



United States Public Health Service



Scientist PAC

Annual Report Fiscal Year 2008

August 15, 2008

Prepared by:
CDR Sara Newman
PAC Chair



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A. SCIPAC EXECUTIVE COMMITTEE ACTIVITY

It has been a productive, active year for the Scientist PAC. We set out on course with several overarching goals and with many subcommittee level objectives. Thanks to the hard work and dedication of our voting and non-voting membership, we have been successful in meeting those objectives. The overarching goals we set out to achieve this fiscal year included:

1. To improve our outreach to Junior Officers and new members of our Scientist PAC
2. To work more effectively as leaders through the Executive Committee to identify needs in our SciPAC and problem solve as a team.
3. To update the Scientist PAC Standard Operating Procedures to reflect current conditions, needs and requirements.

We accomplished these goals by undertaking the following activities during this year:

1. OUTREACH TO JUNIOR OFFICERS:

- The PAC Chair sent out a welcome letter to all new CADs within the first few months of their CAD date with the Corps.
- The PAC Chair and Vice Chair had an “open door policy” and encouraged junior officers to call for advice, input and direction whenever needed to give these officers the additional support system we think is important in the early stages of a Corps career. This included giving advice, input and assistance to potential candidates to the Corps.
- The PAC Chair, or designee, attended, whenever possible, the Officer Basic Course to welcome junior officers in person to the Corps.

2. EFFECTIVE LEADERSHIP

- To achieve a priority goal of enhancing our leadership efforts, the Executive Committee met every month to share emerging issues within our PAC, strategize together and share the responsibility for tasks to ensure effective completion and follow up.
- One of our first accomplishments within the Board was to elect, by majority vote of our PAC, a Historian to the SciPAC Executive Committee to provide advice, expertise and input on current issues providing a foundation of experience and history. The Historian attended Executive Committee meetings to provide essential input and expertise on a range of issues related to our PAC activities.
- The Executive Committee made a concerted effort to participate actively in subcommittee events/activities to demonstrate support to the outstanding work of our membership.



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- The Executive Committee effectively transferred all SciPAC funds to the Commissioned Officers Foundation to comply with Federal regulations so that within three months of the fiscal year, the Scientist PAC no longer managed funds.
- The Executive Committee monitored basic readiness of Scientists as a whole to provide the Readiness Subcommittee with insight on needs for reminding officers about their readiness requirements.
- The Chair and Vice Chair of the Scientist PAC worked collaboratively throughout the fiscal year and as a tag team. This resulted in the Scientist PAC being represented by SciPAC leadership at every PAC Chair meeting, SG/CPO/PAC meeting, and any other special meeting, which required SciPAC participation. SciPAC was, therefore represented at all of these meetings this fiscal year.
- The Executive Committee worked closely with our Chief Professional Officer, RADM Helena Mishoe, who was accessible to our PAC leadership 24/7 to give advice and to finalize decisions on a wide range of issues throughout the fiscal year.
- The Executive Committee worked closely with RADM Mishoe to provide support on issues such as:
 1. Billet Beta Testing
 2. Coordination and information sharing with the Blue CAM team
 3. Appointment Standards
 4. Promotion Board criteria
 5. COER Transformation
 6. Participate in Corps development and design of Officer Health Program appointed SciPAC members to lead effort
- The SciPAC responded to all requests from the Office of the Surgeon General within all deadlines and always strived to provide quality and thorough input from our PAC membership. This sometimes meant we sought and were granted extensions to deadlines, which allowed the SciPAC to fully respond to all request.

3. UPDATED THE SCIPAC STANDARD OPERATION PROCEDURES

- The Executive Committee worked over the course of several months to update the SciPAC Standard Operating Procedures to clarify roles and responsibilities and to clarify the role of the Treasurer to serve as liaison between the SciPAC and the Commissioned Officer's Foundation.



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The following Scientists served as members of the Executive Committee this fiscal year:

CDR Sara Newman, Chair
CDR Rachel Avchen, Vice Chair
CDR Diana Bensyl, Secretary
LCDR Matthew Newland, Treasurer
CDR Daphne Moffett, Historian, Ex Officio
CDR Martin Sanders, Ex Officio

B. SUBCOMMITTEE ACTIVITY

In addition to the overarching activities undertaken by members of the SciPAC Executive Committee, members of the Executive Committee also provided advice and consult to Chairs and members of the 12 subcommittees that function within the Scientist PAC to provide service to our officers. The following section describes the activities and accomplishments of each of our Subcommittees and identifies the Chair(s) and members of each subcommittee.

1. Awards Subcommittee

- Revised the criteria and the nomination package for Scientist Responder of the Year.
- Reviewed nominations and selected the Scientist Responder of the Year for 2007, LCDR David Thompson
- Reviewed nominations and facilitated the selection process for Junior Scientists of the Year, LDCR Sally Hu, LCDR Margaret Riggs and Senior Scientist of the Year CAPT Drue Barrett
- Revised narratives of their work for inclusion in the COA Awards luncheon on Category Day

Awards Subcommittee Members:

Chair: LCDR Matthew Newland; Co-Chair LCDR Lauren Zapata

CAPT Pamela Ching
CDR Laura Draski
CDR Francois Lalonde
CDR Sara Newman
LCDR Matt Newland
CDR Martin Sanders
CAPT Doug Thoroughman
LCDR Lauren Zapata



2. Career Development Subcommittee

- Created web-based framework on the SciPAC website for SciPAC Handbook
- Created a new electronic SciPAC handbook and uploaded it to the SciPAC website
- Included sample award narratives for AM, CM, and OSM to be used as models for the Category

Career Development Subcommittee Members:

CDR Ross Spears, Chair

CAPT Michael Adess

CAPT Pam Ching

CAPT Ruth Jiles

CAPT Ralph O'Connor

CAPT Doug Thoroughman

CDR Rachel Avchen

CDR Kathleen McDuffie

CDR Mark Methner

CDR Michael Murray

CDR Daphne Moffett

CDR Sara Newman

CDR Stacey Williams

LCDR Karon Abe

LCDR Danice Eaton

LCDR Joel Montgomery

LCDR Karen Ramsey

LCDR Margo Riggs

LCDR Lauren Zapata

LT Sandu Sukminder

LT Beth Tohill

LT Fei Xu

3. Category Day Subcommittee

- Served as PAC representative for the COA Category Day Planning Committee
- Solicited and reviewed abstracts
- Prepared final agenda with topics, sessions and keynote speaker of interest to our category
- Provided requested materials to COA Category Planners in timely manner
- Coordinated speaker presentations and maintained all aspect of planning leading up to Category Day
- Facilitated operations on Category Day
- Incorporated advice from SciPAC CPO, SciPAC Chair as well as members
- Organized social activity for SciPAC after Category Day



Category Day Subcommittee Members

LCDR Marco Bennett, Chair, LCDR Maleeka Glover, Co-Chair

CAPT Christine Benally

CAPT Robert Linkins

LCDR Boris Aponte

LCDR Henraya McGruder

LCDR Matthew Newland

LT Paul Seo

4. Emergency Preparedness Subcommittee

No Report Provided

Emergency Preparedness Subcommittee Members:

Tracy MacGill, Chair and David McIntyre, Co-Chair

5. OFRD Subcommittee

- Members of this Subcommittee provided information and support to fellow officers throughout the year. Members provided information at key times in the year when readiness numbers were being evaluated to remind officers and to provide officers with essential readiness information (CPR and First aid courses, where TB shots can be obtained in certain locations, etc).
- The Subcommittee members provided advice and information to officers who requested help in attaining required elements for Basic Readiness.
- Committee members were committed to ensuring that the Scientist category is among the percentage leaders in terms of Basic Qualified officers.

OFRD Subcommittee Members:

CDR Mark Seaton, Chair

CAPT Bill Burkhardt

CAPT Christine Benally

CAPT John Mosely Hayes

CAPT Michael McLaughlin

CAPT Roy Blay

CAPT Theresa Lawrence

CDR Frank R. Hershberger

CDR Rachel Nonkin Avchen

CDR Rick Gussio

CDR Tracy Macgill

CDR Robert Williams

LCDR Judy Facey



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6. Mentoring Subcommittee

- Provided critical information towards updating the Mentoring Subcommittee section of the SciPAC handbook.
- As Chairman, provided 1-2 day turnaround time on assigning Mentors/Protégé's.
- Fostered successful and productive interaction between officers stationed overseas and those seeking Mentors within the continental U.S.
- Successfully matched 58 Protégé's with 49 Mentors.
- Under current chairman's leadership, the Mentoring Subcommittee as a group and relationships between Mentors and Protégé's has more than doubled in size over the last 2 years.

Mentoring Subcommittee Members

CDR Mark Methner, Chair

CAPT Arnold Farley

CAPT Arnold Foley

CAPT Becky Sheets

CAPT Bill Taylor

CAPT Bo Kimsey

CAPT David Ashley

CAPT Deborah Levy

CAPT DeLoris Hunter

CAPT Doug Thoroughman

CAPT Drue Barrett

CAPT Francois LaLonde

CAPT G. Bryan Jones

CAPT Joe Despina

CAPT John Mosely Hayes

CAPT Jon Perez

CAPT Jon R. Daugherty

CAPT Joyce Smith

CAPT Kate Brett

CAPT Kathleen McDuffie

CAPT Kevin McGuinness

CAPT Lisa Colpe

CAPT Michael Adess

CAPT Michael McLaughlin

CAPT Mildred Williams-Johnson

CAPT Neal (O'Neal) Walker

CAPT Pamela Ching

CAPT Patrick J. McNeilly

CAPT Ralph O'Connor

CAPT Rick Troiano

CAPT Rob Lyerla

CAPT Robb Linkins



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CAPT Roy Blay
CDR Artensie Flowers
CDR Danisha Robbins
CDR Daphne Moffett
CDR Diana Schneider
CDR Donna Schuyler
CDR Heidi Blanck
CDR Kayla Laserson
CDR Mark Seaton
CDR Martin Sanders
CDR Michael D. Murry
CDR Nelson Adekoya
CDR Peter McElroy
CDR Sara Newman
LCDR Danice K. Eaton
LCDR Michael E. King
LT Matt Murphy

7. Policy Subcommittee

- This committee provided input to the Chair and CPO on the following policies this FY for submission to the Office of the Surgeon General. The Committee always provided timely responses, even when there were extremely short deadlines. The following policies were reviewed by this subcommittee:
- Proposed Personnel Policy Memorandum (PPM) titled "Recruitment Service Ribbon"
- Proposed Commissioned Corps Instruction (CCI) titled "Required Wear of the Uniform"
- Proposed Commissioned Corps Instruction (CCI) titled "Regular Corps Records Review"
- Commissioned Corps Entity Web Sites, "Rules of Use"
- Proposed Commissioned Corps Directive (CCD) titled "Retirement"
- Proposal Commissioned Corps Instruction (CCI) titled "Involuntary Retirement (20 years)"
- Proposed Commissioned Corps Instruction (CCI) titled "Retirement (30 years)"
- Draft Personnel Operations Memorandum establishing of Regional Uniform Authorities (RUA)
- Proposed Commissioned Corps Instruction (CCI) titled "Phase Out of Uniforms"
- Proposed Commissioned Corps Instruction (CCI) titled "Training"
- Proposed Policy on Deployment Readiness

Policy Subcommittee Members:

CAPT Christine Benally, Chair, and Timothy Nelle, Co-Chair

CDR James Osterhout

CDR Mark Seaton



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8. Rules and Membership Subcommittee

- Revised, updated standard operating procedure to reflect current practices
- Reviewed and ranked 19 applications for voting membership; submitted 9 names for SG consideration to SciPAC 2008-2011 term

Rules and Membership Subcommittee Members:

CDR Rachel Nonkin Avchen, Chair

CDR Diana Bensyl
CDR Daphne Moffett
CDR Sara Newman
CDR Lisa Pealer
CDR Martin Sanders
CDR Ross Spears
LCDR Matthew Newland
LCDR Lauren Zapata

9. Recruitment and Retention Subcommittee

- Developed strategies to increase enrollment in the Corps and Category through outreach or other efforts such as participation in recruitment and visibility events
- Offered advice and consultation to applicants regarding a career as a Scientist Officer in the PHS.
- Officers contacted applicants to find out status of applications and to answer questions regarding PHS.

Recruitment and Retention Subcommittee Members:

CAPT Jon Daugherty, Chair

CDR Diana Bensyl
CDR Tracy MacGill
LCDR Boris Aponte,
LCDR Lauren B. Zapata
LCDR Michael Smith
LCDR Richard A. Taylor
LCDR Rona LeBlanc
LT Dianna Densmore

10. Science Subcommittee

- Prepared the COA Frontline draft for RADM Mishoe
- Communicated on various occasions to the listserve on articles/documents of interest to Scientists
- Continuing to work on a report for Public Health Reports documenting the role of Scientist Officers during their job in the OPDIVs and when out on deployments.



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Science Subcommittee Members:

CAPT Mehran Massoudi Chair, LCDR Yi Zhang, Co-Chair

CAPT Lemyra DeBruyn
CAPT John Mosely Hayes
CAPT John Perez
CAPT Douglass Thoroughman
CDR Heidi Blanck
CDR Christine Benally
CDR Jon Daugherty
CDR Daphne Moffett
CDR Sara B. Newman
CDR Diana Schneider
CDR Clement Welsh
LCDR Maleeka Glover
LCDR Brian H. Harcourt
LCDR Drew Voetsch
LCDR Lauren Zapata
LCDR Leigh Ramsey

11. Visibility Subcommittee

- Created a SciPAC T-shirt
- Organized SciPAC involvement in NBC4 Fitness and Health Expo
- Designed and created COA SciPAC Poster
- Participated in the NIH Asian Food Fair

Visibility Subcommittee Members:

LCDR Wei Guo, Chair and LCDR Sally Hu, Co-Chair

CAPT Susanne Caviness
CDR Sara Newman
LCDR Artensie Flowers
LCDR Boris Aponte
LCDR Candido Alicea
LCDR David Skanchy
LCDR Fei Xu
LCDR John Stansberry
LCDR Judy Facey
LCDR Matthew Newland
LT James Kenney
LT Sukhminder K. Sandhu



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12. Website Committee

- Attended meetings related to transition of PAC website to HHS template and kept SciPAC informed of potential issues and concerns.
- Communicated SciPAC concerns related to website transition to HHS, including Concerns related to lose of content control, clearance processes, developing PAC-specific Q&A's, and 508 compliance.
- Began consultations with HHS contractor (Macro International Inc) to initiate website transition.
- Maintained website content providing updates upon request from SciPAC members, including posting monthly SciPAC meeting minutes and agendas.
- Created new page to showcase Category Day presentations and photos from the 2008 USPHS Training and Symposium.
- Developed/maintained/followed Standard Operating Procedure for keeping the site updated.

Website Subcommittee Members:

CDR John Mosely Hayes, Chair, CDR Danice Eaton, Co-Chair

CAPT Francois Lalonde

CDR Michael Murry

CDR Cynthia Striley