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Eligible Grade	Canned Comments	Board Member Selection Percentage
T06	Strength: COERs	88.1
T05	Strength: COERs	80.3
T04	Strength: Billet	78.8
T04	Strength: COERs	77.3
T05	Strength: Billet	75.8
T06	Strength: Billet	75.1
T06	Strength: PHS Activities	73
T06	Strength: Awards	71.6
T05	Strength: PHS Activities	70.6
T06	Strength: Deployment activities	68.4
T05	Strength: Awards	67.8
T04	Strength: PHS Activities	67.3
T05	Strength: Deployment activities	61.1
T04	Strength: Awards	60
T04	Strength: Deployment activities	55.8
T06	Strength: Strong ROS	54.9
T06	Strength: Advanced training	54.6
T04	Strength: Continuing Education	54.2
T05	Strength: Strong ROS	50.8
T05	Strength: Continuing Education	48.3
T06	Strength: Continuing Education	43.8
T06	Strength: Programmatic moves	43.8
T05	Strength: Advanced training	41.9
T05	Strength: Programmatic moves	41.4
T06	Strength: Leadership activities	41.1
T04	Strength: Strong ROS	39.6
T04	Strength: Advanced training	35.4
T06	Strength: Extensive Publications and Present ations	34.9
T05	Strength: Upward career trajectory	33.3
T04	Strength: Mission priority assignment	32.3
T05	Strength: Mission priority assignment	32.2
T04	Strength: Upward career trajectory	30.4
T05	Strength: Geographical moves	30.3
T06	Strength: Mission priority assignment	30.3
T04	Strength: Leadership activities	29.2
T04	Strength: Programmatic moves	29.2
T05	Strength: Leadership activities	29.2
T04	Suggestion: More individual awards	28.8
T06	Strength: Upward career trajectory	28.4
T05	Suggestion: More individual awards	27.2
T06	Strength: Geographical moves	25.1
T06	Suggestion: Geographical move	24.9
T06	Strength: Substantial mentorship	24.3
T04	Suggestion: Public health training & experience	24.2
T04	Suggestion: Geographical move	23.1
T05	Strength: Extensive Publications and Present ations	23.1
T04	Strength: Extensive Publications and Present ations	21.5
T05	Strength: Substantial mentorship	20.8
T05	Suggestion: Geographical move	20.6
T04	Strength: Presentations and Outreach	20.4
T06	Strength: Presentations and Outreach	19.7
T04	Suggestion: Recruitment activities	19.6
T06	Suggestion: More individual awards	18.4
T06	Suggestion: Leadership roles in PHS activities, not just membership	18.4

T05	Strength: Presentations and Outreach		16.9
T04	Suggestion: Needs publications, esp. first authorship		16.5
T05	Suggestion: Show impact of PHS activities		16.4
T04	Strength: Substantial mentorship		15.8
T06	Strength: Public Health Training		15.4
T05	Suggestion: Needs publications, esp. first authorship		15
T05	Suggestion: Leadership roles in PHS activities, not just membership		15
T04	Strength: Public Health Training		14.6
T04	Strength: Clinical activities		14.6
T06	Strength: Collateral duties		14.6
T05	Strength: Public Health Training		14.4
T06	Suggestion: Show impact of PHS activities		14.3
T05	Suggestion: More or higher level awards		14.2
T04	Strength: Geographical moves		13.8
T04	Suggestion: Show impact of PHS activities		13.5
T05	Suggestion: Programmatic move		12.5
T06	Suggestion: Higher billet		12.2
T05	Suggestion: Leadership activities		11.7
T05	Suggestion: More PHS activities		11.4
T04	Strength: Collateral duties		11.2
T05	Strength: Clinical activities		11.1
T04	Suggestion: Leadership activities		10.8
T05	Suggestion: Mentoring activities		10.6
T06	Suggestion: More or higher level awards		10.5
T05	Strength: Collateral duties		10.3
T06	Suggestion: More PHS activities		9.7
T04	Suggestion: More or higher level awards		9.6
T04	Suggestion: More PHS activities		9.6
T05	Strength: Recruitment activities		8.9
T04	Suggestion: Mentoring activities		8.8
T06	Suggestion: Programmatic move		8.4
T05	Suggestion: Recruitment activities		8.3
T06	Suggestion: Mentoring activities		8.1
T05	Suggestion: Seek more collateral duties		7.8
T04	Suggestion: Programmatic move		7.7
T06	Suggestion: Needs publications, esp. first authorship		7.6
T04	Suggestion: Leadership roles in PHS activities, not just membership		7.3
T06	Strength: Clinical activities		7.3
T06	Strength: Recruitment activities		7.3
T06	Suggestion: Improve ROS		7.3
T04	Suggestion: Seek continuing education		6.9
T04	Suggestion: Seek more collateral duties		6.5
T04	Strength: Recruitment activities		6.2
T06	Suggestion: Leadership activities		6.2
T05	Suggestion: Seek continuing education		6.1
T06	Suggestion: Seek more collateral duties		5.7
T05	Suggestion: Public health training & experience		5.6
T04	Suggestion: More consistent high-performance		5.4
T05	Suggestion: Improve ROS		3.9
T05	Suggestion: Professional organization leadership or activities		3.9
T04	Suggestion: Higher billet		3.8
T04	Suggestion: Seek mentorship		3.8
T05	Suggestion: Higher billet		3.6
T05	Suggestion: Seek mentorship		3.3
T06	Suggestion: Seek continuing education		3.2
T04	Suggestion: Professional organization leadership or activities		3.1
T04	Missing OS		3.1

T04	Suggestion: Improve ROS	2.7
T04	Suggestion: Missing priority assignment	2.7
T06	Suggestion: Public health training & experience	2.7
T06	Suggestion: Seek mentorship	2.7
T05	Missing OS	2.5
T06	Suggestion: Professional organization leadership or activities	2.4
T06	Suggestion: Presentations and Outreach	2.4
T04	Suggestion: COER improvement	2.3
T04	Suggestion: Career counseling	2.3
T05	Suggestion: Missing priority assignment	2.2
T04	Suggestion: Completion of additional degree, rather than enrollment	1.9
T04	Missing Current COER	1.9
T05	Suggestion: Presentations and Outreach	1.9
T06	Suggestion: Completion of additional degree, rather than enrollment	1.9
T06	Suggestion: Recruitment activities	1.9
T06	Missing OS	1.9
T05	Suggestion: COER improvement	1.7
T05	Suggestion: More consistent high-performance	1.7
T06	Suggestion: COER improvement	1.6
T04	Missing CV	1.5
T04	Incorrectly formatted CV	1.2
T06	Suggestion: More consistent high-performance	1.1
T04	Suggestion: Correct grammar or spelling errors	0.8
T05	Suggestion: Career counseling	0.8
T06	Suggestion: Missing priority assignment	0.8
T06	Missing CV	0.8
T05	Incorrectly formatted CV	0.6
T05	Suggestion: Correct grammar or spelling errors	0.6
T06	Incorrectly formatted CV	0.5
T04	Suggestion: COER ratings are not supported by rater comments	0.4
T04	Suggestion: Presentations and Outreach	0.4
T04	Suggestion: Correct outdated CV	0.4
T05	Missing ROS	0.3
T05	Missing Current COER	0.3
T05	Missing CV	0.3
T05	Missing Education Documents	0.3
T06	Suggestion: COER ratings are not supported by rater comments	0.3
T06	Suggestion: Correct grammar or spelling errors	0.3
T04	Missing ROS	0
T04	Missing Education Documents	0
T04	Suggestion: Correct poorly written OS	0
T04	Suggestion: Statements should describe	0
T05	Suggestion: COER ratings are not supported by rater comments	0
T05	Suggestion: Completion of additional degree, rather than enrollment	0
T05	Suggestion: Correct poorly written OS	0
T05	Suggestion: Correct outdated CV	0
T05	Suggestion: Statements should describe	0
T06	Suggestion: Career counseling	0
T06	Missing ROS	0
T06	Missing Current COER	0
T06	Missing Education Documents	0
T06	Suggestion: Correct poorly written OS	0
T06	Suggestion: Correct outdated CV	0
T06	Suggestion: Statements should describe	0

Strength

Suggestion

