

Promotion Year 2022 Canned Comments - HSO (T5, T4)

Eligible Grade	Canned Comments	Board Member Selection Percentage
T04	Strength: COERs	66.1
T05	Strength: COERs	65.1
T05	Strength: Programmatic moves	58.4
T04	Strength: Clinical activities	58.3
T04	Strength: PHS Activities	58.3
T05	Strength: PHS Activities	57.1
T04	Strength: Leadership activities	56.6
T05	Strength: Leadership activities	55.6
T04	Strength: Continuing Education	54.2
T05	Strength: Deployment activities	53.8
T05	Strength: Collateral duties	53.2
T05	Strength: Continuing Education	51.9
T04	Strength: Mission priority assignment	49.5
T05	Suggestion: More individual awards	47.7
T05	Strength: Upward career trajectory	47.2
T04	Strength: Billet	46.8
T05	Suggestion: More or higher level awards	46.2
T05	Strength: Public Health Training	44
T05	Strength: Presentations and Outreach	43
T04	Strength: Deployment activities	42
T04	Strength: Advanced training	40.3
T04	Strength: Collateral duties	40.3
T04	Suggestion: More individual awards	40
T05	Strength: Awards	39.9
T05	Strength: Billet	38.2
T04	Strength: Awards	35.9
T04	Strength: Programmatic moves	35.6
T05	Strength: Advanced training	33.6
T05	Strength: Geographical moves	32.8
T05	Strength: Mission priority assignment	32.2
T04	Strength: Presentations and Outreach	30.2
T04	Strength: Upward career trajectory	29.5
T04	Strength: Public Health Training	28.5
T04	Suggestion: More or higher level awards	28.5
T04	Suggestion: Public health training & experience	28.5
T05	Strength: Substantial mentorship	27.6
T04	Strength: Strong ROS	27.5
T05	Strength: Strong ROS	26.9
T04	Suggestion: Leadership roles in PHS activities, not just membership	26.1
T05	Suggestion: Leadership roles in PHS activities, not just membership	23.8
T04	Strength: Geographical moves	23.4
T05	Strength: Clinical activities	22.5
T04	Strength: Substantial mentorship	22
T04	Suggestion: Seek mentorship	21.4
T05	Suggestion: Show impact of PHS activities	20.5
T04	Suggestion: Higher billet	19.3
T05	Suggestion: Geographical move	19.3
T05	Strength: Recruitment activities	18.9
T04	Suggestion: Show impact of PHS activities	18.3
T05	Strength: Extensive Publications and Present ations	18.2
T04	Strength: Recruitment activities	15.6
T04	Suggestion: Geographical move	15.6
T05	Suggestion: More PHS activities	15
T05	Suggestion: Public health training & experience	14.5

T04	Suggestion: Programmatic move	14.2
T04	Suggestion: Leadership activities	12.5
T04	Suggestion: More PHS activities	12.5
T05	Suggestion: Seek mentorship	11
T05	Suggestion: Completion of additional degree, rather than enrollment	10.9
T05	Suggestion: Higher billet	10.8
T05	Suggestion: Improve ROS	10.5
T04	Suggestion: Seek continuing education	9.8
T05	Suggestion: Needs publications, esp. first authorship	9.8
T05	Suggestion: Recruitment activities	9.1
T04	Suggestion: Completion of additional degree, rather than enrollment	8.8
T05	Suggestion: Professional organization leadership or activities	8.6
T04	Suggestion: Professional organization leadership or activities	8.5
T05	Suggestion: Leadership activities	8.1
T05	Suggestion: Programmatic move	7.2
T04	Suggestion: Seek more collateral duties	7.1
T05	Suggestion: Mentoring activities	6.9
T04	Suggestion: Improve ROS	6.8
T05	Missing OS	6.6
T05	Suggestion: Seek continuing education	5.6
T04	Suggestion: More consistent high-performance	5.4
T04	Suggestion: Recruitment activities	5.4
T05	Suggestion: Presentations and Outreach	5.3
T04	Strength: Extensive Publications and Present ations	5.1
T04	Suggestion: Presentations and Outreach	5.1
T05	Suggestion: Seek more collateral duties	5
T05	Suggestion: Missing priority assignment	4
T04	Missing OS	3.7
T05	Suggestion: COER improvement	3.5
T05	Suggestion: More consistent high-performance	3.2
T04	Suggestion: Mentoring activities	3.1
T05	Suggestion: Career counseling	2.6
T04	Suggestion: COER improvement	2.4
T04	Suggestion: Needs publications, esp. first authorship	2.4
T04	Suggestion: Career counseling	1.7
T04	Missing Current COER	1.7
T04	Suggestion: COER ratings are not supported by rater comments	1.4
T04	Suggestion: Correct outdated CV	1.4
T05	Suggestion: Statements should describe	1.4
T05	Missing ROS	1.3
T05	Missing Current COER	1.3
T05	Incorrectly formatted CV	1
T05	Suggestion: COER ratings are not supported by rater comments	0.8
T04	Suggestion: Missing priority assignment	0.7
T04	Suggestion: Correct poorly written OS	0.7
T04	Suggestion: Statements should describe	0.7
T05	Suggestion: Correct outdated CV	0.7
T04	Missing ROS	0.3
T04	Missing CV	0.3
T04	Incorrectly formatted CV	0.3
T04	Suggestion: Correct grammar or spelling errors	0.3
T05	Missing Education Documents	0.2
T05	Suggestion: Correct grammar or spelling errors	0.2
T05	Suggestion: Correct poorly written OS	0.2
T05	Missing CV	0.1
T04	Missing Education Documents	0

Strength

Suggestion

Missing