



NPAC FY 2015 Annual Report

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Executive Summary

This annual report is to acknowledge the hard work and dedication of all the exceptional nurses that actively contributed to the successful accomplishments of the Nursing Professional Advisory Committee (NPAC) in FY2015. In FY2015, the theme was Nursing Leadership. Specifically, the focus was on nurse leaders assigned to field positions within federal entities. Nursing Recognition Day was held via webinar which allowed for greater participation of nurses. Finally, General Body meetings were made more efficient.

NPAC Accomplishments for FY2015 include:

- Decreased General Body and Business Meeting times to less than one hour which yielded increased participation and higher attendance for general body meetings.
- Utilized Google Documents to record attendance, eliminating need for voting member roll call during General Body and Business Meetings which allowed for more time to complete the meeting agenda.
- Ten presentations were given that highlighted nursing leadership in the various HHS agencies and federal government. The topics were as follows: 10/20/14 “Tiny Turtles and a Cause for Public Health Concern”; 11/17/14 “Management of Diabetes Among Inmate Population”; 12/15/14 “Disaster Response Goes Digital: User-Informed Mobile App Helps Behavioral Health Responders Focus on People in Need with Real-Time Resources”; 1/12/15 “Nursing Informatics Project Management: Multidisciplinary Collaboration to Improve Health Care with Health Information Technology”; 2/9/15 “Justice Prisoner and Alien Transportation System”; 3/16/15 “Federal Public Health Service Nursing Strategic Plan- Taking Action”; 4/20/15 “The CDC/ATSDR Nurses Work Group (CNWG) – Supporting CDC’s Mission by Strengthening Our Nursing Workforce and Promoting Nursing Expertise”; 6/15/15 “The Role of the Project Officer in HIV/AIDS Bureau/Division of Community HIV/AIDS Programs”; 9/10/15 “Providing Healthcare at Sea” and “Undiagnosed Disease Program.”
- Three webinars were presented by the Resource Reach Committee.
- NPAC continued to function and serve the needs of the nursing category notwithstanding the deployments of the FY2015 NPAC Chair, FY2015 NPAC Chair-Elect, and NPAC Co-lead for Nursing Category Day.
- Nursing Recognition Day was hosted via webinar, increasing participation and attendance.
- The Nursing Spotlight highlighted the accomplishments of three junior nurse officers.
- The Nurse Applicant Workgroup (NAW) re-established contact with DCCPR and was able to secure a list of boarded applicants which enabled the NAW to serve boarded applicants.
- Hosted a special presentation on the impending changes to Direct Access. The presentation was given by CAPT Eric Shih of Division of Systems Integration.

- Hosted a presentation on promotion and awards. The presentation was given by CAPT Mary McCormick, Promotions Coordinator, Division Commissioned Corps Personnel Readiness.
- Revised the NPAC Strategic Plan with next revisions scheduled for 2019.
- Revised the nursing category CV to include contact information.
- Revised the NPAC By-Laws, Charter and SOP.
- The 72nd Anniversary of the Cadet Nurse Corps was recognized in a ceremony and program on May 2, 2015.
- Published nine Nursing TIPS of the Month.
- Developed Standard Operating Procedures for six NPAC subcommittees

AWARDS SUBCOMMITTEE

I. FY2015: NPAC Awards Subcommittee Goals and Objectives

Co-chairs: CDR Amy Valderrama, LCDR Paula Thompson

- # Members on Committee = 15

Objectives of subcommittee

- Facilitate and support efforts that ensure nurses are recognized through the awards process for their outstanding contributions and noteworthy accomplishments.
 - Objectives:
 - Revise web page to simplify an awards reference for civilian nurses and officers of the nursing category.
 - Establish guidance documents to maintain continuity of the awards reviewing process within the subcommittee teams from year to year.
- Encourage award nominations in order to recognize the accomplishments of HHS nurses.
 - Objectives:
 - Post listserv award announcements through the year beginning 6 weeks prior to each award deadline.
 - Develop other modes of communication (e.g., flyers, other agency publications, conferences, meetings) to promote increased nominations and awardees' recognition.
 - Post award recipients names on NPAC webpage and announce via the listserv.
- Facilitate and improve the understanding of the awards process of civilian nurses and officers of the nursing category through overall education and training mechanisms.
 - Objective:
 - Deliver at least one lunch and learn education seminar annually on the awards processes and current known available awards.
- Liaison with other subcommittees as appropriate to reach the goals and objectives identified by the NPAC and mission of the CORPS.
 - Objective:
 - Coordinate with the NPAC Events subcommittee regarding the awards presented at the Nursing Recognition Day and COA Symposium (presenter and award recipients).

Impact Highlights from Strategic Goals for FY 2015 Subcommittee:

- We have continued to facilitate and support efforts that ensure nurses are recognized through the awards process for their outstanding contributions and accomplishments. Our teams have updated their SOPs and scoring rubrics.
- The NPAC Awards web page has been revised to simplify an awards reference for civilian nurses and officers of the nursing category.
- We continue to encourage award nominations in order to recognize the accomplishments of HHS nurses. We extended the Publications, Minnerode Awards for Nursing Excellence (MANE), Lucille Woodville and the Special Recognition Awards submission deadlines this award season.
- Attended the NPAC Retreat on 10/03/14, and Nurse Recognition Day 5/06/15 via webinar this year.
- Recruited 2 new members for the Special Recognition Team.
- Implemented appointment letters for members.

II. FY2015: Awards Subcommittee (AS) Projects

COA Awards Team

Under the leadership of CAPT Cubie Beasley and CDR Tessa Brown, Co-Team Leaders, this team reviewed 14 nominations for Nurse Responder of the Year and two nominations for the Lucille Woodville Award.

Projects completed for FY15

Lucille Woodville Award

Objectives: Recognize a nurse who has significantly contributed to maternal-child health.

Specific activities: Reviewed and updated SOP, solicit nominations; work with AS committee outreach team to solicit nominations when there is a shortage of nominees; review nominations for completeness before distributing the blinded nominations to AS committee reviewers; collate and tabulate reviewer scores; notify AS co-chair of scores, notify non-winners; follow up with winner to determine how they would like their name displayed on award.

Timeline of work: 4 months (December – March). Three months to solicit and aggregate awards and one month to review.

Primary and secondary contributors: CDR Tessa Brown and CAPT Beasley.

Outcome: The 2015 winner was presented at the Nurse Social at the USPHS Scientific Symposium and Training.

Nurse Responder of the Year

Objectives: For impact on emergency preparedness, disaster response, contributions to national or international public health trends.

Specific activities:

- Reviewed and updated SOP, solicit nominations

- Work with AS committee outreach team to solicit nominations when there is a shortage of nominees
- Reviewed 14 nominations for completeness before distributing the blinded nominations to six AS committee reviewers
- Collate and tabulate reviewer scores
- Notify AS co-chair of scores
- Notify non-winners
- Follow up with winner to determine how they would like their name displayed on award

Timeline of work: 4 months (July – October). Three months to solicit and aggregate awards and one month to review.

Primary and secondary contributors: CAPT Beasley and CDR Tessa Brown.

Outcome: The 2015 winner was presented at the Nurse Social at the USPHS Scientific Symposium and Training.

The Awards in FY 2015 had the following nominations:

- | | |
|--------------------------------|----------------|
| 1. Nurse Responder of the Year | 14 nominations |
| 2. Lucille Woodville Award | 2 nominations |

MANE Awards Team

The MANE Awards recognize and honor contribution(s) by Commissioned Corps, Civil service, and Tribal Direct hire nurses of outstanding and sustained nature, which have had a substantial impact on the mission of the USPHS. Eligibility criteria include: Department of Health and Human Services and Non-OPDIV nurses (Civil service, Commissioned Corps, or Tribal Direct Hire; Licensed Practical Nurse, Licensed Vocational Nurse, and Registered Nurse or Advanced Practice Nurse). All nominations should cover activities which have been performed/ accomplished within the past 2 years. The nominee(s) must demonstrate through innovation and creativity, outstanding nursing contributions with measurable benefits. Department of Health and Human Services nurses may be nominated for any one of the following MANE awards:

1. McLaughlin Award for Clinical Services

Exemplary leadership and skill resulting in noteworthy accomplishments as a clinician over a period of time that focuses on the timely and ethical delivery of health care in a direct care setting. The provision of services improve health outcomes and/or services for patients/clients as well as enhance employee and/or patient/client relationships, productivity, quality, work methods and timeliness of health care delivery.

2. Hanzel Award for Administrative Activities

Exemplary leadership as a nurse executive resulting in noteworthy accomplishments, such as: Management of a health care program; Development or improvement of methods of delivery of services; Enhancement of employee and/or patient/client relationships, productivity, quality, work methods and timeliness of health care delivery; Organization or implementation of a program

demonstrating creative utilization of resources; or development, modification or implementation of health and regulatory policy.

3. Hasselmeyer Award for Research Initiatives

Exemplary leadership that results in noteworthy accomplishment in conducting nursing research and clinical investigation that stimulates the development of new knowledge and practice in nursing and/or the health professions.

4. Petry Leone Award for Health Promotion and Education

Exemplary leadership resulting in noteworthy accomplishments in patient/client or professional education, which informs and educates consumers and/or health care practitioners about significant health related issues and promotes healthy lifestyles.

5. Gregg Group Award for Teamwork

Exemplary leadership contributions by a team of nurses that result in noteworthy accomplishment and positive outcomes to achieve public health goals. Examples include: Contributions to the health of individuals, families and/ or communities through initiatives implemented at the local, state and/or national level; coordination or participation in the development of new program(s) and/or establishing new standards of care; coordination or participation in the development and/or implementation of interdisciplinary health care initiative(s); and/ or contributions to interdisciplinary efforts (or the work of multiple disciplines) in achieving common health care goals.

Under the leadership of CDR Flores and LCDR Daniel Wagoner, co-team leads, eighteen nominations were processed and reviewed by this team during the fiscal year 2015 awards cycle; this team is comprised of eight members.

The five awards in FY2015 received the following nominations:

1. Gregg Group Award	6 nominations
2. Hanzel Award	7 nominations
3. Hasselmeyer Award	1 nomination
4. McLaughlin Award	3 nominations
5. Petry Leone	1 nomination

Total award nominations for FY2015: 18 nominations

Comparatively, award nominations for FY2014 were:

1. Gregg Group Award	5 nominations
2. Hanzel Award	6 nominations
3. Hasselmeyer Award	0 nominations
4. McLaughlin Award	4 nominations
5. Petry Leone Award	4 nominations

Total award nominations for FY2014: 19 nominations

No new MANE Award projects were initiated for the 2015 awards cycle.

Ongoing MANE Award projects for FY2016 include:

- Continued revision/refinement of the scoring rubrics for the five award categories to clarify award scoring criteria during the upcoming fiscal year.
- Continued revision/ refinement of the MANE Award SOP to reflect updated processes during the upcoming fiscal year.

Awards Outreach Team

Under the co-leadership of CDR Jason Humbert and LCDR Kenneth Elsass from August 2014 to June 2015, this team facilitates and distributes information regarding the awards to increase the number of applicants and awareness of the awards available.

Projects completed:

- Timely calls for nominations for the 10 awards (Five (5) MANE, three (3) Publications, Nurse Responder of the Year and Lucille Woodville awards) throughout the award cycles. The team also assisted in the announcement and facilitation of Carruth Wagner and Mabel May Wagner Awards for COA.
- The Outreach Team coordinated the purchase of plaques for the MANE and Publications Awards and the Nurse Responder of the Year award for presentation at Category Day at the USPHS Symposium in Atlanta, GA in May 2015 which was presented at Category Day. The team assisted COA with the inscription of the Lucille Woodville award plaque. The team coordinated delivery of the plaques to be displayed during the Category Day ceremonies.
- The Outreach team currently maintains three means for award announcements: The NPAC listserv, the USPHS Nursing Facebook page, and through a distribution list of agency liaisons in HHS agencies, and non-HHS agencies where PHS nurses are stationed. The Outreach team has worked with Communication Subcommittee to update the NPAC Awards Subcommittee webpage (<http://phs-nurse.org/awards-Subcommittee>).
- The Outreach Team has contacted previous nominees to encourage those officers/nurses to submit a nomination during the current award cycle. With regard to the Nurse Responder of the Year Award, the Outreach Team contacted the Readiness and Deployment Operations Group (RedDOG) (formerly OFRD) for a list of nurses who deployed and would be eligible for the this award. Both of these initiatives have had positive results.
- The Outreach Team serves as a conduit between officers/nurses with questions about awards to the respective Team Leaders or Subcommittee Co-Chairs.

Pending:

- The Outreach Team continues with revisions of the team SOP in light of recent changes award announcements and new responsibilities of the team.
- The Outreach Team is updating its records to reflect the latest contact information of Agency contacts so that award announcements have their fullest reach.
- The Team is continuing to focus on improving the Awards Subcommittee portion of the NPAC website and has regular discussions with the Communications Subcommittee website team.

Special Recognition Team

This team, established in 2009 to facilitate the awards for NPAC voting members and NPAC subcommittee members, is under the co-leadership of LCDR Deborah Forcht, CDR Shu Yi Cai, CDR Summer Cutting and LT Jason Kopera. The team facilitates the request for Special Assignment Awards for NPAC voting members who are completing their 3-year terms; Certificates of Appreciation, Letters of Appreciation, Achievement Medals, Commendation Medals, Unit Commendations, Outstanding Unit Citations and CNO Awards for NPAC members.

Project for FY2015 Awards:

- CDR Cutting: Career Development and Special Recognitions/Awards
- LCDR Cai: Resource Reach and Communications
- LT Kopera: Readiness & Response and Events
- LCDR Forcht: Recruitment and Special Assignment Awards

The following projects have been addressed in FY2015 by this Subcommittee.

1. Maintenance of shared database, listing all NPAC awards for FY2015
2. Monthly check in with Office of the Secretary Awards Board Coordinator on the status of NPAC awards
3. Collaborative support of NRD planning. This subcommittee will, on annual basis, work with the Events Subcommittee with planning the awards presentations.
4. NPAC Retreat presentation will review the process/steps for submitting for subcommittee and voting members-related awards.
5. Award awareness campaign. The Outreach and Education Teams will facilitate mechanisms to increase awareness about the sixteen NPAC Awards by incorporating two new outreach projects per group of award (MANE, Publications, Nurse Responder of the Year, Lucille Woodville Awards)
6. Maintenance of the review of 10 NPAC authorized awards. The current awards will be processed and reviewed within the current structure led by the working group team leaders and guidance by the Subcommittee Co-chairs.

III. FY2016 Subcommittee Projects

Projects recommended for FY2016:

- Will finalize the NPAC Awards Subcommittee General Standard Operating Procedures. Estimated time of completion 7/31/15.
- Plan to work with CDR Michelle Arena to add a link to the NPAC Facebook page for easy access to information about the awards.
- Propose a budget/plan for awards to be purchased
- One Awards Subcommittee Co chair position

CAREER DEVELOPMENT SUBCOMMITTEE

I. FY2015: NPAC Career Development Subcommittee (CDS) Goals and Issues

Co-chairs: CAPT Nicole Knight and CDR Heather Skelton

Total # Members on Committee: 102

- 22 CDS project team members
- 10 Regional Mentor Coordinators (RMCs)
- 70 mentors

Goal/ Objectives of subcommittee

- Strengthen nursing practice and research in public health assessment and policy development to assure successful PHS missions and endeavors through a variety of career development outreach activities
- Identify and disseminate relevant career development information to systematically enhance individual performance and potential
- Integrate relevant educational training for civil service nurses and Commissioned Corps Nurses through resources such as 'Tips of the Month' and career counseling at the annual USPHS Symposium and Nurse Recognition Day, as applicable.
- Maintain Career Development Mentoring Program by providing mentors to civil service nurses and Nurse Corps Officers which offer assistance, career development resources and support of the nurse's career goals
- Ensure mentors in the Mentoring Program are kept up to date and abreast of relevant USPHS career development information, education and opportunities
- Encourage a climate of mentorship by promoting and advertising the mentoring program to all civil service nurses and Nurse Corps Officers
- Maintain and enhance dynamic relevant career development web pages.
- Spotlight Nurses from all U.S. Department of Health and Human Services (HHS) agencies

Impact Highlights from Strategic Goals for FY2015 (from NPAC strategic plan or other Subcommittee Planning):

- Participate in activities related to mentoring, education and nursing recognition
- Support , improve and grow a wide network of nurses who serve as mentors to other civil service and Commissioned Corps nurses
- Identify resources to educate and support NPAC members in fulfilling the mission and vision of the Commissioned Corps and the Federal PHS Nursing Strategic Plan
- Ensure information regarding the latest health promotion and disease prevention resources and strategies are widely available to nurses
- Develop resources that provide knowledge and certifications that support the licensure and professional growth of NPAC members
- Expanded knowledge of PHS policies and procedures through webpage content including updated CV formatting guidelines and nurse benchmarks
- Expand access to PHS resources that has been provided through the CDS mentoring activities and attendance at monthly Officer Basic Course (OBC) open house
- Committee member participation defined as actively involved in specific roles of the CDS select project teams and 50% monthly meeting participation

II. FY2015: Career Development Subcommittee Projects

1. Continuing Education Resource Project

Objective: Discover and disseminate continuing education and training resources/opportunities which include best practice in a variety of nursing topics

Projects completed for FY2015:

- Developed plan to promote and host a nationwide live webinar series (s) in 2016 on career development in the USPHS
- Transitioned leadership and increased membership of project
- Secured a credentialing body to provide CEUs for webinar series (s) (credentialing will be through Southcentral Foundation, Anchorage, AK)
- Received NPAC chair approval for nationwide webinar series
- Revised education template that is currently posted on NPAC website—SEPT 2015

Ongoing projects in FY2016

Webinar series(s) planning

- Develop themes/topics for live webinar series(s)
- Secure 3-4 speakers for first webinar series (senior leadership in USPHS)—November 2015
- Secure/plan 3-4 dates to host webinar series—September 2015
- Implement best method best present webinar series (E Responder, Go To Meeting, Adobe Connect)—October 2015
- Develop and implement best methods advertise webinar series Commissioned Corps wide December 2015

- Ensure webinar series is advertised and appeals to a variety of disciplines not just nurses--December 2015

Online CEU opportunities

- Provide NPAC members links to pertinent CEU opportunities that support the mission and vision of USPHS quarterly
- Advertise these links via Facebook and multiple listserv notices

Current Team Members:

- CDR Aileen Renolayan (Lead)
- CDR Janet Mehring
- CDR Lisa Lawrence
- CDR Shoba Anand
- CDR Antonio Vargas
- LCDR Sherri Wheeler

2. Webpage Project

Objective: Serve as a resource and advisory group to aid in electronically communicating Career Development and training information to nurses

Projects completed for FY2015:

- Posted 2015 benchmarks.
- Posted 2015 CV format and instructions
- Posted and archived TIP(s) of the month
- Posted and archived Nursing Spotlight features
- Consistently reviewed the contents of the NPAC Career Development webpage to ensure posted information is current and accurate

Ongoing Projects in FY2016

- Develop and implement changes to webpage that are more visually appealing more interactive and user friendly with USPHS nurse officers

Current Team Members:

- CAPT (sel) Wanza Bacon (Lead)
- LCDR Joseph Brady
- LCDR Jazz Fajardo

3. Mentoring Project

Objective: Identify and train mentors from all Agencies who can assist civil service and tribal nurses and commissioned officers of the nursing category to meet their career goals, and provide career development.

Projects completed for FY2015

- The Mentoring Work Group (MWG) developed and operationalized an electronic database to track mentor/mentee assignments. The Regional Mentor Coordinators were educated on the use of the database via a series of database training webinars led by Mentoring Project Co Leads.
- The MWG “Tip of the Month” has been published monthly with the approval of the NPAC Leadership and distributed via the Nurse Listserv and archived on the Career Development webpage. The “Tip of the Month” has covered topics related to promotion, readiness, curriculum vitae assistance, award writing, stress management, NPAC overview, retirement planning; among others.
- The Mentor Project Improvement subgroup was founded to improve the Mentoring Project in the areas of promoting the Project, increasing the number of officers who utilize the service and the number of mentors and communicating the current mentor/mentee assignments. The subgroup is led by CDR Thomas Pryor.
- OBC (Officer Basic Course) connected every new accession in the courses held throughout the year with a mentor.

Ongoing Projects in FY2016

- Increase the number of mentors and mentees in USPHS Nurse Corps
- Promote and encourage mentor/mentee relationships with all nurses Corps wide

Current Team Members:

- CDR Sherry Secrist, FDA – Co-Lead
- LCDR Jonathan Paulsel, DHS – Co-Lead
- CDR Melissa Robb, FDA
- LCDR Belinda Rooney
- CAPT Karen Dorse, DIHS
- CDR Casey Hadsall, NIH
- CDR Lori Luu, BOP
- CDR Ann McMillan, CMS
- CDR Thomas Pryor, CMS
- LCDR Vilma Linsteadt, BOP
- LCDR Lakisha Williams, FDA

Current Regional Mentor Coordinators

- Region 1 – CDR Janice Arceneaux, CMS
- Region 2 – CAPT James Blankenship, TMA
- Region 3 – CAPT Lori Hanton, USMS
- Region 4 – CDR Amy Fiebelkorn, CDC
- Region 5 – CDR Channel Mangum, BOP
- Region 6 – CAPT Deborah Schneider, IHSC
- Region 7 – CDR Leigh Bernardino, FDS
- Region 8 – CAPT Amy Anderson, FDA
- Region 9 – CDR Janet Mehring, IHS
- Region 10 – CDR Deanna Casiano, IHS

OBC Coordinators:

- CAPT Linda Jo Belsito, FDA
- CDR Sean Armes, BOP

Mentors:

- 70 Total mentors (comprehensive list of mentor names available through CDS Co-chairs)

4. Nursing Spotlight Project

Objective: Formally recognize nurses for their unique career development paths, achievements and exemplary performances. Nurses of the USPHS and DHHS (civilian, contractors etc.) are eligible for this level of recognition

Projects completed in FY2015:

- Increased membership of Project
- Redesigned Project to include requesting nominations of Spotlights from current NPAC members and having the project members interview and write the Nursing Spotlight features
- Redesigned template for nursing spotlight feature to ensure consistency in presentation of feature
- Revamped interview questions to elicit relevant career development information from honorees
- Ensured Spotlights were posted via listserv and archived on webpage as Tip(s) of the Month are posted and archived
- Developed congratulatory letter for all honorees to be sent to given month's honoree after feature is posted
- Honorees:
 - LT Michelle Holshue – March 2015
 - LCDR Sarah Trinidad – June 2015
 - LCDR Nikkia Clark – July or August 2015
 - 3 additional features planned for the remainder of the calendar year

Ongoing Projects in FY2016:

- Completion of Nursing Spotlight Standard Operating Procedures

Current Team Members:

- CDR Janice Arceneaux (Lead)
- CDR Nichole Vetter
- LCDR Allison Gallen
- LTJG Alyssa Givens

FY 2016 Career Development Subcommittee Projects

- Ongoing and potential new projects in FY2016:
 - All current project teams, Mentoring Project, Webpage Project, Nursing Spotlight Project and Continuing Education Resource Project, will continue with ongoing and enhanced activities in the 2016 fiscal year.
 - Continuing Education Resource Project will provide nationwide webinar series
 - Nursing Spotlight Project will feature no less than 6 nurses.
 - The Mentoring Project will increase its membership and develop methods and avenues to encourage more nurse officers to seek and engage with mentors.
 - The Mentoring project will increase use of its electronic database to track mentors and respective mentees assignments/ progress.
 - The Mentoring Project will develop and promote increased education for mentors so they can serve their respective mentees effectively and efficiently.
 - The Mentor Project Improvement sub-group will continue to address current issues and develop recommendations for improvement, to ensure our program goals are being met.
 - The Webpage Project will work to make more timely and appropriate additions and updates to the Career Development Webpage as the partnership and oversight of the Communications Subcommittee allows.

- Proposed budget or operational costs.
 - The CDS does not anticipate any costs for ongoing or projected projects.

COMMUNICATIONS SUBCOMMITTEE

I. FY2015 Communications Subcommittee Goals

Co-Chairs:

LCDR Nikkia Clark (Voting member)

CDR Scott Lamberson (Non-Voting member)

18 Active Members on Subcommittee

Goals

- Create mechanisms to foster enhanced dialogue with stakeholders in public health.
- Promote PHS Nurse (civil service, Commissioned Corps, and tribal nurses) participation on the NPAC listserv through marketing and increase subscription to the NPAC listserv by 10% each year with regular reports to the NPAC leadership.
 - *Strategic Initiative: Increase availability of relevant information to support professional, leadership, and career development activities.*
- Develop the next generation of PHS nurses to address evolving public health issues.

II. FY2015 Communication Subcommittee Projects

NPAC Nurse Resource Manual. The NPAC Nurse Resource Manual was thoroughly reviewed and updated by members of the Collaborative Workgroup during the time period of November 2014-March 2015. The following sections were reviewed and updated, where indicated: History of Nursing in the USPHS, Career Opportunities with the USPHS, Career Development & Career Tracks, Personnel Systems, Professional Licensure and Certification, Training Opportunities, Nurse Resource Manual Appendices A through E, and Nurse Resource Manual Evaluation Form.

NPAC Member Orientation Guide. The NPAC Member Orientation Guide was reviewed and updated by the Collaborative Workgroup beginning in November 2014, and the review was completed by March 2015.

- NPAC Listserv SOP: Revised and updated guidance for posting information on the NPAC listserv.
- NPAC Website: The Website Workgroup continued to optimize website pages including adding new web pages for Career Development Resources, New Member Orientation Guide, and the Nurse Resource Manual. Training was provided as needed for members as upgrades were made to website functioning. Workgroup members continued to evaluate and review the NPAC website content in conjunction with their Subcommittee liaisons, looking for typos, formatting issues and testing links to ensure operability.
- NPAC Website Visit Stats from October 1, 2014 through July 16, 2015 (see images next page):
 - 16,002 visits in the last year with over 60K page views.
 - Average visit duration per visitor was 43 seconds.
 - 11,825 users.
 - Average pages viewed was 3.75.
 - The most popular search terms from a search engine (ie Google search) that brought new visitors to the site were: “public health nursing”, “public health nurse”, “usphs nurse”, “usphs npac”, and “phs nurse”

Ongoing projects in FY 2015:

- Management of NPAC Website
 - Continue to utilize content managers to ensure collaboration between website workgroup and various NPAC Subcommittees.
 - Continue to update website and Subcommittee web pages as content is updated and new content is added.

- Work with FNSC representative to host their current contact information, goals and objectives on the NPAC website. Plan to update at least on an annual basis.
- Finalize ongoing work with Career Development Subcommittee to customize their web pages to make them more user-friendly and meet their specific needs.
- Finalize ongoing work with Awards Subcommittee to customize their web pages to make them more user-friendly and meet their specific needs.
- Work with Collaborative workgroup to complete a fully downloadable pdf version of the New Member Orientation guide to be made available on the NPAC website.
- Domain name (phs-nurse.org) maintained through GoDaddy. Paid through February 10, 2018.
 - Cost is approximately \$50 every five years.
- Hosting service provided by hostgator.com. Paid through September 10, 2015. Cost is approximately \$115 per year.
- Management of NPAC Listserv
 - Provide the listserv service to ensure mass communication of pertinent information to the NPAC, civilian, tribal and public health nurses.
 - Ensure that messages meet the 508 compliance requirements.
 - Posted an average of 16.5 listserv messages per month over the past year.
 - Membership is currently at 1,921 subscribers, which is a 3.3% increase in subscribers from last year..
 - Collaborative Workgroup members continue to monitor the NPAC Listserv for typos, formatting issues and non-functioning links on an ongoing basis.
- Management of NPAC Facebook Fan Page
 - The Recruitment Subcommittee monitors the NPAC Facebook page and answers recruitment-related questions. The Communication Subcommittee continues to post any job vacancies, NPAC communications and assists with spam monitoring.
 - The NPAC Facebook page has grown from 4,664 “likes” in FY 2014 to 10,157 likes in FY 2015, a 54% increase.
 - With increased popularity of the site comes an increase in spam. Diligent monitoring to remove unwanted material will continue to be important in the coming year.

Outstanding projects

- Updating the graphic user interface for the website.

III. FY2016 Subcommittee Projects

Projects recommended for FY2016:

- Ongoing projects include the NPAC Listserv, the NPAC website, and Facebook page.

- Provide a new graphic interface and design for the webpage, CDR Mike Krumlauf is the lead for this project.
- Evaluate need to recruit a new member for the website workgroup to follow webpage usage statistics for each subcommittee. Goal would be to provide regular reports and look at ongoing needs for optimization of webpages.
- Work directly with the Resource REACH Subcommittee to customize new web pages to house information specific to each of their workgroups and offer additional resources for federal nurses using the website.

Proposed budget or operational costs:

- Website hosting: \$115
- Website domain name registration: \$0 (Paid for 5 year registration 2/11/13)
- Wordpress theme renewal: \$40

Committee lead working group/subcommittee co-chair vacancies:

- Collaborative workgroup: 1 vacancy for a new member
- Website workgroup: 1 possible vacancy for new member (For website stats, tracking of subcommittee website page stats – Google analytics)

Changes in Leadership for FY2016

- CDR Scott Lamberson will be resigning as Non-Voting Co-Chair effective September 30, 2015 and continue working as the primary Listserv manager
- LT Kelly Kerr will start as new Co-Chair of Communications Subcommittee effective October 1, 2015.
- LCDR Nikkia Clark will continue to represent the United States Marshals Service as the Voting member; however, will step down as co-chair of Communications Subcommittee and take on role of NPAC Executive Secretary October 1, 2016
- CAPT Michelle Brown-Stephenson will shadow LCDR Nikkia Clark during FY2016 and will start as new co-chair of Communications Subcommittee October 1, 2016.

EVENTS SUBCOMMITTEE

I. FY2015: Events Subcommittee Goals and Issues

- Co-chairs: CDR Casey Hadsall and CDR Steve Morin
- 27 Members on Committee
- Current Goal/ Objectives of subcommittee:
 - To provide easy access to current educational opportunities to nurses via web links.
 - Create a webinar series to better educate Nurses and provide free continuing education opportunities.
 - Organize the annual USPHS Nursing Recognition Day.
 - Support the COA conference Nurse Category day planning team and NPAC booth.

- Impact Highlights from Strategic Goals for FY2015 Subcommittee:
 - Participate in activities related to education and nursing recognition. These activities included recognition of nurses in the following places:
 - Nurse Cadet Luncheon
 - Nurse Recognition Day
 - Esprit De Corps NPAC booth at COA
 - Identified resources for civilian and PHS nurses in education, training and other areas that support the Federal PHS Nursing Strategic Plan and enhance nurse's career development on the NPAC website.
 - Develop webinars that provide knowledge and continuing education units that support the licensure and professional growth of civilian and PHS nurses
 - Trained new members on the development, marketing and delivering of webinars with continuing education units.
 - Establish partners with the Centers for Medicare and Medicaid Services in developing the web based training and certification for nurses and medical professionals.
 - Expand knowledge of civilian and PHS nurses via webinars that were recorded and posted online which increased accessibility for nurses.
 - Subcommittee member participation defined as 50% monthly meeting participation. The direction of the Education Subcommittee was changed in September 2014 and the roles had yet to be defined. Committee members attended training sessions on developing, marketing and hosting webinars with education units.

II. FY2015: Events Subcommittee Projects

Projects completed for FY2015

Nurse Recognition Day:

Objectives:

- To provide a venue for civilian and PHS nurses to celebrate the achievement of all nurses.
- Allow the Publication Award winners an opportunity to present their research.
- Provide lectures that allow nurses to gain continuing education units for successful completion of a post test.

Specific activities.

- Hosted a 4 hour webinar with
 - Opening remarks from the Chief Nurse
 - Presentation from the 3 publication award winners
 - Presentation: The Image of Leadership – Building Nurse Leaders Captain Patrick Denis, Deputy Director, Division of the Civilian Volunteer Medical Reserve Corps
 - Presentation: Sleep! For your Body and your Brain; Ashura Williams Buckley, MD, Pediatrics and Developmental Neuroscience Branch, National Institutes of Mental Health, National Institutes of Health.

Timeline of work: September 2014-June 2015

Primary Contributors:

- CDR Casey Hadsall
- CDR Steve Morin
- CAPT Tammie Brent-Howard
- CDR Colleen Wahl
- CAPT Barbra Fuller
- CDR Melissa Hulett

Secondary contributor

- CAPT Patrick Denis
- CDR Anitra Johnson
- CDR Reginald Smith
- CDR Mary Brooks

Current Event Subcommittee Members

- CDR Lakeeta Carr
- LT Latrell Copeland
- CDR Lorena Crowley
- LCDR Christopher Egelebo
- LCDR Carmen Fisher
- CAPT Barbara Fuller
- CDR Mark Glover
- LCDR Nahleen Heard
- CAPT Antoinette Jones
- CDR Karen Kosar
- LCDR Beatrice Lunsford-Wilkins
- LCDR Adriana Meyer-Alonzo
- LTJG Alexander Njunge
- LCDR Lisa Patterson
- LCDR Dustin Price
- CDR Jonathon Smith
- Thao Tran
- LCDR Sarah Trinidad
- CAPT Linda Trujillo
- CDR Jena Vedder

Commissioned Officers Association NPAC Esprit De Corps Booth

Objective

Created a booth at COA for Nurses to obtain items that showcase nursing pride

- Created a PowerPoint presentation of images that showcased nurses in action during work and deployment.
- Obtained a hand washing station to educate nurses in proper hand washing technique.

Timeline of work: September 2014 – June 2015

Primary contributors:

- LCDR Sara Anderson
- CDR Gia Lawrence
- CDR Philantha Bowen
- LT Latrelle Copeland
- CDR Casey Hadsall
- CDR Steve Morin

Secondary Contributor

- CDR Mary Brooks
- CDR Reginald Smith
- CDR Anitra Johnson

Assisted the Nurse Cadet Luncheon

Objective

- Assisted the planning committee with obtaining CEU credit for those who attended the luncheon.

Timeline of work: April 2015 – May 2015

Primary contributors:

- CDR Steve Morin
- CDR Casey Hadsall

Secondary contributors:

- CAPT Susan Orsega
- CAPT Janice Adams-King

NPAC webpage

Objectives:

Update NPAC calendar with current opportunities for nurses to train and attend nurse related courses.

Timeline of work: September 2014 – August 2015

Primary Contributors:

- CDR Mark Glover
- CDR Casey Hadsall
- CDR Steve Morin

Secondary Contributors

- CDR Mike Krumlauf
- CDR Scott Lamberson

III. FY2016 Events Subcommittee Projects

Ongoing Projects recommended for FY2016.

- Create a webinar based NRD event that also allows those who want to participate in person to do so.

- Obtain new items for the COA Esprit De Corps booth.
- Obtain CEU based credits for webinars.
- Update NPAC calendar with opportunities to train.

Proposed budget or operational costs.

Esprit De Corps Booth

- Cost for shipping items to and from the COA conference
- Cost for the NPAC booth to include electricity for slide presentation
- Cost for the new items to be purchased to increase nurse moral
- Nurse Recognition Day
 - Cost for mailing awards to those selected
 - Cost for supplies associated with NRD

Committee lead working group/subcommittee co-chair vacancies.

- CDR Casey Hadsall will step down as Co-chair for the Event Subcommittee effective September 30, 2016
- CDR Steve Morin will step down as Co-Chair for the Event Subcommittee effective September 30, 2016
- Replacements will be identified in FY2016 and properly trained

READINESS AND RESPONSE SUBCOMMITTEE

I. FY2015: Readiness and Response Subcommittee Goals and Objectives

Co-chairs: CDR Nichole Chamberlain & Mr. Jerod (Noah) Noe

Number of members on subcommittee: 15

Current Goal/Objectives of subcommittee

Goals

- Develop and maintain innovative methods that increase the number and the percentage of nurses in the nursing category who meet or exceed basic readiness standards thereby promoting retention, mentoring and career development.
- Increase basic readiness for the nursing category
- Explore, analyze, and communicate issues that affect USPHS nurses during deployments
- Impact Highlights from Strategic Goals for FY2015
 - Initiated activities related to increasing knowledge and awareness of readiness
 - Identified resources relevant to deployments and readiness
 - Developed resources relevant to deployments and readiness
 - Expanded knowledge of deployments and readiness
 - Subcommittee member participation expectations

- Attend monthly teleconference meetings, held the first Wednesday of each month at 1300 hours (EST)
- Take the initiative by volunteering to lead projects and communicating effectively with subcommittee leadership
- Actively engage in discussions during monthly meetings
- Respond promptly to subcommittee communications
- Communicate rationale to leadership when expectations cannot be met (to include absence from meetings) in a timely manner

II. FY2015: Readiness and Response Subcommittee Projects

Projects completed for FY2015

Project: Readiness Skills Booths at Annual COF Conference

Objectives

- Perform a learning needs assessment before the symposium
- Develop skills stations in order to best meet identified learning needs

Specific activities

- Numerous meetings took place among stakeholders to plan logistics of conference
- Developed/analyzed survey monkey to assess learning needs
- Planned logistics for 6 skills stations
 - Basic Readiness (Direct Access and Go-Bag)
 - Disaster Management: Basic Triage
 - Peripheral IV insertion
 - Acute Wound Management
 - Immunization administration
 - Personal Protective Equipment (PPE)
- Coordinated efforts to secure internet access at the conference for real-time usage and demonstration of Direct Access (DA)

Timeline of work: October 2014 to May 2015

Primary contributors: Mr. Jerod (Noah) Noe

Secondary contributors: CDR Susanna Choi & CDR Amerita Hamlet

Outcomes

- 81 Commissioned Corps officers attended the training (81 attended in 2014)
- Direct Access issues resolved for several conference participants
- Questions regarding nuances of entering information into DA were addressed

Project: Readiness Resource Training

Objectives

- Identify effective methods to improve readiness

- Create innovative methods to improve readiness

Specific activities

- Reviewed the Army, Navy, Marine Corps, Air Force, Coast Guard and National Oceanic Atmospheric Association readiness websites
- Identified resources to motivate and provide inspiration to officers for readiness.
- Researched method of creating readiness alerts through cell phones such as creating a cell phone app.

Timeline of work: October 2014 to present

Primary contributor: CDR Heather Bullock

Secondary contributors: CDR Dale Mishler, CDR Jennifer Sarchet

Outcomes

- Identified numerous resources pertaining to physical fitness, nutrition and life tools.
- Created draft survey to identify barriers to readiness and resources officers use to maintain readiness
- Provided foundation for repository of information to disseminate in FY2016

Project: Max.gov Initiative

Objectives

- Establish a shared e-system for R&R subcommittee activities

Specific activities

- Researched administrative feasibility and appropriate application for subcommittee activities
- Explored and analyzed system usage and capabilities
- Completed Max.gov training for usage of system
- Established system administrative rights for subcommittee members
- Created Max.gov draft SOP
- Introduced new system to subcommittee through a remote, real-time demonstration
- Held meetings subcommittee leadership and OPM points of contact on numerous occasions

Timeline of work: October 2014 to present

Primary contributor: CDR Steven Link

Secondary contributors: CAPT Sherri Downing-Futrell and LT Aman Sarai

Outcomes

- Established a shared e-system for archival of subcommittee documents
- Ongoing initiatives: As a result of further usage and research it was decided, in conjunction with NPAC leadership, to follow the lead of HHS and look into the use of MAX.gov.

Project: Selection of new subcommittee members

Objectives

- Improve the current process for selecting new subcommittee members
- Improve method of voting and vetting applicants
- Update criteria for applicant evaluation and selection

Specific activities

- Conducted several meetings to discuss and update documents
- Discussed how existing criteria positively or negatively impacted member selection
- Discussed and used previous selection experience to create new and refined existing applicant selection criteria

Timeline of work: October 2014 to present

Primary contributor: CAPT Marie Casey

Secondary contributors: CAPT Lynn Slepki, CDRs Nichole Chamberlain & Karen Munoz, and Mr. Jerod (Noah) Noe

Outcomes

- Created a more efficient process for selecting, voting and vetting applicants
- Updated, improved and created new criteria for applicant selection based on subcommittee needs

Project: Federal PHS Nursing Newsletter

Objectives

- Support the initiative of the Federal PHS Nursing Newsletter
- Submit quarterly articles to the Federal PHS Nursing News

Specific activities

- Met and discussed activities with subcommittee at large
- Collaborated with RedDOG regarding operational readiness
- Requested deployment reports to help subcommittee target outreach efforts
- Continue working with RedDOG to create a substantive report for long term, repeated readiness issues

Timeline of work: During October 2014 to September 2015

Primary contributors: CDR Cindy Adams

Secondary contributors: CDR Laurel Christians, CDR Amerita Hamlet, CDR Nichole Chamberlain

Outcomes

- 5 Articles drafted
- 3 reviewed and submitted in the Federal PHS Nursing Newsletter

III. FY2016 Subcommittee Projects

Ongoing projects

- Max.gov Initiative
 - Readiness Resource Training
 - Readiness Skills Booths at Annual COF Conference
- *no completion date as these are ongoing initiatives for the subcommittee

New/Proposed projects/issues

- Ongoing initiative: Target outreach efforts to repeat offenders of readiness by analyzing report obtained by RedDOG in July 2015.
- New Project: Communications/Outreach workgroup – This workgroup will be responsible for creating & disseminating quarterly (at minimum) readiness and deployment information. Publication & methods to be utilized include RedDOG's DogHouse News, cross-category newsletter and nursing listerv. Subcommittee has 4 articles in queue with a list of other ideas for information

Proposed budget or operational costs:

- Cell phone app for readiness reminders – est. \$1,000-\$4,000 (still researching)
- Perhaps travel & hotel for COF
- Email capabilities at COF

Committee lead working group/subcommittee co-chair vacancies:

- CDR Nichole Chamberlain will stepdown from co-chair role effective September 30, 2015 and CDR Stacy Barley will be the incoming co-chair effective October 1, 2015.
- 5 membership vacancies**
- Communications/Outreach Workgroup – lead & member vacancies

**The new proposed Communications/Outreach workgroup will need members & group lead.

RECRUITMENT SUBCOMMITTEE

I. FY 2015 Recruitment Subcommittee

Co-chairs: CDRs Tarah Somers and Bryen Bartgis

Workgroup Task Leads:

- Nurse Applicant Workgroup (NAW) – CDRs Latonia Ford and Reginald Smith
- Every Nurse is an Ambassador Campaign Workgroup (ENIAAC) – CAPT Deanna Gephart,

CDR George Flores, CDR Paula Bridges, CDR Kyong Hyon , and LCDR Katherine Maye

- Facebook Workgroup CAPT Serina Hunter-Thomas and CDR Julia Shemek

Committee Members: Approximately 150

Major Accomplishments for 2015:

- NAW has reached out to 28 boarded nurses from the list of nurses given to our subcommittee by DCCPR. The NAW members are assisting the boarded nurses find positions and answer questions they have about becoming officers
- Facebook page has 10824 likes an increase of almost 3000 since 2014
- The ENIAAC recruiters continue to answer emails and questions from the nurses about becoming a Commissioned Corps Officer and assist at the OBC open houses.

Objectives for 2016:

- Communicate with 100% of Commissioned Corps Nurse applicants to facilitate awareness of agency opportunities for employment (NAW)
- Recruitment/Retention; provide follow-up and assist with the USPHS application process. Provide real-time (within 24 hours) answers/replies to FAQs via FB Workgroup
- Provide opportunities for nurses to become active members within the NPAC through our ENIAAC workgroup as applicable
- Continue recruitment efforts continue despite the limited opening of the Nurse Category. Looking forward to the opening of the category again in the near future and the Recruitment Subcommittee being able to assist in helping to recruit high quality nurses to the Commissioned Corps
- Continue contact with DCCPR and work to improve information flow so NAW and EINAAC members can be successful
- Continue to provide increased opportunities/information for our civilian nurses

NAW Projects:

- 14 current members and have openings for two additional members. Will review applicants as we routinely have officers interested in our subcommittee
- List of boarded nurses received from DCCPR
 - 28 boarded candidates as of August 2015. All candidates have been contacted by the NAW
- Call center currently under construction per DCCPR and CDR Christopher Dunbar. Looking to open categories again soon after completion. Inter-service transfers remain open at this time. More to follow as we hear further

ENIAAC Projects:

- Awaiting online training of members regarding targeted recruitment activities. To be accomplished by DCCPR
- Continue activity logs across the 10 regions to track recruitment efforts
- Discussions at last call in June 2015 regarding open discussions and generic approach vs category specific going forward due to limited openings for the nursing category specifically.
- Discuss openings across agencies, disciplines, and USPHS as a career
- Members across all regions continue presentations to schools, health/job fairs, etc. using

- approved OCCO materials
- Continue to respond to email traffic regarding recruitment
- Continue to provide members as available for OBC open house

Facebook Projects:

- The 15 members (currently at full capacity) continue monitoring and providing real time feedback for our page
- CDR Arena has stepped down from her leadership role and CDR Julia Shemek an internal member has assumed this new role
- 10824 likes as of August 31, 2015, an increase of 0.8% as of June 2015
- New page likes for the month were 116 down 7.2% from last month
- Total reached this week in excess of 3700 an increase of 560%
- Post reach 3543 an increase of 1370%
- 354 people are engaged as of today an increase of 106%
- Continue to serve as resource for questions from the USPHS FB

RESOURCE REACH SUBCOMMITTEE

I. October 01, 2014 to July 31, 2015, Subcommittee Goals and Issues

- Leadership/Membership: Co-chairs CAPT Maryanne Robinson and CDR Mary Brooks
 - Research Team (9 members)
 - Co-leads CDR Stephanie Bardack and LCDR Fleetwood Loustalot
 - Nurse Practice and Advocacy Team
 - Presentation Group (6 members):
 - Co-leads CDR Ed Poindexter and CDR Jeene Bailey
 - Newsletter Group Public Advocacy Team (9 members):
 - Co-leads CDR Christine Merenda and CDR Judith Mather

Impact Highlights from Strategic Goals for FY2015

Research Team

Impact: The development of professional standards for the dissemination of best practice and program projects, this team provides foundational components for professional quality by Federal nurses. In addition, their work to examine resources for Federal nurses in support of evidence based practice (EBP) is intended to foster communication and cooperation across agencies related to EBP resources.

Goals/Objectives for FY 2015: (see below)

Presentation Group

Impact: The Presentations Team coordinated three webinars for Federal nurses.

Goals/Objectives for FY 2015: (see below)

Newsletter Group

Impact: Through a process of evaluation of the National Prevention Strategy (OSG) and the Federal Public Health Nursing Strategic Plan (NPAC), this team has identified key processes to ensure Federal nurses have access to Federal resources to promote the Surgeon General's public health priorities through a quarterly newsletter.

Goals/Objectives (revised) for FY 2015: (see below)

Goals/Objectives for the Research Team, Presentation Group and Newsletter Group for FY 2015:

Research Team

Goal: To encourage Federal nurses to apply nursing research in practice

Objectives:

- Develop a current working knowledge of the available evidenced-based resources for federal nurses in clinical practice and disseminate resources as they become available.
- Inform nurses about research training opportunities (conferences, web courses and other venues), research resources, data sources, statistical software that are available to advance research practice among federal nurses.
- Develop a repository of nursing authored publications and explore appropriate mechanisms to disseminate collated information as they become available.

Goal: Identify resources that guide Federal nurses to the professional opportunities and expectations associated with research related activities.

Objectives:

- Establish a research network to explore and clarify research support opportunities that foster research efforts across settings in which Federal nurses are employed (Continuous).
- Develop product(s) to be used to guide federal nurses interested in disseminating research, evidence based practice projects or best practice ideas.
- Develop product(s) that would provide a beginners roadmap for federal nurses with an interest in nursing research.

Nurse Practice and Advocacy Team

Goal: Develop a communication strategy for evaluating and communicating recommendations regarding nurse practice issues.

Objectives:

- Recruit nurses to present quarterly web-based educational presentations on topics of health promotion, disease prevention, evidence-based practice.
- Create an advanced practice nurse listserv to facilitate communications specific to Advance Practice Nurse.
- Create a quarterly electronic newsletter for specifically related to nurses and nursing practice guidelines.

Goal: Identify and elevate issues related to advanced educational pursuits by federal nurses.

Objectives:

- Survey federal nurses regarding perceived barriers to advanced educational pursuits.
- Promote the involvement of federal nurses in national conferences.

Goal: Review relevant documents and acquired policies and procedures that affect the nursing practice of the Federal nurse.

Objectives:

- Create a repository for policies related to nursing practice, to include but not limited to licensing and prescriptive authority requirements, operation of nurse managed clinics, roles/utilization of APN in various healthcare settings, and innovative models for improved patient care in the federal healthcare setting.
- Promote the involvement of federal nurses in national conferences.
- Create and maintain a resource that defines the certification requirements and identifies the certifying body for all specialty certifications that nurses can obtain (e.g. oncology nurse, emergency room nurse, occupational health nurse, Family Nurse Practitioner).

II. FY 2015 Subcommittee Projects

Completed in FY2015

- a) Presentation Group:
 - Objective: To expand educational offering available to clinicians.
 - Outcome: Team has designed a quarterly web-based evidence based practice presentation directed towards advanced practice nurses.
- b) Research Team
 - Outcome: A beginners guide to research for Federal nurses
 - Fact sheet for conference posters

Ongoing projects in FY 2015

- a) Presentation Group
 - Objective: To provide quarter 30-minute educational webinars to Federal nurses
 - Outcome: To continue with quarterly webinar's in collaboration with other NPAC leadership initiatives; offer a link to a related CEU option for each session if possible.
- b) Evidence Based Practice Needs Assessment (Research Team)
 - Beginners guide for nursing research within the PHS
 - Recent edits provided by team to lead. Compiling into brochure for review and distribution
 - Research Repository Project
 - Data capture tool completed. Most significant hurdle is distribution mechanism (e.g., master email list for nurses ideal).
 - Translational Research – Bridging Evidence-Based Practice (EBP) Resources among HHS Nurses
- c) Newsletter Group
 - Objective: To address the overlap between other teams and USPHS initiatives. Key members of this team raised significant issues about overlap in the objectives with other teams on the subcommittee. Through a series of discussions, this team has redefined their goals and objectives to more clearly focus on the provision of resources for all Federal nurses to advocate for the public health priorities.
 - Outcome: To reduce redundancy and improve the availability of resources for Federal nurses. The group has designed a quarterly nurse's newsletter. The first edition is slotted to be published on October 2015.

III. FY 2015 Subcommittee (New) Projects

No new projects identified at this time.

Nurse Category Day

The Annual USPHS Nurse Category Day was held on May 19, 2015, from 0800 to 1700 at Sheraton Hotel, Atlanta Georgia. The theme was “Public Health Nursing in a Flatter World: Transforming Health Care.”

Two hundred (200) pre-registered for the event and one hundred and sixty six (166) attended. The majority of the attendees were representatives from agencies such as: ACF, BOP, CDC, CMS, DHS, DOD, FDA, HRSA, HIS, NIH, OS, SAMSA, PSC, and NOAA. In addition, 7 nurses were in attendance from agencies other than the ones listed above.

Welcome and opening remarks were provided by CDR Allison Adams, Lead USPHS Nurse Category Day; CDR Anitra Johnson, Chair USPHS Nursing Professional Advisory Committee and CDR Mary Brooks, Co-Chair Nursing Professional Advisory Committee. An overview “What is a Flatter World” was presented by RADM Sylvia Trent-Adams, Chief Nurse Officer.

Dr. Linda Lewis provided the Morning Keynote address on “Ensuring Nursing Excellence In a Dynamic Healthcare Landscape”. Dr. Lewis identified six healthcare trends that are redefining healthcare today and described the five components of the Magnet Model.

The morning panel consisted of CDR Jamal Gwathney, CDR Jyl Woolfolk, CDR Alexis Mosquera, and CDR Wanza Bacon. They presented “Treating Ebola from PHS perspective” which described the individual components of a successful long-term public health deployment and discussed the benefits of a multidisciplinary team on an international deployment.

During lunch CAPT Beverly Dandridge presented an update on the USPHS efforts to collaborate with the leaders of “Healing with CAARE” to address bridging the cap on health disparity.

RADM Clara Cobb, CAPT Laurie Reid and LCDR Shauna Mette-Zarecki presented “High Tech Meets Soft Tech: Creating Nurse Leaders in a Changing Healthcare Environment. The presenters identified characteristics of their personal leadership style, philosophy and work ethic and discussed ways to better engage partnership that take into account cultural sensitivity and diversity.

The afternoon panel consisted of CAPT Susan Orsega, CAPT Michelle Dunwoody, CAPT Sophia Russell and CAPT Beverly Dandridge presented “Transforming Healthcare Outcomes. These presenters described how nurses are being challenged by the complexities of today’s public health problems and stressed the need for growing bodies of knowledge and innovative strategies to overcome these complexities. They summarized the flatter world challenges that exist regardless of geographic boundaries and distribution.

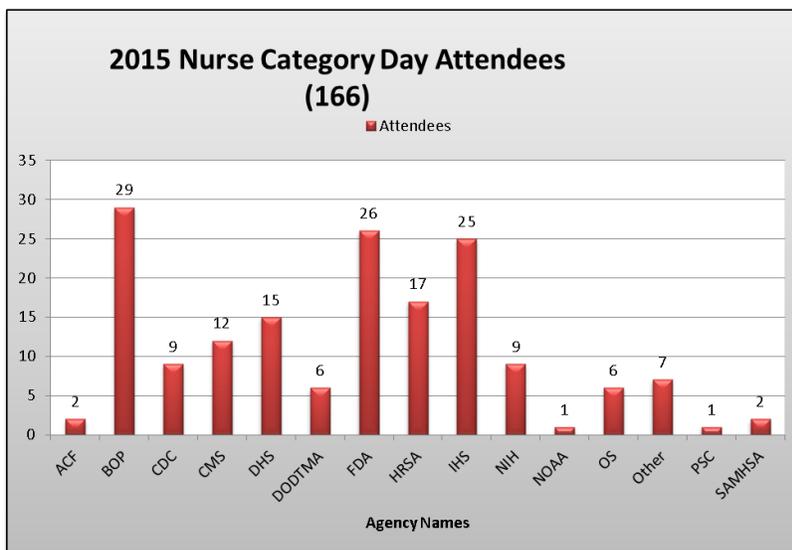
Category Day ended with an interactive presentation by LCDR Sarah Trinidad and LT Brutrinia Cain presentation “Public Health Nursing in a Flatter World: Paving Your Roadmap for Career Success”. They explained why having a clear career roadmap is important and engaged the attendees in developing individualize career roadmaps with measurable goals. This presentation was followed by closing remarks by ADM Deborah Parham-Hopson on behalf of RADM Trent-Adams who recognized the day’s speakers and attendees.

We had 166 attendees for Nurse Category Day with a response rate of 43% (72 responses) for the 2015 Survey Monkey evaluation. In 2014 we had a response rate of approximately 46%. The Survey Monkey link was active and distributed during Category Day as a mobile app on flyers, and as a website link. Unfortunately, the Internet service was extremely poor in the facility and likely decreased immediate responses that day.

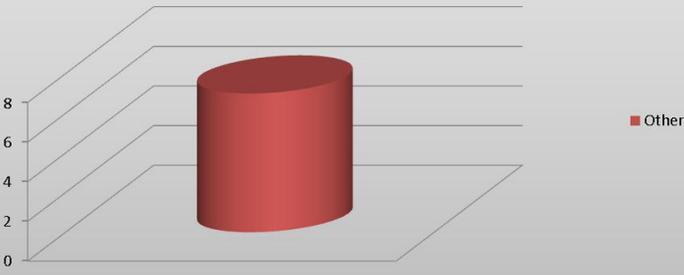
We should develop another mechanism to have the evaluations completed during Nurse Category Day, to increase response rates in the future. An idea would be to ensure continuing education credits are tied to completing the Nurse Category Day Evaluation. We can also try to have computers set up around the room so that attendees can access the survey prior to the end of the day, maybe have an hour set aside just for that.

The evaluation reports that all speakers were knowledgeable and met the individual objectives for each presentation. The attendees reported the topics presented were useful and valuable and as a result they would incorporate the information presented during Nurse Category Day 2015 into current practice. Overall based on the evaluation results, 54% of the nurses strongly agreed and 44% agreed that Nurse Category Day objectives were related to the purpose and goals of the activity. The attendees response supported that Nurse Category Day was well organized 55% strongly agreed and 39% agreed. The attendees response supported that Nurse Category Day was worthwhile 56% strongly agreed and 37% agreed. The attendees felt that the meeting room space was appropriate and provided adequate space to complete the activities 53% strongly agreed and 39% agreed.

The snapshot of attendees reported that 97% were PHS nurses, 3% were Civil service or other. Throughout the evaluation the respondents conveyed the message that Nurse Category Day 2015 was well organized, informative, provided useful career guidance, exemplified nurse leadership skills, and a safe learning environment. The attendees also noted speakers were excellent, and the passion of our nurse leaders was evident throughout Nurse Category Day.



**Non-Federal
Attendees
(7)**



In Recognition

The FY15 NPAC would like to thank the former NPAC voting members for the service and dedication:

CAPT Deanna Gephart

CAPT Maryann Robinson

CDR Kelly Cricks

CDR Casey Hadsall

NPAC Chairs

CDR Anitra Johnson	(FY2015)
CAPT Marilyn Ridenour	(FY2014)
CAPT Veronica Gordon	(FY2013)
CAPT Susan Orsega	(FY2012)
CDR Thomas Pryor	(FY2011)
CAPT Sylvia Trent-Adams	(FY2010)
CAPT Michelle Poindexter Dunwoody	(FY2009)
CDR Katherine Berkousen	(FY2008)
CAPT David Kelley	(FY2007)
CDR Lisa Dolan-Branton	(FY2006)
CDR Amy Collins	(FY2005)
CDR Roberta Lavin	(FY2004)
CDR Julie Sadovich	(FY2003)
CAPT Diane Walsh	(FY2002)
CAPT Tina Murray	(FY2001)
CAPT Gale Heavner	(FY2000)
CAPT Veronica Stephens	(FY1999)
CAPT Kathleen Hastings	(FY1998)
CAPT Laura James	(FY1997)
Ms. Carol Gowett	(FY1996)