

Promotion Year 2023 Canned Comments - Pharmacist Lower (T5, T4)

Grade	Canned Comments	Board Member Selection Percentage
T05	Suggestion: Leadership roles in PHS activities, not just membership	25.50%
T05	Strength: Billet level exceeds current rank	24.30%
T05	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	23.00%
T04	Suggestion: Leadership roles in PHS activities, not just membership	21.10%
T04	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	20.90%
T04	Strength: Billet level exceeds current rank	20.70%
T05	Suggestion: Pursue PHS activities	19.20%
T04	Suggestion: Professional organization leadership or activities	18.90%
T05	Suggestion: Professional organization leadership or activities	17.10%
T05	Suggestion: Leadership in community-based public health initiative or program	16.80%
T05	Suggestion: Presentations and Outreach	15.60%
T05	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	14.60%
T05	Suggestion: Public health training & experience	14.10%
T05	Suggestion: Mentoring activities	13.80%
T05	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	13.70%
T04	Suggestion: Seek mentorship	13.60%
T04	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	12.50%
T05	Suggestion: Show impact of PHS activities	12.30%
T05	Suggestion: Progression to meet Awards benchmark	11.80%
T05	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	11.40%
T05	Suggestion: Seek mentorship	10.80%
T04	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	10.10%
T05	Strength: Deployment activities	9.80%
T05	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	8.90%
T04	Suggestion: Pursue PHS activities	8.80%
T04	Suggestion: Leadership in community-based public health initiative or program	8.40%
T04	Suggestion: Presentations and Outreach	8.10%
T05	Strength: Awards	7.80%
T05	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	6.90%
T04	Suggestion: Public health training & experience	5.70%
T04	Strength: Presentations and Outreach	5.50%
T05	Strength: Presentations and Outreach	5.30%
T04	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	4.80%

T04	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	4.40%
T04	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	4.00%
T05	Suggestion: Pursue higher billet	3.80%
T04	Suggestion: Progression to meet Awards benchmark	3.50%
T04	Strength: Continuing Education beyond level expected for benchmark	3.30%
T04	Strength: Strong ROS	3.30%
T05	Strength: Strong ROS	3.20%
T04	Strength: Leadership activities	3.10%
T05	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	3.10%
T05	Strength: COERs	2.70%
T05	Strength: Collateral duties (i.e., regional and national)	2.70%
T04	Strength: Deployment activities	2.60%
T05	Strength: Continuing Education beyond level expected for benchmark	2.50%
T04	Missing Continuing Education Summary Sheet	2.40%
T04	Strength: Awards	2.40%
T04	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	2.40%
T05	Suggestion: Need more recent awards.	2.40%
T04	Incorrectly formatted CV	2.20%
T04	Missing CV	2.20%
T04	Strength: COERs	2.20%
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)	2.20%
T04	Suggestion: Need more recent awards.	2.20%
T05	Incorrectly formatted CV	2.00%
T04	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	2.00%
T05	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	2.00%
T05	Missing Continuing Education Summary Sheet	1.70%
T05	Suggestion: Completion of additional degree, rather than enrollment	1.70%
T05	Strength: Upward career trajectory	1.60%
T04	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)	1.50%
T04	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	1.50%
T04	Suggestion: Show impact of PHS activities	1.50%
T04	Strength: Collateral duties (i.e., regional and national)	1.30%
T04	Suggestion: COER ratings are not supported by rater comments	1.30%
T04	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	1.10%
T04	Suggestion: Completion of additional degree, rather than enrollment	1.10%
T04	Suggestion: Correct poorly written OS	1.10%
T05	Strength: Leadership activities	1.00%

T05	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	0.90%
T04	Strength: Upward career trajectory	0.90%
T04	Suggestion: Career counseling	0.90%
T04	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	0.90%
T04	Suggestion: Leadership and Supervisory activities and responsibilities within your position	0.90%
T04	Suggestion: Need more time in current billet	0.90%
T05	Suggestion: COER ratings are not supported by rater comments	0.80%
T05	Suggestion: Leadership and Supervisory activities and responsibilities within your position	0.80%
T04	Missing ROS	0.70%
T04	Strength: Publications and Presentations	0.70%
T05	Strength: Recruitment activities	0.70%
T04	Suggestion: Mentoring activities	0.70%
T05	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	0.60%
T05	Suggestion: Correct poorly written OS	0.60%
T05	Missing CV	0.50%
T04	Strength: Public Health Training beyond level expected for benchmark	0.40%
T04	Strength: Recruitment activities	0.40%
T04	Suggestion: Maintain high-performance consistent with next higher billet	0.40%
T05	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	0.30%
T05	Suggestion: Maintain high-performance consistent with next higher billet	0.30%
T05	Strength: Public Health Training beyond level expected for benchmark	0.20%
T05	Strength: Publications and Presentations	0.20%
T05	Suggestion: Career counseling	0.20%
T05	Suggestion: More publications, other written communications, or oral presentations	0.20%
T05	Suggestion: Need more time in current billet	0.20%
T04	Suggestion: Recruitment activities	0.20%
T04	Suggestion: Supporting documentation for statements	0.20%
T05	Suggestion: Recruitment activities	0.10%
T05	Missing ROS	0.00%
T04	Suggestion: Correct outdated CV	0.00%
T05	Suggestion: Correct outdated CV	0.00%
T04	Suggestion: More publications, other written communications, or oral presentations	0.00%
T04	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.00%
T05	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.00%
T04	Suggestion: Pursue higher billet	0.00%
T04	Suggestion: Statements should describe impact in OS and/or CV	0.00%
T05	Suggestion: Statements should describe impact in OS and/or CV	0.00%
T05	Suggestion: Supporting documentation for statements	0.00%