

Promotion Year 2024 Canned Comments - Allied Health O-4 Grade

Grade	Canned Comments	Board Member Selection Percentage
O-4	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	53.1%
O-4	Strength: Strong ROS	48.3%
O-4	Strength: COERs	40.3%
O-4	Suggestion: Public health training & experience	39.4%
O-4	Strength: Billet level exceeds current rank	37.3%
O-4	Suggestion: Leadership roles in PHS activities, not just membership	31.8%
O-4	Suggestion: Presentations and Outreach	31.8%
O-4	Suggestion: Seek mentorship	28.8%
O-4	Strength: Awards	26.2%
O-4	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	26.2%
O-4	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	25.3%
O-4	Strength: Collateral duties (i.e., regional and national)	24.8%
O-4	Suggestion: Pursue PHS activities	23.7%
O-4	Strength: Presentations and Outreach	23.4%
O-4	Suggestion: Show impact of PHS activities	22.1%
O-4	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	20.6%
O-4	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	20.2%
O-4	Suggestion: Progression to meet Awards benchmark	17.4%
O-4	Suggestion: Professional organization leadership or activities	16.2%
O-4	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	15.0%
O-4	Strength: Leadership activities	12.2%
O-4	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	11.8%
O-4	Suggestion: Recruitment activities	10.7%
O-4	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	10.1%
O-4	Strength: Continuing Education beyond level expected for benchmark	9.8%
O-4	Strength: Public Health Training beyond level expected for benchmark	9.3%
O-4	Suggestion: Mentoring activities	8.8%
O-4	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	7.7%
O-4	Suggestion: Improve ROS (i.e., COER scores and ROS Comments do not match, ROS comments need to be strengthened, ROS does not recommend promotion, ROS needs more detail)	7.7%
O-4	Missing Continuing Education Summary Sheet	7.0%
O-4	Suggestion: Leadership in community-based public health initiative or program	7.0%
O-4	Suggestion: Career counseling	6.6%
O-4	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	6.4%
O-4	Strength: Deployment activities	6.2%
O-4	Strength: Publications and Presentations	4.8%
O-4	Strength: Upward career trajectory	3.5%
O-4	Suggestion: Need more recent awards.	3.0%
O-4	Suggestion: Need more time in current billet	2.9%
O-4	Suggestion: Pursue higher billet	2.7%
O-4	Suggestion: Supporting documentation for statements	2.4%
O-4	Strength: Recruitment activities	2.2%
O-4	Suggestion: Completion of additional degree, rather than enrollment	2.2%
O-4	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	1.4%
O-4	Missing CV	1.4%
O-4	Suggestion: Maintain high-performance consistent with next higher billet	1.3%
O-4	Suggestion: Statements should describe impact in OS and/or CV	1.1%
O-4	Suggestion: Leadership and Supervisory activities and responsibilities within your position	1.0%
O-4	Incorrectly formatted CV	0.8%
O-4	Suggestion: Correct poorly written OS	0.6%
O-4	Suggestion: COER ratings are not supported by rater comments	0.3%

O-4	Suggestion: More publications, other written communications, or oral presentations	0.3%
O-4	Suggestion: Correct outdated CV	0.3%
O-4	Missing ROS	0.2%