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%
	Strength: Geographic or Programmatic (i.e., multiple intra-	
T05	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%
	Strength: Advanced training (e.g., certifications, licensures,	
T04	credentials, degrees) beyond level expected for benchmark	42.90%
T04	Strength: Deployment activities	42.90%
	Strength: PHS Activities (i.e., Displays longevity and/or	
T04	continuity of PHS Activities/membership)	42.90%
	Strength: Advanced training (e.g., certifications, licensures,	
T05	credentials, degrees) beyond level expected for benchmark	40.00%
T05	Strength: Awards	40.00%
	Strength: PHS Activities (i.e., Displays longevity and/or	
T05	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%
	Strength: PHS Activities (i.e., Displays longevity and/or	
T06	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%
	Strength: Geographic or Programmatic (i.e., multiple intra-	
T04	agency assignments) moves	28.60%
	Strength: Public Health Training beyond level expected for	20.004
T04	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%
	Strength: Geographic or Programmatic (i.e., multiple intra-	
T06	agency assignments) moves	28.20%
T06	Strength: Upward career trajectory	28.20%

T06	Strength: Collateral duties (i.e., regional and national)	23.50%
	Strength: Continuing Education beyond level expected for	
T04	benchmark	22.90%
	Strength: Public Health Training beyond level expected for	
T05	benchmark	20.00%
T05	Strength: Publications and Presentations	20.00%
	Strength: Substantial mentorship activities (i.e., as a mentee	
T04	or mentor)	20.00%
	Suggestion: Pursue advanced training (e.g., certifications,	
	licensures, credentials, degrees) beyond level expected for	
T04	benchmark	20.00%
	Suggestion: Pursue advanced training (e.g., certifications,	
	licensures, credentials, degrees) beyond level expected for	
T05	benchmark	20.00%
T04	Strength: Recruitment activities	17.10%
T05	Suggestion: Need more recent awards.	17.10%
T04	Suggestion: Presentations and Outreach	17.10%
	Strength: Advanced training (e.g., certifications, licensures,	
T06	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%
	Strength: Continuing Education beyond level expected for	
T06	benchmark	11.80%
	Strength: Substantial mentorship activities (i.e., as a mentee	
T06	or mentor)	11.80%
	Suggestion: COER Improvement (i.e., continuous	
	performance development, enhancement needed on Rater	
T05	comments)	11.40%
	Suggestion: COER ratings are not supported by rater	
T05	comments	11.40%
	Suggestion: Completion of additional degree, rather than	
T04	enrollment	11.40%
	Suggestion: Leadership roles in PHS activities, not just	
T04	membership	11.40%
T04	Suggestion: Need more recent awards.	11.40%
T04	Suggestion: Pursue PHS activities	11.40%
TOC	Strength: Public Health Training beyond level expected for	0.400/
T06	benchmark	9.40%
	Suggestion: Sook mare colleteral duties /: a Limited or re-	
TOE	Suggestion: Seek more collateral duties (i.e., Limited or no	0.400/
T06	leadership or impact in collateral duties) Strength: Continuing Education beyond level expected for	9.40%
TOF	benchmark	9.60%
T05	Deficilitation	8.60%

	Strength: Prior or current assignment at a mission priority	
	agency that serves vulnerable populations (i.e., BOP, DHS-	
T04	IHSC, IHS)	8.60%
	Strength: Substantial mentorship activities (i.e., as a mentee	
T05	or mentor)	8.60%
T04	Suggestion: Career counseling	8.60%
	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	
T05	needs more detail)	8.60%
	Suggestion: Leadership roles in PHS activities, not just	
T05	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%
	Suggestion, Sook more colleteral duties (i.e., Limited or no	
TOF	Suggestion: Seek more collateral duties (i.e., Limited or no	0.500/
T05	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%
100	Strength: Prior or current assignment at a mission priority	3.90%
	agency that serves vulnerable populations (i.e., BOP, DHS-	
T05	IHSC, IHS)	5.70%
T04	Strength: Publications and Presentations	5.70%
T05	Strength: Recruitment activities	5.70%
T05	Suggestion: Career counseling	5.70%
103	Suggestion: COER ratings are not supported by rater	3.7070
T04	comments	5.70%
101	Suggestion: Completion of additional degree, rather than	3.7070
T05	enrollment	5.70%
103	Suggestion: Improve ROS (i.e., COER scores and ROS	3.7070
	Comments do not match, ROS comments need to be	
	strengthened, ROS does not recommend promotion, ROS	
T04	needs more detail)	5.70%
	Suggestion: Leadership and Supervisory activities and	3.7070
T04	responsibilities within your position	5.70%
10-	Suggestion: Maintain high-performance consistent with next	
T04	higher billet	5.70%
T05	Suggestion: Need more time in current billet	5.70%
	10 MAN COLIOTTI I TOCCO I ITOLO LITTO III CUI I CITTO III CUI	3.70%

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%
	Suggestion: Leadership in community-based public health	
T05	initiative or program	5.70%
	Missing OS/Incorrect OS (i.e., Not in correct OS format,	
T06	OPPVS was verified without OS, did not complete an OS)	4.70%
	Strength: Prior or current assignment at a mission priority	
	agency that serves vulnerable populations (i.e., BOP, DHS-	
T06	IHSC, IHS)	4.70%
T06	Suggestion: Need more recent awards.	4.70%
	Suggestion: Completion of additional degree, rather than	
T06	enrollment	3.50%
T06	Suggestion: Show impact of PHS activities	3.50%
	Suggestion: Leadership in community-based public health	
T06	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%
103	Suggestion: COER Improvement (i.e., continuous	2.3070
	performance development, enhancement needed on Rater	
T04	comments)	2.90%
104	Suggestion: Geographic or Programmatic (i.e., multiple intra-	2.50%
T04	agency assignments) moves	2.90%
104	Suggestion: Geographic or Programmatic (i.e., multiple intra-	2.50%
TOE	agency assignments) moves	2.00%
T05	<u> </u>	2.90%
TOF	Suggestion: Maintain high-performance consistent with next higher billet	3.00%
T05	Suggestion: More publications, other written	2.90%
TO 4		2.00%
T04	communications, or oral presentations	2.90%
T04 T05	Suggestion: Pursue higher billet	2.90% 2.90%
	Suggestion: Pursue higher billet	
T04	Suggestion: Recruitment activities	2.90%
TO 4	Connections Cools continuing advection (a.g. CNAF CF CFIIa)	2.000/
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%
		,
	Suggestion: Seek more collateral duties (i.e., Limited or no	
T04	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%

	Suggestion: Geographic or Programmatic (i.e., multiple intra-	
T06	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%
	Suggestion: Pursue advanced training (e.g., certifications,	
	licensures, credentials, degrees) beyond level expected for	
T06	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%
100	IVII33IIIB CV	0.0070
	Missing OS/Incorrect OS (i.e., Not in correct OS format,	
T04	OPPVS was verified without OS, did not complete an OS)	0.00%
104	of the was verified without est, and not complete an est,	0.0070
	Missing OS/Incorrect OS (i.e., Not in correct OS format,	
T05	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%
100	Suggestion: COER Improvement (i.e., continuous	0.0070
	performance development, enhancement needed on Rater	
T06	comments)	0.00%
100	Suggestion: COER ratings are not supported by rater	0.0070
T06	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%
	Suggestion: Improve ROS (i.e., COER scores and ROS	0.007
	Comments do not match, ROS comments need to be	
	strengthened, ROS does not recommend promotion, ROS	
T06	needs more detail)	0.00%
	Suggestion: Leadership and Supervisory activities and	5.550.
T05	responsibilities within your position	0.00%
	Suggestion: Leadership and Supervisory activities and	3.0070
T06	responsibilities within your position	0.00%
T06	Suggestion: Maintain high-performance consistent with next	0.0070
	higher billet	0.00%
T04	Suggestion: Mentoring activities	0.00%

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