Promotion Year 2024 Canned Comments - Medical Services O-4 Grade

Grade	Canned Comments	Board Member Selection Percentage
O-4	Strength: COERs	51.6%
O-4	Strength: Billet level exceeds current rank	50.6%
O-4	Strength: Strong ROS	48.1%
O-4	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	44.3%
O-4	Suggestion: Leadership roles in PHS activities, not just membership	38.7%
O-4	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	37.0%
O-4	Suggestion: Pursue PHS activities	33.7%
O-4	Suggestion: Public health training & experience	29.1%
O-4	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	26.6%
O-4	Suggestion: Presentations and Outreach	26.4%
O-4	Suggestion: Progression to meet Awards benchmark	26.1%
O-4	Suggestion: Recruitment activities	26.1%
O-4	Suggestion: Leadership in community-based public health initiative or program	24.8%
O-4	Suggestion: Maintain high-performance consistent with next higher billet	23.5%
O-4	Suggestion: More publications, other written communications, or oral presentations	23.0%
O-4	Suggestion: Leadership and Supervisory activities and responsibilities within your position	22.1%
O-4	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	22.0%
O-4	Suggestion: Need more recent awards.	21.2%
O-4	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	20.7%
O-4	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	19.2%
O-4	Suggestion: Show impact of PHS activities	18.7%
O-4	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	18.5%
O-4	Suggestion: Seek mentorship	17.9%
O-4	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	17.5%
O-4	Strength: Awards	14.7%
O-4	Strength: Upward career trajectory	14.2%
O-4	Strength: Collateral duties (i.e., regional and national)	14.2%
O-4	Suggestion: Pursue higher billet	13.9%
O-4	Suggestion: Professional organization leadership or activities	13.9%
O-4	Strength: Presentations and Outreach	13.7%
O-4	Strength: Continuing Education beyond level expected for benchmark	12.4%
O-4	Strength: Deployment activities	12.4%
O-4	Suggestion: Career counseling	12.2%
O-4	Missing Continuing Education Summary Sheet	9.9%
O-4	Strength: Public Health Training beyond level expected for benchmark	9.8%
O-4	Strength: Leadership activities	9.6%
O-4	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	8.8%
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)	8.8%
O-4	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	8.4%
O-4	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	7.1%
O-4	Incorrectly formatted CV	6.9%
O-4	Suggestion: Supporting documentation for statements	5.1%
O-4	Strength: Publications and Presentations	4.8%
O-4	Suggestion: Mentoring activities	4.8%
O-4	Strength: Recruitment activities	3.8%
O-4	Missing CV	3.3%
O-4	Suggestion: Correct poorly written OS	3.0%
O-4	Suggestion: COER ratings are not supported by rater comments	2.6%
O-4	Missing ROS	2.6%
O-4	Suggestion: Correct outdated CV	2.5%

O-4	Suggestion: Need more time in current billet		1.7%
O-4	Suggestion: Proofread/Peer review for grammar and/or spelling errors		1.5%
O-4	Suggestion: Statements should describe impact in OS and/or CV		0.7%

Promotion Year 2024 Canned Comments - Medical Services O-3 Grade

O-3	Strength: Billet level exceeds current rank		41.7%
O-3	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)		35.0%
O-3	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)		31.7%
O-3	Suggestion: Seek mentorship		30.8%
O-3	Suggestion: Public health training & experience		30.0%
O-3	Strength: COERs		27.5%
O-3	Suggestion: Pursue PHS activities		27.5%
O-3	Suggestion: Need more time in current billet		21.7%
O-3	Suggestion: Presentations and Outreach		20.8%
O-3	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		20.0%
O-3	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		19.2%
O-3	Suggestion: Need more recent awards.		19.2%
O-3	Suggestion: Leadership roles in PHS activities, not just membership		19.2%
O-3	Suggestion: Maintain high-performance consistent with next higher billet		18.3%
O-3	Suggestion: Professional organization leadership or activities		17.5%
O-3	Suggestion: Leadership and Supervisory activities and responsibilities within your position		16.7%
O-3	Suggestion: Completion of additional degree, rather than enrollment		16.7%
O-3	Strength: Strong ROS		15.0%
O-3	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)		14.2%
O-3	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)		13.3%
O-3	Suggestion: Progression to meet Awards benchmark		13.3%
O-3	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		13.3%
O-3	Suggestion: Show impact of PHS activities		13.3%
O-3	Missing Continuing Education Summary Sheet		13.3%
O-3	Suggestion: More publications, other written communications, or oral presentations		12.5%
O-3	Strength: Upward career trajectory		10.8%
O-3	Suggestion: Leadership in community-based public health initiative or program		10.8%
O-3	Missing CV		10.0%
O-3	Strength: Public Health Training beyond level expected for benchmark		9.2%
O-3	Strength: Collateral duties (i.e., regional and national)		9.2%
O-3	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)		9.2%
O-3	Suggestion: Career counseling		8.3%
O-3	Strength: Awards		7.5%
O-3	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)		7.5%
O-3	Suggestion: Recruitment activities		7.5%
O-3	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)		6.7%
O-3	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		5.8%
O-3	Strength: Presentations and Outreach		5.8%
O-3	Strength: Leadership activities		5.0%
O-3	Strength: Continuing Education beyond level expected for benchmark		5.0%
O-3	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)		4.2%
O-3	Missing ROS		4.2%
O-3	Incorrectly formatted CV		4.2%
O-3	Suggestion: Pursue higher billet		3.3%
O-3	Suggestion: Mentoring activities		2.5%
O-3	Suggestion: Correct outdated CV		2.5%
O-3	Strength: Deployment activities		1.7%
O-3	Strength: Recruitment activities		1.7%

O-3	Strength: Publications and Presentations		0.8%
O-3	Suggestion: COER ratings are not supported by rater comments		0.8%
O-3	Suggestion: Proofread/Peer review for grammar and/or spelling errors		0.8%
O-3	Suggestion: Statements should describe impact in OS and/or CV		0.8%