



Promotion Benchmarks Reality Check

A short chat between CDR Todd Lennon and the Health Information Technology Professional Advisory Group on 26 May 2016

Main Points

- Lennon's Caveats and Quals
- Promotion Realities
- What Benchmarks Are
- What Benchmarks Are Not
- Benchmarks and HIT Officers

Lennon's Caveats and Quals

- Use multiple mentors, starting with the HSO Mentoring Program
- These are my opinions and perceptions
- Relatively short career, successful at T-O5 and P-O5, but not first time at T-O6
- Seen the good, the bad, the ugly
- Don't format PPT presentations like this

Promotion Realities

- Promotion is not an entitlement
- Promotion first time up is unusual
- Each promotion board is different
- Board has 5-10 minutes to review each package: CV summary and CV, PIR, COER, ROS, OS, award narratives
- Know what's heavy
- Promotable Officer Profile
- HSOs are particularly hard to compare

What Benchmarks Are

- Revised annually to reflect the Corps' ever-changing mission and policies
- Description of the “best qualified” officer
- Inform the overall precept score
- Career development road map
- Related to your profession, job, and officership/personal development

What Benchmarks Are Not

- Checkboxes
- Punitive
- A guarantee

Benchmarks and HIT Officers

1. Performance (40%)
 - Should be the same as anyone else
2. Education (20%)
 - Continue building knowledge base related to public health, HIT, job, agency
3. Career Progression (25%)
 - Key word: progression
 - Don't peak too early
4. Officership (15%)
 - Show increasing responsibility and impact
 - More opportunities than you may think

Questions

- Thanks for inviting me.
- This is the part where you throw eggs or rainbows. Go.

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