



# United States Public Health Service



## Scientist PAC

## Annual Report

## Fiscal Year 2009

September 1, 2008 thru August 31, 2009

Prepared by:  
CDR Rachel Avchen  
PAC Chair



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## **A. SCIPAC EXECUTIVE COMMITTEE ACTIVITY**

The following Scientists served as members of the **Executive Committee** this fiscal year:

### **CDR Rachel Avchen, Chair**

CDR Diana Bensyl, Vice Chair

CDR Boris Aponte, Secretary

LCDR Wei Guo, Commissioned Officers Foundation Liaison

CDR Daphne Moffett, Historian, Ex Officio

CDR Sara Newman, Ex Officio

It has been a productive, active year for the Scientist PAC. We set out on course with several overarching goals and with many subcommittee level objectives. Thanks to the hard work and dedication of our voting and non-voting membership, we have been successful in meeting those objectives. The overarching goals we set out to achieve this fiscal year included:

1. To continue outreach to Junior Officers and new members of our Scientist PAC,
2. To maintain effective leadership, and
3. To address inequities in appointment standards.

We accomplished these goals by undertaking the following activities during this year:

### **1. OUTREACH TO JUNIOR OFFICERS:**

- The PAC Chair sent out a welcome letter to all new CADs within the first month of their CAD date.
- The PAC Chair and Vice Chair had an “open door policy” and encouraged junior officers to call for advice, input and direction whenever needed to give these officers the additional support we think is important in the early stages of a CC career. This included giving advice, input and assistance to junior officers.
- The PAC Chair formalized and charged the Career Development subcommittee with an activity to ensure representation of Scientists Officers at Officer Basic Course graduation ceremonies in order to personally meet and welcome junior officers to the CC.

### **2. EFFECTIVE LEADERSHIP**

- To achieve a priority goal of enhancing our leadership efforts, the Chair and Vice Chair met every month (or as needed) to discuss emerging issues, strategize about solutions, and delegate responsibility for tasks to ensure effective completion and follow up.
- The Executive Committee made a concerted effort to participate actively in subcommittee events/activities to demonstrate support to the outstanding work of our membership.



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- The Executive Committee monitored basic readiness of Scientists as a whole and worked with the Readiness & Response Subcommittee as needed.
- The Chair and Vice Chair of the Scientist PAC worked collaboratively throughout the fiscal year and as a tag team. This resulted in the Scientist PAC being represented by SciPAC leadership at every PAC Chair meeting, SG/CPO/PAC meeting, and any other special meeting, which required SciPAC participation. SciPAC was represented at most (if not all) of these meetings this fiscal year.
- The Executive Committee worked closely with our Chief Professional Officer, RADM Helena Mishoe, who was accessible to our PAC leadership 24/7 to give advice and to finalize decisions on a wide range of issues throughout the fiscal year.
- The SciPAC responded to all requests from the Office of the Surgeon General within all deadlines and always strived to provide quality and thorough input from our PAC membership.
- The Chair appointed liaison officers to PSYPAG, Billets, and JOAG in an effort to facilitate cross fertilization of information and initiatives.
  - **CDR Micahel Murry** served as the PSYPAG liaison officer
  - **CDR Maleeka Glover** served as the JOAG liaison officer (Note. CDR Glover was promoted during this last cycle and primarily served in this role as a LCDR)
  - **LCDR Matthew Newland** served as the Billets officer; in this role LCDR Newland also reported on the Officer Profile initiative.
  - **Dr. Monique Mansoura** served as the Civil Service liaison.

### **3. APPOINTMENT STANDARDS**

- Under the direction of RADM Mishoe, the SciPAC responded to requests from Scientists to address seemingly inequitable appointment standards for Scientist Officers. A position paper, spear headed by RADM Mishoe and CAPT Milner (CPO, HSO), facilitated the formation of an appointment board WIPT.
- Tai, Betty (NIH/NIDA) [E]; SciPAC WIPT representative
- Brett, Kate M. (CDC/CCHIS/NCHS); SciPAC WIPT alternate
- Subgroup for initiative: Avchen, Rachel (CDC/CCHP/NCBDDD); Mishoe, Helena (NIH/NHLBI) [E]; Lotz, William G. (Greg) (CDC/NIOSH/DART); Nelle, Timothy; Sara\_Newman@nps.gov; Jones, Bryan (HHS/OPHS); Thoroughman, Douglas (CDC/COTPER/OD); McGuinness, Kevin (HRSA); Moffett, Daphne (ATSDR/DHAC/OD); Bensyl, Diana M. (CDC/OD/OWCD)
- Status: WIPT recommendations are currently being vetted along the chain

### **B. SUBCOMMITTEE ACTIVITY**

In addition to the overarching activities undertaken by members of the SciPAC Executive Committee, members of the Executive Committee also provided advice and consult to Chairs and members of the 11 subcommittees that function within the Scientist PAC to provide service to our officers. The following section describes



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the activities and accomplishments of each of our Subcommittees and identifies the Chair(s) and members of each subcommittee.

## **AWARDS SUBCOMMITTEE**

- The purpose of the SciPAC Awards Subcommittee is to support the SciPAC and the CPO in supporting awards development across our category. The subcommittee acts as a resource for Officers seeking recognition for their accomplishments, as well as supporting our category specific awards.
- Reviewed nominations and selected the Scientist Responder of the Year for 2008, CDR Sara Newman
- Reviewed nominations and facilitated the selection process for Junior Scientist of the Year, LCDR Yi Zhang
- Reviewed nominations and facilitated the selection process for Senior Scientist of the Year, CDR Mark Methner

### **Awards Subcommittee Members:**

**Chair: CAPT Martin Sanders**

CAPT Doug Thoroughman

CAPT Mark Eberhardt

CAPT Drue Barrett

CAPT John Hayes

CDR Margaret Riggs

CDR David Laird

CDR Diana Schneider

LCDR Matt Wise

## **CAREER DEVELOPMENT SUBCOMMITTEE**

- Implemented the annual CV review
- Established an on-going group of DC-based officers that attend monthly OBC graduations
- Prepared script for the PHS Professional Category Introduction for the Scientist category to be used during OBC
- Introduced a Career Development Session for up-to-date information
- Reviewed web-based Scientist Handbook for necessary up-dates and additions.
- Assisted with the write-up of the review titled "Officer Guide – Role of the Scientist Officer in Emergency Response"



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## Career Development Subcommittee Members: CDR (sel) Karon Abe, Chair

Members 2009		CV Review (2008)	Handbook update	OBC	CD Sessions
CAPT	Kate Brett	x	x		x
CAPT	Pamela Ching	x			
CAPT	Ruth Jiles	x			
CAPT	Kathleen McDuffie	x			
CAPT	Michael Murry	x			
CAPT	Ralph O'Connor	x		x	
CAPT	Douglas Thoroughman	x	x		x
CAPT	Bennet Fletcher			x	
CAPT	Omar Hottenstein			x	
CAPT	Nelson Adekoya	x			
CAPT	William Burkhardt III	x			
CAPT	David Crago	x			
CAPT	Jon R. Daugherty	x			
CAPT	Gayle DeBord	x			
CAPT	Bryan Jones	x			
CAPT	Deborah Levy	x			
CAPT	Robert Linkins	x			
CAPT	Mehran S. Massoudi	x			
CAPT	David McIntyre	x			
CAPT	William Murphy	x			
CAPT	Martin L. Sanders	x			
CAPT	Shay Fout	x			
CAPT	Mark J. Seaton	x			
CAPT (sel)	John Golden			x	
CDR	Rachel Avchen	x		x (planning)	
CDR	Danice Eaton	x	x		
CDR	Daphne Moffett	x			
CDR	Sara Newman	x		x	
CDR	Ross Spears	x	x		
CDR	Stacey L. Williams	x			
CDR	Laura Draski			x	
CDR	Boris Aponte			x	
CDR	Steven Sparenborg			x	
CDR	Christine Benally	x			
CDR	Diana M. Bensyl	x			
CDR	Heidi Blanck	x			
CDR	Wei Guo	x			
CDR	Tracy C. Macgill	x			
CDR	Timothy D. Nelle	x			



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CDR	Robert L Williams	x			
CDR (sel)	Michael King		x		
LCDR	Tajah Blackburn			x	
LCDR	Deborah Dee		x		
LCDR	Jacqueline Sram		x		
LCDR	Lauren Zapata		x		

## CATEGORY DAY SUBCOMMITTEE

- Served as PAC representative for the COA Category Day Planning Committee
- Ensured proper forms (e.g., disclosure or financial) were submitted in a timely manner by speakers and subcommittee representatives
- Triaged and reviewed abstracts for speaker presentations
- Maintained, edited, and prepared final agenda with topics, sessions and keynote speaker of interest to the Scientist category
- Managed COA assigned budget and assigned use of funding as necessary
- Identified and provided COA Category Day Planners speaker presentations eligible for Continuing Education accreditation
- Attended COA Category Planner meetings and provided requested materials to COA Category Planners in timely manner
- Coordinated speaker presentations and maintained all aspect of planning leading up to Category Day
- Ensured proper organization of personal, equipment, and resources on Category Day
- Organized social activity for SciPAC after Category Day

### Category Day Subcommittee Members

**CDR Maleeka Glover & LCDR Paul Seo, Chair and Co-Chair**

CAPT Ruth Jiles  
 CAPT Robert Linkins  
 CAPT Greg Lotz  
 CDR Amy Park  
 CDR Lisa Pealer  
 LCDR Henraya McGruder  
 LCDR Matthew Murphy

## MENTORING SUBCOMMITTEE

- Provided critical information towards updating the Mentoring Subcommittee section of the SciPAC handbook.
- As Chairman, provided 1-2 day turnaround time on assigning Mentors/Protégé's.
- Fostered successful and productive interaction between officers stationed domestically and overseas and those seeking Mentors.
- Successfully matched 74 Protégé's with 50 Mentors.



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- Under current chairman's leadership, the Mentoring Subcommittee as a group, and relationships between Mentors and Protégé's has more than tripled in size over the last 3 years.

## **Mentoring Subcommittee Members** **CDR Mark Methner, Chair**

### **MENTORS**

CAPT Nelson Adekoya  
CAPT Christine Benally  
CAPT Bill Taylor  
CAPT Joyce Smith  
CAPT Neal (O'Neal) Walker  
CAPT Francois LaLonde  
CAPT DeLoris Hunter  
CAPT Pamela Ching  
CAPT Michael Adess  
CAPT G. Bryan Jones  
CAPT Bo Kimsey  
CAPT Ralph O'Connor  
CAPT Drue Barrett  
CAPT Kate Brett  
CAPT Kevin McGuinness  
CAPT Michael McLaughlin  
CAPT Robb Linkins  
CAPT David Ashley  
CAPT Mildred Williams-Johnson  
CAPT Lisa Colpe  
CAPT Arnold Foley  
CAPT Deborah Levy  
CAPT Patrick J. McNeilly  
CAPT Rick Troiano  
CAPT Joe Despina  
CAPT Rob Lyerla  
CAPT Roy Blay  
CAPT John Mosely Hayes  
CAPT Jon R. Daugherty  
CAPT Jon Perez  
CAPT Arnold Farley  
CAPT Doug Thoroughman  
CAPT Kathleen McDuffie  
CAPT Becky Sheets  
CDR Mark Methner  
CDR Artensie Flowers  
CDR Martin Sanders



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CDR Diana Schneider  
CDR Daphne Moffett  
CDR Peter McElroy  
CDR Kayla Laserson  
CDR Heidi Blanck.  
CDR Mark Seaton  
CDR Michael D. Murry  
CDR Donna Schuyler  
CDR Sara Newman  
CDR Danisha Robbins  
LCDR Michael E. King  
LCDR Danice K. Eaton  
LT Matt Murphy

## **POLICY SUBCOMMITTEE**

- Provided input to the Chair and CPO on the following policies for submission to the Office of the Surgeon General
- Always provided timely responses, even when there were extremely short deadlines
- The following documents were reviewed by the Policy Subcommittee during FY2009:
  - Proposed Personnel Policy Memorandum (PPM) titled "Flag Officer Selection and Assignment "
  - Proposed Commissioned Corps Instruction (CCI) CC29.3.8, "Substance Abuse"
  - Proposed Commissioned Corps Instruction (CCI) CC23.5.10, "Use of Alternative Workplace"
  - Proposed Commissioned Corps Instruction (CCI) CC29.1.5, "Absence Without Leave"
  - Proposed Commissioned Corps Instruction (CCI) CC231.04, "Background Investigation Requirement"
  - Proposed Commissioned Corps Instruction (CCI) CC23.3.5, "Inter-Service Transfer"
  - Proposed Personnel Policy Memorandum (PPM) titled "Global Health Campaign Medal"
  - Office of Commissioned Corps Force Management Memo regarding Officer Photographs
  - Proposal Commissioned Corps Instruction (CCI) CC23.8.5, "Voluntary Retirement (20 years)"
  - Proposed Commissioned Corps Instruction (CCI) CC29.3.8, "Substance Abuse"
  - Proposed Commissioned Corps Instruction (CCI) CC26.3.6, "Insignia and Devices"
  - Proposed Commissioned Corps Instruction (CCI) CC26.3.1, "Uniforms and Appearance"



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- Proposed Commissioned Corps Directive (CCD) CC46.3.1, “Uniform Regulations”

## **Policy Subcommittee Members: CDR Timothy Nelle, Chair**

CAPT Ben Wheat, Member  
CAPT Christine Benally, Member  
CAPT Mark Seaton, Member  
CAPT Paul Siegel, Member  
CDR Dan-My Chu, Member  
CDR Artensie Flowers, Member  
CDR Sara Newman, Member  
CDR James Osterhout, Member  
CDR Ross Spears, Member  
CDR Joseph Temenak, Member  
LCDR Kathleen Green Raleigh (CDR Select), Member  
LCDR Margaret Riggs (CDR Select), Member  
LCDR Robert Belde, Member  
LCDR Peter Thomas  
LCDR Beth Carlton Tohill, Member  
LCDR Jeremy Wally, Member

Although they are not 'official' members, we also sought advice and input from the following officers:

CAPT Martin Sanders  
CAPT Douglas Thoroughman  
CDR Daphne Moffett

## **RECRUITMENT AND RETENTION SUBCOMMITTEE**

- Informed the SciPAC on the implementation of the new Associate Recruiter Program.
  - The Associate Recruiter Program underwent a complete revision this year. The program that had been in operation for several years was shut down in 2008 and a re-engineered program was proposed.
  - All recruiting activities under the old program ended and no further activity reports were accepted.
  - The plans for the new ARP were announced calling for closer coordination of recruiting efforts with the Associate Recruiters, Associate Recruiter Leads, the PAC Recruitment and Retention Subcommittees, and the PAC CPO's. Implementation of the new ARP was delayed until the plan had been reviewed and approved at all the



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necessary levels. Assisting the implementation of the new plan will be an important responsibility for the subcommittee in the coming year.

- Responded to questions from prospective Scientist officers interested in applying to the Commissioned Corps.
  - The subcommittee received inquiries from more than nine scientists considering a career in the commissioned corps.
  - The questions were about what kinds of work Scientist officers do and what career opportunities they might have. In each case, those questions were referred to a SciPAC member in the same discipline as the inquirer. The subcommittee received some follow-up emails from the inquirers thanking the SciPAC for being so helpful in answering their questions.
- Assisted in the orientation of new officers recruited under the Department of Defense Initiative and assigned to DOD facilities.
  - There were six new clinical psychologist officers in the Scientist category who received attention from the Recruitment and Retention Subcommittee. We made contact with the new officers, answered questions, and assisted them in getting assigned to mentors. We anticipated they might be one of the only PHS officers at a military installation and such isolation could put the new officer at a great disadvantage in terms of getting off to a good start in their careers.

**Readiness and Response Subcommittee Members:  
CAPT Michael Murry, Chair; CAPT David McIntyre, Co-Chair**

CDR Timothy Nelle  
CDR Sanders  
CDR Daphne Moffett  
CDR Wei Guo  
LCDR Michael Smith

**READINESS AND RESPONSE SUBCOMMITTEE**

- Liaison with OFRD and report category readiness per OFRD requirements
- Remind and assist PHS Scientist Officers to meet readiness standards required to respond to public health emergencies
- Inform PHS Scientist Officers about emergency response training and assist with emergency response training opportunities and deployment processes

**Readiness and Response Subcommittee Members:  
LCDR Marco Bennett, Chair**

CAPT Christine Benally  
CAPT John Mosely Hayes



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CAPT Bryan Jones  
CAPT Mark Seaton  
CAPT Douglas Thoroughman  
CDR Laura Draski  
CDR David Thompson  
LCDR Tegan Boehmer  
LCDR Deborah Dee  
LCDR Judy Facey  
LCDR Eduardo Gomez-Saladin  
LCDR Adrienne Goodrich-Doctor  
LCDR Michael Smith  
LCDR Jacqueline Sram  
LT Clara Kim

## **RULES AND MEMBERSHIP SUBCOMMITTEE**

- Reported on new CADs
- Reviewed the SOP and Charter to answer questions regarding SciPAC for the PPAC and for questions from Scientists
- Reviewed and ranked 10 applications for voting membership; submitted 5 names and an alternate for SG consideration to SciPAC 2009-2012 term

### **Rules and Membership Subcommittee Members: CDR Diana Bensyl, Chair**

CAPT Christine Benally  
CDR Daphne Moffett  
CDR Sara Newman  
CDR David Laird  
LCDR Lauren Zapata  
LT Charlene Sydnor

## **VISIBILITY SUBCOMMITTEE**

It has been a productive and active year for the Visibility Subcommittee. We set out the goal which is to organize three visibility events. Thanks to the hard work and dedication of all visibility subcommittee members, we have been successful in meeting the objectives exceedingly by accomplished following major four events to increase the visibility of SciPAC this year:

- Successfully organized two days visibility event at NBC4 event
- Wrote and published an article entitled “SciPAC & DC-COA Collaborate for a Successful USPHS Visibility Event” on the COA Frontline



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- Generated and presented the SciPAC poster entitled “Scientist Officers Helping the USPHS Ensure a Healthy Nation and World” at COF annual meeting at Atlanta
- Successfully organized a visibility event at NIH food fair

## **Visibility Subcommittee Members:**

**LCDR Sally H. Hu, Chair**

LCDR Tajah L. Blackburn

LT Shane Davis

LCDR Deborah L. Dee

LCDR Anne C. Dobmeyer

LCDR Wei Guo

LCDR James L. Kenney

LCDR David Skanchy

LCDR John Stansberry

LCDR Fei Xu

LT Nancy Jennings Aburto

LT Charlene Sydnor

LT Jeremy L. Wally

## **WEB SUBCOMMITTEE**

- Attended meetings related to transition of PAC website to HHS template and kept SciPAC informed of potential issues and concerns
- Communicated SciPAC concerns related to website transition to HHS, including concerns related to lose of content control, clearance processes, developing PAC-specific Q&As, and 508 compliance
- Maintained website content providing updates upon request from SciPAC members, including posting monthly SciPAC meeting minutes and agendas
- Developed/maintained/followed Standard Operating Procedure for keeping the site updated
- Developed a Standard Operating Procedure for the HHS website, including how to maintain 508 compliance, to be followed if/when the SciPAC website is live on the HHS server



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**Web Subcommittee Members:**

**CDR Danice Eaton, Chair; CDR Cynthia Striley, Co-Chair**

CAPT John Mosely Hayes

CAPT Francois Lalonde

CDR Michael Murry

LCDR Michael King