

Promotion Year 2024 Canned Comments - Allied Health O-6 Grade

Grade	Canned Comments	Board Member Selection Percentage
O-6	Suggestion: Progression to meet Awards benchmark	46.9%
O-6	Suggestion: Leadership roles in PHS activities, not just membership	44.5%
O-6	Suggestion: Public health training & experience	38.5%
O-6	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	36.9%
O-6	Suggestion: Show impact of PHS activities	36.9%
O-6	Strength: COERs	36.0%
O-6	Strength: Billet level exceeds current rank	35.1%
O-6	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	31.9%
O-6	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	28.2%
O-6	Strength: Strong ROS	28.1%
O-6	Suggestion: Leadership in community-based public health initiative or program	27.6%
O-6	Strength: Deployment activities	26.0%
O-6	Suggestion: Pursue PHS activities	25.4%
O-6	Strength: Awards	24.4%
O-6	Suggestion: Professional organization leadership or activities	23.4%
O-6	Suggestion: Presentations and Outreach	23.1%
O-6	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	21.5%
O-6	Suggestion: Mentoring activities	20.9%
O-6	Strength: Upward career trajectory	20.7%
O-6	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	20.6%
O-6	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	20.4%
O-6	Suggestion: Seek mentorship	20.4%
O-6	Suggestion: Need more recent awards.	19.6%
O-6	Suggestion: Leadership and Supervisory activities and responsibilities within your position	19.4%
O-6	Suggestion: Pursue higher billet	18.2%
O-6	Suggestion: Recruitment activities	16.8%
O-6	Strength: Leadership activities	16.4%
O-6	Strength: Continuing Education beyond level expected for benchmark	15.5%
O-6	Strength: Presentations and Outreach	15.5%
O-6	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)	14.7%
O-6	Suggestion: Completion of additional degree, rather than enrollment	13.4%
O-6	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	13.2%
O-6	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	12.8%
O-6	Strength: Public Health Training beyond level expected for benchmark	11.9%
O-6	Suggestion: Need more time in current billet	11.0%
O-6	Suggestion: Maintain high-performance consistent with next higher billet	9.1%
O-6	Strength: Collateral duties (i.e., regional and national)	8.0%
O-6	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	7.6%
O-6	Strength: Recruitment activities	6.6%
O-6	Suggestion: More publications, other written communications, or oral presentations	6.6%
O-6	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	6.2%
O-6	Missing Continuing Education Summary Sheet	6.2%
O-6	Strength: Publications and Presentations	6.1%
O-6	Suggestion: Career counseling	5.5%
O-6	Incorrectly formatted CV	3.0%
O-6	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	2.5%
O-6	Missing CV	1.5%
O-6	Suggestion: COER ratings are not supported by rater comments	1.1%
O-6	Suggestion: Correct poorly written OS	0.9%
O-6	Missing ROS	0.6%

O-6	Suggestion: Statements should describe impact in OS and/or CV	0.3%
O-6	Suggestion: Supporting documentation for statements	0.2%
O-6	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.1%
O-6	Suggestion: Correct outdated CV	0.1%