

Promotion Year 2025 Canned Comments – Dental O-6 Grade		
Grade	Canned Comments	Board Member Selection Percentage
P06	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	53.8%
P06	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	47.7%
P06	Strength: Billet level exceeds current rank	46.2%
P06	Strength: Strong ROS	40.0%
P06	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	33.8%
P06	Suggestion: Leadership roles in PHS activities, not just membership	33.8%
P06	Suggestion: Public health training & experience	30.8%
P06	Strength: Upward career trajectory	29.2%
P06	Strength: Awards	26.2%
P06	Strength: COERs	26.2%
P06	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	24.6%
P06	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	23.1%
P06	Suggestion: Show impact of PHS activities	23.1%
P06	Strength: Continuing Education beyond level expected for benchmark	20.0%
P06	Strength: Collateral duties (i.e., regional and national)	18.5%
P06	Suggestion: Presentations and Outreach	18.5%
P06	Strength: Leadership activities	16.9%
P06	Suggestion: Progression to meet Awards benchmark	16.9%
P06	Strength: Deployment activities	15.4%
P06	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	15.4%
P06	Suggestion: Pursue higher billet	13.8%
P06	Suggestion: Leadership in community-based public health initiative or program	13.8%
P06	Strength: Presentations and Outreach	12.3%
P06	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	12.3%
P06	Suggestion: Professional organization leadership or activities	12.3%
P06	Suggestion: Need more recent awards.	10.8%
P06	Suggestion: Need more time in current billet	10.8%
P06	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	9.2%
P06	Suggestion: Pursue PHS activities	7.7%
P06	Strength: Publications and Presentations	6.2%
P06	Strength: Public Health Training beyond level expected for benchmark	6.2%

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)	6.2%
P06	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	6.2%
P06	Suggestion: More publications, other written communications, or oral presentations	6.2%
P06	Strength: Recruitment activities	4.6%
P06	Incorrectly formatted CV	4.6%
P06	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	3.1%
P06	Suggestion: Maintain high-performance consistent with next higher billet	3.1%
P06	Suggestion: Completion of additional degree, rather than enrollment	3.1%
P06	Suggestion: Leadership and Supervisory activities and responsibilities within your position	1.5%
P06	Suggestion: Career counseling	1.5%
P06	Suggestion: Mentoring activities	1.5%
P06	Suggestion: Seek mentorship	1.5%
P06	Suggestion: Proofread/Peer review for grammar and/or spelling errors	1.5%
P06	Suggestion: Correct poorly written OS	1.5%
Promotion Year 2025 Canned Comments – Dental O-5 Grade		
Grade	Canned Comments	Board Member Selection Percentage
P05	Strength: Billet level exceeds current rank	55.0%
P05	Strength: Strong ROS	50.0%
P05	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	50.0%
P05	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	45.0%
P05	Strength: COERs	40.0%
P05	Strength: Public Health Training beyond level expected for benchmark	30.0%
P05	Strength: Upward career trajectory	30.0%
P05	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	30.0%
P05	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	30.0%
P05	Suggestion: Progression to meet Awards benchmark	25.0%
P05	Suggestion: Pursue higher billet	25.0%
P05	Suggestion: Leadership roles in PHS activities, not just membership	25.0%
P05	Strength: Awards	20.0%
P05	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	20.0%

P05	Strength: Collateral duties (i.e., regional and national)	20.0%
P05	Strength: Presentations and Outreach	20.0%
P05	Suggestion: Show impact of PHS activities	20.0%
P05	Strength: Deployment activities	15.0%.
P05	Suggestion: Need more recent awards.	15.0%
P05	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	15.0%
P05	Suggestion: Public health training & experience	15.0%
P05	Suggestion: Need more time in current billet	15.0%
P05	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	15.0%
P05	Suggestion: Seek mentorship	15.0%
P05	Strength: Leadership activities	10.0%
P05	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	10.0%
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)	10.0%
P05	Suggestion: Pursue PHS activities	10.0%
P05	Suggestion: Presentations and Outreach	10.0%
P05	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	10.0%
P05	Strength: Publications and Presentations	5.0%
P05	Strength: Continuing Education beyond level expected for benchmark	5.0%
P05	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	5.0%
P05	Suggestion: More publications, other written communications, or oral presentations	5.0%
P05	Suggestion: Completion of additional degree, rather than enrollment	5.0%
P05	Suggestion: Career counseling	5.0%
P05	Suggestion: Professional organization leadership or activities	5.0%
P05	Suggestion: Leadership in community-based public health initiative or program	5.0%

Promotion Year 2025 Canned Comments – Dental O-4 Grade

Grade	Canned Comments	Board Member Selection Percentage
P04	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	75.0%
P04	Strength: Billet level exceeds current rank	75.0%
P04	Suggestion: Public health training & experience	75.0%
P04	Suggestion: Seek mentorship	75.0%
P04	Suggestion: Pursue PHS activities	75.0%
P04	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	50.0%

P04	Suggestion: Need more recent awards.	50.0%
P04	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	50.0%
P04	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	50.0%
P04	Suggestion: Professional organization leadership or activities	50.0%
P04	Suggestion: Presentations and Outreach	50.0%
P04	Missing ROS	50.0%
P04	Suggestion: Leadership in community-based public health initiative or program	50.0%
P04	Strength: Continuing Education beyond level expected for benchmark	25.0%
P04	Suggestion: COER ratings are not supported by rater comments	25.0%
P04	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	25.0%
P04	Suggestion: Progression to meet Awards benchmark	25.0%
P04	Suggestion: Need more time in current billet	25.0%
P04	Suggestion: Career counseling	25.0%
P04	Suggestion: Mentoring activities	25.0%
P04	Suggestion: Leadership roles in PHS activities, not just membership	25.0%
P04	Suggestion: Show impact of PHS activities	25.0%
P04	Suggestion: Recruitment activities	25.0%
P04	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	25.0%