

Promotion Year 2023 Canned Comments - Dental

Grade	Canned Comments	Board Member Selection Percentage
T05	Strength: COERs	67.10%
T05	Strength: Strong ROS	58.80%
T06	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	51.20%
T05	Strength: Leadership activities	48.20%
T06	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	46.30%
T06	Strength: Strong ROS	43.80%
T05	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	43.50%
T05	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	40.00%
T05	Strength: Continuing Education beyond level expected for benchmark	37.60%
T06	Strength: COERs	37.50%
T06	Suggestion: Progression to meet Awards benchmark	37.50%
T05	Strength: Upward career trajectory	36.50%
T06	Strength: Billet level exceeds current rank	36.30%
T05	Strength: Presentations and Outreach	35.30%
T05	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	35.30%
T05	Suggestion: Show impact of PHS activities	35.30%
T05	Strength: Billet level exceeds current rank	34.10%
T05	Strength: Deployment activities	31.80%
T06	Strength: Leadership activities	31.30%
T06	Strength: Upward career trajectory	31.30%
T05	Suggestion: Leadership roles in PHS activities, not just membership	30.60%
T05	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	30.60%
T05	Suggestion: Pursue higher billet	29.40%
T06	Suggestion: Show impact of PHS activities	28.70%
T05	Strength: Public Health Training beyond level expected for benchmark	28.20%
T05	Suggestion: Progression to meet Awards benchmark	28.20%
T05	Suggestion: Public health training & experience	28.20%
T06	Strength: Awards	27.50%
T06	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	27.50%
T05	Strength: Collateral duties (i.e., regional and national)	27.10%
T05	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	27.10%
T06	Strength: Collateral duties (i.e., regional and national)	26.30%
T06	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	26.30%
T06	Suggestion: Pursue higher billet	26.30%
T05	Suggestion: More publications, other written communications, or oral presentations	25.90%
T06	Strength: Deployment activities	25.00%

T06	Suggestion: Leadership roles in PHS activities, not just membership		25.00%
T05	Strength: Awards		24.70%
T06	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)		23.80%
T05	Suggestion: Recruitment activities		22.40%
T06	Strength: Continuing Education beyond level expected for benchmark		21.30%
T05	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		21.20%
T05	Suggestion: Need more recent awards.		21.20%
T05	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)		20.00%
T06	Suggestion: Need more recent awards.		20.00%
T06	Strength: Public Health Training beyond level expected for benchmark		18.80%
T06	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		18.80%
T05	Suggestion: Pursue PHS activities		17.60%
T06	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)		17.50%
T06	Suggestion: Public health training & experience		17.50%
T06	Suggestion: Recruitment activities		17.50%
T06	Suggestion: Leadership in community-based public health initiative or program		17.50%
T05	Suggestion: Maintain high-performance consistent with next higher billet		16.50%
T06	Strength: Recruitment activities		16.30%
T06	Suggestion: Pursue PHS activities		16.30%
T05	Suggestion: Leadership and Supervisory activities and responsibilities within your position		15.30%
T06	Strength: Presentations and Outreach		15.00%
T06	Suggestion: Mentoring activities		15.00%
T06	Suggestion: More publications, other written communications, or oral presentations		15.00%
T05	Suggestion: Completion of additional degree, rather than enrollment		14.10%
T05	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)		14.10%
T06	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)		13.80%
T05	Suggestion: Professional organization leadership or activities		12.90%
T05	Strength: Recruitment activities		11.80%
T06	Missing Continuing Education Summary Sheet		11.30%
T06	Suggestion: Professional organization leadership or activities		11.30%
T05	Strength: Publications and Presentations		10.60%
T06	Incorrectly formatted CV		10.00%
T06	Strength: Publications and Presentations		10.00%
T06	Suggestion: Leadership and Supervisory activities and responsibilities within your position		10.00%
T05	Missing Continuing Education Summary Sheet		9.40%

T05	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)		9.40%
T05	Suggestion: Mentoring activities		9.40%
T06	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)		8.80%
T06	Suggestion: Completion of additional degree, rather than enrollment		8.80%
T06	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)		8.80%
T06	Suggestion: Presentations and Outreach		8.80%
T05	Incorrectly formatted CV		8.20%
T05	Suggestion: Leadership in community-based public health initiative or program		8.20%
T06	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		7.50%
T05	Suggestion: Presentations and Outreach		7.10%
T06	Missing CV		6.30%
T06	Suggestion: Maintain high-performance consistent with next higher billet		6.30%
T06	Suggestion: Seek mentorship		6.30%
T05	Suggestion: Seek mentorship		5.90%
T05	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)		4.70%
T05	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)		4.70%
T06	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)		3.80%
T05	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)		3.50%
T06	Suggestion: Correct poorly written OS		2.50%
T05	Suggestion: Correct poorly written OS		2.40%
T05	Suggestion: Statements should describe impact in OS and/or CV		2.40%
T05	Suggestion: Supporting documentation for statements		2.40%
T06	Suggestion: Career counseling		1.30%
T06	Suggestion: Correct outdated CV		1.30%
T06	Suggestion: Statements should describe impact in OS and/or CV		1.30%
T05	Suggestion: Career counseling		1.20%
T05	Suggestion: COER ratings are not supported by rater comments		1.20%
T05	Suggestion: Need more time in current billet		1.20%
T05	Missing CV		0.00%
T05	Missing ROS		0.00%
T06	Missing ROS		0.00%
T06	Suggestion: COER ratings are not supported by rater comments		0.00%
T05	Suggestion: Correct outdated CV		0.00%
T06	Suggestion: Need more time in current billet		0.00%
T05	Suggestion: Proofread/Peer review for grammar and/or spelling errors		0.00%
T06	Suggestion: Proofread/Peer review for grammar and/or spelling errors		0.00%

T06	Suggestion: Supporting documentation for statements	0.00%
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