

Promotion Year 2024 Canned Comments - Dental O-6 Grade

Grade	Canned Comments	Board Member Selection Percentage
O-6	Strength: COERs	62.7%
O-6	Strength: Billet level exceeds current rank	58.7%
O-6	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	54.7%
O-6	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	45.3%
O-6	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	42.7%
O-6	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	40.0%
O-6	Strength: Awards	33.3%
O-6	Suggestion: Presentations and Outreach	33.3%
O-6	Strength: Upward career trajectory	30.7%
O-6	Strength: Collateral duties (i.e., regional and national)	29.3%
O-6	Suggestion: Progression to meet Awards benchmark	29.3%
O-6	Strength: Strong ROS	26.7%
O-6	Strength: Deployment activities	25.3%
O-6	Strength: Continuing Education beyond level expected for benchmark	22.7%
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)	21.3%
O-6	Strength: Public Health Training beyond level expected for benchmark	18.7%
O-6	Strength: Presentations and Outreach	17.3%
O-6	Suggestion: More publications, other written communications, or oral presentations	17.3%
O-6	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	17.3%
O-6	Strength: Leadership activities	14.7%
O-6	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	14.7%
O-6	Suggestion: Need more recent awards.	14.7%
O-6	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	12.0%
O-6	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	9.3%
O-6	Suggestion: Pursue higher billet	9.3%
O-6	Suggestion: Mentoring activities	9.3%
O-6	Suggestion: Professional organization leadership or activities	9.3%
O-6	Suggestion: Leadership roles in PHS activities, not just membership	9.3%
O-6	Suggestion: Completion of additional degree, rather than enrollment	6.7%
O-6	Suggestion: Career counseling	6.7%
O-6	Missing Continuing Education Summary Sheet	6.7%
O-6	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	5.3%
O-6	Strength: Recruitment activities	4.0%
O-6	Suggestion: Pursue PHS activities	4.0%
O-6	Suggestion: Show impact of PHS activities	4.0%
O-6	Strength: Publications and Presentations	2.7%
O-6	Suggestion: Need more time in current billet	2.7%
O-6	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	2.7%
O-6	Incorrectly formatted CV	2.7%
O-6	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	1.3%
O-6	Suggestion: Leadership and Supervisory activities and responsibilities within your position	1.3%
O-6	Suggestion: Seek mentorship	1.3%
O-6	Missing ROS	1.3%
O-6	Suggestion: Leadership in community-based public health initiative or program	1.3%










Promotion Year 2024 Canned Comments - Dental O-5 Grade

O-5	Strength: COERs	51.8%
O-5	Strength: Billet level exceeds current rank	43.5%
O-5	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	37.6%

O-5	Strength: Continuing Education beyond level expected for benchmark		35.3%
O-5	Strength: Awards		34.1%
O-5	Suggestion: Presentations and Outreach		34.1%
O-5	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		31.8%
O-5	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		31.8%
O-5	Suggestion: Pursue higher billet		29.4%
O-5	Suggestion: Public health training & experience		28.2%
O-5	Strength: Strong ROS		27.1%
O-5	Suggestion: Need more recent awards.		27.1%
O-5	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		24.7%
O-5	Suggestion: Career counseling		23.5%
O-5	Strength: Leadership activities		20.0%
O-5	Strength: Deployment activities		20.0%
O-5	Suggestion: Progression to meet Awards benchmark		18.8%
O-5	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)		17.6%
O-5	Strength: Presentations and Outreach		15.3%
O-5	Suggestion: Professional organization leadership or activities		15.3%
O-5	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)		14.1%
O-5	Strength: Collateral duties (i.e., regional and national)		14.1%
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)		14.1%
O-5	Suggestion: More publications, other written communications, or oral presentations		14.1%
O-5	Strength: Public Health Training beyond level expected for benchmark		11.8%
O-5	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		11.8%
O-5	Suggestion: Seek mentorship		11.8%
O-5	Suggestion: Leadership roles in PHS activities, not just membership		11.8%
O-5	Strength: Upward career trajectory		10.6%
O-5	Suggestion: Completion of additional degree, rather than enrollment		10.6%
O-5	Suggestion: Mentoring activities		10.6%
O-5	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)		9.4%
O-5	Suggestion: Show impact of PHS activities		9.4%
O-5	Strength: Publications and Presentations		5.9%
O-5	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)		5.9%
O-5	Suggestion: Pursue PHS activities		5.9%
O-5	Suggestion: Recruitment activities		5.9%
O-5	Suggestion: Leadership in community-based public health initiative or program		5.9%
O-5	Strength: Recruitment activities		4.7%
O-5	Suggestion: Leadership and Supervisory activities and responsibilities within your position		4.7%
O-5	Suggestion: Need more time in current billet		4.7%
O-5	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)		3.5%
O-5	Suggestion: Maintain high-performance consistent with next higher billet		3.5%
O-5	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)		3.5%
O-5	Missing CV		3.5%
O-5	Missing Continuing Education Summary Sheet		3.5%
O-5	Suggestion: COER ratings are not supported by rater comments		1.2%

Promotion Year 2024 Canned Comments - Dental O-4 Grade

O-4	Strength: Billet level exceeds current rank		100.0%
O-4	Suggestion: Presentations and Outreach		80.0%
O-4	Strength: Awards		60.0%
O-4	Strength: COERs		60.0%
O-4	Strength: Collateral duties (i.e., regional and national)		60.0%
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)		60.0%
O-4	Strength: Leadership activities		40.0%

O-4	Suggestion: Public health training & experience		40.0%
O-4	Suggestion: Seek mentorship		40.0%
O-4	Suggestion: Recruitment activities		40.0%
O-4	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		20.0%
O-4	Strength: Continuing Education beyond level expected for benchmark		20.0%
O-4	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)		20.0%
O-4	Strength: Upward career trajectory		20.0%
O-4	Strength: Deployment activities		20.0%
O-4	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)		20.0%
O-4	Suggestion: More publications, other written communications, or oral presentations		20.0%
O-4	Suggestion: Completion of additional degree, rather than enrollment		20.0%
O-4	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		20.0%
O-4	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)		20.0%
O-4	Suggestion: Mentoring activities		20.0%
O-4	Missing ROS		20.0%
O-4	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		20.0%