

Promotion Year 2023 Canned Comments - Veterinary

Grade	Canned Comments	Board Member Selection Percentage
T04	Strength: Billet level exceeds current rank	65.70%
T05	Strength: Billet level exceeds current rank	60.00%
T05	Strength: Strong ROS	57.10%
T05	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	54.30%
T05	Strength: COERs	51.40%
T05	Strength: Leadership activities	48.60%
T05	Strength: Collateral duties (i.e., regional and national)	45.70%
T04	Strength: Leadership activities	45.70%
T04	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	42.90%
T04	Strength: Deployment activities	42.90%
T04	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	42.90%
T05	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	40.00%
T05	Strength: Awards	40.00%
T05	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	40.00%
T04	Strength: Strong ROS	40.00%
T06	Strength: Awards	38.80%
T04	Strength: Awards	37.10%
T04	Strength: COERs	37.10%
T05	Strength: Deployment activities	37.10%
T05	Strength: Presentations and Outreach	37.10%
T04	Strength: Presentations and Outreach	34.30%
T04	Strength: Upward career trajectory	34.30%
T06	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	32.90%
T06	Strength: Strong ROS	32.90%
T04	Strength: Collateral duties (i.e., regional and national)	31.40%
T06	Strength: Leadership activities	30.60%
T04	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	28.60%
T04	Strength: Public Health Training beyond level expected for benchmark	28.60%
T05	Strength: Upward career trajectory	28.60%
T06	Strength: Billet level exceeds current rank	28.20%
T06	Strength: COERs	28.20%
T06	Strength: Deployment activities	28.20%
T06	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	28.20%
T06	Strength: Upward career trajectory	28.20%

T06	Strength: Collateral duties (i.e., regional and national)		23.50%
T04	Strength: Continuing Education beyond level expected for benchmark		22.90%
T05	Strength: Public Health Training beyond level expected for benchmark		20.00%
T05	Strength: Publications and Presentations		20.00%
T04	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)		20.00%
T04	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		20.00%
T05	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		20.00%
T04	Strength: Recruitment activities		17.10%
T05	Suggestion: Need more recent awards.		17.10%
T04	Suggestion: Presentations and Outreach		17.10%
T06	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		16.50%
T06	Strength: Presentations and Outreach		15.30%
T06	Strength: Publications and Presentations		15.30%
T04	Suggestion: Need more time in current billet		14.30%
T05	Suggestion: Show impact of PHS activities		14.30%
T06	Suggestion: Progression to meet Awards benchmark		12.90%
T06	Strength: Continuing Education beyond level expected for benchmark		11.80%
T06	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)		11.80%
T05	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)		11.40%
T05	Suggestion: COER ratings are not supported by rater comments		11.40%
T04	Suggestion: Completion of additional degree, rather than enrollment		11.40%
T04	Suggestion: Leadership roles in PHS activities, not just membership		11.40%
T04	Suggestion: Need more recent awards.		11.40%
T04	Suggestion: Pursue PHS activities		11.40%
T06	Strength: Public Health Training beyond level expected for benchmark		9.40%
T06	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)		9.40%
T05	Strength: Continuing Education beyond level expected for benchmark		8.60%

T04	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)		8.60%
T05	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)		8.60%
T04	Suggestion: Career counseling		8.60%
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)		8.60%
T05	Suggestion: Leadership roles in PHS activities, not just membership		8.60%
T05	Suggestion: Mentoring activities		8.60%
T05	Suggestion: Professional organization leadership or activities		8.60%
T04	Suggestion: Progression to meet Awards benchmark		8.60%
T04	Suggestion: Public health training & experience		8.60%
T05	Suggestion: Public health training & experience		8.60%
T05	Suggestion: Pursue PHS activities		8.60%
T04	Suggestion: Seek mentorship		8.60%
T05	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)		8.60%
T06	Suggestion: Pursue higher billet		7.10%
T06	Suggestion: Leadership roles in PHS activities, not just membership		5.90%
T06	Suggestion: Presentations and Outreach		5.90%
T05	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)		5.70%
T04	Strength: Publications and Presentations		5.70%
T05	Strength: Recruitment activities		5.70%
T05	Suggestion: Career counseling		5.70%
T04	Suggestion: COER ratings are not supported by rater comments		5.70%
T05	Suggestion: Completion of additional degree, rather than enrollment		5.70%
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)		5.70%
T04	Suggestion: Leadership and Supervisory activities and responsibilities within your position		5.70%
T04	Suggestion: Maintain high-performance consistent with next higher billet		5.70%
T05	Suggestion: Need more time in current billet		5.70%
T05	Suggestion: Presentations and Outreach		5.70%

T04	Suggestion: Professional organization leadership or activities	5.70%
T05	Suggestion: Progression to meet Awards benchmark	5.70%
T05	Suggestion: Recruitment activities	5.70%
T04	Suggestion: Show impact of PHS activities	5.70%
T05	Suggestion: Leadership in community-based public health initiative or program	5.70%
T06	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	4.70%
T06	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	4.70%
T06	Suggestion: Need more recent awards.	4.70%
T06	Suggestion: Completion of additional degree, rather than enrollment	3.50%
T06	Suggestion: Show impact of PHS activities	3.50%
T06	Suggestion: Leadership in community-based public health initiative or program	3.50%
T05	Incorrectly formatted CV	2.90%
T04	Missing Continuing Education Summary Sheet	2.90%
T05	Missing Continuing Education Summary Sheet	2.90%
T04	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	2.90%
T04	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	2.90%
T05	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	2.90%
T05	Suggestion: Maintain high-performance consistent with next higher billet	2.90%
T04	Suggestion: More publications, other written communications, or oral presentations	2.90%
T04	Suggestion: Pursue higher billet	2.90%
T05	Suggestion: Pursue higher billet	2.90%
T04	Suggestion: Recruitment activities	2.90%
T04	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	2.90%
T05	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	2.90%
T05	Suggestion: Seek mentorship	2.90%
T04	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	2.90%
T06	Suggestion: Career counseling	2.40%
T06	Suggestion: Mentoring activities	2.40%
T06	Suggestion: Pursue PHS activities	2.40%
T06	Strength: Recruitment activities	1.20%

T06	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	1.20%
T06	Suggestion: Need more time in current billet	1.20%
T06	Suggestion: Professional organization leadership or activities	1.20%
T06	Suggestion: Public health training & experience	1.20%
T06	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	1.20%
T06	Suggestion: Recruitment activities	1.20%
T06	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	1.20%
T04	Incorrectly formatted CV	0.00%
T06	Incorrectly formatted CV	0.00%
T06	Missing Continuing Education Summary Sheet	0.00%
T04	Missing CV	0.00%
T05	Missing CV	0.00%
T06	Missing CV	0.00%
T04	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	0.00%
T05	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	0.00%
T04	Missing ROS	0.00%
T05	Missing ROS	0.00%
T06	Missing ROS	0.00%
T06	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	0.00%
T06	Suggestion: COER ratings are not supported by rater comments	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: Correct poorly written OS	0.00%
T05	Suggestion: Correct poorly written OS	0.00%
T06	Suggestion: Correct poorly written OS	0.00%
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)	0.00%
T05	Suggestion: Leadership and Supervisory activities and responsibilities within your position	0.00%
T06	Suggestion: Leadership and Supervisory activities and responsibilities within your position	0.00%
T06	Suggestion: Maintain high-performance consistent with next higher billet	0.00%
T04	Suggestion: Mentoring activities	0.00%

T05	Suggestion: More publications, other written communications, or oral presentations	0.00%
T06	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%
T06	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.00%
T06	Suggestion: Seek mentorship	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%
T06	Suggestion: Statements should describe impact in OS and/or CV	0.00%
T04	Suggestion: Supporting documentation for statements	0.00%
T05	Suggestion: Supporting documentation for statements	0.00%
T06	Suggestion: Supporting documentation for statements	0.00%
T04	Suggestion: Leadership in community-based public health initiative or program	0.00%