



United States Public Health Service



Scientist Professional Advisory Committee

Annual Report September 2012 – August 2013

Prepared by:
CDR Ryan Novak
PAC Chair



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A. SCIPAC EXECUTIVE BOARD ACTIVITY

The following Scientists served as members of the Executive Board from September 1, 2012 through August 31, 2013:

CDR Ryan Novak
Scientist PAC Chair
1600 Clifton Rd, NE MS C25
Atlanta, GA 30333
bnk4@cdc.gov

CDR Nicole Frazer
Scientist PAC Vice Chair
Force Health Protection and Readiness Programs
Defense Health Headquarters (DHHQ)
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Falls Church, VA 22042
Nicole.frazer@tma.osd.mil

CDR Danice Eaton
Centers for Disease Control and Prevention
CENT Bldg 2400 Rm 5302, MS E92
Atlanta GA 30329
deaton@cdc.gov

CDR Matt Murphy
Scientist PAC COF Liaison
4770 Buford Hwy, NE MS F78
Atlanta, GA 30341
mmurphy@cdc.gov

CDR Karen Abe
Ex-Officio
4770 Buford Hwy, NE MS K23
Atlanta, GA 30341
kabe@cdc.gov

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.



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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), revised the “Best Kept Secrets” pamphlet, responded to requests for information about NPS support activities from the OSG, and investigated a suspected breach of the Scientist Category Listserv security (ruling out a security breach).

In addition to the daily functions, the EB also met in September and October 2012 to conduct a general strategic planning exercise to identify areas in the PAC to strengthen, phase out, and to maintain; and discuss current OSG and DCCPR priorities and how the category resources could best be leveraged to support these initiatives. Goals were set that aligned with these priorities while also building on initiatives begun under the previous SciPAC Chair (CDR Karon Abe) to address category issues with low morale (due to POM 11-005, which limited the T&E of Scientist Officers entering into the Commissioned Corps to a maximum of 9 years), and to increase the visibility of the Scientist work 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. The EB developed the following 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.

Specific accomplishments:

- Fostered Esprit de Corps among our diverse Category of Scientist Officers through a common rally point – the National Prevention Strategy.
- Raised NPS awareness among Scientist Officers (e.g. SciPAC Seminars), increase visibility of Scientists’ contributions in support of NPS (e.g. Newsletter NPS article series), and infused SciPAC-lead activities with NPS theme (e.g. PACE program).
- Leveraged category expertise to collaborate with other Categories (CPO/Chairs, PAC Chairs Group and the CPO Board) to share knowledge/expertise/resources
- Forged new partnerships in support of the NPS and other OSG/Corps/HHS/Agency missions—in 2012-13 our Category was the first to partner directly with the CDC NPS Office



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- Improve communication efficiency between Category/PAC Leadership and Officers—listserv membership, held an in-person SciPAC monthly meeting in Atlanta, and in collaboration with the IT-PAG completed year one of a two year effort to completely redesign the SciPAC website.
- Worked to increase Category Basic Readiness to ensure Scientist expertise available to support OFRD emergency response missions—Scientist Officers played key roles in three OFRD responses: Hurricane Sandy, Sandy Hook CT, Boston Marathon bombing.
- Rapid response to request for information from leadership: OSG (NPS) and DCCPR (new CAD process development). For the new Call to Active Duty process development, a workgroup of senior Scientist Officers was rapidly convened and deliberations completed with CSO approval in less than one month—The Scientists Category responded prior to the DCCPR suspense date and were the first category to respond with the final requested CAD documentation.
- Worked to ensure a smooth CPO leadership transition by preparing a SciPAC brief to maintain institutional Category memory.

National Prevention Strategy accomplishments

As a nation, we have seen an ever-increasing rate of morbidity and mortality due to preventable diseases. To address this issue, the office of the Surgeon General has developed the National Prevention Strategy (NPS) that clearly identifies a plan to a healthier and happier nation. PHS Scientists are uniquely well-suited to convey the message of the NPS given our breadth of expertise and our expanse across the country.

- This operational year, SciPAC leadership took steps to identify additional strategic avenues for Scientists to leverage our diverse subject matter expertise, our billeted roles in our OPDIV, as well as our collective effort as a PAC to better support this OSG priority. These efforts have resulted in a number of new NPS-focused education/awareness, partnership, and community engagement activities:
- Scientist Newsletter: SciPAC Executive Board and the Visibility Subcommittee planned a series of NPS focused articles for the Scientist Newsletter. There will be 7 articles in total, over the course of 3 quarterly issues. Each article focused on one of the 7 NPS Priorities and conclude with 2-3 single over-riding communication objectives (SOCOs) summarizing Scientist Officers' efforts to address that NPS Priority. The first issue of 2013 was released in February 2013 and included an introduction written by the CDC NPS Office, as well as complimentary articles submitted by Scientists, highlighting specific completed NPS-themed activities and future opportunities to contribute.
- The CDC NPS Office will presented a seminar following the March SciPAC meeting on progress toward NPS implementation, next steps and opportunities for PAC engagement. In an effort to increase NPS awareness across the categories, the Scientist PAC extended invitations to PAC leadership of other Categories.
- PACE (Prevention through Active Community Engagement) Program went live the first week of January 2013. PACE is a Scientist-led partnership between the Montgomery County Public Schools, the USPHS Scientist Category, and DCCOA. The focus of PACE



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is educating and motivating young people to increase the likelihood of developing life-long healthy habits. PACE engages PHS Scientist officers directly to play a direct role in the implementation of the National Prevention Strategy by supporting multiple Strategic Directions and Priorities. Initially only a DC-metro officer activity, volunteer opportunities were expanded to all Scientists due to the success of this program, and there are plans to expand to Atlanta in 2013-14.

Summary

The 2012-2013 operational year was a significant one for the Scientist Category—the visibility of our diverse category was at an all time high thanks to Scientist playing key roles supporting PHS OFRD responses to Hurricanes, storms in New York, Sandy Hook, and the Boston Marathon. The Scientist Category received praise throughout the corps for our excellent newsletter, our homegrown efforts to develop internal and external partnerships to directly support the National Prevention Strategy, and one of our own was recognized by the President of the United States in an award ceremony at the White House. More than ever, our 300+ officers with expertise in over 40 disciplines are being viewed as an asset by the Corps.



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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: CDR Fei Xu and **Co-Chair:** CDR Jennifer J. Bodart

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:

- 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.
- 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.
- 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.
- 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.
- Forwarded the judging committee's nomination for each award and a justification for our decision to the Chief Scientist Officer for their approval / confirmation.
- Solicited pictures and bios from each awardee.

Accomplishments:

- Selected awardees for all three awards within the award deadline.



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- Selected CDR Aaron Fleischauer as the recipient for the Scientist Responder of the Year Award.
- Selected CDR Sara Newman as the recipient for the Senior Scientist of the Year Award.
- Selected LCDR James Kenney as the recipient for the Junior Scientist of the Year Award.
- Submitted awardee's pictures and bios to the SciPAC Website Committee and the Scientist Newsletter for publication.
- Trained Co-chair to act as Chair of Subcommittee for next year.

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:

Rank	Name	Role	Agency	Address
CDR	Fei Xu	Chair	FDA	CDR Fei Xu Awards Subcommittee Chair U.S. Food and Drug Administration HFM-335 1401 Rockville Pike Rockville, MD 20852 fei.xu@fda.hhs.gov
CDR	Jennifer Bodart	Co-Chair	DOD	CDR Jennifer Bodart Awards Subcommittee co-Chair DoD Malcolm Grow Medical Clinic 779 MDOS/SGOW 1050 W. Perimeter Rd Joint Base Andrews, MD 20762 JENNIFER.BODART-02@AFNCR.AF.MIL
CAPT	Ross Spears	SciPAC Award Judge	CDC	CAPT Ross Spears Centers for Disease Control and Prevention 1600 Clifton Rd NE, MS F-05 Atlanta, GA 30333 rspears@cdc.gov
CDR	Sara Newman	SciPAC Award Judge	National Park Service	CDR Sara Newman National Park Service 1201 Eye Street, NW STE 1135 Washington, DC 20005 sara_newman@nps.gov



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CDR	Margaret Riggs	SciPAC Award Judge	CDC	CDR Margaret Riggs Centers for Disease Control and Prevention 1600 Clifton Rd, NE MS K-72 Atlanta, GA 30333 mriggs@cdc.gov
CDR	Ryan Novak	SciPAC Award Judge	CDC	CDR Ryan Novak Centers for Disease Control and Prevention 1600 Clifton Road NE MS C-25 Atlanta GA 30333 bnk4@cdc.gov
CAPT	John Golden	SciPAC Award Judge	DOD	CAPT John Golden Walter Reed National Military Medical Center Deployment Health Clinical Center(DHCC) 8901 Wisconsin Ave Bldg. 8, Room 2287 Bethesda, MD 20889 john.m.golden@health.mil
CAPT	Diana Bensyl	SciPAC Award Judge	CDC	CAPT Diana Bensyl Centers for Disease Control and Prevention 1600 Clifton Road NE, MS E-92 Atlanta, GA 30333 dbensyl@cdc.gov



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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 (Billetts), Promotion Advice, Performance Evaluation (COERS) advice, Pay and Allowances guidance, Training (Long and Short Term).

Accomplishments & Impacts:

- Recruited 15 CAPTs and 10 CDRs as volunteers of the CV Review Team. A total of 20 CVs were submitted from officers eligible for 2013 promotion.
- The SciPAC Handbook Team reviewed the following sections of the SciPAC Handbook: "Uniforms", "Mentoring", and "Promotion".
- Revised "Top 2013 Top Tips for Scientist Officers". This document should be reviewed on an annual basis.
- Coordinated a training session for SciPAC officers entitled, "SciPAC ODU Training" and a conference on leadership titled "Managing v. Leading: How Should I Determine What I Should Be Doing With My Time?"
- Members of the SciPAC OBC Team attended Open Houses and OBC graduation ceremonies and presented letters and CPO coins to new Scientist officers.
- Revised Curriculum Vitae (CV) Guidelines were posted on the SciPAC website under Career Development subpage: <http://usphssciantist.org/careerdev.htm>.
- Updated and revised Standard Operating Procedures
- Proposed Changes to the Career Development page on the SciPAC Website

Members:

CAPT	Diana Bensyl - Served as a 2013 CV Reviewer	CDC	CAPT Diana Bensyl Centers for Disease Control and Prevention 1600 Clifton Road NE, MS E-92 Atlanta, GA 30333 dbensyl@cdc.gov
CAPT	William Burkhardt III - Served as a 2013 CV Reviewer	FDA	CAPT William Burkhardt III U.S. Food and Drug Administration 1 Iberville Dr. P.O. Box 158 Dauphin Island, AL 36528 William.Burkhardt@fda.hhs.gov
CAPT	Boris Aponte - Served as a 2013 CV Reviewer	AHRQ	CAPT Boris Aponte Agency for Healthcare Research & Quality 540 Gaither Road, Room 2219



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			Rockville, MD 20850 boris.aponte@ahrq.hhs.gov
CAPT	Jon Daugherty - Served as a 2013 CV Reviewer	FDA	CAPT Jon Daugherty U.S. Food and Drug Administration WOC2 RM2334 HFM-481 1451 Rockville Pike Rockville MD 20852 jon.daugherty@fda.hhs.gov
CAPT	Barbara Grajewski - Served as a 2013 CV Reviewer	CDC	CAPT Barbara Grajewski CDC/NIOSH 4676 Columbia Parkway, MS R13 Cincinnati OH 45226 BAG2@CDC.GOV
CAPT	Richard Troiano - Served as a 2013 CV Reviewer	NIH	CAPT Richard Troiano National Institutes of Health 6130 Executive Boulevard, MSC 9762 Bethesda MD 20892 troianor@mail.nih.gov
CAPT	Heidi Blanck - Served as a 2013 CV Reviewer	CDC	CAPT Heidi Blanck Centers for Disease Control and Prevention 4770 Buford Highway, MS K26 Atlanta GA 30341 hblanck@cdc.gov
CAPT	Gregory Lotz - Served as a 2013 CV Reviewer	CDC	CAPT Gregory Lotz CDC/NIOSH 4676 Columbia Parkway MS C-22 Cincinnati, OH 45226-1998 wlotz@cdc.gov
CAPT	Ross Spears - Served as a 2013 CV Reviewer	CDC	CAPT Ross Spears Centers for Disease Control and Prevention 1600 Clifton Rd NE, MS F-05 Atlanta, GA 30333 rspears@cdc.gov
CAPT(ret)	Rebecca Sheets - Served as a 2013 CV Reviewer	NIH	CAPT(ret) Rebecca Sheets NIH/NIAID 6700B Rockledge Dr., MSC-7628 Bethesda, MD 20892-7628
CAPT	Doug Thoroughman - Served as a 2013 CV Reviewer - Member of CV Guidelines Review Team	CDC	CAPT Doug Thoroughman Kentucky Department for Public Health 275 E. Main St., HS 2GW-C Frankfort, KY 40621



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			douglas.thoroughman@ky.gov
CAPT	William Murphy - Served as a 2013 CV Reviewer	CDC	CAPT William Murphy CDC/NIOSH 4676 Columbia Parkway, MS C-27 Cincinnati, OH 45226-1998 wjm4@cdc.gov
CAPT	Nelson Adekoya - Served as a 2013 CV Reviewer	CDC	CAPT Nelson Adekoya Centers for Disease Control and Prevention 1600 Clifton Road NE, MS E91 Atlanta, GA, 30333 nba7@cdc.gov
CAPT	John Hayes - Served as a 2013 CV Reviewer	IHS	CAPT John Hayes Indian Health Service 711 Stewarts Ferry Pike, Suite 100 Nashville, TN 37214 john.hayes@ihs.gov
CAPT	Michael Murry - Served as a 2013 CV Reviewer	BOP	CAPT Michael Murry Bureau of Prisons FCI Beckley, P.O. Box 1280 Beaver, WV 25813-1280 mmurry@bop.gov
CAPT(ret)	Ralph O'Connor - Member of CV Guidelines Review Team	CDC	<i>retired</i>
CAPT	Sharon Williams-Fleetwood - Member of CV Guidelines Review Team	CDC	CAPT Sharon Williams-Fleetwood CDC/ATSDR CHAM Bldg 106 Rm 05005, MS F59 Chamblee, GA 30341-3717 sow1@cdc.gov
CDR	Karon Abe - Member of CV Guidelines Review Team	CDC	CDR Karon Abe Centers for Disease Control and Prevention CHAM Bldg 107 Rm 03233, MS F74 Chamblee, GA 30341-3717 kabe@cdc.gov
CDR	Ryan Novak - Member of CV Guidelines Review Team - Served as a 2013 CV Reviewer	CDC	CDR Ryan Novak Centers for Disease Control and Prevention 1600 Clifton Road NE MS C-25 Atlanta GA 30333 bnk4@cdc.gov
CDR	Tegan Boehmer - Member of CV Guidelines	CDC	CDR Tegan Boehmer Centers for Disease Control and Prevention



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	Review Team		CHAM Bldg 106 Rm 06008, MS F60 Chamblee, GA 30341-3717 tboehmer@cdc.gov
CDR	Danice Eaton - Member of CV Guidelines Review Team	CDC	CDR Danice Eaton Centers for Disease Control and Prevention CENT Bldg 2400 Rm 5302, MS E92 Atlanta GA 30329 deaton@cdc.gov
CDR	Mark Clayton - Attended one OBC event (JUL) - Served as a 2013 CV Reviewer	DOD	CDR Mark Clayton DOD/U.S. Army Medical Research Program 1077 Patchel Street Fort Detrick, MD 21702 mark.d.clayton.mil@mail.mil
CDR	Wei Guo - Attended two OBC events (MAR, AUG) - Served as a 2013 CV Reviewer	DOD	CDR Wei Guo VA IPO/TMA/DoD 1501 Wilson Blvd. Rm.72 Arlington, VA 22209 wei.guo@tma.osd.mil
CDR	James Kenney - Attended one OBC event (JUN)	FDA	CDR James Kenney U.S. Food and Drug Administration 5516 Nicholson Lane, MS 683 Kensington, MD 20895 james.kenney@fda.hhs.gov
CDR	Jacqueline Sram - Served as a 2013 CV Reviewer	FDA	CDR Jacqueline Sram U.S. Food and Drug Administration 19701 Fairchild, MS HFR-PA260 Irvine, CA 92612 jacqueline.sram@fda.hhs.gov
CDR	Diana Elson (formerly Schneider) - Served as a 2013 CV Reviewer	DHS	CDR Diana Elson DHS/ICE/ERO/IHSC 500 12th Street SW, MS 5203 Washington, DC. 20536 Diana.Elson@ice.dhs.gov
CDR	William Satterfield - 2013 Top Tips for Scientists entering the PHS	DOD	CDR William Satterfield Department of Defense 7700 Arlington Blvd Fall Church, VA 22042-5101 William.Satterfield@tma.osd.mil
CDR	Dominic Frasca - Updated "Uniforms" section of the SciPAC Handbook	FDA	CDR Dominic Frasca U.S. Food and Drug Administration 10903 New Hampshire Ave, HFR-NE2530



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			Silver Spring MD 20993-0002 Dominic.Frasca@ fda.hhs.gov
CDR	Ingrid Pauli - Updated the "Promotion" section of the SciPAC Handbook	DoD	CDR Ingrid Pauli Department of Defense 620 John Pauli Jones Circle Portsmouth, VA 23708 ingrid.pauli@med.navy.mil
LCDR	Zewditu Demissie - 2013 Top Tips for Scientists entering the PHS - Co-Lead and organizer on Handbook revision team - Completed Updates to the Mentoring Section of the SciPAC Handbook - Reviewed Updates from respective team members and forwarded suggestions to Career Development Subcommittee Chair for review and approval. - Member of CV Guidelines Review Team	CDC	LCDR Zewditu Demissie Centers for Disease Control and Prevention 4770 Buford Highway NE, MS K33 Atlanta, GA 30341 zdemissie@cdc.gov
LCDR	Elizabeth Irvin-Barnwell - 2013 Top Tips for Scientists entering the PHS	CDC	LCDR Elizabeth Irvin-Barnwell CDC/ATSDR 4770 Buford Highway NE, MS F-57 Chamblee, GA 30341 JCX0@CDC.GOV
LCDR	Luz Rivera - Attended three OBC events (SEPT, OCT APR)	FDA	LCDR Luz Rivera U.S. Food and Drug Administration 10903 New Hampshire AVE, WO21 RM2605 Silver Spring, MD 20993 luz.e.rivera@fda.hhs.gov
LCDR	Lana Rossiter - Attended one OBC event (JUL)	FDA	LCDR Lana Rossiter U.S. Food and Drug Administration 9200 Corporate Blvd Rockville, MD, 20850 lanamrossiter@earthlink.net
LCDR	Mike Smith - Co-Chair of Career Development subcommittee - Organizer for OBC volunteers - Attended seven OBC events	FDA	LCDR Michael Smith co-Chair of Career Development Subcommittee U.S. Food and Drug Administration 1451 Rockville Pike, HFM-481



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	(MAR, MAR, APR, MAY, JUN, JUL, AUG) - Lead on Top 2013 Top Tips for Scientists entering the PHS revisions - 2013 Top Tips for Scientists entering the PHS		Rockville, MD 20852 michael.smith2@fda.hhs.gov
LCDR	Scott Steffen - 2013 Top Tips for Scientists entering the PHS - Attended one OBC event	FDA	LCDR Scott Steffen U.S. Food and Drug Administration 7520 Standish Place, MPN1, HFD-600 Rockville, MD 20855 scott.steffen@fda.hhs.gov
LCDR	Charlene Sydnor Maddox - Chair of Career Development subcommittee - Organizer for 2013 CV review process - Attended one OBC event (APR) - Handbook revisions - Member of CV Guidelines Review Team - Proposed Changes to the Career Development page on the SciPAC Website	NIH	LCDR Charlene Sydnor Maddox Chair of Career Development Subcommittee National Institutes of Health 6011 Executive Blvd, Suite 325, MS 7660 Rockville, MD 20892 sydnorc@od.nih.gov
LCDR	Robin Toblin - Attended one OBC event (SEPT)	DOD	LCDR Robin Toblin Walter Reed Army Institute of Research 503 Robert Grant Avenue Silver Spring, MD 20910 robin.l.toblin.mil@mail.mil
LT	Jessica Cole - Attended one OBC event (MAY) - Guest lecturer on ODU uniform presentation	FDA	LT Jessica Cole U.S. Food and Drug Administration 10903 New Hampshire AVE, WO51 RM4159 Silver Spring, MD 20993 Jessica.Cole@fda.hhs.gov
LT	Andrew Hickey - Attended one OBC event (AUG)	DHS	LT Andrew Hickey Department of Homeland Security 245 Murray Lane, OHA Stop 0410 Washington, DC 20528 Andrew.Hickey@HQ.DHS.GOV
LT	Kelsy Hoffman	FDA	LT Kelsy Hoffman



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	- Attended one OBC event (AUG)		U.S. Food and Drug Administration 1451 Rockville Pike, HFM-481 Rockville, MD, 20852 KELSY.HOFFMAN@FDA.HHS.GOV
LT	John Pesce - Attended one OBC event (MAY) - Guest lecturer on ODU uniform presentation	NIH	LT John Pesce National Institutes of Health 6610 Rockledge Drive, MS 4500 Bethesda, MD 20892-6604 john.pesce@nih.gov
Mr.	Robert Tobias - Guest lecturer on Leadership presentation		Mr. Robert Tobias American University, Room 4400 Massachusetts Ave NW, Washington DC 20016



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CATEGORY DAY

Chair: LCDR Jennifer Adjemian and Co-Chair CDR Mark Clayton

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:

- Successfully developed, organized and implemented a diverse and scientifically relevant agenda for Scientist Category Day at the 2013 USPHS Symposium which was held in Glendale, AZ.
 - Solicited for and reviewed 8 abstracts submitted by Scientist officers to present during Category Day.
 - Developed an agenda that reflected the diverse and substantial contributions of Scientist officers, including:
 - Impact of a novel meningitis vaccine in sub-Saharan Africa
 - Work with military special operations as an underserved population
 - The Commissioned Corps Prevention through Active Community Engagement (PACE) Program
 - Monitoring of extramural research funds at the Centers for Disease Control and Prevention
 - Response efforts and deployment roles of Scientist officers for Superstorm Sandy
 - The agenda also included a keynote speaker, Dr. Bob England, Director of the Maricopa County Department of Health Services, who provided an overview of resource limitations faced by local public health officials, including the



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challenges associated with addressing the epidemics of obesity and chronic disease.

- Planned and advertised for a Scientist Category Day Social following the completion of the Category Day program at the symposium, which was held at Margaritaville, Glendale, AZ.
- Developed a guide providing detailed information on all presentations that were led by Scientist Officers during the entire Symposium.

Impact:

- 14 Scientist officers actively participated in the 2013 Category Day Subcommittee, providing each with extensive opportunities to contribute to the SciPAC, as well as to their own professional development as PHS officers
 - a. This represented a 21% increase in subcommittee size from the previous year
 - b. In addition to the Chair and Co-Chair, 6 Subcommittee members received extensive leadership experience by serving as Workgroup Leads
 - c. 3 Subcommittee members additionally received professional experience by contributing as Category Day Moderators and Logistics Coordinators
- 9 Scientist officers demonstrated outstanding officership while also receiving professional development and experience by serving as speakers and/or panelists for Category Day
- 27 Scientist officers received 5.5 hours of continuing education while also learning more about the diverse work conducted by Scientist officers and important topics relevant to PHS officers
- An additional 17 individuals not affiliated with the PHS attended the Scientist Category Day, increasing our visibility and fostering networking opportunities and relationships with external agencies and institutions
- 6 Scientist officers attended the SciPAC Category Day social held that evening, facilitating camaraderie among fellow Scientist officers and additional networking opportunities in a casual setting
- 22 Scientist officers received official Thank You letters for their service, providing these officers with support for their activities and participation in their eOPF and motivation to continue contributing to the subcommittee in the future, as evidenced by the high retention rate of 81% of prior Category Day subcommittee members

Recommendations:

- Workgroup leads should be established as soon as possible, and each lead should draft a timeline for their expected duties; this is critical since establishing the Category Day agenda is time-sensitive with several deadlines that start as early as October during the year prior to the Symposium.



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- Each workgroup should be limited to two officers to ensure enough opportunities for participation and leadership for each, which the exception on the panel/workshop workgroup, which is more involved and can support activity for three officers.
- Keynote speaker(s) should be identified as early as possible, as individuals who are typically sought after for this role often have engagements booked fairly far out.
- In addition to day-of moderators and logistics coordinators, at least two officers who are not in leadership or speaking roles during Category Day should be designated as being responsible for taking photos during all day-of activities, including of each speaker/session, the entire group of attendees, and if possible, the social held after.
- As financial constraints continue to impact travel funds and the ability for officers to commit to attend the Symposium, back-ups for each critical role during the conference should be assigned whenever possible, including those overseeing day-of logistics, agenda moderators, and presenters/speakers/panelists.

Members (Thank You Letters distributed July 2013):

Rank	Name	Role	Agency	Email Address
LCDR	Jennifer Adjemian	Chair	NIH	Jennifer.adjemian@nih.gov
CDR	Mark Clayton	Co-Chair, Lead Moderator, Speaker, SciPAC Merchandise Sales	DOD	mark.clayton2@us.army.mil
LCDR	Robin Toblin	Lead, Keynote Workgroup; Co-Lead Social Event Workgroup	DOD	robin.l.toblin.mil@mail.mil
LCDR	Mark Miller	Lead, Panelist Workgroup; Moderator; Speaker	EPA	Miller.Mark@epa.gov
CDR	Matthew Murphy	Senior Advisor	CDC	zqj7@cdc.gov
LCDR	Danielle Iuliano	Lead, Thank You Notes/Evaluation Workgroup	CDC	aoi0@cdc.gov
LCDR	Stephanie Rutledge	Co-Lead, Panelist Workgroup	CDC	sbr4@cdc.gov
LCDR	Sara Vagi	Co-Lead, Thank You Notes/Evaluation Workgroup	CDC	hgq2@cdc.gov



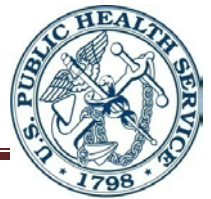
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CDR	John Stansberry	Member, Panelist Workgroup; Moderator	NIH	stansbej@od.nih.gov
LCDR	Deborah Dee	Lead, Abstract Submission/Speaker Workgroup	CDC	gdq7@cdc.gov
LCDR	Qiao Bobo	Co-Lead, Keynote Workgroup	FDA	Qiao.Bobo@fda.hhs.gov
CDR	Marco Bennett	Member, Abstract Workgroup	FDA	Marco.Bennett@fda.hhs.gov
LCDR	Renee Calanan	Co-Lead, Abstract Workgroup	CDC	renee.calanan@state.co.us
LT	Nadra Tyus	Lead, Social Event Workgroup	HRSA	ntyus@hrsa.gov



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MENTORING

Chair: LCDR Alfredo R. Sancho and **Co-Chairs:** CDR Sally Hu; LCDR James Kenney

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:

- Mentor-Mentee Matching (CDR Goodrich-Doctor, LCDR Sram, LCDR Frances): Approximately 27 new mentor mentee matches were made and recorded. The group systematically reviewed the database of mentor-mentee matches to assess status and outcome. To those matches still active at the time of review, the group provided the matched officers with an agreement to review, complete, and return, essentially re-starting the professional relationship. This was one of the objectives for this year as identified in the 2011 SciPAC Mentoring Survey.
- Mentor Resource Kit (LCDR Rivera, LCDR Demissie): The group reached out to other PAC and organizations to research what “mentor resource kits” were available. They also re-visited the SciPAC Mentoring Survey responses to identify what SciPAC Mentor officers recommended or requested. A framework for the resource kit was generated and proposed to the subcommittee members and advisors for review and feedback.
- Mentor of the Year (LCDR Wally, LCDR Adjemian): The group developed the rationale, framework, and criterion for this award, to include the submission, review, and selection process. The package was submitted to the SciPAC Executive Board for review, comments, and approval. Awaiting outcome.
- Online Mentor-Mentee Matching Process (LCDR Kenney, CDR Guo, LT Ko): The group researched various technical options (software for and location of database) to complete this task. Regrettably, the options identified required financial support and at this time no funds were available.
- Mentoring Website (LT Ko): The group reviewed the mentoring section of the SciPAC website and identified needed changes and updates. These were coordinated with the website content manager and the SciPAC Website subcommittee.
- SciPAC Mentoring Program Factsheet: The subcommittee reviewed and updated this factsheet and had it reposted on the website. This document provides guidance on the roles and responsibilities of both parties as well as the suggested duration of the



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relationship. This latter issue was found to be important to both the Mentors and Mentees in the 2011 Mentoring survey.

- 2013 COF Annual Meeting:
 - The subcommittee sponsored an informal gathering (“meet-and-greet”) where junior officers had the opportunity to meet senior officers and chat about areas of interest related to career progression, promotion efforts, and the mentoring program. CAPT Aponte and LCDR Rivera hosted the event with the logistical support by LCDR Adjemian who secured the room and time slot for this event. Approximately 13 officers were present.
 - The subcommittee submitted an abstract for the Category Day outlining the progress made in the Mentoring Program based on the 2011 Mentoring survey and the 7 objectives. Regretfully it was not selected for presentation.
- Subcommittee Standard Operating Procedure: Subcommittee leadership reviewed and edited the SOP to reflect internal organization changes and different procedures.
- Scientist Chief Professional Officer RFI: Subcommittee leadership responded to RFI.

Impact:

The Mentoring Subcommittee was organized in groups based on the 7 issues identified from the 2011 SciPAC Mentoring Survey. This gave opportunity for all officers to participate and exercise their leadership roles and team skills. The subcommittee had the great benefit of having 3 O6 rank officers as advisors and as historical knowledge resource.

“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. Recognizing that professional development through mentorship can be highly beneficial to both mentor and mentee, mentorship 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 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.” stated by CAPT Aponte.

Recommendations:

- Follow up on the review and approval of the “SciPAC Mentor of the Year” award. The package was submitted to the Executive Board on 28 June 2013.
- Continue to use the one-page Mentoring Program fact sheet, the Mentor Request form, and the Mentor-Mentee Agreement form. All three documents successfully address issues identified by scientist officers in the 2011 Mentoring Survey. The response from officers regarding the added value of these three documents has been positive. All three documents



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should continue to be available on the website and at the “meet-and-greet” during the annual COF Symposium.

- Reach out to other PAC’s to share best practices and lessons learned on “Mentor Resource Kits”.
- Coordinate a “meet and greet” for the annual COF meeting earlier in the year to ensure the optimal location and time slot to improve visibility of the SciPAC Mentoring program. It has proven its value through feedback from officers attending the Symposium.
- Continue to use the team approach for the mentor-mentee matching process. The team is composed of at least three individuals, one from each of agency that has a large number of scientist officers. This provides the team with an insight of the culture of these agencies. This agency commonality between mentor and mentee and agency internal knowledge for matching was a criteria highlighted by mentees in the 2012 survey.
- Continue to request the support of O6 officers as advisors to the subcommittee. These senior officers have the experience and historical knowledge of SciPAC and the Mentoring Program. Additionally, it will allow for non-O6 officers to take leadership roles within the subcommittee.
- Follow up with the Public Health Services Mentoring White Paper tasker for the Chief Professional Officers. The POC for this tasker is CDR James Simpson at FDA. This will give insight to the entire Corps Mentoring effort and visibility of what other PACs are executing to improve their own mentoring programs.

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POLICY

Chair CDR William Satterfield and Co-Chair LCDR Jeremy Wally

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.

Major Duties:

- Review proposed Commissioned Corps Issuance System Policy
The Office of the Surgeon General (OSG) and the Division of Commissioned Corps Personnel and Readiness (DCCPRDCCPR) invites the PACs to review and comment on documents that set forth the policy and procedures of the Corps. Documents include proposed additions to the electronic Commissioned Corps Issuance System (eCCIS) Ref. 1 including Directives, Instructions, Personnel Policy Memorandum, Personnel Operation Memorandum, Plans, Pamphlets, and Handbooks (see Appendix 2 for detailed description of each document).
- Review other proposed Commissioned Corps/Agency policy
Other policies deemed by the SciPAC Chair to be of interest or affect the members of the Scientist Category shall also be reviewed by the subcommittee.
- Support Special Projects and Requests for Information
Provide support to the SciPAC Chair and Scientist CPO on special projects and requests for information related to Commissioned Corps policies or other relevant activities.

Accomplishments:

- No formal policy review requests were received during the 2012-2013 term.
- Members of the Policy Review subcommittee engaged in the following activities in support of the Scientist CPO and the SciPAC Chair:
 - Walking as a Way for Americans to Get the Recommended Amount of Physical Activity for Health
 - To address the public health problem of physical inactivity, the Centers for Disease Control and Prevention (CDC), within the Department of Health and Human Services (HHS) requested information from the public (through the Federal Register) on walking as an effective way to be sufficiently active for health. Specifically, HHS/CDC and the Office of the Surgeon General requested information on the following topics: (1) Barriers to walking for youth; adults; seniors; persons with developmental, injury, and chronic disease-related disabilities; racial and ethnic minorities; and low-income individuals; and (2) Evidence-based strategies for overcoming those barriers and their reach and impact to increase physical activity at the population level and among the above mentioned subpopulations. The subcommittee consolidated comments on this initiative from SciPAC members and provided a summary report to the Scientist CPO for informational and preparatory purposes.



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- Scientist Research Ethics
 - The subcommittee responded to a request for information on policy regarding research ethics for PHS Scientists. The request was forwarded to the SciPAC Policy Review Subcommittee and none of the members who responded were aware of any such policy within the USPHS. The consensus was that PHS Scientists would fall under the ethical requirements of the agencies for which they work and their professional organizations. In addition, the following references were provided:
 - The Public Health Service Act has information about research, and may provide information about research ethics: <http://www.fda.gov/regulatoryinformation/legislation/ucm148717.html>.
 - 45 CFR 46 - Common Rule for the Protection of Human Subjects in federally funded studies: <http://www.hhs.gov/ohrp/humansubjects/guidance/45cfr46.html>. The common rule was based on the guiding ethical principles in the Belmont Report: <http://www.hhs.gov/ohrp/humansubjects/guidance/belmont.html>.
 - Research Integrity guidelines established under HHS's Office of Research Integrity: <http://ori.dhhs.gov/about-ori>.
- Members of the Policy Review Subcommittee also engaged in two activities to ensure the efficiency and effectiveness of the subcommittee in the future:
 - The subcommittee developed a comments matrix for use when review policies. This tool provides a standardized format for subcommittee members to provide comments and will simplify the consolidation of comments from multiple reviewers.
 - Members of the subcommittee reviewed and provided recommended changes to the subcommittee Standard Operating Procedures which was updated on 18 Jul 2013.

Impact:

Activities of the Policy Review Subcommittee ensured the Scientist CPO was informed on member comments with regard to the Surgeon General's walking initiative and was prepared to share these as necessary. In addition, the subcommittee assisted a fellow officer in the identification of resources related to research ethics. Finally, the development of a standardized comments matrix and update of its Standard Operating Procedures prepared the subcommittee to more efficiently and effectively respond to any future policy review requests.

Recommendations:

The participation rate for subcommittee members across all tasks was 46.3%. Recommend the subcommittee explore ways to increase participation in the future.



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RECRUITMENT, RETENTION, AND READINESS

Chair: LCDR Matt Breiding and Co-Chair: CDR Dominic Frasca

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.
- Assist Scientist officers in identifying and rectifying Basic Readiness issues.
- Notify Scientist officers who are identified as newly “Not Basic Ready” during the calculation of monthly readiness statistics and offer assistance in obtaining basic readiness.
- Respond to Scientist-related inquiries on Facebook via a Facebook Response Plan.\
- Review and revise the Scientist “Best Kept Secrets” recruiting brochure on a quarterly basis.
- Maintenance of Deployment Spreadsheet for use by the Scientist CPO to fulfill ad-hoc deployment requests for scientist officers.

Accomplishments:

- **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 Two Large Increases in Officers who are not Basic Ready.** Between January 1st and February 1st and between April 1st and May 1st, the SciPAC readiness numbers evidenced significant increases in the number of Scientist officers designated as “not qualified.” Given that the number of non-qualified officers stays pretty consistent from month to month (varying by no more than 1 or 2 officers), an



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increase from 37 to 57 not qualified officers during January, and an increase from 57 to 85 not qualified officers during April, was of great concern. Attempts to contact OFRD to better understand these large increases in not basic qualified officers were unsuccessful. This issue was raised with SciPAC executive leadership and on SciPAC calls. No definitive explanation was identified although in working with not qualified officers members of the RRR subcommittee identified possible systemic issues related to recording of physical fitness, immunization, and medical records as possible explanations.

- **Initiation of Notification and Assistance to Officers Who Have Recently Lost Basic Readiness Status.** After consultation with the SciPAC Chair, CDR Novak, and the SciPAC CPO, CAPT Williams-Fleetwood, 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 note that an officer is not basic ready and offer to provide RRR subcommittee assistance in returning to basic ready status. This is only 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. Upon sending out these emails we received numerous requests for assistance in meeting readiness standards. These requests for assistance were handled by LCDR Jess Cole, CDR Dominic Frasca, and LCDR Matt Breiding.
- **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.
- **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



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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 repeated requests on SciPAC calls to forward job announcements to a designated RRR subcommittee member who will forward them on to the applicants' email addresses.

- **Review and Revision of the Scientist "Best Kept Secrets" Recruiting Brochure.** The Scientist "Best Kept Secrets" Recruiting Brochure (http://www.usphs.gov/docs/pdfs/bks/PHS_Scientist_020312.pdf) is made available for review periodically. The RRR subcommittee reviewed and revised this brochure on two occasions during the past year.

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, our efforts to assist officers who requested help as a result of our notification that they were newly not-basic-ready resulted in many officers reporting that they were now basic ready. The exact number of officers who moved to basic-ready status is unknown at this time as the monthly readiness estimates do not appear to be tracking readiness status in real time. It is our hope that the efforts of the RRR subcommittee will manifest themselves in improved readiness numbers in future month readiness estimates.

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RULES AND MEMBERSHIP

Chair: CDR Nicole Frazer

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.
 - In light of the revision of the PAC Charter Model on April 4, 2012, the Rules and Membership subcommittee considered pursuing modification to the SciPAC Charter this term.
 - The SciPAC Rules and Membership subcommittee completed a survey in December 2012 to consider implementing the permitted changes. Ten of eleven members completed the survey. The subcommittee recommended to the SciPAC Executive Board that the permitted changes be considered with the routine update of the Charter during the 2013-2014 term.
- Subcommittee Chairs/co-Chairs were requested to review and revise their SOPs as necessary; the Rules and Membership SOPs were reviewed and no updates were made. Updated SOPs will be archived for member access on the SciPAC website.
- In May 2013 the Rules and Membership 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 2013 the Rules and Membership 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 Rules and Membership 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 14, 2013 the Rules and Membership subcommittee met by teleconference to discuss each of the applicants and unanimously selected six officers to recommend for



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voting membership; a nomination package was subsequently prepared and submitted to CPO for consideration on July 1, 2013.

- On August 8, 2013 the OSG approved the six officers for SciPAC Voting Membership, and the Rules and Membership 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 Rules and Membership subcommittee was provided regarding areas where the Officer could increase their support of the PAC.

Recommendations:

- Conduct a formal review of the SciPAC Charter and SOP during the 2013-2014 term.
- Address any advocacy issues not falling within another subcommittee within the Rules and Membership subcommittee.
- Assign a Rules and Membership subcommittee Co-Chair.

Membership:

1) Rules and Membership Subcommittee 2012–13:

Rank	Name	Agency	Address
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CAPT	Dennis R. Spears	CDC	CAPT Dennis R. Spears Centers for Disease Control and Prevention 1600 Clifton Road, N.E., MS D-75 Atlanta, GA 30333
CDR	Charlene Sydnor	NIH	CDR Charlene Sydnor National Institutes of Health 6011 Executive Boulevard, MS 7660, Suite 325 Rockville, MD 20852

2) *SciPAC Membership Nomination Committee 2012–13:*

Rank	Name	Agency	Address
CDR	Nicole Frazer Chair	DoD	Force Health Protection and Readiness Programs Defense Health Headquarters (DHHQ) 7700 Arlington Boulevard Falls Church, VA 22042
CDR	Karon Abe <i>Chair ex-officio</i>	CDC	Centers for Disease Control and Prevention 4770 Buford Highway, MS K-23 Atlanta, GA 30341
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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CAPT	Diana M. Bensyl	CDC	Centers for Disease Control and Prevention 1600 Clifton Road, N.E., MS E-92 Atlanta, GA 30333
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CDR	Danice K. Eaton	CDC	Centers for Disease Control and Prevention 1600 Clifton Road, N.E., MS E-88 Atlanta, GA 30333
LCDR	James L. Kenney	FDA	Food and Drug Administration 5516 Nicholson Lane, HFM-683 Kensington, MD 20895
CDR	Sara B. Newman	NPS	National Park Service 1201 Eye Street, N.W., STE 1135 Washington, DC 20005
CDR	Ryan Novak	CDC	Centers for Disease Control and Prevention 1600 Clifton Road, N.E., MS C-25 Atlanta, GA 30333
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CDR	Charlene Sydnor	NIH	National Institutes of Health 6011 Executive Boulevard, MS 7660, Suite 325 Rockville, MD 20852



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SCIENCE

Chair: CDR Jacqueline Sram and Co-Chair: CDR Jennifer Thomas, CDR Minglei Cui

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:

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

Accomplishments:

The accomplishments for the subcommittee include

- 1) Development of 7 National Prevention Strategy (NPS) related articles for the Scientist newsletter
- 2) Compilation and curating of Scientist Officer Publication list (2 versions issued – January and July 2013)
- 3) Collaboration with the Website SC to develop content for three Science SC-related web pages: the Science SC page, the NPS page, and the Scientist Officer Publication List page

Impact:

- 1) The Scientist Category Prevention Strategy (SPS) was developed in support of the Surgeon General's NPS, issued in June 2011. Based on NPS, in 2013, the Science Subcommittee further developed seven NPS-related articles for the Scientist newsletter. These articles will provide guidance for scientist officers and help implementing the NPS which we developed last year. Since it is important to prevent disease before it starts, which will help people live longer, healthier lives and keeping health care costs down, the NPS is a shift from a focus on sickness and disease to one based on prevention and wellness.

In the 7 articles, it is evident that scientist officers are involved in every aspects of the prevention to improve individual and population health. 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



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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. Although not inclusive of all services provided, these 7 newsletter articles provide initial discussion of how USPHS scientist officers are currently aligned and focused on national prevention efforts and will endeavor to garner wider partnership for expanded implementation and advancement of individual and population health.

- 2) The compilation of Scientist publications is intended to be a continuous accumulation of publications authored by Scientist Officer(s) since 2010. 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. In the past year, 80+ reference submissions were collected for the list, bringing the list total to over 180 publications. The Scientist Publication List will be available from the Scientist Category website via its own webpage and also via a link on the Science SC webpage. Currently, the list is curated by the Science SC leadership in an Excel spreadsheet, but long-term plans include making it web-based so that officers can enter their publications directly to the list.

The examples in the SPS and the Scientist Publication list illustrate that Scientist Officers contribute to or directly impact almost every facet of the health 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.

- 3) Collaboration was begun with the Website SC to develop the content for three Science SC-related webpages that will be featured on the new SciPAC website: the Science SC page, the NPS page, and the Scientist Officer Publication List page. Proposed content will be refined and completed before the new webpages go live, which will hopefully be before the end of the calendar year.

Recommendations:

- See through publication of the remaining 5 NPS articles that were adapted for the SciPAC newsletter (eg., clearance and last-minute editing issues): Preventing Drug Abuse and Excessive Alcohol Use, Healthy Eating, and Tobacco Free Living will appear in the next newsletter; Injury and Violence Free Living, and Reproductive and Sexual Health will appear in the last newsletter containing this series
- Continue to develop and refine content for the 3 Science SC-related PAC webpages: Science SC page, NPS page, and the Scientist Officer Publication List page. See these 3 pages through to going live with the Website SC's guidance and expertise



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- Develop web-based publications list with the ITPAG's and Website SC's guidance and expertise
- Write and publish a manuscript on Scientist Officers/USPHS

Members:

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VISIBILITY

Chair: CDR Danisha Robbins and **Co-Chair:** CDR Margo Riggs

Mission:

The purpose of the Visibility subcommittee is to inform SciPAC and Scientist officers on scientific activities, accomplishments, and opportunities available throughout the PHS and increasing the visibility of the Scientist category. The subcommittee will also recommend actions and activities that promote public recognition of the accomplishments and contributions of PHS Scientists.

Major Duties:

- Publish the Scientist Newsletter
- Develop the Scientist Poster
- Science Fair Judging
- Public Relations, Publishing, and Public Speaking

Accomplishments:

- Completely redesigned layout of Scientist Newsletter by changing from vertical to horizontal format, modernized aesthetic qualities by simplifying graphics and more heavily emphasizing photography and typography, resulting in enhanced visual impact.
- Implemented a streamlined review process by instituting a hierarchical review process, resulting in a 73% reduction in editorial time while maintain at least three reviewers per article. This allowed each reviewer to focus on a smaller number of articles, increasing the quality of their review and decreasing errors.
- Implemented an initiative to highlight contributions to the National Prevention Strategy, thereby highlighting Scientist officer contributions to this high-level initiative.
- Developed the PACE program in January 2013. The focus of the program is connect Officers with the local community to provide outreach and education on topics associated with the National Prevention Strategy.
- Developed the SciPAC PACE Presentation Development Working Group. This working group was tasked with developing novel, highly interactive, presentations that deliver the message of the National Prevention Strategy to students of different ages with a target delivery date of September 2013. To date, the Working Group has developed and published two presentations. This group was led by LCDR Shane Dave and Co-Chaired by CAPT Mark Seaton.
- The PACE program has participated in 7 events since its inception and has delivered the messages associated with the NPS to over 800 students and adults.
- As we enter into the 2013/2014 school year, the program has expanded beyond Montgomery County, MD., into the District of Columbia, Atlanta, GA., and Phoenix, AZ., with over 45 officers currently enrolled.



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- Members have also engaged in numerous events to bring visibility to Scientists and USPHS. These include having recruited potential Scientists at AMSUS, created a PHS Awareness Day at NIH and developed a Scientist Poster for this event, volunteered at local science fairs, provided lectures in uniform to various graduate schools and conferences, wrote articles for the Scientist Newsletter after deployment or other events, escorted Vietnam Veterans during recognition ceremony, conducted presentations, in uniform, to Army and Navy officers, highlighting the work of Scientists.

Impact:

- Changing from vertical to horizontal format optimized viewing on horizontal computer monitors, allowing full pages to be viewed 56% larger, and reducing unused screen space by 91%. Graphics changes resulted in enhanced visual impact.
- Streamlining the review process resulted in a 73% reduction in editorial time while maintaining at least three reviewers per article. This allowed each reviewer to focus on a smaller number of articles, increasing the quality of their review and decreasing errors.
- Drew attention to the National Prevention Strategy (NPS) by focusing articles on the work of the Scientist and how it impacted NPS.
- To demonstrate the overall impact of these changes, the Feb 2013 issue located on the SciPAC website received 878 visits in the first six months following publication, in addition to being directly previously emailed to all 350 Scientist officers located in 18 federal agencies.
- PACE allows Scientists to utilize their expertise to educate students and members of the Maryland and D.C. communities on the National Prevention Strategy, impacting over 300 students already. Led to the creation of a working group to further address ways to implement PACE. Recently received White House attention/recognition.
- Educated over 3,000 individuals at various conferences, workshops, graduate classes, and ceremonies on the work Scientists do for the USPHS.

Recommendations:

- Continue the development and growth of PACE to enable more Scientists to impact their community and increase visibility of USPHS.
- Revise the SOP for the subcommittee to eliminate any tasks that are outdated or that may fall under the purview of another subcommittee.

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WEBSITE

Chair: CDR Tegan Boehmer and **Co-Chair:** LCDR Xiaowu Lu

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 Website Subcommittee is to maintain the USPHS Scientist Category website, ensuring that information of interest to USPHS Scientist Officers is readily available, useful, and up-to-date. In addition, during the 2012–2013 operational year, the SciPAC Website Subcommittee undertook the task to develop a new website using a content management system (CMS) that will be easier to update and maintain.

The specific goals of the Website Subcommittee were to:

- Keep the website content up-to-date and ensure that it is relevant and accurate
- Transition the existing HTML-based website to a more user-friendly content management system (CMS) platform

Accomplishments:

The accomplishments of the Website Subcommittee during the 2012–2013 operational year were as follows:

- Fulfilled approximately 40 requests to update content on the website
- Developed the structure for the new SciPAC website
- Researched and selected WordPress as our preferred content management system
- Created a template to revise and create content for the new website
- Initiated collaboration with the Health Services Officer (HSO) Information Technology Professional Advisory Group (ITPAG) who generously volunteered to assist SciPAC with the development of the new website
- Worked with ITPAG officers to develop a custom template for the new website
- Participated in “All PAC” conference calls regarding possible website consolidation

Impact:

The SciPAC website is a valuable resource for USPHS Scientist Officers and provides information and guidance for persons interested in the Commissioned Corps and health science careers more generally. The SciPAC website is used by the Scientist Category to promote the



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work of Scientist Officers. During March–August 2013 the SciPAC website averaged 2,500 visits per month.

Recommendations:

The following recommendations are made based on the experience of the Website Subcommittee during the 2012–2013 operational year:

- Continue efforts to transition the SciPAC website to a content management system (CMS) platform.
- Maintain an ongoing collaboration with the HSO ITPAG to develop a new SciPAC website
- Involve the new Chief Scientist Officer and 2013–14 SciPAC Voting Membership in the development and revision of content for the new SciPAC website
- Provide training to the Website Subcommittee members on how to update website content using WordPress, the selected CMS for the new website

Members:

Rank	Name	Role	Agency	Address
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CAPT	Cynthia Striley	Advisor	CDC	CAPT Cynthia Striley CDC, National Institute for Occupational Safety and Health 4676 Columbia Parkway, MS C-26 Cincinnati, OH 45226



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C. LIAISON REPORTS

COF Report: CDR Matthew Murphy

- As of September 1, 2012, the SciPAC account balance was \$2454.68 and there was an inventory of 298 coins and 34 t-shirts (sizes: 0 XL, 17 L, 19 M, 8 S).
- As of August 31, 2013, the SciPAC account balance was \$2374.16 and there was an inventory of 250 coins and 31 t-shirts (sizes: 0 XL, 7 L, 17 M, 7 S).
- During the 2012-2013 fiscal year, the total income was \$418.75 and the total expenses was \$499.27.
- A total of 48 coins and 2 t-shirts were sold or donated. (One was discarded due to stains)

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.

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 two JOAG Spotlight articles for the SciPAC newsletter. One article was written on behalf of JOAG award winners LCDR Matthew Murphy and LCDR Seth Green (in press), and another article was written on behalf of LT Cara Halldin about her role as an EIS officer for the PHS.
- Provided comments to the final “**The 2013 TOP TIPS for Scientists entering the PHS**” document
- Active member of the SciPAC newsletter editorial board
- Coordinated a table at the 29th Annual Public Health Career Fair (Visibility Event) at the Johns Hopkins University Bloomberg School of Public Health
- Forwarded numerous announcements to the SciPAC secretary for dissemination through the SciPAC listserv.
- Conveyed numerous SciPAC announcements to JOAG via meetings and the listserv.
- Deployed for five days to assist with the 2013 Peace Officers Memorial.



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**Impact:**

- I routinely encouraged JOs to participate in JOAG and SciPAC.
- I made officers aware of JOAG sponsored volunteer and educational (e.g., Journeyman Lecture series) events.
- 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 articles about the contributions of fellow scientist officers.

Members: N/A

Billet Transformation Liaison Report: LCDR Judy Facey

Mission: Update and individualize the billet system.

Major Duties: Aid Officers with billet questions and the billet process.

Accomplishments:

- Created 2 billet for new CAD Scientist officers at EPA.
- Assisted EPA’s Representative to the SGPAC and EPA’s Liason with billet information and assist in creating 4 new billets for new CAD officers at EPA.
- Assisted 15 Scientist officers with specific billet questions (mostly dealing with change in assignments).
- Assisted various Agencies with justifying the relationships of the billet to the five pillars.

Impact:

Majority, if not all of the Scientist officers are in a billet that is related to the five pillars.

Members:

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CAPT	Pamela Ching		CDC	CAPT Pamela Ching CDC 1600 Clifton Road MS: E-04



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PsyPAG Liaison Report: CDR Jeffrey L. Goodie

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.

Major Duties: The PsyPAG liaison, a role filled by CDR Jeffrey L. Goodie from January-December 2013, serves to communicate information between SciPAC and PsyPAG. The liaison attends meetings, reports major events/activities, and assists with the coordination of projects related to both groups.

Summary of Accomplishments and Impact:

- PsyPAG continued to meet on the Wednesday of every other month at 1200 ET. These hour-long meetings have included speakers who addressed the roles of psychologists in agencies including ICE Health Service Corps (Dr. Cohn-Aizic) BOP Federal Transfer Center (LCDR Meghan Reilly) and IHS Alaska (CAPT Ray Droby). In addition, subcommittee chairs reported on the work of their groups and on opportunities for participation. PsyPAG maintains an active listserv and recently updated the PsyPAG website: <http://usphs-hso.org/?q=pags/psypag> **Impact:** These efforts have broadened awareness of the breadth of roles that psychologists serve.
- PsyPAG leadership coordinated efforts with the SciPAC CPO and Chair to advocate for special pays for psychologists with the Compensation Policy Advisory Board (CPAB). **Impact:** These efforts have helped to advance special pay parity between the DoD and USPHS and to inform the CPAB of the special concerns related to psychologists as it considers changes to special pays.
- PsyPAG's Professional Development committee worked to support the professional development needs of psychologists through multiple efforts. A psychologist speaker series was developed. The first speaker was CAPT Christine Hunter, a scientist, who discussed NIH grant writing. The committee is developing a mentoring program between senior and junior psychologists. A weekly job listing for PHS psychologists is distributed weekly on the PsyPAG listserv. The committee continues to host regular meetings to support those psychologists who are seeking board certification. Over the past 6 months # psychologists have earned their board certification.
- Psychologists contributed to articles for SciPAC's newsletter regarding how psychologists support the NPS, the roles of psychologists during recent deployments and updates about the activities of PsyPAG.
- The PsyPAG Research and Conference committee has continued to maintain a psychologist CV highlighting recent publications and presentations. Since 2012, 21 manuscripts have been published or are in press.



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- The committee also informs psychologists of upcoming conferences and abstract deadlines to promote the participation of psychologists in the educational opportunities. Two liaisons serve as part of this committee who provide specific information about COA and AMSUS.
- PsyPAG members continued to support efforts to recruit and retain psychologists to help meet the expanding USPHS behavioral health mission. PsyPAG collaborated with the Director of the Division of Commissioned Corps Recruitment to assist with the recruitment of psychologists at national conferences.
- PsyPAG formed a Special Interest Group to assist with increasing the involvement of psychologists in the Prevention through Active Community Involvement (PACE) Program.

Recommendations

We encourage the continued support of the PsyPAG-SciPAC liaison position. The position continues to serve as an important mechanism for psychologists and other Scientists to collaborate and communicate.

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 2012 – 2013 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.

Respectfully submitted December 2013

A handwritten signature in black ink, appearing to read "Ryan Novak", written over a horizontal line.

CDR Ryan Novak
Scientist PAC Chair 2012-2013



United States Public Health Service



U.S. Public Health Service

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