



**Commissioned Corps of the US Public Health Service  
Scientist Professional Advisory Committee**



**Meeting Minutes; September 5, 2023**

Total Attendance: 187 attendees; 21 excused absences

**Chief Scientist Officer and Executive Board Members**

Rank	Name	Role	
CAPT	Sandhu, Sukhminder K.	Chief Scientist Officer	Present
CDR	Demissie, Zewditu	Chair	Present
		Chair-Elect; Rules & Membership Chair	
CDR	Scott, Colleen	Executive Secretary	Excused
LCDR	Gallaway, Shayne	Executive Liaison	Present
CDR	Shumate, Alice	Ex-Officio Chairperson	Present

**Voting Members (SC = Subcommittee)**

Rank	Name	Role	
CDR	Bjork, Adam	Policy SC Co-Chair	Excused
CDR	Halldin, Cara	Awards SC Chair	Present
CDR	Link-Gelles, Ruth	Website SC Chair	
CDR	Morris, Kate	Psychologist Integration SC Chair	Present
CDR	Pesce, John	Deployment Preparedness SC Co-Chair	Present
CDR	Restrepo, Adriana	Career Development SC Chair	Present
CDR	Rossiter, Lana	Rules & Membership SC Co-Chair	Present
CDR	Steele, Matthew	Policy SC Chair	Present
LCDR	Chen, Debra	Behavioral Health & Wellness SC Chair	Present
LCDR	Edwards, Elizabeth	Website SC Co-Chair	Present
LCDR	Knipes, Alaine	Category Day SC Co-Chair	Present
LCDR	Levine, Rebecca	Category Day SC Chair	Present
LCDR	Mitzner, George	Recruitment and Retention SC Chair	Present
LCDR	Muniz-Ortiz, Jorge	Deployment Preparedness SC Chair	Present
LCDR	Mpofu, Jonetta	Mentoring SC Chair	Present
LCDR	Sears, Patrick	Psychologist Integration SC Co-Chair	Excused
LCDR	Thompson-Paul, Angela	Visibility SC Chair	Present
LCDR	Wang, Teresa	Science SC Chair	Present
LCDR	Zucco, Julia	Recruitment and Retention SC Co-Chair	Present
LCDR	Ejike-King, Lacreisha	Visibility SC Co-Chair	Excused

## Non-Voting Liaisons

Rank	Name	Role	
		AMSUS Liaison	
CDR	Cria Perrine	CCWIAB Liaison	Present
LCDR	Iturriaga, Luis	SOAGDAG Liaison	Present
LCDR	Lin, Michelle	JOAG Liaison	Present
LCDR	Shaw, Kelly	ICAC Liaison	
LCDR	Zucco, Julia	COA Liaison	Present
LCDR	Ejike-King, Lacreisha	PACE Liaison	Excused

**Participation by Non-Voting Scientist Officers:** CAPT Marco Bennett, CAPT Aditya Bhagwat, CAPT Qiao Bobo, CAPT Jennifer Bodart, CAPT Deborah Dee, CAPT Laura Draski, CAPT Judy Facey, CAPT Anne Marie France, CAPT Dominic Frasca, CAPT Aimee Geissler, CAPT Arlin Hatch, CAPT Ruth Jiles, CAPT Carrie Nielsen, CAPT Ryan Novak, CAPT Scott Salvatore, CAPT Mark Scheckelhoff, CAPT Erin Sauber-Schatz, CAPT Kenneth Sekulic, CAPT Michael Smith, CAPT Jacqueline Tate, CAPT Sara Vagi, CAPT Matthew Wise, CDR David Barry, CDR Tegan Boehmer, CDR Alicea Candido, CDR Dianna Carroll, CDR Dan-My Chu, CDR Minglei Cui, CDR Amy Freeland, CDR Eboni Galloway, CDR Adrienne Goodrich-Doctor, CDR Seth Green, CDR Brian Harcourt, CDR Elizabeth Irvin, CDR Emily Jentes, CDR Jean Ko, CDR Alison Laufer Halpin, CDR Matthew Lozier, CDR Charlene Maddox, CDR Shiny Mathew, CDR Andrea McCollum, CDR Mark Miller, CDR Matthew Newland, CDR Erika Odom, CDR Ruiqing Pamboukian, CDR Sharyn Parks Brown, CDR Cesar Perez, CDR Kenneth Phillips, CDR Nazia Rahman, CDR Gabriela Ramirez-Leon, CDR Meghan Reilly, CDR Sharon Saydah, CDR Kari Schlessinger, CDR Jeff Showalter, CDR John Stansberry, CDR Emily Streeter, CDR Peter Thomas, CDR Nancy Tian, CDR James Tyson, CDR Maroya Walters, CDR Geoffrey Wu, CDR Ellen Yard, CDR Lauren Zapata, CDR Yi Zhang, CDR Eric Zhou, LCDR Francis Annor, LCDR Andrea Battle, LCDR Ginny Bowen, LCDR Christine Brady, LCDR Evan Brown, LCDR Jason Caballero, LCDR Anna Chard, LCDR Angela Coulliette-Salmond, LCDR Israel Cross, LCDR Samantha DiMisa, LCDR Jessica Dunn, LCDR Brendan Eberenz, LCDR Leora Feldstein, LCDR Dianca Finch, LCDR Brett Forshey, LCDR Brandi Freeman-Ponder, LCDR Robert Gahl, LCDR Rory Geyer, LCDR Jason Ham, LCDR Alesha Harris, LCDR Iram Hassan, LCDR Marisa Hast, LCDR Carolyn Herzig, LCDR Patrick High, LCDR Kelsy Hoffman, LCDR Brooke Hoots, LCDR Jorielle Houston, LCDR Gwendolyn Hudson, LCDR Michelle Hughes, LCDR Asha Ivey-Stephenson, LCDR Shane Jack, LCDR Jessica Jacobs, LCDR Pushpa (Suresh) Jayasekara, LCDR Victoria Jeisy-Scott, LCDR Jueichuan (Connie) Kang, LCDR Folasade Kembi, LCDR Juan Lacayo, LCDR Ana Lauer, LCDR Jonathan Leshin, LCDR Kimberly (Shay) Litton-Belcher, LCDR Xiaowu Lu, LCDR Neali Lucas, LCDR Gina Masessa, LCDR Oren Mayer, LCDR Olivia Megovern, LCDR Jamie Mells, LCDR Rashid Njai, LCDR Julie O'Donnell, LCDR Oliver Ou, LCDR Marilyn Park, LCDR Jaymin Patel, LCDR Megan Peck, LCDR Mary Puckett, LCDR Hilda Razzaghi, LCDR Leslie Rivera-Rosado, LCDR Tia Rogers, LCDR Beth Rubenstein, LCDR Marsha Samson, LCDR Amy Schuh, LCDR Pilgrim Spikes, LCDR Scott Steffen, LCDR Matthew Stuckey, LCDR Rhondie Tait, LCDR Jessica Tomov, LCDR Tanesha Tutt, LCDR Nicholas Wiese, LCDR Marcienne Wright, LCDR Kerui Xu, LCDR Marissa Zwald, LT Sophia Ajoku, LT Olubukola Banmeke, LT Courtney Bell, LT Sade Collins, LT Peter DeJonge, LT Njere English, LT Shara Francin, LT Bryan Galvez, LT Brent Huber, LT Emmanuel Jeffrey, LT Florence Kanu, LT Christine Kim, LT Martin Kimani, LT Nang Thu Thu Kyaw, LT Ying Lin, LT Kristin Marks, LT Jessica Meeker, LT Michael Newford, LT Yasmin Ogale, LT Ruth Oni, LT Twanna Pearce, LT Stephanie Pitts, LT Anthony Powell, LT Jin Qin, LT Jazmin Reed, LT Hannah Segaloff, LT Marilyn Wolff, LT Andres Wong Sam, LT Gabriella Wuyke, LTJG Dominic Nathan

**Excused Absences of Non-Voting Scientist Officers:** CAPT Julie Chodacki, CAPT Jennifer Thomas, CAPT Michelle Tsai, CDR Kamil Barbour, CDR Joanna Gaines, CDR Iman Martin, CDR Leigh Ann Miller, CDR Lara Misegades, CDR Erin Nichols, LCDR Tyann Blessington, LCDR Nicholas Buhr, LCDR Stephanie Rutledge, LCDR Lauren Woodard, LT Leigh Ellyn Preston, LT Catharine (Cate) Pritchard, LT Carrie Whitworth, LT Jia Yin Leo

**Key Abbreviations:**

AD = Active Duty

CAD = Call to Active Duty

CCHQ = Commissioned Corps Headquarters

COB = close of business

CPO = Chief Professional Officer

DSG = Deputy Surgeon General

EB = Executive Board

EIS/LLS = Epidemic Intelligence Service / Laboratory Leadership Service

LOA = Letter of Appreciation

OBC = Officer Basic Course

OSG = Office of the Surgeon General

OY = Operational Year

PHU = Public Health Update

POC = Point of Contact

PY = Promotion Year

RR = Ready Reserve

SC = Subcommittee

SOP = Standard Operating Procedures

VM = Voting Member(s)

**Call to Order and Welcome:** CDR Alice Shumate**CPO Report:** CAPT Sukhminder K. Sandhu

- CAPT Sandhu thanked CDR Shumate for her leadership over the past year as SciPAC Chair, and her support of our category and service.
- CAPT Sandhu highlighted the CCHQ Connect Sessions as we transition to a single rank system. She summarized the first CCHQ Connect session, including discussion of the grade conversion, promotion category groups, eligibility, and promotion timelines. CCHQ informed officers that they hope to start cutting orders in early September.
  - Policies are still being finalized, including promotion eligibility criteria. However, for PY 2024, promotion eligibility will be based on the criteria we currently have for temporary promotions.
  - For promotion purposes, CCHQ confirmed that non-clinical psychologists will be part of the Applied Public category, while clinical psychologists will be part of Allied Health. If you think you were classified into the wrong broad promotion category, she reminded officers to please immediately email their liaison and PHS Promotions as specified in the email shared by CCHQ. CAPT Sandhu will be monitoring this closely to ensure each and every Scientist Officer is placed into the most appropriate broad promotion category.
  - The Opt-Out policy is also being finalized. CCHQ shared promotion process timelines, including that the Opt-Out option begins October 1<sup>st</sup>, with a deadline to request Opt-Out by November 1<sup>st</sup>. CAPT Sandhu encouraged Officers to continue to work on their promotion packages, as the deadline for CCHQ to approve/deny requests will be December 1<sup>st</sup>, which will not give Officers much time if the request is denied.

- Mandatory counseling sessions are almost complete. CAPT Sandhu thanked the senior advisors for their support of this very important effort, which is a tremendous time commitment, and great service to our officers and category.
- CAPT Sandhu closed by asking Officers to ensure they take time to take care of themselves, their health and well-being.

**Chair Report:** CDR Zewditu Demissie

- Many thanks to the SciPAC leadership from last operational year for their willingness to assist during this transition period. Some of these officers have concluded their voting membership and are assisting beyond their term of service. Their efforts, accomplishments, and impacts as VMs are much appreciated.
- CDR Demissie thanks the 2022-2023 EB and CAPT Sandhu for everything they taught her over the last year. She adds her sincerest appreciation to CDR Alice Shumate for her great leadership of the PAC over the last OY. The service has been undergoing a lot of changes and she has been advocating for all Scientist Officers throughout her term. Her commitment, thoughtfulness, and dedication to officers has been a great model.
- 2023-2024 operational year efforts: As Chair, CDR Demissie will continue some of the wonderful efforts initiated by previous Chairs, including addressing mental health and diversity, equity, inclusion, and accessibility. Further, with this new OY, comes the end of the Psychologist Integration SC. But we will continue to make sure that our psychologists are integrated fully across our SCs and that ALL Officers have promotion-related resources in consideration of how our PAC is divided across different promotion groups. Additionally, CDR Demissie would like to ask for everyone to consider opportunities for collaboration across our SCs. There may be ways to weave interconnectedness into our work and explore how our initiatives can build on one another. Other areas CDR Demissie will address are additional opportunities to recognize and highlight officers' contributions, including the possibility of additional awards, and new opportunities for mentoring.
- Voting Member update: Our 2023-2026 VMs have been confirmed and notifications are ongoing for both our selected VMs and our applicants who were not selected. We had a very strong pool of VM applications this year and the selection team had to make some hard decisions. Thanks to everyone who applied for membership and, if you did not make it this year, I hope that you consider applying next year. An announcement of our new VMs will be distributed to the PAC as soon as possible via email.
- Next steps in transition: EB elections — for our Vice Chair, Executive Liaison, and Executive Secretary positions — will take place once VM notifications are made. When EB elections are concluded, CDR Demissie will work with VMs to assign all SC leadership positions. We hope to share the full slate of the PAC leadership before the October SciPAC meeting.
- Yesterday, an announcement about the AMSUS Liaison vacancy was sent out via the SciPAC listserv. Applications are due September 25th. Full information about the process is included in the email, but all that is needed is a self-nomination statement that is at maximum 250 words.
- If you have any recommendations for PAC activities or have any concerns or questions, please do feel free to reach out to [CDR Zewditu Demissie](#).

- CDR Demissie is very honored to serve as PAC Chair for this OY and looks forward to getting to know more Scientist Officers.

### Chair-Elect Report:

- No report.

### Executive Secretary Report: CDR Colleen Scott

- **Attendance:** If you connect to the meeting via Zoom and see your full name listed in the Zoom ‘participants’ window, you do NOT need to report attendance separately. If you dial in to the meeting only via phone, if your full name does not register in Zoom, or if you have an excused absence to report, please report your attendance via email CDR Scott with the email subject line “SciPAC Meeting Attendance.”

### Executive Liaison Report: LCDR Shayne Gallaway

- The EB Liaison will be reaching out to all current SC Chairs to request their draft SC EOY LOA for members. A draft template will be provided. Chairs are encouraged to utilize their EOY report bullets to highlight the most impactful accomplishments.
- Any products/documents under EB review not completed at this time will carry over into OY 2024.

### Subcommittee Reports

- **Awards SC:** CDR Cara Halldin; Co-Chair(s): LCDR Mary Puckett, and LCDR Ana Lauer
  - During the August SciPAC Meeting, Awards SC presented on “Awards Overview and the Importance of Basic Readiness.” A copy of this presentation was included in last month’s minutes. Please feel free to email the SC leadership if you have any questions or comments.
  - SC leadership would like to extend gratitude to all of the Awards SC members, co-chairs LCDRs Puckett and Lauer, and award reviewers for their tremendous work this year to carry out the SciPAC awards program with integrity and precision—providing an enormous service to our Category.
- **Behavioral Health & Wellness SC:** LCDR Debra Chen; Co-Chair(s): LCDR Gina Masessa, and LCDR Sharoda Dasgupta
  - The SC is recruiting volunteers for the next operational year. Please let one of the chairs know if you would like to work with us.
  - Advocacy Team: The team is collecting data on the behavioral health issues that are most concerning to Scientists. Please share them with CDR Sharyl Trail.
  - Liaison Team: The team is accepting requests for consultation needs.
  - New Resources Team: The team is working out the logistics of hosting an ongoing experiential session series on Qigong and a series on minimalism.
  - SOP Team: The team is standing by for the next set of feedback from the EB.
  - Website Team: The Behavioral Health & Wellness Subcommittee website is now live and can be found here: [Scientist Professional Advisory Committee \(psc.gov\)](https://www.psc.gov)

- **Career Development SC:** CDR Adriana Restrepo; Co-Chair(s): [CDR Nancy Tian](#)
  - **CE Contact Hour Initiative Team:** The Final CE list was approved and successfully uploaded to SciPAC website. The Team is making future plans to start distributing the CE resource list to the listserv on the quarterly basis. For more information, email [LCDR Brett Dodd](#) or [LCDR Christine Brady](#).
  - **Promotion Guidance Team:** Five redacted CV examples from successfully promoted officers, O-6 (2); O-5 (2); O-4 (1), were distributed to Scientist officers via the SciPAC listserv. In the same email, the 2022 Benchmark Guidance was also distributed. For more information, email [LCDR Tyann Blessington](#).
  - **Allied Health Team:** The Team discussed Allied Health Promotion Category related mentorship and the merits of cross PAC/Agency/Profession mentorship. The Team is also working on a draft guidance that includes reviewer recruitment letters, participant recruiting letters, submission standards, and reviewer comment forms. For more information, email [LCDR Nicholas Buhr](#).
  - **Administration & Communication Team:** The Team provides administrative and communication support to the SC. If you have website questions, please contact [CDR Theodore Garnett](#), the SC Website Liaison. For other administrative and communication questions, please contact [LCDR Robert Gahl](#), the SC Secretary, as well as SC Chair & Co-chairs.
  
- **Category Day SC:** [LCDR Rebecca Levine](#); Co-Chair(s): [LCDR Elaine Knipes](#), [LCDR Alesha Harris](#), and [LCDR Folasade Kambi](#)
  - Meetings:
    - Next team leads meeting: September 28, 2023, 12:00 PM
  - Solicited interest from current SC members in remaining on the SC for the new OY; also preparing to recruit new members as needed.
    - This is especially relevant for the Abstracts Team, which has its leadership in place and will begin preparing the call for abstracts in September.
    - Monthly SC meeting invite will be continued into the new OY.
  - Prepared transition “to do” list for new OY.
  - Submitted SC Annual Report.
  - A Max.gov transition liaison was identified from the Outreach team and all items were successfully archived.
  - The Evaluations team is waiting to hear whether there will be a slot for them to share a short version of the presentation of their multi-year Category Day Evaluation Survey findings with the broader PAC in the new OY.
  - Official rosters have been submitted for UCs for Category Day events for 2020-2021 (through SciPAC in Dec 2022), 2022 (through COF/COA in June 2023), and 2023 (through COF/COA in June 2023).
    - Updated narrative for 2020-2021 UC following feedback from Awards SC. The award was signed by CAPT Sandhu and submitted to CCHQ.
  - LOAs for all Category Day speakers and pre-Category Day mentors were approved/signed by the executive board and emailed out to recipients.
  - Category Day SC members will receive their LOAs on the new template via email, once it is approved and signed by the EB.
  - The Category Day SOP is being updated based on the most recent EB feedback and

lessons learned (particularly around mentoring and outreach) from the 2023 Symposium experience.

- A meeting was held with the Mentoring SC to iron out roles and responsibilities between the two SCs in planning the annual Symposium mentoring event; a document was drafted to determine the final plans and its contents will be added to both SCs' SOPs.
- **Deployment Preparedness SC:** LCDR Jorge Muñiz Ortiz; Co-Chair(s): CDR John Pesce, LCDR Jason Caballero, LCDR Adelaida Rosario
  - **Readiness Reporting:** As of September 1, 2023, we have 2 new CAD or inter-service transfer and 2 retirements, separations, or deaths of AD Scientists. The total count is 406 AD Scientist Officers and 9 RR Officers for a total of 415. Out of 397 AD Officers that are not exempt, 392 are basic ready (98.7%), and 5 are not qualified (1 LT, 1 LCDR, 1 CDR, and 2 CAPT; 1.5%). Out of the total of 406 AD Scientist Officers 9 are exempt. Out of the 9 RR Officers, 8 are basic ready and 1 is exempt. Including the AD and RR Officers that are not exempt, 400 out of a total of 405 are basic ready (98.8%). These data demonstrate that there was an increase in basic readiness from last month's report. Officers that are not basic ready are missing the PHU, APFT and/or retention weight standard documentation. If you are having trouble with being basic ready, please reach out to the Deployment Preparedness SC and we will do what we can to help you with your issues.
  - The DPSC Speaker Series is promoting our next presentation from LCDR Adi Rosario concerning "Deployment as a single parent" scheduled for September 12<sup>th</sup> from 12:00 to 12:30 PM ET.
  - The Skillset Team has finished a Deployment Resource Guide; currently being reviewed by the EB. It will be distributed to Scientist Officers after EB approval.
  - The Deployment Narrative Team has submitted a narrative to the EB for review and hopefully it will be available in the next PAC newsletter.
  - The SC submitted the annual report to the EB and will be developing the LOAs to volunteers and Co-Chairs of the SC.
  - As always, we encourage officers to visit the RDB home page often for updates on readiness information (<https://dcp.psc.gov/RedDOG/default.aspx>) or contact any of the Chair or Co-Chairs of the SC with questions.
- **Mentoring SC:** LCDR Jonetta Mpofo; Co-Chair(s): LCDR Patrick High, and LCDR Michelle Hughes
  - **Committee Chair/Co-chairs:**
    - Thanks to all committee members and their contributions to the success of the Mentoring SC accomplishments during 2023 OY. We are currently working on gathering information needed for LOA's for officers involved during the 2023 OY.
    - We are also actively recruiting volunteers for the new OY, including some leadership opportunities. Please reach out to Mentoring SC leads if you're interested in learning more or volunteering by September 14, 2023.
  - **Mentor Recruitment Team:**
    - We are always in need of officers to serve as mentors, especially O-5 and O-6 officers. If you are interested in serving as a SciPAC mentor, please contact [CDRs](#)

[Alison Halpin](#) or [Matthew Steele](#) for a copy of the Mentor, Mentee Application. Your name will be added to our list of eligible mentors.

○ **Capacity Building Team:**

- The [Peer Support Network Information for New Officers](#) one-page informational sheet has been added to the SciPAC Mentoring SC website.
- We'd like to remind all Psychologist Officers about the Board Certification Mentoring program. If you are a Psychologist and have an informal mentor relationship for Board Certification, please contact [LCDR Deb Chen](#) to receive an LOA for your efforts.

○ **Mentor Matching Team:**

Number of current agreements	161
Renewals	19 in Q2
Number of new agreements	6 in July and August
Percent of Scientist Officers (n = 412) engaged	58%
Percent of mentee officers (includes those requested to be mentees)	43%
Number of pending mentee agreements	6 (4 CDC, 1 BOP, 1 ready reserves)
Number unmatched officers	8
Number of officers who are mentors	104
Number of officers who are mentees	161

○ **Policy SC:** [CDR Matthew Steele](#); Co-Chairs: [CDR Adam Bjork](#), and [LCDR Lauren Woodard](#)

- Policy Watch: One new directive and three new issuances were recently issued:
  - As part of its modernization efforts, CCHQ updated Commissioned Corps Instruction (CCI) [652.01](#), "Allotments." CCHQ revised the legal authorities and procedures to keep the policy up to date. The revisions to CCI 652.01 include:
  - Adding a new authority: [5 U.S.C. § 5520a](#), "Garnishment of pay," which defines how pay from an agency to an employee is subject to certain legal processes, including the allotment of part of the pay of a member of the uniformed services for indebtedness owed to a third party.
  - Limiting the number of discretionary allotments to two of each kind (i.e., saving or financial institutions, relatives, and insurance premiums).
  - Adding several government-authorized allotments (e.g., FEDVIP and FLTCIP) that may be set up independently by Public Health Service officers.
  - Adding references to relevant CCDs and CCIs, and the Department of Health and Human Services debt collection website.
  - Changing the forms required to initiate discretionary allotments (form PHS-6173).



- The USPHS Commissioned Corps consolidated existing Hazardous Duty Pay (HDP) policies into a new version of CCI 642.01, “Hazardous Duty Pay,” and included several HDPs for which Public Health Service officers are now eligible (these were not included in previous policies). CCIs implement the policy contained in CCDs.
  - Allows the Assistant Secretary for Health to designate additional duties as hazardous.
  - Adds a new authority ([37 U.S.C. § 351](#)) to cover Congressional action.
  - Includes the Ready Reserve Corps.
  - Addresses additional types of HDPs such as: viral, urgent, or emergency public health care needs, epidemics and pandemics (like COVID-19); dive duty; non-crew flight duty; duty under hostile fire; and duty in an imminent danger location.
  - Limits HDP-virus/bacteria to not be retroactive (except for the Public Health Service officers who were eligible for this pay but did not receive it starting January 2022).
  - Covers Public Health Service officers potentially exposed to hazardous diseases/viruses/bacteria while on deployment or in a clinical setting.
  - Sets guidelines and procedures for all types of HDP.
  - Covers Public Health Service officers who qualify for HDP as part of their regular duties (not on deployment or Temporary Additional Duty).
  - Adds sample memoranda for HDP-Toxic Pesticides, HDP-Virus/Bacteria, and HDP-Flight Pay.
  - Adds a table that lists HDP pay rates.
- In addition, a new policy, CCI 642.03, “Special Duty Pay,” outlines special duty pays for Public Health Service officers assigned to crew member flights, career sea duties, and designated Hardship Duty Pay locations. The consolidation of U.S.C. Title 37, Chapter 5, Subchapter I into Subchapter II changed the USPHS Commissioned Corps’ authority to SDP and thus the creation on this Instruction.
  - Includes new authorities ([37 U.S.C. § 334](#) and [37 U.S.C. § 352](#)) to cover Congressional action.
  - Includes the Ready Reserve Corps.
  - Establishes eligibility provisions for Aviation Incentive Pay, Career Sea Pay, and Hardship Duty Pay-Location.
  - Sets guidelines and procedures for all types of SDP.
- Recently, the Secretary of Health and Human Services signed the revised version of CCD 127.01, “Annual, Sick, and Station Leave,” which authorizes two additional years for Public Health Service officers to use their leave. This policy change includes up to 120 days of annual leave and excess leave which accrued during the pandemic. Excess leave from FY 2020, 2021, and 2022 which previously was set to expire September 30, 2023, will now be moved into your annual leave bucket. We will notify you when these changes are completed and reflected in your leave account in e-CORPS. After the excess leave, which accrued in FY2020, 2021, and 2022, are moved to the annual leave bucket in e-CORPS, the following will apply:

<u>Key Dates</u>	<u>Description</u>

October 1, 2023	Any annual leave (up to 120 days) will carry over into FY 2024.
October 1, 2024	Any annual leave (up to 120 days) will carry over into FY 2025.
September 30, 2025	Deadline for Public Health Service officers to use any annual leave over 60 days.
October 1, 2025	Any annual leave amounts over 60 days will be forfeited. Annual leave carryover limits revert to the pre-pandemic limit of up to 60 days for FY 2026 and subsequent years.

- Additional Announcements: Medical Affairs has a new chief: [CAPT Michelle Braun](#).
- **Psychologist Integration SC:** [CDR Kate Morris](#); Co-Chair(s): [LCDR Patrick Sears](#)
  - The Psychologist Integration SC has concluded its tenure. SciPAC leadership has submitted a formal request for the placement of psychologists in both the Allied Health and Applied Public Health promotion groups.
  - The Career Development SC has stood up a group to specifically represent psychologists in the Allied Health promotion group.
  - We'd like to take this last opportunity to share a sincere thank you to the entire Scientist category for so graciously welcoming all psychologists over the past two years and for your willingness to both advocate and support us.
- **Recruitment and Retention SC:** [CDR George Mitzner](#); Co-Chair(s): [LCDR Julia Zucco](#), and [LCDR Jorielle Houston](#)
  - **Resources Team:** *Top Tips 2023* is pending publication to the SciPAC website.
  - **Interested Applicant Team:**
    - During the last operational year, 7 Scientists conducted recruitment activities reaching 134 potential USPHS applicants at scientific and academic institutions!
    - Any Scientist interested in carrying out a recruitment activity will receive coordination, support, and CCHQ-approved materials from our team.
    - If you are interested in conducting a recruitment activity or wish to update us on one that you have completed, please reach out to [LCDR Kelsy Hoffman](#).
  - **OBC Engagement Team:**
    - The next volunteer opportunity is the OBC 148 Open House on 9/20/2023.
    - If you are interested in representing SciPAC at a future OBC Open House, pinning ceremony, and/or graduation; please reach out to [LT Elizabeth Johnson](#) and [LCDR Oren Mayer](#).
  - **New CAD Seminars Team:** *\*Open to all officers\**
    - To receive an invitation for the next seminar, provide additional seminar ideas, or brief, contact [CDR Rudolph Francin](#), [LT Jessica Meeker](#), and [LT Shara Francin](#).

- **New Scientist Officer Team:** *\*Scientists ≤ 3 years CAD and/or at O-3 grade\**
  - Last Meeting: RDML Schobitz attended the last meeting with 25 junior Officers
  - For details, invitation, or to be added to the distribution list, contact [LCDR Sean Griffing](#), [LCDR Oren Mayer](#), [LCDR Jessica Jacobs](#), and [LT Sophia Ajoku](#).
- **Where I Science Series:**
  - The team is planning the next series installment for September 2023, and are aiming to have good agency and professional representation.
  - Please reach out to [LCDR Jamie Mells](#) and [LT Neil Milan](#) for questions or if you would like to be featured in this, or a future series.
- **Rules and Membership SC:** [CDR Zewditu Demissie](#); Co-Chair(s): [CDR Lana Rossiter](#); and [LCDR Angela Coulliette-Salmond](#)
  - Thank you again to all of our dedicated volunteers from the last OY. Additional thanks to the many officers who have agreed to continue to serve in the 2023-2024 OY. The SC leadership will be assessing volunteer gaps and will recruit new members through the PAC-wide call for volunteers.
  - Updates continue on SC SOPs and the SciPAC SOP. Thank you to those who have worked to ensure our procedures are up to date. The Rules & Membership SC will reach out to any SCs that need to update their SOP during this OY. The Rules & Membership SC SOP will be updated in this OY year to align with the SciPAC SOP.
  - The call for annual reports from SCs, liaisons, and EB was sent out. The deadline was August 31<sup>st</sup>. Thank you to those who have already submitted their annual reports. For those who have not yet been able to complete this task, we please ask that you prioritize turning around this important information so that we can share the full report with the PAC in a timely manner.
  - We remind the PAC that CDR NaTasha Hollis is serving as the SciPAC DEIA Officer. If you would like to discuss any DEIA issues relevant to the PAC, please do reach out to [CDR Hollis](#).
- **Science SC:** [LCDR Teresa Wang](#); Co-Chair(s): [LCDR Israel Cross](#), and [LCDR Hilda Razzaghi](#)
  - **State of the Scientists (SoS)**
    - Website liaisons [CDR Amy Freeland](#) and [LT Shaniece Theodore](#) formatted the previously shared SoS presentation for 508 compliance and submitted to Website SC for uploading.
    - The SoS Team and Science SC leadership will be meeting on September 8, 2023, to discuss socializing survey content in advance of next year's fielding.
    - Please reach out to [LCDR Carolyn Herzig](#) and [LCDR Francis Annor](#) with any questions or comments.
  - **Research and Practice Team**
    - Thank you to LCDRs Anna Chard, Nicholas Deputy, and Leora Feldstein for their presentation on Mpox vaccine effectiveness on August 3, 2023. We appreciate the thoughtful discussion and the 30 officers who were in attendance.
    - Please reach out to [CDR Ruiqing Pamboukian](#) and [LT Ying Lin](#) with questions.
  - **Bibliography Team**
    - Compilation of the Bibliography Report of Scientist officer works from 2022 is

pending finalization. Tentatively, Scientist officers authored 559 publications, 3 books, 19 reports, and were part of 179 presentations in 2022. Some of this work will also be featured in the September meeting's feature presentation led in collaboration with Visibility SC's Publications Team.

- Please reach out to [LCDR Nicholas Deputy](#) and [LCDR Philip Salvatore](#) with any questions.
- **Surgeon General's – Priority Engagement for Evaluation and Research Support (SG-PEERS) Team**
  - The SG-PEERS team will be meeting with SciPAC leadership and OSG regarding the SG-PEERS proposal.
  - The article, "Scientist Officer Areas of Expertise in 2022" was published in the most recent Spring Edition of the SciPAC Newsletter.
  - Please reach out to [LT Lindsay Womack](#) and [LCDR Leora Feldstein](#) with any questions or ideas for leveraging the database.
- **Visibility SC:** [LCDR Angela Thompson-Paul](#); Co-Chair(s): [LCDR Tia Rogers](#), and [LCDR Lacreisha Ejike-King](#)
  - **Newsletter Team:**
    - The Summer edition of the Scientist Newsletter is currently with the editorial team in development. We anticipate releasing it in September.
    - POCs: Please contact newsletter team lead [CDR David Huang](#) or co-leads [LCDR Michelle Lin](#) and [LCDR Oliver Ou](#) for any questions regarding article submissions.
  - **Socials Team:**
    - Another social is planned: HHS Night at the Ballpark for the Nationals Game
      - What: We're going to the Ballgame!!
      - Where: Nationals Ball Park, 1500 S Capitol St SE, Washington, DC 20003
      - When: Friday, September 8, 2023, arrive for happy hour at 5pm at Mission Navy Yard (across from the Ball Park), and then walk over to the Ball Park at 6:30 for a 7:05 start time.
      - Cost: \$19 + fees per person. Payment link for PHS/SciPAC seating (paid directly to Nationals): <https://fevogm.com/Officefda>
      - POCs: LCDRs [Alesha Harris](#) and [Adelaida "Adi" Rosario](#).
    - Call for Event Leads: If you have any interest in planning a social, in personal or virtual, in the DMV, Atlanta, or even in a different region, we could use the help! Please reach out to us with your interest. This is a great way to show leadership, especially for new CADs. POCs: LCDRs [Alesha Harris](#) and [Adelaida "Adi" Rosario](#).
  - **Publications Team:**
    - We selected the top 10 high-impact Scientist Officer publications for 2022. These publications were highlighted during a presentation which followed the September SciPAC meeting.
    - The team has finalized and submitted the draft of their first SOP for review.
    - POCs: [LCDR Marisa Hast](#) and [CDR Sharyn Parks Brown](#)
  - **X (formerly Twitter) Team:**

- This August 2023, the SciPAC Twitter Team tweeted and retweeted a total of 18 times, and generated 971 new impressions, 34 new engagements, and 26 new likes, and 137,034 profile visits since starting in April 2019!
- Twitter Team is recruiting new members for the 2023-2024 OY! No experience with Twitter is necessary. Please contact Twitter team leads [LT Ian Kracalik](#) and [LCDR Angie Coulliette-Salmond](#) to join, or with Tweet Ideas.
- As always, find us and follow us on Twitter at [@PHS\\_Scientist](#).
- **Facebook Team:**
  - In August 2023, there were 82 views, 1 posts, and 1 expression on the SciPAC Facebook page.
  - There are currently 199 Facebook members. If you aren't already a member you can [request membership here](#).
  - POC: [LCDR Patrick Sears](#)
- **Quarterly Highlights Team:**
  - The Summer Quarterly Highlight is currently under development and we anticipate moving it to leadership review in September.
  - POC: [LT Carrie Whitworth](#)
- **Fist Bump Team:**
  - In August, the Fist Bump Team:
    - Received 2 new Fist Bumps
    - Submitted 3 Fist Bumps to the Summer Edition of *Scientist Officer* newsletter
    - During OY23, the 11 Fist Bumps published on USPHS Scientists Facebook Page have garnered >600 views and >90 reactions.
  - The SciPAC Fist Bump Form is available on the website on the [Visibility SC page](#). Please use this form to submit Fist Bump nominations. Send completed forms to [LT Kerui Xu](#).
  - POC: LTs [Kerui Xu](#) and [Amanda Hott](#)
- **Website SC:** [CDR Ruth Link-Gelles](#); Co-Chair(s): [LCDR Elizabeth Edwards](#), [LCDR Matthew Stuckey](#) and [LCDR Beth Rubenstein](#)
  - Next SC meeting: 08/17/2023 at 11 AM Eastern
  - Current Activities
    - For OY 2023, Website SC has received 49 update requests so far; 43 requests are completed and 6 are pending.
    - Website SC continues to work with ICAC and SciPAC EB to prepare for Max.gov sunsetting at the end of CY 2023; Website SC has onboarded representative officers to pilot alternatives, including SharePoint, and are also reviewing the Max.gov guidance document issued by ICAC.
    - On July 3, 2023, CDR Link-Gelles distributed the Max.gov sunsetting guidance to SciPAC Subcommittee Chairs, Co-Chairs, and Website Liaisons. This guidance provides considerations for appropriately archiving materials currently hosted on Max.gov.
    - Website and Visibility SCs continue to collaborate on the update to the SciPAC history webpage; Website SC has addressed EB comments on newly developed content and is soliciting additional feedback while formatting for posting.

- We are continuing to accept new website change requests for OY 2023, prioritizing updates and corrections to existing content during September.
- Please visit our SciPAC website for additional information on Subcommittee activities and monthly meeting minutes: <https://dcp.psc.gov/OSG/scientist/>.

## Liaison Reports

- **Association of Military Surgeons of the U.S. (AMSUS):** CAPT Mark Scheckelhoff
  - [AMSUS, the Society of Federal Health Professionals](#), will hold their 132<sup>nd</sup> AMSUS Annual Conference February 12-15, 2024. The meeting will take place in-person at the Gaylord National Resort & Conference Center, National Harbor, Maryland. This year's theme is "Honoring Our Commitment: Serving Those Who Serve Our Nation".
  - **Poster Session:** AMSUS poster abstract portal opened Monday, July 10, 2023. Note: All abstract submissions must have supervisory approval and must be sent for USPHS Commissioned Corps review prior to AMSUS submission. It is expected that you will present your poster in-person.
    - Please send any questions and your abstract for USPHS Commissioned Corps review to the Abstract SC Chair, [LCDR Matthew Gunter](#). Abstracts will be reviewed within 24 hours.
  - **Awards:** Officers are encouraged to apply to the AMSUS awards which opened Saturday July 1, 2023. All award submissions must be sent for USPHS Commissioned Corps review prior to AMSUS submission. The portal is not yet open, but please check <https://www.amsus.org/events/annual-meeting-2/> for updates.
    - Please submit questions and your AMSUS award submission to [LCDR Evette Pinder](#).
- **Commissioned Corps Women's Issues Advisory Board (CCWIAB)** CDR Cria Perrine
  - The Women's Leadership Support Group is launching a new support pod on pregnancy loss. The goal is to connect women officers who have experienced miscarriage or stillbirth, to support one another and help navigate the process and experience. If you are interested in joining, please contact [LCDR Christie Cosenza](#).
  - New documents have been posted on the CCWIAB [resources webpage](#) including related to fertility treatments and deployments and breastfeeding and deployments.
  - If you have any questions about CCWIAB or the committees' initiatives, please contact [CDR Cria Perrine](#) or visit [CCWIAB's website](#).
- **Commissioned Officers Association (COA):** LCDR Julia Zucco
  - Most recent meeting: 07/12/23 Board of Directors meeting.
  - Upcoming event: Wednesday, September 6th, 12pm to 1pm (ET) - COA Gathering - Prudential Pathways – Investing in Turbulent Times.
  - COA Annual Survey: an email went out on August 30, 2023, with the COA annual survey. You have the opportunity to help shape the future of COA, and a chance to win a \$100 Amazon gift card or free registration to the 57th Annual USPHS Scientific & Training Symposium. The deadline to complete the survey is September 8, 2023.

- Met with local COA branch leaders on August 17, 2023, to assist with orientation to national COA activities.
- The PBS PHS documentary is now live! Visit [www.invisiblecorps.com](http://www.invisiblecorps.com) to learn about special screenings in your area. COA is also sending out emails for upcoming local screenings.
- Members, please log onto your COA account to ensure your information is up to date, so you can continue to receive the COA Frontline and important information on COA activities.
- **IT Chartered Advisory Committee (ICAC):** [LCDR Kelly Shaw](#)
  - ICAC has partnered with a newly created OSG workgroup to further test the All-Partners Access Network (APAN) for a deeper dive into its suitability as a Max.gov replacement. Representatives from SciPAC and other professional advisory committees and chartered advisory groups are included in this effort. During the last meeting, it was also shared that there could be a chance there will be disruptions to website editing functionality using Jarmanator after September 30. I'm working to get more information about the possible disruption and will coordinate with the Website SC for any needs that arise as a result.
- **Junior Officer Advisory Group (JOAG):** [LCDR Xia Michelle Lin](#)
  - JOAG published Junior Officer Chronicles summer edition and August's Practicing Wellness. See the 8/28 JOAG listserv announcement.
  - JOAG Koop Seminar
    - September 07, 2023; 1200–1300 ET
    - Topic: FDA Coordinated Outbreak Response and Evaluation Network - Perspectives from USPHS Response Officers
    - Panelists: LCDR Latasha Allen, LCDR Johnathan Burgos, and LCDR Laura Kennedy
    - Zoom meeting: [Join ZoomGov Meeting](#); Meeting ID: 160 379 2518; Passcode: =%.c5sJz
  - JOAG Journeyman Speaker Series
    - September 8, 2023; from 1300–1500 ET
    - Topic: Perspectives of the Corps and its Needs Throughout My Career
    - Presenter: LCDR Jerome Anderson, DSW, LCSW, BCD, CCFC, CCHP, CMCC
    - Join by phone: [+1 410-874-6747](tel:+14108746747), [881680562](tel:+14108746747)#
    - Teams link: [Click here to join the meeting](#)
  - JOAG Membership Committee Virtual Meet and Greet
    - New York: “Hazardous to Your Health Official” tells the story of two public health officials in Santa Cruz County, California, whose lives were completely upended by threats and harassment during the COVID-19 pandemic.
      - September 8, 2023; 1200 ET
      - Topic: Discussion of the This American Life podcast episode, The Herd
      - Listen to [Act One](#) before the event (20 minutes)
      - Moderator: [LCDR Beth Rubenstein](#)
      - Conference Line: (888) 944-4478 Passcode: 877330561#
  - Tahlequah, OK: Clinical Guideline Update for Infectious Disease

- September 14, 2023; 1200 CT (1300 ET)
  - Speaker(s): [LCDR Jason Brown](#)
  - Conference Line: (539) 234-3900 Passcode: 220461
- JOAG Professional Development Committee – Officer Spotlight
  - September 14, 2023; 1000–1030 ET
  - Speaker: CDR Marsophia Powers, PT, DPT
  - Meeting Link: [here](#)
- JOAG Fall Webinar - A Captain's Perspective on Career Planning
  - September 15, 2023; 1300–1400 ET
  - Meeting info will be announced via JOAG listserv soon
- JOAG Public Health Awareness Wellness Workgroup 5k Run/Walk on September 16, 2023. Details are in the 8/28 JOAG listserv announcement.
- JOAG Book Club
  - October 14, 2023; 1400 ET
  - Book: Undocumented: A Dominican Boy's Odyssey from a Homeless Shelter to the Ivy League
  - Author: Dan-el Padilla Peralta
  - Where: [Click here to register for Zoom meeting for book discussion](#)
- **Prevention through Active Community Engagement (PACE):** [LCDR Lacreisha Ejike-King](#)
  - Next meeting: October 12, 2023; 2:00 pm ET  
[Click here to join the meeting](#)  
Meeting ID: 227 453 203 351; Passcode: yhGjFL  
Audio only: (240) 800-7959; Conference ID: 461728590#
  - The PACE Recognitions Subcommittee sent out the 2023 PACE Certificate of Appreciation to all qualified PACE officer prior to August 3, 2023. If you think you met the required 5 contact hours to receive the 2023 PACE COA but did not get it, please contact the PACE Recognitions Subcommittee COA Workgroup: [LCDR Folasade Kembi](#), [LCDR Jennifer Manning](#), and [LCDR Brandon Fain](#).
  - The new OSG-approved PACE Lessons are now LIVE at <https://community.max.gov/x/YQXpTQ>.
  - Sign up for the PACE listserv by clicking here: <https://list.nih.gov/cgi-bin/wa.exe?A0=nps-pace>.
- **Sexual Orientation and Gender Diversity Advisory Group (SOAGDAG):** [LCDR Luis Iturriaga](#)
  - Next meeting: September 16, 2023 @ 1300 HRS EST
  - SOAGDAG challenge coin expected to be available in September timeframe and will be available at the NIH store in Bethesda and online soon.
  - SOAGDAG has started planning for the 2024 USPHS Symposium to include member interest, pre-conference session, social event, volunteer activity, and communication with other advisory groups.
  - Second issue of the SOAGDAG Liaison Digest, also known as the Newsletter, was posted on Friday, 08/11/2023.



- SOAGDAG is beginning to solicit speakers for the 2024 Speaker Series. If interested, please email [LCDR Echols](#) and [LCDR Bak](#).
- Policy SC is requesting volunteers in formatting SOP and qualitative survey data entry, review, and analysis.
- Volunteers to plan future SOAGDAG social events are always welcome. We are looking for anything that brings us together for connection, support, and camaraderie, virtually or in-person. Email [LCDR Rubenstein](#) if you want to get involved.
- **USPHS Mental Wellbeing and Behavioral Health Working-Group:** [LCDR Gina Masessa](#)
  - The group has formalized three committees. They include: Stigmatization & Mental Health Care, Education & Training, and Policy.

**NOTE:** Next meeting—Tuesday, **October 3, 2023**; 12:00–1:00pm ET