



United States Public Health Service



Scientist PAC

Annual Report

Fiscal Year 2011

September 1, 2010 thru August 31, 2011

Prepared by:
CDR Matthew Newland
PAC Chair



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A. SCIPAC EXECUTIVE COMMITTEE ACTIVITY

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

CDR Matthew Newland, Chair

CDR Karon Abe, Vice Chair

LCDR Tegan Boehmer, Secretary

CAPT Tim Nelle, Commissioned Officers Foundation (COF) Liaison

CDR Diana Bensyl, Ex Officio

The Scientist PAC has evolved and contributed considerably during one of the most challenging years in its history. Thanks to the hard work and dedication of our voting and non-voting membership, we have successfully faced many challenges and evolved into a more sophisticated organization. The overarching goals we set out to achieve this fiscal year included:

1. To provide effective leadership
2. To support opportunities for professional development
3. To strengthen the role of science to the Public Health Service

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

1. EFFECTIVE LEADERSHIP

- The PAC Chair and Executive Committee provided leadership through some of the greatest challenges to the category and to the PHS in history including: 1) the hiring pause, 2) the averted furlough, 3) changes in OSG leadership, 4) interpreting the Science Track of the Affordable Care Act of the 2010, 5) the elevation of all active duty officers into the Regular Corps, 6) fiscal challenges throughout FY 2011, 7) the implementation and explanation of the new COER system, 8) Billet Transformation for Science and multidisciplinary billets, and 9) the revision of Scientist Appointment Standards.
- The PAC Chair and Vice Chair responded to all Scientist officers' concerns and when no additional details were available, reminded them to follow the appropriate lines of communication and chain of command.
- The PAC Chair met personally with all 11 new Scientist Officers at the OBC Open House or OBC graduation in Gaithersburg, Maryland, once the hiring pause was lifted February 2, 2011.

2. PROFESSIONAL DEVELOPMENT

- A SciPAC representative from either the Executive Committee or Professional Development Committee meet scientist graduates by attending the monthly Officer Basic Training Course graduation ceremonies in order to provide the service to the new active duty officers in person; presenting a letter and coin from our CPO to the graduating scientist officer.



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- In coordination with the Career Development subcommittee, leadership organized four formal Career Development Trainings to address update information related to promotion, post 9/11 GI Bill, retirement, and provided related slides and/or notes to be posted on SciPAC website
- The SciPAC Chair developed and presentment on leadership following the August SciPAC call based on the experience of Sir Earnest Shackleton and The Endurance.

3. THE ROLE OF SCIENCE

- The Executive Committee communicated via the listserv articles/documents, messages, news of interest to Scientists.
- The Executive Committee responded to multiple inquiries on information about being a PHS officer in scientist category from the public, including college students (graduate students, DoD, and civilian employees interested in becoming Scientist Officers.
- Prepared to provide details to the Office of the Surgeon General about the role of Science and the category's potential role in implementing the Science Track of the Affordable Care Act of 2010.

B. SUBCOMMITTEE AND LIAISON 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 10 subcommittees that function within the Scientist PAC to provide service to our officers. The following section describes the activities and accomplishments of the Liaisons and each of our Subcommittees. The Chair(s) and members of each subcommittee are also listed.

SCIPAC COF ANNUAL REPORT: CAPT TIM NELLE

- The starting balance of SciPAC account (as of September 2010) was **\$2561.42**. This amount was confirmed by an independent report from Ms. Christina Grill of Commissioned Officers Association & Commissioned Officers Foundation (attached below).
- The current balance is **\$2852.62**. This amount was also confirmed by Ms. Grill
- The starting balance of SciPAC inventory was as follows:
 - 135** SciPAC coins, **55** T-shirts (20 L, 27 M, 8 S)
- The current SciPAC inventory includes the following:
 - 89** SciPAC coins, **51** T-shirts (18 L, 25 M, 8S)
- The COF Liaison processed 8 mail orders for a total income of **\$500.00**
- The total expenses (i.e., reimbursements) was **\$208.80**



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- Because of the support from the Liaison's division, there were no shipping expenses this year.

COA Liaison Report: CDR Sara Newman

The mission of the COA of the USPHS is to improve and protect the public health of the United States by advocating for the Commissioned Corps and its officers. The objective of the COA Liaison this fiscal year has been to inform Scientists of key issues facing the Corps that the Commissioned Officers Association pursues. Some of the many activities of the COA Liaison included the following:

- Provided updates and clarification regarding national policy that impacts the Corps (e.g., GI Bill transferability for PHS Officers, The Presidential Appointment Efficiency and Streamlining Act of 2011, SG removed from cigarette warning label)
- Provided updates and clarification on Corps issues and policy and how COA has clarified or served as an advocate on these issues (e.g. potential furlough of Corps officers, the new Corps promotion instruction)
- Prepared articles for the Scientist newsletter to update scientists about current and emerging issues facing the Corps
- Informed scientists at monthly meetings and in response to phone calls about educational opportunities (i.e. COA Symposium) and new COF publications related to Corps interests and activities.
- Sought input/feedback from scientist officers on issues facing the Corps that could be brought to the attention of COA for action.
- Responded to questions/feedback from scientists officers on COA activity that relate to the Corps

JOAG Liaison Report: LCDR Robin Toblin

The 2010-2011 SciPAC operational year represented my second year as the Junior Officer Advisory Group (JOAG) liaison to SciPAC. In this capacity, I continued providing reports of JOAG meetings, events, publications, merchandise, award and membership nominations, and other opportunities at each SciPAC meeting as well as forwarding important JOAG announcements and surveys to the SciPAC chair to be forwarded to the listserve. This year also saw the introduction of the "JOAG Corner" in the new SciPAC Newsletter. In this corner, we were able to highlight some activities of the JOAG committees as well as several Scientist junior officers who have taken leadership roles within JOAG.

As the Scientist Liaison to JOAG, I was able to highlight important projects and policies pertaining to Scientist officers at each JOAG meeting so that junior officers would be aware of important activities of our category. In several instances, I reported on important policy changes of which other categories had not yet been made aware. I also made efforts to speak with individual junior officers in our category to encourage committee participation in JOAG and made recommendations on where their skills and interests would best fit. Overall, the junior officers in SciPAC benefited from this mutual relationship between the two organizations.



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2011 SciPAC Billet Transformation Liaison Report

During the past five years, the U.S. Public Health Service (PHS) Commissioned Corps has undergone transformation: Changing the Culture of the Corps. An integral part of changing the culture of the Corp is Billet Transformation years. Under the previous system, the PHS billets tended to reflect officer's capabilities rather than position responsibilities, unlike all other uniformed services. With the old billet system, PHS could not effectively monitor vacancies by position (identify the best officers for the best positions), monitor skills shortages or recruit to meet our mission. This can lead to ineffective force management.

In September, 2009, I became the Billet and Direct Access Liaison for the Scientist Category. At that time, the category specific billets were defined and the multidisciplinary billets were in the process of being categorized. Through hard work and patience, the multidisciplinary billets were completed. In January 2011, the category specific billets were launched and subsequently completed in August 2011.

During the launched of the category specific billets I was responsible for the following:

- Assist the officers in determining their specific Science or Multidisciplinary billet
- Facilitate specific billet questions
- Remind individuals at different stages in the billet process who have not yet signed off on the billets
- Reinitiate billets

Due to these efforts, all officers in a category specific billet completed the first two steps of the billet process. All 129 Scientists officers serving in Scientist billets completed their population. This could not have been accomplished without the help of CAPT Kevin McGuinness, CAPT Pamela Ching and CDR Matthew Newland. The multidisciplinary billets were launched in August 2011 by Agencies. This entire process is to be complete by Feb 2012 to meet The Office of Management and Budget goals.

The benefits of a transformed billet system for the officers are that there will be more clarity and specificity of responsibilities, real-time vacancy monitoring and enhanced career development (transparency to the officers for positions within the Corps). The Agencies also benefit from this transformation as real time identification of officers for positions and electronic referrals of qualified candidates are easily accessible. After Feb 2012, all billets will be issued and managed by Direct Access. Officers completing for promotion in 2012 will not be affected by billet transformation.



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PsyPAG Liaison Report: CDR Richard Schobitz

It has been an exciting year for the Psychology Professional Advisory Group (PsyPAG). The membership of PsyPAG includes Psychologist Officers from a variety of agencies and from both the Scientist and Health Service Officer categories. Participation in PsyPAG allows members to hear about the great work of psychologists throughout the Corps, to network with officers from different agencies, and to participate in the PsyPAG mentoring program. According to CDR Nikki Frazer, 2011 PsyPAG Chair, "participation in PsyPAG provides an opportunity for our officers to support each other's development both as USPHS Officers and psychologists."

PsyPAG has taken a leadership role in the PHS/DoD partnership this year with the development of the DoD Special Interest Group. This group has been developed to support the efforts of USPHS Psychologists assigned to the DoD. CDR Amy Park, chair of the PsyPAG DoD Special Interest Group, describes the participation in the group as "an opportunity for PsyPAG to capitalize on the knowledge base of our members, share experience and lessons learned, and to mentor officers new to working with the DoD on relevant policies and procedures."

Another success this year has been the PsyPAG Scientific and Training Symposium Subcommittee. The efforts of this subcommittee, lead by CDR Chris Hunter, helped PHS psychologists to successfully submit proposals for presentation at the 2011 Commissioned Officers Foundation Scientific and Training Symposium. When asked about this effort, CDR Hunter reported "we were excited to highlight the great work of USPHS psychologists at this year's symposium. Psychologists were represented at both the Scientist and Health Service Officer Category days, as well as part of the leadership in the field of mental and behavioral health track." In addition, PsyPAG arranged a lunch time gathering of members which was highly attended and allowed for in-person networking and exchange of important information and ideas.

PsyPAG Executive members have also worked with the Scientist CPO and Executive Board to prepare documents to support the advancement of parity in Special pays for psychologists. Military psychologists are afforded Special pays that USPHS psychologists are not currently receiving. This is an important discrepancy as under the DHHS/DoD Memorandum of Agreement, USPHS psychologists are also serving in military treatment facilities and alongside military psychologists. PsyPAG has also worked to address limited-tours for unlicensed psychologists by providing pertinent information to both the Scientist and Health Service Officer CPOs. Finally, providing support during the billet transformation roll-out has been another important function for PsyPAG this year. Billet issues have highlighted at each meeting and officers have volunteered to field questions.

With regard to the Professional Development Committee, focus has been placed on mentorship and connecting mentees and mentors. In addition, development of a



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mentoring group and forum for psychologists interested in applying for board certification through the American Board of Professional Psychologists is underway and will be fully launched soon. The PsyPAG speaker series has been tailored to align with areas identified as important for psychologists to include: diversity in assignment, career progression, psychopharmacology, and preparing for promotion.

PsyPAG general meetings are held on the first Wednesday of every other month at 1200 eastern time. Meetings generally last about an hour and most meetings include a speaker highlighting the work of psychologists with different agencies, unique opportunities for psychologists in the USPHS, and topics related to professional development. In addition, subcommittee chairs report on the work of their groups and on opportunities for participation.

AWARDS SUBCOMMITTEE

- Prepared, guided and scheduled annual award nominations for Responder of the Year Award, Junior and Senior Scientist of the Year Awards; Developed draft example award write-ups and evaluation criteria for scientist award nominations
- Coordinated the award nomination according to the calendar so that the Scientist Responder of the year, Junior Scientist of the Year and Senior Scientist of the Year were awarded in time to be included in the upcoming USPHS Scientific and Training Symposium.
- Evaluated scientist nominees for awards, such as Junior and Senior Scientist of the Year Awards, responder of the Year Award. Advised the SciPAC on ways to pro-actively encourage supervisors to nominate Commission Corps PHS scientist for awards; and provided for distribution, notices and reminders of award schedule.
- Rated each nomination. Scheduled teleconferences to discuss, and exchange their ratings prior to identifying the winners for each award.
- Forwarded the final decisions and justifications for the decision to SciPAC Chair and CSO for review.

Chair: LCDR James L. Kenney and Co-Chair: LCDR Minglei Cui

Career Development Subcommittee

- Organized CV review for 30+ Scientist officers; two senior officers are assigned to review each officer's CV and provide comments.
- Sent out SciPAC representatives to meet Scientist gradutors by attending the monthly Officer Basic Training Course graduation ceremonies in order to provide the service to the new active duty officers in person; presenting a letter and coin from our CPO to the graduating scientist officer. In addition, provided a group picture for each graduation ceremony to be posted on SciPAC website.
- Organized the four formal Career Development Trainings to address update information related to promotion, post 9/11 GI Bill and Retirement and provided related slides and/or notes to be posted on SciPAC website



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- Updated and reviewed the web-based Scientist Handbook for substantial updates and additions on a monthly basis.
- Updated “Top Ten” helpful hints for new Scientist Officers on the Scientist webpage.
- Facilitate to distribute job opportunities for Scientist as long as you provide to me the information to disseminate with our listserve when needed.

Chair: CDR Sally Hu

Co-Chair: LCDR Charlene Sydnor

Abe, Karon, CDR
Adekoya, Nelson, CAPT
Aponte, Boris, CDR
Benally, Christine, CAPT
Bensyl, Diana M. CDR
Blackburn, Tajah, LCDR
Blanck, Heidi, CDR
Brett, Kate, CAPT
Burkhardt, William III, CAPT
Ching, Pamela, CAPT
Cui, Minglei, LCDR
Daugherty, Jon R, CAPT
Davidson, Bryan, LCDR
Davis, Rick, CAPT
Demissie, Zewditu, LT
Draski, Laura, CDR
Eaton, Danice, CDR
Fletcher, Bennet, CAPT
Fout, Shay, CAPT
Frasca, Dominic, LCDR
Golden, John, CAPT
Grajewski, Barbera, CAPT
Guo, Wei, CDR
Hottenstein, Omar, CAPT
Jiles, Ruth, CAPT
Jones, Bryan, CAPT
King, Michael, CDR
Massoudi, Mehran S, CAPT
Methner, Mark, CDR
McDuffie, Kathleen, CAPT
McIntyre, David, CAPT
Moffet, Daphne, CAPT
Murry, Michael, CAPT
Nelle, Timothy D, CAPT
Newman, Sara, CDR



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Novak, Ryan, CDR
O'Connor, Ralph, CAPT
Park, Amy, CDR
Pauli, Ingrid, LCDR
Robbins, Danisha (Nisha), CDR
Sanders, Martin L, CAPT
Seaton, Mark J. CAPT
Sparenborg, Steven, CAPT
Spear, Ross, CDR
Taylor, William, CAPT
Thoroughman, Douglas, CAPT
Toblin, Robin, LCDR
Troiano, Richard, CAPT
Welsh, Clement, CAPT
Williams, Robert L. , CDR
Zapata, Lauren, CDR
Zhang, Yi, CDR

2010 CATEGORY DAY SUBCOMMITTEE ANNUAL REPORT

Challenges

- Identifying agenda items that represent the broad interests of the Scientist category
- Last minute HHS travel policies made it challenging for presenters and attendees to plan participation in Category Day

Activities and Organization

- Served as PAC representative for the COA Category Day Planning Committee
- Ensured proper forms (e.g., disclosure or financial) were submitted in a timely manner by speakers and subcommittee representatives
- Triaged and reviewed abstracts for speaker and poster presentations
- Maintained, edited, and prepared final agenda with topics, sessions and keynote speaker of interest to the Scientist category
- Identified panel discussion topic and participating panel members
- Managed COA assigned budget and assigned use of funding as necessary
- Identified and provided COA Category Day Planners speaker presentations eligible for Continuing Education accreditation
- Attended COA Category Planner meetings and provided requested materials to COA Category Planners in timely manner
- Coordinated speaker presentations and maintained all aspect of planning leading up to Category Day



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- Ensured proper organization of personal, equipment, and resources on Category Day
- Organized social activity for SciPAC after Category Day

Impact

- 14 USPHS officers presented or participated in panel discussion at Category Day
- 2 civilian public health experts from Louisiana presented relevant disaster response information
- Approximately 50 USPHS Scientist officers attended
- Panel discussion about Scientist deployment opportunities provided useful dialogue to increase Scientist participation on deployments

Category Day Subcommittee Members

LCDR Murphy & CDR Rachel Avchen, Chair and Co-Chair

CAPT Mehran Massoudi

CDR Sam Dutton

LCDR Sara Vagi

LCDR John Stansberry

LCDR Mark Clayton

LCDR Jennifer Adjemian

LCDR Margo Riggs

LCDR Jon Tongren

LT Mark Miller

LT Bithiah Reed

MENTORING SUBCOMMITTEE

- A total of thirteen mentors were assigned as requested.
- In December 2010, a presentation on the status of SciPAC mentoring activities was developed and presented at the PHS-wide workgroup meeting on evaluation of mentoring programs. This meeting was the first step of an ongoing effort led by RADM Sven Rodenbeck to restructure all PHS mentoring activities. Our sub-



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committee received written feedback and recommendations which led to a major effort for the restructuring of all mentoring activities.

- Operational Plan: As a result of the recommendations received, an operational plan was developed, submitted to the SciPAC Chair, and then submitted to the PHS-wide mentoring workgroup. The plan has been put into action during 2011. The following items highlight the plan.
- The mentoring sub-group recruited an additional four members, in addition to CDRs Methner, Aponte, and CAPT Bensyl, to work on the implementation of the operational plan.
- Category-wide Survey: During the Spring and early Summer, the sub-committee developed and implemented a survey to assess the interests and needs of all Scientist officers regarding mentoring activities. A total of 116 responses were received, which is a third of the Category roster.
- LCDR Goodrich-Doctor developed and offered a presentation on the restructuring of the mentoring activities during the Category Day activities at this year's COF Meeting.
- PHS-wide Mentoring Whitepaper. LCDR Sancho represented the Scientist Category on the PHS-wide mentoring workgroup and on the development of a Whitepaper on recommendations for mentoring activities. LCDR Sancho developed and submitted at the end of August a section ("Training of Mentors") of this whitepaper.
- An update on the Standard Operating Procedures for the Mentoring sub-committee was provided to the 2012 SciPAC chair, CDR Abe, at her request.
- The following are the sub-committee projects which have been recently initiated and will be ongoing during the following year:
 - a. One-Page Resource Material. A one-page reference information sheet to help mentors in addressing the needs of their mentees will be developed. The need of a similar piece for mentees will also be developed. The rationale for the development of this tool is that the next promotion cycle is nearing, and the analysis of the survey results and development of more comprehensive reference tools may take some time to complete. CAPT Bensyl and CDR Aponte volunteered for this task.
 - b. Mentors-Mentees List Update. There is a need to follow-up on the status of all the mentor-mentee matches made so far and to update all necessary missing information. CAPT Bensyl is leading this project. LCDRs Goodrich-Doctor, Sram, Garnett, and CDR Aponte also volunteered for this task.



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- c. Analysis and Interpretation of Survey Results. An analysis of the results of the recently conducted survey, and a brief report on the significant findings is forthcoming. LCDR Sancho and CDR Smith volunteered to lead this critical task.

CAPT Diana Bensyl

CDR Angela Smith

CDR Mark Methner

CDR Boris Aponte

LCDR Adrienne Goodrich-Doctor

LCDR Jackie Sram

LCDR Alfredo Sancho

LCDR Theodore Garnett

POLICY SUBCOMMITTEE

SciPAC 2010 – 2011 Policy Review Subcommittee was formed in September 2010 with 28 members, including 9 members from the last term. Our members represent ten different agencies, including CDC (13), DHS (1), FDA (7), DOD (3), EPA (2), NPS (1), OPM (1), HRSA (1), NIH (2), TMA (1):

During the term, the committee received no formal requests for policy review. Senior members did review newly released policy as necessary, in the 2010-2011 term the subcommittee Chairs reviewed and summarized newly released policy relating to appointment standards:

1. [POM 11-005 \(effective date: 3 June 2011\) Entry Grade on Appointment to the Corps](#)
2. [CCI 231.01 \(effective date: 11 April 2011\) General Appointment Standards](#)
3. [CCI 231.03 \(effective date: 6 May 2011\) Category Specific Appointment Standards](#)

A report detailing our findings was submitted to the SciPAC Executive Committee on July 29, 2011.

The subcommittee used the extra time to further refine the subcommittee database to track its activity, and maintain institutional memory for future chairs and members. The Chair and Co-Chair completed the first version of our subcommittee SOPs



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For further improvement, a training session should be considered at the inauguration of the subcommittee, to help new reviewers to understand the importance of this subcommittee and familiar with the policy review process.

Rank	Last Name	First Name	Agency
CDR	Ayala	Carma	CDC
CDR	Albrecht	William	EPA
LCDR	Belcher	Lisa	CDC
LCDR	Belde	Robert	DOD
CDR	Bennett	Marco	FDA
LT	Bonzagni	Neil	FDA
LCDR	Clayton	Mark	EPA
LCDR	Cui	Minglei	FDA
LCDR	Davidson	Bryan	DOD
LCDR	Dee	Deborah	CDC
LCDR	Frazer	Nicole	DOD
LCDR	Highsmith	Keisher	HRSA
CDR	Hunter	Christine	NIH
LCDR	Hunter	Christopher	TMA
LT	Lacayo	Juan	FDA
CAPT	Lawrence	Theresa	OPM
LCDR	Lowther	Sara	CDC
CDR	MacGill	Tracy	NIH
LCDR	Nielsen	Carrie F.	CDC
CDR	Novak (Chair)	Ryan	CDC
LT	Perrine	Cria	CDC



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CDR	Pevzner	Eric	CDC
LCDR	Purfield	Anne	FDA
CDR	Schneider	Diana	DHS
LCDR	Spikes	Pilgrim	CDC
LCDR	Stiller	Karl	FDA
LCDR	Tartof	Sara	CDC
CAPT	Whelan	Elizabeth	CDC
LCDR	Yip (Co-Chair)	Fuyuen	CDC
CDR	Zhang	Yi	FDA

RECRUITMENT, RETENTION, AND READINESS SUBCOMMITTEE

Major activities of the subcommittee included the following.

POM 11-005. We brought the POM 11-005 issue to the attention of the SciPAC. This new policy lowers the cap on T&E. We anticipate this change will have a very adverse impact on recruiting well trained and experienced scientists. We asked our officers to share their analysis and comments and compiled those comments from several senior Scientist officers for SciPAC leadership consideration. Of the officers who responded there was a strong consensus that this change will have a severe negative impact on recruitment and retention.

Facebook. We developed a plan to respond to Scientist specific questions posted to the PHS Facebook page. We developed a detailed plan incorporating all the subcommittee members with the goal of providing brief, accurate answers with CPO review and fully completed within 24 hours.

Best Kept Secrets. Last year we authored a scientist recruiting brochure/website, Best Kept Secrets: Scientists. This year, we were tasked with making revisions and completing needed content. The project was completed and returned to DCCR.

Reviewed Recruitment Efforts. We reviewed the web sites for other PAC's and corresponded with JOAG to see if other organizations had potentially effective recruitment activities we could use. JOAG had worked on several promising activities including an Alumni Contact Program and a Co-Step Non-Select Program. Those



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activities are under review by DCCR and cannot be implemented until approved by DCCR.

Student Loan Information. We sent a reminder about four student loan repayment/forgiveness programs that could be of very great importance to Scientist officers burdened by student loan debt. These programs could provide important retention benefits for Scientist officers.

Consulted DCCR. In the past year we consulted personnel at DCCR about a number of recruitment issues, including the implementation of the revised Associate Recruiter program, the Alumni Contact Program, and the Co-Step Non-Select program.

Recruitment Working Group. We received a request to provide information to the Strategic Priorities/Direction committee for the USPHS Recruitment Branch Accountability Structure Working Group. We offered our experiences and observations regarding a number of recruiting issues.

Responded to Prospective Officers. We received a number of requests for information from scientists considering a career in the Corps. In each case we sent emails and in some cases followed up with phone calls. In each case we strive to answer all of the questions as completely as possible. Responses to questions were made quickly. On several occasions we received comments on how helpful we were. On at least one occasion the inquirer commented she had been frustrated by futile attempts to reach anyone at the PHS.gov website and she was most appreciative of the assistance we offered.

Monthly Readiness Reports. We provided SciPAC monthly readiness numbers based on calculations made from raw readiness data as supplied by OCCO. In every case, the two datasets received were mis-matched, and required cross-validation and editing. The subcommittee helped maintain greater than 90% readiness for SciPAC the entire year, and when needed provided instructions, encouragement, and answered questions regarding readiness/non-readiness status.

CDR Seo was the first officer to alert the committee to the significance of POM 11-005 and he was involved in every step of our work on this issue. As this may be the most important issue the Scientist Category faces in the coming years, CDR Seo deserves recognition for being out in front of this issue.

Co-Chair CAPT Michael D. Murry

Co-Chair CDR Paul Seo

CAPT Michael A. McLaughlin



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CDR Robert L. Krick
LCDR Nicole L. Frazer
LCDR Michael Smith
LCDR Mark D. Clayton
LCDR Dominic Frasca
LCDR Christopher L. Hunter
LT Alexander Balbir
LT Todd E. Myers
LT Sharyn Parks
LT Ruiqing Pamboukian

RULES AND MEMBERSHIP SUBCOMMITTEE

Vice-Chair, SciPAC

Duties

- Acted in the absence of the Chairperson
 - Responded to requests by fellow officers and voting members
 - Conducted monthly SciPAC meetings (March, April 2011) & Executive Board meeting.
- Acted in the absence of the Executive Secretary, record minutes of the SciPAC meetings (July 2011).
- Responded to requests from Chair, CSO, and voting members as needed.

Chair, Rules and Membership

Duties and outcomes

- Organized review and update of the SciPAC Charter and SOP. The revised 2011 SciPAC charter was approved on May 2011 by the OSG.
 - Reviewed bylaws, election procedures, and general operations
 - Revised language on attendance expectation for voting membership to promote attendance and participation.
 - Prepared SciPAC package for approval by the OSG via the CSO.
 - Ensured the proper dissemination of the revised SciPAC charter and SOP for all SciPAC members (e.g. USPHS website, listserv)
- Ensured parity in voting membership availability every cycle by extending the terms one-year for 5 voting members.
 - Terms of members extended by majority vote



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- Developed position description for the civil servant voting membership to clarify needs and expectations for this position.
- Facilitated the nomination process
 - Compiled/ranked all applicants in line with SciPAC Charter stipulations
 - Convened nomination committee
 - Prepared nomination package to be sent to OSG through CSO.
 - Provided a draft to the CSO the official notification, to be forwarded to the OSG and DCCP, a listing of voting members and duty station.
- Coordinated the development of SOPs for all 10 SciPAC subcommittees to ensure consistency within each subcommittee from year to year
 - a. Developed template for the SOP
 - b. Completed the SOP for the Rules and Membership subcommittee
 - c. Selected individual to take the lead on the revising and reviewing the subcommittee SOPs to ensure completion of the full project.

Rules and Membership Subcommittee Members

Members participated in the SciPAC charter revisions and in the nomination committee for SciPAC voting membership (including review of all applicants and ranking) as well as reviewed SOP templates and provided comments.

CAPT Diana Bensyl
CAPT Tim Nelle
CAPT Martin Sanders
CAPT Ross Spears
CDR Rachel Avchen
CDR Danice Eaton
CDR Matthew Newland
CDR Sara Newman
LCDR Tegan Boehmer
LCDR James Kenney

SCIENCE SUBCOMMITTEE

- Drafted and finalized Science Subcommittee SOP for SciPAC.
- Communicated on various occasions via the listserv to distribute articles/documents, messages, news of interest to Scientists.
- Drafted the article for Public Health Reports (CDC) documenting the role of Scientist Officers during their jobs in the OPDIVs and when out on deployments, the full version of the article is going to be submitted for Public Health Report (CDC) and the short version of the article is going to be submitted for SciPAC Newsletter.
- Coordinated a program with Grace Episcopal Day School to assist with its annual Science Fair as one of our outreach programs to serve the local community. Five Scientist Officers devoted their time and expertise to serve as the science judges in the Science Fair at Grace Episcopal Day School on March 03, 2011. A short communication was published in SciPAC Newsletter.



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- Collaborated with the SciPAC Visibility Subcommittee to provide a recurring featured article for “Scientist Discipline Colloquium” of the SciPAC Newsletter quarterly.
- Responded to various inquiries on information about being a PHS officer in scientist category from the public, including college students (graduate students, civilian employees, and DoD officers).

Science Subcommittee Members:

Chair: CDR Yi Zhang

CAPT Jon Daugherty

CAPT Mehran Massoudi

CAPT Douglas Thoroughman

CAPT Clement Welsh

CAPT Daphne Moffett

CDR Sara Newman

LCDR Minglei Cui

LCDR Anne E. Purfield

LCDR Loren Rodgers

LCDR Jorge Ruano-Rossil

LT Alexander Balbir

LT Ruiqing Pamboukian

VISIBILITY SUBCOMMITTEE

- Redesigned the Scientist Newsletter, revamping the objectives and setting new targets from releasing 3 newsletters in a 2 year cycle to 3 issues annually (every 4 months). Also, added new sections such as *Frequently Asked Questions* and *Welcome Incoming Scientist Officers* to provide officers information and highlight assignment details of new officers.
- Participated and assisted with organization of the NBC4 Health Expo in Washington, D.C., talking with some of the 85,000 in attendance and publishing in newsletter.
- Generated and presented the SciPAC poster entitled, “Scientists Exemplifying Service” at COF annual meeting in New Orleans.
- Presented the SciPAC poster at the annual Asian Pacific Islander Observance held by National Institutes of Health.



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- Served as judges of 10+ Science Fairs at local junior and senior high schools
- Wrote article on PHS Ensemble, highlighting their work and published in newsletter
- Delivered seminars to high school and nursing students about USPHS history, daily activities, and deployment activities.
- Co-authored article published in COA Frontline titled, "Deployment of USPHS Scientist Officers."
- Served as the USPHS panel member for a Symposium presented at the meeting of the American Psychological Association, Washington, D.C. "Understanding the complexities of disaster mental health response: The American Red Cross, U.S. Government, and APA's Disaster Response Network."
- Participated in the D.C.-COA 2nd Annual Bowling Tournament
- Attended Officer Basic Course graduation ceremonies to welcome new Scientists

Chair: CDR Danisha Robbins

Co-Chairs: LCDR Matthew Breidling and LCDR Fei Xu

Alicea, Candido	LCDR
Ayala, Carma	CDR
Benally, Christine	CAPT
Breiding, Matthew J.	LCDR
Calanan, Renee	LCDR
Clingman, Chekesha	LCDR
Dee, Deborah L.	LCDR
Dobmeyer, Anne	LCDR
Draski, Laura	CDR
Frazer, Nicole	LCDR
Freeland, Amy L.	LT
Gardner, Tracie	LCDR
Green, Seth	LT
Hu, Sally	LCDR
Iuliano, Danielle	LCDR
Koers, Erin .	LT
Laird, David T	CDR
Rodgers, Loren	LCDR
Silvio, Heather	LT
Stansberry, John	LCDR
Steele, Angela J	LCDR
Steffen, Scott E	LCDR
Streeter, Emily	LCDR
Tartof, Sara Y.	LT
Wally, Jeremy	LCDR



United States Public Health Service



Williams, Robert L. CDR
Xu, Fei LCDR
Zhang, Yi CDR

WEB SUBCOMMITTEE

Activities and Accomplishments:

- Attended meetings related to transition of PAC website to HHS template and kept SciPAC informed of potential issues and concerns.
- Maintained website content providing updates upon request from SciPAC members, including posting monthly SciPAC meeting minutes and agendas.
- Maintained and followed the Website Standard Operating Procedure for keeping the site updated.
- In process of creating new template for Website using a new platform that will allow great flexibility in making updates and requires minimal technical skills.

Website Subcommittee Members:

CDR Danice Eaton, Co-Chair

CAPT Cynthia Striley, Co-Chair

CAPT John Mosely Hayes

CDR Michael King