



Health Services - Professional Advisory Committee
Meeting Agenda
1000 - 1500 Hours, 5 February 2010
Held via Teleconference Only



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 (meeting held via teleconference only)**

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	

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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 Guests Attending by Phone
Names provided by Conference Center

Rank	First Name	Last Name	Rank	First Name	Last Name
					Jackson-
CAPT	Laura	Aponte	LTJG	Velisa	Stephens
LTJG	Sara	Azimi-Bolourian	LT	Shannon	Lee
CDR	Marinna	Banks-Shields	LCDR	Todd	Lennon
CAPT	Christopher	Bersani	LT	Terry	Lew
CDR	Susan	Bonfiglio	CDR	Audrey	Lum
LCDR	Letia	Boseman	LCDR	Jerry	Mahlau-Hernert
CDR	Bill	Browell	LT	Charlene	Majersky
LT	Christye	Brown	LCDR	Brett	Maycock
LCDR	Laurie	Brown	CDR	Kimberly	McIntosh-Little
LT	Christina	Bruce	CAPT	Theresa	Minter
LCDR	Shari	Campbell	LT	Camille	Mitchell
LCDR	Carlos	Castillo	CDR	Michelle	Pelkey
LCDR	Amy	Chanlongburta	LCDR	Rhonda	Plake
LT	Shaun	Chapman	LT	Renee	Pleasanton
LT	Clifford	Coleman	LT	Steven	Porter
LT	Christina	Coriz	LT	Tracy	Powell
CDR	Kellie	Cosby	CDR	LouAnn	Rector
CDR	Rhondalyn	Cox	LCDR	James	Reid
CDR	Dimitrus	Culbreath	LCDR	Joseph	Rivero
CAPT	David	Delacruz	LCDR	Joseph	Roth
LCDR	Tiffany	Edmonds	CDR	Scott	Salvatore
LT	Cindy	Eugene	LCDR	Jamie	Seligman
LCDR	Cheryl	Ford	LT	Joseph	Shurina
CDR	Celia	Gabrel	LT	Peter	Smith
LCDR	Nicole	Gaskin-Laniyan	LCDR	Kym	Spadey-Grove
LT	Bryna	Grant	CDR	Phillip	Toy
LCDR	Candece	Griffin	LT	Peter	Van Horn
LTJG	Diana	Guidry	LT	Rebekah	VanRaaphorft
LCDR	Harlem	Gunness	LTJG	Sheila	Weagle
CDR	John	Gusto	CDR	Paul	Wickard
CDR	Leslie	Hausman	LT	Craig	Wilkins
CDR	Camille	Hawkins	CDR	Diahann	Williams
LT	Scott	Henderson	LTJG	Tarsha	Wilson
LCDR	Helen	Hunter	LT	Jill	Woolfolk
LT	Arthur	Hurst	CAPT	Elise	Young

1000 Welcome and Introductions

CDR George Durgin

- **CDR Durgin welcomed everyone, and let everyone know about the inclement weather in DC area, and the reason for having this meeting via teleconference only. We are doing this meeting as a COOP exercise, and everyone is working remotely for this meeting.**
- **CDR Durgin said he is here as the PAC Chair for this year, but this is everyone's PAC, and it takes the entire group to make it a successful year.**
- **We are still in need of some subcommittee members. We need some members for By-laws, but please contact the subcommittee chair, if you would like to participate on a subcommittee.**

Approval of December Minutes

CDR Donald Schmidt/LTJG Garman Williams

- **CDR Durgin asked all voting members to approve the minutes via email. Minutes were approved with some corrections to individual's rank and grammatical errors.**

1015 CPO Report

RADM Michael Milner

- CPO selection process is ongoing for RADM Milner's replacement. This process is going on for the next 4 weeks, and OSG believes that we will have a candidate before the June 1 deadline.
- RADM Pitman, Pharmacy CPO, is retiring, and RADM Lawrence has been the Pharmacy CPO in the past and will be covering during the interim.
- VADM Benjamin sent an email restoring RADM Williams back to Chief of Staff, and RADM David Rutstein is acting Deputy Surgeon General, and CAPT Romano is assuming her role back in Office of Reserve Affairs.
- Congratulations to RADM Williams for leading the Corps during all of this transition, and CAPT Romano for being the Chief of Staff. Please give RADM Rutstein your support. CAPT Beck will be acting in charge of OFRD.
- Haiti Update-They are going to continue to keep people rostered for deployment teams. This is unlike a Katrina event when they sent a bolus of people to Louisiana. We will continue to work in various public health operations, since this mission has been declared as a public health mission. This mission will be for specific roles and specific individuals with these skills. Mental health efforts will continue.
- Congratulations to Jose Belardo! Jose was stationed there before and he volunteered on Day 1 to return to Haiti. He deployed on the USS Bataan, and has been representing the HSOs in an outstanding manner.
- Thanks to RADM John Babb for allowing Jose to deploy even though he is going to retire on March 1.
- In the next couple of weeks, surveys will be coming out from ASAM going out to some individuals to help the Corps get a top-down bottom-up perspective of how the Corps is doing. Several operating units in the Corps are being looked at for improvements or status of current operations. This request is coming from the White House to see how we can improve our operations. Flag officers were the first to participate. PAC chairs and CPOs were also asked to participate.
- Recruitments and benefits systems are some areas that we believe can be worked on.
- Initial reports are due March 1 to ASH, and final report due to OMB on May 1. Great opportunity that could be dealt with in a positive light. This opportunity is a great time for highlighting things that work, and things that could be improved with some possible changes.

Q & A

- **Question: Can you give a report/update of AIP?**
- **Answer: AIP, a pilot project that ended on April 31. All AIP applications in the pipeline have been approved, and will be extended for 1 more year. This was a trial that could be continued or not. An evaluation will need to be conducted and reported to ASH. The ASH will make a final decision after the evaluation.**
- Consolidated special pay is still being reviewed. The HHS Secretary has not signed the regulation as of yet. The special pay advisory board has recommended special pay for all positions that are hard to fill similar to the DOD disciplines that are hard to fill, which are veterinarians, PAs, social workers and psychologists.
- ARP is been overhauled, and individuals are being identified and trained to serve as recruiters by regions.
- **Question: Do you have any updates on post 9/11 GI Bill, and how it may affect us? Specifically about the transferability and access of post 9/11 GI Bill for PHS officers.**
- **Answer: The transferability piece has not been finalized as of yet, but it doesn't appear that the VA doesn't have a problem with allowing Corps officers to participate. The Post 9/11 GI Bill is available to the PHS officers, and individuals are using it.**
- **Question: As a HSO, are non-clinician HSOs being allowed the same opportunities to deploy or help with humanitarian missions?**
- **Answer: There have been 70 HSOs deployed in the last year, and several of them were non clinicians serving in various non-clinical roles. The requests come from the State Dept and DOD, and those agencies request the various skills and roles required for their respective mission.**
- RADM Milner transition date is August 1. The new CPO hopefully will be appointed in May or early June. RADM Milner has regular calls with PAG chairs and that group is always willing to help with questions and issues.

1040 Subcommittee Reports (5 minutes each)

Communications

LCDR Morrissa Rice

- Communication Subcommittee Membership

The 2010 HSPAC Communications Subcommittee includes the following members:
CDR Todd Alspach LCDR John Gusto

CDR Kellie Clelland	LCDR Allen Magtibay
CDR Rhondalyn Cox	LCDR Brett Maycock
CDR Kimberly McIntosh-Little	LCDR Armando Santiago
CDR Sunil Patel	LCDR Van Tran
CDR William Rowell	LT Romerl Elizes
LCDR Carlos Bell	LT Makeva Rhoden
LTJG Tracy Tilghman	

- Action Items:
- No action items reported at this time.
- Accomplished Task:
- Recruited 4 new members to the committee.
- Sought the assistance of LT Makeva Rhoden to revise and enhance the HSO Weekly Announcements. To date, two weekly announcements have been sent out and positive feedback has been received from several officers.
- LCDR Carlos Bell, LCDR Armando Santiago, and CDR Sunil Patel led efforts to update the various request for website updates.
- LT Romerl Elizes provided timely HSO Job Announcements for the HSO Weekly Announcements.
- Held first meeting on 4 February at 1400 hours.
- Key Activities:
- HSO Booth Display at the COF Symposium
- Social Media Involvement
- Continued Enhancement of the HS PAC Website and Weekly Announcements
- Other Updates:
- No updates reported at this time.
- Meeting Dates:
- Meetings are held on the first Thursday of every month at 1:00pm CT/2:00pm ET or as needed.

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 members
- Vacancies: no current vacancies
- Meeting dates: Next session will be for Kissel and Garcia Awards in March.
- 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 - Kissel and Garcia
- Accomplished Tasks:

- Kissel and Garcia call for nominations out
- 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

- 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
 - Van Tran
 - LCDR Rhonda Plake, Officer Support Team Leader
 - LCDR Mike Garner
 - CDR Tiffany H. Edmonds
 - LCDR Jerald Mahlan-Heinert
 - LCDR Kelly Hughey
 - LT Catherine M. Beer
 - 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)
- Other Subcommittee Accomplished Tasks and work in progress items:
 - Promotion Team is currently developing Retirement guidelines for future ceremonies.
 - SOP regarding the HSO booth, permanent and temporary promotion letters as well as Career Development Subcommittee Chair descriptions are in progress.
 - 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.
 - COERS workgroup finalizing Ad-Hoc Team findings for implementation.
 - Team Resources has completed its final revision of the Continuing Education Guide and it is posted on the list serve. Will be reviewed quarterly.
 - Benchmark #2 and #3 ad-hoc team under LCDR Kenneth Monahan completed its recommendations and is currently at the next level for implementation.
- Upcoming Meetings:
 - March 2010 Conference calls for each team to develop objectives based on the HSO Category needs.
 - COF Booth and Activity Planning Meetings currently being held bi-monthly.
 - Orientation for new volunteers on Career Development Subcommittee.
 - Review of Action Items from 10/1/09 Revision
 - 02-10 Investigate the potential of adding Career Development Counseling at COA in June, 2010 at

- San Diego. Appointed to CDR Camille Hawkins
- 02-10 Investigate the possibility of adding a Professional Development Team to Career Development Subcommittee. Assigned to LCDR Glines
- 09-10 HS Category CV Format- In Progress. Waiting for Benchmark #2 and #3 Revisions to be completed.
- 08-07 Investigate the Pharmacy PACs Officer Health Program for a HS PAC recommendation. Eliminate. Closed
- 08-10 LCDR Everett will craft letter for CAPT Wiseman requesting officer activities. Eliminate. Closed

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
 - Thirty seven letters of regret were sent to applicants who were not selected for HSPAC membership on January 12, 2010.
 - Committee roster and Self-Nomination forms were updated this week and sent to be posted on the HSPAC website.
 - Membership Subcommittee SOP was just received from the prior chair this week. Upon its completion and review it will be submitted to HSPAC for approval.

Mentoring

LCDR Raquel Peat

- Action Items:
 - Action Item 09-11-09: Explore alternative databases for handling the HS Category mentoring relationships.
 - Ongoing. The Mentoring Database Workgroup continues to explore alternative options for the database that can be placed on the HS-PAC Mentorship subcommittee webpage.
 - Action Item 01-09-10: Contact the previous Chair, identify members of the Subcommittee and update the HS-PAC Mentorship Subcommittee web pages.
 - A meeting was held with CAPT Laura Aponte to discuss the status of the subcommittee, transfer of necessary documents and action items from 2009.
 - An email was sent to officers that were currently interested in being members of the Subcommittee and those that were members of the 2009 Subcommittee. There are now 23 members of the 2010 HS-PAC Mentorship Subcommittee. Teleconference meetings were scheduled bi-monthly (every other month) with a start date of February 2010.
 - A list of members for the 2010 HS-PAC Mentorship Subcommittee was sent to LCDR Santiago on January 28, 2010 for updates to the Subcommittee's main web page. Additional web pages will be updated in February 2010.
 - Action Item 01-16-10: Explore additional mentorship training programs via the HHS Mentoring Program.
 - 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 the 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 will be held with Ms. Menelas in February 2010 to explore the possible 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.

- The Training and Evaluation Workgroup will begin to contact the officers participating in the program to identify future needs and to obtain feedback regarding their experiences. The information will be utilized for future planning. The lead for the Training and Evaluation Workgroup is LCDR Juanika Mainor-Harper.
- The Professional Advisory Workgroup will work on and in collaboration with the various PAGs in maintaining an active role in the recruitment of mentors and mentees and continue to assist the Chair of the HS-PAC Mentoring Program in maintaining accurate data for their groups. The PAG Workgroup of the Mentoring Subcommittee was designed to facilitate communication and increase the participation of the PAGs in mentoring activities. The lead for the Professional Advisory Workgroup is CDR Robin Hunter-Buskey.
- The lead for the Database Workgroup is CDR David Lau. A meeting was held with CDR Lau on January 28, 2010 to discuss the status of the workgroup and to list the goals for 2010. The Mentoring Database Workgroup continues to explore alternative options for the database that can be placed on the HS-PAC Mentorship subcommittee web page. This task will be completed by the end of February 2010.

Policy

CDR Susan Bonfiglio

- Policy Subcommittee Active Roster for 2010
 - LCDR Valentin-Bon, Iris
 - CDR Alspach, Todd
 - LCDR Maycock, Brett
 - LCDR Pullani, Anita
 - LT Banyas, Michael
 - CDR Darden, Valerie
 - LCDR Castillo, Carlos
 - LCDR Bleth-Weber, Michelle
 - CAPT Wilkins, Craig
 - CDR Bledsoe, Toni
 - CDR Williams, Felicia
 - CDR Williams, Diahann
 - LCDR Hoard, Marna
 - LCDR Palmer, Corey
 - LCDR Rice, Morrisa
 - LT Majersky, Charlene
 - LCDR Janisko, Thomas
 - LT Perrine, Stephen
 - LT Gadsby, Whitney
 - CDR Woody, Jon
 - CDR Bossart, Jeff
 - LT Coriz, Christina
 - LCDR Plake, Rhonda
- Vacancies: at present we have no vacancies.
- Meeting dates to be determined. Tentatively our first meeting will be 2/10 Or 2/11 pending access to HS PAC conference calling
- Action Items: tasks currently on the table are completion of the final draft of a Standard Operating Procedure Manuel for the PAC and annual review of the Policy Subcommittee section of the website.
- No current assignments at this time. I will send a monthly update of assignments; if none received I will report that as well.

Readiness

CAPT Nancy Bill

- Readiness Subcommittee Active Roster for 2010
 - CAPT Nancy Bill (Chair)
 - CDR Cecile Town
 - CDR Michelle Pelkey
 - CDR Travis Fisher
 - LCDR David Lau
 - CAPT Cheryl Wiseman

- LCDR Brett Maycock
- LCDR Chris Cline
- LCDR Pascale Lecuire
- LCDR Tracy Pace
- CDR Tim Pappalardo
- LCDR Scott Conner
- CDR Beth Finnson
- CDR Marinna Banks-Shieds
- Introductions by all
- December report show HSO at 94.80%
- Open discussion
 - Request for recorder for calls – LCDR Maycock offered to assist as the recorder for the calls.
 - Discussion regarding calls to be monthly on every fourth Thursday at 3PM EST.
 - OFRD reports on readiness status. CAPT Bill to follow up on details to obtain reports & CAD roster.
 - Members to serve in follow up on CAD officers for guidance in readiness standards.
 - Questions were raised on OFRD misinformation causing officers to be listed as “not basic ready”.

Recruitment and Retention

CDR Delia Jones-McHorgh

- Membership-This year’s HSPAC Recruitment and Retention Subcommittee includes the following members:

CAPT David Bellware	LCDR Claudine Samanic
CAPT Cheryl Wiseman	LT Yonette Hercules
CDR Audrey Lum	LT Elizes Romerl
CDR Lou Ann Rector	LT Theresa Zach
LCDR Tracy Branch	LTJG Gene Crisp
LCDR Michelle Colledge, Alternate	LTJG Kevin Kunard
LCDR Harlem Gunness	LTJG Tracy Tilghman
- Action Item:
 - No action items reported at this time.
- Accomplished Task(s):
 - Year End Report
 - The HSPAC Recruitment and Retention Subcommittee’s Health Services Applicant Placement Program has captured a snapshot of last year’s activity as provided in the HSAPP Program Summary. CAPT Bellware, LCDR Colledge, LCDR Samanic and our discipline liaisons have done an amazing job with the program.
- COSTEP
 - Under the leadership of LT Theresa Zach, LCDR Harlem Gunness and Erica Sison have done outstanding work with developing recruitment flyers for our category. The flyer “Be a Health Services Officer” focuses on a general description of being an HSO and the other flyer “Student Opportunities” is customized for the COSTEP.
- Key Initiatives:
 - Needs Assessment
 - Under the direction of LCDR Claudine Samanic, the goal is to conduct a “needs” assessment to determine what disciplines should the category target for recruitment and how we can best work with OCCO to meet those priorities. We will need representatives from each PAG to assist us with this effort.
- Senior Officer Advisory Resource (SOAR)
 - CAPT Cheryl Wiseman, CDR Audrey Lum, and CDR LouAnn Rector working on a pilot to address issues and concerns related to senior officers in the Health Services category. It is a retention mechanism to assist officers with managing career opportunities and challenges. This effort is in its initial phase, research is currently being conducted to assess the feasibility of such a resource.
- Training
 - As a retention initiative, LCDR Tracy Branch will lead efforts to train our HSO. This year, our efforts will be three-fold: 1) developing our leadership competencies and will begin hosting brown bag opportunities with senior leadership in Corps & DOD; 2) conducting more discipline liaison workshops to keep our discipline liaison abreast on current Corps changes, appointment standards, etc.; and 3) addressing writing awards and promoting officership.

- Applicant Feedback Mechanism
 - There will be more reports to follow regarding our applicant survey.
- Other Updates:
 - Applicant Inquiries – Based on our collaboration with OCCO, there were 39 inquiries from applicants who expressed interested in receiving HSAPP assistance in January. Upon receipt of an email, these applicants are then triaged to our HSAPP.
 - Physician PAC – HSAPP Administrators and I will meet with CAPT Helminiak to discuss how to structure their recruitment/assignment initiative following the HSPAC meeting.
 - If anyone is interested in working on any of the initiatives, please send an email to delia.jones@hhs.gov
- Meeting Dates:
 - Meetings are held on the third Friday of every month at 1:00pm CT/2:00pm ET.
- Attachments (3)
 - USPHS HSO Flyer Document
 - USPHS COSTEP Flyer Document
 - HSO Applicant Placement Program Document

AMSUS

LCDR David Lau

- AMSUS OVERALL UPDATE:
 - Planning again is getting underway for 2010. The USPHS leads for this year are LCDR David Lau and LT Renee Pleasanton. They will be sharing duties as Co-Chairs for the USPHS AMSUS Plenary Planning Committee, and will serve as the main USPHS POCs. They also serve as the USPHS reps on the AMSUS PROGRAM PLANNING COMMITTEE. This committee had their initial meeting on 26JAN10 at AMSUS HQ with tele-conferencing available. Meetings will take place monthly if not more frequently to coordinate and plan all the events for AMSUS. There was good USPHS representation on this meeting as several section reps were present also.
 - A request for section/category representatives was sent out thru RADM Robert Williams thru the CPOs to solicit for additional officers to serve on the 2010 USPHS AMSUS Plenary Planning Committee. This has already been completed, and the initial teleconference is scheduled to take place the second week of February (Will be rescheduled to third week due to weather in DC area). We have a strong robust committee with a good mix of representatives from the various disciplines.
 - Navy is taking the lead this year in hosting AMSUS. It is scheduled to take place in Phoenix from 31OCT to 05NOV. All USPHS Officers are strongly encouraged to attend. Hosting AMSUS is rotated each year amongst Navy, Air Force, VA, USPHS, and Army. USPHS last hosted AMSUS in 2008 in Salt Lake City, UT, and will be hosting again in 2013 in Seattle, WA. Please visit the AMSUS website for additional informationS
- HS-PAC AMSUS MSC Update:
 - LCDR David Lau and LCDR Jerald Mahlau-Heinert will be representing the HS-PAC and will be serving as the MSC Category reps for USPHS at AMSUS this year. Thank you CDR Durgin for being the MSC/HSO representative over the last several years, and for the leadership, guidance, and mentorship you have provided.
- Section Reps for 2010 AMSUS for the MSC Category are:
 - Optometry:
CDR Barbara Cohen
Barbara.cohen@ihs.gov
LT Gregory Smith
Gregory.smith@ihs.gov
 - Physician Assistant
CDR Susan Bonfiglio
Susan.bonfiglio@nih.hhs.gov
CDR Gary Cole
Gary.cole@ihs.gov
 - Social Workers
LCDR Robyn Coons
rcoons@bop.gov
LT. Renee Pleasanton
Renee.pleasanton@hhs.gov
 - Medical Service Corps (MSC)
LCDR David Lau
David.lau@dhs.gov
LCDR Jerald Mahlau-Heinert

Jerald.Mahlau-Heinert@dhs.gov

- The initial meeting for the MSC Category has not taken place yet. The MSC category will have meetings throughout the upcoming months up to the AMSUS Conference, planning and coordinating all the events for the Medical Service Corps Session and Luncheon along with the Joint MSC Chief's Reception-AMSCON Poster Session.
- There are also specific sessions for our Optometrists/Pharmacists, Physician Assistants, and Social Workers. And they will be working within their respective PAGs concerning the planning for AMSUS.
- An important goal this year will be to increase attendance of HSOs and USPHS Officers across all disciplines at AMSUS. It is a very high profile meeting for USPHS as all the other services also attend in force, along with their respective SGs. It is also well attended by our Senior USPHS Flag Leadership.

Bylaws

CDR George Durgin/LCDR Janet Cliatt

- **Request for active volunteers has been made by CDR Durgin.**
- **CDR Bonfiglio says that prior bylaws experience would be great to bring to this subcommittee.**
- **No written report was submitted.**

Frocking

CDR George Durgin/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.
- For those of you that are not prior service you may ask, "What is frocking?"
- The term "Frocking" is when an officer or enlisted service member is recommended for promotion and they are accorded the privileges and authorities of the recommended "new" rank, but do not receive the pay for it, since it was not yet official until their actual promotion date.
- We have collected the other DOD services policies on Frocking for review. Before we begin, I have provided why the USPHS does not Frock officers. Hopefully with will assist to establish writing our draft policy. The USPHS does not have an official policy on frocking of officers, but the overall official stance on the matter is that the Corps does not frock, either by wearing the next rank or using the words "Select", "Rank (Sel)," or any derivation of selected for promotion in the signature block. Officers are reminded that their rank on their uniform must be the same rank on their Uniformed Services of the United States Geneva Conventions Identification Card (military ID). Gate guards or sentries may deny access to military installations if rank on the uniform and identification card does not match and may also confiscate the identification card. Commissioned Corps Issuance CC26.3.1 http://dcp.psc.gov/eccis/documents/CCPM26_3_1.pdf, Uniforms and Appearance, dated 1 March 2008, Section 6-2c, states that officers shall not wear "badges, ribbons, medals, or other accoutrements not specifically authorized in accordance with Corps policies, or that have not been annotated in an officer's electronic Official Personnel Folder (eOPF)." So, we would also have to recommend that CC26.3.1 be amended to reflect frocking. The USPHS does not promote in an above zone or below zone format that the DOD does and I am not sure that our promotions are Senate confirmed.
- Due to some of our committee members currently deployed we will delay a conference call until Mid-March. This will provide time for all members to review the attached policies before we meet to discuss.
- The Next Meeting is scheduled for TBA.

Financial Liaison

CDR George Durgin/CDR Michelle Pelkey

- As of 2/3/10 there is \$1,539.24 in the PHS COF fund. That is an increase of \$487.83 from 4/27/09.
- There have been 18 HSO coins purchased by officers in December '09 and January '10

COA/COF

CDR Karen Sicard/LT Joseph Shurina

- Introduction of the Round Table discussion concept was presented to all presenters
 - We established a forum for the presenters to ask any questions about the round tables. The background was presented about this year's HSO Breakout sessions because of the difference from the past COF conferences. From the surveys conduct the past two COF conferences, there were request to have the HSO category within the same area as the rest of the COF and not be separated. The survey results also identified that participants stated that they would have liked to have attended sessions outside of what their PAGs offered. To accommodate this overwhelming request, it was decided to conduct this years HSO category day breakout session in a roundtable forum. There will be 10 chairs at a total of 26 round tables this will seat approximately 260 HSO's. 16 tables will be discipline specific, but open to all HSO's and 10 General roundtables that relate to the USPHS. Each presenter will present four 30 min presentations that afternoon.

- All roundtable abstracts were submitted on time and entered in the online format before the COF deadline. A request was made to all PAG representatives to solicit for back-up speakers. A few presenters requesting additional assistance so that they may take part in category day and two general session speakers have not been afforded funding for travel and a search for replacement speakers is being conducted.
- Results of the Question and Answer Session
 - Since the forum is a roundtable PowerPoint presentations in the conventional way will not work. It was recommended that they print out their slides for all to follow or use a laptop or present in a way that you feel is best to present your topic. It was mentioned that a PowerPoint screen will not be available per table.
 - There should be a max of 40 seats for the total of four presentations 10 per each session, but some may pull up an extra chair, so to help you with how many copies of handouts or information to provide it was recommend a minimum of 50. There will be sign-up sheets at each table, so that if they did run short on copies could e-mail it later.
- 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.
- Keynote Speaker and Benediction Update
 - It was determined that a benediction was desired and that CDR Durgin would provide the name of the member presenting the benediction. The keynote topic will be leadership and the speaker is currently TBA.
- Awards
 - A request for all PAG awards to be identified by March 15, 2010 was sent to all PAG chairs to meet the COF deadline so that they can be added to the program.
- HSO Booth
 - LCDR Gardner provided an overview of this year's concept of the HSO Booth. This year's booth was a maritime theme that would focus on HSO who have deployed. There was a discussion about the proposed budget and it was suggested that an additional meeting between CDR Durgin and the HSO Booth Committee would be required.
- 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.
- HSO Photographer
 - We are solicitation for someone that would be interested to take photos during the HSO Category day/Awards Ceremony
- HSO Photographer
 - 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, 22 February 2010 @1300.

Q & A

- **CPO Question: Will the Surgeon General be visiting the HSOs earlier than previous years?**
- **Answer: Yes, we are working with OSG to ensure that HSOs are not the last group to be visited by Surgeon General on category day.**
- **CPO Question: RADM Rhodenback (Engineer CPO) has set up a room for some career counseling on Monday morning from 7:30am to 9:30am. This would be a unique opportunity for some folks to get some career mentoring/counseling. We will need 5-6 senior officers (O-6s). We will need the officers being counseled to bring a printout from their OPF in advance. Were you aware of this Joe?**
- **Answer: We were not. Do you know who is the POC?**
- **RADM Milner: You could work with me. I have some designated individuals who already perform counseling regularly, and if any of them are coming to COF, they could definitely help out with this. Please work with me, and we will be able to ensure we ready by COF.**

1121 Review Action Items

CDR Donald Schmidt/LTJG Garman Williams

CDR will leave 2009 action items open, and he does not have any 2010 action items at this time. The review was tabled until the April PAC meeting.

1122 OCCO Report

CDR Durgin (oral report)

Written report provided by LCDR Tammy White.

- There are currently 1188 total active duty HSO Officers.
- There have been 28 new CADs since December 1, 2009 (list attached).
- There are 266 open, active HSO Applications that we are working on.
- The only other thing that may be helpful to the category is to review the information about how to enter accomplishments into the officer profile system and to remember that the information needs to be validated.
 - Information about how to do this is in the current issue of the CC Bulletin (http://dcp.psc.gov/cbulletin/articles/Two_Steps_Successful_OPS_Participation.aspx) and was also sent out on the CC listserv earlier this week.

1125 JOAG Report

LCDR Brett Maycock

- The Junior Officer Advisory Group (JOAG) is requesting nominations for three awards to be presented at the annual USPHS Scientific and Training Symposium to be held in San Diego, CA, from May 24-27, 2010.
- The **Junior Officer of the Year Award** recognizes an active duty junior officer at the temporary grade of O-4 or below in the USPHS Commissioned Corps who has made a significant contribution to the overall mission of the U.S. Public Health Services. *Self-nominations welcome.*
- The **JOAG Excellence Award** recognizes a non-voting junior officer at the temporary grade of O-4 or below in the USPHS Commissioned Corps, who is an active participant of JOAG, for demonstrating outstanding, dedicated effort, leadership ability, and commitment to JOAG through active committee or workgroup participation. *Self-nominations welcome.*
- The **VADM Richard H. Carmona Inspiration Award** recognizes an active duty or retired senior officer at the temporary grade of O-5 or above in the USPHS Commissioned Corps who exemplifies outstanding leadership by example, mentorship and empowerment of junior officers, unwavering support of the Commissioned Corps and its mission, and overall inspiration and motivation to the PHS community. *Nominations only accepted from junior officers.*
- If you know any outstanding officers deserving the recognition of these awards, please visit http://www.usphs.gov/corpslinks/joag/index_files/Awards.htm. If you have difficulties obtaining the documents, please contact one of the JOAG Awards Committee Co-Chairs, LCDR Merel Kozlosky at kozloskym@cc.nih.gov or LCDR Morrisa Rice at mrice@hrsa.gov, or one of the JOAG Award Leads listed below for the nomination forms, awards guidelines, and companion documents.
- Nominations are due to the appropriate JOAG Award Lead listed below no later than COB on **February 15, 2010**.
- Send nominations for the **Junior Officer of the Year Award** to:
LCDR Ayoub Suliman

Email: ayoub.suliman@fda.hhs.gov; Phone: 301-796-0630

- Send nominations for the **JOAG Excellence Award** to:
LCDR Tracy Branch
Email: tracy.branch@hhs.gov; Phone: 816-426-3295
- Send nominations for the **VADM Richard H. Carmona Inspiration Award** to:
LCDR Melissa Burns
Email: melissa.burns@fda.hhs.gov; Phone: 301-796-5616
- The Junior Officer Advisory Group (JOAG) would like to develop a shadowing program in which a junior officer will be matched with a senior officer in order to shadow the senior officer at his/her duty station. The objective of this program is to provide junior officers an opportunity to see what it takes to be a senior officer and to experience what it is like to be in a high-level position. Additionally, senior officers will have the opportunity to share their stories and experiences with junior officers to help them become future leaders. Before JOAG moves forward with developing this program, they would like to gauge junior and senior officers' interest in participating in such a program. If interest is high, JOAG will move forward with developing the "Take a Junior Officer to Work" program. JOAG is asking junior AND senior officers to take this brief survey, as completion of this survey will assist in determining the level of interest in developing such a program. The survey can be found at: <http://www.surveymonkey.com/s/63JTDN9> and needs to be completed by **February 5th, 2010**. JOAG is requesting that you take this survey only once.
- RADM Milner has agreed to be the speaker for the Journeyman Series, on March 12, 2010, from 1300 -1400 EST.
- The JOAG Development Committee is asking officers to submit a funny or serious slogan that will be placed on t-shirts and sold at the JOAG booth at the COF Symposium, in San Diego. The winner in each category (serious and funny) will receive a free t-shirt with their slogan and an Office of the Assistant Secretary for Preparedness and Response (ASPR) coin. Please submit your suggestions to LTJG John Diehl john.diehl@hhs.gov by March 26, 2010.
- Any questions regarding this report or JOAG can be directed to LCDR Brett Maycock at Brett.Maycock@dhs.gov or (202) 212 -1750.

Q & A

- **Question:** Would it be possible to extend the survey deadline?
- **Answer:** No, the survey has already been extended.
- CDR Durgin asked LCDR Maycock to send the email to him and he would forward it out via the HSO Listserv.

1137 Old Business

HS-PAC SOP

CDR George Durgin/LCDR Rebecca Bunnell

Tailored to the April PAC meeting since LCDR Bunnell was not on the call.

1140 New Business

Public Health-PAG

CDR George Durgin

MPH, Epidemiologist, and Health Educators PAG- There are serious concerns. Having a PAG and having a sustainable PAG are very different. A new PAG will need to be able to have a working institution, and not just 5-10 members who want to create a new one. The new PAG will have to provide something positive to the PAC and to its members of the new PAG. There is some merit, but concerns with involvement and activity. This was discussed with the CPO, and there is a concern.

CAPT Bill: My undergrad is in health education. Health educators could fit several disciplines and still be a health educator. I could see the need to have a public health track, and there is professional certification for health educators. I could see the need to have this PAG, and at the national level they talked about a certification for public health educators.

RADM Milner: I appreciate the comments about accreditation requirements. Do we know how many MPHs/Epi folks that we have in HSO? ~85 I think

CDR Durgin stated that we need to get good numbers this year.

RADM Milner: We have added over 400 officers in the last 3-4 years. When you create more PAG, it can cause the PAC to become weak since senior officers are maintaining PAG leadership positions. I am not opposed to it, but it need to be thought out and well planned. If there is going to be PAG, it needs to be operational and functioning. When the PAC requires knowledge and response, the PAG must be present.

Officer: Two thoughts-We all are supposed to be doing public health. Who will this PAG consist of? Health educators or MPHs

only or whom?

CDR Durgin: I think this is what will happen to see how many people are interested in this PAG. The group will need to bring a set of bylaws to the HS-PAC. First phase is to get concurrence from the PAC, and then an email will go out to general HSO body informing them of the responsibilities in order to establish the PAG.

LCDR Peat: I think more information needs to be brought to the PAC. I do have a public health degree, but you don't want to dilute the PAC to add another PAG. I think we should do a survey to see the interest in this new PAG.

RADM Milner: Each individual will be responsible to their original PAG.

CAPT Bill: I was also approached with this also. More information is needed, but this group should be discussed further.

CDR Durgin: We will draft a message for next week HSO announcements with a POC. They will have a mandate to sell the PAG, and bring information back to the PAC in the future.

MT-PAG Bylaws

CDR George Durgin/LCDR Michael Clay

This is not really new business. The PAG has requested a PAG name change. The PAG was tasked to bring information of why this PAG name should occur to the PAC.

MLSPAG Name Change

- Individuals certified through NCA were never referred to as “medical technologists”. Their title has always been “clinical laboratory scientists.”
- Those certified through ASCP were called “medical technologists.”
- The USPHS officers were a unique mixture of NCA and ASCP certified individuals. This mixture should be remembered by using the combined title “medical laboratory scientist”
- Both of the certifying bodies have played an important role in developing and implementing standards that are used in medical settings.
- The two agencies (NCA and ASCP) reached an agreement to combine their titles.
- Changing our name is preparing for the future generations (those certified after 2004) who will automatically be designated as “medical laboratory scientist.”
- Reflection of the evolution of medical laboratory science into a more respected profession with a solid foundation in science and math.
- Reflects a united front of laboratory professionals

Questions/Comments

CDR Bonfiglio: I have not received a copy of the bylaws.

CDR Durgin: It went out via email to all the voting members.

CDR Bonfiglio: Thank you.

CDR Durgin: Silence is golden. Please vote via email, if you approve the MTPAG bylaw change, and I will let the PAC know if we have approval. Please include CDR Schmidt and LTJG Williams since we are holding this meeting via teleconference, and I will let everyone know the future of the MLSPAG.

1200 - 1300 LUNCH BREAK

1300 PAG Reports (5 minutes each)

DHPAG Report

CDR Travis Fisher

- The 2010 DH PAG will be hosting the first conference call for the year on February 9th. The PAG will review 2009 goals and begin to establish 2010 goals.
- 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

HAPAG Report

CDR James Gregory

- Announced to the HAPAG membership the HAPAG executive committee. The 2010 Chair-elect is CDR Rhondalyn Cox. 2010 Secretary is LCDR William Waldron.
- Updated membership on the status of the Bylaws which indicated that a change to the nomenclature – from health Administration to Healthcare Administration was included. Also to allow for continuity with the Senior Advisors, a recommendation was made to stagger the terms and decrease them from 3 to 2 years. This would allow for greater flexibility of the officer.
- Senior advisors in place for 2010 on staggered terms.
- Sub-Committees
 - Awards – LCDR Brett Maycock
 - Their focus is on the Excellence in Health Care Leadership Award
 - Communications – LCDR JeanPierre DeBarros
 - Will be continuing with the publication of the HAPAG Newsletter.
 - Updating the HAPAG website
 - Assisting in postings to the listserv.
 - Career Development- LCDR William Tonkins
 - Looking forward to helping Health Administrators with Career Development issues in the coming year
 - Membership - CDR John Gusto
 - The committee plans to maintain membership rosters and expand on it for networking purposes and maintaining contact with the members.
 - Improvements on the voting process
 - Recruitment/Retention – LCDR David Lau
 - committee’s latest project: Creation of a” sell sheet”. The committee plans to move forward with creating a valuable recruitment tool for the HAPAG.
 - Policy - CDR Diahann Williams
- New Business
 - Combining Career Development and Recruitment and Retention Subcommittees (**tabled for now since LCDR Tonkins will be chair for 2010**).

The next General Member meeting will be held on 25 MAR at 1500.

ITPAG Report

LCDR Mark Rives

- The ITPAG meets on the Third Thursday of each month and has conducted two meetings since the first of the year. The meetings were led by the 2010 ITPAG Chair, LCDR Mark Rives, and the meetings enjoyed good participation.
- During the January meeting, the meeting largely focused on solicitation for member participation as Subcommittee chairs and determining our goals for the PAG for the upcoming year.
- During the February meeting, PAG chairs were installed and through an open forum which included self nomination as well as sponsored nomination. The meeting provided productive with all subcommittee chair positions filled and committee chairs tasked with the discharge of duties as per the ITPAG Bylaws.
- The ITPAG is poised to make a pivotal change for the PHS. Working with CAPT Prince and LT Ball of OCCO, the ITPAG has established temporary workgroup to assist OCCO with the review and revision of Educational Appointment requirements for Commissioning. The workgroup is set to begin work in March 2010 with completion expected by summer 2010.

MTPAG Report

LCDR Michael Clay

- MLSPAG is currently working on revamping the subcommittees, to include naming a Chair for each committee and getting more involvement from Officer’s. The idea is to make them more effective and productive.
- The PAG newsletter will be an ongoing project throughout 2010. The next edition will be the Spring Newsletter. Articles are due to the Communications Subcommittee February 19, 2010.
- Currently we are working on creating a brochure to highlight the Medical Technology Profession and the Commission Corps. This will be a great tool to use at the COA Symposium, OBC and recruitment/job fairs.
- With the Billet Transformation underway, we will be focusing on the billets within our category.

- We currently have 3 voting member positions vacant, we have sent out solicitations for nominations to fill these.

PAPAG Report

CDR Gary Cole

- We had our initial meeting on January 28, 2010. It was well attended with many questions asked by the new members. Almost everybody had made contact with the previously assigned committee leads and received orientation and passdown. Alternative contact information was sought after we were stonewalled by some work firewalls, preventing contact with some of our members. The new information has been submitted for website updating.
- Tone and ground rules were established for 2010's upcoming meetings. The PAPAG's seem to find its persona early each year and so it will be with 2010. I would like to see the free flow of information and ideas occur within reasonable boundaries and in consideration of timely meetings. We will strive to limit the meeting to one hour.
- Expectations and assignments had been given prior and coordination had been made by most newly assigned subcommittee's chairs with the previous chairs. CDR Bonfiglio, 2009 Chair and I had decided earlier that there was much work to be done in 2010 and meetings need to be conducted monthly with some exceptions allowed for Hurricane Season (September) and the Christmas Holidays (December). We will also shift May's meeting, which is our Conference month and have the meeting in November a week earlier for the Thanksgiving Holiday. Meeting times will be primarily a 2000 Hours Eastern Time, which seems to work best for most of the members. Our meetings are conducted the week prior to the Health Services Professional Advisory Committee meeting which allows us to bring concerns forward to our parent group in a timely manner.
- Meeting times and dates are as follows for 2010:
 - January 28th @ 1830
 - February 25th @2015
 - March 25th@ 2000
 - April 29th @2000
 - May 20th@2000
 - June 24th @2000
 - July 29th@2000
 - August 26th@2000
 - September-None
 - October 28th@2000
 - November 18th@2000
 - December-None
- We will be starting or continuing a number of initiatives this year for the PAPAG which include but are not limited to the following:
 - Webpage enhancement.
 - Standard Operating Procedures for the Membership Committee.
 - Recruiting and Retention goal of 10% (Net 15 PA's)
 - PAPAG Coin
 - Planner for all the members. (Hardcover or electronic)
 - Oral History Project in collaboration with PHSAPA & PAHX (PA History of AAPA)
 - Direct Access – encourage and track progress of PAPAG Members and establish POC for
 - Problems associated with new system.
 - Career Pathway Flowchart.
 - Agency Liaison work.
 - PA/Doctor longevity research project for Rural Area/ 3H assignment. (Professional linkage)
 - Members and Volunteers interests are being canvassed in order to assign members and volunteers to these initiatives and begin the operational process from conception to completion.

OPAG Report

CAPT Charles Jaworski

- OPAG Overview
 - General Members of the OPAG represent the diversity of optometrists in the USPHS. Officers are located within the I.H.S., CDC, BOP, and serve in detail assignments outside of the Departments. Also, many optometrists serve as direct hires in tribal and other programs. It is through the OPAG, that officers can identify issues that may affect Optometrist in the PHS. It seeks to serve multiple purposes such as: assessing personnel needs and recruitment, promoting cooperation and communication with other professional disciplines and identifying issues of interest within the discipline.
- OPAG Accomplishments
 - Promoting recruitment and retention of OD's through loan repayment, retention pay, and professional opportunities
 - Providing communication platforms for optometrist serving in very diverse geographical locations as well as across

- agencies
- Journal of the American Optometric Association highlighting the Indian Health service in 1994
- OPAG Goals:
 - Achieve civil service title 38 equality for optometrists
 - Modify the GPRA goals to included eye care standards (similar to dentistry)
 - Continue to be an advocate for excellence in patient care via a strong optometry program
- Typical Billets:
 - Typical billets are almost always clinical with additional duties as chief of clinic (Basic and Complex), deputy chief, area chief and etc.
- Openings and vacancies are listed on the typical government sites as well as the optometry page of ihs.gov, Updated I.H.S. vacancy lists are e-mailed to current I.H.S. optometrists on a regular basis.
- Professional Affiliations:
 - We have OPAG liaisons to: American Academy of Optometry, Armed Forces Optometric Association AMSUS, OFRD, FDA, CDC, to the I.H.S. chief professional officer in optometry.
- Future meeting dates (list meeting times for next 6-12 months)
- OPAG meets the first Wednesday of every other month starting January 8th for 2010

PsyPAG Report

LCDR Richard Schobitz

- The PsyPAG completed our first meeting of the year on 3 February. The focus of the meeting was to introduce new officers, discuss our goals for the year, and identify opportunities of increased participation.
- CAPT Formanski and CAPT Jones participated as our first speakers in this year's speaker series. These officers provided our group with information regarding the role of mental health officers as regional emergency coordinators and entertained questions from our membership. The goal of the speaker series is to provide our membership with a chance to learn about opportunities for psychologists in the PHS, with a particular focus on helping junior officers to learn about the different operational divisions and agencies where psychologists serve.
- The PsyPAG has been reviewing our mission and our subcommittees in order to ensure that we are structured in a manner that will optimize our ability to support the mission and the development of our officers. Opportunities with the DoD partnership along with expanded recruiting efforts have created a lot of energy within our organization. These opportunities continue to infuse new psychology officers into the PHS, and one of this year's goal for PsyPAG will be to assist these new officers as they transition to the uniformed service. To address the needs of these officers, we are creating a professional development subcommittee, whose mission will be to identify core competencies needed for PHS psychologists, educate junior officers on these competencies, assist in the development of mentoring relationships within our group, and serve as a resource to the faculty of the combined Army/PHS psychology residency program at Brooke Army Medical Center - a program that has began in January.
- We are also developing an advocacy committee whose mission will include researching the needs of our membership and identifying potential avenues of support to meet those needs. The PsyPAG leadership hopes that this committee will help us to further our ability to support our membership within our organization and to consolidate our requests for assistance from leadership when we are in need.
- We are also beginning our required review of our bi-laws. A policy and procedures committee will update our bi-laws to make sure they are consistent with our evolving mission and meet the needs of the PHS and our officers.

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 Quarterly Newsletter – It is our goal for 2010 that through our BASPAG newsletter, that we will be able to make a contribution to the Health Service Officers by providing information and resources for each Officer to assist in their professional development and mentoring efforts, as well as to help Officers understand the PHS awards system and reach their personal goals. In addition, the BASPAG Newsletter will serve to inform Health Service Officers of the current pressing issues that affect our Commissioned Corps Officers. These issues can

include, but not limited to, issues such as OFRD crisis response, Billet Transformation, GI Bill Transferability, etc. The first edition of the BASPAG Newsletter will be distributed during the month of February. Our first newsletter includes an article contributed by our 2009 BASPAG Chair, CDR Ali Danner, discussing the making of a mentor-mentee relationship, the importance of the mentoring relationships and their benefits. The venue through which the BASPAG hopes to distribute this newsletter to our Health Service Officers is through the weekly HS-PAC announcements, with the permission of the HS-PAC.

- The BASPAG would like to recognize 6 officers who have been instrumental in the development and creation of our BASPAG newsletter. LCDR Juanika Mainor-Harper, LCDR Letia Boseman, LCDR Tiffany Canon, LCDR Anna Satcher-Johnson, LT Shani Smith, and CDR Ali Danner, who as the 2009 BASPAG Chair has challenged the BASPAG members to develop this project.
- Preparation for the 2010 Scientific & Training Symposium – Through the coordination of LT Charlene Majersky and LCDR Rhonda Plake, the BASPAG was able to contribute the BASPAG brochure as well as to provide samples of the BASPAG coins, which we plan to be selling at the HSO booth during the 2010 Scientific & Training Symposium.
- 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 will be solicited within the month of February. LCDR Destry Sullivan, Chair of the Awards Sub-committee will be coordinating the request for nominations and selection of this special award recipient.
- The BASPAG Position Descriptions are currently being finalized for review by the BASPAG voting membership. It is our hope that 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

(LCDR Marinna Bank-Shields was present to provide verbal report on behalf of CDR Plaschke)

- Subcommittee chairs have been selected and committee members are in place. Subcommittees are beginning to meet and work on their respective goals and objectives.
- SWPAG bylaws have been submitted to the HS PAC for approval.
- A request for nominations for the Social Worker of the Year award will be sent out early next week.
- A working group has been formed to explore avenues to assist social workers who are impacted by possible changes to Commissioned Corps social work licensure regulations. The working group will be charged with reviewing all 50 states licensure laws to determine requirements of each state.

1336 Adjournment - Next meeting on April 2, 2010

LCDR Glines motioned to adjourn the meeting. CDR Fisher seconded.

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

Green Text-Question asked during call