

Promotion Year 2024 Canned Comments - Applied Public Health O-4 Grade

Grade	Canned Comments	Board Member Selection Percentage
O-4	Strength: Strong ROS	39.6%
O-4	Strength: Billet level exceeds current rank	38.5%
O-4	Strength: COERs	32.8%
O-4	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	27.2%
O-4	Suggestion: Pursue PHS activities	22.1%
O-4	Suggestion: Leadership roles in PHS activities, not just membership	21.7%
O-4	Suggestion: Public health training & experience	19.8%
O-4	Strength: Awards	19.4%
O-4	Suggestion: Need more recent awards.	18.9%
O-4	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	15.2%
O-4	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	14.7%
O-4	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	14.7%
O-4	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	13.9%
O-4	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	13.5%
O-4	Suggestion: Progression to meet Awards benchmark	13.1%
O-4	Suggestion: Presentations and Outreach	12.4%
O-4	Strength: Upward career trajectory	12.2%
O-4	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	11.8%
O-4	Strength: Collateral duties (i.e., regional and national)	11.2%
O-4	Suggestion: Pursue higher billet	10.7%
O-4	Strength: Presentations and Outreach	10.3%
O-4	Strength: Deployment activities	9.3%
O-4	Suggestion: Mentoring activities	9.1%
O-4	Suggestion: Seek mentorship	8.6%
O-4	Strength: Continuing Education beyond level expected for benchmark	8.0%
O-4	Suggestion: Maintain high-performance consistent with next higher billet	8.0%
O-4	Strength: Public Health Training beyond level expected for benchmark	7.2%
O-4	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	6.7%
O-4	Suggestion: Show impact of PHS activities	6.5%
O-4	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	6.3%
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)	6.1%
O-4	Strength: Leadership activities	5.7%
O-4	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	5.1%
O-4	Suggestion: Completion of additional degree, rather than enrollment	4.0%
O-4	Missing Continuing Education Summary Sheet	3.8%
O-4	Suggestion: Leadership in community-based public health initiative or program	3.4%
O-4	Missing CV	3.2%
O-4	Suggestion: Need more time in current billet	2.7%
O-4	Missing ROS	2.1%
O-4	Suggestion: COER ratings are not supported by rater comments	1.9%
O-4	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	1.9%
O-4	Suggestion: Leadership and Supervisory activities and responsibilities within your position	1.9%
O-4	Suggestion: Recruitment activities	1.7%
O-4	Strength: Publications and Presentations	1.3%
O-4	Suggestion: Career counseling	0.8%
O-4	Strength: Recruitment activities	0.6%
O-4	Incorrectly formatted CV	0.6%
O-4	Suggestion: Correct poorly written OS	0.6%
O-4	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.4%
O-4	Suggestion: Supporting documentation for statements	0.4%

O-4	Suggestion: Statements should describe impact in OS and/or CV		0.2%
Promotion Year 2024 Canned Comments - Applied Public Health O-3 Grade			
O-3	Suggestion: Pursue PHS activities		33.3%
O-3	Strength: Billet level exceeds current rank		26.7%
O-3	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)		26.7%
O-3	Suggestion: Seek mentorship		20.0%
O-3	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)		17.8%
O-3	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)		17.8%
O-3	Strength: COERs		15.6%
O-3	Strength: Strong ROS		15.6%
O-3	Suggestion: Public health training & experience		15.6%
O-3	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		15.6%
O-3	Suggestion: Presentations and Outreach		15.6%
O-3	Missing CV		15.6%
O-3	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		15.6%
O-3	Missing ROS		13.3%
O-3	Suggestion: Need more recent awards.		11.1%
O-3	Suggestion: Proofread/Peer review for grammar and/or spelling errors		11.1%
O-3	Strength: Awards		8.9%
O-3	Suggestion: Maintain high-performance consistent with next higher billet		8.9%
O-3	Suggestion: Need more time in current billet		8.9%
O-3	Missing Continuing Education Summary Sheet		8.9%
O-3	Suggestion: Completion of additional degree, rather than enrollment		6.7%
O-3	Suggestion: Pursue higher billet		6.7%
O-3	Strength: Leadership activities		4.4%
O-3	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		4.4%
O-3	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)		4.4%
O-3	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)		4.4%
O-3	Suggestion: Progression to meet Awards benchmark		4.4%
O-3	Suggestion: Leadership and Supervisory activities and responsibilities within your position		4.4%
O-3	Suggestion: Mentoring activities		4.4%
O-3	Suggestion: Professional organization leadership or activities		4.4%
O-3	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		2.2%
O-3	Suggestion: Leadership roles in PHS activities, not just membership		2.2%
O-3	Incorrectly formatted CV		2.2%
O-3	Suggestion: Correct poorly written OS		2.2%
O-3	Suggestion: Supporting documentation for statements		2.2%