

Promotion Year 2025 Canned Comments – Allied Health O-5 Grade

Grade	Canned Comments	Board Member Selection Percentage
P05	Strength: Billet level exceeds current rank	77.9%
P05	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	65.8%
P05	Strength: COERs	60.2%
P05	Strength: Strong ROS	52.3%
P05	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	45.3%
P05	Suggestion: Leadership roles in PHS activities, not just membership	38.7%
P05	Strength: Upward career trajectory	34.9%
P05	Strength: Awards	33.1%
P05	Strength: Collateral duties (i.e., regional and national)	31.2%
P05	Strength: Deployment activities	31.2%
P05	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	31.2%
P05	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	29.7%
P05	Suggestion: Public health training & experience	28.8%
P05	Strength: Presentations and Outreach	28.6%
P05	Suggestion: Progression to meet Awards benchmark	26.3%
P05	Suggestion: Pursue PHS activities	25.2%
P05	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	24.3%
P05	Strength: Continuing Education beyond level expected for benchmark	22.0%
P05	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	21.5%
P05	Suggestion: Need more recent awards.	20.7%
P05	Strength: Public Health Training beyond level expected for benchmark	19.6%
P05	Strength: Leadership activities	18.0%
P05	Suggestion: Show impact of PHS activities	16.3%
P05	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	15.0%
P05	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	12.9%
P05	Suggestion: Presentations and Outreach	12.5%
P05	Suggestion: Seek mentorship	9.8%
P05	Suggestion: Professional organization leadership or activities	9.2%
P05	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)	7.9%
P05	Strength: Publications and Presentations	7.7%

P05	Suggestion: Mentoring activities	7.5%
P05	Suggestion: Completion of additional degree, rather than enrollment	6.6%
P05	Suggestion: Recruitment activities	6.5%
P05	Suggestion: Leadership in community-based public health initiative or program	6.5%
P05	Strength: Recruitment activities	6.0%
P05	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	5.1%
P05	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	4.3%
P05	Suggestion: Career counseling	3.6%
P05	Missing Continuing Education Summary Sheet	3.4%
P05	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	3.3%
P05	Suggestion: Leadership and Supervisory activities and responsibilities within your position	3.0%
P05	Suggestion: Pursue higher billet	2.6%
P05	Suggestion: Need more time in current billet	2.5%
P05	Suggestion: COER ratings are not supported by rater comments	2.2%
P05	Suggestion: Correct poorly written OS	2.1%
P05	Suggestion: Proofread/Peer review for grammar and/or spelling errors	1.7%
P05	Suggestion: Maintain high-performance consistent with next higher billet	1.5%
P05	Suggestion: More publications, other written communications, or oral presentations	1.4%
P05	Incorrectly formatted CV	1.4%
P05	Suggestion: Statements should describe impact in OS and/or CV	0.5%