

## Promotion Year 2025 Canned Comments – Allied Health O-6 Grade

| Grade | Canned Comments   | Board Member Selection Percentage |
|-------|---|-----------------------------------|
| P06   | Strength: COERs   | 48.3%                             |
| P06   | Strength: Billet level exceeds current rank   | 44.9%                             |
| P06   | Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)  | 38.4%                             |
| P06   | Strength: Strong ROS  | 37.8%                             |
| P06   | Strength: Awards  | 32.4%                             |
| P06   | Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark          | 30.7%                             |
| P06   | Strength: Deployment activities   | 26.4%                             |
| P06   | Strength: Collateral duties (i.e., regional and national)   | 24.0%                             |
| P06   | Suggestion: Public health training & experience   | 23.9%                             |
| P06   | Strength: Presentations and Outreach  | 21.9%                             |
| P06   | Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)                                | 21.5%                             |
| P06   | Suggestion: Seek continuing education (e.g., CME, CE, CEUs)   | 20.3%                             |
| P06   | Suggestion: Leadership roles in PHS activities, not just membership   | 18.8%                             |
| P06   | Suggestion: Pursue PHS activities   | 17.9%                             |
| P06   | Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)                           | 17.4%                             |
| P06   | Strength: Substantial mentorship activities (i.e., as a mentee or mentor)   | 17.3%                             |
| P06   | Suggestion: Progression to meet Awards benchmark  | 17.0%                             |
| P06   | Suggestion: Presentations and Outreach  | 17.0%                             |
| P06   | Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark | 16.8%                             |
| P06   | Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves  | 14.8%                             |
| P06   | Strength: Continuing Education beyond level expected for benchmark  | 14.0%                             |
| P06   | Strength: Upward career trajectory  | 13.0%                             |
| P06   | Strength: Leadership activities   | 12.9%                             |
| P06   | Suggestion: Mentoring activities  | 12.3%                             |
| P06   | Strength: Public Health Training beyond level expected for benchmark  | 11.9%                             |
| P06   | Suggestion: Professional organization leadership or activities  | 9.7%                              |
| P06   | Suggestion: Pursue higher billet  | 9.2%                              |
| P06   | Suggestion: Need more recent awards.  | 8.1%                              |
| P06   | Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves  | 8.1%                              |
| P06   | Suggestion: Need more time in current billet  | 7.1%                              |
| P06   | Strength: Recruitment activities  | 6.8%                              |

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| P06 | 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) | 6.4% |
| P06 | Suggestion: Completion of additional degree, rather than enrollment  | 5.8% |
| P06 | Suggestion: Seek mentorship  | 5.8% |
| P06 | Suggestion: Recruitment activities   | 5.1% |
| P06 | Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)  | 5.0% |
| P06 | Suggestion: Show impact of PHS activities  | 4.7% |
| P06 | Strength: Publications and Presentations   | 4.6% |
| P06 | Missing Continuing Education Summary Sheet   | 3.2% |
| P06 | Suggestion: Leadership in community-based public health initiative or program  | 3.0% |
| P06 | Suggestion: Leadership and Supervisory activities and responsibilities within your position  | 2.9% |
| P06 | Incorrectly formatted CV   | 2.7% |
| P06 | Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)  | 2.5% |
| P06 | Suggestion: Career counseling  | 2.0% |
| P06 | Suggestion: More publications, other written communications, or oral presentations   | 1.1% |
| P06 | Suggestion: Maintain high-performance consistent with next higher billet   | 1.0% |
| P06 | Suggestion: Correct poorly written OS  | 0.5% |
| P06 | Suggestion: Statements should describe impact in OS and/or CV  | 0.4% |
| P06 | Suggestion: COER ratings are not supported by rater comments   | 0.3% |
| P06 | Missing ROS  | 0.3% |
| P06 | Missing CV   | 0.3% |