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Eligible Grade	Canned Comments	Board Member Selection Percentage
T05	Strength: Advanced training	63.5
T04	Strength: Advanced training	55
T06	Strength: Advanced training	50.7
T04	Strength: COERs	42.5
T04	Strength: Billet	42.5
T04	Strength: Geographical moves	42.5
T06	Suggestion: Higher billet	41.3
T05	Strength: Billet	38.3
T04	Strength: PHS Activities	37.5
T04	Strength: Programmatic moves	35
T06	Strength: Mission priority assignment	34.7
T06	Strength: PHS Activities	34.7
T05	Strength: Leadership activities	33
T05	Suggestion: More individual awards	33
T06	Strength: Awards	32
T06	Strength: Upward career trajectory	30.7
T06	Suggestion: Leadership roles in PHS activities, not just membership	30.7
T05	Strength: Mission priority assignment	30.4
T04	Suggestion: More individual awards	30
T05	Strength: COERs	29.6
T06	Strength: Billet	29.3
T06	Strength: Deployment activities	29.3
T05	Suggestion: More or higher level awards	28.7
T06	Strength: Clinical activities	28
T05	Suggestion: Leadership roles in PHS activities, not just membership	27.8
T05	Strength: Deployment activities	27
T06	Strength: Leadership activities	26.7
T06	Suggestion: More individual awards	26.7
T05	Strength: Clinical activities	26.1
T05	Strength: PHS Activities	26.1
T04	Strength: Awards	25
T05	Strength: Geographical moves	24.3
T05	Strength: Strong ROS	23.5
T05	Strength: Upward career trajectory	22.6
T04	Strength: Leadership activities	22.5
T04	Strength: Continuing Education	22.5
T05	Strength: Programmatic moves	21.7
T05	Suggestion: Seek mentorship	20.9
T04	Strength: Mission priority assignment	20
T04	Strength: Deployment activities	20
T04	Suggestion: Leadership roles in PHS activities, not just membership	20
T05	Suggestion: Completion of additional degree, rather than enrollment	19.1
T06	Strength: Programmatic moves	18.7
T06	Suggestion: More or higher level awards	18.7
T05	Strength: Awards	18.3
T04	Strength: Upward career trajectory	17.5
T04	Suggestion: Completion of additional degree, rather than enrollment	17.5
T05	Suggestion: Higher billet	17.4
T05	Suggestion: More PHS activities	16.5
T06	Strength: Public Health Training	16
T06	Suggestion: Geographical move	16
T06	Suggestion: Programmatic move	16
T04	Strength: Strong ROS	15
T05	Suggestion: Show impact of PHS activities	14.8

T06	Strength: Collateral duties		13.3
T06	Suggestion: More PHS activities		13.3
T05	Strength: Continuing Education		13
T05	Suggestion: Geographical move		13
T04	Strength: Clinical activities		12.5
T06	Strength: COERs		12
T06	Strength: Geographical moves		12
T06	Strength: Substantial mentorship		12
T06	Suggestion: Professional organization leadership or activities		12
T06	Suggestion: Seek mentorship		12
T05	Suggestion: Leadership activities		11.3
T06	Strength: Extensive Publications and Present ations		10.7
T06	Suggestion: COER ratings are not supported by rater comments		10.7
T05	Strength: Public Health Training		9.6
T05	Strength: Collateral duties		9.6
T05	Suggestion: COER ratings are not supported by rater comments		9.6
T05	Suggestion: Programmatic move		9.6
T06	Strength: Strong ROS		9.3
T06	Strength: Continuing Education		9.3
T06	Suggestion: Leadership activities		9.3
T06	Suggestion: Recruitment activities		9.3
T06	Suggestion: Improve ROS		8
T06	Suggestion: COER improvement		8
T06	Suggestion: Mentoring activities		8
T05	Suggestion: Professional organization leadership or activities		7.8
T04	Suggestion: Seek mentorship		7.5
T05	Suggestion: Recruitment activities		7
T06	Suggestion: Missing priority assignment		6.7
T06	Suggestion: Show impact of PHS activities		6.7
T05	Suggestion: Mentoring activities		6.1
T05	Suggestion: Presentations and Outreach		6.1
T06	Incorrectly formatted CV		5.3
T04	Strength: Public Health Training		5
T04	Strength: Collateral duties		5
T04	Suggestion: Improve ROS		5
T04	Suggestion: Higher billet		5
T04	Suggestion: More PHS activities		5
T05	Strength: Presentations and Outreach		4.3
T05	Suggestion: Improve ROS		4.3
T05	Suggestion: COER improvement		4.3
T05	Suggestion: Seek continuing education		4.3
T06	Suggestion: More consistent high-performance		4
T06	Suggestion: Public health training & experience		4
T06	Suggestion: Completion of additional degree, rather than enrollment		4
T05	Suggestion: Seek more collateral duties		3.5
T05	Suggestion: Correct outdated CV		3.5
T06	Strength: Presentations and Outreach		2.7
T06	Suggestion: Seek more collateral duties		2.7
T06	Suggestion: Correct outdated CV		2.7
T05	Strength: Substantial mentorship		2.6
T05	Suggestion: Missing priority assignment		2.6
T05	Missing ROS		2.6
T05	Missing Current COER		2.6
T04	Suggestion: COER ratings are not supported by rater comments		2.5
T04	Suggestion: COER improvement		2.5
T04	Suggestion: Missing priority assignment		2.5
T04	Suggestion: Show impact of PHS activities		2.5

T05	Suggestion: More consistent high-performance	1.7
T05	Suggestion: Public health training & experience	1.7
T05	Suggestion: Career counseling	1.7
T05	Missing CV	1.7
T05	Incorrectly formatted CV	1.7
T05	Suggestion: Correct poorly written OS	1.7
T06	Strength: Recruitment activities	1.3
T06	Suggestion: Seek continuing education	1.3
T06	Missing CV	1.3
T06	Suggestion: Correct poorly written OS	1.3
T05	Strength: Recruitment activities	0.9
T05	Missing Education Documents	0.9
T05	Suggestion: Correct grammar or spelling errors	0.9
T05	Suggestion: Statements should describe	0.9
T04	Strength: Extensive Publications and Present ations	0
T04	Strength: Substantial mentorship	0
T04	Strength: Recruitment activities	0
T04	Strength: Presentations and Outreach	0
T04	Suggestion: More or higher level awards	0
T04	Suggestion: More consistent high-performance	0
T04	Suggestion: Needs publications, esp. first authorship	0
T04	Suggestion: Leadership activities	0
T04	Suggestion: Seek continuing education	0
T04	Suggestion: Public health training & experience	0
T04	Suggestion: Geographical move	0
T04	Suggestion: Programmatic move	0
T04	Suggestion: Career counseling	0
T04	Suggestion: Seek more collateral duties	0
T04	Suggestion: Mentoring activities	0
T04	Suggestion: Professional organization leadership or activities	0
T04	Suggestion: Recruitment activities	0
T04	Suggestion: Presentations and Outreach	0
T04	Missing OS	0
T04	Missing ROS	0
T04	Missing Current COER	0
T04	Missing CV	0
T04	Incorrectly formatted CV	0
T04	Missing Education Documents	0
T04	Suggestion: Correct grammar or spelling errors	0
T04	Suggestion: Correct poorly written OS	0
T04	Suggestion: Correct outdated CV	0
T04	Suggestion: Statements should describe	0
T05	Strength: Extensive Publications and Present ations	0
T05	Suggestion: Needs publications, esp. first authorship	0
T05	Missing OS	0
T06	Suggestion: Needs publications, esp. first authorship	0
T06	Suggestion: Career counseling	0
T06	Suggestion: Presentations and Outreach	0
T06	Missing OS	0
T06	Missing ROS	0
T06	Missing Current COER	0
T06	Missing Education Documents	0
T06	Suggestion: Correct grammar or spelling errors	0
T06	Suggestion: Statements should describe	0

Strength

Suggestion

