

### Promotion Year 2023 Canned Comments - Nurse Upper (T6)

Grade	Canned Comments	Board Member Selection Percentage
T06	Strength: Strong ROS	39.50%
T06	Strength: COERs	34.80%
T06	Suggestion: Progression to meet Awards benchmark	31.40%
T06	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	29.50%
T06	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	28.70%
T06	Suggestion: Pursue higher billet	25.20%
T06	Strength: Deployment activities	20.70%
T06	Strength: Upward career trajectory	20.20%
T06	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	19.10%
T06	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	18.60%
T06	Strength: Awards	18.20%
T06	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	17.90%
T06	Suggestion: Need more recent awards.	17.30%
T06	Suggestion: Leadership roles in PHS activities, not just membership	15.60%
T06	Strength: Presentations and Outreach	15.40%
T06	Suggestion: Show impact of PHS activities	14.30%
T06	Strength: Collateral duties (i.e., regional and national)	12.40%
T06	Suggestion: Pursue PHS activities	11.90%
T06	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	10.50%
T06	Strength: Public Health Training beyond level expected for benchmark	10.40%
T06	Suggestion: Mentoring activities	10.30%
T06	Suggestion: Completion of additional degree, rather than enrollment	9.20%
T06	Incorrectly formatted CV	9.10%
T06	Strength: Continuing Education beyond level expected for benchmark	8.40%
T06	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	8.00%
T06	Suggestion: Seek mentorship	6.90%
T06	Suggestion: Presentations and Outreach	6.70%
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)	6.50%
T06	Strength: Leadership activities	6.10%
T06	Strength: Billet level exceeds current rank	5.80%
T06	Suggestion: Professional organization leadership or activities	5.10%
T06	Missing Continuing Education Summary Sheet	4.90%
T06	Suggestion: Public health training & experience	4.00%
T06	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	3.20%

T06	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	3.00%
T06	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	2.90%
T06	Suggestion: Leadership and Supervisory activities and responsibilities within your position	2.40%
T06	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	2.30%
T06	Suggestion: Recruitment activities	2.30%
T06	Suggestion: More publications, other written communications, or oral presentations	2.10%
T06	Suggestion: Correct poorly written OS	1.50%
T06	Suggestion: Leadership in community-based public health initiative or program	1.30%
T06	Strength: Publications and Presentations	1.00%
T06	Strength: Recruitment activities	0.90%
T06	Suggestion: Career counseling	0.70%
T06	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.60%
T06	Missing CV	0.50%
T06	Suggestion: Maintain high-performance consistent with next higher billet	0.30%
T06	Suggestion: COER ratings are not supported by rater comments	0.20%
T06	Suggestion: Need more time in current billet	0.10%
T06	Missing ROS	0.00%
T06	Suggestion: Correct outdated CV	0.00%
T06	Suggestion: Statements should describe impact in OS and/or CV	0.00%
T06	Suggestion: Supporting documentation for statements	0.00%