

Promotion Year 2023 Canned Comments - Medical

Grade	Canned Comments	Board Member Selection Percentage
T05	Strength: COERs	71.30%
T05	Strength: Strong ROS	70.00%
T06	Strength: COERs	68.20%
T06	Strength: Strong ROS	64.40%
T05	Strength: Billet level exceeds current rank	50.30%
T06	Strength: Awards	43.80%
T06	Strength: Leadership activities	38.40%
T06	Strength: Billet level exceeds current rank	37.50%
T06	Strength: Upward career trajectory	34.00%
T05	Strength: Leadership activities	32.60%
T06	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	32.30%
T06	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	31.20%
T05	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	31.00%
T06	Strength: Publications and Presentations	29.90%
T05	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	29.00%
T06	Strength: Collateral duties (i.e., regional and national)	28.20%
T05	Strength: Presentations and Outreach	28.10%
T06	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	27.90%
T05	Strength: Awards	27.40%
T06	Strength: Continuing Education beyond level expected for benchmark	27.10%
T06	Strength: Deployment activities	26.60%
T05	Suggestion: Leadership roles in PHS activities, not just membership	26.10%
T06	Strength: Presentations and Outreach	25.50%
T05	Strength: Public Health Training beyond level expected for benchmark	25.20%
T05	Strength: Collateral duties (i.e., regional and national)	24.80%
T05	Strength: Continuing Education beyond level expected for benchmark	24.50%
T05	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	24.20%
T05	Strength: Deployment activities	23.50%
T05	Strength: Upward career trajectory	22.90%
T06	Strength: Public Health Training beyond level expected for benchmark	22.50%
T05	Strength: Publications and Present ations	22.30%
T05	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	21.00%
T05	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	20.00%
T06	Suggestion: Leadership roles in PHS activities, not just membership	19.70%

T05	Suggestion: Show impact of PHS activities		19.70%
T06	Suggestion: Professional organization leadership or activities		17.80%
T05	Suggestion: Pursue PHS activities		17.70%
T06	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)		16.70%
T05	Suggestion: Professional organization leadership or activities		15.80%
T05	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		15.20%
T05	Suggestion: Need more recent awards.		15.20%
T05	Suggestion: Public health training & experience		15.20%
T05	Strength: Recruitment activities		13.50%
T05	Suggestion: Progression to meet Awards benchmark		13.50%
T06	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		12.60%
T06	Suggestion: Show impact of PHS activities		12.30%
T05	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)		11.90%
T05	Suggestion: Pursue higher billet		11.30%
T06	Suggestion: Pursue PHS activities		11.20%
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)		10.00%
T05	Suggestion: Leadership and Supervisory activities and responsibilities within your position		8.70%
T05	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)		8.70%
T05	Suggestion: Career counseling		8.40%
T05	Suggestion: Seek mentorship		8.10%
T05	Suggestion: Leadership in community-based public health initiative or program		8.10%
T06	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)		7.70%
T06	Suggestion: Need more recent awards.		6.80%
T06	Strength: Recruitment activities		6.60%
T05	Suggestion: Presentations and Outreach		6.50%
T06	Missing Continuing Education Summary Sheet		5.80%
T06	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)		5.50%
T05	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)		5.20%
T05	Suggestion: Maintain high-performance consistent with next higher billet		5.20%
T05	Suggestion: Recruitment activities		5.20%
T05	Suggestion: Need more time in current billet		4.80%
T06	Suggestion: Presentations and Outreach		4.70%
T05	Missing Continuing Education Summary Sheet		4.20%
T06	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)		4.10%
T05	Incorrectly formatted CV		3.90%
T06	Suggestion: Progression to meet Awards benchmark		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: 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)	3.30%
T06	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	3.30%
T06	Suggestion: Public health training & experience	3.00%
T06	Incorrectly formatted CV	2.70%
T05	Suggestion: Mentoring activities	2.60%
T05	Suggestion: More publications, other written communications, or oral presentations	2.30%
T06	Suggestion: Leadership in community-based public health initiative or program	2.20%
T05	Suggestion: Correct poorly written OS	1.90%
T05	Missing CV	1.60%
T06	Missing CV	1.60%
T06	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	1.40%
T06	Suggestion: Mentoring activities	1.40%
T06	Suggestion: Recruitment activities	1.40%
T05	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	1.30%
T06	Suggestion: Correct poorly written OS	1.10%
T06	Suggestion: Pursue higher billet	1.10%
T06	Suggestion: Career counseling	0.80%
T06	Suggestion: Leadership and Supervisory activities and responsibilities within your position	0.80%
T05	Suggestion: Supporting documentation for statements	0.60%
T06	Suggestion: Seek mentorship	0.50%
T05	Missing ROS	0.30%
T06	Missing ROS	0.30%
T05	Suggestion: COER ratings are not supported by rater comments	0.30%
T05	Suggestion: Correct outdated CV	0.30%
T06	Suggestion: Maintain high-performance consistent with next higher billet	0.30%
T06	Suggestion: More publications, other written communications, or oral presentations	0.30%
T05	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.30%
T06	Suggestion: Statements should describe impact in OS and/or CV	0.30%
T06	Suggestion: COER ratings are not supported by rater comments	0.00%
T05	Suggestion: Completion of additional degree, rather than enrollment	0.00%
T06	Suggestion: Completion of additional degree, rather than enrollment	0.00%

T06	Suggestion: Correct outdated CV	0.00%
T06	Suggestion: Need more time in current billet	0.00%
T06	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.00%
T06	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	0.00%
T05	Suggestion: Statements should describe impact in OS and/or CV	0.00%
T06	Suggestion: Supporting documentation for statements	0.00%