

## Promotion Year 2024 Canned Comments - Allied Health O-5 Grade

Grade	Canned Comments	Board Member Selection Percentage
O-5	Strength: Billet level exceeds current rank	71.3%
O-5	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	68.3%
O-5	Strength: COERs	53.3%
O-5	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	52.7%
O-5	Strength: Strong ROS	52.5%
O-5	Strength: Awards	43.6%
O-5	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	42.7%
O-5	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	42.3%
O-5	Strength: Deployment activities	40.1%
O-5	Strength: Collateral duties (i.e., regional and national)	39.2%
O-5	Strength: Presentations and Outreach	38.9%
O-5	Strength: Public Health Training beyond level expected for benchmark	36.7%
O-5	Strength: Continuing Education beyond level expected for benchmark	35.3%
O-5	Strength: Upward career trajectory	32.5%
O-5	Suggestion: Leadership roles in PHS activities, not just membership	31.8%
O-5	Strength: Leadership activities	24.5%
O-5	Suggestion: Show impact of PHS activities	24.2%
O-5	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	21.4%
O-5	Strength: Publications and Presentations	20.2%
O-5	Strength: Recruitment activities	19.6%
O-5	Suggestion: Progression to meet Awards benchmark	18.9%
O-5	Suggestion: Pursue PHS activities	17.8%
O-5	Suggestion: Professional organization leadership or activities	16.1%
O-5	Suggestion: Leadership in community-based public health initiative or program	15.8%
O-5	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	13.7%
O-5	Suggestion: Presentations and Outreach	13.0%
O-5	Suggestion: Public health training & experience	11.9%
O-5	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	11.6%
O-5	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	10.4%
O-5	Suggestion: More publications, other written communications, or oral presentations	10.2%
O-5	Suggestion: Pursue higher billet	10.2%
O-5	Suggestion: Completion of additional degree, rather than enrollment	7.4%
O-5	Suggestion: Recruitment activities	6.8%
O-5	Suggestion: Mentoring activities	5.7%
O-5	Suggestion: Maintain high-performance consistent with next higher billet	5.3%
O-5	Suggestion: COER ratings are not supported by rater comments	5.2%
O-5	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	5.1%
O-5	Suggestion: Need more recent awards.	5.0%
O-5	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)	4.7%
O-5	Suggestion: Seek mentorship	4.5%
O-5	Incorrectly formatted CV	4.5%
O-5	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	4.4%
O-5	Suggestion: Leadership and Supervisory activities and responsibilities within your position	4.1%
O-5	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	3.4%
O-5	Missing Continuing Education Summary Sheet	2.3%
O-5	Missing CV	1.4%
O-5	Suggestion: Career counseling	1.3%
O-5	Suggestion: Correct poorly written OS	0.7%
O-5	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.6%
O-5	Suggestion: Need more time in current billet	0.5%

O-5	Missing ROS	0.5%
O-5	Suggestion: Correct outdated CV	0.2%
O-5	Suggestion: Statements should describe impact in OS and/or CV	0.2%
O-5	Suggestion: Supporting documentation for statements	0.2%