



# Scientist Professional Advisory Committee Meeting Minutes

**Tuesday, April 6, 2010  
1100 – 1300 (Eastern Time)**

Toll Free Numbers: USA 1-877-691-9937  
Participant Passcode: 4549026

## Participants

### SciPAC Executive Subcommittee 2009/10 Voting Members

Rank	Name	Role	X, if present
<b>CAPT</b>	<b>Sharon Williams-Fleetwood</b>	CPO	excused
CDR	Diana Bensyl	Chair	excused
LCDR	Matthew Newland	Vice Chair/ Rules and Membership	X
CDR	Timothy Nelle	Secretary	X
LCDR	Sally Hu	Awards/COF Liaison	X
CDR	Rachel Avchen	Ex-Officio	
CAPT	Martin Sanders	Awards Co-Chair	
CDR	Karon Abe	Career Development	X
LCDR	Tegan Boehmer	Category Day	X
<b>CDR</b>	<b>Daphne Moffett</b>	Historian	
CDR	Boris Aponte	Mentoring	X
LCDR	Wei Guo	Policy Review	X
CAPT	Michael Murry	Recruitment, Retention & Readiness/PSYPAG Liaison	
LCDR	Paul Seo	Recruitment, Retention and Readiness Co-Chair	X
LCDR	Yi Zhang	Science	
CAPT	Christine Benally	Visibility	excused
LCDR	James Kenney	Visibility Co-Chair	X
CDR	Danice Eaton	Website	excused
LCDR	Judy Facey	Billets and Direct Access Liaison	
CDR	Sara Newman	COA Liaison	
CDR	Maleeka Glover		
Dr.	Monique Mansoura	Civilian Service Liaison	

## Non-voting Members

## Non-voting Scientist Participants

Participant	Agency
CAPT John Golden	DOD
CAPT Thomas Hendricks	FDA
CDR Margaret Riggs	CDC
CDR Nisha Robbins	CDC
CDR Diana Schneider	HHS
CDR Steven Sparenborg	NIH
CDR Ross Spears	CDC
LCDR Robert Belde	BOP
LCDR Marco Bennett	FDA
LCDR Renee Calanan	CDC
LCDR Mark Clayton	EPA
LCDR Herbert Coard III	BOP
LCDR Minglei Cui	FDA
LCDR Bryan Davidson	DOD
LCDR Deborah Dee	CDC
LCDR Dianna Densmore	CDC
LCDR Anne Dobmeyer	DOD
LCDR Adrienne Goodrich-Doctor	HHS
LCDR Victoria Ingram	DOD
LCDR Matthew Murphy	CDC
LCDR Ryan Novak	CDC
LCDR Alfredo Sancho	DOD
LCDR Rick Schobitz	DOD
LCDR Sue Sloop	CDC
LCDR Michael Smith	FDA
LCDR John Stansberry	NIH
LCDR Scott Steffen	FDA
LCDR Jacqueline Tate	CDC
LCDR Robin Toblin	BOP
LCDR Jon Eric Tongren	CDC
LT Jessica Cole	FDA
LT Theodore Garnett	FDA
LT Aimee Geissler	CDC
LT Seth Green	DOD
LT Jaun Lacayo	FDA
LT Sara Lowther	CDC
LT Mark Miller	EPA
LT Ashleigh May	CDC
LT Andrea McCollum	CDC
LT Rashid Njai	CDC
LT Loren Rogers	FDA
LT Charlene Sydnor	NIH
LT Matthew Steele	FDA

1) **Call to Order and Welcome**, LCDR Matthew Newland  
 EMAIL: [timothy.nelle@fda.hhs.gov](mailto:timothy.nelle@fda.hhs.gov) for roll call

## 2) Report from the CPO, CAPT Williams-Fleetwood (as delivered by LCDR Newland)

- VADM Regina Benjamin met with the CPOs on March 26th. This was the SG's first meeting with just the CPOs. Each CPO shared information about their categories and collectively discussed strengths and benefits of the Corps. It was a good introductory meeting and we look forward to having future meetings with the SG.
- The new COER will be officially rolled out soon. The April Combined SGPAC/CPO/PAC Chairs Meeting (4/29) will include a presentation on the results of the study of randomly selected supervisors that ranked their officers a second time using the new COER for comparison purposes to their former rating on the existing COER. The May SciPAC call should include any updates from that presentation.
- The Billet Collection System is starting its roll-out with the Therapist's category-specific billets instead of rolling out two categories initially. The roll-out of the Nurses' category-specific billets was delayed. Once determined, the revised roll-out schedule for the Scientist's category-specific billets will be shared. The multidisciplinary billets will roll-out last.
- Still waiting on the waiver for the upcoming COF Meeting in San Diego.
- The 2011 Promotion Benchmarks have been finalized and are posted on the CCMIS site. PAC Chairs and CPOs had recommended reweighting the precepts and incorporating basic readiness into the fourth precept. However, these revisions could not be enacted in the absence of policy changes. Thus, at this time, the only changes incorporated were those that provided clarity to the description of the precepts. It is important to remind all officers that they are expected to be basic ready as of December 31 and the following March 31 (for promotions).
- With the signing of the recent "Patient Protection and Affordable Care Act" legislation, the Reserve Corps will be converted to Regular Corp, as the Reserve Corps no longer exists. This has caused some unintended consequences in that CAD's of officers are normally appointed as Reserve Corps. The Department is seeking delegation authority from the President to the Secretary to allow for appointments. More information will be provided as updates are shared.
  - There were several questions were asked about the impact of the Health Care Reform Act on assimilation boards, promotion benchmarks, etc. It was discussed that it was too early in the process to draw any conclusions. OCCO, OCCFM and the OSG are working on these issues and will provide updates as decisions are made. In the interim, officers were encouraged to read the following document on the CCMIS website:  
[http://dcp.psc.gov/PDF\\_docs/Regular%20Corps%20Information.pdf](http://dcp.psc.gov/PDF_docs/Regular%20Corps%20Information.pdf)

## 3) Report from the Chair and Vice Chair, LCDR Matthew Newland

- See Rules and Membership Committee report

## 4) Subcommittee reports

### a) Awards, CDR Sally Hu, Co-chair: CAPT Martin Sanders

- Have received a large number of impressive nomination packages for the 2010 Junior and Senior Scientist of the Year Awards. Subcommittee members are working very hard to review.
- The committee plans to submit their recommendations to the SciPAC chair this month.

### b) Career Development, CDR Karon Abe

- CDR Ross Spears will be giving a presentation on PHS Awards after the SciPAC call. The PowerPoint slides were sent out on the list-serv and can also be found on the SciPAC website.
- If you are planning on attending the USPHS Scientific and Training Symposium in San Diego, please plan on attending an informal Scientist Meet and Greet/Career Counseling session on Monday, May 24 from 8:00 am – 9:30 am. More details on the session to come in May.

c) **Category Day**, LCDR Tegan Boehmer, Co-Chair: LCDR Matt Murphy

- The Scientist Category Day agenda was distributed last month.
- Category Day Subcommittee expects to have two complimentary one-day-registrations (\$125 value) to offer to Scientist officers who are not covered by the HHS memo and are planning to attend at their own expense. More information will be forthcoming.
- Update from PHS Category Day Reps call on 3/17:
  - Hotel block is 80% full. It is a good idea to make reservation if you are considering attending. A deposit is required at time of reservation and is refundable if reservation canceled 72 hours in advance. More information available at: <http://www.phscofevents.org/location/location.cfm>
  - There will be a competition to see which categories can have the highest proportion of officers in attendance at USPHS Symposium. Scientists will be competing with Dentist, EHO, and Engineer categories in the mid-size group. The winning categories will receive recognition at conference and from Surgeon General, including a cup for our CPO and \$100 toward category-day expenses.

d) **Mentoring**, CDR Boris Aponte; Co-Chair: CDR Mark Methner

- There were no new activities to report.

e) **Policy Review**, LCDR Wei Guo, Co-Chair: LCDR Ryan Novak

- No new policies were reviewed last month.

f) **Recruitment, Retention, and Readiness**, CAPT Michael Murry, Co-Chair LCDR Paul Seo

- As of the beginning of April 2010, our category had a total of 300 officers on board
  - 36 Officers are listed as exempt
  - 12 Officers listed as “not qualified” as follows: O6=6, O5=4, O4=2
  - Not including exempt officers our, category is 95.5% qualified! Nice job all.
- Our subcommittee learned that OCCO is no longer conducting exit interviews and it seemed prudent not to pursue exit interviews further. We are exploring ways to make the transition to the Corps more successful by seeking input from new calls to duty.
- We have gathered more information about loan repayment and forgiveness programs. This information was distributed via the listserv. If you have any questions, please contact LCDR Seo ([seop@cder.fda.gov](mailto:seop@cder.fda.gov)).

g) **Rules and Membership**, LCDR Matthew Newland

- We are preparing a narrative to be included in the SOP regarding formal recognition of retiring Scientists for their service to SciPAC and USPHS.
- The narrative will include language to recognize retiring Scientists, the formal process and different ways to do this.
  - A Letter of Appreciation to be sent to all retiring Scientists (20-30 years of service).
  - A Distinguished Scientist Retirement Award, non-competitive in nature to be awarded at the CSO’s discretion for those Scientists who have demonstrated exceptional service throughout their careers.
- The SciPAC roster will be reviewed at the beginning of each fiscal year to identify Scientists who are approaching retirement.
- Scientists may recommend retiring Scientists for the award.
- We also hope to have a SciPAC representative attend retirement ceremonies whenever possible for formal recognition.

h) **Science**, LCDR Yi Zhang

- No report.

i) **Visibility**, CAPT Christine Benally, Co-Chair LCDR James Kenney

- The next issue of the Scientist Officer Newsletter will be released in June.
- Officers are encouraged to submit photographs to be included in future newsletters.
- Officers interested in presenting at the 2010 AMSUS Conference in Phoenix Arizona should contact CAPT Sharon Williams-Fleetwood as category CPO will submit potential speakers to the AMSUS Plenary Planning Committee for selection by 26 April.

j) **Website**, CDR Danice Eaton (as delivered by LCDR Newland)

- The Website Subcommittee is working on the following activities:
  - Reviewing pages to identify where updates are needed.
  - CDR Cindy Striley is looking into converting the site from a Frontpage platform to a WordPress platform. This would enable multiple people to make updates to the site, and also will move the site away from Frontpage, which is slowly becoming obsolete. The site may take on a slightly new look with this conversion. Once we have a good template, we will send to the SciPAC officers for review and approval before converting the entire site.
  - We have received no new direction from OCCFM regarding transitioning the site to the hhs.gov server. Most PACs still are hosting their sites on a 3<sup>rd</sup> party server, as we are. We will continue to monitor this as we receive direction from OCCFM.

5) **Liaison Reports**

a) **Billet Transformation Review**, LCDR Judy Facey

- No report

b) **COF Liaison**, LCDR Sally Hu

- Our current balance as of April 6, 2010 is \$2424.28. We have an inventory of 163 coins and 61 T-shirts. We processed one order in March.

c) **COA**, CDR Sara Newman

- No report

d) **JOAG**, LCDR Robin Toblin

- General Meeting this Friday, 4/9: Call-in: 800-857-2603; Passcode: 9479205.
- JOAG in-person meetings this Friday in NY, Atlanta, DC and Seattle. Contact LCDR Robin Toblin at [rtoblin@bop.gov](mailto:rtoblin@bop.gov) for more information.
- JOAG in-person meeting at COF: Sunday, May 23, 1800 PDT.
- JOAG Social at COF: Wednesday, May 26, 8 PM in the hotel lobby.

e) **PSYPAG**, CAPT Michael Murry (as delivered by LCDR Robin Toblin)

- The Psychologist of the Year Award was given to CDR Dennis Slate of the HSO category for his service to PsyPAG as chair and to the US Army for his role as a psychologist in the aftermath of the Ft Hood shootings.
- PsyPAG held its second meeting of the year on Wed, 4/7. RADM Milner spoke about specialty pay for psychologists and CDR Vincen Barnes spoke about creating a psychology internship with IHS.
- PsyPAG will have its second annual lunch on the Monday of the COF Symposium.

6) **Other:** Special Presentation on PHS Awards by CDR Ross Spears.

7) **Closing Remarks,** LCDR Matthew Newland

**NOTE: Next meeting: May 4, 2010; 1100-1300**