

## Promotion Year 2024 Canned Comments - Medical Services O-5 Grade

Grade	Canned Comments	Board Member Selection Percentage
O-5	Strength: COERs	55.8%
O-5	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	43.4%
O-5	Strength: Strong ROS	40.0%
O-5	Strength: Billet level exceeds current rank	39.2%
O-5	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	37.4%
O-5	Suggestion: Progression to meet Awards benchmark	29.6%
O-5	Suggestion: Leadership roles in PHS activities, not just membership	26.4%
O-5	Strength: Presentations and Outreach	26.1%
O-5	Strength: Deployment activities	24.8%
O-5	Strength: Awards	24.2%
O-5	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	22.0%
O-5	Strength: Upward career trajectory	19.1%
O-5	Suggestion: Professional organization leadership or activities	17.9%
O-5	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	15.0%
O-5	Suggestion: Public health training & experience	14.8%
O-5	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	13.3%
O-5	Strength: Continuing Education beyond level expected for benchmark	13.0%
O-5	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	11.2%
O-5	Strength: Collateral duties (i.e., regional and national)	10.7%
O-5	Strength: Public Health Training beyond level expected for benchmark	9.6%
O-5	Suggestion: Completion of additional degree, rather than enrollment	9.5%
O-5	Suggestion: Presentations and Outreach	9.1%
O-5	Suggestion: Mentoring activities	8.6%
O-5	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	8.6%
O-5	Suggestion: Show impact of PHS activities	7.9%
O-5	Suggestion: Pursue PHS activities	7.4%
O-5	Strength: Leadership activities	7.1%
O-5	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	6.6%
O-5	Suggestion: Leadership in community-based public health initiative or program	6.2%
O-5	Suggestion: Need more recent awards.	6.1%
O-5	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	5.9%
O-5	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	5.5%
O-5	Suggestion: Pursue higher billet	5.1%
O-5	Suggestion: Seek mentorship	4.8%
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)	4.7%
O-5	Missing Continuing Education Summary Sheet	4.5%
O-5	Strength: Publications and Presentations	4.2%
O-5	Suggestion: Leadership and Supervisory activities and responsibilities within your position	4.0%
O-5	Suggestion: Career counseling	2.7%
O-5	Suggestion: Correct poorly written OS	2.5%
O-5	Missing CV	2.2%
O-5	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	2.1%
O-5	Suggestion: Need more time in current billet	2.1%
O-5	Strength: Recruitment activities	1.9%
O-5	Incorrectly formatted CV	1.8%
O-5	Missing ROS	1.7%
O-5	Suggestion: Maintain high-performance consistent with next higher billet	1.5%
O-5	Suggestion: Proofread/Peer review for grammar and/or spelling errors	1.4%
O-5	Suggestion: More publications, other written communications, or oral presentations	1.3%
O-5	Suggestion: COER ratings are not supported by rater comments	0.9%

O-5	Suggestion: Recruitment activities	0.7%
O-5	Suggestion: Correct outdated CV	0.2%
O-5	Suggestion: Supporting documentation for statements	0.2%
O-5	Suggestion: Statements should describe impact in OS and/or CV	0.1%