



United States Public Health Service



Scientist Professional Advisory Committee (SciPAC)

Annual Report September 2013 – August 2014

Prepared by:
CDR Nicole Frazer
PAC Chair



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A. SCIPAC EXECUTIVE BOARD ACTIVITY

The following Scientists served as members of the Executive Board from September 1, 2013 through August 31, 2014:

CDR Nicole Frazer
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CDR Ryan Novak
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Mission:

The duties of the Executive Board (EB) shall be to provide leadership that ensures timely completion of responsibilities listed in the Scientist Professional Advisory Committee (SciPAC) Charter and to recommend to the SciPAC strategies/actions that address issues that affect the professional careers of Scientist officers. In cases where no established policies exist and immediate action is necessary, the EB is authorized to act but shall immediately notify the membership of its action.



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Accomplishments & Impact:

The SciPAC EB members provided advice and consultation to leadership and to the members of the 10 subcommittees that function within the Scientist PAC. The EB met on a monthly basis, as necessary. The EB also provided comments to policies/documents from Commissioned Corps leadership as well as comments on documents from the subcommittees (e.g. mentoring, curriculum vitae, surveys).

In addition to the daily functions, the EB also met in September and October 2013 to conduct a general strategic planning exercise to identify areas in the PAC to strengthen, phase out, and to maintain, and discuss current Office of the Surgeon General (OSG) and Division of Commissioned Corps Personnel and Readiness (DCCPR) priorities and how the SciPAC resources could best be leveraged to support these initiatives. The EB also encouraged the development of targeted subcommittee initiatives which led to 33 identified subcommittee goals. The EB decided that a strong foundation was needed to further enhance the work, leadership, and expertise performed by Scientist officers and that this would be best accomplished through a comprehensive review and update of the SciPAC Charter.

Specific accomplishments:

- Completed a comprehensive review and update of the SciPAC Charter. Leveraged the work of the Rules and Membership Subcommittee to complete the SciPAC Charter update.
- Reviewed and provided important feedback regarding Category benchmarks.
- Fostered Esprit de Corps among our diverse Category of Scientist officers through development of a SciPAC motto and creed.
- Reviewed proposals for a coin numbering program, a mentoring award, and a survey to gather information regarding Scientist officer retention, and provided detailed feedback.
- Continued to raise National Prevention Strategy (NPS) awareness among Scientist officers (e.g. SciPAC Seminars), and increase visibility of Scientists' contributions in support of NPS (e.g. Newsletter NPS articles).
- Leveraged Category expertise to collaborate with other Categories (CPO/Chairs, PAC Chairs Group and the CPO Board) to share knowledge/expertise/resources.
- Continued to emphasize Category Basic Readiness to ensure Scientist expertise available to support emergency response missions. Officers played key roles in multiple responses (e.g., Unaccompanied Children Mission). Fostered the collection of Scientist deployment experiences to increase knowledge of Scientist officer contributions in this area.
- Rapid response to OSG and DCCPR requests regarding special pays and Corps policies.
- Launched the SG's new PHS Athletics initiative within the Category through a tailored presentation and assignment of the new initiative to the Recruitment, Retention, and Readiness Subcommittee for further development.
- Worked to increase communication across the Scientist Category. One initiative was to move the SciPAC monthly meeting time. Compared to prior years, attendance increased. The SciPAC monthly meeting attendance is as follows:



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Month (2013-2014)	Nonvoting Members	Voting Members	TOTAL
September	73	12	85
October	103	12	115
November	90	10	100
December	70	12	82
January	76	11	87
February	74	13	87
March	66	12	78
April	73	13	86
May	70	11	81
June	76	14	90
July	74	12	86
August	69	11	79

Summary

The 2013-2014 operational year was noteworthy for the Scientist Category as evidenced by increased involvement in PAC activities across all 10 subcommittees and increased monthly meeting attendance. While diverse, the Category has strengthened in unity and Esprit de Corps as a direct result of the dedicated Scientist officers serving on active duty. Finally, the comprehensive review and update of the SciPAC Charter conducted by the Rules and Membership Subcommittee and the Executive Board in 2013-2014 now serves a strong foundation for the PAC to move forward efficiently and effectively.



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B. SUBCOMMITTEE REPORTS

The subcommittees within the Scientist PAC have been extremely productive and willing to serve during this cycle. The subcommittees have engaged in high-level activities that support the category by improving officership through mentorship, career development, and by enhancing *Esprit de Corps*. The following section describes the mission, duties, activities and accomplishments and impacts of each of the subcommittees. The reports were developed and submitted by each subcommittee Chair(s).

VISIBILITY

Chair: LCDR Loren Rodgers

Co-Chair: LCDR Seth Green

Mission: The purpose of the Visibility subcommittee is to inform the SciPAC and Scientist officers on scientific activities, accomplishments, and opportunities available throughout the PHS and to increase the visibility of the Scientist category.

Major Duties:

- Publish *The Scientist Officer* (SciPAC Newsletter)
- Increase Esprit de Corps through initiatives including developing numbered SciPAC coins, developing a SciPAC motto, and developing a SciPAC Creed.
- Planning local social events and meet-and-greet events.
- Create and present a poster at the annual USPHS Scientific and Training Symposium.
- Support the PACE (Prevention through Active Community Engagement) Workgroup. Note that PACE is led by Scientist officers and operates in close conjunction with the Visibility subcommittee; however, PACE includes officers from other professional categories and thus extends beyond SciPAC.

Accomplishments:

Goals defined in September, 2013:

- Increase Esprit-de-Corps through initiatives including development of a Scientist officer creed.
- Support the Career Development Subcommittee to increase OBC participation for Scientist graduates.
- Continue to develop the newsletter as a tool for highlighting Scientist accomplishments, communicating issues throughout the category, and inspiring officers to participate in SciPAC initiatives.
- Plan two meet and greet sessions with new Chief Professional Officer.
- Create and present a poster of SciPAC Activities for the 2014 USPHS Scientific and Training Symposium.
- Serve the local community through participation in science fairs.

Accomplishments as of July, 2014:

- Newsletter
 - Published one issue.



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- Introduced a more formalized article submission process, including a dedicated Newsletter email account.
- Esprit de Corps
 - Creed and Motto: submitted to CPO/EB for consideration by the Esprit de Corps workgroup; revisions were suggested, and creed approved.
 - Coin: A Scientist coin numbering proposal was submitted to CPO/EB for consideration by the Esprit de Corps workgroup; was deemed difficult to implement at present, but worth re-consideration in future
- Social Events: One CPO meet and Greet (Maryland) and two Social events (Atlanta) held.
- Poster was successfully created and presented at 2014 USPHS Scientific and Training Symposium
- PACE events
 - PACE program at the Engineer Professional Advocacy Committee (EPAC) Annual Breakfast
 - “Healthy Hands: Why clean hands are important” lesson to 50 second graders at Candlewood Elementary
 - Educational event at Woodward Academy (College Park, GA). 240 Seventh graders attended.
 - Penpal program: 21 students in the Horizons Program (Atlanta, GA), officers conducted correspondence with students and led in-person health-related sessions.
 - Mindfulness and Tai-Chi: Instruction of 38 students at Thompson Elementary, Washington, DC
 - “Why we cover our mouths when we cough” Lesson: William Gibbs Elementary Career Day 95 elementary school students participated, Germantown, MD.
 - 12th Annual Freedom Walk, 20 participants, Roslyn, VA.
 - Sligo Creek Middle School Career Day, 300 students participated, Silver Spring, MD.
 - Gaithersburg High School Annual Academy Career Day, 71 students participated, Gaithersburg, MD.
 - Stem Expo Night at Wood Elementary, 35 students attended, Rockville, MD
 - Shady Grove Middle School Career Day, 60 students attended, Gaithersburg, MD.
 - Maryland Day-University of Maryland, 577 attendees, College Park, MD.
 - PHS Awareness Day, 150 adults attended, White Oak, MD
 - College Preparation and Scholarship Fair-Universities at Shady Grove: 200 people attended, Rockville, MD
 - Twinbrook Elementary Career Day: 100 students attended, Rockville, MD
 - Summer Space Camp Summer Academy (SSA) Workplace Preparedness Program Workshop for Bucklodge Middle School, 11 students in attendance, White Oak, MD
- Additional visibility activities
 - Recruiting session: Florida A&M University College of Pharmacy and Pharmaceutical Sciences. Tallahassee, FL



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- Public health presentation: Woodward Academy. Atlanta, GA.
- Career Day presentation: Gaithersburg High School. Gaithersburg, MD.
- Health Fair: Chinese Culture and Community Service Center. Gaithersburg, MD.
- Woods Elementary Science, Technology, Engineering, and Mathematics Expo. Bethesda, MD.
- Public Health Career Fair: Johns Hopkins Bloomberg School of Public Health. Baltimore, MD.
- Science Fair Judges. Frederick County, Maryland.
- SciPAC booth: 1st annual CDC/ATSDR Commissioned Corps Awareness Day. Atlanta, GA.
- U.S. Public Health Service; Answering the Call: Presentation of History and Present Day Commissioned Corps, Dowling College, May 9th
- USPHS exhibit booth: USA Science and Engineering Festival Expo. Washington, D.C.
- USPHS Booth: Maryland Day, University of Maryland. College Park, MD.
- USPHS Booth: FDA 6th Annual PHS Commissioned Corps Awareness Day. Silver Spring, MD.
- Recruiting event: University of Texas School of Public Health. Houston, TX.
- Represented USPHS: Honor Flight Network. Savannah, GA.
- Visibility members led teams of officers for two running events. Cumberland, MD and Conyers, GA.
- Uniform Presentation: Asian Pacific American Commissioned Officer Committee. Silver Spring, MD.
- Tom's Run 2014 (7 Scientist Officers Participated) Organized by two Scientist Officers.

Impact:

- The 20 visibility events highlighted in this report document hundreds of persons that were introduced to the USPHS Commissioned Corps, including students (elementary through graduate school), the general public and federal employees. Furthermore, officers from other professional categories were educated about Scientist contributions through in-person presentations.
- Networking and Esprit-de-Corps was increased through visibility events and additional initiatives that fortified officer identity as Scientists.
- Scientist officers were informed about local events, achievements, career development issues through the SciPAC newsletter, thereby supporting individual career development and esprit de corps.

Recommendations:

- Discuss strategies to overcome logistic and financial barriers for numbering coins.
- Implement publishing schedule and development timeline for newsletter.
- Develop guidance for authors for newsletter submissions.
- Utilize tools to track newsletter hits (email tools exist to track how often attachments are opened). Continue high participation in visibility events.



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POLICY REVIEW

Chair: CDR Jeremy Wally

Co-Chair: LCDR Fei Xu

Mission:

The purpose of the Scientist Professional Advisory Committee (SciPAC) Policy Review Subcommittee is to support the SciPAC and the Scientist Chief Professional Officer (CPO) in the review of selected policies, procedures, and guidelines that are sent to the PAC for review. Members review and offer their input on the creation and implementation of these materials.

Major Duties:

1. **Review proposed Commissioned Corps Issuance System Policy**

The Office of the Surgeon General (OSG) and the Division of Commissioned Corps Personnel and Readiness (DCCPRDCCPR) invites the PACs to review and comment on documents that set forth the policy and procedures of the Corps. Documents include proposed additions to the electronic Commissioned Corps Issuance System (eCCIS) including Directives, Instructions, Personnel Policy Memorandum, Personnel Operation Memorandum, Plans, Pamphlets, and Handbooks (see Appendix 2 for detailed description of each document).

2. **Review other proposed Commissioned Corps/Agency Policy**

Other policies deemed by the SciPAC Chair to be of interest or affect the members of the Scientist Category shall also be reviewed by the subcommittee.

3. **Support Special Projects and Requests for Information**

Provide support to the SciPAC Chair and Scientist CPO on special projects and requests for information related to Commissioned Corps policies or other relevant activities.

4. **To review and update the current versions of the Subcommittee's SOP and Comments Matrix**

The subcommittee needs to periodically update its SOP and comments matrix.

Accomplishments:

No formal policy review requests were received during the 2013-2014 term. The Policy Review subcommittee members stood ready throughout the year in anticipation of requests to review policy documents.

The Policy Review Subcommittee SOP and Comments Matrix were not updated this year as they were updated in the 2012-2013 term.

Members of the Policy Review subcommittee engaged in the following activity in support of the Scientist CPO and the SciPAC Chair:

Development of Language for the SciPAC Subcommittee Chair/Co-Chair SOP

At the request of the SciPAC Chair, the Policy Review subcommittee drafted language to be included in the SciPAC SOP that describes the process by which the Chairs and Co-Chairs of the SciPAC subcommittees are to be chosen. This process had not been previously been formally described in any SOP.

Impact:

The Policy Review subcommittee members stood ready throughout the year in anticipation of requests to review policy documents. The subcommittee also developed new language to be



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included in the SciPAC SOP that describes the process by which the Chairs and Co-Chairs of the SciPAC subcommittees are to be chosen.

Recommendations:

The participation rate for subcommittee members across all tasks was 57.7%.

RECRUITMENT, RETENTION, AND READINESS

Chair: CDR Dominic Frasca

Co-Chair: CDR Matthew Murphy

Mission:

The Recruitment, Retention, and Readiness (RRR) subcommittee will strive to enhance efforts to recruit and retain highly qualified Scientist officers and optimize the preparedness of Scientists to serve during public health emergencies.

Major Duties:

1. Provide Career Opportunity updates
2. Encourage the culture of “Every officer is a recruiter”
3. Coordinate and advise OPDIV (or PHS) recruiting contacts on scientist-specific information needed for effective recruitment
4. Assist and promote the effective use of scientists in response to emergencies affecting public health
5. Inform Scientist officers about emergency response training opportunities and deployment processes.
6. Communicate Basic Readiness Status of the Category and encourage and assist in attaining a high level of readiness as a Category.
7. Assist Scientist officers in identifying and rectifying Basic Readiness issues.
8. Notify Scientist officers who are identified as newly “Not Basic Ready” during the calculation of monthly readiness statistics and offer assistance in obtaining basic readiness.
9. Respond to Scientist-related inquiries on Facebook via a Facebook Response Plan.\
10. Review and revise the Scientist “Best Kept Secrets” recruiting brochure on a quarterly basis.
11. Maintenance of Deployment Spreadsheet for use by the Scientist CPO to fulfill ad-hoc deployment requests for scientist officers.

Accomplishments:

Review and Revision of the Scientist “Best Kept Secrets” Recruiting Brochure. The Scientist “Best Kept Secrets” Recruiting Brochure

(http://www.usphs.gov/docs/pdfs/bks/PHS_Scientist_020312.pdf) is made available for review periodically. The RRR subcommittee reviewed and revised this brochure on two occasions during the past year.

Call to Active Duty Advisory Group. A Call to Active Duty (CAD) Working Group, within the now DCCPR Recruitment Branch, had been working for some time to deal with the backlog of 1200 applicants that submitted applications prior to the restrictions on accepting new applications. The coordinator of this CAD Working Group, CDR Thomas Pryor, identified the



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need for an Advisory Group made up primarily of RRR subcommittee chairs from each category. CDR Pryor asked for the help of our subcommittee members in serving as mentors and advocates for the current applicants that are earmarked for the scientist category. This mentorship primarily includes answering applicants' questions about our category, our particular agency, our discipline. He also requested that the RRR subcommittee assist these applicants in finding jobs by encouraging the larger SciPAC group to forward job announcements that look like a good fit for new, incoming officers. The RRR subcommittee has responded to these requests by emailing the applicants, offering our assistance, and answering their questions. We also made repeated requests on SciPAC calls to forward job announcements to a designated RRR subcommittee member who will forward them on to the applicants' email addresses.

Maintenance of Deployment Spreadsheet. From time to time the Chief Scientist Officer receives deployment requests for one or more scientist officers in support of the OFRD system. In order to facilitate these requests, a spreadsheet was created and sent out to all SciPAC officers to collect relevant information that will help the Chief Scientist Officer to select the officer or officers that best fit the needs of each particular mission. Those scientist officers who were interested in being deployed were asked to complete the spreadsheet, as well as to send a copy of their CV summary sheet. The information is then collected by an RRR subcommittee member in preparation for a request from the Chief Scientist Officer. This represents an additional, voluntary avenue for scientist officers to be deployed.

Monthly Readiness Reports. We provided SciPAC monthly readiness numbers based on calculations made from raw readiness data as supplied by OCCO. The subcommittee helped monitor and maintain readiness for SciPAC, and when needed provided instructions, encouragement, and answered questions regarding readiness/non-readiness status.

Officer Deployment Vignettes. This is an effort to both increase the visibility of Scientist officer deployments, and an effort to highlight different deployment opportunities for officers to deploy. The RR&R Subcommittee is requesting Scientist officers that have recently had an Agency or OFRD sponsored deployment to submit a short write-up, describing their role and experiences during their deployment. There write-ups will be submitted to the SCIPAC newsletter.

SciPAC Implementation of the Pharm-PAC "PACE" Program. In Spring 2014, the Surgeon General promulgated a memo informing the PHS Corps that the President's Challenge was being eliminated (in 2015) as a means of satisfying an officer's annual physical fitness test. As a means of motivating officers to complete an APFT, the Pharm-PAC has created a program they termed "PACE" (PHS APFT Certificate of Excellence) The "PACE" program motivates officers to complete the APFT by presenting an officer who a) completes an APFT for the first time b) increases their APFT level (i.e. level 1 to level 2; level 2 to level 4) or c) achieves level 4 on their APFT) a certificate signed by their CPO, and the Deputy Surgeon General. A Cross Category Readiness Working Group (of which the SCIPAC is a member) recommended implementing this program to the other categories. With the SCIPAC PAC chair's approval, RR&R is currently drafting an "PACE" implementation plan for our category. Once the program is implemented, RR&R will be responsible for its maintenance (verifying names



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submitted for recognition meet the criteria, and submitting the verified names forward for the certificate creation.

Impact:

The RRR subcommittee provided the larger SciPAC with information and assistance related to basic readiness status. In addition, we provided assistance to DCCPR through our efforts to assist with the backlog of assisting applicants. We also provided a significant number of hours in direct recruiting efforts that hopefully resulted in the successful recruitment of new PHS officers. Finally, our efforts to assist officers who requested help as a result of our notification that they were newly not-basic-ready resulted in many officers reporting that they were now basic ready. It is our hope that the efforts of the RRR subcommittee will manifest themselves in improved readiness numbers in future month readiness estimates.

Recommendations:

- 1) Continue to track and report officer readiness statistics.
- 2) Continue to contact, and offer assistance to officers who do not meet basic readiness standards
- 3) Continue to improve Scientist officer deployment visibility by means of “officer vignettes”
- 4) Implement and maintain the Pharm-PAC “PACE” program, as an incentive program.

RULES AND MEMBERSHIP

Chair: CDR Nisha Robbins

Co-Chair: CDR Ryan Novak

Mission:

Shall be responsible for discussing issues relevant to operating procedures for the SciPAC; to handle and recommend to the SciPAC actions necessary for smooth administrative operation; and to evaluate and make recommendations on those issues that may arise which do not fit the responsibilities of the other standing subcommittees.

Major Duties:

- SciPAC Charter and SOP review
- SciPAC Subcommittee SOP annual updates
- SciPAC New Voting Member Nomination Process

Accomplishments & Impact:

- The requirement for a tri-annual revision of the SciPAC Charter mandated that the Rules and Membership subcommittee conduct a formal review of the Charter. In December 2013, using the PAC Charter Model as a guide, sections of the current SciPAC Charter were assigned to the subcommittee members who provided edits and suggestions. The Rules and Membership Chair compiled all of the comments and suggested edits into one document and presented the suggested revisions to the PAC Chair in February 2014. In April 2014, the Executive Board was presented with the PAC Charter Model, the current SciPAC Charter, and the suggested changes to the Charter. Over the course of three



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Executive Board meetings, the revised SciPAC Charter was discussed and voted upon by the Executive Board.

- In July 2014, the finalized version of the revised SciPAC Charter was submitted to the Chief Professional Officer for consideration.
- Subcommittee Chairs/co-Chairs were requested to review and revise their SOPs as necessary; the Rules and Membership SOPs were reviewed and no updates were made. Updated SOPs will be archived for member access on the SciPAC website.
- In April 2014, the Rules and Membership Chair reviewed the current membership and identified the number of slots available for prospective voting membership. The self-nomination form was edited and the formal call for voting member nominations was submitted via the USPHS list-serv.
- During April and May 2014, the Rules and Membership Chair compiled the applicants' self-nomination packet; requested supporting data from the SciPAC Executive Secretary (SciPAC call attendance) and SciPAC Recruitment, Readiness, and Retention Subcommittee (Basic Readiness); scheduled a May Rules and Membership subcommittee meeting, and distributed the self-nomination packets to the subcommittee members for rankings. Prior to the May teleconference, the Chair compiled the rankings and distributed to subcommittee members.
- On May 16, 2014, the Rules and Membership subcommittee met by teleconference to discuss each of the applicants, review the ratio of Jr/Sr officers and agency distribution, ultimately and unanimously selecting six officers to recommend for voting membership; a nomination package was subsequently prepared and submitted to CPO for consideration on June 10, 2014.
- On August 4, 2014 the OSG approved the six officers for SciPAC Voting Membership, and the Rules and Membership Chair notified each officer individually to inform of their selection and welcome them to the PAC. Officers whom were not selected were also notified of the decision, and feedback from the Rules and Membership subcommittee was provided regarding areas where the Officer could increase their support of the PAC.

Recommendations:

- Conduct a formal review of the SciPAC SOPs during the 2014-2015 term.
- Consider reviewing and revising the process for the selection of voting members.

CAREER DEVELOPMENT

Chair: CDR Mike Smith

Co-Chair: CDR Alfredo Sancho

Co-Chair: LCDR Zewditu (Zewde) Demissie

Purpose: Responsible for advising SciPAC on issues affecting Commissioned Corps Scientists career progression, assignments, evaluations and promotions. Responsibilities include: CV Review of promotion eligible Scientists, Scientist Handbook review and upkeep, Position Classification (Billets), Promotion Advice, Performance Evaluation (COERS) advice, Pay and Allowances guidance, Training (Long and Short Term)



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Accomplishments:

- Recruited 21 CAPTs and 31 CDRs as volunteers of the CV Review Team. A total of 47 CVs were reviewed for officers who were eligible for promotion in 2014.
- Reviewed and approved the following sections of the SciPAC Handbook: “Uniforms,” “Mentoring,” “Awards,” “COA Involvement,” and “Promotion.” These sections were submitted to the Website Subcommittee.
- The SciPAC Handbook Team members updated the “OBC” section of the handbook and the Awards PowerPoint. These items are under review by the Subcommittee leadership.
- Revised “The 2014 Top Tips for Scientist Officers entering the PHS.” This document should be reviewed on an annual basis.
- Coordinated a training session after the November SciPAC call from CDR Mary McCormick, the Promotions Coordinator at the Division of Commissioned Corps Personnel & Readiness entitled, “Preparing for Promotion Success.”
- Coordinated a training session after the March SciPAC call from John McElligott (Col. Ret.), COA Deputy Executive Director, on current issues affecting the Commissioned Corps.
- Coordinated a training session after the June SciPAC call from CDR Dean Trombley, Officer Mid-level Course Program Manager, on the Officer Mid-level Course.
- Coordinated a training session after the July SciPAC call from LCDR Kyle Lyons, Division of Commissioned Corps Personnel and Readiness, on updates to the uniforms.
- Coordinated a training session after the August SciPAC call from CAPT Shelley Hoogstraten-Miller and CDR Evan Shukan, The Executive Directors of the Public Health Service Athletics (also known as The Surgeon General's Fitness Team), on the Surgeon General's fitness initiative.
- Members of the SciPAC OBC Team attended Open Houses and OBC graduation ceremonies and presented letters and Scientist category coins to new Scientist officers.
- Revised Curriculum Vitae (CV) Guidelines were posted on the SciPAC website under Career Development subpage: <http://usphssciantist.org/careerdev.htm>.
- Updated and revised Standard Operating Procedures.
- Proposed changes to the Career Development pages on the SciPAC Website.
- Generated surveys regarding the CV format and CV review process. These surveys will be distributed through the SciPAC listserv and will be open for several weeks. All scientists will be encouraged to take these surveys.

Recommendations: None submitted.

WEBSITE

Chair: CDR Tegan Boehmer

Co-Chair: CDR Jacqueline Sram

Mission:

To provide useful and up-to-date information to USPHS Scientist Officers and increase the visibility of the USPHS Scientist Category within the Commissioned Corps and to the general public via the SciPAC website.



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Major Duties:

The major duty of the SciPAC Website Subcommittee is to maintain the USPHS Scientist Category website, ensuring that information of interest to USPHS Scientist Officers is readily available, useful, and up-to-date. In addition, during the 2013–2014 operational year, the SciPAC Website Subcommittee continued the task of developing a new website using a content management system (CMS) that will be easier to update and maintain. The specific goals of the Website Subcommittee during the 2013–2014 operational year were to:

- Keep the Scientist Category website up-to-date and ensure that the information on the website is relevant and accurate
- Complete the transition of the current HTML-based website to a CMS platform
- Increase the capacity of SciPAC Website Subcommittee members to update website content using the selected CMS (i.e., WordPress)

Accomplishments:

The accomplishments of the Website Subcommittee during the 2013–2014 operational year included the following:

- Fulfilled approximately 20 requests to update content on the current website, including compiling newsletter viewing statistics for the Visibility Subcommittee.
- Represented SciPAC on all-category calls regarding possible relocation of category websites to a government-sponsored server (e.g., CCMIS website).
- Reviewed and provided feedback on the Charter for the proposed cross-category Information Technology Professional Advisory Committee (IT PAC).
- Coordinated with all SciPAC Subcommittee Chairs and Co-Chairs to develop and edit content for new subcommittee webpages on the new website.
- Collaborated with Health Services Officer (HSO) Information Technology Professional Advisory Group (ITPAG) to design and develop the new website, specifically we:
 - o Researched and selected a new web hosting company (i.e., GoDaddy) due to the closure of the current web hosting company;
 - o Selected and modified a WordPress template to use for the new website;
 - o Determined an effective process for submitting, reviewing, revising, and finalizing review each webpage on the new website;
 - o Developed and finalized 46 unique pages for the new website;
 - o Redirected the current website to the new hosting provider;
 - o Transitioned the development website to the SciPAC website URL: www.usphs-scientist.org.
- Collaborated with the Visibility Subcommittee to design a new graphic for the website banner.
- Resized photographs from the current website to a smaller file size for more efficient loading on the new website.
- Uploaded approximately 90 documents and 30 photographs to the new CMS system for posting on the new website.
- Logged approximately 200 hours of time in developing, editing, and reviewing the content for the new website. In addition, the HSO ITPAG logged approximately 160 hours of time.
- Launched the new SciPAC website in mid-August 2014.



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Impact:

The SciPAC website is a valuable resource for USPHS Scientist Officers and provides information and guidance for persons interested in the Commissioned Corps and health science careers. The SciPAC website is used by the Scientist Category to promote the work of Scientist Officers. During September 2013–June 2014 the SciPAC website averaged 13,000 visits per month. The newly developed SciPAC website will be easier for visitors to navigate and find useful information and will be easier for the SciPAC website subcommittee to maintain and update in a timely manner. Hopefully these improvements will result in more frequent and productive use of the SciPAC website by Scientist Officers.

Recommendations:

The following recommendations are made based on the experience of the Website Subcommittee during the 2013–2014 operational year:

- Verify and finalize the transition of the new SciPAC website.
- Provide training to selected Website Subcommittee members on how to update website content using WordPress, the selected CMS for the new website.
- Establish and implement a revised standard operating procedure for receiving, making, and reviewing changes to the SciPAC website content.
- Maintain ongoing communication and collaboration with the HSO ITPAG technical consultants as the Website Subcommittee members learn to maintain the new SciPAC website.

SCIENCE

Chair: LCDR Robin Toblin

Co-Chair: CDR Jennifer Thomas

Mission:

This mission of the Science Subcommittee (SC) is to highlight the importance of science in the U.S. Public Health Service Scientist Category.

Major Duties:

The major duties for this subcommittee include:

- 1) Documenting scientific accomplishments involving Scientist officers.
- 2) Collaborating with other subcommittees to ensure we educate the Commissioned Corps, OFRD, and DHHS about the skills and expertise within our category.
- 3) Providing opportunities for Scientist officers to discuss cutting edge science, public health issues and their impact on the mission of the Corps.
- 4) Disseminating relevant scientific publications to the SciPAC that may have specific relevance to the Corps.
- 5) Informing the response of the SciPAC Executive Board and CPO when they are called upon to engage with the Surgeon General's office on issues of science in public health.
- 6) Supporting other SciPAC subcommittees in efforts to increase visibility of Scientist officers.



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Accomplishments and Associated Impacts:

The accomplishments for the subcommittee include

- 1) Development of a team lead system to ensure dedicated leadership for each activity of the subcommittee: Bibliography, Journal Club, National Prevention Strategy, Science and Practice, SOP, Web
 - a. Impact: Ensured more activities were pursued and completed in a timely fashion and gave leadership roles to more officers
- 2) Nearly doubled in size of membership from 19 officers to 37
 - a. Impact: Gave more opportunities for involvement for Scientist Officers
- 3) Created two new activities – Journal Club (JC) and Science & Practice (S&P) Series
 - a. Impact: These activities gave scientists a regular opportunity to engage collaboratively in scientific findings and scientific professional development, which was previously only given during Category Day.
- 4) Hosted 3 sessions of the Journal Club with an attendance of 10-15 officers at each seminar
 - a. Impact: A subject matter expert from our category helped select and then analyze an article for attendees reflecting National Prevention Strategy Priority Areas. Then, participants discussed the implications of each article. Topics included, a case study of an infant HIV patient, mental health triage of victims of a terrorist event, and injuries within the recreational setting of the National Parks
- 5) Hosted 4 sessions of the Science & Practice Series with an attendance of two to over 30 participants at each
 - a. Impact: The sessions aimed to provide brief training on topics required of Scientist officers despite lack of formal training in graduate school. Topics included: writing grants, conducting peer review of journal articles, conducting a needs assessment, and understanding how HHS agencies approach health disparities among minorities
- 6) Completed the final National Prevention Strategy (NPS) articles for the Scientist Newsletter
 - a. Impact: These articles gave Scientist officers a sense of how their fellow Scientists were promoting the NPS
- 7) Completed information gathering for a manuscript for a commentary to be submitted to Am J Public Health regarding Scientists' roles in executing the National Prevention Strategy and received approval to proceed from CDR Frazer, CAPT Sanders and LCDR Migliaccio (Public Information Officer for PHS) as well as a positive email from the editor of Am J Public Health
 - a. Impact: This article has the potential to bring national attention to PHS and Scientist officers by publishing our work activities that reflect the goals of the NPS in the flagship journal of the American Public Health Association.
- 8) Collaborated with the Website SC to develop content for three Science SC-related web pages: the Science SC page, the NPS page, and the Scientist Officer Publication List page
 - a. Impact: Ensure officers and others examining our website can learn about the activities of the Science Subcommittee



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- 9) Created new subcommittee-driven process of collecting publications/presentations to be consolidated in a singular EndNote file demonstrating breadth of scientific work of officers
 - a. Impact: Took burden off the officer and gave it to the subcommittee to ensure a greater participation of officers – received submissions from 2/3 of Scientist officers for over 1500 publications and presentations documented. Also ensured information is in a usable format that is easy to read and identify various types of work. The PAC leadership will be able to use this information to demonstrate to PHS leadership the critical importance of our officers.
- 10) Reviewed, updated, and finalized Science Subcommittee Standard Operating Procedure (SOP)
 - a. Impact: The Science Subcommittee is a relatively new committee and its mission and activities has been a work in progress. This is the first update of the SOP since its initial implementation in 2011 of the Science Subcommittee. This revised SOP better reflects, and more directly aligns with, the current structure, activities and goals of the subcommittee.

Recommendations:

- Continue team system and retain all six teams, each with a lead
- Consider reducing the size of the committee based on needs this year by getting recommendations from current team leads
- The Bibliography team should develop a series of rules of what to include in the list, how to ensure data entry is consistent, and how and when future publications/presentations will be collected and added to the list
- The Bibliography team should create a list of metrics of scientist accomplishments once the first list is completed (for example, # of peer-reviewed publications, # of book chapters)
- The Journal Club and Science & Practice Series should line all speakers and dates within the first two months of the operational year to prevent not having enough speakers or conflicts with dates
- The National Prevention Strategy team should continue working on the manuscript and submit within the year as well as clarify the clearance process for this submission. Team members who wish to continue working on this task be encouraged to do so.
- The SOP team should follow this year's model and begin their review in late winter or early spring to ensure timely completion of SOP before the end of the year
- The Web team should ensure pages are updated and accurate when the new website launches and as the year progresses

AWARDS

Chair: LCDR Charlene Maddox

Co-Chair: CDR Jennifer Bodart

Mission:

To coordinate the distribution of information, solicitation of nominations, selection of recipients and the awards presentations of all SciPAC awards including the Derek Dunn Memorial Senior



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Scientist of the Year, Junior Scientist of the Year, Scientist Responder of the Year and Retiring Distinguished Scientist Service Awards.

Major Duties:

1. Prepare and schedule annual nominations for the Scientist the Responder of the Year Award, as well as the Junior and Senior Scientist of the Year Awards. Develop draft example award write-ups and evaluation criteria for scientist award nominations. Distribute reminders regarding annual awards notices to SciPAC members.
2. Coordinate the award nomination process for the Scientist Responder of the Year Award so the recipient's name is submitted to the Director of Force Readiness and Deployment (OFRD) by December 1st for consideration for the USPHS Responder of the Year Award. Assist the Chief Professional Officer (CPO) in his/her submission to the Director of OFRD. Assistance may include, but is not limited to, drafting a nomination letter to the Director of OFRD detailing the recipient's accomplishments and rationale for consideration for the USPHS Responder of the Year Award. Ensure that the recipient of the Scientist Responder of the Year Award is presented with a plaque during Category Day at the annual USPHS Scientific and Training Symposium.
3. Coordinate the award nomination process for both the Junior and Senior Scientist of the Year Awards to ensure that recipients are presented with a plaque during Category Day at the annual USPHS Scientific and Training Symposium.
4. Draft an awards briefing summarizing the accomplishments of each awardee, i.e., the Scientist Responder of the Year, Junior Scientist of the Year, and Senior Scientist of the Year, for use by the SciPAC Chair and/or CPO during Category Day at the annual USPHS Scientific and Training Symposium. In addition, provide name of the awards recipients to the Category Day Chair for use in the USPHS Scientific and Training Brochure.
5. Recommend scientist officers for the CPO's approval to serve on the judging committee; provide guidance and nominee ranking criteria to assist the confirmed members of the judging committee in their judging duties; evaluate nominee award packets, including basic readiness requirements, to ensure that they meet the criteria for the submitted awards before sending them to the judges for review and rankings; advise SciPAC on ways to pro-actively encourage supervisors to nominate Scientist Officers for awards.
6. Rate each nomination and average all ranked nominees; as permitted, discuss and comment on nominee rankings prior to selecting final nominations for each award.
7. Forward Judging Committee's nominations and justifications for each award to the CPO for approval and confirmation.
8. Solicit pictures and bios from each awardee for publication on SciPAC's website and Newsletter.
9. Update the Awards Subcommittee's Standard Operating Procedures.
10. Update the Awards Subcommittee's webpage on the SciPAC website.
11. Order awards plaques in time for Category Day at the USPHS Scientific and Training Symposium.

Accomplishments:

1. Revised the Nomination Cover Sheet for all three SciPAC awards.



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2. Verified basic readiness of nominees for all three SciPAC awards. Requested a screenshot of nominee's basic readiness status for inclusion in the nomination packet.
3. Selected awardees for all three SciPAC awards.
4. Submitted awardee's pictures and bios to the SciPAC Website Subcommittee and the Scientist Newsletter for publication.
5. Ordered awards plaques for all three SciPAC awards.
6. Worked with the SciPAC Website Subcommittee to update the Awards Subcommittee webpage.
7. Determined that SciPAC voting members are eligible for a Special Assignment Awards (SAA) at the close of their term. During his/her term, the SciPAC Chair will prepare a memo detailing those officers who have completed their service to the PAC that will be submitted to the CPO for approval.
8. Continuing to update the Awards SOPs detailing those functions required by the Subcommittee as well as supporting documents such as, scoring sheets, nomination forms, etc. for use by the incoming Chair.

Impact:

1. Improved the awards nomination process by incorporating basic readiness status as a component of awards submissions.

Recommendations:

1. Continue to update the Awards Subcommittee SOPs with the incoming Awards Subcommittee Chair.
2. Ensure that the Awards Subcommittee's SOPs are consistent with the SciPAC Charter and other governing documents.
3. Devise an awards process for handling awards submissions to the SciPAC Chair and/or CPO.
4. Post nominations forms for all three SciPAC awards on the SciPAC website.

MENTORING

Chair: CDR Matt Breiding

Co-Chair: CDR Bryan Davidson

Mission:

The mission of the SciPAC Mentoring Program is to provide the opportunity to all officers of the Scientist Category to achieve their full professional potential by benefiting from being mentored by a senior officer.

Major Duties:

The program will achieve its mission by:

- Providing support and services to all mentors and mentees.
- Promoting the program.
- Keeping records of the matched pairs and providing recognition to those involved.
- Monitoring the success of the program and making any necessary changes.



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Accomplishments:

- Developed SciPAC Mentor/Mentee Matching Procedures to define the roles and responsibilities of team members and to assist with proper tracking and filing of all documentation related to mentor requests, mentor volunteers, mentor/mentee matches, mentorship agreements, and mentor and mentee applications.
- Developed a proposal requesting acknowledgement for participation in the SciPAC Mentoring Program – the proposal was accepted and starting in 2014 mentors will be acknowledged in a letter from the CPO
- Developed a matching database – For several years the Subcommittee has been focused on developing an interactive database that can be used to assist with mentor/mentee matches. However, activities in this area have lagged due to privacy concerns and lack of a website to house the database. The Matching Team took initiative to develop an interim database that can be used to track agreements, store officer data from mentor/mentee applications as well as other information needed to assist the team with track relationships and making matches quicker. The database will also assist the team with developing monthly reports, annual reports of program activity, and will enable team members to quickly analyze of the program over time and identify program gaps.
- Received generally positive feedback from SciPAC Executive Board regarding Mentor of the Year proposal that had been completed under previous Mentoring Subcommittee Leadership
- Developed and drafted a SciPAC mentoring guidebook
 - Reviewed general and PHS mentoring resources to determine if there was material that we should incorporate into the SciPAC mentoring guidebook.
 - Developed a sketch for the SciPAC mentoring guidebook that was reviewed and approved by the Committee Co-Chairs.
 - Developed a draft of the SciPAC mentoring guidebook. This process included rounds of review and editing.
 - The final draft of the Mentoring Guidebook was sent to the Committee Co-Chairs for review.
 - Team Lead met with the Committee Co-Chairs to discuss additional edits.
 - Team Lead and Committee Chairs are working to finalize the Mentoring Guidebook for leadership review.
- Worked with SciPAC Website Subcommittee to update SciPAC Mentoring web pages.

Impact:

- 55 Agreements that were active at any point between 1SEP2013 and 31JUL2014
 - 40 Mentors in an active mentorship agreement – see Attachment A (list of officer names for CPO recognition)
- From September 1, 2013 through July 31, 2014:
 - Processed 21 applications from officers requesting to serve as a mentor
 - Processed 13 on applications from officers requesting to be paired with a mentor
 - Facilitated 16 mentor/mentee matches
 - Processed 19 new mentorship agreements
 - Processed 11 mentorship agreements renewals



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- Mentoring Guidebook, once completed and disseminated, will benefit future mentors and mentees by enhancing the tools they have for this important professional relationship

Recommendations:

Potential Activities for 2014-2015:

- Review and update SciPAC Mentor/Mentee Matching Procedures – the procedures are new so the team plans to review the procedures and make updates as needed
- Develop guidelines for use of the matching database
- Increase the number of mentors with a mentor application on file
- Increase the number of matches with an active mentorship agreement on file
- Address feedback from SciPAC Executive Board and Awards Subcommittee in order to finalize Mentor of the Year proposal
- Send Mentoring Guidebook to SciPAC Executive Board for review

CATEGORY DAY

Chair: CDR Mark Clayton

Co-Chair: CDR Tony Satterfield

Mission: To design, plan and implement Scientist Category Day for the USPHS annual Scientific and Training Symposium.

Major Duties:

- Preparing the agenda for the Scientist Category Day.
- Providing all necessary logistical support for carrying out Category Day.
- Selecting a theme for Category day that will elicit topics of current scientific interest.
- Soliciting for abstracts from Scientists Officers and systematically reviewing each to select the highest quality abstracts for presentation during Category Day.
- Recruit a Keynote Speaker to support the theme of the Symposium and Category Day agenda.
- Providing detailed information regarding relevant USPHS Symposium events.
- Organizing and advertising for a post-Category Day Scientist Officer social event.

Accomplishments:

- Successfully developed, organized and implemented a diverse and scientifically relevant agenda for Scientist Category Day at the 2014 USPHS Symposium which was held in Raleigh, NC.
 - Solicited for and reviewed 10 abstracts submitted by Scientist officers to present during Category Day.
 - Developed an agenda that reflected the diverse and substantial contributions of Scientist officers, including:
 - Suicide Prevention in Military Special Operations Revealed
 - Psychological First Aid Response to Washington Navy Yard Shooting
 - U.S. Northern Command International Health Diplomacy Initiative
 - Using Public Data to Inform U.S. Health Workforce Policies



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- Timing of Vitamin D Sample Collection during Pregnancy and its Association with Preterm Birth among Black Women
- Using Innovative Technology to Develop an HIV and Sexually Transmitted Infections Motion Comic for Young People Ages 15-24.
- Prevention through Active Community Engagement (PACE) Program: FY14 Update and SciPAC Category Day Networking Success Story
- Scientist Officer Career Track and Progression Panel: Policy Analysis
 - The agenda also included a keynote speaker, Dr. Jeffrey Engel, Executive Director for the Council of State and Territorial Epidemiologists (CSTE), examined the Affordable Care Act (ACA) and the broader topic of health care reform.
- Planned and advertised for a Scientist Category Day Social following the completion of the Category Day program at the symposium, which was held at the Boylan Bridge Brewpub in Raleigh, NC.

Impact:

- 22 Scientist officers actively participated in the 2014 Category Day Subcommittee, providing each with extensive opportunities to contribute to the SciPAC, as well as to their own professional development as PHS officers
 - a. This represented a 57% increase in subcommittee size from the previous year
 - b. In addition to the Chair and Co-Chair, 6 Subcommittee members received extensive leadership experience by serving as Workgroup Leads
 - c. 3 Subcommittee members additionally received professional experience by contributing as Category Day Moderators and Logistics Coordinators
- 10 Scientist officers demonstrated outstanding officership while also receiving professional development and experience by serving as speakers and/or panelists for Category Day
- 30 Scientist officers attended the SciPAC Category Day social held that evening, facilitating camaraderie among fellow Scientist officers and additional networking opportunities in a casual setting
- 22 Scientist officers received official Thank You letters for their service, providing these officers with support for their activities and participation in their eOPF and motivation to continue contributing to the subcommittee in the future, as evidenced by the high retention rate of 81% of prior Category Day subcommittee members.

Recommendations:

- Workgroup leads should be established as soon as possible, and each lead should draft a timeline for their expected duties; this is critical since establishing the Category Day agenda is time-sensitive with several deadlines that start as early as October during the year prior to the Symposium.
- Keynote speaker(s) should be identified as early as possible, as individuals who are typically sought after for this role often have engagements booked fairly far out.
- In addition to day-of moderators and logistics coordinators, at least two officers who are not in leadership or speaking roles during Category Day should be designated as being



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responsible for taking photos during all day-of activities, including of each speaker/session, the entire group of attendees, and if possible, the social held after.

- As financial constraints continue to impact travel funds and the ability for officers to commit to attend the Symposium, back-ups for each critical role during the conference should be assigned whenever possible, including those overseeing day-of logistics, agenda moderators, and presenters/speakers/panelists.

C. LIAISON REPORTS

COF Report: CDR Danice Eaton

- As of August 1, 2013, the SciPAC account balance was \$2309.85 and there was an inventory of 277 coins and 31 t-shirts (sizes: 0 XL, 7 L, 17 M, 7 S).
- As of August 15, 2014, the SciPAC account balance was \$1776.27 and there was an inventory of 231 coins and 19 of the new royal blue performance t-shirts (16 XL, 3 L) and 8 of the old white cotton t-shirts (sizes: 0 XL, 3 L, 4 M, 1 S).
- During the 2013-2014 fiscal year, the total income was \$949.53 and the total expenses was \$1457.21. Expenses included the purchase of 50 royal blue performance t-shirts, at a cost of \$785.46.
- A total of 46 coins, 9 old white cotton t-shirts, 31 new royal blue performance t-shirts were sold or donated. (14 old white cotton t-shirts were discarded due to stains).

COA Liaison Report: CAPT Sara Newman

Mission: To keep the Scientists informed of major and emerging issues that the Commissioned Officers Association is managing that impact their career in the Corps and to elicit input from the Scientists to ensure the Scientists' needs are met at the national level.

Major Duties:

- Serve as a member of the Board of Directors of National COA and attend all meetings
- Provide updates to the Scientists at SciPAC meetings or as needed to ensure our category is informed of critical issues that impact the Corps
- Elicit input from our Scientists category on issues that may require action at the national level by COA
- Encourage Scientists to participate as a committee member on one of the National COA committees.

Accomplishments:

- Provided our category with monthly updates on critical issues facing the Corps that the COA has been addressing at the national level to ensure our category is well informed
- Invited the Executive Director of COA to give an update to the Scientists on major issues and future endeavors that impact that Corps.
- Offered information and opportunities for our Scientist to become more actively involved in the COA at the national level



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Impact:

- Keeps our Scientists category well informed of critical issues that impact their careers and allows them to take advantage of benefits and opportunities which are due to them as active duty members of the uniformed service.
- Ensures our Scientists have a voice at the table on issues that impact our category and our future in the Corps.

Recommendations:

- We have had excellent support from the SciPAC CPO and SciPAC Chair for this liaison role and I would recommend that this support continues to provide our Scientists the opportunity to have a voice in their future as a uniformed service

JOAG Liaison: LCDR Qiao Bobo

The JOAG Liaison is a junior Scientist Officer and voting member of JOAG who is selected by JOAG to serve as a liaison to the Scientist PAC.

Major Duties:

The duties of the JOAG Liaison include representing the interests of Scientist Officers to JOAG, regularly attending both JOAG and SciPAC meetings, and reporting back to each respective group.

Accomplishments:

Junior scientist officers have accomplished a lot in JOAG although it is difficult to single them out from other categories. Below are one JOAG related and one DC-COA related activity that I know are led by scientist officers (some are co-led with other officers).

JOAG Related:

Journeyman Speaker Series subcommittee (JOAG Professional Development Committee co-chaired by LCDR Qiao Bobo and LCDR Garza) currently led by LT Cara Halldin and LT Avena Russell provides bi-monthly presentations related to professional development of junior officers. LT Halldin and LCDR Bobo are scientist officers.

Non-JOAG related:

Twenty five USPHS Commissioned Corps officers, representing six categories and five agencies, volunteered at the 2014 USA Science & Engineering Festival, the country's largest science festival to raise awareness of the importance of science and engineering for public health. The event was sponsored by DC-COA, and led by scientist officer LCDR Ted Garnett with 6 volunteer scientist officers participating (LT Tyann Blessington, LCDR Qiao Bobo, CDR Chekesha S. Clingman, CDR Minglei Cui, LCDR Ruiqing Pamboukian, LT Nancy Tian).

Impact:

The Journeyman Speaker Series Seminars provides training to junior officers on professional development topics such as promotion, award writing, proper uniform wear, deployment experience sharing, time management. The USPHS booth (led by scientist officer LCDR Ted Garnett) at the 2014 USA Science & Engineering Festival, the country's largest science festival



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(325,000 visitors) raised awareness of the importance of science and engineering for public health, and promote the USPHS Commissioned Corps.

Psychology Professional Advisory Group (PsyPAG) Liaison: CDR Anne Dobbmeyer

Mission:

The PsyPAG mission is to consider discipline-specific professional issues and advise the Surgeon General through the HS PAC and SciPAC and Chief Professional Officers of the Health Services and Scientist Categories regarding such issues.

Major Duties:

The PsyPAG liaison, a role filled by CDR Anne Dobbmeyer from January-December 2014, serves to communicate information between SciPAC and PsyPAG. The liaison attends meetings, reports major events/activities, and assists with the coordination of projects related to both groups.

Accomplishments and Impact:

In FY2014, PsyPAG's accomplishments and impact have included:

- PsyPAG held bi-monthly teleconferences for one hour. Meetings include a featured speaker describing their work in PHS, as well as reports from the Executive Committee and committee chairs regarding the work of their groups and on opportunities for participation. **Impact:** Regular meetings allowed PsyPAG members to communicate information, plan and conduct business, and support professional development.
- The PsyPAG Psychologist Speaker Series featured a number of interesting presentations, including: CAPT Jeffrey Coady (SAMHSA regional administrator position responsibilities); CDR Michael Franks (DoD substance abuse programs and DSM-5 changes); LCDR Heidi Daniels (integration of behavioral health services into DoD primary care); and CDR Beckstead (awards).
- PsyPAG formed a Senior Leader Advisory panel, comprised of O-6 psychologists, to advise the PsyPAG Executive Leadership team on a variety of issues. This panel meets bimonthly with the PsyPAG Executive Leadership team. **Impact:** Senior psychology leadership has opportunity to guide and influence the current PsyPAG leadership.
- PsyPAG maintains an active listserv and recently updated the PsyPAG website: <http://usphs-hso.org/?q=pags/psypag> **Impact:** These efforts have broadened awareness of the breadth of roles that psychologists serve.
- The HSPAC and SciPAC liaisons represented PsyPAG through monthly teleconferences and other meetings, as necessary, throughout the year. **Impact:** Ensured that areas of interest and concern to psychologists were identified and discussed.
- PsyPAG administered its annual awards program, selecting psychologists for the Senior Career and Early Career Achievement Awards. **Impact:** Maintaining a robust awards program fosters professional development and morale within Corps psychologists.
- The PsyPAG PACE SIG has partnered with the PACE curriculum development workgroup to assist with 1) Developing standardized lesson plans on a variety of common mental health and psychological wellbeing topics that can be easily adapted and delivered by any PHS officer; 2) Developing a list of common mental health, psychological wellbeing events/activities, that are recurring and/or consistent across the



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country that might be PACE venues; 3) Developing a list of civic organizations in most cities that officers might partner with for PACE activities. **Impact:** Presentation curricula on 6 topics are in development and will be available for Corps officers to deliver to various audiences in their local communities as part of the PACE program.

- PsyPAG bylaws were modified and approved in Dec 2013. Modified bylaws permit a Committee Chair to serve beyond a single year if reappointed to the position. In July 2014, we began conducting a formal review of PsyPAG Bylaws to ensure ongoing sufficiency. **Impact:** Allowing committee chairs to serve more than one term improves the organization's ability to maintain continuity in initiatives over time.
- PsyPAG initiated a Special Interest Group (SIG) for officers interested in prescription privileges for psychologists. The SIG conducted monthly meetings and created a Google Drive account as a common resource point for PEP (Psychopharmacology Examination for Psychologists) study materials, as well as for other resources needed for supervised practice and licensure application. The SIG has also started gathering information regarding the differences between states for licensure, as well as credentialing information across agencies. **Impact:** Since creation, one officer already utilized the study preparation materials to pass the licensure exam. Sixteen officers are participating in the listserv and/or teleconferences.
- The Professional Development Committee disseminated a weekly job posting list that included positions to which PHS psychologists could apply. **Impact:** The job postings list has provided essential information about job opportunities to psychologists, particularly those impacted by the recent decrease in number of billets under the DoD MOA.
- The Recruitment and Retention Committee implemented, in conjunction with DCCPR, the Academic Collaboration recruitment model. This model included soliciting current PHS psychologists to reach out to academic institutions with information about opportunities that exist within PHS with a recruiting aim. Requests for additional information and/or a presentation were encouraged. **Impact:** Twelve academic institutions were contacted in this model in 2013.
- The Research and Conference committee has continued to maintain a psychologist Curriculum Vitae (CV) highlighting recent publications and presentations. **Impact:** The PsyPAG CV helps demonstrate utilization and professional development in both clinical and research work. PsyPAG members currently have 9 journal articles and 14 book chapters "in press;" 8 journal articles were published in 2013.
- Research and Conference committee provided timely notification update of available conferences and abstract submission deadlines of conferences/symposiums. **Impact:** Supported the professional development and career progression/achievement of Corps psychologists.
- The ABPP Support Group, a subcommittee of the Professional Development Committee, met on a monthly basis to discuss issues related to the process of board certification. Mentors were assigned to interested parties. **Impact:** Since January 2014, the group has provided guidance to 6 psychologists working on board certification. Two additional officers have submitted their applications for board certification.



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Recommendations:

We encourage the continued support of the PsyPAG-SciPAC liaison position. The position continues to serve as an important mechanism for psychologists and other Scientists to collaborate and communicate.

D. CONCLUSION

The Scientist PAC continues to serve the Category through mentorship and career development, but also by educating officers through activities, the SciPAC monthly calls, and through networking. This year the Category evidenced an all-time high level of participation across all PAC initiatives. Through these completed and on-going activities, each officer gained a better understanding of the Category's work, role, and impact within the context of the USPHS Commissioned Corp. As a whole, the activities will demonstrate the integral force and scientific impacts the Scientist Category brings to the USPHS Commissioned Corp.

Respectfully submitted October 2014

CDR Nicole Frazer
Scientist PAC Chair 2013-2014
U.S. Public Health Service

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SciPAC Subcommittee Membership and other SciPAC Service Recognition

Visibility:

Rank	Name	Agency
LCDR	Loren Rodgers Chair	CDC
LCDR	Seth Green Co-Chair	DoD
CAPT	Christine Bennally	IHS
CDR	Karon Abe	CDC
CDR	Mark Clayton	DoD
CDR	Minglei Cui	FDA
CAPT	Sally Hu	NIH
CDR	David Laird	FDA
CAPT	Margaret Riggs	CDC
CDR	Andrea Sharma	CDC
CDR	Michael Smith	FDA
CDR	Robert Williams	CDC
CDR	Fei Xu	FDA
CDR	Fuyuen Yip	CDC
CDR	Yi Zhang	FDA
LCDR	Danielle Barradas	CDC
LCDR	Neill Bonzagni	FDA
LCDR	Renee Calanan	CDC
LCDR	Dianna Carroll	CDC
LCDR	Jessica Cole	FDA
LCDR	Shane Davis	CDC
LCDR	Deborah Dee	CDC
LCDR	Amy Freeland	CDC
LCDR	Ted Garnett	FDA
LCDR	Yoran Grant-Greene	CDC
LCDR	Shalon Irving	CDC
LCDR	Mark Miller	NIH



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LCDR	Erin Nichols	CDC
LCDR	Rashid Njai	CDC
LCDR	Erika Odom	CDC
LCDR	Ruiqing Pamboukian	FDA
LCDR	Anne Purfield	CDC
LCDR	Luz Rivera	FDA
LCDR	Lana Rossiter	FDA
LCDR	Scott Steffen	FDA
LCDR	Nadra Tyus	HRSA
LCDR	Sara Vagi	CDC
LCDR	Eric Zhou	NIH
LT	Erica Fitzgerald	BoP
LT	Andrea Gonzalez	SAMHSA
LT	Cara Halldin	CDC
LT	Andrew Hickey	DHS
LT	Jonathon Leshin	EPA
LT	Shiny Mathews	FDA
LT	Oliver Ou	USDA
LT	John Pesce	NIH
LT	Shondelle Wilson-Frederick	OS/OASH

Policy Review:

Rank	Name	Agency
CDR	Jeremy Wally Chair	FDA
CDR	Fei Xu Co-Chair	FDA
LCDR	Gelio Alves	NIH
CDR	Jennifer Bodart	DoD
CDR	Dan-My Chu	FDA
CDR	Mark Clayton	DoD
LCDR	Deborah Dee	CDC



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CDR	Diana Elson	DHS
CDR	Nicole Frazer	DoD
CDR	Jeffrey Goodie	DoD
CDR	Christopher Hunter	DoD
LCDR	Juan Lacayo	FDA
LCDR	Carrie Nielsen	CDC
LT	Oliver Ou	USDA
CDR	Tony Satterfield	DoD
LCDR	Sue Sloop	CMS
CDR	Michael Smith	FDA
CAPT	Ben Wheat	BOP

Recruitment, Retention, and Readiness:

Rank	Name	Agency
CDR	Frasca, Dominic Chair	FDA
CDR	Murphy, Matthew Co-Chair	HHS
CAPT	Hu, Sally	NIH
CAPT	Murry, Mike	BOP
CDR	Seo, Paul	FDA
CAPT	McLaughlin, Michael	FDA
LCDR	Balbir, Alexander	DoD
LCDR	Blackburn, Tajah	HHS
CDR	Clayton, Mark	DoD
LCDR	Cole, Jessica	FDA
CDR	Frazer, Nicole	DoD
CDR	Hunter, Christopher	DoD
CDR	Krick, Robert	BOP
LCDR	Myers, Todd	DoD
LCDR	Pamboukian, Ruiqing	FDA
LCDR	Parks, Sharyn	CDC
LT	Rodriguez, Michelle	FDA



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LCDR	Smith, Michael	FDA
CDR	Schuyler, Donna	BOP

Rules and Membership:

Rank	Name	Agency
CDR	Nisha Robbins Chair	DoD
CDR	Ryan Novak Co-Chair	CDC
CDR	Karon Abe	CDC
CAPT	Rachel Avchen	CDC
CAPT	Diana M. Bensyl	CDC
CDR	Jennifer Bodart	DoD
CDR	Tegan K. Boehmer	CDC
CDR	Danice Eaton	CDC
CDR	Judy Facey	FDA
CDR	Jeff Goodie	DoD
CDR	James Kenney	FDA
CAPT	Sara B. Newman	NPS
CAPT	Margo Riggs	CDC
CAPT	Dennis R. Spears	CDC

Career Development:

Rank	Name	Agency
CDR	Mike Smith Chair	FDA
CDR	Alfredo Sancho Co-Chair	DHHS
LCDR	Zewde Demissie Co-Chair	CDC
CAPT	Diana Bensyl	CDC
CAPT	Rickie Davis	CDC
CAPT	Kate Brett	CDC
CAPT	Thomas Hendricks	FDA



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CAPT	Michael Murry	BOP
CAPT	William Taylor	FDA
CDR	Dan-My Chu	FDA
CDR	Ryan Novak	CDC
CDR	Sharon Saydah	CDC
LCDR	Tyann Blessington	DHS
LCDR	Jessica Cole	FDA
LCDR	Theodore Garnett	FDA
LCDR	Tamara Henderson	FDA
LCDR	Kelsy Hoffman	FDA
LCDR	Elizabeth Irvin-Barnwell	CDC
LCDR	Juan Lacayo	FDA
LCDR	Charlene Maddox	NIH
LCDR	Erika Odom	CDC
LCDR	Tracy Powell	OSG
LCDR	Lana Rossiter	FDA
LCDR	Sukhminder Sandhu	FDA
LCDR	Matt Steele	FDA
LCDR	Scott Steffen	FDA
LCDR	Matt Walters	FDA
LCDR	Eric Zhou	NIH
LT	Jessica Cleck Derenick	FDA
LT	Cara Halldin	NIOSH
LT	Andrew Hickey	DHS
LT	Gwendolyn Hudson	FDA
LT	Jorge Muñiz Ortiz	USDA
LT	Oliver Ou	USDA
LT	John Pesce	NIH
LT	Michelle Rodriguez	FDA
LT	Geoffrey Wu	FDA



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Website:

Rank	Name	Agency
CDR	Tegan Boehmer Chair	CDC
CDR	Jacqueline Sram Co-Chair	FDA
CAPT	John Mosely Hayes	IHS
CAPT	Cynthia Striley	CDC
CDR	Danice Eaton	CDC
CDR	Wei Guo	DoD
CDR	Michael King	CDC
LCDR	Kamil Barbour	CDC
LCDR	Xiaowu Lu	FDA
LCDR	Jean Ko	CDC
LCDR	Tracy Powell	HHS
LCDR	Kanta Sircar	CDC
LT	Oliver Ou	USDA
LT	Amee Schwitters	CDC

Science:

Rank	Name	Agency
LCDR	Toblin, Robin Chair	DoD
CDR	Thomas, Jennie Co-Chair	CDC
CDR	Abe, Karon	CDC
LCDR	Barradas, Danielle	CDC
LCDR	Blackburn, Tajah	DHS
LT	Bowen, Ginny	CDC
LCDR	Demissie, Zewditu	CDC
LT	Jamoom, Eric	CDC
LCDR	Parks Brown, Sharyn	CDC
LCDR	Sekulic, Ken	DoD
CDR	Sharma, Andrea J.	CDC
LCDR	Walters, Maroya	CDC
CDR	Zapata, Lauren	CDC



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CDR	Glover, Maleeka	CDC
LCDR	Perrine, Cria G.	CDC
LCDR	Powell, Tracy	PHS
LCDR	Toussaint, Esra	CDC
LCDR	Tyus, Nadra	HRSA
LCDR	Cole, Jessica	FDA
CDR	Cui, Minglei	FDA
LCDR	Dee, Deborah L.	CDC
LCDR	Gaines, Joanna	CDC
LT	Houston, Keisha	CDC
LCDR	Huang, David	CDC
LCDR	Ko, Jean Y.	CDC
LCDR	Sircar, Kanta	CDC
LCDR	Cunningham, Tim	CDC
LCDR	Davis, Shane P.	CDC
CDR	Hunter, Chris	DoD
LT	Zhang, Xinzhi	NIH
CDR	Chodacki, Julie	DoD
LCDR	Carroll, Dianna	CDC
LCDR	Irvin-Barnwell, Elizabeth	CDC
CAPT	Seaton, Mark	FDA
LCDR	Parker, Erin	CDC
LCDR	Sauber-Schatz, Erin K.	CDC

Awards:

Rank	Name	Agency
LCDR	Charlene S. Maddox Chair	NIH
CDR	Jennifer J. Bodart Co-Chair	DoD
CAPT	Clement Welsh	CDC
CAPT	Sara Newman	NPS
CDR	James Kenney	FDA
CDR	Nicole Frazer	DHA
CAPT	Timothy Nelle	FDA
CDR	Aaron Fleischauer	CDC
LT	John Pesce	NIH



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Mentoring:

Rank	Name	Agency
CDR	Matt Breiding Chair	CDC
CDR	Bryan Davidson Co-Chair	DOD
CAPT	Boris Aponte	AHRQ
CAPT	Mark Methner	CDC
CDR	Adrienne Goodrich-Doctor	FDA
CDR	Wei Guo	DOD
CDR	Jacqueline Sram	FDA
CDR	Angela Smith	DoD
CDR	Robert Williams	CDC
LCDR	Zewde Demissie	CDC
LCDR	Anne Marie France	CDC
LCDR	Tracie Gardner	CDC
CDR	James Kenney	FDA
LCDR	Jean Ko	CDC
LCDR	Anne Purfield	FDA
LCDR	Luz Rivera	FDA
LCDR	Mark Scheckelhoff	DHS
CDR	Jeremy Wally	FDA
LT	Oliver Ou	USDA

Category Day:

<u>Rank</u>	<u>Name</u>	<u>Agency</u>
CDR	Mark Clayton Chair	DoD
CDR	William Satterfield Co-Chair	DoD
LCDR	Qiao Bobo	FDA
LCDR	Jennifer Adjemian	NIH
CDR	Carman Ayala	CDC
CDR	Ingrid Pauli	DoD
CDR	Karon Abe	CDC
LCDR	Deborah Dee	CDC



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CDR	Maleeka Glover	CDC
LT	Xinzhi Zhang	NIH
LCDR	Erika Odom	CDC
LCDR	Robin Toblin	DoD
LCDR	Jessica Cole	FDA
LCDR	Luz Rivera	FDA
LCDR	Pilgrim Spikes	CDC
LT	Nana Otoo	CDC
LCDR	Nadra Tyus	HRSA
LCDR	Heidi Daniels	DoD
CDR	Aaron Fleischauer	CDC
LT	John Pesce	NIH
LCDR	Danielle Iuliano	CDC
LCDR	Kanta Sircar	CDC
LCDR	Gelio Alves	NIH

Additional Recognition for service to the SciPAC during 2013-2014:

Mentors with an active agreement with a mentee at any point between 1SEP2013 and 31JUL2014 (40 total):

- RADM David Ashley
- CAPT Laila Ali (Mentored 2 officers)
- CAPT Drue Barrett
- CAPT Christine Benally (Mentored 2 officers)
- CAPT Heidi Blanck
- CAPT Kate Brett
- CAPT Joseph Despina
- CAPT Aaron Fleischauer
- CAPT Sally Hu (Mentored 2 officers)
- CAPT Deborah Levy
- CAPT Kathleen McDuffie
- CAPT Mark Methner
- CAPT Daphne Moffett
- CAPT Michael Murry
- CAPT Timothy Nelle (Mentored 2 officers)
- CAPT Sara Newman
- CAPT Margaret Riggs (Mentored 2 officers)
- CAPT Meredith Reynolds
- CAPT Mark Seaton
- CAPT Ben Wheat
- CAPT Mildred Williams-Johnson
- CDR Karon Abe



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CDR David Beckstead
CDR Marco Bennett
CDR Tegan Boehmer
CDR Matt Breiding (Mentored 2 officers)
CDR Danice Eaton (Mentored 2 officers)
CDR Artensie Flowers
CDR Nicole Frazer (Mentored 2 officers)
CDR Jeffrey Goodie
CDR Adrienne Goodrich-Doctor (Mentored 2 officers)
CDR Wei Guo
CDR James Kenney (Mentored 3 officers)
CDR Matthew Newland
CDR Ryan Novak
CDR Lauren Zapata (Mentored 2 officers)
CDR Yi Zhang
LCDR Jennifer Adjemian (Mentored 2 officers)
LCDR Anne Purfield
LCDR Robin Toblin (Mentored 2 officers)

2013-2014 CV Reviewers:

CAPT Boris Aponte
CAPT Christine Benally
CAPT Heidi Blanck
CAPT Kate Brett
CAPT William Burkhardt III
CAPT Lisa Colpe
CAPT David Crago
CAPT Rickie R. Davis
CAPT Karen Hennessey
CAPT Barbara Grajewski
CAPT Darcy E. Hanes
CAPT William Lotz
CAPT Kathleen Y. McDuffie
CAPT Kevin M. McGuinness
CAPT Michael D. Murry
CAPT Timothy Nelle
CAPT Sara Newman
CAPT Amy Park
CAPT Mark Seaton
CAPT Steven Sparenborg
CAPT D. Ross Spears
CAPT Richard Troiano
CDR Karon Abe
CDR William N Albrecht
CDR Robert Belde



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CDR Jennifer Bodart
CDR Tegan Boehmer
CDR Dan-My Chu
CDR Mark D. Clayton
CDR Chekesha Clingman
CDR Danice Eaton
CDR Mike Franks
CDR Jeffrey Goodie
CDR Adrienne Goodrich-Doctor
CDR Wei Guo
CDR Nicole Frazer
CDR Brian Harcourt
CDR Sally Hu
CDR Matthew Murphy
CDR Matthew Newland
CDR Ryan Novak
CDR Ingrid Pauli
CDR William Satterfield
CDR Sharon Saydah
CDR Jacqueline Sram
CDR Kenneth Sekulic
CDR Paul Seo
CDR Emily Streeter
CDR David A. Thompson
CDR Fei Xu
CDR Lauren Zapata
CDR Yi Zhang