



# Scientist Professional Advisory Subcommittee Meeting

Minutes

Tuesday, January 6, 2009

1100 – 1300 (Eastern Time)

Toll Free Numbers: USA 1- 866-724-8991

Participant Passcode: 1081160 Leader: CDR Rachel Avchen

## Participants

### SciPAC Executive Subcommittee 2008/9 Voting Members

Rank	Name	Role	X, if present
RADM	Helena Mishoe	CPO	X
CDR	Rachel Avchen	Chair	X
CDR	Diana Bensyl	Vice Chair/ Rules and Membership	X
LCDR	Boris Aponte	Secretary/ Officer Health Program	excused
LCDR	Wei Guo	COF Liaison	X
CDR	Sara Newman	Ex-Officio	X
CDR	Daphne Moffett	Historian COA Board	X
CDR	Martin Sanders	Awards	
LCDR	Karon Abe	Career Development	X
LCDR	Maleeka Glover	Category Day/ JOAG	X
LCDR	Paul Seo	Category Day	X
CDR	Mark Methner	Mentoring	X
CDR	Timothy Nelle	Policy Review	X
LCDR	Marco Bennett	Readiness and Response	excused
CDR	Michael Murry	Recruitment and Retention/ PSYPAG	X
CAPT	David McIntyre	Recruitment and Retention	
LCDR	Yi Zhang	Science	excused
LCDR	Sally Hu	Visibility	X
CDR	Danice Eaton	Website	X
LCDR	Mathew Newland	Billet Transformation	X
CDR	D. Ross Spears	Career Development	X
CAPT	Christine Benally	Policy Review	excused

**Non-voting Scientist Participants**

<b>Participant</b>	<b>Agency</b>
Nelson Adekoya	CDC
LT Jennifer Adjemian	CDC
LT Robert Belde	DIHS
LCDR Tegan Boehmer	CDC
LCDR Renee Calanan	CDC
LCDR Chekesha Clingman	FDA
LCDR Anne Dobmeyer	WPAFB
LCDR Judy Facey	EPA
CAPT Arnold Farley	CMS
CAPT Tom Hendricks	FDA
LCDR Keisher Highsmith	HRSA
LT James Kenney	FDA
CAPT C. Dexter Kimsey	CDC
LT Michael Jackson	CDC
LT Ashleigh May	CDC
LCDR Henraya McGruder	CDC
CAPT Michael McLaughlin	FDA
CDR Amy Park	HRSA
CDR Lisa Pealer	CDC
LCDR Jorge Ruano-Rossil	FDA
LCDR Margaret Riggs	CDC
Mark Seaton	FDA
LT Kanta Sircar	CDC
David Skanchy	FDA
LCDR Mike Smith	FDA
LCDR Jacqueline Sram	FDA
LCDR John Stansberry	NIH
LCDR Jackie Tate	CDC
LCDR David Thompson	DOD
CAPT Doug Thoroughman	CDC
LT Robin Toblin	CDC
LT Jeremy Wally	FDA
LT Matthew Wise	CDC
LCDR Fei Xu	FDA
LCDR Lauren Zapata	CDC

**I. Call to Order and Welcome**

**CDR Rachel Avchen**

**EMAIL CDR Diana Bensyl for roll call.**

**II. Report from the CPO**

**RADM Helena Mishoe**

- a) No CPO Board Meeting for December. Back on schedule in January.
- b) 2010 Benchmarks sent forward. Only changes were in assimilation. Should apply for assimilation as soon as possible as a junior officer. Benchmarks are only guidelines so few people should be affected by issues with assimilation.

- c) Met with Appointment Standards Board on 15 Dec 08. Provided documentation on appointments and psychologist recommendations for Scientists.
- d) Leadership says not to worry about transition.

### III. Report from the PAC Chair

**CDR Rachel Avchen**

- a) Welcome to any new members. LT Theodore Garnett and LCDR Jorge Ruano-Rossil with FDA and LCDR Anne Dobemyer with DOD.
- b) Inauguration deployment. Selected officers in DC area. RDF-2 required and RDF-1 has been asked to volunteer. There are 5 or 6 Scientists represented on RDF.
- c) Epidemiology Interest Group Call for Abstracts
  - i) We are pleased to inform you that we have secured a slot during the COF Symposium in Atlanta this year to hold an Epidemiology Interest Group luncheon session. The session will take place on Monday, June 1st from 12:00-1:15. We are planning to hold a panel session with up to four panelists who will each give a 10 minute presentation on the epidemiologic work they are doing in the PHS. In addition to the panel session, we will have a poster display.
  - ii) If you are interested in serving as a panelist, please send us an abstract, and a description of the epidemiologic project/program you are engaged in to include: 1) a brief background/description of your position; 2) a description of your project/program/activity, and; 3) the impact of the work project/program on public health. Please include your name, rank, title and contact information with your submission.
  - iii) If you have a poster you would like to share that describes your epidemiologic work, please send us an abstract. The poster can be something you have already presented elsewhere, and is not restricted to research findings.
  - iv) PLEASE SUBMIT ABSTRACTS BY FEBRUARY 16th.
  - v) Finally, please let us know if you would like to attend the luncheon session. There is no additional cost for the lunch, but we do have a limit of 75 seats for the session and need an estimate of attendees for the conference organizers.
  - vi) Contact CDR Sara Newman (Sara\_Newman@nps.gov) or LCDR Claudine Samanic (samanicc@mail.nih.gov) if you have questions/concerns.

### IV. Subcommittee reports

#### a) Awards

**CDR Martin Sanders**

No report.

#### b) Career Development

**LCDR Karon Abe**

- i) Will post 2010 benchmarks on SciPAC website when available.
- ii) Job postings on SciPAC listserv on Wed. Send jobs to [kabe@cdc.gov](mailto:kabe@cdc.gov)
- iii) LCDR Abe sent out an email earlier today to let subcommittee members know there will be a meeting on Friday, Jan 30<sup>th</sup>. If you haven't received an outlook email asking you to reserve that time, please send LCDR Abe an email to be put you on her list.
- iv) Overall CV review went well.

#### c) Category Day

**LCDR Maleeka Glover**

- i) Our final agenda is set; we will be sending out the agenda this week to the group and Category Day agendas will be posted to the Symposium website in a few weeks
- ii) We have both of our speakers confirmed - Dr. Patricia Mail and Dr. Monique Mansoura
- iii) Reminder - speakers please go to the symposium website and enter your speaker information; Deadline is 7 Jan 2009, so that we will be eligible for CEU credits for our presentations
- iv) RADM Mishoe and the new CPO will have time at the end of the Day to talk with the group
- v) Next CATDAY planning call is Wednesday 7 January 2009

**d) Mentoring**

**CDR Mark Methner**

- i) Seeking new volunteers.

**e) Policy Review**

**LCDR Tim Nelle**

- i) Last month, we received two revised CCIs to review: CC26.3.1, "Uniforms and Appearance" and 26.3.6, "Insignia and Devices". The impetus for these revisions came for the ASH's July 2007 memo requiring OCCFM (Office of Commissioned Corps Force Management) to amend and align the uniform, personal appearance and grooming standards of the Corps to that of the Navy. Notable changes in CC26.3.1 include (1) prohibition of beards unless officer obtains a medical waiver for shaving and (2) uniform selection guidance for officers assigned to other services and when it is appropriate to wear a non-PHS uniform.
- ii) Reminder of the sweater phase out.

**f) Readiness and Response**

**LCDR Marco Bennett**

No report.

**g) Recruitment and Retention**

**CDR Michael Murry**

- i) We are working with PsyPAG on ways to support the DOD initiative to recruit and retain mental health professionals for DOD positions. CAPT Jones has pointed out one of the important ways we can support the DOD initiative is through mentoring those PHS officers who will be working in a military environment. Plans are being developed to contact newly appointed PHS officers in those DOD billets and offer mentoring. If any Scientist mental health professionals would like to participate, send me a message, mmurry@bop.gov, so you can be added to the PsyPAG listserv.
- ii) The announcement on the revision of the Associate Recruiter Program is expected soon. We'll keep you advised on that once the revised program is announced. The new recruiting materials are beginning to be posted on the usphs.gov website. Click on "Active Duty PHS Officers" on the main page, then click on "Recruitment Materials."

**h) Rules and Membership**

**CDR Diana Bensyl**

- i) One new CAD: LT Silvio.

**i) Science**

**LCDR Yi Zhang**

No report.

**j) Visibility**

**LCDR Sally Hu, LT James Kenney**

- i) SciPAC will have a booth at NBC4 event in the coming weekend.
- ii) Eighteen officers have signed up to man our booth. Thanks to them.
- iii) LT Kenney, the co-chair of the subcommittee, will email CDR Avchen the detailed information of this event for distributing through our list-serve.

**k) Website**

**CDR Danice Eaton**

- i) Anything that needs to be updated or fixed, please email CDR Eaton (dhe0@cdc.gov).

**V. Liaison Reports**

**a) Billet Transformation Review**

**LCDR Mathew Newland**

- (1) CAPT Byron Bailey is overseeing billets and profiles through a Technical Working Group with the goal of revamping the whole billet system. Specifically, looking into licensure and credentials for each category.
- (2) For Scientists, CAPT Ching and RADM Mishoe ran a beta test in July, 2007 among a few members of our category, developed 13-14 billets, included them in a spreadsheet and were very pleased with them
  - (a) Includes some who do have licensure or certifications.
    - (i) Psychologists, Sanitarians and other Public Health professionals
    - (b) Some do not need licensure or certification because they don't practice. Others have it, but don't use it and still others have it so they can be hired by other agencies.
  - (3) Licensure or Certification is more of a practical item rather than a legal requirement
- ii) This is still being looked into by other categories, but aside from that, it is basically on hold for the time being
- iii) With regard to Assignment Incentive Pay (AIP), there is a pilot study going on now.
  - (1) Some billets already have this written into them, others do not. Typically, BoP and IHS have this in the form of a Hazardous Duty or Isolated Hardship Ribbon. It is not clear if this is also reflected directly in pay with the exception of additional pay for some travel.
  - (2) The Billets reviewed by Pam and Helena have the option to include Hazardous duty or Hard to fill language, but in terms of that translating to additional pay is unclear.
  - (3) RADM Mishoe: AIP—Some agencies are moving forward on this: especially CDC, NIH as well
    - (a) Any AIP funding comes from the agencies. Unclear how agencies will apply this. For senior officers? To address income disparities? To recruit more junior officers? Billets must be written to include in AIP and then approved by OCCA. Unsure how to move forward at present.

**b) COF Liaison**

**LCDR Wei Guo**

- i) \$2500 balance
- ii) Coins and tee-shirts in stock and available

**c) COA Board**

**CDR Daphne Moffett**

- i) NIOSH dedicated a conference room to CAPT Derrick Dunn
- ii) Check COA website
  - (1) Link to IOM article on greater role of SG
  - (2) GI bill – PHS officers left off (suggested letters for contacting Congressman)
- iii) Dec Frontline issue – final year for Moffett on board of Directors (6 years, 2 complete years); deadline for Position Statement March 1, guidance for what to do in article
- iv) Next SG names floating (Gail Rousseau; Eric Whitaker; Sanjay Gupta)
  - (1) COA – sent letter to PETT that SG should be named from ranks of PHS Officers
- v) COF Conference for 2010 week of May 24 in San Diego, CA

**d) JOAG**

**LCDR Maleeka Glover**

- i) Call for awards has been announced and deadline for submission is Friday 27 February 2009
- ii) Development committee will be soon sending out a announcement for the COF T-shirt slogan contest
- iii) Communication and Publication committee is working on enhancing the format of the newsletter to send to a wider audience
- iv) Professional development committee will continue the Journeyman series next Friday 16 Jan 2009 and will offer the Uniform inspection booth again at the 2009 COF symposium
- v) Recruitment and retention committee is reaching out to Atlanta universities to promote the 2009 symposium
- vi) Policy and procedures committee is surveying Jr and Sr officers to determine if they would be interested in a "Take a Junior Officer to Work" program

vii) Welcoming committee has a schedule of 2 Jr officers that go to each Officer Basic Course to promote JOAG

viii) I will be updating the OSG today on JOAG activities

ix) We will be sponsoring a Forward Thinking Retreat again at the Symposium this year and working with the BOP to move forward on outcomes from the previous retreat

x) Next general meeting 13 Feb @1300

e) **PSYPAG**

See Recruitment and Retention.

**CDR Michael Murry**

f) **Officer Health Program**

No report.

**LT Robin Toblin**

**VI. Closing Remarks**

**CDR Rachel Avchen**

**NOTE Next meeting:**

**Tuesday, February 3rd, 2008; 1100-1300 EST**

**Call in number is: 1- 866-724-8991. Passcode for participants is: 1081160.**