveillance, Epidemiology, and Laboratory Services  
Centers for Disease Control and Prevention  
1600 Clifton Road NE, MS E-92  
Atlanta, GA 30333

CAPT Mark Methner  
Senior Industrial Hygienist  
Centers for Disease Control and Prevention (CDC)  
National Institute for Occupational Safety and Health (NIOSH)  
Hazard Evaluations and Technical Assistance Branch (HETAB)  
4676 Columbia Parkway, MS R-11  
Cincinnati, Ohio 45226

CDR Angela Smith  
116 Fallen Leaf Drive  
Columbia, SC 29229

CDR Jacqueline C. Sram  
Supervisor, FDA/PRL-SW Drug Chemistry & Medical Devices  
19701 Fairchild  
Irvine, CA 92612

CDR Adrienne J. Goodrich-Doctor  
Strategic Planning and Evaluation Branch/OSPIDA/NIAID  
National Institutes of Health (NIH)  
6610 Rockledge Drive, Room 2514  
Bethesda, MD 20892



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LCDR Alfredo R Sancho  
HHS Representative/Liaison at NORAD-NORTHCOM  
U.S. Department of Health and Human Services  
Office of the Assistant Secretary for Preparedness and Response  
200 Independence Ave, SW  
Washington, DC 20201



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## POLICY

### Chair CDR Nicole Frazer and Co-Chair LCDR Minglei Cui

**Mission:** The purpose is to support the SciPAC and the CPO in the review of selected policies, procedures, and guidelines that are sent to the PAC for review. Members read and offer their input to the creation and implementation of these materials.

### **Accomplishments & Impacts:**

During the term, we reviewed 3 documents:

1. Applicant Priority Processing: reviewed by the Chair only
2. Teleworking Policy and Use of an Alternative Work Space
3. Draft POM and FAQs on Uniform Wear

- All assignments were completed on time with an average response rate of 52.7%.
- All comments were compiled and further reviewed by the PAC Chair and CPO before sending to the relevant requesting offices.
- The committee also created a Whitepaper entitled *Recommendations for Science Officer Visibility and Relevance*. This involved a two-part process of surveying the policy committee members and then compiling and integrating the responses into one Whitepaper. The recommendations of the Policy Committee were later reviewed with the Executive Board. A website has recently been created focused on increasing Scientist Officer visibility.
- SciPAC 2011 – 2012 Policy Review Subcommittee was formed in September 2011 with 33 members, including 28 members from the last term. During the year, additional officers joined the subcommittee. Currently we have 36 members from the agencies of CDC (11), DHS (1), FDA (9), BOP (1), DOD (7), EPA (2), HRSA (1), NIH (2), USUHS (1), and ASPR (1):

Rank	Last Name	First Name	Agency	Address
CDR	Frazer	Nicole	DoD	7700 Arlington Boulevard, Falls Church, VA 22042
LCDR	Cui	Minglei	FDA	7520 Standish Place, Derwood, MD 20855
CDR	Albrecht	William	EPA	245 Murray Lane Oha Stop 0410, Washington, DC 20528
CDR	Ayala	Carma	CDC	4770 Buford Highway, Rm: 4511, MS: K-47, Atlanta, GA 30341
LCDR	Belcher	Lisa	CDC	1600 Clifton Road Atlanta, GA 30333
LCDR	Belde	Robert	DoD	4102 Pinion Drive, Suite 100 Air Force Academy, CO 80840
CDR	Bennett	Marco	FDA	5600 Fishers Lane, HFD-630, Rockville, MD 20857



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LCDR	Bodart	Jennifer	DoD	1050 West Perimeter Road, Andrews AFB, MD 20762
LCDR	Bonzagni	Neil	FDA	158-15 Liberty Avenue MS: Hfr-Ne2, Room 5025, Jamaica, NY 11433
CDR	Chu	Dan-My	FDA	9200 Corporate Blvd Rockville, MD20850
LCDR	Clayton	Mark	EPA	1077 Patchel Street, Fort Detrick, MD 21702
CDR	Davidson	Bryan	DoD	Langley Air Force Base, 74 Nealy Avenue, Hampton, VA 23665
LCDR	Dee	Deborah	CDC	4770 Buford Hwy, NE, Mailstop K-22 Atlanta, GA 30341
LCDR	Goodie	Jeffrey	USUHS	4301 Jones Bridge Road, Bethesda, MD 20814
LCDR	Highsmith	Keisher	HRSA	Parklawn Bldg., Rm 18-12, 5600 Fishers Lane, Rockville, MD 20857
CDR	Hunter	Christine	NIH	6707 Democracy Blvd , Bethesda, MD 20892
CDR	Hunter	Christopher	DoD	5111 Leesburg Pike Falls, Skyline 5, Suite 810, Church, VA 22041
LCDR	Lacayo	Juan	FDA	Woc2, Room# 2325, 1451 Rockville Pike, Rockville, MD 20852
CAPT	Lawrence	Theresa	ASPR	2111 Jefferson Davis Hwy, Apt 2135 Arlington, VA 22202
LCDR	Lowther	Sara	CDC	1600 Clifton Road, NE, MS:E05, Rm 2210, Atlanta, GA 30333
CDR	MacGill	Tracy	NIH	Wo Bldg 32, Room 4136, 10903 New Hampshire Avenue, Silver Spring, MD 20993
LCDR	Nielsen	Carrie F.	CDC	1600 Clifton Road, Ms: A06, Atlanta, GA 30333
CDR	Novak	Ryan	CDC	1600 Clifton Rd NE, Atlanta, GA 30333
LCDR	Perrine	Cria	CDC	4770 Buford Highway, Ms: K25, Rm: 5083, Atlanta, GA 30341
CDR	Pevzner	Eric	CDC	1600 Clifton Road NE, Ms: E-10, Rm 1305, Atlanta, GA 30333
LCDR	Purfield	Anne	FDA	1600 Clifton Road, MS C-09, Atlanta, GA 30322
CDR	Robbins	Danisha	CDC	289 Ireland Avenue, Fort Knox, KY 40121
LCDR	Satterfield	William	DoD	5111 Leesburg Pike, Falls Church, VA, 22041
CDR	Schneider	Diana	DHS	
CDR	Schuyler	Donna	BOP	Box 9500, Attn: Psych Dept, Texarkana, TX, 75505
LCDR	Smith	Mike	FDA	WOC2 RM2227 HFM-481, 1451 Rockville Pike, Rockville, MD 20852
LCDR	Spikes	Pilgrim	CDC	1600 Clifton Road NE, Room 5147, MS:E37 Atlanta, GA 30333
LCDR	Stiller	Karl	DoD	



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LCDR	Yip	Fuyuen	CDC	2400 Century Blvd, Mailstop E-17, Rm 3301.11, Atlanta, GA, 30345
LCDR	Wally	Jeremy	FDA	Woc2 Bldg, Rm: 2240, 1451 Rockville Pike, Rockville, MD 20852
CDR	Zhang	Yi	FDA	Mpn1, Rm 1357, 7520 Standish Place, HFD-650, Rockville, MD, 20855

## RECRUITMENT, RETENTION, AND READINESS

**Chair:** LCDR Matt Breiding **and Co-Chair:** CDR Sally Hu

**Mission:** The Recruitment, Retention, and Readiness (RRR) subcommittee will strive to enhance efforts to recruit and retain highly qualified Scientist officers and optimize the preparedness of Scientists to serve during public health emergencies.

### **Major Duties:**

- Provide Career Opportunity updates
- Encourage the culture of “Every officer is a recruiter”
- Coordinate implementation of the Associate Recruiter Program in SciPAC
- Coordinate and advise OPDIV (or PHS) recruiting contacts on scientist-specific information needed for effective recruitment
- Assist and promote the effective use of scientists in response to emergencies affecting public health
- Inform Scientist officers about emergency response training opportunities and deployment processes.
- Communicate Basic Readiness Status of the Category and encourage and assist in attaining a high level of readiness as a Category.

### **Accomplishments:**

**Facebook Response Plan.** We revised the existing plan to respond to Scientist specific questions posted to the PHS Facebook page. The plan incorporates all of the subcommittee members with the goal of providing brief, accurate answers with CPO review within 24 hours. During the course of the year the RRR subcommittee responded to the first Facebook inquiries that were made since the initial plan was put into place.

**Responded to Prospective Officers.** We received a number of requests for information from scientists considering a career in the Corps. In each case we sent emails and in some cases followed up with phone calls. In each case we strive to answer all of the questions as completely as possible. Responses to questions were made quickly. On several occasions we received comments on how helpful we were.



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**Monthly Readiness Reports.** We provided SciPAC monthly readiness numbers based on calculations made from raw readiness data as supplied by OCCO. In every case, the two datasets received were mis-matched, and required cross-validation and editing. The subcommittee helped monitor and maintain readiness for SciPAC, and when needed provided instructions, encouragement, and answered questions regarding readiness/non-readiness status.

**Attempts to Understand a Large Month-to-Month Increase in Officers who are not Basic Ready.** On March 1<sup>st</sup>, the SciPAC readiness numbers evidenced a significant increase in the number of Scientist officers designated as “not qualified” (from 18 to 39). Given that the number of non-qualified officers stays pretty consistent from month to month (rarely varying by no more than 1 or 2 officers), this was of concern. The numbers also showed a corresponding decrease in the number of exempt officers (from 44 to 27). Finally, another change that was noted was that the exempt officers typically have a blank space under the “readiness” column of the spreadsheet but at that time they were specifically listed as “exempt.” This may have indicated a change in how OFRD calculates readiness status, or perhaps reflected a change in requirements for exempt status. Attempts to contact OFRD were unsuccessful. This issue was raised with SciPAC executive leadership and on a SciPAC call but no satisfactory explanation was identified.

**Initiation of Notification and Assistance to Officers Who Have Recently Lost Basic Readiness Status.** After consultation with the SciPAC Chair, CDR Abe, and other RRR subcommittee chairs, a decision was made that the RRR subcommittee will send out courtesy emails to Scientist officers who are noted as being not basic ready in the monthly data we receive. In these emails we will note that an officer is not basic ready and offer to provide assistance in returning to basic ready status. This will only be a one-time email sent to those officers who were basic ready the month prior and are now designated as not basic ready. The goal of this effort is simply to provide more targeted assistance to individual officers and to hopefully maintain or bring up our category-level readiness numbers.

**Maintenance of Deployment Spreadsheet.** From time to time the Chief Scientist Officer receives deployment requests for one or more scientist officers in support of the OFRD system. In order to facilitate these requests, a spreadsheet was created and sent out to all SciPAC officers to collect relevant information that will help the Chief Scientist Officer to select the officer or officers that best fit the needs of each particular mission. Those scientist officers who were interested in being deployed were asked to complete the spreadsheet, as well as to send a copy of their CV summary sheet. The information is then collected by an RRR subcommittee member in preparation for a request from the Chief Scientist Officer. This represents an additional, voluntary avenue for scientist officers to be deployed.

**Direct Recruiting Efforts.** RRR subcommittee members spend a substantial amount of time contributing to the recruitment of new officers. In June 2012 RRR subcommittee members were



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surveyed and although only half of the members responded they indicated that they had spent an estimated 161 hours in direct recruiting efforts, broken down into the following categories:

- Support at conferences: 32
- School visits and other presentations: 50
- Applicant placement assistance committees: 23
- Other hours (answering Facebook questions, making presentations to non-school groups, answering questions from individuals who express interest in the Corps, some administrative work such as setting up the Facebook response plan): 56

**Call to Active Duty Advisory Group.** A Call to Active Duty (CAD) Working Group, within the now DCCPR Recruitment Branch, had been working for some time to deal with the backlog of 1200 applicants that submitted applications prior to the restrictions on accepting new applications. The coordinator of this CAD Working Group, CDR Thomas Pryor, identified the need for an Advisory Group made up primarily of RRR subcommittee chairs from each category. CDR Pryor asked for the help of our subcommittee members in serving as mentors and advocates for the current applicants that are earmarked for the scientist category. This mentorship primarily includes answering applicants’ questions about our category, our particular agency, our discipline. He also requested that the RRR subcommittee assist these applicants in finding jobs by encouraging the larger SciPAC group to forward job announcements that look like a good fit for new, incoming officers. The RRR subcommittee has responded to these requests by emailing the applicants, offering our assistance, and answering their questions. We also made a request, and will continue to make requests, on SciPAC calls to forward job announcements to a designated RRR subcommittee member who will forward them on to the applicants’ email addresses. Finally, this same designated RRR subcommittee member has been tasked with collecting applicants’ CVs so that SciPAC officers can specifically target the distribution of job announcements, if desired.

**Impact:**

The RRR subcommittee provided the larger SciPAC with information and assistance related to basic readiness status. In addition, we provided assistance to DCCPR through our efforts to assist with the backlog of assisting applicants. We also provided a significant number of hours in direct recruiting efforts that hopefully resulted in the successful recruitment of new PHS officers. Finally, we publically represented our category and the larger PHS through the inquiries we responded to via the Facebook response plan.

**Members:**

<u>Rank</u>	<u>Name</u>	<u>Mailing Address</u>
LCDR	BREIDING, MATTHEW J. (2012 Chair)	4770 Buford Highway NE, Room 2018, MS K-60, Atlanta, GA 30341
CDR	HU, SALLY H. (2012 Co-Chair)	6011 Executive Blvd, Ste 325, MS 7660, Rockville, MD 20852



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CAPT Murry, Mike

CDR Seo, Paul

CAPT McLaughlin, Michael

LCDR Balbir, Alexander

CDR Clayton, Mark D.

CDR Frasca, Dominic

CDR Frazer, Nicole L.

CDR Hunter, Christopher L.

CDR Krick, Robert L.

LCDR Myers, Todd E.

LCDR Pamboukian, Ruiqing

LCDR Parks, Sharyn

LCDR Smith, Michael

LT Rodriguez, Michelle

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Avenue, MS:4125, Silver Spring, MD 20993

12420 Parklawn Drive, Rockville, MD  
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8901 Wisconsin Ave, Bethesda, MD  
20889

1077 Patchel Street, Fort Detrick, MD 21702

Wo Bldg 32, Rm 1378, 10903 New  
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20993

7700 Arlington Boulevard Falls Church, VA  
22042

5111 Leesburg Pike Falls, Skyline 5, Suite  
810, Church, VA 22041

5880 State Hwy 67, South  
Florence, CO 81226

503 Robert Grant Avenue, Silver Spring,  
MD 20910

12420 Parklawn Drive, Elem 3039,  
Rockville, MD 20857

4770 Buford Highway NE  
MS: F-64, Atlanta, GA 30341

1451 Rockville Pike, Room# 2227, Rockville  
MD 20852

WO Bldg 66, 10903 New Hampshire  
Avenue, Room 5561, Silver Spring, MD  
20993





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## RULES AND MEMBERSHIP

**Chair, Ryan Novak**

**Mission:** Shall be responsible for discussing issues relevant to operating procedures for the SciPAC; to handle and recommend to the SciPAC actions necessary for smooth administrative operation; and to evaluate and make recommendations on those issues that may arise which do **not fit the responsibilities of the other standing subcommittees.**

### **Major Duties:**

- SciPAC Charter and SOP review
- SciPAC Subcommittee SOP annual updates
- SciPAC New Voting Member Nomination Process

### **Accomplishments & Impact:**

- Tri-annual revision of the SciPAC Charter was completed in 2010-11 and subsequently approved by the OSG, thus a formal review of the Charter was not necessary. The SciPAC Charter and SOPs were informally reviewed and minor changes were noted in track changes and archived for 2013 submission for OSG approval.
- Subcommittee Chairs/co-Chairs were requested to review and revise their SOPs as necessary; the Rules and Membership SOPs were reviewed and minor updates were noted. Updated SOPs will be archived for member access on the SciPAC website.
- In May 2012 the R&M Chair reviewed the current membership, the ratio of Jr/Sr Officers, the Agency distribution, and identified the number of slots available for prospective voting membership; edited the self-nomination form; and sent out a call for the calendar SciPAC nominations for voting membership email on the USPHS list-serv.
- During May-June 2012 the R&M Chair compiled the applicants' self-nomination packet; requested supporting data from the SciPAC Executive Secretary (SciPAC call attendance) and SciPAC Recruitment, Readiness, and Retention Subcommittee (Basic Readiness); scheduled a June R&M Subcommittee meeting, and distributed the self-nomination packets to the subcommittee members for rankings; prior to the June teleconference, compiled the rankings and distributed to subcommittee members.
- On June 29, 2012 the R&M Subcommittee met by teleconference to discuss each of the applicants and unanimously selected seven officers to recommend for voting membership; a nomination package was subsequently prepared and submitted to CPO for consideration on July 9, 2012.
- On August 2, 2012 the OSG approved the seven officers for SciPAC Voting Membership, and the R&M Chair notified each officer individually to inform of their selection and welcome them to the PAC. Officers whom were not selected were also notified of the decision, and feedback from the R&M Subcommittee was provided regarding areas where the Officer could increase their support of the PAC.

SciPAC Membership Nomination Committee:



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Rank	Name	Agency	Address
CDR	Ryan Novak <i>Chair</i>	CDC	Centers for Disease Control and Prevention 1600 Clifton Road, N.E. MS C-25 Atlanta, GA 30333
CDR	Karon Abe <i>Chair ex-officio</i>	CDC	Centers for Disease Control and Prevention 4770 Buford Highway MS K-23 Atlanta, GA 30341
CAPT	Diana M. Bensyl	CDC	Centers for Disease Control and Prevention 1600 Clifton Road, N.E. MS E-92 Atlanta, GA 30333
LCDR	James L. Kenney	FDA	Food and Drug Administration 5516 Nicholson Lane HFM-683 Kensington, MD 20895
CDR	Matthew J. Newland	HRSA	Health Resources and Services Administration 5600 Fishers Lane Parklawn Bldg, Rm 7A30 Rockville, MD 20857
CAPT	Dennis R. Spears	CDC	Centers for Disease Control and Prevention 1600 Clifton Road, N.E. MS D-75 Atlanta, GA 30333
CDR	Rachel Avchen	CDC	Centers for Disease Control and Prevention 1600 Clifton Road, N.E. MS E-86 Atlanta, GA 30333



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## SCIENCE

**Chair:** CDR Jacqueline Sram and **Co-Chair:** CAPT Rachel Avchen

### **Mission:**

This mission of the Science subcommittee is to elevate science and the stature of science in the Public Health Service.

### **Major Duties:**

The major duties for this subcommittee include:

- 1) Highlighting the importance of science in public health and the CC including significant scientific accomplishments involving Corps officers (Scientist as well as other categories)
- 2) Engaging SG's office on issues of science in public health

### **Accomplishments:**

The accomplishments for the subcommittee include

- 1) Development of the Scientist Category Prevention Strategy
- 2) Compilation of Scientist Officer Publication list (in progress)

### **Impact:**

The Scientist Category Prevention Strategy (SPS) was developed in support of the Surgeon General's National Prevention Strategy (NPS), issued in June 2011. The examples described in the SPS demonstrated the extensive work that Scientist Officers contribute to the public health. We have Scientist Officers at high level positions who contribute to policy development which impact Agency-wide operations. We have Officers working with high level officials (federal/state/local) to develop programs for the public health. We have officers working directly with the public to implement programs and/or collect information that contribute to policy and program development. Our Officers work on programs related to tobacco regulation and prevention, suicide prevention, substance abuse prevention, community improvement, violence prevention, youth educational programs, maternal health, and more. These examples are but a snapshot of the wealth and breadth of the work of all our Scientist Officers; the examples included in the SPS were limited to work which supported the seven priorities described in the NPS. The SPS was sent to the Office of the Surgeon General, through the CPO Board in December 2011. Though we are aware of the professional diversity within the Scientist Category, the development of the SPS provided actual examples that emphasized this fact to the OSG.

The compilation of Scientist publications is intended to be a continuous accumulation, starting from 2010, of publications authored by Scientist Officer(s). This publication list includes peer-reviewed journal publications, policy documents, internal Agency publications, books, book chapters, etc. These are examples of the even broader scope of work performed by Scientist Officers, beyond what was discussed in the SPS. Within one week of the submission



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announcement, we collected 100+ reference submissions. The Scientist Publication list will be available from the Scientist Category website via the Visibility webpage.

The examples in the SPS and the Scientist Publication list illustrate that Scientist Officers contribute to or directly impact almost every facet of the lives of the American public. In addition, the publications indicate Scientist Officers work equally with civilian staff as well as with fellow non-Scientist PHS Officers. The publication list re-enforces the visibility of PHS Officers within the physical work environment and also today’s global publication environment.

### Members:

A HUGE credit to the members of the subcommittee, especially in the development of the SPS. Everyone banded together to solicit and collect topic points, draft the SPS write-up, review and edit within 3 months.

Rank	Name	Mailing Address
CDR	Jacqueline Sram	FDA/PRL-SW 19701 Fairchild, HFR-PA260 Irvine, CA 92612
CAPT	Rachel Avchen	CDC 1600 Clifton Rd, NE MS E-92 Atlanta, GA 30333
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LT	Jessica Cole	CDER/OPS/NDMS 10903 New Hampshire Ave Building 51 Room 4159 Silver Spring MD 20993-0002
LCDR	Minglei Cui	FDA/CDER/Office of Generic Drugs 7520 Standish Place, MPN1 HFD-650, RM. 1409 Rockville, MD 20855
LCDR	Shane Davis	CDC/Office on Smoking and Health, Epidemiology Branch 4770 Buford Highway MS K-50 Atlanta, Georgia 30341
LCDR	Deborah Dee	CDC/Division of Reproductive Health 4770 Buford Hwy, NE, Mailstop K-22 Atlanta, GA 30341
LCDR	Zewditu Demissie	CDC/Research Scientist Division of Adolescent and School Health



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LCDR Tamara Henderson	U.S. Food and Drug Administration 1515 N. Federal Highway, Suite 111 Boca Raton, Florida 33432
LCDR David Huang	CDC/National Center for Health Statistics 3311 Toledo Road, Room 6311 Hyattsville, MD 20782
CAPT Christine Hunter	National Institutes of Health 6707 Democracy Blvd, Room 605 Bethesda, Maryland 20892-5460
LT Jean Ko	CDC/NCCDPHP/Division of Reproductive Health 4770 Buford Highway, Mail Stop K-23 Atlanta, GA 30341
LCDR Ashleigh May	CDC/Division of Nutrition, Physical Activity & Obesity 4770 Buford Hwy., NE; Mailstop K-26 Atlanta, GA 30341
CDR Sara Newman	Deputy Director Field Services NPS/Office of Public Health 1201 Eye Street, NW STE 1135 Washington, DC 20005
LCDR Sharyn Parks	CDC/National Center for Injury Prevention and Control 4770 Buford Hwy NE, MSF64 Atlanta, GA 30341
LCDR Cria Perrine	CDC/Division of Nutrition, Physical Activity, and Obesity 4770 Buford Hwy NE, Mailstop K-25 Atlanta, GA 30341
CAPT Meredith Reynolds	CDC/ONDIEH/NCCDPHP 4770 Buford Hwy, Mailstop K26 Atlanta, GA 30341
CDR Margaret Riggs	CDC/Career Epidemiology Field Officer Program 1600 Clifton Road NE, MS K-72 Atlanta, GA 30329
LCDR Loren Rodgers	Centers for Disease Control and Prevention Bldg. 24, Mailstop A-19 1600 Clifton Rd., NE Atlanta, GA 30329
LCDR Erin Sauber-Schatz	National Center for Injury Prevention and Control, CDC



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	4770 Buford Highway, N.E. Mailstop F62 Atlanta, GA 30341
CAPT Mark Seaton	WO22-6371 USFDA 10903 New Hampshire Avenue Silver Spring, MD 20993-0002
CDR Andrea Sharma	CDC/NCCDPHP/DRH, 4770 Buford Hwy, MS-K23 Atlanta, GA 30341
CAPT Steven Sparenborg	Center for the Clinical Trials Network NIH/National Institute on Drug Abuse 6001 Executive Boulevard, Room 3125 Bethesda, MD 20892-9557
CAPT Betty Tai	Center for Clinical Trials Network NIDA/NIH 6001 Executive Blvd, Bethesda, MD 20892
LCDR Jennifer Thomas	Centers for Disease Control and Prevention 1600 Clifton Rd., NE , MS D-11 Atlanta, GA 30329
CAPT Doug Thoroughman	CDC Career Epidemiology Field Officer Kentucky Department for Public Health 275 E. Main St., HS 2GW-C Frankfort, KY 40621
LCDR Eric Zhou	DMID Office of Regulatory Affairs NIH/National Institute of Allergy and Infectious 6610 Rockledge Drive, Room 6075/ MSC 6603 Bethesda, MD 20892-6603



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## VISIBILITY

**Chair:** CDR Danisha Robbins, Ph.D. and **Co-Chair:** LCDR Theodore Garnett

**Mission:** To inform SciPAC and Scientist officers on scientific activities, accomplishments, and opportunities available throughout the PHS and to increase the visibility of the Scientist category.

**Major Duties:** Scientist Newsletter, Public Relations, Public Speaking, Special Events, Science Fair judging.

## **Accomplishments:**

- Produced 3 Scientist Newsletters in 2012. Redesigned layout in last issue, creating a Special Focus Section.
- Recruited Psychologists at the American Psychological Association convention, August, 2012.
- Served as judges at 7+ Science Fairs at various junior and senior high schools across the United States.
- Provided training to Air Force clinical psychology residents at Malcolm Grow Medical Center.
- Conducted a PHS Recruitment Seminar for pharmacy and graduate students at Florida A&M University.
- Participated the Lunar New Year community outreach event in Gaithersburg, MD in conjunction with the Asian Pacific American Officers Committee (APAOC).
- Set up an exhibit booth at the 2nd USA Science and Engineering Festival in Washington, DC to promote the PHS and recruit new officers.
- Presented information on PHS and job opportunities to an undergraduate epidemiology class at Franklin and Marshall College in Lancaster, PA.
- Represented SciPAC at PHS Awareness Day at the FDA's White Oak Campus in Silver Spring, MD.
- Delivered a presentation to national and international health professionals attending the "Epidemiology in Action" course, sponsored by Emory University.
- Chaired the NIH Commissioned Corps Uniform Symposium in Bethesda, MD.
- Wrote numerous articles for the SciPAC newsletter to include JOAG spotlight articles, special interest pieces, and officer spotlight articles.
- Teamed up with the Centers for Disease Control (CDC) camp for high school students to present information on USPHS and environmental health.
- Judged the poster session at the 2012 National Conference on Health Statistics in Washington, D.C.
- Presented at the Correctional Mental Health Care Conference in Chicago, IL on delivering mental health care within Immigration Health Services.



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- Shared information on USPHS and opportunities within the Corps to students at Johns Hopkins University School of Public Health (and other universities/colleges)
- Appeared at OBC to welcome new Scientists and took part in the pinning ceremonies of new USPHS officers.

Impact: All of these visibility events promoted the USPHS as a whole and highlighted the special work done by Scientists. Also, through the newsletter, information sharing occurred among the entire group of Scientists, raising the awareness on issues such as promotions, uniforms, conferences, and the specific work among the Scientist group. Many individuals in high school and colleges were made aware of USPHS and SciPAC and how they might be an asset to the Corps. Professional development also occurred via the authorship of articles, teaching of Corps values, and learning correct uniform wear.

Members:

## Names and Addresses of Officers for Visibility Subcommittee Appreciation Letter:

1. Loren Rodgers, Ph.D.  
LCDR, USPHS  
Policy and Practice Program Office CDC  
Ohio Department of Health, Bureau of Infectious Diseases  
246 North High St.  
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2. Carma Ayala, PhD  
CDR, USPHS  
Division for Heart Disease and Stroke Prevention  
4770 Buford Highway, NE, MS K-47  
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3. Erin Nichols, Ph.D.  
LT, USPHS  
National Center for Health Statistics  
Centers for Disease Control and Prevention  
3311 Toledo Rd., RM 2423, MS P08  
Hyattsville, MD 20782
4. John Pesce, Ph.D.  
LT, USPHS  
National Institute of Allergy and Infectious Diseases  
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CDR, USPHS  
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6. Scott Steffen, Ph.D.  
LCDR, USPHS  
Department of Health and Human Services Microbiology Reviewer  
U.S. Food and Drug Administration  
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7. Anne Dobmeyer, Ph.D.  
CDR, USPHS  
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Dayton, OH 45409
8. Fei Xu, Ph.D.  
LCDR, USPHS  
NIH Building 29, Room 329  
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9. Robert Williams, Ph.D.  
CDR, USPHS  
ATSDR, CDC  
4770 Buford Highway  
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Chamblee, GA 30341
10. Nicole Frazer, Ph.D.  
CDR, USPHS  
Executive Officer  
Psychological Health Strategic Operations Force Health Protection and Readiness  
Programs OASD (Health Affairs) Defense Health Headquarters (DHHQ)  
7700 Arlington Boulevard  
Falls Church, VA 22042
11. David Laird, Ph.D.  
CDR, USPHS



# United States Public Health Service



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6502 S. Archer RD  
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12. Theodore Garnett, Ph.D.  
LCDR, USPHS  
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Office of Generic Drugs  
U.S. Food and Drug Administration  
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13. Fuyuen Yip, PhD, MPH  
CDR, USPHS  
Air Pollution and Respiratory Health Branch Division of Environmental Hazards and  
Health Effects National Center for Environmental Health, CDC  
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14. Amy Freeland, PhD  
LCDR, USPHS  
Centers for Disease Control and Prevention/Vessel Sanitation Program  
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Atlanta, GA 30341
15. Eric Zhou, Ph.D., M.B.A.  
LCDR USPHS  
Office of Regulatory Affairs/DMID  
National Institute of Allergy and Infectious Diseases/NIH  
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16. John Stansberry, Ph.D.  
CDR, USPHS  
Infectious Disease & Medical Engineering Branch Office of Technology Transfer  
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Rockville, MD 20852-3804
17. James L. Kenney, D.Sc.  
LCDR, USPHS  
Microbiological Testing & Standards and Reagents Sections



# United States Public Health Service

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Food & Drug Administration  
1401 Rockville Pike - HFM-682  
Rockville, MD 20852-1448

Chair: Danisha Robbins, Ph.D.  
CDR, USPHS  
Bldg 1480  
12<sup>th</sup> Armored Division Avenue  
Fort Knox, KY 40121



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## WEBSITE

**Chair: CDR Wei Guo and Co-Chair: CAPT Cynthia Striley**

**Mission:** To provide useful and up to date information to USPHS Scientists, and increase the visibility of USPHS Scientists to the rest of the commissioned corps and society at large.

### **Major Duties:**

The major duty of the SciPAC Webpage Subcommittee is to maintain the USPHS Commissioned Corps Scientist Category web site, ensuring that useful and up to date information of interest to USPHS Scientists is readily available.

### **Accomplishments:**

We performed a major update of the website outlay at the beginning of the term, and successfully fulfilled all 40 website update requests, provided requested update content for the general USPHS website, participated on requested USPHS wide website related meetings, and documented progress.

### **Impact:**

The SciPAC website is not only available as a useful source of information for USPHS Scientists, but also as a source of information and guidance for persons interested in health science and careers. The SciPAC Website helps projects a good image of our USPHS Scientists and continues to promote public health science and interest.

### **Members:**

<u>Rank</u>	<u>Name</u>	<u>Mailing Address</u>
CAPT	Cynthia Striley	4676 Columbia Parkway C-26, Cincinnati, OH 45226
CAPT	John Mosely Hayes	USET, 711 Stewarts Ferry Pike, Nashville, TN 37214
CDR	Danice Eaton	4770 Buford Hwy, NE MS E88, Atlanta, GA 30341
CDR	Michael King	323 Glendale Ave, Decatur GA 30030
CDR	Wei Guo	14408 Foolish Pleasure Rd, Boyds, MD 20841
LCDR	Kamil Barbour	1043 Fielding Park CT, Atlanta, GA, 30319



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## C. LIAISON REPORTS

### **COF Report: LCDR Tegan Boehmer**

- As of September 1, 2011, the SciPAC account balance was \$2,852.62 and there was an inventory of 89 coins and 51 t-shirts (sizes: 0 XL, 18 L, 25 M, 8 S).
- As of August 31, 2012, the SciPAC account balance was \$2,454.68 and there was an inventory of 298 coins and 34 t-shirts (sizes: 0 XL, 7 L, 19 M, 8 S).
- During the 2011-2012 fiscal year, the total income was \$844.20 and the total expenses was \$1242.14.
- A total of 103 coins and 17 t-shirts were sold or donated. An additional 300 coins were purchased by SciPAC in May 2012 to replace the dwindling inventory (note: 312 coins were received from vendor).
- As a result of merchandise being lost in the mail, a new shipping policy was implemented that requires the purchaser to pay for shipping expenses (i.e., US Postal Service Priority Mail with delivery confirmation) or pick up the merchandise in person from the COF Liaison.

### **COA Liaison Report: CDR Sara Newman**

Mission: The objective of the COA Liaison this fiscal year has been to inform Scientists of key issues facing the Corps that the Commissioned Officers Association pursues. Below are some of the priorities:

- COA membership. This year the COA initiated a membership drive to boost membership. At the beginning of FY 2012, less than 60% of officers were members of the COA. The goal of the membership drive this year has been to boost membership to 75% to enhance COA's leverage to advocate more effectively on the issues that are most critical to the future of the Corps. While membership this year is experienced a slight growth, a priority for next FY will be to continue this membership campaign.
- Another priority for this past year has been to attract young, bright and eager public health and medical students into the Corps. The Public Health Sciences Track (PHS Track) is such a program. The program was passed by Congress in March of 2012 as part of the Affordable Care Act. The language in the law directs the DHHS Secretary to transfer the necessary funds for the program to go into effect, yet the Secretary has not yet funded the program. The PHS Track program would create an ROTC-like mechanism to expand the Corps. The COA is working hard to identify funding for this essential program and to nudge the HHS Secretary to support it.
- Addressing the status of PHS officers during government furlough has been another issues of concern for COA. When the Secretary of Health issued a statement that said Officers could be furloughed during a government shutdown, the COA acted immediately to challenge this statement. This issues will continue to be at the forefront of COA's agenda.
- Another item that brought attention to COA this year, was legislation that was signed by the President that removed Senate confirmation of PHS officers for promotion. Because



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all other uniformed services (except NOAA) will still require Senate confirmation, COA is concerned about how this legislation impacts the question of PHS parity with our sister services.

This year as COA Liaison I wrote several articles for the Scientist newsletter to update scientists about current and emerging issues facing the Corps I also informed scientists at monthly meetings and in response to phone calls about current issues and about educational opportunities (i.e. COA Symposium) and new COF publications related to Corps interests and activities. I also sought input/feedback from scientist officers on issues facing the Corps that could be brought to the attention of COA for action and invited our Scientists to become actively involved in COA activities at the national level. Finally this FY I responded to questions/feedback from scientist officers on COA activity that relate to the Corps

## **JOAG Liaison Report: LCDR Scott Steffen**

**Mission:** To provide JOAG updates to SciPAC members. The liaison provides information that typically affected only junior officers, but sometimes is applicable to senior officers too.

**Major Duties:** Provide JOAG liaison reports at every SciPAC meeting, draft SciPAC newsletter articles for each newsletter issue, provide guidance or JOAG prospective as needed. Specifically, information will be provided about JOAG meetings, events, publications, merchandise, awards, and membership announcements. In addition, information about JOAG will be forwarded to the SciPAC secretary to be distributed to the listserve. Consequently, all relevant SciPAC information will be conveyed to JOAG and its constituents.

## **Accomplishments:**

- Wrote three JOAG Spotlight articles for the SciPAC newsletter on behalf of LCDR Frasca, LCDR Luz Rivera (in press), and three other junior officers (LCDRs Theodore Garnett, Minglei Cui, and LT Jessica Cole).
- Submitted an article about the 2012 USPHS Scientific and Training Symposium to the SciPAC newsletter.
- Provided a major article discussing the paradigm shift of the Corps to the SciPAC newsletter. This article was reviewed by Deputy Surgeon General RADM Boris Lushniak.
- Was the subject of the Junior Scientist Officer Spotlight in the SciPAC newsletter
- Provided comments to the final “**The 2012 TOP TIPS for Scientists entering the PHS**” document
- Active member of the SciPAC newsletter editorial board
- Coordinated a Visibility Event at the Johns Hopkins University Bloomberg School of Public Health.
- Drafted an article about the Johns Hopkins Visibility event for the SciPAC newsletter
- Assisted in welcoming new scientist officers at OBC graduation, when needed
- Forwarded numerous announcements to the secretary for dissemination through the SciPAC listserve.



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- Conveyed numerous SciPAC announcements to JOAG via meetings and the listserv.
- Deployed for one week to assist with the 2012 DC July 4<sup>th</sup> celebration
- Published some data from graduate school in Biochemical and Biophysical Research Communications

## **Impact:**

- I routinely encouraged JOs to participate in JOAG and SciPAC.
- I also directed officers on how to join the JOAG listserv and get involved.
- I made officers aware of the scheduled meetings for both JOAG and SciPAC.
- I wrote several articles about the contributions of fellow officers.

## **Billet Transformation Liaison Report: LCDR Judy Facey**

**Mission:** Create objectively graded billets that reflect position responsibilities.

**Major Duties:** Assist officers in determining if they should be in category specific or multidisciplinary billets; facilitate specific billet questions; remind individuals at different stages in the billet process who have not yet signed off on the billets and reinstate billets.

**Accomplishments:** All officers have completed the billet process.

**Impact:** The benefits of a transformed billet system for the officers are that there will be more clarity and specificity of responsibilities, real-time vacancy monitoring and enhanced career development (transparency to the officers for positions within the Corps). The Agencies also benefit from this transformation as real time identification of officers for positions and electronic referrals of qualified candidates are easily accessible.

## **Members:**

<b>Rank</b>	<b>Name</b>	<b>Address</b>
CAPT	Kevin McGuinness	2625 Mcnutt Road MS: 8A-46 Sunland Park, NM 88063
CAPT	Pamela Ching	1600 Clifton Road MS: E-04 Atlanta, GA 30329
CDR	Matthew Newland	5600 Fishers Lane, Rm 7A30, Rockville, MD 20857

## **PsyPAG Liaison Report: CDR Nikki Frazer**

**Mission:** The PsyPAG mission is to consider discipline-specific professional issues and advise the Surgeon General through the HS PAC and SciPAC and Chief Professional Officers of the Health Services and Scientist Categories regarding such issues.

## **Summary of Accomplishments and Impact**

In 2012, PsyPAG's accomplishments have included:

- PsyPAG continued to meet on the Wednesday of every other month at 1200 eastern time. These hour-long meetings have included speakers who addressed the integration of behavioral health in primary care settings (CDR Christopher Hunter) and discussions about promotion (CAPT John Golden). In addition, subcommittee chairs reported on the work of their groups and on opportunities for participation.



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- PsyPAG continued a leadership role in the PHS/Department of Defense (DoD) partnership with the DoD Special Interest Group. This group was developed in 2011 to support the efforts of USPHS Psychologists assigned to the DoD. This year the group was co-led by a psychologist and a social worker. The group met bi-monthly to advocate for and foster continued development of psychologists and social workers serving in the DoD.
- PsyPAG continued to encourage and support the efforts of psychologists to earn board certification. LCDR Tony Satterfield led a monthly group to guide and support psychologists interested in pursuing professional board certification. This group enlisted the support of 9 guest mentors and has provided guidance to an average of 6 psychologists per month.
- A new initiative this year was the development of the Science committee, which we are planning to expand to the Science and Conference committee. Led by LCDR Robin Toblin, this committee developed the PsyPAG curriculum vitae (CV), which highlights recent peer-reviewed publications and presentations and is disseminated via the PsyPAG listerv. The PsyPAG CV allows PsyPAG members and others to quickly see the multiple scientific accomplishments of psychologists. In 2012, PsyPAG psychologists have published 12 peer reviewed articles and presented 8 peer reviewed abstracts. The committee is also helping to inform psychologists of upcoming conferences that may be of interest.
  - This committee will be promoting participation of psychologists in COA and AMSUS meetings
- PsyPAG conducted the annual Psychologist of the Year Award through the leadership of the Membership committee. CDR Christopher Hunter won the annual PsyPAG Psychologist of the Year Award for exceptional service to the field of psychology and USPHS. One factor contributing to his selection was his leadership of collaborative efforts with Army, Navy, Air Force and DoD Health Affairs subject matter experts to secure \$250 million in funding for ongoing support of behavioral health in primary care integration to hire and train 470 full-time behavioral health personnel to work in primary care throughout the DoD.
- Advocacy has continued to be an important area of focus for PsyPAG.
  - The PsyPAG chair and SciPAC liaison have worked with the Scientist CPO, Scientist Chair, and the Compensation and Pay Advisory Board to support the advancement of parity between the DoD and USPHS in special pays for psychologists.
  - The PsyPAG executive board and Advocacy committee worked to develop a whitepaper to begin advocating for the use of License Limited Tours of Duty to recruit psychologists who have recently earned their doctoral degrees.
- PsyPAG members continued to support efforts to recruit and retain psychologists to help meet the expanding USPHS behavioral health mission. Through continued collaboration with CAPT Dean Coppola, Director of the Division of Commissioned





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Corps Recruitment, PsyPAG assisted with the development of a brochure and a comprehensive website for behavioral health in the USPHS. Please visit <http://www.usphs.gov/profession/behavioral/>

- PsyPAG is currently surveying members about which conferences they typically attend to inform leadership about conferences that may be helpful to target for psychologist recruitment.
  - PsyPAG members have assisted the Division of Commissioned Corps Recruitment by participating in recruitment activities at several professional conferences throughout the year (e.g., American Psychological Association).
- PsyPAG Policy and Procedures committee is currently reviewing suggestions for amendments to the PsyPAG bylaws related to the Psychologist of the Year Award. Opinions have been solicited from members, and the proposed amendments will be put to a vote of the PsyPAG membership prior to the end of CY 2012.

## D. CONCLUSION

The Scientist PAC continues to serve the category through mentorship and career development, but also by educating officers through activities, the SciPAC monthly calls, and through networking. With the impacts of POM11-005, in 2011 – 2012 SciPAC set out to strengthen the visibility of the work performed by Scientist Officers to the category and to our leadership and partners within three overarching goals:

1. To better demonstrate how Scientist's officers are protecting and advancing the health of the nation in support the priorities of the OSG.
2. To act and advocate for Scientist officers to ensure scientific integrity, valued experience and knowledge added, and retention within the Scientist category.
3. To identify opportunities where USPHS Scientist can contribute scientifically and build stronger partnerships in order to promote visibility of our category.

Through the completed and on-going activities, each officer gained a better understanding of the category's work, role, and impact within the context of the USPHS Commissioned Corp. As a whole, the activities will demonstrate the integral force and scientific impacts the Scientist Category brings to the USPHS Commissioned Corp.