

<b>Promotion Year 2025 Canned Comments – Applied Public Health O-5 Grade</b>		
<b>Grade</b>	<b>Canned Comments</b>	<b>Board Member Selection Percentage</b>
P05	Strength: Billet level exceeds current rank	54.7%
P05	Strength: Strong ROS	46.9%
P05	Strength: COERs	42.5%
P05	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	38.3%
P05	Suggestion: Show impact of PHS activities	31.3%
P05	Suggestion: Progression to meet Awards benchmark	28.3%
P05	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	27.2%
P05	Suggestion: Public health training & experience	26.9%
P05	Suggestion: Leadership roles in PHS activities, not just membership	24.7%
P05	Strength: Awards	22.9%
P05	Suggestion: Pursue PHS activities	22.4%
P05	Strength: Deployment activities	22.2%
P05	Strength: Upward career trajectory	20.7%
P05	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	18.2%
P05	Strength: Presentations and Outreach	17.5%
P05	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	16.9%
P05	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	16.7%
P05	Suggestion: Need more recent awards.	15.9%
P05	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	14.5%
P05	Suggestion: Seek mentorship	13.7%
P05	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	13.5%
P05	Suggestion: Presentations and Outreach	12.8%
P05	Strength: Continuing Education beyond level expected for benchmark	12.6%
P05	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	11.8%
P05	Suggestion: Maintain high-performance consistent with next higher billet	11.2%
P05	Suggestion: Completion of additional degree, rather than enrollment	10.5%
P05	Suggestion: Need more time in current billet	10.2%
P05	Strength: Public Health Training beyond level expected for benchmark	9.8%
P05	Suggestion: Professional organization leadership or activities	9.6%
P05	Suggestion: Mentoring activities	9.5%
P05	Suggestion: Career counseling	7.9%

P05	Suggestion: Pursue higher billet	6.9%
P05	Strength: Collateral duties (i.e., regional and national)	5.7%
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)	5.4%
P05	Strength: Leadership activities	4.6%
P05	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	4.1%
P05	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	3.7%
P05	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	3.4%
P05	Suggestion: Recruitment activities	3.4%
P05	Strength: Publications and Presentations	2.7%
P05	Incorrectly formatted CV	2.2%
P05	Strength: Recruitment activities	2.1%
P05	Suggestion: More publications, other written communications, or oral presentations	2.1%
P05	Suggestion: Leadership in community-based public health initiative or program	1.9%
P05	Suggestion: COER ratings are not supported by rater comments	1.7%
P05	Suggestion: Leadership and Supervisory activities and responsibilities within your position	1.7%
P05	Missing ROS	1.7%
P05	Missing CV	1.1%
P05	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.3%
P05	Suggestion: Statements should describe impact in OS and/or CV	0.2%
P05	Missing Continuing Education Summary Sheet	0.1%
P05	Suggestion: Correct poorly written OS	0.1%