



Health Services - Professional Advisory Committee
Meeting Agenda
1000 - 1500 Hours, 2 April 2010
Parklawn Bldg Rm 11A-41



HS-PAC Voting Members

Rank	Last Name	First Name	Role	Present	Absent
CAPT	Bill	Nancy	Readiness Committee Chair	X**	
CAPT	Wiseman	Cheryl	Member		X
CAPT	Wyeth	Bill	Member		X
CDR	Alspach	Todd	Membership Committee Chair	X	
CDR	Bonfiglio	Susan	Policy Committee Chair	X	
CDR	Fisher	Travis	Awards Committee Chair	X	
CDR	Merriweather	Sheila	Chair-Elect	X**	
CDR	Pelkey	Michelle	Financial Liaison	X	
CDR	Salvatore	Scott	Member	X**	
CDR	Schmidt	Donald	Executive Secretary	X	
CDR	Town	Cecile	Member		X
LCDR	Brown	Laurie	Member	X	
LCDR	Cliatt	Janet	Bylaws Committee Chair	X**	
LCDR	Glines	Nicole	Career Development Committee Chair	X	
LCDR	Jones-McHorgh	Delia	Recruitment & Retention Committee Chair	X	
LCDR	Lau	David	AMSUS Committee Chair	X	
LCDR	Peat	Raquel	Mentoring Committee Chair	X**	
LCDR	Rice	Morrisa	Communications Committee Chair	X	
LCDR	Valentin-Bon	Iris	Member	X**	
LT	Shurina	Joseph	Frocking Committee Chair	X	

**** indicates in person (Rm 11A-41)**

HS-PAC PAG Chairs

Rank	Last Name	First Name	Professional Advisory Group	Present	Absent
CAPT	Jaworski	Charles	OPAG		X
CDR	Cole	Gary	PAPAG	X	
CDR	Fisher	Travis	DHPAG	X	
CDR	Gregory	James	HAPAG	X	
CDR	Plaschke	Jean	SWPAG		X
LCDR	Clay	Michael	MTPAG	X	
LCDR	Rives	Mark	ITPAG		X
LCDR	Schobitz	Richard	PsyPAG	X	
LCDR	Vu	Chau	BASPAG	X	

**** indicates in person (Rm 11A-41)**

Ex-Officio Members

Rank	Last Name	First Name	Role	Present	Absent
RADM	Milner	Michael	CPO	X	
CDR	Durgin	George	PAC Chair	X**	
LTJG	Williams	Garman	Recorder	X**	

Other HS Officers in attendance

Rank	Last Name	First Name	Role	Present	Absent
CAPT	Szeto	Astrid	-	X**	
CDR	Cox	Rhondalyn	-	X**	
LT	Payne	Skip	-	X**	
LT	Schaffzin	Samuel	-	X**	

Other Guests Attending by Phone Names provided by Conference Center

Rank	First Name	Last Name	Rank	First Name	Last Name
CDR	Todd	Alspach	CDR	Delia	Jones-Mchorgh
LT	Lisa	Amaya	LTJG	Kevin	Kunard
LT	Nisha	Antoine	LCDR	Todd	Lennin
CAPT	Nancy	Bill	LCDR	Jerry	Mahlau-Heinert
LCDR	Laurie	Brown	CDR	Elijah	Martin
LT	Christina	Bruce	CDR	Joy-Ann	Matthias
LCDR	Michael	Clay	LCDR	Brett	Maycock
CDR	Gary	Cole	CDR	Louann	Rector
LT	Sherene	Cora	LCDR	Josef	Rivero
LT	Christine	Coriz	LT	Miguel	Saponara
CDR	Rhondalyn	Cox	LCDR	Richard	Schobitz
LCDR	Jean-Pierre	DeBarros	LT	Joseph	Shurina
CAPT	David	DeLaCruz	LT	Rebekah	VanRaaphorst
CDR	James	Gregory	LCDR	Chau	Vu
LT	Scott	Henderson	CDR	Diahann	Williams
LCDR	Helen	Hunter	CDR	Felicia	Williams
LT	Kashif	Iqbal	LCDR	Robert	Windom
LT	Avena	Jackson	LCDR	Elaine	Wolff
LT	Monica	Jessup	LT	Theresa	Zach

1000 Welcome and Introductions

CDR George Durgin

- CDR Durgin welcomed everyone, and expressed condolences for the loss of LT Nathan Anderson, USPHS HSO officer. A great officer who was previously served as the Aide-de-Camp to ADM Agwunobi.
- CDR Durgin conducted roll call, and stated that we do have a quorum.

Approval of February Minutes

CDR Donald Schmidt/LTJG Garman Williams

- CDR Salvatore motioned to approve minutes. CDR Bonfiglio seconded. Minutes were approved with some minor corrections.

1015 CPO Report

RADM Michael Milner

- Thanked CDR Durgin for going to LT Nathan Anderson's celebration of life ceremony on his behalf. LT Anderson will be missed by all and was greatly appreciated by the Corps. The CPO sent a card to the family, and will be contacting the family to express sincere condolences.
- RADM Robert Davidson, Regional Health Administrator Region II, has some serious health concerns. He has been admitted to hospice. CAPT Jose Belardo is collecting memoirs about his service as a pillar in our category. Karen, his wife, would like to collect the memoirs for a memorial.
- COF Symposium's attendance waiver has not been approved by the Department as of yet. We hope to have an approval soon. The Department is aware of the concerns with this delay.
- Healthcare reform legislation was passed and signed into law. It created a ready reserve component in the Corps. The ready reserve component will be eligible for a career path to retirement. The legislation also lifted the ceiling on the USPHS active duty regular Corps. The process to convert everyone from reserve to regular active duty has not been implemented. Thirty-

one officers were supposed to be called to active duty, but due to the health reform law changes, their orders have been rescinded. VADM Benjamin briefed the ASH and they are working with OCCO and OCCFM to help bring these new officers to active duty. Healthcare reform has allowed agencies to look for new hires and the Indian Health Service was reauthorized. The CPO appreciates everyone's patience as we try to fix the delays the healthcare reform law has caused. There are other impacts to the Corps. The Surgeon General is now the chair of the new committee – National Prevention, Health Promotion and Public Health Council. There are several hundred regulations that have to be implemented in a certain timeframe.

- The Public Health Sciences Track is another component that will be implemented for the Corps.
- VADM Benjamin plans to have a lot of communication to talk about all healthcare reform changes and they are planning a town hall meeting at the COF Symposium.
- At the CPO meeting last Friday with VADM Benjamin, the CPO raised some concerns:
 - Consolidated special pay and AIP for officers working alongside our DOD colleagues
 - Advised her of appointment standards changes that have been on hold for a while and they will need to be modified again since they have language about assimilation
 - Public health science tracks will help HSO/Epidemiologists and healthcare administrators
 - Issuance of recruitment and retention policy is slow; HSAPP is the best and other categories are starting to implement programs similar to the HSAPP (RADM Scott Giberson asked for the HSAPP); CPO thanked CDR Jones-McHorgh and CAPT Bellware for all of their work on the HSAPP
- Readiness was reported for March, and the HSOs did not get back to December's readiness at almost 96%; March HSO readiness was approximately 91%; CPO thanked everyone who kept their readiness up for December and March
- Promotion Benchmarks #1, 4, and 5 are Corps wide. #2 and 3 are category specific. There was strong support to eliminate benchmark #5 by the CPOs and the PACs by combining it with #4. The recommendation was submitted on 12/17. On 3/18, the 2011 benchmarks were on the website with #5. The benchmarks were removed from the website because Corps' policy requires benchmark #5. In order to remove benchmark #5, the policy would have to be changed. There are over 40 policies that have to be changed due to the health reform. The precept policy will not be a priority on the list.
- CDR Durgin stated that there were 111 HSOs not basic ready.
- CDR Durgin stated there are 6 positions on USAJobs at GS 14/15 level in the Washington DC metro area that closes very soon. CMS has 8 positions open throughout the US. This is a great opportunity for senior officers.

Q & A

- **Question: With the passage of healthcare reform law, there are many unknowns for recruitment/retention. What does this mean for the new category of PHS officers (warrant officers) and COSTEPs?**
- **Answer: Two great points that you have brought up. I don't know if I have an answer.**
- I read the warrant officers language in the legislation. We went through this awhile ago, but there was not strong support for moving forward with the warrant officers. We have always had this ability through legislation, and the reform law still provides that authority.
- COSTEP applicants are definitely impacted by the reform law. Would they go into the ready reserve? Currently, we don't have an infrastructure to handle COSTEP in a ready reserve component. CAPT Romano's office has only a small staff.
- I will report as I hear anything new.
- **Question: Does the officers up for assimilation this year have to prepare a package?**
- **Answer: Assimilation requires nomination by the President and confirmation by the Senate, and this process can be long. There will be some process put in place, but at this time, it is not clear exactly how all reserve officers will be converted to regular active duty officers. Pay attention to the CCMIS website for additional information and changes to the assimilation process.**
- CDR Durgin discussed the email sent out April 1, 2010 from the Surgeon General and ASH. Read the email when you get a chance. There is an great opportunity to help with comments/suggestions at 2010Corpsreview@hhs.gov

1050 Subcommittee Reports (5 minutes each)

Awards

CDR Travis Fisher

- Awards Committee Active Roster for 2010:
 - CDR Travis Fisher – Chair *
 - LT Joseph Shurina – Vice Chair *
 - CAPT Nancy Bill *
 - CAPT Keith Cespon

- CAPT Frances Placide
- CDR Mike Davis
- CDR Dave Dietz
- CDR Catherine Salisbury
- CDR Karen Sicard
- CDR Linda Thai
- CDR Gina Woodlief
- LCDR Todd Baughman
- LCDR Julie Black
- LCDR Torrey Darkenwald
- LCDR Angela Girgenti
- LCDR Tricia Kenney
- LCDR Iris Valentin-Bon *
- LT Gerald Brozyna
- LT Elizabeth Claverie-Williams
- LT Amy Dayhoff
- LT Vicki Ezzell
- LTJG Sara Azimi-Bolourian
- *indicates HS-PAC voting member
- Vacancies: no current vacancies
- Meeting dates: Next session will be for the Responder of the Year Awards in October.
 - Conference call to discuss nomination scoring process and guidelines
 - Conference call to review score sheets and to determine a recipient.
- Action Items:
 - Review Awards Committee SOP – standardization/organization on-going
 - Call for nominations – Responder of the Year
- Accomplished Tasks:
 - Kissel and Garcia recipients selected
 - HS PAC Awards Subcommittee Webpage updates complete
 - Conference calls for discuss nomination packages determined.
 - 2010 Awards Subcommittee membership roster updated – filled.

Career Development

LCDR Nicole Glines

- **CDR Durgin thanked the Career Development subcommittee.**
- Active Roster for 2010:
 - LCDR Nicole Glines, Chair
 - CAPT William Wyeth,
 - CDR Camille Hawkins, Promotion Team Leader
 - CAPT Marcia Britt Williams
 - CAPT David de la Cruz
 - CAPT Frances Placide
 - CAPT Elise Young
 - LCDR Nicole Gaskin-Laniyan
 - LCDR Kenneth Monahan
 - LCDR Van Tran
 - LCDR Rhonda Plake, Officer Support Team Leader
 - LCDR Mike Garner
 - CDR Tiffany H. Edmonds
 - LCDR Jerald Mahlau-Heinert
 - LCDR Kelly Hughey
 - LT Catherine M. Beer
 - LTJG Sara Azimi-Bolourian
 - LTJG Daniel Brounstein, Resources Team Leader
 - LCDR Leah Lasco Johnson
 - LCDR Ann M. Arnett
 - LCDR Lynn Seel

- LCDR Johannie G. Escarne
- LCDR Lisa Starnes
- LT Bryna Grant
- Action Items:
 - **Action Item 06-09 (Promotion Team): Voting members to review CV modifications and vote for implementation. (Please see attachment and disperse to voting members).**
 - *This task has been tabled until Promotion Precepts #2 and #3 are revised. Feb, 2010, ongoing.*
 - **Action Item 06-09 (Promotion Team): Oath of Promotion Guideline is complete and ready for review to be placed on HSO website. This task was tabled from 08-09 meeting due to lack of time. (ongoing).**
 - **Action Item 06-09 (Resource Team): LCDR Leah Lasco Johnson continues to develop an Officership Document and is in the review stages with the Resource Team. Draft form available for review. (ongoing)**
 - **Action Item 02-10 (CD Chair)** An additional resource for officers regarding Career Development Services in the form of Professional Development with a work plan being developed by the Subcommittee Chair. (ongoing)
 - **Action Item 2010: (CD Chair & All Teams)** HSO-PAC SOP revisions for final submission of draft being reviewed. Promotion letters and Booth Planning are part of the addendum
- Other Subcommittee Accomplished Tasks and work in progress items:
 - Promotion Team is currently developing Retirement guidelines for future ceremonies.
 - COERS workgroup finalizing Ad-Hoc Team findings for implementation will be vetted during 2011 cycle.
 - Benchmark #2 and #3 ad-hoc team under LCDR Kenneth Monahan completed its recommendations and is currently at the next level for implementation. (on-going-CPO review)
 - Team meetings were held with tasks/objectives reviewed accordingly and obligations as a volunteer to the CD Subcommittee reviewed.
 - 2010 COF Activities
 - The HS-PAC Mentoring and Career Development subcommittees will host the 'HSO Career Counseling Session' at the upcoming COF meeting on Monday, May 24th from 0900-1200. Senior HS officers will serve as counselors and access OPF for personalized general guidance on career growth and necessary steps needed for successful promotion. Sessions will be one on one for 30 minutes each, by appointment only.
 - The Officer Promotion Team Booth Planning has agreed to proceed with a nautical theme using the existing display. Our booth is number 326.
- Upcoming Meetings:
 - 2010 COF Booth and Activity Planning Meetings currently being held bi-monthly.
 - Teams to complete 2009 Action Items.

Communications

LCDR Morrissa Rice

- **CDR Durgin stated that the website looks good. The weekly bulletin looks very professional. If you are not on the HSO listserv, sign up. Thank you LCDR Rice.**
- 2010 HSPAC COMMUNICATION SUBCOMMITTEE MEMBERSHIP
 - CDR Todd Alspach
 - LCDR Allen Magtibay
 - CDR Kellie Clelland
 - LCDR Brett Maycock
 - CDR Rhondalyn Cox
 - LCDR Armando Santiago
 - CDR Kimberly McIntosh-Little
 - LCDR Van Tran
 - CDR Sunil Patel
 - LT Nisha Antoine
 - CDR William Rowell
 - LT Romerl Elizes
 - LCDR Carlos Bell
 - LCDR John Gusto
 - LT Makeva Rhoden
 - LTJG Tracy Tilghman
- ACTION ITEM(S):

- No action items reported at this time.
- ACCOMPLISHED TASK(S):
 - Recruited 1 new member to the committee.
 - Weekly announcements have been sent out in a timely fashion and we continue to receive positive feedback from several officers.
 - LCDR Carlos Bell, LCDR Armando Santiago, and CDR Sunil Patel continue to lead efforts to update the various requests for website updates.
 - LT Romerl Elizes continues to provide timely HSO Job Announcements for the HSO Weekly Announcements.
 - Held second meeting on 1 APRIL 2010.
- KEY ACTIVITIES:
 - Assist with volunteers at the HSO Booth Display at the COF Symposium
 - Social Media Involvement
 - Continued Enhancement of the HS PAC Website and Weekly Announcements
 - Develop a history page on the HS PAC website including the past and current HS PAC Chairs and Chief Professional Officers.
- OTHER UPDATES:
 - No updates reported at this time.
- MEETING DATES:
 - Next meeting will be held on 6 MAY 2010.

Membership

CDR Todd Alspach

- Active Roster for 2010
 - CDR Todd Alspach, Chair
 - CAPT Nancy Bill
 - CDR Travis Fisher
 - CDR Sheila Merriweather
 - CDR Cecile Town
 - LCDR Laurie Brown
 - LCDR Nicole Glines
 - LCDR Raquel Peat
- Membership Committee SOP was updated and reviewed by the previous two Committee Chairs, before being submitted to CDR Durgin.
- HS PAC Self-Nomination forms were sent to the HSPAC Communications Committee, JOAG, and all PAG Chairs for distribution on the listservs.
- As of today the Committee has received four Self Nominations.
- Membership Committee Chair will engage Committee Members to possibly revise and update applicant scoring sheet.

Mentoring

LCDR Raquel Peat

- **CDR Durgin stated that the creation of HHS global email addresses for non-HHS USPHS officers is important, especially since we have officers stationed at other locations besides HHS. CPO and SGPAC should also be informed of this need.**
- **CDR Durgin stated that PAG mentoring member should meet the PAC mentoring committee. This should also be considered with modifying the bylaws.**

Q & A

- **Question: Do you want prior mentors to re-submit their names, if they are still in the database?**
- **Answer: LCDR Peat – We will reach out to all mentor officers in the database to re-establish a current relationship.**
- **Question: Is there a timeframe (sunset) for mentor/mentee relationships?**
- **Answer: LCDR Peat – Approximately 1 year (6 month mid-year evaluation and 1 year close out evaluation)**

- Action Items:

- **Action Item 09-11-09: Explore alternative databases for tracking or monitoring the HS Category mentoring relationships.**
 - Ongoing. The Mentoring Database Workgroup is working with our fellow IT officer, CDR Rowell to host a new database on the HS-PAC Mentorship subcommittee webpage. The expected date for the launching of this database is April 1, 2010. A phased approach will be used to populate the fields/database.
- **Action Item 01-09-10: Contact the previous Chair, identify members of the Subcommittee and update the HS-PAC Mentorship Subcommittee web pages.**
 - Closed. The final documents to include the Access mentoring database were transferred from the previous chair on March 2010.
 - Ongoing. There are 23 members of the 2010 HS-PAC Mentorship Subcommittee. Teleconference meetings were scheduled bi-monthly (every other month). Our 1st subcommittee meeting was held on February 18, 2010 and assignments were given. The next subcommittee meeting is scheduled for April 12, 2010.
 - Ongoing. LCDR Santiago has made numerous updates on behalf of the subcommittee during the months of February and March. Specifically, changes were made to the subcommittee charge, new workgroup webpage, mentoring program forms, new mentoring training and resources webpage. Additional changes will be made in April 2010.
- **Action Item 01-16-10: Explore additional mentorship training programs via the HHS Mentoring Program.**
 - Ongoing. A meeting was held in 2009 with Dorothy Menelas, HHS Mentoring Program-HHS University, to further explore the possibility of utilizing their existing resources, including their database, for the delivery of mentoring services to the category. According to Ms. Menelas, the resources of that program are limited and therefore, only individuals working for HHS are able to participate. She reported having received many requests from other organizations to be part of her program. Unfortunately, due to limited resources, the HHS Mentoring Program cannot expand at this time to include other agencies.
 - A meeting was held with Ms. Menelas in March 2010 to explore the possibility of capitalizing on the HHS Mentorship Program as an additional training tool for HS-mentors. Additionally, the HS-PAC Mentorship Subcommittee will follow up on the Pilot Project implemented in 2009 to further evaluate the HHS Mentoring Program and report on its value in meeting the mentoring needs of the category.
- **Action Item 01-20-10: Identify the leads of the HS-PAC Mentorship Subcommittee Workgroups.**
 - Closed.
 - The lead for the Training and Evaluation Workgroup is LCDR Juanika Mainor-Harper.
 - The lead for the Professional Advisory Workgroup is CDR Robin Hunter-Buskey.
 - The lead for the Database Workgroup is CDR David Lau.
- **Action Item 01-20-10: Updates to the HS-PAC Mentorship Subcommittee Workgroups.**
 - Ongoing.
 - Each workgroup met at least once in the month of March and numerous email communications on revamping and launching the database and revising the mentoring webpages.
 - The Mentorship Database Workgroup has been working on the database fields as well as the layouts and the functionality of the web-based database. They started with going over the database fields, providing a draft of the tables and fields that will be utilized on the new database.
 - The Training and Resources Workgroup are in the process of updating the Mentoring Handbook, creating a set of resources for the mentees, mentors, and those who may want to become a mentee or mentor for inclusion on the website, creating process evaluation forms, creating a welcome letter for every HSO that enters the mentoring program, and develop an end of year evaluation for the mentoring pairs/program via survey monkey or similar or our database.
 - The Professional Advisory Workgroup is in the process of contacting each PAG mentoring subcommittee representative/ Chair to ascertain the number of formal mentoring pairs. The workgroup members consisted of a representative from each PAG and have developed a series of task list to include recruit mentors and mentees, relaying information to the PAG's leadership, liaison to coordinate data with the database workgroup, webinars/slides, other training ideas, and develop 2 articles about why to mentor and why seek mentor.
- **Action Item 03-04-10: HS Career Counseling Session for the upcoming 2010 USPHS Scientific and Training Symposium on Monday, May 24, 2010.**
 - Ongoing. The HS-PAC Mentoring and Career Development subcommittees will host the 'HSO Career Counseling Session' at the upcoming COF meeting on Monday, May 24th from 0900-1200. Senior HS officers will serve as counselors and access OPF for personalized general guidance on career growth and necessary steps needed for successful promotion. We have been actively meeting with the Career Development subcommittee and our HS COF representative to coordinate a successful session.

- **Action Item 03-04-10: HS Mentoring Roundtable at the HSO Category Day at the 2010 USPHS Scientific and Training Symposium.**
 - Ongoing. HS Mentoring subcommittee will host a roundtable at the HSO Category Day at the 2010 USPHS Scientific and Training Symposium. The objectives of the Mentoring roundtable will be to provide participants to 1) Learn about the Application and Matching System; 2) Learn about Training Opportunities; 3) Learn about the Program Evaluation; and 4) Learn about the value of participating in the HS PAC Mentoring Program. We are developing talking points for this roundtable.
- **Action Item 03-26-10: Pursue methods for commissioned corps officers who are non-HHS email accounts holders to obtain a HHS email account.**
 - Ongoing. A meeting was held with representatives from the Office of Commissioned Corps Force Management (OCCFM), HS- IT PAG and the Mentoring Subcommittee on March 26, 2010. Discussion points centered on the launching of the HS mentoring database, merging of the HS website with headquarters and officers stationed outside of HHS who would like and/or need a HHS email account. At this time, there are limited resources within OCCFM and as such there is no definite date for a merger of the HS website with OCCFM. CDR Rowell and LCDR Peat will explore options for obtaining a HHS email account for officers stationed outside of HHS.

Policy

CDR Susan Bonfiglio

- **CDR Durgin stated we will get together for voting members to review and approve policy changes. Since May is an alternative meeting, most policy reviews will happen at the August and October meeting.**
- Vacancies: at present we have no vacancies.
- Action Items: tasks currently on the table are completion of the final draft of a Standard Operating Procedure Manual for the PAC and annual review of the Policy Subcommittee section of the website.
- I have received the final draft from LCDR Bunnell and have distributed it to the Policy Committee members so they can begin to familiarize themselves with it as it is a 46 page document. There are a few minor points LCDR Bunnell is waiting to get clarification on and will resend the draft with the minor changes on Monday, 4/5.
- No assignments were received or reviewed since Jan 2010.
- No current assignments at this time.

Readiness

CAPT Nancy Bill

- Call to Order and Introductions
 - CAPT Bill called the HSPAC Readiness Meeting to order at 1403 EST.
- Meeting Discussion
 - CAPT Bill sent out the assignments last week to most of the committee members. Also, the January and February committee minutes were sent out however, there were not enough members to approve the minutes. If there are any changes or corrections to the minutes, please send those back to LCDR Brett Maycock at Brett.Maycock@dhs.gov
 - CAPT Bill heard back from two officers on the committee with regard to assisting newly appointed officers and their basic qualifications. These officers expressed their concerns that often times officers are not made aware of the requirements to complete the basic qualifications within a year. This is why it is critical that newly appointed officers be contacted early on to ensure the complete their basic qualifications before the year requirement is up.
 - CAPT Bill has not yet calculated the basic readiness metric for the HSO Category. She will do so by next week and send it out to the group.
 - CDR Pappalardo stated that he had contacted an officer assigned to him and found that this newly called officer had attend OBC and was completing the basic readiness qualifications. CDR Pappalardo contacted another officer and left a message on the voicemail. He also checked the global for the officer's address. There was no contact information for this officer. CAPT Bill stated she would get the correct contact information to CDR Pappalardo for this officer.
 - LCDR Scott Connor has had similar problems with finding his assigned officers in the Bureau of Prison's address book.
 - LCDR Lau left a message with those officers assigned to him. He has not yet received a response.
 - CAPT Bill will contact OFRD on those newly appointed officers that didn't have correct contact information and send it out to the committee.
 - CAPT Bill is going to send out a list of new appointed officers to the members of the committee, in addition to those already assigned. She wanted to ensure that committee members were able to handle the

number of officers they were required to contact and assist.

- CAPT Bill had a chance to talk with CDR Lum and her role as the Readiness Subcommittee Chair last year. CDR Lum stated that she did a lot of the work herself. CAPT Bill decided that the committee would be more useful if the workload was divided up among its members. A lot of the work of the committee last year was following-up and trying to support and encourage officers to complete their basic readiness qualifications.
LCDR Lau asked CAPT Bill if the committee meeting time could be changed either one hour before or after the current time, because he had a reoccurring meeting. CAPT Bill stated she did not have a problem with this. Also, the other committee members on the call concurred.
- A committee member suggested that an e-mail be generated and sent to the other Readiness Committee members asking for their input on the meeting time change. CAPT Bill stated she would do this.
- The meeting was adjourned at 1422 EST.
- REMINDER: Next Meeting/conference call is Thursday – April 22, at 1400 EST.

Recruitment and Retention

CDR Delia Jones-McHorgh

- **MEMBERSHIP**

- CAPT David Bellware
- CAPT Cheryl Wiseman
- CDR Audrey Lum
- CDR Lou Ann Rector
- CDR Dale Thompson
- LCDR Tracy Branch
- LCDR Michelle Colledge, Alternate
- LCDR Harlem Gunness
- LCDR Alia Legaux
- LCDR Claudine Samanic
- LCDR Tarsha Wilson
- LT Yonette Hercules
- LT Ha Thi K Huynh
- LT Elizes Romerl
- LT Theresa Zach
- LTJG Gene Crisp
- LTJG Kevin Kunard
- LTJG Tracy Tilghman
- **ACTION ITEM(S):**
 - No action items reported at this time.
- **KEY DISCUSSION:**
 - With the passage of the health care reform law, there are many unknowns. In particular, our subcommittee is trying to assess what it means for our category. Although there is concern about the law's content, the subcommittee is pondering how to make the new changes operational for all of our recruitment and retention activities. The subcommittee is concerned about how to best assist discipline liaisons as they manage the Health Services applicants and address other appointment related concerns.
 - As such, the subcommittee must identify new action plan. This plan must require flexibility. The subcommittee will readdress some of our proposed strategies to accommodate potential new ones. For example, the Sec. 203.a.5 provides for the appointment of warrant officers. How does this new category of officers impact the way in which we recruit? With the transition from Reserve Corps to Regular Corps, how does it impact the COSTEP? How are our applicants affected?
- **OTHER UPDATES:**
 - Congratulations to LCDR Alia Legaux and LT Joseph Shurina for their assistance with bringing on new called-to-active duty officers!
 - **Data Collection** –The subcommittee is also focused data collection to capture more information about our officer and applicant experiences.
 - There will be a survey designed for senior officers and will be available in the upcoming weeks. This information will be provided on the listserv. The subcommittee is asking all senior Health Services Officers to complete the survey as your information is valuable.
 - LCDR Legaux has been instrumental in developing surveys for our Health Services Applicant Placement Program. She has created two surveys: one for applicants who have been called-to-active duty and one for new applicants. This data collection comes at a cost and LCDR Legaux has incurred the associated expense.

- The subcommittee would like to know if the HSPAC can pay for the survey cost, approximately \$19.95 per month, for our survey efforts as well as reimburse LCDR Legaux for her generosity.
- **Pharmacy PAC** – HSAPP Administrators and I will meet with the Pharmacy Category to discuss how to structure their recruitment/assignment initiative following the HSPAC meeting.
- **MEETING DATES:**
 - Meetings are held on the third Friday of every month at 1:00pm CT/2:00pm ET.

Q & A

- **Question: CDR Jones-McHorgh – Will the PAC be able to pay for some data collection from surveys and reimburse LCDR Ngo?**
- **Answer: CDR Durgin – Please send an email with costs and we will discuss offline.**
- **CDR Durgin – We need candidates for the HSO appointment board. It will be held via internet and field officers will be able to apply. Information coming soon via HSO listserv.**
- **CDR Merriweather – Are permanent O-6s the only officers that are on promotion boards?**
- **CPO – Yes.**
- **CAPT Szeto said that she has been approached twice. She is a temporary O-6, and a permanent O-4.**
- **CDR Durgin – Maybe we should reach to HSO officers who had their packages rescinded.**
- **CPO – I agree we should do something. LT Ball would be a great conduit.**
- **LT Ball – They were personally contacted by phone and explained what was happening. I would prefer not, in order to keep misinformation from being sent out to them.**
- **CPO – I would follow LT Ball’s recommendation.**
- **CDR Durgin – Maybe we should contact them after they have been called to active duty.**
- **LT Ball – We do contact every call to active duty, and I think all information about this rescission should be consistent and come from OCCO.**

AMSUS

LCDR David Lau

- Last year 46 PHS Officers total attended the AMSUS conference; committee members asked to assist in marketing AMSUS this year; hope to get 100+ USPHS Officers to attend. Get the word out early. Inform Officers that this is a great opportunity to network with Senior Officers, Colleagues, and obtain CME/CEU/CE credits.
- Soliciting for an AMSUS PIO/Marketing Lead: If anyone is interested in this role please get in contact with LCDR Lau/LT Pleasanton.
- AMSUS general meeting took place Tuesday, 16 March 2010 for AMSUS Core Committee members CME/CEU/CE’s main topic of discussion. The goal is for all specialties to secure CME/CEU/CE accreditation. AMSUS will reimburse if needed to be done outside of USUHS/AMSUS. PA and Optometry were just two examples affecting HSOs. **AMSUS Deadline for CME paper work from speakers is 30 July 2010.**
- First 2010 AMSUS MSC Meeting took place Thursday, 8 April 2010, at 1100 Pacific Time with all the respective Service Leads (Navy, USPHS, Army, and Air Force). MSC leads recommended a Chiefs panel presentation. MSC leads suggested a presentation on Haiti deployment. LCDR Lau had discussions with CDR Patrick Denis (OFRD)- who mentioned he would explore a possible MSC presentation with CAPT Jose Belardo/CDR Patrick Denis/LCDR Jean Paul on the Haiti Deployment.
- OSG sent out solicitation for AMSUS Plenary Session speakers thru CPOs. Presentation Topics/Abstracts will be due to LCDR David Lau and LT Renee Pleasanton by 26APR10.
- MSC Poster Session Poster Session is a great opportunity for MSC Officers to show case their talents and increase awareness of the category The Poster Session is scheduled for Tuesday evening, 4 November 2010, from 1800 – 1930. Light dinner/appetizers will be provided. The International Poster Session presentation is joining the MSC Poster Session this year. There will be judging and awards handed out.
- **AMSUS Section Updates (HSO related):**
 - **Physician Assistant**
 - RADM Milner indicated that he will assist in any way he can to help resolve the CME/CEU/CE issue. He also mentioned that last year only 16 PA’s attended AMSUS. The goal is to increase the number this year, however, if CME/CEU/CE credits are not provided this may be a challenge. PA’s will likely choose other conferences to attend that provide them with the CME/CEU/CE credits.
 - CDR Bonfiglio, USPHS PA Lead reported: Nora Perez is the lead for the Navy. Speakers being identified and secured for the PA break-out session.
 - PA CME SOP was also drafted and finalized for review by AMSUS; this will ensure that all future

CMEs for PAs will not be an issue as it will be done thru The American Academy of Physician Assistants (AAPA) with AMSUS reimbursing for the fees. Working with Navy Lead and pending AMSUS approval.

- ***LCDR Lau spoke with Lindsey on 14APR10 and she stated the PA SOP is approved by AMSUS (no additional approval notifications will be sent by AMSUS) and for the PA Section to complete the process with AAPA for CME Accreditation and send the receipts to AMSUS for reimbursement.
- **Social Work**
 - Navy Social Work lead still trying to be identified by AMSUS. Will update when available.
 - ****Latest info – Navy Social Work Leads Identified:
 - LT Bryan Pyle
Fleet/Family Support Center, Fort Meade
-blpyle@hqcnsg.navy.mil
-301-677-9046 (work)
-717-380-5400 (cell)
 - LT Joseph J. Ford, MSC, USN
Bureau of Medicine and Surgery
Deployment Health (M00WII2)
BlackBerry: 703.474.0541
joseph.ford@med.navy.mil
- **Optometry**
 - CDR Cohen reported: Dr. Bratolli, is willing to present for Optometry/Pharmacy Category again. His presentation touches on both Pharmacy and Optometry issues and is approved for 3 CME/CEU CE credits. Working to contact/identify Navy Optometry Lead – thru AMSUS- Lindsey Bloom. Want to also ensure Optometry CMEs are granted this year.
 - **Update: LCDR Lau sent e-mail inquiry to Lindsey Bloom.
 - Followed up with an additional phone call on 14APR10. Lindsey recommended USPHS Optometry leads contact CDR Philip Blaine (Navy Pharmacy lead) for additional info as it is a joint optometry/pharmacy session. Philip.Blaine@med.navy.mil
- **DCOE (Defense Center of Excellence for Psychological Health and Traumatic Brain Injury)**
 - LT Pleasanton and CDR O'Toole who is currently detailed to DOD will assist in tracking down who the lead is for this category.
 - **This section is usually combined with Social Work and Mental Health professionals.
 - *****UPDATES ON USPHS PLENARY SESSION** **
- **International Speaker:**
 - CDR Shapiro is actively working with Col Fike to set up the International Speaker. Topics recommended: Mental Health issues and/or Traumatic Brain Injury. CDR Shapiro will share the list of topics she receives from COL Fisk so the committee can select from.
- **Senior Officer Speakers:**
 - CAPT David McIntyre (Psychologist) from IHS Phoenix Area Office(Mental Health CCC) expressed interest in presenting on “Suicide in Indian Country: Suicide data, prevention, intervention, postvention”; it would include how the Commissioned Corps responds to Suicide Clusters in Indian Country;
 - Additional speakers also have expressed an interest. Will be considering a panel presentation also.
- **Junior Officer Speakers:**
 - Several Junior Officers have expressed an interest thru submission of Topics; and their abstracts are pending.
 - **AMSUS AWARDS Update:**
 - The new awards for the 2010 program are now available to be viewed online. Please go to: <http://www.amsus.org/index.php/awards-descriptions-list>
 - We will start accepting nominations on 20 April through our website only. All nominations must have the following in order to be deemed credible by the 2010 Awards Committee:
 - Nominator Information
 - Nominee Information
 - Nominee List of Degrees and Professional Associations’
 - 500-1000 words – explain why individual is deserving of the award – specially addressing the award criteria
 - Nominee CV
 - The 2010 Program will close on 30 June. Last year there were a total of 226 nominations:
 - **130 from the Air Force**
 - 34 from the Army

- 11 from the Navy
- **27 from the Public Health Service**
- **24 from the VA**
- **AMSUS Mentor and AMSUS Membership**
 - LCDR Lau spoke highly of becoming an AMSUS Mentor. He expressed that it's a great opportunity to mentor Officers in other branches of service, and increase awareness of USPHS.
 - Become a Volunteer Mentor
 - AMSUS members wishing to get involved and become a volunteer mentor should email AMSUS Membership and provide: name, service, specialty; contact information; a brief bio (1-2 sentences); and your member number if available.
 - Officers Encouraged to become an AMSUS Members:
 - Member Types
 - Active Member
 - Annual membership entitles you to all member benefits. Those that choose to commit to 2 or 3 years at a time pay reduced membership dues.
 - Life Member
 - Active members who have paid dues continuously for 30 years. Members can also reach this prestigious status by paying the Life membership dues in full or in pro-rated increments for 5 consecutive years. Status is conferred upon complete/final payment.
 - For further information regarding AMSUS visit: www.amsus.org

Bylaws

LCDR Janet Cliatt

- 2010 Bylaws members:
 - LTJG Sara Azimi-Bolourian
 - LCDR Tarsha Wilson
 - LCDR Jose Castillo
 - CDR Marina Banks-Shields
 - CDR Hunter-Buskey
 - LCDR Josef F Rivero
 - CDR Susan Bonfiglio
 - LCDR Janet Cliatt- 2010 Chair

Frocking

LT Joseph Shurina

- There are currently six members of the Ad-Hoc Committee Frocking LT Shurina, CDR Weahkee, CDR Nield, LCDR Schmoyer, LCDR Brown and LT DiMascio.
- We conducted our first meeting on March 26, 2010. We have reviewed the other DOD services policies on Frocking. Our first obstacle to drafting the frocking policy was to compare our service referencing information to that of the other services. The continued transformation of the Corps and the latest uncertainty of the legislative process of the Senate reconciliation of the "Patient Protection and Affordable Care Act" had stalled our referencing efforts of drafting the frocking policy. The possible conversion of Reserve Corps officers to the Regular Corps will need to be addressed to proceed with referencing the expected provisions.
- The committee has established pros and cons of writing our draft policy and has determined that without referencing the correct policy may weaken the support of the drafted policy. It has been determined that the committee will continue to draft a policy with as much of the information that can be referenced and establish a preliminary draft policy by May 15, 2010 to the HSO-PAC Chair.
- **The Next Meeting is scheduled for April 30, 2010.**

Financial Liaison

CDR Michelle Pelkey

- Net Income as of April 8th 2010 is \$1,699.93.
- I am following up on mechanism for all PAG's to have accounts via COA.

COA/COF

LT Joseph Shurina

- Last meeting was March 29, 2010
- HSO Category Day Tuesday May 25, 2010
- Round Table Update
 - All round table abstracts have been submitted for CE review. There are a total of 24 round tables this will seat approximately 240 HSO's. There are a variety of roundtable topics to appeal to all HSO officers. The roundtable sessions will begin at 14:00-16:45. The presentations will be conducted every 30 minutes and by the end of the afternoon each officer will have the opportunity to view four different presentations. All roundtable abstracts were entered in the online format and can be viewed on the COF website.
- Panel Presentation Update/Presenters
 - Presentation: Myths and Realities of the HSO Promotion Precepts: Empowering Officers for Career Success
 - Presenters:
 - RADM Michael Milner
 - CAPT Jose Belardo
 - CAPT Deborah Dozier-Hall
 - Abstract:
 - The presentation, designed to go beyond the basics of rank promotion efforts, will utilize the HSO promotion precepts as the basis of career planning that should allow officers both to progress in rank over time and to pursue their individual interests and goals as professionals. Presenters will draw upon their individual expertise and their experiences serving on promotion boards to illuminate the promotion decision process, and to challenge widely-held myths and misconceptions about specific precepts and benchmarks. RADM Michael Milner will discuss career progression, billets, and mobility. CAPT Jose Belardo will discuss promotion readiness and leadership. CAPT Deborah Dozier-Hall will discuss training, education, and professional development. The panel presentation is designed to be applicable to HSOs at all ranks and in any Health Science professional discipline. Equipped with the information and insights provided by the presentation, Officers may view the promotion precepts not as professional constraints, but as generative principles for empowerment in their career planning.
 - Learning Objectives:
 - Participants will be able to operationalize the Health Science Officer Category promotion precepts in their own career planning and professional life.
 - Participants will be able to identify 3 commonly-held myths concerning the HSO promotion precepts.
 - Participants will enhance their capacity for career planning that provides for both rank promotion and personalized career growth consistent with the individual officer's interests and strengths.
- HSO Career Counseling
 - The HS-PAC Mentoring and Career Development subcommittees will host the 'HSO Career Counseling Session' at the upcoming COF meeting on Monday, May 24th from 0900-1200. Senior HS officers will serve as counselors and access OPF for personalized general guidance on career growth and necessary steps needed for successful promotion. Sessions will be one on one for 30 minutes each, by appointment only.
- HSO Booth
 - This year's booth will be a maritime theme that would focus on HSO who have deployed. The Booth committee is seeking volunteers to staff the HSO Booth at the 2010 COF Symposium in San Diego. The booth is to be staffed on Wednesday 26 May 2010 and Thursday 27 May 2010. Each rotation is for one hour and consists of a Junior Officer (LTJG-LCDR) and a Senior Officer (CDR-ADM). This is a great mentorship and leadership opportunity. Those interested in volunteering please contact LT Lisa Amaya at Lisa.Amaya@ihs.gov for available time slots.
- The 2010 USPHS Symposium Category Attendance Competition
 - How it Works:
 - The Category with the most members registered for the conference relative to their overall Category membership by the time online registration closes will win! *In recognition of the size difference among the categories a top prize will be awarded in each of 3 divisions. Total category strength less than 250; 250-499; 500+.* The following baseline numbers will be used for determining the winner:
 - Category strength as of 3/12/2010:

• Dentists	360
• Dietitians	98
• EHOs	383
• Engineers	435
• HSOs	1202
• Medical	920

- Nurse 1567
- Pharmacy 1073
- Scientists 301
- Therapist 148
- Vets 89
- What We Win:
- *The top three categories will receive:*
 - Special recognition for the CPO and Category Day Planning Lead Representatives during the Symposium Opening Ceremonies
 - A letter of recognition and certificate from the Executive Director of the PHS Commissioned Officers Foundation to the CPO and the Category Day Planning Lead Representatives
 - The Category Cup that you can house in a place of honor until the 2011 competition
 - Recognition signage in the Registration area at the Symposium
 - An additional \$100 for the category to use toward 2010 category day expenses
- HSO COF Budget
 - The \$1,000.00 dollars that COF provides for outside speakers was not required and our funds were forwarded to assist Junior Officers with COF Scholarships.
- PAG
 - PAG's wishing to meet is free to use the rooms after the round table session. Please let CDR Sicard or LT Shurina know if your PAG requires a space after category day.
- *The Anchor and Caduceus dinner is part of the registration, and we are still working on the number of approved travelers.*
- The Next Meeting is scheduled for Monday, 19 April 2010 @1300.

OFRD

TBD

- **CDR Durgin asked if CAPT Beck or someone from OFRD was present. No one was present from OFRD.**

No written report was provided.

1145 OCCO Report

LT Dorinda Ball

ACTION ITEM: CDR Durgin wants the HS-PAC to thank OCCO for all of their hard work and for doing a terrific job.

- Obviously, this new Health Care Reform legislation has directly impacted nearly all of our processes. Be assured that OCCO and OCCFM are working diligently with Leadership to address the changes that are required to be compliant with the law.
- Initial communication regarding this issue has already been posted on the CCMIS website.
- This new legislation is going to lead us into a very exciting time for the USPHS and an opportunity to further evolve the Corps. Please be patient as we work through this initial period of adjustment.
- Total HSO Officers as of April 1, 2010: 1205
 - Of those, COSTEPS: 57
 - Active HSO applicants: 252
 - New CAD – March 2010: 14

1150 - 1300 LUNCH BREAK

1300 Review Action Items

CDR Donald Schmidt/LTJG Garman Williams

CDR Durgin wants to review and clean up the open 2009 action items via email with the voting members in the next couple of weeks.

1304 PAG Reports (5 minutes each)

DHPAG Report

CDR Travis Fisher

- The 2010 DH PAG will be hosting a conference call on May 11.
- Action Items:
 - Develop 2010 goals
 - Disseminate Call for Nominations for DHYG Awards
 - Review on-going goals and action items from 2009
 - Update DH –PAG Webpage with current roster and information
 - Review award criteria and validity.

HAPAG Report

CDR James Gregory

- **Chair's Report**
 - Encouraged officers HAPAG members to attend the COF symposium as a networking and educational experience. Commented on the leadership sessions from last year and how beneficial they were.
 - Mentioned the creation of a HAPAG Coin to which members were very excited about
- **Sub-Committees**
 - Awards – LCDR Brett Maycock
 - Their focus is on the Excellence in Healthcare Leadership Award which is currently being advertised for.
 - The committee is also looking to develop a Healthcare award for junior officers to be awarded next year.
 - Communications – LCDR JeanPierre DeBarros
 - First 2010 HAPAG Newsletter forthcoming.
 - Continue to Update the HAPAG website
 - Assisting in postings to the listserv. Encouraging HAPAG sub-committee chairs to write a recruitment for membership paragraph to be posted on the listserv.
 - Career Development- LCDR William Tonkins
 - Held their first meeting of the year great support.
 - Membership - CDR John Gusto
 - Seeking volunteers for membership subcommittee
 - Improvements on the voting process for the 2011 cycle will be forth coming.
 - Recruitment/Retention – LCDR David Lau
 - Committee's latest project: Still working on a "sell sheet". The committee is moving forward with creating this valuable recruitment tool for the HAPAG.
 - Policy - CDR Diahann Williams – No Report
- The next General Member meeting will be held on 20 MAY at 1500 EST.

ITPAG Report

LCDR Mark Rives

No oral report during the meeting.

No written report provided.

MLSPAG Report

LCDR Michael Clay

- **LCDR Cliatt stated that National Medical Laboratory Professionals Week is April 18-24.**
- Completed 16 billets and sent to CAPT Bailey.
- Laboratory week is April 18-24, 2010.
- Subcommittees are working to complete individual SOPs.
- Spring newsletter has been released.

PAPAG Report

CDR Gary Cole

- **CDR Durgin – As the PAGs develop coins, we need to develop a mechanism to handle PAGs' coin funds. Each PAG cannot individually go to COA. It should be put in the bylaws on how each PAG handle its funds.**
- **CDR Pelkey – I will contact my COA point of contact to make sure all coin funds are in one account and have been documented properly.**
- **CDR Merriweather – All BASPAG's coin funds have been sent to a COA representative.**
- **CDR Durgin – If COA will maintain all PAGs separately, that would be great for us. Bylaws documentation is pertinent to**

this process to ensure proper funds handling.

- Continued planning for the AMSUS has been an ongoing challenge over the past two months. A committed and resolved effort by RADM Milner, CAPT George Majus, CDR Bonfiglio, LCDR David Lau and myself has resulted in CME for this coming year for the PA Section day. Essentially, PA's were not getting credit for four hours of valuable CME being delivered at this conference which was marginalizing the importance of the profession at this conference. The resolution now includes AMSUS paying for the credits that will be certified by the American Academy of Physician Assistants (AAPA) and the acceptance of a Standard Operating Procedure for future conference planning.
- Revised wording for a PAPAG website revision featuring Physician Assistants is being worked on with the HSO webmaster.
- We continue to discuss the billet revisions coming upon us in the next few months and provide guidance to our PA's on how to best navigate their career development as we receive guidance from the HSPAC and others. This has become a very hot topic for PA's as we are principally Clinicians and are eager to find ways that we can provide value to the Corps in this capacity as well as in Administration and Research areas.
- We have established a DOD Liaison within the PAPAG to discuss issues relevant to the PA's within and interested in the Army MOU/ TBI program.
- We have initiated the development of a PAPAG Coin which LCDR Will Cooper has sketched. The drawing is being circulated for comment and review by our members. It will not be available before the COF Symposium but might make our AAPA Conference if we step on it.
- Consideration of a Financial Liaison position that mirrors what HSPAC is doing is a topic of our discussion at our last PAPAG meeting that was held on March 25, 2010. We await guidance from HSPAC on how best to proceed and feel that above-board accountability with an SOP is paramount. This has come more to the forefront with the development of the PAPAG Coin and future handling of funds related to sales.
- We continue to push out information with our PAPAG Newsletter via the listserve and thank and want to recognize LT Lisa Amaya for her ongoing and diligent effort with this tasking.
- The PAPAG Chair Award Nomination has closed on 3/26/10 and is being reviewed by the Awards Committee for final selection.

OPAG Report

CAPT Charles Jaworski

CDR Durgin read this report on behalf of CAPT Jaworski.

IHS Full-Time Optometrist Positions and Residents 6 Year Trending Review						
	FY 2004	FY2005	FY2006	FY2007	FY2008	FY2009
Employed by Tribal Programs	40	43	46	47	47	59
Commissioned Corps Tribal	21	21	18	16	16	15
Commissioned Corps Direct IHS	54	52	52	48	45	53
Civil Service Direct IHS	17	18	18	26	32	30
Total Optometrists on Duty	132	134	134	137	140	157
Vacant Positions in Tribal Programs	1	6	3	7	7	8
Vacant Positions in Direct IHS	6	14	18	12	15	5
Total Optometrist Positions	139	154	155	157	162	170
One-Year Residents	5	5	5	6	5	6

- FY2009 closed with **157 Optometrists on duty**, which is a **9%** increase from FY2008, equating to a net gain of 8 Optometry FTE positions. This includes 68 Commissioned Officers (15 in Tribal programs and 53 in IHS Direct programs), 59 Tribal employees and 30 Civil Servants. The overall gain of Optometrists was within Tribal and PHS Commissioned Corps HR systems with a comparable decrease of Civil Servants. Our staffing trend in the last 6 years continues with Tribal Program growth and a recent resurgence in Commissioned Optometrists, note graph below.

corneal topography, etc., need to be added to IHS eye clinics.

- **Electronic health record** systems continue to be successfully implemented in IHS optometry clinics. Some Areas have added VISTA imaging whereas in other Areas this system is still pending.

- **CLINICAL CARE**

- Optometry **clinic visits** provided in FY2009 continue to increase, but we are hard pressed to keep up with the growing I/T/U population and ever increasing demand for Eye Care services. There are continued unacceptable disparities in access to eye care with some clinics unable to provide appointments and services in a timely manner. Alarming low provider to support staff ratios further impacts this. It is still not uncommon for limited staff and clinic resources to require eye care to be “rationed” to higher risk categories of patients such as diabetics at the exclusion of other patients.
- In order to evaluate the current access to eye care, and to ultimately develop workable strategies to improve this access, a workgroup was formed to develop a **survey** and to acquire accurate **statistical data** regarding the IHS eye care program. Part of this process included conducting an informal survey to gather preliminary data regarding the areas of greatest barriers to care. The following is the list of the top barriers to eye care according to our IHS Optometrists, and they are in ranking order of concern:
 - Excessive Patient to Doctor Ratio
 - Insufficient Operating Budget Funds
 - Inadequate Space
 - Inadequate Number of Support Staff
 - Optometrist Salary Disparities
 - Contract Health Service – Inadequate Funding & Restrictive Priority System
 - Excessive Distance for Patient Travel
 - New Technologies/Inadequate Equipment
 - Poorly Trained Support Staff

The **Optometry Program Survey** is earmarked to go out in December 2010 with assistance from IHS OCPS.

- The I/T/U Optometry program has been working with the **IHS National P&T Committee** on an Ophthalmic Prostaglandin Analogue transition. The goal put forth was approximately an 85% market share by January 2010.
- Access to **refractive care** with glasses and contact lenses continued to improve in FY2009 through some IHS funding, and with involvement from other resources.

- **PROGRAM**

- The **2010 IHS Biennial Eye Care Meeting** will be held May 10-13, 2010 at Southern California College of Optometry. This meeting will provide 29 hours of CME and time for Area and committee meetings.
- The **optometry website** at www.optometry.ihs.gov, has been lacking. Since this is such a big part of recruitment with today’s new graduates it is undergoing a “renovation” via the IHS IT department.
- The Optometry Program will be initiating the **Multi-program On-line Recruiting Enterprise (MORE)** to assist with recruitment efforts. Once training occurs with the Area Optometry Consultants and Recruiters implementation will move forward. A projected initiation is **April 2010**.
- The Optometry Program will initiate an **Optometry Intranet** site in FY’10 to enhance internal communication among eye care providers and clinics.
- **Recruitment** efforts included setting up recruitment booths at the American Optometric Association, the American Academy of Optometry and the SECO meetings. We have had many positive responses from potential applicants from these booths however the actual number of recruits from these venues is difficult to ascertain. In FY’10 we are projecting one recruitment booth and will utilize recruitment funds for on-site visits to Optometry Schools. Our best recruitment tools are the IHS Loan Repayment Program (IHSLRP), I/T/U Optometry Residency and Intern Programs, and the IHS Scholarship Program.
- Major **obstacle to recruitment** continues to be the stalled Special Salary Rate Schedule, resulting in low Civil Service pay. Currently, Commissioned Corps is a more attractive option, but the pay for the early ranks still is out-paced by the private and commercial sectors, so special pays (**ORSP and AIP**) and continued **IHSLRP** are needed to help offset this disparity. The Optometry Special Retention Pay (OSRP) has helped, but it does not help those in most need; low ranked new graduates with extremely high student debt loads (approaching an average of \$190,000). These officers are excluded from receiving OSRP if they also receive IHSLRP. This disparity should be eliminated.
- The **IHS Eye Care Directory** continues to be updated yearly. It is accessible on-line (ihs.gov/MedicalPrograms/Optometry) to IHS staff, professional organizations such as the American Optometric Association and schools and colleges of optometry as well as interested individuals and position applicants.
- Many different **committees** have been active during the year to help promote vision health and to provide support for our IHS optometrists in their duties. We also have committees that help with recruitment and retention efforts, and some peripherally related committees such as loan repayment, and Residency and Student Externship programs.
- Optometry staff participated in or conducted the following **meetings** and activities.
 - IHS Eye Care Coordination Committee (meeting at the IHS National Councils Meeting)

- IHS National Councils Meeting
- IHS National Council of Chief Clinical Consultants
- IHS Navajo/Phoenix Area Optometry Meeting
- Alaska Area Optometry Meeting
- American Academy of Optometry Convention (exhibit hall recruitment booth operated)
- American Optometric Association Convention (exhibit hall recruitment booth operated)
- American Optometric Association Federal Service Chiefs of Optometry Meeting
- Armed Forces Optometric Society Meetings
- Association of Military Surgeons of the United States Optometry Section Meeting
- Commissioned Officers Association Meeting
- Federal Services Optometry Meeting
- Student Externship Director's Meeting
- Southern Educational Congress of Optometry (exhibit hall recruitment booth operated)
- **FY2010 PRIORITIES**
 - Establish Civil Service **Special Salary Rate Schedule**.
 - Access to National Optometry Program **data**. Initiate a query system for accessing national eye care data.
 - Establish parity with the other PHS disciplines regarding concurrent PHS **Optometrist Retention Special Pay** and **IHS Loan Repayment**.
 - Improve **Recruitment** efforts.
 - Increase technician, assistant and other **support staff positions**.
 - Increase utilization of **new clinical technology**, electronic health records systems and ophthalmic equipment.

PsyPAG Report

LCDR Richard Schobitz

- **LCDR Lau – We would like to work with PsyPAG to plan a COF meeting with interested psychology major students and current PsyPAG officers.**
- **LCDR Schobitz – I am a good point of contact. I will be there at COF, and we should try to get the students to attend some of the presentations at COF. My email is Schobitz@hotmail.com.**
- **CDR Durgin – All contact information for the HS-PAC members is on the HS-PAC website for the PAG chairs and the PAC committee chairs.**
- The PsyPAG is proud to announce the selection of CDR Dennis Slate as PsyPAG's PHS Psychologist of the Year in recognition of his exceptional performance as a leader, supervisor, clinician, and program coordinator in support of the Psychology profession in the U.S. Public Health Service. We look forward to celebrating this important award at the Commissioned Officers Foundation Scientific and Training Symposium in May.
- Our next meeting will be 7 April 2010. The focus of the meeting will be to update our membership on our review of the bylaws, discuss information obtained by our liaison to the American Psychological Association from his meeting with APA's Society for Military Psychology, discuss our advocacy committee's progress with identifying issues that are important to PHS psychologists and developing plans to provide our chain of command with data to help support efforts to advocate for PHS psychologists.
- We will also discuss the upcoming COF Scientific and Training Symposium. With psychologists spread between the Health Services Officer Category and the Scientist Category it is important for us to schedule time to visit as a group. We will be planning a lunch sometime during the conference.
- We will be planning for our mid-year election, which will allow us to elect a "Chair elect" to serve prior to serving the one year term as Chair of PsyPAG. This will get us in compliance with our bylaws, allow the Chair elect to develop as a leader, and provide the Chair with an additional officer for support.
- Finally, CDR Vincen Barnes will be presenting as part of our PsyPAG speaker series. His talk will focus on the Psychology Internship he developed while at the IHS, including how he created a budget for his project, how to become a sales person of your ideas, and burnout.

BASPAG Report

LCDR Chau Vu

- The Basic and Applied Science Professional Advisory Group currently has approximately 145 members, including 14 voting members. The BASPAG meets every month on the third Wednesday of the month. The 2010 Chair-Elect is LT Elizabeth Claverie-Williams, the 2010 Secretary is Lcdr Juanika Mainor-Harper.
- We currently have 4 active Subcommittees:
 - Membership Subcommittee – chaired by LT Elizabeth Claverie-Williams
 - Mentor Subcommittee – chaired by LT Shani Smith
 - Professional Development Subcommittee – chaired by Lcdr Iris Valentin-Bon
 - Awards Subcommittee – chaired by Lcdr Destry Sullivan

- The BASPAG current projects include:
 - The BASPAG had our last monthly meeting on March 17, 2010. LCDR Iris Valentin-Bon, our Professional Development Subcommittee Chair, had invited CAPT Byron Bailey to be our guest speaker. CAPT Bailey has served as a Transformation Officer with the DHHS Office of Public Health and Science. In this role, he has been primarily responsible for transforming all aspects of the Commissioned Corps billets system to meet relevant components of the Department's transformation objectives. CAPT Bailey was very gracious in accepting our invitation to speak at our BASPAG meeting, and gave a slide presentation titled "Billets Transformation, An Update for Biological Applied Science Professional Advisory Group."
 - For our upcoming BASPAG meeting on April 21st, the BASPAG is looking to invite the Director of the School of Public Health from Columbia University to speak about their PhD and MPH programs.
 - The first BASPAG Quarterly Newsletter was distributed during the month of February through the HSO Weekly Announcement. The BASPAG hopes to continue to provide helpful information through our newsletters to assist officers in career development and officership. The BASPAG Newsletter Subcommittee is being established along with the development of our BASPAG Quarterly Newsletter.
 - Preparation for the 2010 Scientific & Training Symposium – Some of our BASPAG voting members have signed up to man the HSO booth and represent the HS-PAC and BASPAG. Through the coordination with LT Charlene Majersky and LCDR Rhonda Plake, the BASPAG plans to be selling our BASPAG coins at the HSO booth. CDR Sheila Merriweather had been instrumental in the development of the BASPAG coin and has continued to facilitate the sale of the coins.
 - The 2010 Scientific & Training Symposium Roundtable Topics:
 - Three BASPAG members were selected to present during the Category Day Roundtable Session.
 - Preparing and Taking Advantage of International Deployment Opportunities for the Non-Clinical HSOs – Presenter: LCDR Morrisa Rice
 - Public Health and Aging: Opportunities and Resources for Emergency Responders – Presenter: LCDR Letia Boseman
 - Commissioned Corps Career Enhancements, Promotions and Assimilation – Presenter: CDR Ali Danner.
 - The 2010 BASPAG Officer of the Year Award nominations announcement has been sent out. LCDR Destry Sullivan, Chair of the Awards Sub-committee is coordinating the request for nominations and the selection of this special award recipient. The award will be presented on the Category Day.
 - The BASPAG Position Descriptions are currently being finalized for by the BASPAG voting membership. The position descriptions will help to guide our current and future BASPAG executive members and subcommittee Chairs in their duties and responsibilities.

SWPAG Report

CDR Jean Plaschke

- Social Worker of the Year has been selected: CDR Wanda Finch of SAMHSA.
- Workgroup has been formed and has begun to meet to look at ways to assist social workers who may be impacted by potential changes to licensure requirements. Subcommittees (Membership, Mentoring, Recruitment and Retention) are working to assist individual social workers with assistance related to concerns related to licensure issues.
- Membership Subcommittee is going to continue to compile information and update the Social Work Directory, which provides basic information on Commissioned Corps social workers.
- Social Work Month Luncheon was held in Rockville on March 24.
- Informal social work diner is being planned for Category Day at the COF meeting.

1335 JOAG Report

LCDR Brett Maycock

- During the COF Scientific and Training Symposium in San Diego, CA, the JOAG will be holding a social event on Wednesday, May 26th, at 8:00 PM, in Quinns restaurant located in the Conference Center hotel. The restaurant has several food and beverage choices and has a patio outside. This event is open to all officers. Officers will be responsible for purchasing their own food and drinks.
- The JOAG will be hosting a "Meet and Greet" on Sunday, May 23rd, from 6:00 – 8:00 PM, at the San Diego Sheraton Hotel and Marina. The exact room location is TBD. All ranks are welcome to attend. The uniform for this event is Service Khaki.
- The Community Services Subcommittee and its officers in the Atlanta region are partnering with the Fort McPherson/Fort Gillem's Child and Youth Services Center in providing 3-5 PHS officer volunteers to support a Fishing Rodeo, at Stephens Lake, Fort Gillem, Georgia. The Fishing Rodeo targets children aged 12 and under in a half day of fishing fun. The event will take place from 0700 – 1300 on Saturday, April 24, 2010. Officers that volunteer for this event will wear a modified uniform: PHS T-shirt and ball cap, with no rank insignia. If Junior Officers are interested in participating or have any questions, please contact LT Mathew Weinburke at (404) 498 – 1803; gmq1@cdc.gov or LT Andrea McCollum at (404) 639 – 4164; azv4@cdc.gov

- Community Services Subcommittee and its officers in the Atlanta region have put together a proposal to partner with Fort McPherson/Fort Gillem's Child and Youth Services Center in providing 10 PHS officer volunteers to support the annual Spring Fest, at Fort McPherson, Georgia. The Spring Fest PHS volunteers will be responsible for assisting with setup, clean-up, food services, and any assistance/direction to the children during their half day of the Spring Fest event. Activities at the event include: games, educational tables/exhibits, inflatable bouncers/jumpers, and an egg hunt. This event will take place on April 3, 2010, from 0900 – 1500 at Hedekin Parade Field, Fort McPherson, Georgia. Officers that volunteer for this event will wear a modified uniform: PHS T-short and ball cap, with no rank insignia. If Junior Officers are interested in participating or have any questions, please contact LT Mathew Weinburke at (404) 498 – 1803; gmql@cdc.gov or LT Andrea McCollum at (404) 639 – 4164; azv4@cdc.gov
- The Community Services Subcommittee has put together a proposal to partner with the U.S. Air Force (USAF) and U.S. Navy (USN) to support a Potomac River Cleanup, on Bolling Air Force Base, in the Washington, D.C. area. PHS volunteers will help remove debris from the shoreline of the Potomac River in the area around Bolling Air Force Base. The cleanup will take place on Saturday, April 10, 2010, from 0800 – 1200. Officers that volunteer for this event will wear a modified uniform: PHS T-shirt and ball cap, with no insignia. Volunteers will be provided with gloves and bags for removing debris. Family members and friends are welcome as well. If Junior Officers are interested in participating or have any questions, please contact LCDR Jennifer Graf at (301) 496 – 8171 or jgraf@cc.nih.gov by April 5, 2010.
- The JOAG Professional Development Committee is looking for 1-2 volunteers to help the current Journeyman Speak Series lead with coordinating and facilitating future presentations. If anyone is interested in becoming involved with coordination of this key professional development activity, please contact LT Heidi Hudson at cvv2@cdc.gov
- The next JOAG General Member Meeting will be on April 9, 2010, from 1300 – 1500 EST.
- The next Journeyman Series meeting will be on May 14, 2010, from 1300 – 1400 EST.
- Any questions regarding this report or JOAG can be directed to LCDR Brett Maycock at Brett.Maycock@dhs.gov or (202) 212 -1750.

1341 Old Business

Public Health-PAG

CDR Joy Matthias

On 2/2/10, an email was sent to all HSO officers inquiring about interest in the Public Health PAG. There were 24 replies to that email. On 3/5/10, another email was sent to the 24 officers to start the ball rolling and generate some draft bylaws. There were only 11 replies to the email about drafting bylaws.

CDR Durgin: There was another group of HSO officers interested in an Applied Public Health PAG. We don't want to dilute the strength of the PAC to the point there will not be enough officers to maintain these additional PAGs. There has to be enough officers interested in this new Public Health PAG to move it forward. Before we start a new PAG, we have to ensure viability of this new PAG. CDR Matthias please draft another message to go out in the HSO weekly bulletin to see if we get enough support for the new PAG. May HS-PAC meeting might be a good time to discuss this item. Does this sound good?

CDR Matthias: Yes sir.

1348 New Business

No new business at this time.

CDR Durgin stated that we are planning one hour for reports at the COF HS-PAC meeting. Do we want to do two-minute reports or how do we want to use this one hour? Think about it, and we can discuss via email. We could probably get support from the ITPAG for this event.

LCDR Lau stated that if anyone is interested in a day tour at the Division of Immigration Health Services in San Diego, please look out for the future announcement.

1354 Adjournment - Next meeting on May 25, 2010, San Diego August 6, 2010, Parklawn Building

LCDR Peat motioned to adjourn the meeting. LCDR Cliatt seconded.

Blue Text-Spoken words during call/Answer to a question

Green Text-Question asked during call

Black Text-Written report submitted