

Promotion Year 2023 Canned Comments - Scientist

Grade	Canned Comments	Board Member Selection Percentage
T04	Strength: Billet level exceeds current rank	53.80%
T05	Strength: Billet level exceeds current rank	46.30%
T04	Strength: Strong ROS	37.30%
T05	Strength: Strong ROS	32.10%
T05	Suggestion: Leadership roles in PHS activities, not just membership	30.80%
T04	Strength: Deployment activities	29.80%
T05	Strength: Upward career trajectory	29.20%
T06	Strength: Billet level exceeds current rank	28.10%
T04	Strength: COERs	28.00%
T04	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	27.60%
T04	Suggestion: Leadership roles in PHS activities, not just membership	27.60%
T06	Suggestion: Leadership roles in PHS activities, not just membership	24.70%
T05	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	24.50%
T04	Strength: Upward career trajectory	22.20%
T06	Suggestion: Pursue PHS activities	21.00%
T06	Suggestion: Need more recent awards.	20.50%
T04	Suggestion: Pursue PHS activities	20.40%
T04	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	20.00%
T05	Strength: COERs	18.90%
T06	Strength: Strong ROS	18.80%
T04	Suggestion: Progression to meet Awards benchmark	18.70%
T04	Strength: Awards	18.20%
T04	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	18.20%
T05	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	17.10%
T04	Suggestion: Public health training & experience	16.40%
T05	Strength: Deployment activities	16.30%
T05	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	16.10%
T04	Strength: Presentations and Outreach	16.00%
T05	Strength: Awards	15.80%
T05	Suggestion: Pursue PHS activities	15.30%
T04	Strength: Collateral duties (i.e., regional and national)	14.70%
T04	Strength: Continuing Education beyond level expected for benchmark	14.70%
T04	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	14.20%
T05	Suggestion: Show impact of PHS activities	14.20%
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)	14.10%
T06	Suggestion: Maintain high-performance consistent with next higher billet	14.10%
T06	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	13.80%
T04	Suggestion: Presentations and Outreach	13.80%
T06	Suggestion: Presentations and Outreach	13.80%
T04	Suggestion: Seek mentorship	13.80%

T04	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)		13.80%
T05	Suggestion: Need more recent awards.		13.70%
T05	Suggestion: Presentations and Outreach		13.70%
T06	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		13.10%
T04	Strength: Leadership activities		12.40%
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)		12.40%
T04	Suggestion: Need more recent awards.		12.40%
T06	Suggestion: Show impact of PHS activities		12.10%
T05	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		11.60%
T04	Suggestion: Show impact of PHS activities		11.60%
T06	Strength: Upward career trajectory		11.40%
T04	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)		11.10%
T05	Suggestion: Public health training & experience		11.10%
T05	Suggestion: Leadership in community-based public health initiative or program		11.10%
T06	Strength: Awards		10.90%
T04	Suggestion: Need more time in current billet		10.70%
T06	Suggestion: COER ratings are not supported by rater comments		10.60%
T05	Suggestion: Maintain high-performance consistent with next higher billet		10.50%
T05	Strength: Collateral duties (i.e., regional and national)		10.30%
T04	Strength: Public Health Training beyond level expected for benchmark		10.20%
T04	Suggestion: Maintain high-performance consistent with next higher billet		10.20%
T06	Strength: COERs		10.10%
T06	Suggestion: Mentoring activities		10.10%
T05	Strength: Leadership activities		10.00%
T04	Strength: Publications and Presentations		9.80%
T04	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)		9.80%
T05	Suggestion: Mentoring activities		9.70%
T05	Strength: Presentations and Outreach		9.50%
T05	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)		9.20%
T06	Suggestion: Leadership in community-based public health initiative or program		9.10%
T06	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)		8.90%
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)		8.90%
T05	Suggestion: Progression to meet Awards benchmark		8.70%
T06	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)		8.60%
T06	Strength: Presentations and Outreach		8.60%
T05	Strength: Continuing Education beyond level expected for benchmark		8.40%
T05	Strength: Publications and Presentations		8.40%
T06	Strength: Deployment activities		7.70%

T04	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)		7.60%
T04	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		7.60%
T04	Suggestion: Leadership in community-based public health initiative or program		7.60%
T05	Strength: Public Health Training beyond level expected for benchmark		7.40%
T05	Suggestion: Recruitment activities		7.40%
T06	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)		7.40%
T05	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		7.10%
T04	Suggestion: COER ratings are not supported by rater comments		6.70%
T04	Suggestion: Professional organization leadership or activities		6.70%
T06	Suggestion: Progression to meet Awards benchmark		6.70%
T05	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)		6.30%
T06	Suggestion: Career counseling		6.20%
T06	Suggestion: Public health training & experience		6.20%
T06	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		6.20%
T06	Suggestion: Recruitment activities		6.20%
T06	Suggestion: Leadership and Supervisory activities and responsibilities within your position		5.90%
T06	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		5.70%
T05	Suggestion: COER ratings are not supported by rater comments		5.50%
T05	Suggestion: Leadership and Supervisory activities and responsibilities within your position		5.30%
T05	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)		5.00%
T04	Suggestion: Career counseling		4.90%
T05	Suggestion: Seek mentorship		4.50%
T04	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)		4.40%
T05	Suggestion: Career counseling		4.20%
T05	Suggestion: More publications, other written communications, or oral presentations		4.20%
T04	Strength: Recruitment activities		4.00%
T04	Suggestion: Mentoring activities		4.00%
T06	Strength: Collateral duties (i.e., regional and national)		3.70%
T05	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)		3.70%
T06	Strength: Public Health Training beyond level expected for benchmark		3.50%
T06	Strength: Publications and Presentations		3.50%
T05	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)		3.40%
T06	Suggestion: Pursue higher billet		3.20%
T06	Suggestion: Seek mentorship		3.20%
T04	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)		3.10%
T04	Suggestion: Leadership and Supervisory activities and responsibilities within your position		3.10%
T05	Suggestion: Need more time in current billet		2.90%
T06	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)		2.70%
T06	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)		2.70%

T06	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	2.20%
T06	Suggestion: More publications, other written communications, or oral presentations	2.20%
T04	Suggestion: Recruitment activities	2.20%
T06	Incorrectly formatted CV	2.00%
T06	Strength: Continuing Education beyond level expected for benchmark	2.00%
T06	Strength: Leadership activities	2.00%
T04	Missing Continuing Education Summary Sheet	1.80%
T06	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	1.70%
T05	Suggestion: Pursue higher billet	1.60%
T06	Missing Continuing Education Summary Sheet	1.50%
T05	Suggestion: Professional organization leadership or activities	1.30%
T06	Missing CV	1.20%
T06	Suggestion: Professional organization leadership or activities	1.20%
T05	Suggestion: Completion of additional degree, rather than enrollment	1.10%
T06	Missing ROS	1.00%
T04	Incorrectly formatted CV	0.90%
T04	Suggestion: Correct poorly written OS	0.90%
T04	Suggestion: More publications, other written communications, or oral presentations	0.90%
T04	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.90%
T05	Incorrectly formatted CV	0.80%
T05	Missing Continuing Education Summary Sheet	0.80%
T05	Strength: Recruitment activities	0.80%
T05	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.80%
T06	Suggestion: Correct poorly written OS	0.70%
T05	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	0.50%
T06	Strength: Recruitment activities	0.50%
T05	Suggestion: Correct poorly written OS	0.50%
T06	Suggestion: Need more time in current billet	0.50%
T04	Suggestion: Completion of additional degree, rather than enrollment	0.40%
T04	Suggestion: Supporting documentation for statements	0.40%
T06	Suggestion: Completion of additional degree, rather than enrollment	0.20%
T06	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.20%
T06	Suggestion: Statements should describe impact in OS and/or CV	0.20%
T06	Suggestion: Supporting documentation for statements	0.20%
T04	Missing CV	0.00%
T05	Missing CV	0.00%
T04	Missing ROS	0.00%
T05	Missing ROS	0.00%
T04	Suggestion: Correct outdated CV	0.00%
T05	Suggestion: Correct outdated CV	0.00%
T06	Suggestion: Correct outdated CV	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%