



**Scientist Professional Advisory Committee  
Meeting Minutes**

**Tuesday, 1 March 2016  
1200–1300 (EDT)**

Toll-Free Number: 1-866-782-0573  
Pass code: 2214354

**Chief Scientist Officer and 2015/2016 SciPAC Voting Members and Liaisons**

<b>Rank</b>	<b>Name</b>	<b>Role</b>	<b>Present</b>
<b>Voting Members, Executive Board</b>			
CAPT	Sanders, Martin	Chief Scientist Officer	Excused
CAPT	Murphy, Matthew	Chair	Yes
CDR	Adjemian, Jennifer	Vice Chair; Rules & Membership Chair	Yes
LCDR	Bobo, Qiao	Executive Secretary	Yes
CDR	Breiding, Matthew	COF Liaison	Yes
<b>Voting Members</b>			
CDR	Bodart, Jennifer	Career Development Subcommittee Co-Chair	Yes
LCDR	Cole, Jessica	Mentoring Subcommittee Chair	Excused
CDR	Frasca, Dominic	Policy Review Subcommittee Chair	Yes
CDR	Goodie, Jeffrey	Science Subcommittee Chair	Excused
LCDR	Green, Seth	Category Day Subcommittee Co-Chair	Yes
CAPT	Novak, Ryan	Science Subcommittee Co-Chair	Excused
LCDR	Purfield, Anne	Recruitment, Retention & Readiness Subcommittee Chair	Yes
CAPT	Robbins, Nisha		Yes
CDR	Rodgers, Loren	Visibility Subcommittee Chair	Excused
CDR	Satterfield, William	Awards Subcommittee Co-Chair	Yes
CDR	Smith, Michael	Career Development Subcommittee Chair	Yes
CDR	Sram, Jacqueline	Website Subcommittee Chair	Excused
CDR	Thomas, Jennifer	Mentoring Subcommittee Co-Chair	Yes
CDR	Toblin, Robin	Category Day Subcommittee Chair	Yes
Dr.	Ulin, Brigitte	Civilian Representative	No
CDR	Wally, Jeremy	Awards Subcommittee Chair	Excused
<b>Non-voting Liaisons</b>			
LCDR	Rivera, Luz	PSYPAG Liaison	No
CAPT	Moffett, Daphne	SciPAC Historian	No
CAPT	Elson, Diana	COA Liaison	Yes
LCDR	Shumate, Alice	JOAG Liaison	Excused
LCDR	Zhou, Eric	MOLC Liaison	Excused

**Participation by Non-voting Scientist Officers**

<b>Rank</b>	<b>Participant</b>	<b>Agency</b>	<b>Present</b>
CAPT	Adekoya, Nelson	CDC	Yes
CAPT	Avchen, Rachel	CDC	Yes
CAPT	Barrett, Drue	CDC	Yes
CAPT	Despins, Joseph	FDA	Yes
CAPT	Dobmeyer, Anne C.	DoD	Yes
CAPT	Frazer, Nicole	DoD	Yes
CAPT	Hu, Sally	NIH	Yes
CAPT	Lawrence, Theresa	HHS	Yes
CAPT	Murry, Michael	BOP	Yes
CDR	Alves, Gelio	NIH	Yes
CDR	Bennett, Marco	FDA	Yes
CDR	Boehmer, Tegan	CDC	Yes
CDR	Calanan, Renee	CDC	Yes
CDR	Chu, Dan-My T.	FDA	Yes
CDR	Clayton, Mark	DoD	Yes
CDR	Davidson, Bryan	DoD	Yes
CDR	Dutton, Samuel S.	DHS	Yes
CDR	France, Anne Marie	CDC	Yes
CDR	Glover, Maleeka	CDC	Yes
CDR	Highsmith, Keisher	HRSA	Yes
CDR	Jentes, Emily	CDC	Yes
CDR	Kenney, James	FDA	Yes
CDR	Laird, David	FDA	Yes
CDR	MacGill, Tracy	FDA	Yes
CDR	Pauli, Ingrid	DoD	Yes
CDR	Powell, Tracy	HHS	Yes
CDR	Sharma, Andrea	CDC	Yes
CDR	Streeter, Emily	DoD	Yes
CDR	Watson, Tenaya	DoD	Yes
CDR	Zhang, Yi	FDA	Yes
LCDR	Barbour, Kamil	CDC	Yes
LCDR	Blessington, Tyann	FDA	Yes
LCDR	Cui, Minglei	FDA	Yes
LCDR	Cunningham, Timothy	CDC	Yes
LCDR	Demissie, Zewditu	CDC	Yes
LCDR	Garnett, Theodore	FDA	Yes
LCDR	Garrett, Tiana	DHS	Yes
LCDR	Halldin, Cara	CDC	Yes
LCDR	Hassan, Iram R.	FDA	Yes
LCDR	Henderson, Tamara	FDA	Yes
LCDR	Hoffman, Kelsy	FDA	Yes
LCDR	Houston, Keisha	CDC	Yes
LCDR	Huang, David	CDC	Yes
LCDR	Irvin-Barnwell, Elizabeth	ATSDR	Yes
LCDR	Miller, Mark	EPA	Yes

Rank	Participant	Agency	Present
LCDR	Myers, Todd	DoD	Yes
LCDR	O'Neill, Eduardo	CDC	Yes
LCDR	Pamboukian, Ruiqing	FDA	Yes
LCDR	Parker, Erin	CDC	Yes
LCDR	Parks Brown, Sharyn	CDC	Yes
LCDR	Perrine, Cria Gregory	CDC	Yes
LCDR	Pesce, John	NIH	Yes
LCDR	Phillips, Kenneth	FDA	Yes
LCDR	Pulliam, Sara	DoD	Yes
LCDR	Rossiter, Lana	FDA	Yes
LCDR	Sandhu, Sukhminder	FDA	Yes
LCDR	Sauber-Schatz, Erin K.	CDC	Yes
LCDR	Scheckelhoff, Mark	DHS	Yes
LCDR	Slayton, Rachel B.	CDC	Yes
LCDR	Steffen, Scott	FDA	Yes
LCDR	Taylor, Eboni	CDC	Yes
LCDR	Tyus, Nadra	HRSA	Yes
LCDR	Vagi, Sara	CDC	Yes
LCDR	Walters, Matthew	FDA	Yes
LCDR	Wilken, Jason	CDC	Yes
LCDR	Yard, Ellen	CDC	Yes
LCDR	Zucco, Julia	CMS	Yes
LT	Beard, John Doyle	CDC	Yes
LT	Burgos, Jonathan	FDA	Yes
LT	Cleck-Derenick, Jessica	FDA	Yes
LT	Cross, Israel	CMS	Yes
LT	Francia, Charlotte	BOP	Yes
LT	Hoots, Brooke	CDC	Yes
LT	Hudson, Gwendolyn	FDA	Yes
LT	Jamoom, Eric	CDC	Yes
LT	Jarvis-Durham, Lisa	CMS	Yes
LT	Jeisy Scott, Victoria	NCIRD	Yes
LT	Johnson, Jonetta	CDC	Yes
LT	Kembi, Folasade	CDC	Yes
LT	Lucas, Neali	FDA	Yes
LT	Mathew, Shiny	FDA	Yes
LT	Mells, Jamie	CDC	Yes
LT	Muniz Ortiz, Jorge	USDA	Yes
LT	Nadeau, Jessica	CDC	Yes
LT	Rivera Rosado, Leslie	FDA	Yes
LT	Scott, Colleen	CDC	Yes
LT	Wu, K. Geoffrey	FDA	Yes

- 1) Call to Order and Welcome:** CDR Matthew Murphy
  - Email LCDR Qiao Bobo ([Qiao.Bobo@fda.hhs.gov](mailto:Qiao.Bobo@fda.hhs.gov)) for roll call on the day of the call.
  - Mute your phones when not speaking (press \*6 if you do not have a mute button).
  - Do not place the conference call line on hold.
  
- 2) Report from the CPO:** CAPT Martin Sanders (CDR Matthew Murphy Reporting)
  - Congratulations to CAPT Sara Newman for being selected as the JOAG Senior Advisor.
  
- 3) Report from the Chair:** CDR Matthew Murphy
  - Congratulations to CAPT Sara Newman who was appointed JOAG Senior Advisor.
  - SciPAC had been approached to help with the 8th Annual PHS Awareness Day. With the quick assistance of the visibility Subcommittee's to identify volunteers I want to thank:
    - LCDR Rossiter, who will serve as the lead volunteer
    - LCDR Garnett
    - LCDR Pamboukian
    - LCDR Rivera
  - Anyone with interest please contact CDR Rodgers.
  - The SciPAC Executive Board was still accepting applications from officers interested in serving as SCIPAC Liaison on the Commissioned Corps Women's Issues Advisory Board until COB March 2nd.
  - There was a discussion about the Post-9/11 GI Bill (See attached PowerPoint for guidance).
  
- 4) Report from Vice Chair:** CDR Jennifer Adjemian
  - Hi everyone, I wanted to share an update regarding a new initiative that SciPAC is leading, in conjunction with the Veterinary Category. As many of you are well aware, a few years back there was a new cap set in place on the amount of Training and Education credits that could be granted to new Scientist recruits. Initially it was capped at 8 years, but recently was changed to 9 years, though this is still significantly less than the prior cap of 12 years. Given that virtually every new PhD comes in at the cap, and typically loses credit for several years of professional experience, we have had growing concerns regarding how this is impacting the recruitment and retention of Scientists. The Veterinarians are in a similar position with the same concerns, and it is also likely that other categories are similarly affected.
  - Over the past few months members of the Executive Board from both SciPAC and VetPAC, along with the leaders of our respective Recruitment, Retention and Readiness Subcommittees, have been working together closely to determine the best way to address these concerns. In these discussions, it has become apparent that what we really need—and greatly lack—are data that can enable us to quantify the impacts of these policy changes. Specifically, how have our recruitment and retention rates changed over the last few years, and if it has, which ranks, agencies and sub-specialties are most affected?
  - To gather these critical data, LCDR Anne Purfield and CDR Anne Marie France from the RR&R subcommittee have worked extensively to develop a comprehensive survey, with the objective of identifying important trends within our category that can shed light on these potential impacts from the T&E policy changes. Within the next few days, you will receive an invitation to complete this important survey. It is imperative that you take the 20 minutes needed to do so, as we will need a response rate of over 80% to have truly meaningful data. Besides, the sooner you complete it, the fewer emails you will receive bugging you to do so! We sincerely appreciate everyone's cooperation in completing this survey in a timely manner.

- Should you have any questions about this initiative, please feel free to reach out to me or CDR Murphy.

**5) Executive Secretary Report: LCDR Qiao Bobo**

- We had 113 Scientist Officers attend last month's SciPAC meeting.
- If you have any information on events or relevant messages that you wish to distribute to the SciPAC listserv, please email it to me along with any important details to include in the body of the email (qiao.bobo@fda.hhs.gov).
- For today's call, please remember to email me your attendance using the subject line: "SciPAC Monthly Meeting Attendance".
- If you are providing a report on today's call, please also remember to email me a copy for the meeting minutes.
- Lastly, we have a conference line that is available to reserve for SciPAC-related meetings. If interested, please email me with your requested dates and times.

**6) COF Liaison Report: CDR Matt Breiding**

- Our SciPAC balance is \$1357.56.

**7) Subcommittee Reports**

**a) Awards:** CDR Jeremy Wally; Co-Chair: CDR Tony Satterfield

- The SciPAC Awards Subcommittee is beginning the process of reviewing the nominations for the 2016 Junior Scientist of the Year, Senior Scientist of the Year and Scientist Mentor of the Year Awards. This year we had a number of well-deserving officers nominated for each of these awards. Thank you to those who nominated an officer and we look forward to announcing the award recipients once the review and voting process has been completed.

**b) Career Development:** CDR Michael Smith; Co-Chairs: CDR Jennifer Bodart, LCDR Zewditu Demissie

- OBC:
  - Four scientists attended OBC in February:
    - LT Virginia Bowen, (CDC-EIS, Atlanta)
    - LT Bradley Goodwin (CDC-EIS, Atlanta)
    - LT Rebecca Merrill (CDC-EIS, Atlanta)
    - LT Mary Puckett (CDC-EIS, Atlanta)

**c) Category Day:** CDR Robin Toblin; Co-Chair: LCDR Seth Green

- Category Day is Wednesday, May 18. The program will run from 745 - 1715. There will now be a zika virus talk from 1715-1815.
- The Scientist social will occur on Wednesday, May 18 at 1900 at a mini golf and teams will be created during category day.
- The category-wide social will also be May 18 from 2030-2330. We hope Scientists prioritize our social and then join the all-category day social afterwards.
- Posters abstracts for COF are due on March 15.
- We are looking into webcasting category day.
- Registration is now open for the conference and hotels. JOAG has offered a room sharing program.

**d) Mentoring:** LCDR Jessica Cole; Co-Chair: CDR Jennie Thomas

- There is currently a surplus of mentors with no pending mentee matches. If you are looking for a mentor or interested in becoming a mentor please email CDR Thomas (fsu8@cdc.gov)

- or LCDR Cole (Jessica.Cole@fds.hhs.gov). As a reminder, existing mentoring agreements expire annually and should be renewed. You can find the renewal form on the mentoring page <http://usphs-scientist.org/subcommittees/mentoring/> of the SciPAC website. Also on the website are the Mentoring Guidebook, a reference guide, and application forms.
- The promotion panel interviews for recently promoted O-5 officers begin this week. There were 27 officers who were able to participate and we anticipate the panels being completed by early April. There will be NMT 4 officers in each panel so a number of panels will be held.
  - Category day mentoring event planning and revisions to the mentoring subcommittee SOP are on-going.
- e) Policy Review:** CDR Dominic Frasca; Co-Chair: CDR Adrienne Goodrich-Doctor
- No update to report.
- f) Recruitment, Retention & Readiness (RRR):** LCDR Anne Purfield; Co-Chair: CDR Anne Marie France
- Total Corps Officers: 6,575 (net zero) per DCCPR statistics available online
  - Number of Scientist Officers: 330 (5.0%) (-1) per DCCPR statistics available online
    - New CAD: 1
    - Separations: 1 (retirement)
  - Current Readiness Status: 93% Basic Ready; 4% Not Qualified; 3% Exempt
  - Officers who are Projected Not Ready on 4/1/16: 45 (14%)
- Update:
- Call for deployment experiences
  - Recruitment
    - LCDR Angela Thompson-Paul and her team are advising soon-to-be EIS graduates on their job search. Officers who entered Corps through the EIS program in 2014 are currently seeking jobs. These officers entered into the Medical Ready Reserve and will need to find Corps billets by July 1 to transition to the Regular Corps. If you know of a position that would benefit from a scientist Officer who is completing EIS, please contact [aip4@cdc.gov](mailto:aip4@cdc.gov).
    - LT Danny Benbasset leads the recruitment team. Danny has done a phenomenal job of growing our recruitment efforts. When Agency SciPAC key contacts become aware of potential applicants for the Corps, they should contact Danny and LCDR Sharyn Parks Brown, who are maintaining a database of potential applicants. This past month, they added 3 prospects to the database.
    - Danny also maintains a database of officers who are already boarded by Corps and seeking positions. Once applicants have been boarded, they have 12 months to secure a position and submit a 1662 form. He has contacted all six officers who are boarded to collect CVs and assist with placing these candidates in HHS positions. The candidates have granted Danny permission to circulate their CVs. Currently one officer is waiting on a 1662 from DHA; 5 officers are seeking positions. Danny sends them job announcements for Scientist officers as they are posted on our list serv. If you are aware of a position or would like to review the CVs of these candidates, please contact LT Danny Benbasset ([Danny.Benbasset@samhsa.hhs.gov](mailto:Danny.Benbasset@samhsa.hhs.gov)).

- Danny has also contacted and established working relationships with USPHS Commissioned Corps liaisons at HHS Agencies to promote the hiring of Scientist officers and help with job placement for candidates.
- Danny is also working with DCCPR and other PACs to learn more about how the process to decide when our category will negotiate for open recruitment.
- Readiness
  - CDR Dominic Frasca is our lead for readiness status. The next readiness check will be performed at the end of the month. Please check your readiness status.
  - The Scientist Officer Vignettes work group has received articles submitted by officers who have deployed or have done TDY. These articles describe their deployment or TDY activities and highlight the contribution of our Scientist Officers to the PHS mission. We encourage you to submit a vignette to share your deployment/TDY experience. Your write-up will be considered for publication in the Scientist Newsletter. If you would like to share your deployment experiences/stories, please contact LT Oliver Ou at [oliver.ou@fsis.usda.gov](mailto:oliver.ou@fsis.usda.gov)
- Retention
  - We are working with DCCPR to obtain data on separations and retirements. We have received some descriptive data, but we are trying to clarify the date range. CDR Mark Clayton has learned that of the last 39 Scientist officers who have separated, 20 were eligible for retirement and 19 (48%) separated without retirement benefits. Of those who separated, 11 were O3, 7 were O4 and 1 was O5. LT Eric Jamoom is working with DCCPR to help them capture information about officer separation and we have initiated discussions with DCCPR to see what data are available on separations.
  - CDR Anne Marie France is leading a group to establish a standard survey that will be administered to all Scientist officers on an annual basis. We've developed the survey and are in final testing, and it will be deployed later this week. When the survey becomes available, your participation will be important! We are aiming for at least 80% (264 officers) participation by Scientist officers. When the survey becomes available, please take a few minutes to complete it and help us understand how recruitment and retention policies may affect our category's strength.
- Healthy Scientists
  - LCDR Matt Walters and the Healthy Scientists group distributed the latest bulletin.
- g) Rules and Membership:** CDR Jennifer Adjemian; Co-Chair: CDR Sara Vagi
  - Members of the Rules and Membership subcommittee will convene this month to discuss changes to the SciPAC SOP, as well as to set a timeline regarding the application for SciPAC Membership, which will be coming out within the next few months. More information on the SciPAC Membership application procedures will be given during the next SciPAC call.
- h) Science:** CDR Jeffrey Goodie; Co-Chair: CAPT Ryan Novak
  - Science and Practice Team
    - Next S& P call Tuesday, March 15, 1200 EST. The speaker will be LCDR Danielle Barradas and she will talk about capacity building – what it is, why it's important, and ways to build capacity in resource-limited settings using examples from work with American Indian tribes, states, and perhaps foreign ministries of health. The title of the talk is: Capacity

Building in Resource-Limited Settings.

- Call-in Number: 866-782-0573 Participant Passcode: 2214354
  - We will not have an S&P call during the month of May because of USPHS Symposium
  - If you have ideas for future topics that might be applicable to Scientists, please contact LCDR Timothy Cunningham at [tjcunningham@cdc.gov](mailto:tjcunningham@cdc.gov)
  - Please note that attending Science and Practice Team calls count towards contact hours for promotion benchmark #2, where Scientist Officers are expected to obtain a minimum of 30-40 contact hours per year (based on grade)
- Journal Club Team
    - The next SciPAC Journal Club call is on Tuesday, April 12th from 1200-1300 EDT. Our speaker will be LCDR Matt Lozier from the CDC.
      - Toll-Free-Number: 866-768-5238
      - Participant Passcode: 76235781
    - The February 9th Journal Club was a great success.
    - Please do support your fellow Scientist officers who are presenting the wonderful work they are doing in various areas of public health research.
    - Please note that attending Journal Club Team calls count towards contact hours for promotion benchmark #2, where Scientist Officers are expected to obtain a minimum of 30-40 contact hours per year (based on grade)
  - NPS team
    - The draft of the National Prevention Strategy commentary for American Journal of Public Health has been drafted and is being sent to leadership for approval.
    - The article is titled: “Improving Health through the National Prevention Strategy: Contributions of U.S. Public Health Service Commissioned Corps Scientist Officers”
  - Biography and Publications Team
    - Send Completed 2014 and 2015 work by emailing any publications, books or book chapters, government reports and presentations (from any venue including conferences, media, meetings, etc.) to [scipac.bibliography@gmail.com](mailto:scipac.bibliography@gmail.com) with “**2014-15 bibliography submission**” in the subject line.
    - 2010-2013 bibliographies at <http://usphs-scientist.org/bibliography/>
      - Working on making corrections
      - Email: [scipac.bibliography@gmail.com](mailto:scipac.bibliography@gmail.com) with “Bibliography edit requested” in the subject line.
    - Working to enter information for the 2014 bibliography
      - Fewer entries than expected submitted
- i) Visibility:** CDR Loren Rodgers; Co-Chairs: LCDR Kamil Barbour and LCDR John Pesce
- The Visibility Subcommittee will be representing SciPAC during the upcoming 8th Annual PHS Awareness Day at the FDA White Oak Campus in Silver Spring, MD. This will occur on Tuesday, April 26, 2016, from 11:00 am to 1:30 pm. LCDR Lana Rossiter will serve as the lead, and the following officers will be assisting: LCDR Ted Garnett, LCDR Ruiqing Pamboukian, and LCDR Luz Rivera
  - We expect to see the newest issue of the Scientist Newsletter to be released this week with the next issue coming out in Mid-April. Special thanks to LT Jonetta Johnson for all her work with the layouts

- COF Symposium Poster has been cleared by SciPAC.
- No AMSUS Update (there was no meeting this month)

**j) Website:** CDR Jacqueline Sram; Co-Chair: LCDR Jason Wilken

- Migration to the new server is ~90% complete, and we expect the SciPAC website to go live on the new server before March 31. Our current website had 5,473 page views and 278 visitors in February. Any new materials submitted to the Website Subcommittee for posting on the SciPAC website will be posted after migration has completed.
- We've been experiencing some technical difficulties with the usphs-scientist.org website in the past couple of weeks; the website has had some visual output and functional problems. These problems are because of a software update that impacted our chosen theme for the website, and as a temporary measure we have changed to a plain white theme while we diagnose the problem. Even if the problem persists, the problem will be moot once the website has migrated to the new server.
- Please contact CDR Sram (Jacqueline.Sram@fda.hhs.gov) or LCDR Wilken (jason.wilken@cdph.ca.gov) with questions.

**8) Liaison Reports**

- COA: CAPT Diana Elson
  - National COA is seeking nominations for the Board of Directors representing Field Officers (outside of DC) and Retired Officers, and also Pharmacist, Therapist, and Veterinarian Categories; the deadline is March 11, 2016
  - COA Branch of the Year nominations are being accepted; the deadline is March 11, 2016
  - COA is following Tricare reform legislation and advocating for the interests of PHS Officers; Congress is evaluating recommendations from the Military Compensation and Retirement Modernization Commission (MCRMC)
  - The COA Board, including its Committees, is actively engaged in efforts for recruitment of PHS officers to initiate or renew membership, and for local branches to ensure that their current leadership list is on file with national COA
- JOAG: LCDR Alice Shumate
  - I am pleased to announce that our very own Scientist officer, CAPT Sara Newman has been named as the new JOAG Senior Advisor, and her term starts today. Welcome, CAPT Newman, we're thrilled to have you!
  - JOAG is currently accepting nominations for voting members for 2016-2018 terms, and the call for nominations has been extended; they are now due by March 18, 2016. Information and application materials are available through the JOAG Listserv, have gone out through SciPAC email, or you can reach out to LCDR Shumate at wii5@cdc.gov. JOAG Voting Membership is a great leadership opportunity for junior officers, and I encourage anyone who is interested to apply.
  - JOAG is now on facebook! Please join us; the group is called USPHS Junior Officer Advisory Group.
  - Our next Journeyman Speaker Series on March 11th will feature CAPT Robert Tosatto presenting about the Medical Reserve Corps. Slides and connection information went out on SciPAC listserv today.
  - We will also have an extra Journeyman Speaker Series on March 25th featuring Dr. Nazleen Bharmal, Director of Science and Policy, OSG, speaking on "Opportunities for JOAG Officers to work with the Office of the Surgeon General."

- PSYPAG: LCDR Luz Rivera
  - Developing a survey to determine members' support for various initiatives.
  - Reviewing nominations for the Early Career and Senior Psychologist Achievement Awards.
  - Creating its first newsletter, the PsyPAG Post.
  - Updating its directory.

**9) Other Business, Questions, Comments**

- Minority Officers Liaison Council (MOLC): LCDR Eric Zhou
  - No update to report

**10) Closing Remarks: CDR Matthew Murphy**

- Our next SciPAC call will be 05 April 2016.

**NOTE:** Next meeting **Tuesday, 05 April 2016 @ 1200–1300 EDT**