

Promotion Year 2024 Canned Comments - Applied Public Health O-6 Grade

Grade	Canned Comments	Board Member Selection Percentage
O-6	Strength: Strong ROS	43.8%
O-6	Strength: COERs	40.5%
O-6	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	35.9%
O-6	Suggestion: Leadership roles in PHS activities, not just membership	35.9%
O-6	Strength: Awards	35.3%
O-6	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	32.9%
O-6	Strength: Deployment activities	32.7%
O-6	Suggestion: Professional organization leadership or activities	31.2%
O-6	Strength: Collateral duties (i.e., regional and national)	30.1%
O-6	Suggestion: Public health training & experience	30.0%
O-6	Strength: Upward career trajectory	29.5%
O-6	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	28.5%
O-6	Strength: Presentations and Outreach	26.6%
O-6	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	23.0%
O-6	Suggestion: Show impact of PHS activities	22.1%
O-6	Suggestion: Pursue PHS activities	20.7%
O-6	Suggestion: Presentations and Outreach	19.5%
O-6	Suggestion: Leadership in community-based public health initiative or program	19.4%
O-6	Suggestion: Recruitment activities	19.2%
O-6	Strength: Continuing Education beyond level expected for benchmark	17.7%
O-6	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	17.7%
O-6	Suggestion: Progression to meet Awards benchmark	17.5%
O-6	Strength: Billet level exceeds current rank	17.2%
O-6	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	16.6%
O-6	Suggestion: Mentoring activities	14.8%
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	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	14.4%
O-6	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	12.9%
O-6	Suggestion: Need more recent awards.	12.8%
O-6	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	12.0%
O-6	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	11.7%
O-6	Strength: Leadership activities	9.6%
O-6	Strength: Public Health Training beyond level expected for benchmark	9.6%
O-6	Suggestion: Pursue higher billet	9.4%
O-6	Suggestion: Seek mentorship	6.5%
O-6	Suggestion: Maintain high-performance consistent with next higher billet	5.8%
O-6	Missing Continuing Education Summary Sheet	5.2%
O-6	Suggestion: Completion of additional degree, rather than enrollment	5.1%
O-6	Suggestion: Need more time in current billet	4.2%
O-6	Incorrectly formatted CV	3.7%
O-6	Strength: Recruitment activities	2.3%
O-6	Suggestion: Career counseling	2.2%
O-6	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	2.0%
O-6	Missing CV	1.7%
O-6	Suggestion: Correct poorly written OS	1.5%
O-6	Suggestion: Leadership and Supervisory activities and responsibilities within your position	1.3%
O-6	Suggestion: COER ratings are not supported by rater comments	0.9%
O-6	Suggestion: More publications, other written communications, or oral presentations	0.9%
O-6	Strength: Publications and Presentations	0.4%
O-6	Missing ROS	0.4%

O-6	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.2%
O-6	Suggestion: Statements should describe impact in OS and/or CV	0.2%