Promotion Year 2024 Canned Comments - Applied Public Health O-5 Grade

Grade	Canned Comments	Board Member Selection Percentage
O-5	Strength: Billet level exceeds current rank	34.2%
O-5	Suggestion: Leadership roles in PHS activities, not just membership	31.4%
O-5	Strength: COERs	31.2%
O-5	Strength: Strong ROS	29.7%
O-5	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	29.3%
O-5	Suggestion: Public health training & experience	27.5%
O-5	Suggestion: Show impact of PHS activities	25.3%
O-5	Strength: Upward career trajectory	24.2%
O-5	Suggestion: Pursue PHS activities	22.7%
O-5	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	20.8%
O-5	Strength: Awards	20.5%
O-5	Strength: Continuing Education beyond level expected for benchmark	20.2%
O-5	Strength: Deployment activities	20.2%
O-5	Strength: Presentations and Outreach	19.8%
O-5	Suggestion: Presentations and Outreach	19.8%
O-5	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	18.7%
O-5	Strength: Collateral duties (i.e., regional and national)	17.0%
O-5	Suggestion: Progression to meet Awards benchmark	15.8%
O-5	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	15.1%
O-5	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	14.6%
O-5	Suggestion: Seek mentorship	14.4%
O-5	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	13.7%
O-5	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	13.6%
O-5	Strength: Public Health Training beyond level expected for benchmark	12.2%
O-5	Suggestion: Mentoring activities	11.9%
O-5	Suggestion: Leadership in community-based public health initiative or program	11.4%
O-5	Suggestion: Recruitment activities	10.6%
O-5	Suggestion: Need more recent awards.	10.2%
O-5	Suggestion: Professional organization leadership or activities	9.8%
O-5	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	9.4%
O-5	Suggestion: Leadership and Supervisory activities and responsibilities within your position	8.7%
O-5	Strength: Leadership activities	8.5%
O-5	Suggestion: More publications, other written communications, or oral presentations	7.8%
O-5	Missing Continuing Education Summary Sheet	7.6%
O-5	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	7.5%
O-5	Strength: Publications and Presentations	6.4%
O-5	Suggestion: Completion of additional degree, rather than enrollment	5.2%
O-5	Suggestion: Career counseling	4.7%
O-5	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	4.2%
O-5	Suggestion: Need more time in current billet	4.2%
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)	4.0%
O-5	Incorrectly formatted CV	4.0%
O-5	Suggestion: Maintain high-performance consistent with next higher billet	3.0%
O-5	Suggestion: Pursue higher billet	2.9%
O-5	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	2.9%
O-5	Suggestion: COER ratings are not supported by rater comments	2.2%
O-5	Missing CV	2.2%
O-5	Strength: Recruitment activities	1.9%
O-5	Suggestion: Proofread/Peer review for grammar and/or spelling errors	1.4%
O-5	Suggestion: Correct poorly written OS	1.0%

O-5	Missing ROS		0.5%
O-5	Suggestion: Supporting documentation for statements		0.3%
O-5	Suggestion: Statements should describe impact in OS and/or CV		0.2%
O-5	Suggestion: Correct outdated CV		0.1%