

Promotion Year 2026 - Canned Comments - Allied Health O-5 Grade		
Grade	Canned Comment	Board Member Selection Percentage
P05	Strength: Billet level exceeds current rank	48.0%
P05	Strength: Strong ROS	37.0%
P05	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	34.3%
P05	Suggestion: Seek mentorship	32.8%
P05	Suggestion: Public health training & experience	32.6%
P05	Strength: Upward career trajectory	32.2%
P05	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	31.3%
P05	Strength: COERs	29.0%
P05	Suggestion: Mentoring activities	27.2%
P05	Strength: Collateral duties (i.e., regional and national)	23.2%
P05	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	21.7%
P05	Strength: Presentations and Outreach	21.4%
P05	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	21.4%
P05	Suggestion: Presentations and Outreach	21.2%
P05	Suggestion: Leadership roles in PHS activities, not just membership	20.9%
P05	Suggestion: Pursue PHS activities	20.5%
P05	Strength: Deployment activities	20.0%
P05	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	20.0%
P05	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	20.0%
P05	Suggestion: Show impact of PHS activities	18.9%
P05	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	17.4%
P05	Suggestion: Leadership in community-based public health initiative or program	16.5%
P05	Suggestion: Professional organization leadership or activities	15.8%
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)	15.5%
P05	Suggestion: COER ratings are not supported by rater comments	14.6%
P05	Suggestion: Pursue higher billet	13.5%
P05	Strength: Public Health Training beyond level expected for benchmark	12.9%
P05	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	12.6%
P05	Suggestion: Maintain high-performance consistent with next higher billet	12.0%
P05	Suggestion: Recruitment activities	11.0%
P05	Suggestion: Career counseling	10.4%
P05	Strength: Leadership activities	10.1%
P05	Strength: Recruitment activities	6.5%
P05	Suggestion: Leadership and Supervisory activities and responsibilities within your position	5.9%
P05	Suggestion: Completion of additional degree, rather than enrollment	4.8%
P05	Strength: Publications and Presentations	3.6%
P05	Suggestion: Need more time in current billet	3.0%
P05	Incorrectly formatted CV	3.0%
P05	Suggestion: Correct outdated CV	2.0%
P05	Suggestion: More publications, other written communications, or oral presentations	1.7%
P05	Missing ROS	1.7%
P05	Missing CV	1.5%
P05	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.8%
P05	Suggestion: Statements should describe impact in CV	0.5%
P05	Suggestion: Supporting documentation for statements	0.2%