

**JUNIOR OFFICER ADVISORY GROUP (JOAG)**  
 UNITED STATES PUBLIC HEALTH SERVICE



**General Meeting Report**

Friday, December 11, 2015

1300 – 1500 EST

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 Call-in number: (218) 844-1930  
 Passcode: 791-9605#  
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**Please note, to un-mute your line, press \*6.**

**Roll Call**

LCDR Hatch, JOAG Executive Secretary, took attendance by performing roll call.

<b>I. Voting Membership</b>					
<b>Attendance</b>	<b>Rank</b>	<b>Last Name</b>	<b>First Name</b>	<b>OPDIV</b>	<b>Category</b>
X	LCDR	Abernathey	Grant	BOP	DENT
X	LCDR	Arroyo	Peter	BOP	THER
AWA	LCDR	Bailey	Daveta	FDA	EHO
X	LT	Bante	Katie	IHS	EHO
X	LT	Bates	Mekeshia	HRSA	NURSE
X	LCDR	Burns	Ashley	FDA	PHARM
X	LCDR	Buttke	Danielle	NPS	VET
X	LCDR	Garza	Elizabeth	CDC	HSO
X	LCDR	Halldin	Cara	CDC	SCI
X	LCDR	Hatch	Lindsay	FDA	HSO
X	LCDR	Huang	David	CDC	SCI
X	LT	Magill	Stephanie	CMS	DIET
X	LCDR	Marrero	Abraham	CDC	ENG
X	LCDR	Nguyen	Quynh Nhu	FDA	ENG
X	LCDR	Purdy	Kristie	IHS	DIET
X	LCDR	Shumate	Alice	CDC	SCI
X	LCDR	Spindel	Samantha	FDA	ENG
X	LCDR	Stein	Avi	CDC	HSO
X	LCDR	Whitehart	Jonathan	OS/DCCPR	HSO

X=Present, AA=Approved absence; AWA=Absent with alternate; UA=Unapproved absence  
 \*Ex-Officio/Past Chair, non-voting member

## II. JOAG Agency/Organization Liaisons and non-Voting Member Co-Chairs

Attendance	Rank	Last Name	First Name
A	LCDR	Laufenberg	Melissa
A	LT	Miller	Latasha
X	LCDR	Warner	James
X	LCDR	DeGrange	Elizabeth
A	LT	Nelson	Jennifer

A=Absent; X=Present

### III. Executive Committee Reports

a. No report from Ex-Officio or Chair-Elect

**b. Chair Report: LCDR Elizabeth Garza**

i. Current activities/updates/accomplishments

1. LCDR Garza welcomed all junior officers to the second JOAG General Member Meeting of the operational year.

2. She thanked all the Voting Members and Committee/Workgroup Chairs for all they have done in the past two months since starting the new operational year.

3. LCDR Garza recognized the following officers who were crucial in the reviewing and scoring of the nine JOAG Senior Advisor nominations that were received:

a. Voting Members:

i. LCDR Shumate, Membership Committee Co-Chair; LCDR Halldin, JOAG Vice-Chair and Membership Committee EC Liaison; and LCDR Nguyen, Membership Committee Co-Chair.

b. Non-Voting Members:

i. LCDR Christine Corser, LT Marie Manteuffel, LCDR Anna Park, LT Yvonne Santiago, LCDR Diana Solana-Sodeinde, and LCDR Linhua Tzeng

4. Update on last year's Letters of Appreciation (LOAs)

a. LOAs were signed by the current JOAG Senior Advisor.

b. LCDR Otto, JOAG Ex-Officio, scanned LOAs and sent them to current Committee Co-Chairs for distribution.

5. USPHS Scientific & Training Symposium will be held in Oklahoma City on May 16-19, 2016.

a. LCDR Purdy, JOAG Outreach Committee Co-Chair, is in the process of coordinating several JOAG-related events for the Symposium.

6. The deadline for submitting draft articles for the winter JOAG Journal is December 14, 2015.

a. December 21, 2015 is the deadline for submitting final articles.

b. Junior officers are encouraged to submit articles for publication.

7. Next Journeyman Speaker Series is scheduled for January 8, 2016 from 1300-1400 EST.

a. Topic will be the new APFT standards which will be implemented on January 1, 2016.

- b. Presenters: LT Katrina Piercy and LCDR Deborah Hastings
  - c. Please visit the following link for further information:  
[http://dcp.psc.gov/CCMIS/CCIS/documents/POM15\\_004.pdf](http://dcp.psc.gov/CCMIS/CCIS/documents/POM15_004.pdf)
- 8. LCDR Garza urged junior officers to consider the JOAG theme for the year, which is “building public health leadership and advancing deployment readiness” and how they can build their own leadership and deployment skills.
  - a. JOAG offers a broad range of opportunities to do both, so junior officers are encouraged to reach out to the committee or workgroup that interests them.
- 9. LCDR Garza thanked all junior officers for their service in 2015, and she looks forward to all that JOAG will accomplish in 2016.
- c. **Vice-Chair Report: LCDR Cara Halldin**
  - i. Current activities/updates/accomplishments
    - 1. LCDR Halldin continued work with the Membership Committee in their effort to organize the selection process for a new JOAG Senior Advisor.
      - a. LCDR Halldin thanked the Voting Members and non-Voting Members who assisted with this process.
- d. **Executive Secretary Report: LCDR Lindsay Hatch**
  - i. Current activities/updates/accomplishments
    - 1. No report.
- e. **Financial Liaison Report: LCDR David Huang**
  - i. Current activities/updates/accomplishments
    - 1. A new order for core value coins is being placed, and the new coins should be available in early 2016.
    - 2. A new t-shirt design is being solicited by the Outreach Committee.
      - a. Committee hopes to have the new t-shirts available before the Symposium in May 2016.
    - 3. A new website for ordering merchandise online is being tested, and the goal is to go live within the next month.
    - 4. The EC is looking into donating any profits from merchandise sales this year to the C. Everett Koop Living Legacy Fund, which funds scholarships for junior Commissioned Corps officers to attend the annual USPHS Scientific & Training Symposium.

#### IV. JO Voice: LCDR Erin Nichols

- a. JOAG introduced JO Voice initiative last year as a way to give junior officers a voice, and allow them to provide comments, suggestions, express concerns, and ask questions on specific topics of interest.
- b. JO Voice will continue this operational year under the Communications & Publications Committee.
- c. JO Voice topic for today’s meeting is, “What to do when an officer gets married.”
  - i. CDR Rachael Lopez, last year’s JOAG CCWIAB Liaison joined the call to lead the discussion and answer any questions on this topic.

1. She explained that the response was distributed with the JOAG General Meeting agenda via the JOAG listserv.
2. Resource Guide is currently being compiled, which will include information for officers getting married and divorced, and officers who survived the death of a spouse.
3. CDR Lopez asked if any junior officers on the call had any questions.
  - a. LCDR Nichols mentioned that the document included procedures for utilizing the groom's sword to cut the cake at an official ceremony.
    - i. She inquired what the procedure would be if the PHS officer is the bride.
    - ii. CDR Lopez explained that she would research this question in the near future.
    - iii. LCDR Arroyo explained that he had witnessed this practice when he was in the Navy, and presumed that the practice would be the same in PHS.
      1. He stated that all commissioned officers are authorized to carry the USPHS sword, and the sword can be used in any ceremony, as long as the officer is present.
      2. LT Thorton explained that wearing a sword is authorized for Navy ceremonies if the officer ranks O-4 or higher.
  - b. LT Bante recommended that all officers getting married should obtain multiple copies of their original marriage license, as various entities require submission of the original license.
- d. LCDR Nichols explained that the next JO Voice topic will be on awards.
- e. LCDR Nichols thanked CDR Lopez for her assistance on this JO Voice topic.
- f. LCDR Nichols introduced LT Stephanie Briguglio as a new member of the JO Voice team and welcomed her to the team.
- g. LCDR Garza reminded junior officers that the JOAG email address is listed at the bottom of all listserv emails, which officers can use to submit their questions, comments, and/or feedback.

## V. Committee/Workgroup Reports

- a. **Awards Committee: LCDR Abraham Marrero & LCDR Jonathan Whitehart**
  - i. Current activities/updates/accomplishments
    1. Carmona Award updates
      - a. 26 junior officers volunteered for redaction and review operations.
      - b. 20 nomination packages were received.
        - i. 17 packages have been redacted.
        - ii. 11 have been subjected to secondary review.
        - iii. De-identification will be complete on December 18, 2015.
      - c. Nomination packages will be distributed for review by Reviewers (first round) around December 21, 2015.
    - ii. Next meeting/volunteer opportunities

1. Next committee meeting is scheduled for the first Wednesday of every odd month, from 1200-1300 EST.
    - a. Call-in number: 712-432-0111; passcode: 492866#
- b. Communications and Publications Committee: LCDR Daveta Bailey & LT Katie Bante**
- i. Current activities/updates/accomplishments
    1. JOAG logo revision contest
      - a. Three finalists were selected from a total of 13 submissions.
      - b. Finalists are currently working together to produce a collaborative logo design that will be submitted to the EC for further input.
    2. Committee is currently reviewing the EHOPAC SOP for social media use.
      - a. Per OSG request, committee is conducting an environmental scan of social media to identify various platforms used by commissioned officers.
    3. Committee selected several officers to co-fill the JOAG Historian role from the recent solicitation for volunteers.
    4. Fall edition of the JOAG Journal was released in November 2015.
    5. Winter edition of the Journal is set to be released on January 8, 2016.
    6. Committee continues to process website data requests.
  - ii. Next meeting/volunteer opportunities
    1. Next committee meeting is scheduled for January 20, 2016 at 1300 EST.
    2. There are no volunteer opportunities in the committee at this time.
- c. Membership Committee: LCDR Alice Shumate & LCDR Quynh Nhu Nguyen**
- i. Current activities/updates/accomplishments
    - a. Committee is currently running the nomination and selection process for the next JOAG Senior Advisor.
      - i. Thank you to the volunteers and Voting Members for their quick work.
      - ii. Once the most highly recommended candidates have been identified, the next step is to potentially interview the candidates with OSG.
    - b. Committee is currently working on the Voting Member selection process, considering the eligibility criteria and recent trends in applicants to determine if any changes are warranted, as well as a process by which feedback can be given to candidates who aren't selected.
    - c. Successful Meet and Greet event was held in Philadelphia in November.
    - d. Meet and Greet events are scheduled in December for both San Francisco (December 15, 2015) and Phoenix (December 18, 2015).
    - e. Meet and Greet Subcommittee has been very successful in filling vacant Meet and Greet lead positions in the field.
    - f. Officer Involvement and Outreach Subcommittee has sent 58 welcome letters to new JOAG listserv members, and 17 call to active duty anniversary letters since their last report.
  - i. Next meeting/volunteer opportunities
    - a. Next committee meeting is scheduled for January 15, 2016 at 1400-1500 EST.
      - i. Call-in number: 301-796-7777; meeting ID: 745991785.

ii. WebEx:

<https://fda.webex.com/fda/j.php?MTID=m9b58f56bf4a19e0f265ba65e30278045>

**d. Outreach Committee: LCDR Kristie Purdy & LT Mekeshia Bates**

i. Current activities/updates/accomplishments

1. The welcome letter for new call to active duty officers has been updated.
  - a. An email with this letter was sent to 22 new call to active duty officers attending the September Officer Basic Course (OBC).
2. JOAG representative attended the OBC Open House on December 6, 2015.
  - a. Committee brought information on JOAG, as well as merchandise to sell to 28 new officers in attendance.
3. A meeting is scheduled with Leading Edge, the company organizing the Symposium, for December 10, 2015.
  - a. This meeting will involve the planning of the community service event.
  - b. The meeting will provide a better understanding as to what date and time the Symposium planner would like to schedule this event.
4. A JOAG representative was appointed to serve on the planning committee for the Joint Social at the Symposium.
  - a. The first planning meeting for this event is scheduled for January 2016.
5. Committee submitted an article for the winter edition of the JOAG Journal which covered JOAG activities at the Symposium.
6. Items recently placed on committee webpage include the following: committee leadership, committee flyer, and a link to the Officer Code of Conduct.
7. Oklahoma City resource guide is currently under development by the Symposium Planning Information Booth Workgroup.
8. Max.gov account has been established for Co-Chairs and Secretaries.
9. LCDR Purdy is currently researching local vendors in Oklahoma City to produce the USPHS PTU.

ii. Next meeting/volunteer opportunities

1. Call for volunteers was distributed on December 6, 2015 for the new JOAG t-shirt design/slogan.
  - a. Ideas should be submitted to LCDR Dawn Montoya at [dmontoya@bop.gov](mailto:dmontoya@bop.gov) by January 11, 2016.
2. Product Research and Selection Subcommittee is planning to place a call for volunteers in the near future.
3. Next committee meeting is scheduled for February 5, 2016 at 1400-1500 EST.
  - a. Meetings are held on the first Friday of even numbered months.
  - b. Call-in number: 712-432-0111; passcode: 228673#

**e. Policy and Procedures Committee: LCDR Samantha Spindel**

i. Current activities/updates/accomplishments

1. Committee's most recent meeting was held on December 10, 2015.
2. Policy Development and Training Subcommittee recently created a cybergram that highlights recent PHS policies and this was distributed via the JOAG listserv.

3. Strategic Plan Subcommittee distributed a request to all Committee Chairs, requesting a member be identified from each committee to serve as a Strategic Planning Liaison.
    - a. LCDR Spindel asked that Committee Chairs select an officer to serve in this role by December 4, 2015 and notify the Co-Leads, LCDR Rubenstein (Alister.Rubenstein@cms.hhs.gov) and LT Wong ([jay.wong@temple.edu](mailto:jay.wong@temple.edu)) of their selection.
  4. SOP Subcommittee is overseeing the process for finalizing all SOPs from last operational year.
    - a. Both the SOP Subcommittee and the Bylaws Subcommittee are keeping a list of items to address for this year's round of revisions, such as clarifying the participation of an officer in JOAG following selection for EPP.
  5. The Creed and Code of Conduct Workgroup recently received a lot of interest from volunteers to assist with drafting a document for OSG to consider endorsing the Code of Conduct, which was developed by the Professional Development Committee in 2009.
    - a. Thank you to LCDR Sison for leading this project.
  - ii. Next meeting/volunteer opportunities
    1. Next committee meeting is scheduled for January 14, 2016 at 1200 EST.
      - a. Call-in information: 712-775-7300; passcode: 939-713#
- f. Professional Development Committee: LCDR Avi Stein & LT Jennifer Nelson**
- i. Current activities/updates/accomplishments
    1. Next Journeyman Speaker Series (JSS) presentation is scheduled for January 8, 2016 at 1300-1400 EST.
      - a. JSS will highlight a presentation from LCDR Deborah Hastings and LT Katrina Piercy, the APFT Co-Leads of the JOAG Readiness & Deployment Workgroup.
        - i. They will be providing an overview of the new Annual Physical Fitness Test standards.
      - b. New call-in information will be forthcoming in order to accommodate the expected large number in attendance for this event.
    2. Training & Education Subcommittee is seeking volunteers for the following positions, including Team Lead roles: JOAG Professional Development Liaison, JOAG Professional Development Book Club, and the Officer Spotlight/Officer Impressions Panel.
  - ii. Next meeting/volunteer opportunities
    1. Next committee meeting is scheduled for January 14, 2016 at 1000 EST.
      - a. Call-in number: 712-432-0933; passcode: 567393
- g. Public Health and Community Service Committee: LCDR Danielle Buttke & LT Stephanie Magill**
- i. Current activities/updates/accomplishments
    1. Uniformed Services Community Service Projects Subcommittee
      - a. LTs Dipti Kalra and Dana Robison, Co-Leads
      - b. Accomplishments

- i. Honor Flight Meet and Greet (Los Angeles, CA)
      - 1. Lead: LCDR Kari Harris
      - 2. On October 25, 2015 officers greeted the veterans, thanked them for their service, and took pictures for the veterans at their request.
      - 3. The Honor Flight Network's mission is to transport America's veterans to Washington D.C. to visit those memorials dedicated in their honor.
    - ii. Joint Services Make a Difference Day (Washington D.C.)
      - 1. Lead: LCDR Carolyn Volpe.
      - 2. On October 24, 2015, nine Commissioned Corps officers and one spouse joined our sister services for the Joint Services Make a Difference Day at Woodlawn Cemetery in Washington D.C.
    - iii. Joint Base Myer-Henderson-Grant Hall Open House (Ft Myer, VA)
      - 1. Lead: LT Gwendolyn Hudson.
      - 2. On November 7, 2015, a total of eight officers and two family members assisted at the Open House serving nearly 400 guests (civilian, active duty military from Army, Marines, Navy, and retirees) visited the courtroom and grounds.
  - c. Current Activities/Updates
    - i. Wreaths Across America (Arlington, VA)
      - 1. Lead: LT Gail Tarlton and Shanon Aldrich
      - 2. December 12, 2015
    - ii. Wreaths Across America (Fort Leavenworth, KS)
      - 1. Lead: LT Dwight Deon Ferguson
      - 2. December 12, 2015
    - iii. Wreaths Across America (Atlanta, GA)
      - 1. Lead: LCDR Jennifer Smith and LT Rachel Cook
      - 2. December 12, 2015
    - iv. Wreaths Across America (San Diego, CA)
      - 1. Lead: LCDR Kari Harris
      - 2. December 12, 2015
    - v. Wreaths Across America Cleanup (San Diego, CA)
      - 1. Lead: LCDR Kari Harris
      - 2. January 16, 2016
    - vi. Wreaths Across America Cleanup (Arlington, VA)
      - 1. Lead: LT Gail Tarlton
      - 2. January 16, 2016
  - 2. Morale, Welfare, & Recreation Subcommittee
    - a. Leads: LT Chris Sheehan and LCDR Tricia Booker
    - b. Accomplishments
      - i. Subcommittee completed and sent the local resource guide for the 2015 AMSUS meeting in San Antonio.

- c. Current activities/updates
  - i. The Family Readiness Guide is in the final stages of formatting.
  - ii. Meetings have been changed to the last Tuesday at 1200 CST of every other month.
- 3. Everybody Walk! Subcommittee
  - a. Leads: LCDR Margaret Caulk and LT Stephanie Cates-Hodges
  - b. Accomplishments
    - i. Veteran's Day Virtual 5/10K
    - ii. Pedestrians and Pooches Walk at the National Walking Summit
  - c. Current activities/updates
    - i. Health Heart Walk proposal will be submitted for a future date.
    - ii. Virtual Walking Challenge
- 4. National Prevention Strategy Subcommittee
  - a. Leads: LCDR Joyce Davis and LT Jennifer Clements
  - b. Accomplishments
    - i. October 13, 2015, "Out of the Darkness" Community Walk
      - 1. Lead: LT Mekeshia Bates
      - 2. This event was attended by a total of two USPHS officers.
    - ii. October 24, 2015, 29<sup>th</sup> Annual Walk to End HIV
      - 1. Lead: LT Shannon Aldrich
      - 2. Five JOAG officers and four PHS friends/family members joined thousands of walkers for this special event.
    - iii. November 12, 2015, Tacoma Rescue Mission
      - 1. Lead: LT Haydee Howard
      - 2. Seven PHS officers plus family and friends attended and helped serve lunch for the homeless population in Tacoma.
  - ii. Next meeting/volunteer opportunities
    - 1. Next committee meeting will be held on February 3, 2016 at 12 EST
      - a. Call-in number: 712-432-0111; passcode: 605726
      - b. Various subcommittee meetings will be held during the first and second weeks of January.

**h. Readiness & Deployment Workgroup: LCDR Grant Abernathey & LCDR Elizabeth DeGrange**

- i. Current activities/updates/accomplishments
  - 1. BLS team has identified new resources to get PHS officers BLS certified and have added online resources.
  - 2. Officer Health & Fitness Promotion Team has published "Get Fit Stay Fit" slides to JOAG resource page.

3. Winter edition of JOAG Journal Fitness Corner has been submitted for publication
  4. Committee updated the U.S. Fitness Events Log.
  5. APFT team will offer a training seminar on January 8, 2016.
  6. Training and Exercise Team will conclude its training survey in the near future.
    - a. MRC article is currently in progress.
  7. Deployment Team has proposed a Facebook-based readiness challenge, and has been brainstorming ways to promote/improve officers ability to deploy.
  8. Behavioral Health Team is currently drafting a SOP, compiling resources for behavioral health readiness/resilience database.
  9. Website Coordinators are creating Google accounts and websites for each team.
    - a. They are currently posting final team descriptions to JOAG website.
- ii. Next meeting/volunteer opportunities
    1. Next committee meeting is scheduled for January 12, 2016 at 1330 EST.
      - a. Call-in information: 641-715-3580; passcode: 131583#
- i. Recruitment and Retention Committee: LCDR Peter Arroyo & LCDR Ashley Burns**
- i. Current activities/updates/accomplishments
    1. Career Fair Subcommittee submitted the list of career fairs for January 2016 and is currently compiling the February 2016 list.
      - a. Their website surveys are functional and will continue to review responses throughout the year.
    2. COSTEP Connection Subcommittee recently held a meeting with some of the recruitment staff at Commissioned Corps headquarters and it appears they are interested in working with our mentoring program again.
      - a. This year they might require mentors to acknowledge they are responsible for the private information they receive before such information can be given out by the Co-Leads.
    3. Retention Subcommittee is currently working on gathering retention data from EIS and pharmacy residency classes from 2010-2014 and also developing a survey for the current classes to determine projected retention.
      - a. This will help determine the retention impact on our most affected Ready Reserve groups and how JOAG can best advocate for them.
    4. Publications Subcommittee submitted an article entitled "Overview of the 2014 Retention Survey" for publication in the winter edition of the JOAG Journal.
  - ii. Next meeting/volunteer opportunities
    1. The next general meeting is scheduled for January 13, 2016 at 1200-1300 EST.
    2. Once the SRCOSTEP list is in hand, a call for volunteers will be made to match mentors.
      - a. We are hoping this will occur by January at the latest.
    3. Retention Subcommittee may have a call for volunteers in the future to help with the Ready Reserve Initiative.

## VI. Agency/Organization Reports

### a. CCWIAB: LCDR Melissa Laufenberg

- i. Current activities/updates/accomplishments
  1. No report.

### b. COF Board: LCDR Cara Halldin

- i. Current activities/updates/accomplishments
  1. Continued work with the Outreach Committee to ensure JOAG has active participation in the USPHS Scientific & Training Symposium.
  2. CAPT Craig Wilkins is the COA Board President and he is interested in highlighting ways COA has helped junior officers in COA's monthly publication of FrontLine.
    - a. If you would like to share your story, no matter how big or small, please contact him at [ckw4@cdc.gov](mailto:ckw4@cdc.gov).

### c. DCCPR: LT Latasha Miller

- i. Current activities/updates/accomplishments
  1. If any documents are missing from an officer's record, please note some errors may include the following: inappropriate document submission, poor image quality, and/or technical issues.
    - a. Otherwise, all documents received via the eOPF fax line have been placed into officers' records.
    - b. If your eOPF has missing documents, please take the following action:
      - i. If you are eligible for promotion in 2016, please submit missing documents with the new cover sheet and keep your new fax confirmation page as proof of submission.
      - ii. If you are NOT eligible for promotion in 2016, please wait to submit documents until further notice.
    - c. This action has no impact on the licensure or immunizations fax line.
    - d. CCHQ has implemented a new eOPF fax cover sheet that must be used when submitting documents.
      - i. For more information or to print the new fax cover sheet, please visit the CCMIS webpage, select the Officer Support tab, then click Electronic Official Personnel Folder (eOPF).
  2. On January 1, 2016, new APFT self-reporting and fitness standards will go into effect.
  3. Bi-weekly pay will be delayed approximately three to six months.
    - a. Self-service functions will not be available until the full migration.
  4. DA (Direct Access) will shut down from December 18, 2015 - January 4, 2016.
    - a. Services that will not be interrupted during DA migration are as follows:
      - i. 2016 promotion year processes
      - ii. 2016 Annual Commissioned Officers' Effectiveness Report (COER)
      - iii. Quarterly readiness reporting
      - iv. Policy actions

- v. Fitness For Duty (FFD) requests
    - vi. Immunizations and medical exam reviews
    - vii. Medical waivers
    - viii. Readiness and deployments
  - 5. OBC Graduation is scheduled for December 18, 2016 at 1030 EST.
    - a. Ceremony will be held at the William F. Bolger Center, Potomac, MD in the Overland Room in the hotel check-in building.
    - b. RADM Trent-Adams, DSG, will preside over the ceremony.
- d. **MOLC: LCDR James Warner**
  - i. Current activities/updates/accomplishments
    - 1. MOLC Special Assignment Awards have been completed and submitted for all CMAGs.
    - 2. CMAG Voting Member packages for next year have been completed, approved, and returned to CMAGs.
    - 3. The article on the 2014 USPHS Demographic Report was published in December issue of the COA Frontline.
      - a. This article is also located on the MOLC website.
    - 4. HOAC published the HOAC newsletter and it is currently on the HOAC website, <https://dcp.psc.gov/osg/hoac/Default.aspx>.
    - 5. HOAC is responsible for the 2016 COA Symposium MOLC Ceremony.
    - 6. APAOC completed education and training session entitled, "Promotions: Writing for Impact" on October 21, 2015.
    - 7. MOLC's change in leadership will take place in January 2016 and MOLC will be chaired by CDR Toure from BCOAG.
  - ii. Next meeting/volunteer opportunities
    - 1. Next MOLC meeting is scheduled for December 22, 2015 at 1300 CST.
    - 2. AIANCOAC Cultural Chair LCDR Battese is planning for the 2016 COA Symposium in May next year and is looking for volunteers for Symposium activities.
    - 3. AIANCOAC is seeking volunteers for Chair of the Bylaws/Charter Committee.

## VII. PAC Liaison Reports

- a. **Dental Category: LCDR Grant Abernathy**
  - i. Current activities/updates
    - 1. New program statement is forthcoming for dental category in BOP.
      - a. Will be coming out in first quarter of 2016.
- b. **Dietitian Category: LT Stephanie Magill**
  - i. Current activities/updates
    - 1. Dietician PAC hosted a webinar on December 3, 2015, entitled, "Current Strategies for Increasing Domestic and International Nutrition Security: How RDNs Can Make a Difference."
      - a. Webinar speaker was Chris Vogliano, MS, RD, LD; Agriculture, Health and Nutrition Fellow; The Academy of Nutrition and Dietetics Foundation
  - ii. Next meeting/volunteer opportunities

1. Next meeting is scheduled for December 17, 2015 at 12 EST.

**c. Engineer Category: LCDR Quynh Nhu Nguyen**

i. Current activities/updates

1. Current Engineer readiness numbers are steady at approximately 96% qualifying.
  - a. Officers are being contacted about their readiness status.
2. An article was submitted to the JOAG Journal by the EPAC Deployment Preparedness Subcommittee regarding EPAC's method to ensure high compliance with readiness status.
3. The new Template and Guidance Document for the Engineer CV is currently being reviewed.
  - a. Engineer PAC hopes to release this for use as soon as possible.
4. The CV Review Webinar and all the Category Day presentations are recorded.
  - a. They have been edited and will receive a final review in the near future.
  - b. Some have been posted on the EPAC website, while others will be posted in the near future.

**d. Environmental Health Category: LCDR Daveta Bailey**

i. Current activities/updates/accomplishments

1. As JOAG will be soliciting for Voting Membership at the end of January, Environmental Health PAC Liaison position will need to be filled for 2017 operational year.

**e. Health Services Category: LCDR Avi Stein**

i. Current activities/updates/accomplishments

1. HSO Promotion Clinic
  - a. Over 300 officers participated in the call.
  - b. CAPT Mary McCormick from DCCPR and a distinguished panel of nine HSO CAPTs shared their promotion-related insights.
  - c. If you missed the Promotion Clinic, or would like to listen to the call again in its entirety, please dial 800-839-2319.
2. The Health Services Assignment Assistance Program (HSAAP)
  - a. HSAAP is available to assist Health Services Category applicants and active duty officers seeking their next suitable assignment.
  - b. HSAAP participants will be matched to one of our trained HSAAP Liaisons, who will assist with navigating the job search process.
  - c. Please email [hsaap@usphs-hso.org](mailto:hsaap@usphs-hso.org) for more information about HSAAP, or to be matched with a Liaison.
  - d. Points of contact: CDR Maria Benke and CDR Shane Sims
3. VA/DOD/USPHS Social Work Training
  - a. Potential to earn 1.5 free CEUs
  - b. Scheduled for the second Wednesday of each month from 1300-1430 EST.
    - i. Next training is scheduled for January 13, 2016 at 1300 EST.
  - c. The purpose of this presentation is to discuss the rationale to develop a new crisis stabilization program at Naval Medical Center Portsmouth to fill a gap

in psychiatric services, improve the quality of care, and reduce staffing demands.

- d. This course requires the creation of a VHA TRAIN account before preregistration.
- e. This course is jointly offered by the Department of Defense (DOD), U.S. Public Health Service (USPHS), and Veterans Health Administration, Employee Education System (VHA, EES).
- f. Accreditations: ANCC, ASWB, CA BBS
- g. Adobe Connect Link: <http://va-eerc-ees.adobeconnect.com/swmonth/>
  - i. Participants with computer speakers can use Adobe Connect to receive audio through the computer (VoIP) or dial 1-800-767-1750. Access Code 49114#.
- h. Contact CDR Malaysia Gresham or CDR Aimee Williams with any questions.

**f. Nurse Category: LT Mekeshia Bates**

- i. Current activities/updates/accomplishments
  - 1. All nurse officers are urged to visit the NPAC website, [www.phs-nurse.org](http://www.phs-nurse.org), for information on promotion and joining NPAC committees.
  - 2. Nurse officers should ensure that they have registered for the NPAC listserv to receive regular updates.
- ii. Next meeting/volunteer opportunities
  - 1. NPAC meetings are scheduled for the third Monday of each month.
  - 2. The next NPAC meeting is scheduled for December 21, 2015.
    - a. Call-in information: 1-301-796-7777; passcode: 12345; meeting ID: 746101447#.

**g. Pharmacy Category: LCDR Ashley Burns**

- i. Current activities/updates/accomplishments
  - 1. The PharmPAC is examining how to best utilize Max.gov to increase communication and make initiatives more efficient.
    - a. Max.gov is a cloud-based application open to all federal employees. Please contact LCDR Thomas Raisor at [thomas.raisor@ihs.gov](mailto:thomas.raisor@ihs.gov) for account sponsoring if you have a tribal email address.
    - b. Please see the PharmPAC presentation for more details.
  - 2. The request for the winter 2015 PharmPAC Perspectives Newsletter has been emailed.
    - a. Topic areas include “Healthy Lifestyles; Community Impact; Career Development; Uniforms; Publications; PHS in action.”
    - b. Please email MaryJo Zunic at [MaryJo.Zunic@ihs.gov](mailto:MaryJo.Zunic@ihs.gov) if you have an idea for an article.
      - i. The deadline for article submission is December 15, 2015.
  - 3. The University Points of Contact (UPOC) program is currently compiling data and updating their roster based on information provided from the activity and biannual reports.

- a. The updated version of the UPOC roster will be posted on the PharmPAC website.
        - i. For any questions about the UPOC program please e-mail CDR Anne Marie Bott at [ambott@anthc.org](mailto:ambott@anthc.org).
    - 4. The annual call for honor award nominations will be sent out on the listserv in the near future.
  - ii. Next meeting/volunteer opportunities
    - 1. The PharmPAC meetings are scheduled for the first Thursday of every month at 1400 EST.
      - a. The next meeting is scheduled for January 7, 2016.
      - b. The agenda, call information, minutes, and meeting recordings are distributed via the PharmPAC listserv.
- h. Physician Category: LT Jennifer Nelson**
  - i. Current activities/updates/accomplishments
    - 1. The Compensation Policy Advisory Board has decided to change the Consolidated Special Pays (the new name of Medical Special Pays) for medical officers in an effort to fully align with DoD.
      - a. Some PHS categories (e.g., Vets, Dentists) will see additional benefits, whereas some medical specialties will see a decrease in special pays.
      - b. At this point, PHS does not know what the DoD Medical Special Pays be, as DoD plans to make changes in the near future.
      - c. Changes are scheduled to take effect on January 1, 2016, but will likely be staggered by category.
    - 2. A list of Medical Category mentors is now available on the PPAC Mentoring and Career Development Subcommittee's Webpage for general, career-development mentors and/or promotion-specific mentors.
      - a. Access to these lists will require a login, which can be obtained by request from the Webmaster.
    - 3. The Medical Category now has a CV coversheet available at: <https://dcp.psc.gov/osg/physician/default.aspx>.
  - ii. Next meeting/volunteer opportunities
    - 1. Next PPAC Business Meeting is scheduled for December 16, 2015 at 1300-1430 EST.
      - a. Call-in number: 866-816-2251; passcode: 9700730#
- i. Scientist Category: LCDR Alice Shumate**
  - i. Current activities/updates/accomplishments
    - 1. Scientist Category Day agenda will include the following keynote speaker: Dr. Terry Cline, the Secretary of Health and Human Services and Health Commissioner for Oklahoma, a former Director of SAMHSA, and a health attache for Iraq under both the Bush and Obama administrations.
  - ii. Next meeting/volunteer opportunities
    - 1. The next SciPAC meeting is scheduled for January 5, 2016 at 1200-1300 EST.
      - a. Call-in number: 866-782-0573; passcode: 2214354

**j. Therapist Category: LCDR Peter Arroyo**

- i. Current activities/updates/accomplishments
  - 1. The first TPAC virtual conference on pain was held on October 28, 2015.
    - a. Instructors included Adrian Louw, PT, PhD, and CDR Jessica Feda, PT, DPT.
  - 2. TPAC is currently accepting nominations for TPAC Voting Members.
    - a. Deadline for applying is February 15, 2016.
  - 3. CDR Jessica Feda has been named to COA Board of Directors as the Therapist Liaison.
  - 4. CDR Labrecque is the new Promotion Preparation Subcommittee Chair, replacing CAPT Battachio.
- ii. Next meeting/volunteer opportunities
  - 1. The next TPAC meeting is scheduled for December 18, 2015 at 12 EST.
    - a. Call-in number: 1-800-705-8612; passcode: 9396977

**k. Veterinarian Category: LCDR Danielle Buttke**

- i. Current activities/updates/accomplishments
  - 1. Veterinarian PAC co-sponsored the Pedestrians and Pooches Walk at the National Walking Summit with the JOAG Public Health & Community Service Committee.
  - 2. New Voting Members have been appointed and a new Chief Veterinarian will be appointed in January.
    - a. The flag officer promotion ceremony for the current Chief Veterinarian, RADM Terri Clark, is scheduled for January 14, 2016 at 1300 EST.
- ii. Next meeting/volunteer opportunities
  - 1. The next Veterinarian PAC meeting is scheduled for January 27, 2016 at 1400 EST.

**VIII. New/Old Business**

**a. LT Cody Thorton (AMSUS)**

- i. LT Thorton provided a summary of the recent 2015 annual AMSUS conference. Event details are described as follows:
  - 1. Very successful MMU exhibit was displayed on the show floor.
  - 2. Battlefield Acupuncture: Certification by Air Force
  - 3. AMSUS Awards: (RADM Trent-Adams presented PHS awards)
    - a. Humanitarian Assistance Award Monrovia Medical Unit
    - b. Joel T. Boone Award CAPT George Durgin, USPHS
    - c. Operational Medicine Award Monrovia Medical Unit, Team 1
    - d. Military Health System (MHS) awards
    - e. Allied Healthcare Award: Senior Non-Provider Commander Malaysia H. Gresham (PHS)
    - f. Nursing Excellence Award: Military Junior (O1 - O4) LT Elizabeth J. Fleischer USPHS
  - 4. HOSA (RADM Giberson)
  - 5. Joint Services Social Work Plenary (RADM Delaney was keynote speaker)
  - 6. VIP visit to SAMMC: BAMC Burn Unit and CFI (RADM Elizondo attended)
  - 7. AMSUS USPHS Social: all USPHS flags at AMSUS attended

