



United States Public Health Service



Scientist PAC

Annual Report Fiscal Year 2010

September 1, 2009 thru August 31, 2010

Prepared by:
CDR Diana M. Bensyl
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 Diana Bensyl, Chair

CDR Matthew Newland, Vice Chair

CDR Timothy Nelle, Secretary

LCDR Sally Hu, Commissioned Officers Foundation (COF) Liaison

CDR Rachel Avchen, Ex Officio

It has been a productive, active year for the Scientist PAC. 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
4. To increase Scientist officer participation in PAC activities.

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

1. OUTREACH TO JUNIOR OFFICERS:

- The PAC Chair sent out welcome letters to all new CADs within the first month of their CAD date. Over the course of the year, 35 letters were sent.
- The PAC Chair and Vice Chair had an “open door policy” and encouraged junior officers to call for advice, input and direction whenever needed. This gave officers the additional support that is important in the early stages of a CC career. This included giving advice, input and assistance to junior officers. The PAC Chair responded to approximately 30 requests for information from current or potential Scientist officers.
- The PAC Chair changed the structure of the Recruitment, Retention and Readiness subcommittee to ensure the best use of PAC voting member’s time by combining two committees to ensure there was no duplication of efforts.

2. EFFECTIVE LEADERSHIP

- To achieve a priority goal of enhancing our leadership efforts, the Chair and Vice Chair met as needed to discuss emerging issues, strategize about solutions, and delegate responsibility for tasks to ensure effective completion and follow up.
- The Executive Committee met as needed to discuss issues and come to a united front on issues facing the PAC.
- The Chair and Ex-Officio Chair worked collaboratively to ensure a smooth transition for the new Chair and to ensure all tasks begun during the Ex-Officio’s term were appropriately completed or transitioned to new subcommittee chairs.



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- The Executive Committee made a concerted effort to participate actively in subcommittee events/activities to demonstrate support to the outstanding work of our membership.
- The Executive Committee monitored basic readiness of Scientists as a whole and worked with the Recruitment, Readiness & Retention Subcommittee. We corresponded with officers having difficulties meeting or maintaining readiness. We also worked with potential officers, especially at the start of the “pause”, to provide emotional support and give feedback to leadership, as requested.
- The Chair and Vice Chair of the Scientist PAC worked collaboratively throughout the fiscal year. They ensured SciPAC leadership was represented at every PAC Chair meeting, SG/CPO/PAC meeting, and other special meetings 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, CAPT Williams-Fleetwood, who was readily accessible to our PAC leadership to give advice and to finalize decisions on a wide range of issues.
- The SciPAC responded to all requests from the Office of the Surgeon General within the deadlines and always strived to provide quality and thorough input from our PAC membership. Our assistance with policy feedback was recognized in a letter from PHS leadership. Over the year, the PAC Chair responded to at least 30 requests for information and input from Corps leadership.
- The Chair appointed liaison officers to PSYPAG, Billet Transformation Group, and JOAG in an effort to facilitate cross fertilization of information and initiatives.
 - **CAPT Micahel Murry** served as the PSYPAG liaison officer.
 - **LCDR Robin Toblin** served as the JOAG liaison officer.
 - **LCDR Judy Facey** served as the Billets Transformation officer.
 - **Dr. Monique Mansoura** served as the Civil Service liaison.
- Billet Transformation has been an ongoing process. It required additional meetings and discussion with SciPAC and PHS leadership to ensure an appropriate transition. Leading up to this transition, the PAC Chair counseled multiple officers on ensuring their current billet was correct and matched their work activities. The billet transformation process is ongoing and will span the next fiscal year.

3. APPOINTMENT STANDARDS

- Under the direction of the prior CSO RADM Mishoe and the prior PAC Chair CDR Avchen, the SciPAC responded to requests from Scientists to address seemingly inequitable appointment standards for Scientist Officers. During 2009-10, WIPT recommendations were sent to PHS leadership for appointment standard changes. These recommendations have not yet been implemented. This led to problems in commissioning new Scientists that the Chair and Ex-Officio Chair worked together, with Corps leadership, to address. We were able to successfully bring on new Scientists that were initially denied a Scientist appointment. Continued follow-up is



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needed to get the recommendations implemented and to avoid problems when the “pause” in new appointments is lifted.

- The PAC Chair, with support of the Executive Committee, requested that non-DC area Scientists be allowed to serve on appointment boards. Considering repeated problems with appointments for Epidemic Intelligence Service Program Scientists at CDC, a Scientist representative from the EIS program on the Scientist appointment board would save time and money in the overall process by avoiding re-review. This program brings in 10-15 new Scientists each year. CDR Bensyl nominated CDR Avchen for this role. CDR Avchen was able to secure funding for travel to DC. We are still awaiting a decision on the outcome of this proposal.
4. Officer Participation in PAC Activities
- The PAC sent out many calls for volunteers this year and had so many volunteers for each activity that we often had to turn away volunteers. We encouraged officers to volunteer for other activities and to continue to step forward to help in the future. At least 45% of current Scientist officers volunteered for at least one PAC activity in 2010.

B. SUBCOMMITTEE AND LIAISON 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 10 subcommittees that function within the Scientist PAC to provide service to our officers. The following section describes the activities and accomplishments of the COF liaison and each of our Subcommittees. The Chair(s) and members of each subcommittee are also listed.

SCIPAC COF ANNUAL REPORT:

- Ending balance for the SciPAC account (August 2010): **\$2561.42**.
- Current inventory: **135** SciPAC coins, **55** T-shirts (20 L, 27 M, 8S)
- We processed 16 mail orders. Total income is **\$889.00** and total expense (reimbursements) is **\$427.75** (see the attachment).
- Because of the support from LCDR Sally Hu’s office, there were no shipment expenses for all SciPAC mail orders.

COF Liaison: LCDR Sally Hu

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 2009, CDR Dennis Ross Spears.
- Reviewed nominations and facilitated the selection process for Junior Scientist of the Year, LCDR Robin L. Toblin.
- Reviewed nominations and facilitated the selection process for Senior Scientist of the Year, CDR Daphne B. Moffett.



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- Revised narratives of their work for inclusion in the COA Awards luncheon on Category Day.
- Worked over the course of several months to provide the draft to SciPAC Rules and Membership Subcommittee in order to standardize the award selection process. The language has been included in the SciPAC Standard Operating Procedures (SOP) in May 2010.

Chair: LCDR Sally Hu and Co-Chair: CAPT Martin Sanders

CAPT Rob Lyerla
 CDR Rachel Avchen
 CDR David Laird

Career Development Subcommittee

- Organized CV review for 30+ Scientist officers; two senior officers are assigned to review each officer's CV and provide comments.
- Developed a team of officers who attend the Officer Basic Training Course graduation every month; presenting a letter and coin from our CPO to the graduating officer.
- Continued providing up-to-date information at Career Development Sessions (i.e. billet transformation, COERs, Awards).
- Established a team of officers to review the web-based Scientist Handbook for necessary up-dates and additions.
- Provided "Top Ten" helpful hints for new Scientist Officers on the Scientist webpage.
- Developed a "Career Counseling Session" for the USPHS Training Symposium in San Diego, CA.

Chair: CDR Karon Abe

Adeloya, Nelson, CAPT	CDC
Aponte, Boris, CDR	AHRQ
Avchen, Rachel, CDR	CDC
Benally, Christine, CAPT	HHS
Bensyl, Diana M. CDR	CDC
Blackburn, Tajah, LCDR	EPA
Blanck, Heidi, CDR	CDC
Brett, Kate, CAPT	CDC
Burkhardt, William III, CAPT	FDA
Ching, Pamela, CAPT	CDC
Daughterty, Jon R, CAPT	FDA
Davidson, Bryan, LCDR	DOD
Davis, Rick, CAPT	CDC
DeBord, Gayle, CAPT	CDC
Dee, Deborah, LCDR	CDC
Draski, Laura, CDR	FDA
Eaton, Danice, CDR	CDC



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Fletcher, Bennet, CAPT	NIH
Fout, Shay, CAPT	EPA
Frasca, Dominic, LCDR	HHS
Golden, John, CAPT	DOD
Grajewski, Barbera, CAPT	CDC
Guo, Wei, CDR	FDA
Hottenstein, Omar, CAPT	DOD
Jiles, Ruth, CAPT	CDC
Jones, Bryan, CAPT	HHS
King, Michael, CDR	CDC
Massoudi, Mehran S, CAPT	CDC
McDuffie, Kathleen, CAPT	CDC
McIntyre, David, CAPT	IHS
Moffet, Daphne, CAPT	CDC
Montoya, Marco, CAPT	Retired
Murphy, William, CAPT	CDC
Murry, Michael, CAPT	BOP
Nelle, Timothy D, CDR	FDA
Newman, Sara, CDR	NPS
O'Connor, Ralph, CAPT	CDC
Pauli, Ingrid, LCDR	DOD
Robbins, Nisha, CDR	CDC
Sanders, Martin L, CAPT	CDC
Seaton, Mark J. CAPT	FDA
Sparenborg, Steven, CDR	NIH
Spears, Ross, CDR	CDC
Sram, Jacqueline, LCDR	FDA
Taylor, William, CAPT	FDA
Thoroughman, Douglas, CAPT	CDC
Toblin, Robin, LCDR	BOP
Troiano, Richard, CAPT	NCI
Welsh, Clement, CAPT	CDC
Williams, Robert L. , CDR	CDC
Zapata, Lauren, LCDR	CDC

2010 CATEGORY DAY SUBCOMMITTEE ANNUAL REPORT

- The Chair served as the SciPAC representative on the COA Category Day Planning Committee. Specifically, the Chair:
 - Participated in all Planning Committee conference calls
 - Ensured all forms and materials were turned into the Planning Committee on time, including speaker registration and continuing education forms
 - Managed the COA Category Day budget



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- Reviewed and edited Category Day agenda for publication in conference proceedings
- Scheduled subcommittee conference calls and oversaw all activities of the subcommittee
- The Category Day Subcommittee members worked together to plan and organize an interesting, multidisciplinary Scientist Category Day at the 2010 USPHS Scientific and Training Symposium in San Diego, CA. Specifically, the subcommittee:
 - Prepared and finalized the Category Day agenda
 - Identified a keynote speaker from a local university
 - Planned a career development leadership panel
 - Solicited, reviewed, and selected scientific abstracts for presentation
 - Coordinated personnel, equipment, and resources during Category Day, including the Surgeon General visit
 - Evaluated officer satisfaction with Category Day
 - Organized the SciPAC social activity at Café Coyote
 - Provided letters of appreciation to Category Day speakers

Chair: LCDR Tegan Boehmer & Co-Chair LCDR Matthew Murphy

CAPT Mehran Massoudi

CDR Diana Bensyl

LCDR Mark Clayton

LCDR Deborah Dee

LCDR Rashida Dorsey

LCDR Tracie Gardner

CDR Ryan Novak

LCDR Paul Seo

LT Jennifer Adjemian

LT Danielle Iuliano

LT Kanta Sircar

LT Charlene Sydnor

MENTORING SUBCOMMITTEE

- Successfully matched 17 Protégé's with 13 Mentors according to officers requests.
- Conducted interview assessments of every request for mentorship and provided initial advice to all officers requesting mentors.
- Followed-up with every assignment made to assess its status.

Chair: CDR Boris Aponte, Co-Chair CDR Mark Methner

MENTORS

CAPT Nelson Adekoya

CAPT Christine Benally

CAPT Bill Taylor

CAPT Joyce Smith

CAPT Neal (O'Neal) Walker

CAPT Francois LaLonde



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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 Mehran Massoudi
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 Michael D. Murry
CAPT Martin Sanders
CAPT Rick Troiano
CAPT Joe Despina
CAPT Rob Lyerla
CAPT Roy Blay
CAPT John Mosely Hayes
CAPT Jon R. Daugherty
CAPT Mark Seaton
CAPT Jon Perez
CAPT Arnold Farley
CAPT Doug Thoroughman
CAPT Kathleen McDuffie
CAPT Daphne Moffett
CAPT Becky Sheets
CDR Boris Aponte
CDR Rachael Avchen
CDR Diana Bensyl
CDR Mark Methner
CDR Artensie Flowers
CDR Diana Schneider
CDR Peter McElroy
CDR Kayla Laserson
CDR Heidi Blanck
CDR Ross Spears
CDR Donna Schuyler
CDR Sara Newman
CDR Danisha Robbins



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CDR Danice K. Eaton
CDR Robert Williams
CDR Michael E. King
LCDR Sally Hu
LT Matt Murphy

POLICY SUBCOMMITTEE

- All assignments were completed on time. The average turnaround time was 7.7 days. On average, 42% of committee members responded to a request.
- All comments were compiled and further reviewed by the PAC Chair and CPO before sending to the relevant requesting offices. SciPAC was commended by the Office of Public Health and Science, Immediate Office of ASH, for our thoughtful recommendations (see attached letter from CAPT. John Eckert, Executive Assistant to ASH).
- The subcommittee developed a strategy to review documents in groups, to reduce the burden and increase the review quality by focus on one document at a time. The subcommittee also developed a better format for document review citing and comment recording. Additionally, the subcommittee created a database to track its activity, establishing institutional memory for future chairs and members.
- For further improvement, a training session should be considered at the inauguration of the subcommittee, to help new reviewers to understand the importance of this subcommittee and familiar with the policy review process.
- SciPAC 2009 – 2010 Policy Review Subcommittee was formed in September 2009 with 25 members, including 9 members from the last term. During the year, additional officers joined the subcommittee. Currently we have 28 members and 3 contributors, from agencies of CDC (14), DHS (1), FDA (9), BOP (2), DOD (2), EPA (1), NPS (1), and OS (1).

During the term, we reviewed 15 documents:

Number	Title	New or Revision of old Policy
1	Proposed Commissioned Corps Instruction (CCI) 29.3.8, "Substance Abuse and Dependency"	New
2	Proposed Replacement of Commissioned Corps Issuance (CCI) 26.3.7, "Special Uniform Situations"	Old
3	Proposed Replacement of Commissioned Corps Issuance (CCI) 26.3.4, "Uniforms for Male Officers"	Old
4	Proposed Replacement of Commissioned Corps Issuance (CCI) 26.3.1, "Uniforms and Appearance"	Old
5	Proposed Replacement of Commissioned Corps Issuance (CCI) 26.3.5, "Uniforms for Female Officers"	Old



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6	Proposed Personnel Policy Memorandum (PPM) 10-00x, "Aiguillettes" (ammendment to CCI 26.3.1)	Old
7	Proposed Commissioned Corps Issuance (CCI) 23.5.8, "Blanket Executive Agency Details"	Old
8	Proposed Commissioned Corps Personnel Manual (CCPM) Pamphlet No. 58, "Supervisor's Guide - A Reference for Managing Commissioned Corps Personnel"	Old
9	Proposed Commissioned Corps Issuance (CCI) 29.1.2, "Annual Leave"	Old
10	Proposed Commissioned Corps Issuance (CCI) 29.1.4, "Sick Leave"	Old
11	Proposed Commissioned Corps Issuance (CCI) 29.1.1, "Leave of Absence, General"	Old
12	Proposed Commissioned Corps Instruction (CCI) 23.4.7, "Flag Officer Position Management"	Old
13	Proposed Commissioned Corps Directive (CCD) CC43 -7.1, "Involuntary Separation"	New
14	Proposed Commissioned Corps Directive (CCD) CC43.4.1, "Promotions"	New
15	Proposed Commissioned Corps Directive (CCD) CC43.4.2, "Force Management"	New

Rank	Last Name	First Name	Agency
CDR	Ayala	Carma	CDC
LCDR	Belde	Robert	DHS
LCDR	Bennett	Marco	FDA
LCDR	Demby	Lela	BOP
LCDR	Dolan	Jennie	CDC
CDR	Flowers	Artensie	CDC
LCDR	Frazer	Nicole	DOD
CDR	Guo (chair)	Wei	FDA



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LCDR	Jackson	Michael L.	CDC
CAPT	McLaughlin	Michael A.	FDA
LT	Miller	Mark	EPA
CDR	Newman	Sara	NPS
LCDR	Nielsen	Carrie F.	CDC
CDR	Novak (chair)	Ryan	CDC
CDR	Osterhout	James	FDA
CDR	Reynolds	Meredith A.	CDC
CDR	Riggs	Margaret	CDC
LCDR	Sandhu	Sukhminder	FDA
CDR	Sansom	Stephanie	CDC
CDR	Schneider	Diana	OS
CAPT	Siegel	Paul D.	CDC
LCDR	Smith	Michael	FDA
LCDR	Thomas	Peter	CDC
LCDR	Wally	Jeremy L.	FDA
CAPT	Wheat	Ben	BOP
CDR	Williams	Robert L.	CDC
LT	Wise	Matthew	CDC
LCDR	Zhang	Yi	FDA
LCDR	Xu	Fei	FDA
LCDR	Davidson	Bryan	DOD
CDR	Spears	Ross	CDC

RECRUITMENT, RETENTION, AND READINESS SUBCOMMITTEE

- Replied to inquiries from persons considering a career as a Scientist in the Commissioned Corps.
- Reported monthly on level of readiness status for Scientist officers with breakdown by rank.
- Actively sought information on future direction of recruiting program(s) from OCCO.



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- Explored methods to enhance Scientist retention (e.g. reviewed potential for exit interviews).
- Identified four student loan repayment/forgiveness programs accessible to Scientist officers to provide additional incentives for career Scientists.
- Participated on informational meetings with DCCR staff regarding utilization of COSTEP as a recruitment strategy for Scientists.
- Six RR&R members volunteered to assist in responding to Scientist specific questions for the Corps Facebook page.
- Raised awareness for Scientist officers of informational tools to aid officers, e.g. PHS Facebook and PHS Chat.
- Made a detailed review of the recruitment and retention activities of the other PACS to ensure we were not missing important opportunities.
- Assisted in the creation of the Scientist “Best Kept Secrets” recruiting brochure.

Chair: CAPT Michael Murry

Chair: LCDR Paul Seo

CAPT Michael A McLaughlin

CDR Robert Krick

LCDR Alexander Balbir

LCDR Mark Clayton

LCDR Dominic Frasca

LCDR Nicole Frazer

LCDR Michael Smith

LT Sharyn Parks Brown

LCDR Christopher Hunter

LT Todd E. Myers

LT Ruiqing Pamboukian

RULES AND MEMBERSHIP SUBCOMMITTEE

- Revised the Charter, which had not been updated since 2005, to align with the 2009 Standard Operating Procedures (SOP).
- Revised the 2010 SOP to outline the awards subcommittee.
- Revised the 2010 SOP to establish the Recruitment, Readiness and Retention subcommittee.
- Revised the 2010 SOP to include a letter for retiring scientists and a new award, the Distinguished Retiring Scientist Service Award.
- Prepared a narrative and letter for the first recipient, of the Distinguished Retiring Scientist Service Award, CAPT Bryan Jones.
- Prepared an official call for nominations for new SciPAC membership (2010-2013) and sent the call to all Scientist Officers via the Scientist listserv.
- Collected, reviewed, and rank ordered by vote all 15 nominations received for new SciPAC membership (2010-2013).
- Recommended 4 nominations to the SciPAC Chair, CDR Diana Bensyl, who then forwarded the 4 nominations to the CSO, CAPT Sharon Williams-Fleetwood. We then prepared and updated the nomination packet for the Chief Scientist Officer (CSO) to forward to the Office of the Surgeon General for final approval.



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- Requested nominations for Executive Board positions, Vice Chair, Secretary, and COF Liaison from SciPAC voting members.

Chair: CDR Matthew Newland

LCDR James Kenney
CDR Tim Nelle
CDR Ross Spears
CDR Yi Zhang

SCIENCE SUBCOMMITTEE

- Communicated on various occasions via the listserv to distribute articles/documents, messages, news of interest to Scientists.
- Set up the outline for the article for Public Health Reports documenting the role of Scientist Officers during their jobs in the OPDIVs and when out on deployments and compiled the draft.
- Prepared and created the list for SciPAC Chief Professional Officers (CPOs) for historical documentation which has been published in SciPAC website.
- Prepared and created the list for SciPAC Chairs for historical documentation which has been published in SciPAC website.
- Responded to various inquiries on information about being a PHS officer in scientist category from the public, including college students (graduate students), civilian employees, and etc.

Chair: LCDR Yi Zhang

CAPT Jon Daugherty
CAPT Mehran Massoudi
CAPT Douglas Thoroughman
CAPT Clement Welsh
CAPT Daphne Moffett
CDR Sara Newman
CDR Diana Schneider
LCDR Minglei Cui
LCDR Loren Rodgers
LCDR Jorge Ruano-Rossil
LCDR Lauren Zapata
LT Alexander Balbir

VISIBILITY SUBCOMMITTEE

It has been a productive and active year for the Visibility Subcommittee. We set a goal to organize three visibility events. Thanks to the hard work and dedication of all visibility subcommittee members, we met the goal and accomplished the following to increase the visibility of SciPAC this year:

- Successfully organized a two-day visibility event at the NBC4 Health and Fitness Expo.



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- Generated and presented the SciPAC poster entitled “USPHS Scientists Practicing Global Public Health at Home and Abroad” at COF annual meeting in San Diego.
- Successfully organized a visibility event at NIH food fair.
- Coordinated with OCCO and OCCFM in distributing Chinese Medicine information during the Asian Heritage Program.
- Released three Science Officer Newsletters during the newsletter inaugural year. These were widely distributed and positively received.
- Participated in the Maryland Public Television Drive.
- Placed second in the DC COA Holiday bowling tournament.
- Exceptional contribution to the AMSUS conference and planning committee.
- Published an article in the COA Frontline entitled “USPHS Raises the Standard for Visibility Events” April 2010.

Chair: CAPT Christine Benally

Co-Chair: LCDR James Kenney

CAPT William Lotz

CAPT Stacey Williams

CDR Boris Aponte

CDR Raymond Droby

CDR Samuel Dutton

CDR Danice Eaton

CDR Wei Guo

CDR Steven Sparenborg

LCDR Candido Alicea

LCDR Marco Bennett

LCDR Aditya Bhagwat

LCDR Renee Calanan

LCDR Anne Dobmeyer

LCDR Theodore Garnett

LCDR Sally Hu

LCDR Hyon-Zu Lee

LCDR Loren Rodgers

LCDR Sharon Saydah

LCDR Paul Seo

LCDR Scott Steffen

LCDR Robin Toblin

LCDR Jeremy Wally

LCDR Fei Xu

LCDR Yi Zhang

LT Heather Silvio

LT Charlene Sydnor

WEB SUBCOMMITTEE

Activities and Accomplishments:



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- Attended meetings related to transition of PAC website to HHS template and kept SciPAC informed of potential issues and concerns.
- Maintained website content providing updates upon request from SciPAC members, including posting monthly SciPAC meeting minutes and agendas.
- Maintained and followed the Website Standard Operating Procedure for keeping the site updated.
- Currently creating new template for Website using a new platform that will allow great flexibility in making updates and requires minimal technical skills.

Chair: CDR Danice Eaton

Co-Chair: CDR Cynthia Striley

CAPT John Mosely Hayes

CDR Michael King