



# Scientist Professional Advisory Committee Meeting

## Minutes for Wednesday, January 2, 2007

### 1100 – 1300

USA Toll Free Number: 866-723-8146

PASSCODE: 7713400

Leader: CDR Sara Newman

#### I. Call to Order and Welcome

CDR Sara Newman

#### Participants

##### SciPAC Executive Committee 2007/8 Voting Members

Rank	Name	Agency	Role	Prior Term	Current Term		Yrs on PAC	X, if present
					Start	End		
<b>RADM</b>	Helena Mishoe	NIH	CPO					X
<b>CAPT</b>	Bill Burkhardt III	FDA		No	2005	2008	3	X
<b>CAPT</b>	Jon R. Daugherty	FDA	Recruitment and Retention	Yes	2005	2008	6	X
<b>CAPT</b>	Mehran Massoudi	CDC	Science	No	2005	2008	3	X
<b>CAPT</b>	John Mosely Hayes	IHS	Website	Yes	2005	2008	6	X
<b>CDR</b>	Rachel Avchen	CDC	Vice-Chair Rules and Membership	No	2006	2009	2	X
<b>CDR</b>	Christine Benally	OS	Policy	Yes	2007	2010	4	
<b>CDR</b>	Diana Bensyl	CDC	Secretary	No	2006	2009	2	Travel
<b>CDR</b>	Tracy MacGill	FDA	Emergency Preparedness	No	2005	2008	3	
<b>CDR</b>	David McIntyre	IHS	Emergency Preparedness	Yes	2007	2010	4	
<b>CDR</b>	Mark Methner	CDC	Mentoring	Yes	2006	2009	5	X
<b>CDR</b>	Daphne Moffett	CDC	Historian	Yes	2004	2012	7	X
<b>CDR</b>	Sara Newman	NPS	Chair	Yes	2007	2010	4	X
<b>CDR</b>	Martin Sanders	CDC	ExOficio	Yes	2007	2010	4	X
<b>CDR</b>	Mark Seaton	FDA	OFRD	No	2005	2008	3	X

<b>CDR</b>	D. Ross Spears	CDC	Career Development	Yes	2006	2009	5	X
<b>LCDR</b>	Marco Bennett	FDA	Category Day	No	2006	2009	2	no phone
<b>LCDR</b>	Maleeka Glover	CDC	JOAG Category Day	No	2007	2010	1	X
<b>LCDR</b>	Wei Guo	FDA	Visibility	No	2005	2008	3	No power
<b>LCDR</b>	Rona LeBlanc	FDA	Recruitment and Retention	No	2005	2008	3	X
<b>LCDR</b>	Matthew Newland	HRSA	Treasurer Awards	No	2006	2009	2	X
<b>Dr.</b>	Dalton Paxman	OS		Yes	2005	2008	6	

### Non-voting Scientist Participants

<b>Participant</b>	<b>Agency</b>
LCDR Karon Abe	CDC
CDR Bill Albrecht	EPA
LCDR Candido Alicea	NIH
CDR Heidi Blanck	CDC
CAPT Susanne Caviness	FDA
CAPT Lemyra DeBruyn	CDC
CAPT Joe Despina	
LT Jennifer M. Dolan	CDC
CDR Laura J Draski	FDA
LCDR Danice Eaton	CDC
LCDR Judy Facey	EPA
CDR Artensie Flowers	CDC
CAPT Bryan Jones	OS
CAPT O.D. Hottenstein	CBRN
LCDR Sally Hu	NIH
CAPT C. Dexter (Bo) Kimsey	CDC
CAPT Francois Lalonde	NIH
CAPT DeLoris L-James Hunter	NIH
CDR Laurence Libelo	EPA
CDR Kathleen McDuffie	CDC
LCDR Henraya McGruder	CDC
CAPT Kevin M. McGuinness	HRSA
CAPT Michael McLaughlin	FDA

CDR Michael Murry	BOP
CDR Timothy Nelle	FDA
LCDR Ryan Novak	CDC
CAPT Ralph O'Connor	CDC
LCDR James L. Osterhout	FDA
LCDR Margaret A. Riggs	CDC
LT Sukhminder Sandhu	FDA
CDR Diana Schneider	DHS
LT Kanta Sircar	CDC
LCDR Dave Skanchy	FDA
CAPT Joyce Smith	IHS
LCDR David Thompson	BOP
CDR Doug Thoroughman	CDC
LT Anthony Tranchita	IHS
CAPT Rick Troiano	NIH
CDR Clement Welsh	ASTDR
LCDR Lauren Zapata	CDC

**I) Call to Order and Welcome**

**CDR Sara Newman**

WELCOME AND HAPPY NEW YEAR!

**II) Report from the CPO**

**RADM Helena Mishoe**

Look forward to working with everyone and wish you all a blessed new year. Not a lot going on in December so we all got a bit of a break.

Dr. Don Wright started work on December 13, designated as Deputy ASH and as Acting ASH

Some key issues are that there are new policies in place. Navy sweater authorized as of January 1st. Army sweater will be phased out (date TBA). Full beards are no longer authorized. The other gold FMRBs are authorized to be worn. OCCFM and OCCO will be putting thank you letters in eOPF for those who served on transformation and functional working groups.

Lewin group presented and asked for comments regarding the revised COER. There were a number of questions and concerns by the SG/CPO combined meeting members about what had been generated. Mostly regarding limited focus on performance versus uniform wear/grooming. So Lewin will take this back to work on.

January 8-9 a Flag Retreat will take place in Atlanta, Georgia.

OCCO has reorganized- focusing on recruitment, assignment and career – they have established CAMS (Career and Assignment Managers) to focus on career, assignments and recruitment. OCCO has assigned color CAMS. Scientists are team blue, LCDR Rhondalyn Cox and CDR Robyn Scheper (LCDR

Rhondalyn Cox - 240.453.6006 or [rhondalyn.cox@hhs.gov](mailto:rhondalyn.cox@hhs.gov) CDR Robin Scheper - 240.453.6048 or [robin.scheper@hhs.gov](mailto:robin.scheper@hhs.gov)) of OCCO will serve as the contacts for the Scientist Category and will provide assistant to us to enhance our recruitment and placement of officers. CDRs Newman and Avchen will join RADM Mishoe in the meeting as well as members of the Recruitment subcommittee.

HSO and Scientists psychologists expressed concerns about appointment standards currently do not allow psychologists that aren't licensed to be commissioned. (This is a change from the past). It was thought that this severely limited recruitment of individuals in the mental health arena. RADM Mishoe is currently working on a proposal to be submitted through the CPO Board to OCCFM/OCCO to request that the appointment standards be reconsidered. This was discussed at the December meeting and the CPO Board agreed to go forward with a request to change appointment standards to allow psychologists that are not licensed to be commissioned. Although this will give officers and hiring officials more flexibility to bring on potential mental health providers, some agencies that need licensed psychologists will be not willing to hire unlicensed psychologists and allow time for them to obtain licensure.

Scientist Category T and E issue – This issue was discussed with the CPO Board. RADM Mishoe will continue to work on the issue and identify strategies how to recognize educational and public health relevant work efforts of scientists prior to the commissioning degree so we can maintain our competitiveness.

OCCO asked that the CPO Board provide recommendations on the Promotion Board criteria. In PY 07, a number of officers were placed in the 'non-recommend category' for promotion for areas such as lack of updated documentation or any documentation (CV/officer's statement). The CPO Board recommended a middle category "recommend for abeyance" that would provide more flexibility to the Promotion Board. It is anticipated that the use of the 'recommend for abeyance and non-recommend' categories would be used sparingly. RADM thanked the CPO Board for their response and stated that the recommendation will be consider by the OCCO staff and will get back to the Board with questions.

CDR McDuffie- Reminded the PAC that psychologists, both licensed and those in professions that do not require licensure, make extremely important contribution to public health. The emphasis on commissioning of basic and applied science, and clinical psychologists is critically important to the Corps.

RADM Mishoe agreed that this is true- that we need to promote a broad range of skills to meet the public health needs. Individuals who wish to be licensed psychologists while serving as a commissioned officer should also have the opportunity to do so.

CAPT Bryan Jones: Candidates may realize they can get a higher grade by going into HSO category rather than Scientist. This puts the Scientist category at a disadvantage. Also, this affects the Corps competitiveness with the civil service recruitment of scientists.

CDR Sanders- HSO have a similar problem regarding recruiting. They feel that the Corps has an overly strict interpretation of what public health is. Also not counting some of activities closely related to public health.

CDR McDuffie: I attended the recent APHA conference and there were a number of individuals at the conference who visited the recruitment table, most of the student, young professionals, with masters degrees in science and public health who received a message at the booth that they were not sought out for positions in the Corps. Recruitment efforts seem to focus exclusively on doctors, nurses and PAs.

CAPT Ralph O'Conner: Civil service or commissioned officers who are CDC detailed to states or local governments or international settings are not counted toward an FTE ceiling. Does anyone know about this? [here is the legislations that address this: <http://www.govtrack.us/congress/billtext.xpd?bill=h110-2764>) and the language: "Provided further, That employees of the Centers for Disease Control and Prevention or the Public Health Service, both civilian and Commissioned Officers, detailed to States, municipalities, or other organizations under authority of section 214 of the Public Health Service Act, or in overseas assignments, shall be treated as non-Federal employees for reporting purposes only and shall not be included within any personnel ceiling applicable to the Agency, Service, or the Department of Health and Human Services during the period of detail or assignment."]

RADM Mishoe: There was a working group discussion on this issue a couple of years ago, but not sure where it stands.

CAPT McLaughlin: Will there be changes in the grading system (ranking system A-E)? Concerns about the current system. RADM Mishoe: Yes, it is likely to change, Likert scale will likely be implemented, but it has not come out yet.

### **Report from the PAC Chair**

**CDR Sara Newman**

Minutes of December meeting approved.

The Visibility Subcommittee and treasurer LCDR Newland will be working on a fundraiser for our PAC to sell T-shirts. We hope you will buy a t-shirt to support the PAC and allow us to enhance our efforts to award our scientists and support our junior officers. More info forthcoming on this.

Daily wear of uniform has not yet been issued this is expected to be released in early 2008

Navy sweaters and label can be obtained online through Navy Exchange <https://www.navy-nex.com/>

Welcome to Anaiya Bennett! Marco Bennett's new baby girl who arrived on December 19<sup>th</sup> as our newest scientist officer!

### **III) Treasurer's Report**

**LCDR Matthew Newland**

We have \$2577.51 in the account.

### **IV) Subcommittee reports**

#### **a) Awards Subcommittee**

**LCDR Matthew Newland**

- Now accepting nomination for the Jr and Sr Scientists of the Year Award up to March 14. Welcome nominations that come in early. Self-nominations accepted. Award packet sent out on the listserv and is on the website.

#### **b) Career Development**

**CDR Ross Spears**

- Still working on sections on handbook updated. Have five subsections sent in and starting
- c) **Category Day** **LCDR Marco Bennett and LCDR Maleeka Glover**
- The scientists are honored to have Dr. Richard Carmona as our keynote speaker on category day! His office has not decided the topic of his keynote address.
  - Our category day agenda is completed and we are anticipating an exciting category day
  - The category day subcommittee is planning a social/dinner after category day at El Carro Cafe. Details forthcoming

Other USPHS Scientific and Training Symposium announcement:

- Deadline for the track session is extended to Jan 15, 2008
- Hotel rooms are going fast, please call 800-551-1466 to make your reservations, be sure to request "Commissioned Officer's Rate"
- Details are available at [www.coausphsconference.org](http://www.coausphsconference.org)

d) **Emergency Preparedness Subcommittee** **CDR Tracy MacGill/CDR David McIntyre**  
Not present

e) **Mentoring Subcommittee** **CDR Mark Methner**

- Thank you to RADM Mishoe for request for mentors. Had an unusually large response. 46 mentors 51 mentees.

f) **OFRD Subcommittee** **CDR Mark Seaton**  
No update.

g) **Policy Review** **CDR Christine Benally and CDR Tim Nelle**  
No update.

h) **Recruitment and Retention Subcommittee** **CAPT Jon Daugherty and LCDR Rona LeBlanc**  
No update.

i) **Rules and Membership Subcommittee** **CDR Rachel Avchen**  
No update.

j) **Science Subcommittee** **CAPT Mehran Massoudi and LCDR Yi Zhang**  
No Update

**k) Visibility Subcommittee**

**LCDR Wei Guo and LCDR Sally Hu**

- DC based volunteers are needed for the NBC 4 Expo to take place January 12 and 13. Still need volunteers for Saturday slot 14:30 - 17:30 and all Sunday slots. January 12 and 13<sup>th</sup>. Sunday will be busy still need volunteers to man the booth. Contact Sally Hu to sign up. [HuS@OD.NIH.GOV](mailto:HuS@OD.NIH.GOV)
- Scientist T-shirt: cost for each shirt will be \$12.00 including shipping (may be a bit more for XX-Large). More information forthcoming on this. Check out the website where shirts will be ordered:  
[http://www.healthimpressions.com/storefrontB2CWEB/browse.do?action=refresh\\_browse&ctg\\_id=690](http://www.healthimpressions.com/storefrontB2CWEB/browse.do?action=refresh_browse&ctg_id=690)

**Website**

**CAPT John Mosely Hayes and LCDR Danice Eaton**

- Subcommittee still meeting with the contractor to move our website to move to HHS template

**l) JOAG Report**

**LCDR Maleeka Glover**

- Nothing new to report

**Other:**

- RADM Mishoe: had 11 billets that were tested. Thanks so much to everyone who helped on the Beta Test, in particular CAPT Ching and CAPT McGuinness
- CAPT McGuinness: new website will be launched soon on mental health and behavioral health.
- Thoroughman: now a draft policy out on Assignment Incentive Pay (3 Hs) that was sent out for review. Is fairly confused. Put in comments through the commissioned Corps. Hard to fill positions are much different that hazardous duty or hardship duty. Lumped hard to fill with hardship and hazardous duty. Pilot will unlikely serve to test reality and will exclude scientists who are currently in hardship or hazardous duty positions.

**V) Closing Remarks**

**CDR Sara Newman**

**Next meeting: Tuesday, February 5 at 11am (EST)**