



Commissioned Corps BULLETIN

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Surgeon General's Column

I was invited by Dean Nathan Baxter to speak at a service at the Washington National Cathedral last month, as they commemorated the life of Florence Nightingale. She was named a Lesser Saint that day and included in the Calendar of Lesser Feasts and Fasts. It is an honor that means a great deal not only to the nursing profession, but also for all of the health professions.

Perhaps the most notable heroine of nursing today, Florence Nightingale saw nursing not as a job or position, but as a profession, an honorable calling. At 25 years of age, she is said to have answered the unnamed call that God placed on her life some 8 years earlier and selected nursing as a career. Throughout her career, she never set aside the "the sacredness of her work," which is clear from the counsel she offered to nursing students.

Nursing is most truly said to be a high calling, an honourable calling. But what does the honour lie in? In working hard during your training to learn and to do all things perfectly. The honour does not lie in putting on Nursing like your uniform. Honour lies in loving perfection, consistency, and in working hard for it: in being ready to work patiently; ready to say not "How clever I am!" but "I am not yet worthy; and I will live to deserve to be called a Trained Nurse."

This 1873 quote was taken from a speech given 20 years after her great work in the Crimean War.

Florence Nightingale was not one to complain about what she did not have, even though she often lacked such basics as drugs and technology. Instead, she used the resources of behavior change

and sanitation, including hand washing, utensil cleaning, and separation to protect patients from infection. Using the light of her fire to hold back the night, this "lady with the lamp" spoke words of encouragement to inspire many ailing and suffering soldiers to hold on and survive.

She had the right commitment: professional excellence; the right attitude: positive and hopeful; and the right perspective: healthcare is first and foremost about serving and caring.

We are fortunate today to be living at a time of cutting-edge technology and effective pharmaceuticals, including vaccines and antibiotics. But we are simultaneously challenged to never lose sight of the point that healthcare is still first and foremost about caring. And when we one day have a vaccine and cure for the devastating diseases that confront us, such as AIDS and cancer, as well as many others, the question that will loom large then, as now, is whether we will still care enough to emphasize behavioral change, stressing health promotion and disease prevention in order to enhance the quality of life and prevent needless suffering and premature mortality.

These are neither the best nor the worst of times for nursing. But it is a time of great challenge. Today, nurses are more critical than ever to ensuring that we have better access to quality healthcare for all populations. They are at the heart of patient satisfaction, particularly as it relates to patient safety. They understand the need to look at the whole patient. Nurses provide health promotion and disease prevention services. And they protect the health of the Nation's most vulnerable populations.

They are often the best participants in clinical trials. Thanks to ongoing studies like the Nurse's Study conducted by Harvard School of Public Health and Brigham and Women's Medical Center, we have learned a tremendous amount about the benefits of physical activity in the past few years.

But because Americans have failed to value nursing and its contributions, we are paying a tremendous price. Like teachers, nurses are often undervalued and underappreciated. There are widespread reports of nursing shortages across the country that threaten to undermine the quality of our healthcare system.

The shortage is due to several critical factors, including an aging nursing population and an aging nurse educator population, declining student enrollments in nursing schools, increasing demands, and unfavorable workplace conditions. As more women have entered medicine, given competing career options, men tend not in great numbers to consider nursing a realistic occupational choice. In

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Surgeon General's Column

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(Pictured left to right) CAPT Lauren Tancona, CDR Cheryl Chapman, Surgeon General David Satcher, CDR Lynn Slepski at the Washington National Cathedral.

short, all of these reasons point back to the amount of value and prominence we place on the profession.

But we can change that. We have to begin to take advantage of nursing's full potential, which requires a look at the overall way patient care is provided. We

need to place more emphasis on models of interdisciplinary patient care, where physicians and nurses work together as a team. We must capitalize on nurses' natural predilection for health promotion and disease prevention, and allow them to lead the way in helping other healthcare professionals to get on board.

We need to adequately reward nurses for the quality contribution they make.

Nursing has had a commendable past. Although the present-day challenges are great, I believe opportunities are even greater. Let us begin to reverse the downward trend of nursing, which we have fostered and take full advantage of nursing's potential.

VADM David Satcher
Surgeon General



Commissioned Corps Travel and Transportation Information Center

The "Commissioned Corps Travel and Transportation Information Center" provides answers to many travel and transportation questions. It is located on the Division of Commissioned Personnel's Web site—<http://dcp.psc.gov>—click on 'Services.'



Meet the New Chief Professional Officers



RADM Dushanka V. Kleinman
Chief Dental Officer

In July 2001, RADM Dushanka V. Kleinman was selected as the Chief Dental Officer of the Public Health Service

(PHS). In this role, she provides leadership for and coordination of PHS dental programs and professional affairs for the Office of the Surgeon General (OSG) and for the Department of Health and Human Services.

RADM Kleinman is the Deputy Director of the National Institutes of Dental and Craniofacial Research (NIDCR) at the National Institutes of Health (NIH), a position she has held since 1991. As the Deputy Director, NIDCR, she oversees, with the Director, the Institute's wide scope of extramural and intramural biomedical and behavioral research and related policy, and programmatic and advisory committee activities. In addition, RADM Kleinman represents NIDCR programs at all levels of government, and ensures effective liaison with national and international research and public health communities. She has assumed the role of Acting Director of the Institute twice, between Directors (1994-1995; 2000).

RADM Kleinman received her commission in 1978 and was assigned to the Division of Dentistry, Health Resources Administration, and worked on preventive dentistry, epidemiology, and geriatric dental education curriculum development grants. In 1980 she transferred to NIH where she led research program evaluations and research planning activities in the Office of the Director, National Institute of Dental Research (NIDR). In 1988 she joined the Institute's intramural Division of Epidemiology and Oral Disease Prevention to direct the oral mucosa, pain, and injuries section, and managed the Division for a year.

In 1980 Surgeon General Novello requested RADM Kleinman to join the OSG for a year as the Special Assistant for Program Activities. While with the OSG, RADM Kleinman addressed national issues related to tobacco control, injury preven-

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Meet the New Chief Professional Officers

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tion, and women's health, and established the *Healthy Children Ready to Learn Initiative* that spanned three departments.

RADM Kleinman had a variety of experiences before joining the PHS Commissioned Corps. She graduated from the University of Illinois College of Dentistry and then completed a hospital-based residency at the University of Chicago Hospitals and Clinics. She went on to teach and practice dentistry at the Boston University, Henry Goldman School of Dental Medicine, while obtaining her master of science degree in Dental Public Health. This training, and her project on preventive behavior of mothers and children, was supported by a NIDR National Research Service Award. RADM Kleinman also directed a community-based prevention program designed to train dental and dental hygiene students at the University of Maryland Dental School.

RADM Kleinman has served as a member of the Dental Professional Advisory Committee, served on numerous PHS committees, and currently is on the Research Officer Advisory Group. She also is a liaison to the American Dental Association and other professional organizations. Perhaps RADM Kleinman's major contribution to the PHS and to the Nation has been her role in overseeing and managing the development of the first *Surgeon General's Report on Oral Health*, together with Dr. Caswell Evans, which was released in May 2000. She also was instrumental in the Surgeon General's Conference on Children and Oral Health, and is working on the Federal component of the National Oral Health Plan called for in the report subsequent to its release.

Through her work at NIDCR, RADM Kleinman has contributed to the advancement and management of oral health sciences and the demonstrated leadership in extending research findings into practice. She has been recognized with numerous awards, including the PHS Distinguished Service and Meritorious Service Medals, the Surgeon General's Exemplary Service Medal, two PHS Outstanding Service Medals, as well as PHS Commendation and Citation Awards. She is also the recipient of the Jack D. Robertson Award, and Distinguished Alumni Awards, among others. She is a Diplomat and Past-President of the American Board of Dental Public Health, and has been President of the American Association of Women Dentists and the American Association of Public Health Dentistry.



RADM Richard S. Walling
Chief Pharmacist Officer

In July 2001, RADM Richard S. Walling was selected as the Chief Pharmacist Officer of the Public Health Service (PHS). In this role, he provides leadership for and is senior advisor to the Surgeon General on pharmacy professional affairs for the Office of the Surgeon General (OSG) and the Department of Health and Human Services (HHS).

RADM Walling is Director of the Office of the Americas and Middle East, Office of International and Refugee Health. His office provides policy guidance and program administration with Ministries of Health in the Western Hemisphere and the Middle East, and serves as the HHS liaison with the Pan American Health Organization (PAHO).

RADM Walling has served in a variety of clinical pharmacy, management, and policy assignments in the PHS Commissioned Corps. In 1974, he received his commission and was stationed at the PHS Hospital, Staten Island, New York. He served as Assistant Chief for Inpatient Clinical Services and Special Assistant to the Hospital Director before transferring in 1978 to the PHS Hospital in Seattle, Washington. In Seattle, RADM Walling served as Assistant Chief for Inpatient Clinical Services until 1980 when he began work on his master's degree in Health Administration. He completed his master's degree while serving on the pharmacy staff at the PHS Indian Health Service Hospital, Fort Defiance, Arizona.

In 1983, he was assigned to the OSG, Commissioned Personnel Operations Division (now Division of Commissioned Personnel), Officer Development Branch (ODB). During his tenure with ODB, RADM Walling directed Joint Service Entitlements and Commissioned Corps Recognition and Retirement Programs. He developed and implemented major portions of the Commissioned Corps Force Management System during the revitalization of the corps under Surgeon General Koop.

Widely recognized as an expert in Latin American and Middle Eastern health affairs, RADM Walling serves on several intergovernmental and international committees. He has served as a member or led the United States Delegation to PAHO's governing bodies that deal with global health issues including drug harmonization, vaccine development, use of pharmaceuticals in infectious diseases, and the development of an essential drug list. He chaired the 1996 Workgroup on Leadership and the Role of the Surgeon General and served as the first Office of the Secretary Representative to the Surgeon General's Policy Advisory Council. He represents HHS on the United States-Egypt Science and Technology Joint Board, United States-Mexico Good Neighbor Environmental Board, and the Ten Against Tuberculosis Consortium. He co-chairs the Environmental Health Work Group of the United States-Mexico Border XXI Program and serves as the Secretary's Representative to the United States-Mexico Border Health Commission.

RADM Walling has received the PHS Meritorious Service Medal, Surgeon General's Exemplary Service Medal (two awards), PHS Outstanding Service Medal, PHS Commendation and Medal, and the Environmental Protection Agency Bronze Medal. He is a member of the Commissioned Officers Association, Association of Military Surgeons of the United States, and the Reserve Officers Association.



Commissioned Officer Training Academy

For information about the Commissioned Officer Training Academy, please visit the Division of Commissioned Personnel's web site—<http://dcp.psc.gov>—and select the "Training" option.

Results of Permanent Promotions 2001

During the current promotion year cycle (July 1, 2001 through June 30, 2002) the records of approximately 1,211 officers in the Regular and Reserve Corps of the Public Health Service Commissioned Corps who were eligible for competitive grade (e.g., Reserve Corps officers O-4 through O-6 and Regular Corps officers O-3 through O-6) promotions were reviewed by categorical/group boards. Of those eligible, 375 have or will receive permanent promotions to the competitive grades.

The maximum number of officers authorized to be on active duty in the Regular Corps is currently restricted by law to 2,800. Within this total authorized number, ceilings for each of the permanent grades have been established. Based upon actual permanent retirements and separations, 212 permanent promotions for officers in the Regular Corps can be made without exceeding the authorized grade ceiling. These promotions are subject to Presidential nomination and Senate confirmation.

Competitive permanent promotions were announced on consolidated Personnel Order numbered 0216 dated August 4, 2001. They are listed below and are effective as early as July 1, 2001, or the officer's date of eligibility, depending upon the established criteria set forth in Commissioned Corps Personnel Manual Pamphlet 1, "Commissioned Officer Roster and Promotion Seniority" (Blue Book). The Blue Book is available on the Division of Commissioned Personnel's Web site—<http://dcp.psc.gov>.

<i>Category Grade Promoted to</i>	<i>Effective Date</i>
MEDICAL	
<i>To Permanent Captain (O-6)</i>	
Alvin Abrams	07-01-01
Ann Alexander	07-01-01
Suzanne Binder	07-01-01
Robert D. Brewer III	07-01-01
Vito M. Caserta	07-01-01
Kenneth G. Castro	07-01-01
Thomas J. Creelman	07-01-01
Dean F. Effler	07-01-01
Peter Q. Eichacker	07-01-01
Stephen M. Feinstone	07-01-01
Mario E. Fajardo	07-01-01
Laura J. Fehrs	07-01-01
Helene D. Gayle	07-01-01
Roger E. Gollub	07-01-01
Thomas P. Gross	07-03-01
Joseph P. Iser	07-01-01
Joseph M. Kaczmarczyk	07-01-01

<i>Category Grade Promoted to</i>	<i>Effective Date</i>
Scott R. Lillibridge	05-23-02
Thurma McCann Goldman	07-01-01
Richard J. Miller	07-01-01
Paul R. Moller	07-01-01
Melinda Moore	07-01-01
Craig R. Nicholson	07-01-01
Frederick P. Ognibene	07-01-01
Stephen M. Ostroff	07-01-01
Lawrence D. Robertson, Jr.	07-01-01
Jose H. Rodriguez	07-01-01
William M. Sappenfield	05-28-02
Paul J. Seligman	07-01-01
Robert V. Tauxe	07-07-01
William C. Vanderwagen	04-01-02
Stefan Z. Wiktor	07-01-01
<i>To Permanent Commander (O-5)</i>	
Paul J. Andreason	07-01-01
Francisco M. Averhoff	07-01-01
Magda L. Barini-Garcia	04-01-02
Paul R. Barnett	07-01-01
Diane E. Bennett	07-01-01
Diane E. Bild	07-01-01
Amy S. Bloom	07-01-01
Ralph T. Bryan	07-04-01
Thomas J. Burke	07-01-01
Quirico C. Cabredo	07-01-01
Geoffrey M. Calvert	07-04-01
David B. Canton	07-01-01
Arturo H. Castro	07-20-01
Donald W. Clark	07-20-01
Carlo S. Contoreggi	10-01-01
Mark E. Delowery	07-01-01
Karen M. Farizo	07-01-01
Aurelio Galati	07-01-01
Scott A. Hamstra	04-01-02
Rafael Harpaz	07-01-01
George H. Hays, Jr.	08-01-01
Augusta E. Hays	07-01-01
Richard L. Hays	07-12-01
Bradley S. Hersh	07-04-01
Noreen A. Hynes	05-18-02
Hamid S. Jafari	07-01-01
Richard L. Kraft	07-01-01
Donnie Lee	07-01-01
Ronald Lieberman	07-01-01
Amy J. Light	07-01-01
Susan E. Molchan	07-01-01
Ronald L. Moolenaar	07-01-01
Richard S. Olney	07-01-01
David G. Orloff	10-01-01
Elizabeth Ortiz-Rios	07-01-01
Andrew R. Pelletier	07-01-01
Bradley A. Perkins	07-01-01
Kathryn S. Porter	07-01-01
Mary E. Purucker	07-01-01
Victoria T. Ramirez	07-01-01
Alan T. Remaley	07-01-01
Evelyn M. Rodriguez	07-01-01
Joseph S. Salay	07-01-01
Donald J. Sharp	07-01-01
Sam S. Shekar	07-05-01
Laurence M. Slutsker	07-05-01
Josiephina C. Souza	07-01-01
Thomas J. Torok	07-01-01

<i>Category Grade Promoted to</i>	<i>Effective Date</i>
Brian A. Trimble	07-01-01
Anne E. Trontell	07-01-01
Hillard S. Weinstock	07-01-01
Carol D. Weiss	07-01-01
Kim M. Willard-Jelks	07-01-01
Jessie S. Wing	01-04-02
<i>To Permanent Lieutenant Commander (O-4)</i>	
Susan Blank	07-01-01
Stephanie H. Factor	07-01-01
Rosemarie Hirsch	07-01-01
Lawrence S. Kirschner	07-01-01
Sarah R. Linde-Feucht	05-16-02
David H. McDermott	07-01-01
Maria-Luisa Moore	07-01-01
Steven G. Scott	07-01-01

DENTAL

To Permanent Captain (O-6)

Victor R. Alos	07-01-01
Robert A. Best	07-01-01
Steven M. Boe	07-01-01
Fred E. Coy III	07-01-01
Alan R. Deubner	07-01-01
William E. Evans	07-01-01
Terry G. Haney	07-01-01
Benjamin F. Howard	07-01-01
James J. Jan	07-01-01
Gary J. Kaplowitz	07-01-01
James M. Logan	07-01-01
Carl F. Meinhardt	07-01-01
Frank A. Mendoza	07-01-01
Mark E. Nehring	07-01-01
Robert H. Selwitz	07-01-01

To Permanent Commander (O-5)

Jerome B. Alford	07-21-01
William E. Atwood	10-01-01
Steven J. Baune	07-01-01
Brian C. Berg	07-01-01
Matthew S. Fisher	07-01-01
Randy J. German	04-01-02
Norman W. James	07-01-01
Michael R. Kwasinski	01-01-02
Raymond F. Lala	07-01-01
Lawrence B. Lane	07-01-01
James T. Owen	07-01-01
Gary L. Pannabecker	10-01-01
Richard G. Schrage	07-01-01
Larry D. Shapiro	07-01-01
David J. Sievert	04-01-02
Darlene A. Sorrell	07-01-01
Saunders P. Steiman	11-05-01
Kimberly K. Sturm	10-01-01
Thomas L. Taylor	07-01-01
Adele M. Upchurch	04-01-02
Mark J. Vanells	02-05-02
Walton L. Vanhoose	07-01-01
<i>To Permanent Lieutenant Commander (O-4)</i>	
Thomas B. Brewer	07-01-01
Glen A. Eisenhuth	07-01-01
Susan B. Tiede	07-01-01

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Results of Permanent Promotions 2001

(Continued from page 4)

Category Grade Promoted to	Effective Date	Category Grade Promoted to	Effective Date	Category Grade Promoted to	Effective Date		
NURSE							
<i>To Permanent Captain (O-6)</i>							
Michael B. Anderson	07-23-01	William B. Knight	07-01-01	Wallace L. Hodges	07-01-01		
Martha J. Coury	07-01-01	Richard D. Melton	07-01-01	Richard E. Jewell	07-01-01		
Susan L. Fifer	07-01-01	Douglas C. Ott	07-01-01	Merritt M. Lake	07-01-01		
Norma J. Hatot	07-01-01	Carl E. Sullenger, Jr.	07-01-01	Colleen F. Petullo	07-01-01		
Gale L. Heavner	07-01-01	Rodney Lee Vyff	07-01-01	Laurie A. Piacitelli	07-01-01		
Mary D. Hutton	07-01-01	<i>To Permanent Commander (O-5)</i>					
Jean F. Jenkins	07-01-01	Randy J. Correll	07-01-01	Douglas C. Pickup	07-01-01		
Audrey M. Koertvelyessy	07-01-01	Donald J. Hutson	07-01-01	Carl T. Rybak	07-01-01		
David E. Martin	07-01-01	Paul A. Jensen	09-08-01	Craig A. Shepherd	07-01-01		
Deborah L. Parham	05-14-02	Kenneth F. Martinez	07-01-01	<i>To Permanent Lieutenant Commander (O-4)</i>			
Kathleen L. Walker	07-01-01	David I. McDonnell	07-01-01	Eric J. Esswein	07-01-01		
<i>To Permanent Commander (O-5)</i>							
Mary C. Aoyama	07-01-01	Ronald L. Mickelsen	07-01-01	Michael P. Keiffer	07-01-01		
Jeffrey G. Bartline	08-22-01	Sharon A. Miller	07-01-01	David H. McMahon	10-01-01		
Linda S. Brophy	07-01-01	George D. Pringle, Jr.	07-01-01	VETERINARY			
Sharlene L. Bryant	07-01-01	John P. Riegel	07-01-01	<i>To Permanent Captain (O-6)</i>			
Mary Chambers	07-01-01	William M. Robberson	04-01-02	Patricia A. Brown	07-01-01		
Michael W. Chaney	07-01-01	Roger G. Slape	10-01-01	Robert J. Carolan	07-01-01		
Larry D. Dille	07-01-01	Gregory A. Stevens	07-01-01	<i>To Permanent Commander (O-5)</i>			
David W. Eddinger	07-01-01	George W. Styer	07-01-01	Johnny E. Braddy	07-01-01		
Marjorie E. Eddinger	07-01-01	Richard W. Thayer	07-01-01	Richard F. Cullison	07-01-01		
David P. Freeth	07-01-01	Fred E. Wiseman, Jr.	07-01-01	Walter R. Daley	07-01-01		
Judy R. Gaalswyk	07-01-01	<i>To Permanent Lieutenant Commander (O-4)</i>					
Marylouise F. Ganaway	10-24-01	Matthew N. Dixon	07-01-01	Yvette M. Davis	07-01-01		
Russell L. Green	10-01-01	Cheryl F. Estill	07-01-01	Diane B. Forsythe	07-01-01		
Susan D. Hillis	07-01-01	James H. Ludington	04-01-02	Glenda G. Galland	07-01-01		
Barbara L. Hsu-Trawinski	07-01-01	Paul G. Robinson	07-01-01	Donald J. Gardner	07-01-01		
Barbara J. Jenkins	07-01-01	<i>To Permanent Lieutenant (O-3)</i>					
Rose A. Jenkins	07-01-01	Nathan C. Tatum	07-01-01	Mark C. Haines	07-01-01		
Stephanie L. King	07-01-01	SCIENTIST					
Kathleen M. Kobus	07-01-01	<i>To Permanent Captain (O-6)</i>					
Armando S. Ledesma	07-01-01	Leslie P. Boss	01-01-02	James C. McCain	07-01-01		
Edwarda O. Lee	07-01-01	William G. Brogdon	07-01-01	Marissa A. Miller	01-01-01		
Carol L. Lindsey	07-01-01	John M. Spaulding	03-01-02	Alfred W. Montgomery	07-01-01		
Carolyn K. Riley	07-01-01	Nelson K. Steenland	01-01-02	Stephanie R. Ostrowski	07-01-01		
Deborah C. Romero	10-01-01	Ching-Long J. Sun	09-19-01	Nancy B. Pate	07-01-01		
Diantha G. Smith	07-01-01	Armen H. Thoumaian	10-01-01	Lynn O. Post	01-01-02		
Phyllis J. Winans	07-01-01	<i>To Permanent Commander (O-5)</i>					
Ellen E. Wolf	07-01-01	Pamela L. Ching	04-01-02	Douglas A. Powell	07-01-01		
<i>To Permanent Lieutenant Commander (O-4)</i>							
Mary L. Arnold	07-01-01	Debra G. Debord	09-01-01	Douglas D. Sharpnack	07-01-01		
Mary A. Bowling	07-01-01	John A. Elliott	05-22-02	Charles C. Watson	07-01-01		
Deborah K. Burkybile	07-01-01	Anne T. Fidler	07-01-01	<i>To Permanent Lieutenant Commander (O-4)</i>			
John M. Framstad	07-01-01	Barry S. Fields	07-01-01	Kristine M. Bisgard	07-01-01		
Susan K. Fritz	07-01-01	G. Shay Fout	01-04-02	PHARMACY			
Kathy A. Holcroft	07-01-01	William G. Lotz	07-01-01	<i>To Permanent Captain (O-6)</i>			
Joan F. Hunter	07-01-01	Carl A. Ohata	07-01-01	Timothy W. Ames	07-01-01		
Lenora B. Jones	07-01-01	Palmer A. Orlandi, Jr.	07-01-01	Janet L. Anderson	07-01-01		
Priscilla J. Powers	07-01-01	Carlton T. Pyant	04-01-02	John T. Babb	07-01-01		
Sylvia Trent-Adams	07-01-01	Sharon O. Williams-Fleetwood	07-01-01	David B. Banks	07-01-01		
<i>To Permanent Lieutenant (O-3)</i>							
Debra D. Aynes	07-01-01	<i>To Permanent Lieutenant Commander (O-4)</i>					
Akilah K. Green	07-01-01	Bruce H. Grant	04-01-02	Mark L. Caspi	07-01-01		
ENGINEER							
<i>To Permanent Captain (O-6)</i>							
Stephen S. Aoyama	07-01-01	<i>To Permanent Lieutenant Commander (O-5)</i>					
Daniel J. Carpenter	07-01-01	Carlos M. Creamer, Jr.	07-01-01	James P. Cobb	07-01-01		
John T. Collins	07-01-01	Richie K. Grinnell	07-01-01	Patrick O. Cox	07-01-01		
James A. Dinovo	07-01-01	Alan L. Henning	07-01-01	Diane L. Frankenfield	07-01-01		
		Charles L. Higgins	07-01-01	Joan C. Ginetis	05-27-02		
				Roger A. Goetsch	07-01-01		
				Arden H. Hanson	07-01-01		
				Paul F. Jarosinski	07-01-01		
				Kevin M. Lemieux	07-01-01		
				Yana R. Mille	07-01-01		
				Justina A. Molzon	08-01-01		
				James M. Thompson	07-01-01		
				Charles A. Trimmer	07-01-01		
				Dennis J. Vettese	07-01-01		
				William E. Wilson	07-01-01		
				<i>To Permanent Commander (O-5)</i>			
				Paul D. Gailard	07-01-01		

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Results of Permanent Promotions 2001

(Continued from page 5)

Category Grade Promoted to	Effective Date	Category Grade Promoted to	Effective Date
PHARMACY (Continued)			
<i>To Permanent Commander (O-5)</i>			
<i>(Continued)</i>			
Carol E. Goodin	07-31-01	Ronnie L. Davis	07-01-01
Anthony R. Kuyper	07-01-01	James W. Garvie	07-01-01
Richard B. Lawson	03-13-02	Kent E. Jaffe	07-01-01
Thomas R. Sinwell	07-01-01	Thomas M. Jakub	07-01-01
Matthew A. Spataro	07-01-01	Hector Lopez	07-01-01
Rick P. Stallkamp	09-01-01	Arnulfo Manangan	07-01-01
James P. Stumpff	10-01-01	Martin A. Oberly	07-01-01
Joslyn R. Swann	07-01-01	Jerry L. Sherer	07-01-01
James W. Wilson III	07-01-01		
<i>To Permanent Lieutenant Commander (O-4)</i>			
Mark W. Askin	07-01-01	Val J. Allen	07-01-01
Robert D. Brady, Jr.	07-01-01	Norma J. Campbell	10-01-01
Terrie L. Crescenzi	07-01-01	Norman Cavanaugh	07-01-01
Carol A. Holquist	07-01-01	Rust D. Corey	07-01-01
Grady H. James, Jr.	07-01-01	Clifford D. Evans	07-01-01
Robert G. Pratt	07-01-01	Frances T. Gipson	05-03-02
Matthew J. Tarosky	07-01-01	Ann G. Mahony	07-01-01
Lisa L. Tonrey	07-01-01	Llewellyn H. Mason, Jr.	07-01-01
<i>To Permanent Lieutenant (O-3)</i>			
James E. Britton, Jr.	07-01-01	Thomas L. Mills	11-07-01
		John J. Rogers	07-01-01
DIETETICS			
<i>To Permanent Captain (O-6)</i>			
Jan M. Frederick	04-01-02	James F. Saviola	10-01-01
Sandra D. Robinson	07-01-01	Julia A. Stokes	12-29-01
<i>To Permanent Commander (O-5)</i>			
Denise B. Ford	07-01-01	Deborah E. Wilson	04-01-02
Nancy G. Sebring	07-01-01	Wilhelmina Wilson	07-01-01
Leeanna Z. Travis	07-01-01		
Miranda S. Yang-Oshida	07-01-01	<i>To Permanent Lieutenant Commander (O-4)</i>	
<i>To Permanent Lieutenant Commander (O-4)</i>			
Juli M. Haws	07-01-01	Carol E. Auten	07-01-01
Madeline A. Michael	07-01-01	Michael J. Flood	10-01-01
April P. Smith	01-01-02	Mark S. Hoss	07-01-01
Claire L. Turner	07-01-01	Richard R. Kauffman	07-01-01
THERAPY			
<i>To Permanent Captain (O-6)</i>			
Marie A. Schroeder	07-01-01	<i>To Permanent Lieutenant (O-3)</i>	
<i>To Permanent Commander (O-5)</i>			
Dominick C. Arentino	07-01-01	Monta A. Breeden	07-01-01
Linda C. Hemingway	07-01-01		
<i>To Permanent Lieutenant Commander (O-4)</i>			
Jessie W. Lief	10-01-01	RESEARCH OFFICER GROUP	
<i>To Permanent Captain (O-6)</i>			
HEALTH SERVICES			
<i>To Permanent Captain (O-6)</i>			
Terry L. Bolen	07-01-01	Susan E. Bates	07-01-01
Patricia E. Brooks	07-01-01	Michael J. Birrer	01-01-02
Hamilton L. Brown	07-01-01	Jeffrey A. Cutler	07-01-01
Guy E. Burroughs, Jr.	07-01-01	Stephen M. Feinstone	07-01-01
Raymond L. Clark	07-01-01	Silvia M. Fojo	07-01-01
Carol A. Coley	09-17-01	John H. Kehrl	07-01-01
Michael L. Davis	07-01-01	Mark A. Levine	07-01-01
		Rodney L. Levine	07-01-01
		David J. Lipman	07-01-01
		Griffin P. Rodgers	07-01-01
		Richard B. Rothman	07-01-01
		Philip R. Taylor	07-01-01
		Lois B. Travis	01-01-02
		<i>To Permanent Commander (O-5)</i>	
		Jay H. Chung	07-01-01
		Robert J. Kreitman	07-01-01
		Crystal L. Mackall	07-01-01
		Richard J. Maraia	07-01-01
		Marcel E. Salive	07-01-01
		Jack A. Taylor	07-01-01
		<i>To Permanent Lieutenant Commander (O-4)</i>	
		Richard W. Childs	07-01-01



Commissioned Officer Training Academy

Training Options

The staff of the Commissioned Officer Training Academy (COTA) conducts training programs throughout the year in various locations. The most efficient way for an interested officer, or a disseminator of training opportunities to local groups, to keep current on course offerings is to periodically visit the Division of Commissioned Personnel Web site and view the listings of programs on the COTA pages. These pages can be found at—<http://dcp.psc.gov>. Select 'Training', 'COTA', and then the desired option on the left.

The most common training options are as follows:

5-Day Basic Officer Training Course (BOTC)

- *Duration:* 5 days
- *Audience:* The 'new' officer called to duty on or after January 1, 2001.
- *Goal:* To facilitate the transition from civilian to officer, identify resources, the commissioned corps personnel system, Uniformed Service customs and courtesies, etc.

3-Day Basic Officer Training Course (BOTC)

- *Duration:* 3 days
- *Audience:* The 'experienced' officer called to duty on or prior to December 31, 2000.
- *Goal:* To identify resources, the commissioned corps personnel system, Uniformed Service customs and courtesies.

Basic Orientation

- *Duration:* 1 day
- *Audience:* All employees involved with Public Health Service (PHS) Commissioned Corps officers (e.g., commissioned officers, civil service, tribal workers, full or part-time employees).
- *Goal:* To provide a basic understanding of the commissioned corps personnel system.

Commissioned Officer Student Training and Extern Program (COSTEP) Orientation

- *Duration:* 1 day
- *Audience:* Junior COSTEP participants.
- *Goal:* To provide an exposure to the commissioned corps and the PHS.

□

2002 Promotion Cycle

The Division of Commissioned Personnel (DCP) is preparing for the 2002 promotion year (PY) cycle (July 1, 2002 through June 30, 2003).

Eligibility for Promotion

Officers are encouraged to periodically review promotion requirements and be aware of when they will be eligible for promotion consideration. Commissioned corps promotion policy is contained in INSTRUCTIONS 1 and 2, Subchapter CC23.4, of the Commissioned Corps Personnel Manual (CCPM). Helpful information is also contained in CCPM Pamphlet 62, "Commissioned Officer's Handbook." Both the CCPM and the pamphlet are available on the DCP Web site—<http://dcp.psc.gov>.

DCP will mail a memorandum to individual officers notifying them of their eligibility for promotion. It is imperative that officers eligible for competitive promotion carefully read the information contained in the memorandum and follow the instructions. Upon receipt of the memorandum, officers are required to review their Promotion Information Report (PIR). The PIR reflects "real time" information as documented in DCP's data system, and is available for review on DCP's Web site through the same procedure used to review the electronic Official Personnel Folder (OPF). **Note:** *Information on how and when to submit information to the OPF will be included in the memorandum.* The PIR is a succinct summary of verified computerized data about an officer at a given point in time; it does not substitute for the curriculum vitae (CV) or the OPF. In addition to the PIR, the promotion board reviews the Performance Profile and the OPF that contains the documents upon which their recommendations are based. Only the contents of the OPF may be considered by the board to establish an officer's relative standing on the promotion roster. Any information not reflected in the OPF cannot be considered by the board.

Officers should review the PIR and return it with corrections if any errors are found. The PIR should *not* be returned if the data it conveys are correct. Changes must be requested in writing and must be supported by appropriate documentation (e.g., copy of personnel orders, award certificates, etc.). Changes cannot be made without official docu-

mentation. Requests to DCP for changes must be postmarked no later than *Friday, November 16, 2001*. Please do not provide information about matters that are not reflected in the PIR (e.g., civic activities, military longevity, training ribbons, or badges such as the Air Force Longevity Service ribbon, Air Force Training ribbon, marksman qualification awards, etc., as these items are not authorized for wear and are not reflected on the PIR).

If corrections are necessary, the PIR must be returned to:

Division of Commissioned Personnel
ATTN: PIR Coordinator/OSB
5600 Fishers Lane, Room 4-36
Rockville, MD 20857-0001

An officer's billet will not preclude his/her consideration by the promotion board in PY 2002. Officers considered for competitive promotion will have their OPFs reviewed regardless of the rating of their current billet. However, boards will be directed to take the grade level of the officer's billet into consideration as they evaluate the officer in accordance with the promotion precepts.

Promotion Boards

The records of officers eligible for promotion are reviewed by categorical/group boards. Each promotion board consists of five O-6 grade officers from the category/group who are as representative as possible of the category or group in terms of Agency representation, specialty, and other characteristics. Every effort is made to assure diversity among the board's membership.

This review includes careful consideration of the officer's career as it relates to five of the six precepts upon which promotion recommendations are based. (These precepts do not apply to officers in the Research Officer Group). These five precepts are as follows: (1) *performance*—as reflected in the Commissioned Officers' Effectiveness Report (COER), (2) *mobility*—as reflected in assignment history (mobility can be both geographic and programmatic), (3) *awards*—which relate to the quality of an officer's service, (4) *career progression*—as reflected in assignments at increasing levels of responsibility, and (5) *career potential*—as reflected in the effect increased responsibility had on quality of performance.

The percentage "weight" per precept for temporary (T) and permanent (P) grade that may be awarded by the promotion board members are listed after each precept.

In considering an officer for promotion, the board considers several factors for each of the precepts. For *performance*, these factors are: (1) performance on annual COERs; and (2) performance history over time. Emphasis is placed upon the more recent COERs, and they are evaluated against the expectations of an "average" officer in that category and grade.

Temporary:	O-4	O-5	O-6
<u>Permanent:</u>	<u>O-3</u>	<u>O-4</u>	<u>O-5/6</u>
Percentage:	55	50	40

For *mobility*, the factors are: (1) career track and primary job; (2) needs of the Service; (3) length of service; (4) personal hardship; and (5) overall performance in each assignment. These factors are considered keeping in mind reasonable expectations for mobility of an "average" officer based upon category and specialty, career track, length of service, and personal reasons such as educational activities. Mobility is also reviewed in light of the officer's career progression where the frequency of transfers, whether infrequent or too frequent, may be adversely affecting the officer's overall usefulness to the corps.

Temporary:	O-4	O-5	O-6
<u>Permanent:</u>	<u>O-3</u>	<u>O-4</u>	<u>O-5/6</u>
Percentage:	5	5	10

For *awards*, the factors are: (1) Agencies to which the officer has been assigned; (2) length of service; (3) grade; (4) commissioned corps awards; and (5) non commissioned corps awards. The board is reminded that the frequency for nominating officers for honor awards varies among Agencies.

Temporary:	O-4	O-5	O-6
<u>Permanent:</u>	<u>O-3</u>	<u>O-4</u>	<u>O-5/6</u>
Percentage:	5	5	5

For *career progression*, the factors are: (1) billet grade; (2) level of responsibility; (3) independence; (4) management/supervisory duties; (5) career contributions; (6) contributions to category; and (7) impact and/or accountability of actions. Emphasis is placed on the officer's

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2002 Promotion Cycle

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contributions as he/she progresses into positions which require increasing levels of responsibility.

Temporary:	O-4	O-5	O-6
<u>Permanent:</u>	<u>O-3</u>	<u>O-4</u>	<u>O-5/6</u>
Percentage:	5	15	20

For *career potential*, the factors are: (1) future needs of the Service; (2) potential for a 30-year career; (3) long-term commitment to the commissioned corps; (4) ability to perform at a higher grade; (5) potential for future contributions; and (6) officer's integrity and ethics. These factors are evaluated in light of the findings derived from the four previous precepts.

Temporary:	O-4	O-5	O-6
<u>Permanent:</u>	<u>O-3</u>	<u>O-4</u>	<u>O-5/6</u>
Percentage:	15	10	10

In evaluating an officer for promotion, the board compares the officer, as reflected in the OPF, against a theoretical "average" officer. In a real sense, this "average" officer is the only competition for any one officer being reviewed by a promotion board. Officers never actually compete against each other. Officers with the highest scores are promoted.

COER

A very important element for review by the board is the officer's COER. While the CV reflects the various assignments of an officer's career, the COER reflects the supervisor's assessment of the quality of the officer's service. Do *not* attach your CV or other documents to the COER. DCP will not accept "promotion" COERs.

Officers called to duty during the last year (prior to September 1) and who are eligible for the temporary O-4 grade should have a COER that covers a 6-month period. An officer to which the above applies should check with his/her Commissioned Corps Liaison to ensure that an annual 2001 and/or an interim COER has been *completed and received in DCP prior to December 31, 2001*.

Importance of Current CV

The promotion board reviews the OPF of each officer eligible for promotion. It is important that the folder contain a current CV—each page of which contains the *officer's name, PHS serial number, and date*. The CV is the appropriate place

to document items not reflected in the PIR or COER. This includes training, temporary duty authorized by travel orders rather than personnel orders, and any duty assignments not reflected in the billet history. The CV is the one place where the officer can present a *concise* picture of his/her entire career. It reflects not only the variety and type of assignments, and progression of responsibility, but also reflects any geographic and/or Agency mobility. Although submission of a current CV does not guarantee promotion, an officer does himself/herself a disservice by not submitting a current one. Board members have a limited amount of time to review each OPF. Lack of a CV may put the officer at a disadvantage and make him/her less competitive. The importance of a current CV in an appropriate format in the OPF cannot be over-emphasized. Contact your Professional Advisory Committee for your category's recommended format. Links to category Web pages can be found on DCP's Web site under 'Links' and then by selecting 'Other Links of Interest.'

Please note that DCP will not file program agendas, publications, photos, or news articles about officers' accomplishments. Such accomplishments should be summarized in the CV. Furthermore, it is not necessary to duplicate items already in the OPF.

License / Certification / Registration

Copies of *licenses / certifications / registrations* for inclusion in the OPF must be addressed to:

Division of Commissioned Personnel
 ATTN: Licensure Technician/OSB
 5600 Fishers Lane, Room 4-36
 Rockville, MD 20857-0001

- or -

Fax to: 301-594-2711

Be sure to specify your category in the lower left corner on the front of the envelope.

Agency Recommendation

In July 1995, Agency Representatives to the Office of the Surgeon General agreed to create a sixth promotion precept.

DCP will provide the Agencies with a listing of their officers who will be con-

sidered by the Spring 2002 Promotion Boards. The Agency recommendation is to be provided by each Agency for each promotion-eligible officer. All use the precepts of "impact on Agency's mission" and "value added" by the officer.

The Agencies may, at their discretion, add additional precepts. These precepts and the manner of application will be described by each Agency, and prior to implementation, this written process will be shared by the Agency with the officers and managers in the Agency.

The Agency recommendation is a precept, and officers will be assigned to one of four cohorts in accordance with the Agency process. An Agency's recommendation neither assures nor precludes the promotion of any promotion-eligible officer.

For *Agency recommendation*, the factors are: (1) contributions of the officer in fulfilling the mission of the Agency; (2) value added by the officer's contributions to the Agency; and (3) other Agency-specific precepts.

Temporary:	O-4	O-5	O-6
<u>Permanent:</u>	<u>O-3</u>	<u>O-4</u>	<u>O-5/6</u>
Percentage:	15	15	15

Additional details on the sixth precept and your Agency's process can be obtained from your Commissioned Corps Liaison.

General Information

All OPFs of officers who are eligible for consideration for promotion have been scanned and indexed. PY 2002 Promotion Boards will be conducted via electronic processing. The importance of officers reviewing their OPFs from DCP's Web site cannot be over emphasized. This should be done immediately to determine the accuracy of the content of your OPF. Subsequent reviews should be done periodically and in particular after documents have been submitted for inclusion in the OPF. (Please allow 2-3 weeks after submission for processing.) Officers may access their OPF at DCP's Web site by using his/her assigned password. If you do not know your password, please phone the Help Desk at 301-594-0961. As you review your OPF online, please

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e-mail any questions you may have to—opffix@psc.gov.

Since the OPFs can be accessed via the DCP Web site, officers should submit documents to be included in their OPF by fax. *NOTE: Detailed information can be found in an article titled "Submitting Information for Electronic OPFs" elsewhere in this issue of the Commissioned Corps Bulletin.*

Important: Please check the Web site before submitting information to be certain that you are not submitting duplicates. Documents must be faxed by midnight *December 31, 2001*, to ensure that the documents are included in the OPF for review by the promotion boards.

DCP has realigned how services are provided to our customers. Service to officers for career counseling is no longer provided from members of the DCP staff formerly known as Staffing Officers. Therefore, officers are being directed to assume more personal responsibility for their career development. Resources are available in the Agencies, from the Chief Professional Officers and the Professional Advisory Committees, and DCP's Web site under "Frequently Asked Questions (FAQs)."

It is important to remember that career advancement is an ongoing, long-term process and not a "quick fix" immediately prior to promotion eligibility. In general, the same attributes that would make an officer highly competitive for a higher-level position also make the officer a good candidate for promotion.

IMPORTANT DATES TO REMEMBER

PIR Corrections Postmarked No Later Than:

November 16, 2001

Documents Faxed for Inclusion in Electronic OPF No Later Than:

December 31, 2001

IMPORTANT PHONE NUMBER

For PIR questions, phone: 301-594-3353 (or toll-free 1-877-INFO DCP (1-877-463-6327), listen to the prompts, select option #1, dial 43353).

Submitting Information for Electronic OPFs

Those officers whose Official Personnel Folders (OPFs) are on the Division of Commissioned Personnel's (DCP) Web site—<http://dcp.psc.gov>—should submit information by fax using the following fax numbers: 301-480-1436 (or) 301-480-1407. The submitted documents are automatically placed directly into the officers' electronic OPFs. Note: Please check the Web site before submitting information to be certain that you are not submitting duplicates.

Important—The software only accepts 8½" x 11" images that are from clean copies (copies with various shades of contrasts do not scan well). *Therefore, please refrain from using a 'highlighter' marker, since the highlighted sections appear as dark lines and cannot be read.*

Please note the following guidelines:

- On the upper right corner of all submitted sheets, include your name, Public Health Service (PHS) serial number, and category. For multiple page documents indicate page sequence (e.g., page 1 of 3, page 2 of 3).
- Curriculum vitae (CV) *cover sheets* must be included as page 1 of the CV as only one document is retained in this section.
- Continuing education documents should be grouped *by year*.
- Licenses/Certifications/Registrations must be faxed to the Licensure Technician at fax number 301-594-2711.
- Documents initiated by DCP (e.g., Commissioned Officers' Effectiveness Report and PHS awards) are *automatically* placed into the electronic OPF when received through official channels. These documents are not accepted directly from the officer.

If you have any questions, please phone the Officer Support Branch, DCP, by calling 301-594-3108 (or toll-free at 1-877-INFO DCP, listen to the prompts, select option #1, dial 43108).

Call for Nominations for Dietitian PAC Membership

The Dietitian/Nutritionist Professional Advisory Committee (D/N PAC) is seeking new members. The D/N PAC is composed of both commissioned corps and civil service dietitians and nutritionists. The D/N PAC serves as an active link between the Office of the Surgeon General and dietitians working in the Department of Health and Human Services' Operating Divisions (OPDIVs) or in other major Programs where commissioned corps dietitians serve. The D/N PAC meets six times annually with teleconferencing available. To be eligible for membership, you must be a dietitian or nutritionist and a full-time OPDIV or other major Program employee.

All new appointments will be made for a 3-year term and self-nominations are encouraged. The deadline for submission of nominations is **October 1, 2001**. Individuals interested in serving on the D/N PAC should submit a self-nomination form and a curriculum vitae with a cover letter to the following address:

CAPT Marilyn Welschenbach
Chair, D/N PAC
FDA/CDER/OPS (HFD-358)
WOCII, Room 3009
5600 Fishers Lane
Rockville, MD 20857-0001
Phone: 301-594-5685
E-mail: welschenbach@cdcr.fda.gov

Ms. Barbara J. Stewart Dies

Ms. Barbara J. Stewart, who worked as the Retirement Coordinator in the Division of Commissioned Personnel (DCP) from the mid 1970s to the time of her retirement in 1995, died on July 26, 2001.

Barbara was a kind and thoughtful person who was deeply committed to her work. She will be remembered fondly by her friends and coworkers as well as the many officers who lives she touched during her 20 years of service to DCP.

Recruitment Notice: Medical Evaluation Officer in the Medical Affairs Branch of the Division of Commissioned Personnel

This is to announce the beginning of recruitment efforts to fill the position of Medical Evaluation Officer (MEO) in the Medical Affairs Branch (MAB) of the Division of Commissioned Personnel (DCP). The position will reside in the Medical Evaluation Section of MAB. MAB provides a broad range of personnel medical support services for DCP. It is anticipated that the position will be filled in the fall of 2001.

The Medical Evaluation Section is responsible for the determination of physical qualification for appointment, advancement, retention, and disability as well as provision of counseling to officers and programs regarding commissioned corps medical policy.

The MEO is responsible for providing medical judgment and guidance, in many areas, to include: (1) physical qualification of applicants; (2) physical qualification of officers for medical limited tour removal, for assimilation, for long-term training, for special assignment, for regular separation and retirement; (3) physical qualification of dependents for extended dependent (Defense Enrollment Eligibility Reporting System (DEERS)) benefits on the basis of incapacity; (4) physical qualification of borrowers of a health profession education loan (HEAL Loan) obligation cancellation on the basis of disability; (5) management of officers with performance or behavior problems which may be due to a medical condition, including alcohol/drug abuse; (6) preparing cases for review and determination by the Public Health Service (PHS) Medical Boards and providing technical guidance for these Boards when considering applicant appeals, medical limited tour appeals, fitness-for-duty/disability, and temporary disability retirement re-evaluations; (7) medical judgments with regard to the necessity of specific elements or of specific providers of care for which officers are requesting funding; and (8) commissioned corps policy development.

The discharge of the above responsibilities involves collecting information from various sources by coordinating and working with a staff of nurse officers (Patient Care Coordinators) in the Beneficiary Medical Programs Section of MAB.

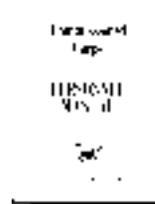
Additional responsibilities include supervising a small Medical Evaluation Section technical staff and informing, counseling, and negotiating with applicants, officers, family members, the legal representatives of all of the foregoing, officials of the Operating Divisions of the Department, civilian and military physicians and other providers, and employees of other Branches in DCP.

The MEO must be a board-certified physician who has had at least 4-years active duty as a physician in the PHS Commissioned Corps or military and who has had at least 4 years full-time clinical practice after completing residency. For training purposes, it is anticipated that overlap with the incumbent MEO for a period up to 6 months will be available.

Application Procedure

Interested candidates should forward a curriculum vitae by **October 24, 2001**, to:

CAPT Alvin Abrams
Chief, Medical Affairs Branch
Division of Commissioned Personnel
5600 Fishers Lane, Room 4C-06
Rockville, MD 20857-0001



Commissioned Corps Personnel Manual INSTRUCTIONS

The following INSTRUCTIONS have been distributed and can be accessed on the Division of Commissioned Personnel's Web site—<http://dcp.psc.gov>—click on 'Publications' and then click on 'Commissioned Corps Personnel Manual.'

Transmittal Sheet 653 dated April 16, 2001—INSTRUCTION 5 of Subchapter CC26.1, "Grievances." This INSTRUCTION was revised to provide a mechanism by which officers of the Commissioned Corps of the Public Health Service (PHS) may obtain prompt and fair resolution of grievances.

Transmittal Sheet 654 dated June 21, 2001—INSTRUCTION 2 of Subchapter CC23.5, "Transfer and Reassignment of Commissioned Officers." This INSTRUCTION prescribes policy and procedures associated with the transfer and reassignment of commissioned officers within and between Operating Divisions and Agencies of the Department of Health and Human Services (HHS) and non-HHS Agencies or Programs to which commissioned officers of the PHS are assigned or detailed.

Transmittal Sheet 655 dated July 11, 2001—INSTRUCTION 4 of Subchapter CC26.1, "Professional License / Certification / Registration Requirements for Commissioned Officers in the PHS." This INSTRUCTION provides notice to the PHS Commissioned Corps community that each PHS healthcare provider must possess and maintain current, unrestricted, valid credentials appropriate for his/her profession. This INSTRUCTION also provides guidance regarding a "Uniformed Services Inactive License."

Transmittal Sheet 656 dated July 24, 2001—INSTRUCTION 3 of Subchapter CC29.3, "Domestic/Family Violence and Treatment." The Commissioned Corps of the PHS seeks to reduce and prevent incidents of domestic/family violence through education, prevention, and proper intervention services. This INSTRUCTION sets forth the policy and procedures of the PHS to address domestic/family violence incidents involving commissioned officers of the PHS.

HEALTHY LIFESTYLES Get Active—Your Own Way, Every Day, for Life

We have all heard the old saying "An ounce of prevention is worth a pound of cure." As healthcare professionals we know the medical advantages of prevention.

The Centers for Disease Control and Prevention has produced a report titled *An Ounce of Prevention... What are the Returns?* This report outlines nineteen strategies and demonstrates how preventing disease and injury and promoting healthy lifestyles also makes good economic sense. It can be viewed on the Web at <http://www-nehc.med.navy.mil/downloads/hp/ozprev.pdf>.

Commissioned Corps Readiness Force

New Staff

LT Charles Cathlin joined the Commissioned Corps Readiness Force (CCRF) staff as a Staff Program Management Officer on August 13, 2001. LT Cathlin is a graduate of the U.S. Air Force Academy with degrees in civil and environmental engineering. He recently served as a Nuclear, Biological, Chemical Response Team Chief at Ramstein Air Base, Germany, where he managed the occupational health surveillance, environmental and radiological health programs. He has been deployed on humanitarian missions to Albania and Mozambique, where he participated in the search and rescue of 300,000 flood victims and was instrumental in the launch of Joint Task Force Atlas Response. In addition, he served as a database administrator overseeing a large scale system migration to the Oracle platform. LT Cathlin will provide support to CCRF training programs as well as the CCRF Oracle migration project. Please join the CCRF Staff in welcoming LT Cathlin to the Public Health Service Commissioned Corps and to the CCRF.

Upcoming Deployment

CCRF will be providing two medical strike teams to provide force protection for the U.S. Secret Service during the upcoming International Monetary Fund (IMF) meetings in Washington, DC. The event, scheduled for the end of September, threatens to be the site of extensive and potentially violent protests and demonstrations. The violent demonstrations associated with the IMF meetings in Seattle, Washington, last year resulted in millions of dollars in damage and a significant number of injuries. CCRF will be utilizing assets from Roster 4 and Roster 5 for this event.

Eligibility Requirements

All CCRF members are reminded that the new membership requirements will be effective January 1, 2002. All members should be actively pursuing completion of the new requirements including the Web-based training modules, annual physical fitness test, immunizations, and physical exam. A complete list of require-

ments is available under the *CCRF Basics* section of the CCRF Web site.

CCRF Web Site

Please remember that CCRF members are responsible for keeping their data current. All CCRF members should remember to visit the CCRF Web site frequently to check for news and to update any changes to personal information—<http://oep.osoph.s.dhhs.gov/ccrf>.

Any commissioned officer interested in applying for membership in CCRF may do so online at the CCRF Web site. Simply click on the *Apply* button and follow the online instructions.

All members and interested individuals should subscribe to the CCRF Listserv in order to receive the most up-to-date CCRF news messages via e-mail. To do so, click on *Listsrv* from the CCRF Home Page. The CCRF Command Staff may be reached by e-mail at ccrf@osoph.s.dhhs.gov.

Calling All Health Services Officers—Sign up for the HSO Listserv!

Sign up for the Health Services Officer (HSO) Listserv and keep current on what is going on with HSOs. For example: current job opportunities for HSOs; education and training opportunities; HSO news; Health Services Professional Advisory Committee meeting agendas; current events; etc.

Sign up now by following the directions at—<http://list.nih.gov/archives/hs-l.html>.

Thrift Savings Plan ALERT!

The Thrift Savings Plan for Public Health Service Commissioned Corps officers is coming soon! Look for detailed information in next month's issue (October) of the *Commissioned Corps Bulletin*.

Awards Solicitations for MOLC and Its Four Subgroups

The Minority Officers Liaison Council (MOLC)—in conjunction with its subgroups: American Indian/Alaska Native Commissioned Officers Advisory Committee (AI/ANCOAC); Asian Pacific American Officers Committee (APAOC); Black Commissioned Officers Advisory Group (BCOAG); and Hispanic Officers Advisory Committee (HOAC)—is pleased to announce the call for awards nominations.

These awards recognize senior and junior minority officers whose professional careers and work performance have resulted in significant contributions to the health of the Nation, particularly minority populations, and to the mission of the Public Health Service (PHS). The awards and their contacts are as follows:

MOLC's Senior and Junior Officer Awards of the Year

Contact: LCDR Madelyn Renteria
E-mail: MRenteria@hrsa.gov

AI/ANCOAC's Annie Dodge Wauneka Award and Leadership Award

Contact: LCDR Wil Darwin
E-mail: WDarwin@abq.ihs.gov

APOAC's Samuel Lin Award and Junior Officer Award

Contact: CDR Sarath Seneviratne
E-mail: SSenviatne@hrsa.gov

BCOAG's Hildus A. Poindexter Award and George I. Lythcott Award

Contact: LCDR Michelle Jordan
E-mail: MJordan@hrsa.gov

HOAC's Juan Carlos Finlay Award

Contact: Ms. Lisa Flach
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To be considered, nominations for any of the above awards must be received by the close of business on **Friday, November 30, 2001**. All nominations received will be reviewed by their respected award committees and the awards will be presented at the 2002 Public Health Professional Conference sponsored by the Commissioned Officers Association of the USPHS to be held in Atlanta, Georgia, April 21 through 25, 2002.

Retirements—August

Title/Name *OPDIV/Program*

MEDICAL

CAPTAIN

Jeffrey R. Harris	CDC
Lawrence B. Schonberger	CDC
Teresa C. Wu	FDA
James E. Berner	IHS
William H. J. Haffner	IHS
Floyd J. Brinley, Jr.	NIH

DENTAL

CAPTAIN

John W. Stahl	CG
Toby J. Imler	IHS

NURSE

CAPTAIN

Jack F. Slusser	BOP
Carole E. Crouch	PSC

COMMANDER

Jose J. Reynoso	IHS
Jane F. Ruiz	SAMHSA

ENSIGN

Samuel Monroe	CG
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ENGINEER

CAPTAIN

Alvis E. Jordans	FDA
Ira J. Somerset	FDA
Randy N. Willard	IHS
Michael F. Debonis	EPA

ENVIRONMENTAL HEALTH

CAPTAIN

Thomas E. Crow	IHS
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PHARMACY

CAPTAIN

Michael W. Woodford	BOP
Thomas J. Ambrose	IHS
Steven C. Garrett	IHS

HEALTH SERVICES

CAPTAIN

Fred M. Randall	HRSA
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CAPT James M. Galloway Acknowledged for Outstanding Contributions to Healthcare

The Salsbury Award was presented to CAPT James M. Galloway on June 6, 2001, by the Arizona Hospital and Healthcare Association for his dedication, leadership, and outstanding contribution to healthcare for the people in the State of Arizona. CAPT Galloway is a physician assigned to the Phoenix Area Indian Health Service (IHS). The Salsbury Award is designed to recognize exceptional healthcare leaders who have made outstanding contributions to healthcare in Arizona.

CAPT Galloway, after recognizing a significant rise in cardiovascular disease among American Indians and Alaska Natives, developed the Native American Cardiology Program as a Cardiovascular Center of Excellence in 1992. The program was developed in collaboration with the University of Arizona, the Tucson Veterans Administration Medical Center, and the IHS Areas of Phoenix, Tucson, and Navajo as well as, subsequently, the Flagstaff Medical Center. This unique program focuses on the prevention, diagnosis, and culturally appropriate and integrated treatment of cardiovascular disease among American Indians, and it covers more than 30 IHS hospitals and clinics within the States of Arizona, Nevada, and Utah.

CAPT Galloway also established the Center for Native American Health within the College of Medicine and the University of Arizona Prevention Center in 1996. The Center, established in collaboration with the IHS and many of the

Southwest Tribes, provides programmatic medical, educational, and preventative support services to Indian people throughout the Southwest. This program has subsequently become incorporated within the College of Public Health at the University of Arizona.

CAPT Galloway is the senior cardiologist for the IHS and director of the Native American Cardiology Program. He also is a Clinical Assistant Professor of Medicine in the College of Medicine and Assistant Professor of Public Health at the College of Public Health at the University of Arizona.

The Salsbury Award was named in honor of Dr. Clarence Salsbury, founder of the Arizona Hospital and Healthcare Association and a physician educator and administrator dedicated to serving the underprivileged. The award has only been given out 25 times since 1939.



Recent Deaths

The deaths of the following retired officers were reported to the Division of Commissioned Personnel:

<i>Title/Name</i>	<i>Date</i>
MEDICAL	
RADM Stanley F. Yolles	07/23/01
CAPT William L. Bunch, Jr.	01/21/01



DEPARTMENT OF HEALTH & HUMAN SERVICES

Program Support Center
 Human Resources Service
 Division of Commissioned Personnel, Room 4-04
 Rockville MD 20857-0001

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