

Nursing Professional Advisory Committee

U.S. Public Health Service

January 19, 2007

I. Introduction of Members in Attendance

N-PAC Voting Membership					
Rank	Last Name	First Name	Agency	Term	Attending
CDR	Berkhousen	Katherine	FDA	Oct 06 – Sep 09	√
LCDR	Blevins	Justin	USMS	Oct 06 – Sep 09	√
LCDR	Davis	Wendy	BOP	Oct 06 – Sep 09	
			AHRQ		
LCDR	Fuller	Barbara	NIH	Oct 04 – Sep 07	√
CAPT	Hunter	Joan	PSC	Oct 06 – Sep 09	√
LCDR	Hunter	Lori	NIH	Oct 04 – Sep 07	√
LCDR	Hunter-Thomas	Serina	HRSA	Oct 04 – Sep 07	Excused
CAPT	Kelly	David	OS	Oct 05 – Sep 08	√
CDR	Lincoln	Carol	IHS	Oct 05 – Sep 08	
CDR	McGuire	Moira	NIH	Oct 04 – Sep 07	√
LCDR	Peterson	Cheryl	IHS	Oct 05 – Sep 08	√
CAPT	Rael	Melissa	SAMHSA	Oct 04 – Sep 07	√
CDR	Rossi-Coajou	Mary	CMS	Oct 06 – Sep 09	√
CDR	Stephens	Leslie	IHS	Oct 06 – Sep 09	√
LCDR	Strong	Donna	BOP	Oct 06 – Sep 09	√
CDR	Tsosie-Robledo	Theresa	IHS	Oct 04 – Sep 07	Represented
LT	Zorrilla	Delia	DIHS	Oct 06 – Sep 09	√
LT	West	Christine	CDC	Oct 06 – Sep 09	
Ex-Officio Non-Voting Members					
RADM	Romano	Carol	OSG- Chief Nurse Officer	Nov 05 – Nov 09	√
CDR	Broussard	Johnny	Executive Secretary	Oct 06 – Sep 09	√
CAPT	Merced	Florentino	Treasurer	Oct 06 – Sep 09	
LCDR	Magnotta	David	OS	Oct 06 – Sep 09	√
CAPT	Bangs	Gary	EPA	Oct 06 – Sep 09	
LCDR	Brown	Claudia	HRSA	Oct 05 – Sep 08	√
CDR	Poindexter	Michelle	USDA	Oct 06 – Sep 09	√
			USUHS	Oct 04 – Sep 07	
CAPT	Hunter	Joan	PSC	Oct 04 – Sep 07	√
LCDR	Doan	Jenny	DoD	Oct 06 – Sep 09	√
LCDR	Denis	Patrick	OS	Oct 06 – Sep 09	√
CDR	Wade	Theresa	DHS	Oct 04 – Sep 07	

Attendance Roster			
Rank	Name	Rank	Name
AHRQ			
BOP			
CDR	Paula Bridges	Ms	Janice Osten
LCDR	Wendy Davis	LT	Viven Walker-Marable
CDC/ATSDR/NIOSH			
CAPT	Amy Collins	LCDR	Marilyn Ridenour
LT	Amy Valderrama		
CMS			
LT	Malini Krishnan	CDR	Marie Casey
LCDR	Anita Pollard		
CDR	Je'Annine O'Malley	CAPT	Pamela Squires
LT	Pauline Karikari-Martin		
DHS/USCG			
DoD/TMA			
DIHS			
LCDR	Stephen Gonsalves	CDR	Jerri McGinnis
LT	Vivian Hernandez	LCDR	Lysa Hieber
DoJ/USMS			
CDR	Lori Hanton		
EPA			
FDA			
LCDR	Akilah Green	LCDR	Philantha Bowen
LCDR	Anastasia Brown	LCDR	Sherry Secrist
LCDR	Edward Wolfgang	CDR	Shirley Zeigler
LT	Jason Humbert	CDR	Wendy Antonowsky
CDR	Laurie Bernato	CDR	Amy Anderson
LCDR	April Kidd	LCDR	Susanna Choi
HRSA			
LCDR	Karen Bryant	LCDR	Elizabeth Osborne
CAPT	Ana Maria Puente	CDR	Kelly Barry
CAPT	Barbara Braden	CDR	Sylvia Trent-Adams

CAPT	Carol Lindsey	CAPT	Evangelina Montoya
IHS			
CAPT	Bonnie Warner	LT	Michelle Jesse
LT	Brenda Hoverson	LT	Michelle Ruslavage
Ms.	Carol Dehazy	CAPT	Regina Dale
LT	Faith Walsh	LCDR	Theresa Sanders
LCDR	Joe Creager	LCDR	Thomas Pryor
LCDR	Lois Schumacher	LTJG	Tonya King
LCDR	Martha Wanca		
NIH			
LT	Leo Saligan	CDR	Vien Vanderhoos
LT	Carol Corbie	CAPT	Laura Chisholm
CDR	Colleen Lee	LCDR	Linda Ellison-Dejewski
CAPT	Diane Walsh	LT	Ruby Lerner
NOAA			
OSG/HHS			
CDR	Maureen Cippel	CDR	Kimberly Elenberg
LCDR	Maryann Robinson	LCDR	Sean-David Waterman
OS			
CAPT	Betty Chern-Hughes	LCDR	Veronica Gordon
CDR	Edecia Richards	CAPT	Cathy Wasem
CAPT	Joyce Prince	CAPT	Joan Harding
CAPT	Beverly Dandridge		
PSC			
CDR	Brenda Ross	LT	Margarita Velarde
CDR	Kim Deffinbaugh		
SAMSHA			
CDR	Peter Martineau		Cynthia Rubio
USDA			
LT	Amy Chanlongbutra		
Guests			

II. Acceptance of Minutes

December 2006 minutes were presented to the committee members for acceptance and approval. Minor edits were received. A motion to approve the minutes with the minor edits went before the committee by CDR Poindexter and was seconded by CAPT Kelly. The December 2006 minutes are approved pending minor edits and will be sent to the webmaster for posting on the website.

III. Treasurer's Report- (CDR Broussard for CAPT Tino Merced)

To date, the combined N-PAC fund balance is \$ **2,937.57**.

Breakdown of the individual funds:

- PHS Coins funds- \$1110.00; 189 coins remain at \$10.00 each
- PHS Key rings funds- \$1,645.62; 111 key rings remain at \$5.00 each
- N-PAC general fund- \$181.95

For coins and/or key rings: made check payable to COF and under memo write the number of coins or key rings you are buying. For N-PAC donations, make check payable to COF and under memo write "N-PAC donation". Mail your N-PAC donations and orders for coins and/or key rings to:

CAPT Florentino Merced
2013 Spring Grove Dr.
Accokeek, MD. 20607-9510

For any questions: Florentino.Merced-Galindez@sanhsa.hhs.gov or call me at 240-276-1180. E-mail is my preferred method of contact.

IV. Chief Nurse Officer Report- RADM Carol Romano

Announcements

National Council of State Boards- the National Council of State Boards (NCSB) has several initiatives currently of interest to the Commission Corps:

NCLEX passing score to increase: every three years the NCSB looks at the passing score of the NCLEX exam and has decided to raise the passing score in April 2007. This move is in recognition of the complexity of nursing practice and to ensure the competence of the nursing workforce.

Paperless licensure: the NCSB is moving towards paperless licensure in some states. This has implications in how OCCO verifies licensure in our personnel files. The officer cannot go online to print out and forward license verification. This online verification system is used by hiring agencies to verify licensure of applicants. Discussions with OCCO and OCCFM have begun to examine policy and procedure regarding electronic licensure.

Required background investigations: the NCSB will be requiring all applicants taking the NCLEX to undergo background investigations. A successful background investigation will be completed prior to issuance of a license.

Compact/Non-compact state licensure: dialog with the federal chief nurses reveals some confusion both in OCCO and other federal employment areas about the compact licensure for nurses working in the federal sector (uniformed, civil service & tribal. All federal employers recognize any licensure regardless if you are from a compact or non-compact state. Those officers working for clinical hours in the private sector or in community centers will have to abide by the state license regulations.

OSG Internships- the Office of the Surgeon General has supported to senior fellows to do a 2 year internship with the Acting Surgeon General, RADM Ken Moritsugu. Two nurse practitioners are currently in these positions: Dr. Marybeth Bigley (Head of the Nurse Practitioner program at George Washington University), and Dr. Katherine Weisner, NP (Vice President for Clinical Quality, Minute Clinic Incorporated). Both are being supported by the National Foundation of Nurse Practitioners, and are working with RADM Moritsugu to view the Surgeon General reports and evidence based practices that are communicated in our public health messages.

Senior Federal Public Health Leaders- recently held the inaugural meeting of this group which included the leaders of 4 of our agencies (NIH, BOP, IHS and ICE), RADM's Canton, Nessler, Parham, two previous Chief Nurse Officers (Mary-Pat Couig & Julia Plotnick) and the NPAC Chair CAPT David Kelly. We met to have a collective discussion on recruitment and retention, and to advise the SG and ASH on some generic policies to grow the next generation of nurses in the federal sector.

The inaugural meeting proved very productive. In reviewing the current workforce we identified approximately 900 vacancies within DHHS and those offices we support. We brainstormed shared concerns and barriers to recruitment, and formulated initial suggestions for policy requiring funding and considerations by the ASH.

This meeting was in response to a request from the ASG and ASH in November of 2006 to examine policies and centrally funded initiatives that could be helpful to increase Commission Corps and Civil Service workforce numbers. Senior policy fellows were in attendance and gave positive feedback to the OSG. As things evolve, the NPAC will become involved thru the NPAC Chair. As work progresses, several officers will become involved.

Memorandum of Understanding for Clinical Hours- I have received numerous inquiries regarding this topic. The policy to address this issue has been on hold for some time. It is currently being reviewed by the Working Integrated Policy Team on Readiness. I will be looking forward to a decision from this group as to what the procedure should be to implement and document the clinical hours needed for readiness. Of particular interest will be the military agencies in which we have MOU's (Fort Meade and Bethesda). The VA guidance should also addressed in this policy. These MOU's are just for clinical hours, they are not for details, change of duty stations or working across agencies

Nurse Appointment Board- I am working with CAPT Kelly to select nurses to sit on the Nurse Appointment Board for 2007. More information will be forthcoming.

V. N-PAC Chair Report- CAPT David Kelly

Nurse Appointment Board- Deadline for Submission of Applications for Assimilation into the Regular Corps is rapidly approaching. The application deadline for the 2007 Assimilation Year is 15 February 2007. Please refer to 'Regular Corps Assimilation Program' on the Commissioned Corps Management Information System Web site at <http://dcp.psc.gov/assimilation.asp> for more information and the assimilation package.

Please direct all assimilation inquiries to the Assimilation Coordinator, LCDR Corey Dahl, at phone number 240-453-6051 or e-mail phsassimilations@hhs.gov. All correspondence should be sent to the following address:

Office of Commissioned Corps Operations
Division of Commissioned Corps Officer Support
ATTN: Assimilation Coordinator
1101 Wootton Parkway, Plaza Level, Suite 100
Rockville, MD 20852

Temporary Promotions (CC23.4.2) dated 19 December 2006- This summary is intended to provide selected information about a policy and not guide the officers in making decisions. Officers are strongly encouraged to review the following policy on Temporary Promotions.

Changes: This Instruction revises the prior temporary promotion policy that required an officer to be retained or "frozen" in their temporary grade based on a fixed number of unsuccessful attempts for a temporary grade promotion for the remainder of his/her career. This provision has been replaced with a more targeted approach that identifies low scoring officers who may benefit from career counseling, with the aim of improving their competitiveness in future promotion cycles. It will also identify officers who have demonstrated repeated poor performance in three successive promotion cycles. These officers will be referred to a Retention Review Board. In addition, an officer who is examined by an Annual Temporary Promotion Board (ATPB) who fails to meet force readiness standards for the Corps will receive an automatic "not recommend" by the ATPB. Officers "not recommended" for promotion will be referred to a Retention Review Board.

Points of Interest: Factors that may affect a Temporary Promotion:

- Required Commissioned Officers' Effectiveness Reports (COERs) in the officer's electronic Official Personnel Folder (eOPF);
- Officer's compliance with the licensure requirements;
- Officer's force readiness status and any other requirements identified by the ASH;
- Current or pending adverse or disciplinary actions.

Precepts: The precepts will include at least the following factors:

- Performance rating and reviewing official statement;
- Education, training, and professional development (professional qualifications);
- Career progression and potential;
- Professional contributions and service to the Corps; and
- Force readiness.

Special Note: Failure to meet the force readiness standards for the Corps will result in an automatic “not recommend” by the Annual Temporary Promotion Boards (ATPB).

Referral to Retention Board: Officers who are in the bottom decile for 3 consecutive years and officers who receive a “not recommend” by an ATPB will be referred to a Retention Review Board and/or an appropriate disciplinary board. The requirement for referral to a Retention Review Board is effective as of the date of this Instruction and applies to officers who have been considered by an ATPB for temporary grade promotion since the temporary grade promotion policy was revised and the promotion freeze policy was introduced on 18 December 2003.

Career Counseling: Each officer has an ongoing responsibility throughout his/her career to regularly seek appropriate career counseling from, among others, his/her mentor, supervisor, Professional Advisory Committee, Commissioned Corps Liaison, and/or Chief Professional Officer (CPO).

An officer who scores in the bottom quartile and is not selected for promotion is required to engage in career counseling with his/her supervisor. A report of the career counseling session(s) will be submitted as part of the annual COER in the eOPF. At the same time of the initiation of the annual COER, the officer will provide a copy of the report of career counseling to the CPO of the officer’s respective category for category-specific career counseling.

This counseling will address the strengths and weaknesses of the officer for future promotion consideration, including performance concerns and/or advice for improvement of performance if appropriate, as the CPO deems necessary. Additional counseling through other sources such as the Office of Commissioned Corps Operations (OCCO) may be required.

An officer may be referred to an Involuntary Termination Board, Retention Review Board, and/or Involuntary Retirement Board for separation from extended active duty and/or termination of an officer’s commission without having received career counseling.

Revocation of Temporary Promotion: A TPRB may be appointed and convened by the SG to make recommendations about whether an officer should retain a temporary promotion based upon evidence that the officer:

- Has performance that has deteriorated to an unsatisfactory level;
- Has engaged in misconduct;

- Is functioning at more than one grade below his/her temporary grade;
- Rated in the bottom decile for his/her category and grade based on the results of the officer's last temporary grade promotion review by an ATPB or is consistently low rank order promotion scored;
- Has failed to respond to progressive counseling and/or discipline; or
- Has failed to meet or maintain force readiness standards, licensure requirements, and/or any other requirements set by the Corps.

Promotion Numbers: The number of officers promoted is based on the number of vacancies in grades and/or force requirement projections.

UPDATE FROM N-PAC RETREAT

Apologies go out to invitees for the problems encountered with the call-in option during the retreat.

Notice to N-PAC Membership

The N-PAC Annual Retreat is held annually, usually in the November/December timeframe. The retreat is designed to orient new appointees to the N-PAC, chairs and co-chairs of subcommittees, review the N-PACs past year, discuss issues pertinent to the strategic direction of the committee, and areas under-development. The CPO and N-PAC Chair may include additional items. Participation should include appointed and ex officio members of the N-PAC, Chair and Co-Chairs of subcommittees, and guests invited by the CPO and N-PAC Chair. Should you wish to participate in this meeting and are not included in the above list, please contact the N-PAC Chair.

A discussion on PAC membership involved having open availability for membership on the committees. The final minutes are being developed and will soon be available. Presentation by CAPT Knebel (Deputy Director, Assistant Secretary for Preparedness & Response) discussed Lessons Learned from Hurricane Katrina.

Nurse Professional Advisory Committee 2007 Awards – Call for Nominations

The Awards Subcommittee of the Nurse Professional Advisory Committee announces the call for nominations for the following 2007 awards. Complete information is available at <http://phs-nurse.org/Awards.htm>.

Nurse Officer Responder of the Year Award

Deadline date is 30 November 2006.

Minnegerode Awards for Nursing Excellence

- McLaughlin Award for Clinical Services
- Hanzel Award for Administrative Activities
- Hasselmeyer Award for Research Initiatives
- Petry Leone Award for Health Promotion and Education

- Gregg Group Award for Teamwork

Deadline date is *16 March 2007*.

Publication Awards

- RADM Faye G. Abdellah Publication Award for Nursing Research
Deadline Date is *6 April 2007*.
- RADM O. Marie Henry Publication Award for Clinical Nursing Practice
Deadline Date is *6 April 2007*.
- RADM Julia R. Plotnick Publication Award for Health/Nursing Policy

Deadline Date is *7 May 2007*.

Commissioned Officers Association of the U.S. Public Health Service Awards

- Mabel May Wagner Award
- Lucille Woodville Award

Deadline date is *10 March 2007*.

Transformation update- Workgroups are happening and have significant nurse PAC representation. They are:

- 3H (Hazardous, Isolated/Hardship, Hard to Fill)- CDR Amy Anderson, CDR Maureen Cippel, CDR Susan Fritz
- BOPS(Billets, Officer Profiles, Officer Systems)- CDR Amy Anderson
- Training- LT Derrick Wyatt, CDR Kimberly Elenberg, CDR Lisa Dolan-Branton, CAPT David Kelly
- 4 functional groups (Applied Public Health, Clinical, Mental Health & Research)- CDR Collins, CDR Vickie Anderson, CAPT Tuskan, CAPT Knebel
- Family support- CDR Madelyn Renteria, CAPT Ernestine Murray and CAPT Bonnie Warner
- Transformation- CAPT Joyce Prince
- Recruitment- LCDR Kidd, CAPT Dandridge, CAPT Dianne Walsh, James Lyons

WPDGs- the Working Policy & Design Groups are looking at transformation policies.

WIPTs- The Working Integrated Policy Teams are OCCFM teams looking at specific issues. Nurse reps from each team will bring information back to the PAC. Each rep in the PAC will send out this info to their agency nurses for comment. Please return feedback to the PAC so that the Nurse reps can relay this info back to the teams.

Each committee representative from the Nurse Category will bring policies to the N-PAC. Each Agency Rep will send out this information to the agency employees to get

feedback on the developing policies. The committee representative will forward questions and concerns raised by the agencies to the workgroups.

They are addressing the Implementation Plan (found on the CCMIS website). The Transformation Officers are facilitating the process to create policy.

NPAC Chair Elect-

CDR Katherine Berkousen has submitted her name for Chair Elect. A call for votes to approve her nomination will be tallied by the Executive Secretary, CDR Broussard, and results will be announced at the February N-PAC Business Meeting. Votes need to be sent to CDR Broussard by close of business 2/1/2007.

VI. Current Projects

Fund Raising- CDR Ron Keats
Nothing to report this month

COA 2007- LCDR Pryor

Agenda- The planning committee continues to refine the panels, presentations and objectives. A meeting with Senior PAC leadership will be held in February to review and approve the agenda. Once approval is obtained, a listserv message will be sent out.

Cost sharing- We are also working with the Events Committee to develop activities to share costs, where possible, with other officers.

Early registration recommended- The general planning committee is encouraging early registration to get an idea of attendance. Early registration will provide the committee with information to better facilitate our needs.

We are looking forward to pairing up the associate recruiters with the large number of potential students we hope to have in attendance during the Nurse Category day.

More information will be put out on the website and Listserv as it becomes available.

VII. Committee Reports

Communications- LCDR Cheryl Peterson

Goals

- Increase awareness of PHS. Civil Service and Commissioned Corps Nurses on public health and nursing topics.
- Develop guidelines for website and nursing list-serv.
- Revise/update NPAC website: www.phs-nurse.org
- Review/revise Nurse Resource Manual.

Membership Update

- 34 Member committee with co-chairs
- 10-15 in regular attendance

Summary of Activities and Accomplishments

- Monthly Tele- conferences
- Defined “active member” participation and made adjustments to the member list for 2006-2007.
- Defined workgroups: Web, List-serv, Collaborative, Nurse Resource Manual (with the task of Continuous Quality Improvement (CQI) incorporated into each workgroups).
- Assigned Team Leader for each workgroups - CQI will be delegated by Team Leader to workgroup member(s).
- Topics-based workgroup is on hold and Advocacy workgroup is deleted.

Pending Administrative Tasks

- Each Member needs to join respective workgroups.
- Workgroup Team Leaders need to identify projects/tasks for 2006-2007.
- Scribe assignments tenure (quarterly/monthly, etc) and duties (minutes, e-reminders and e-invite to meetings, etc.)
- Strategic Planning for 2006-2010 (5 yr Plan)

Immediate Workgroup Project/Task

- Poster Presentation by C2 at COA 2007 – lead: Collaborative workgroup
- www.phs-nurse.org Website modifications – lead: Website workgroup

Website Task Force

Team members consist of LCDR Joe Creager, LT Malini Krishnan, LCDR Karen Bryant and LCDR Gettie Butts. The team’s immediate goals were to: a) brainstorm ideas to make the site more intuitive and be the resource of choice for new and seasoned officers, b) review the website content for new officer orientation materials and relevance, and c) review the website design for consistency, flow and ease of navigation.

An initiative is being considered to have all PHS PAC sites centrally managed by OCCFM to meet government usability requirements. This initiative allows the individual PACs to still maintaining responsibility for overall content within their sites.

Content and design recommendations have been presented to the NPAC for consideration and are viewable within the initial power point initial report to the NPAC entitled www.phs-nurse.org which will be posted to the website with the January 2007 minutes.

Recommendations for enhancing the website are encouraged. Please send your comments and/or suggestions to LCDR Gettie Butts (gbutts@hrsa.gov) or LT Malini Krishnan (malini.krishnan@cms.hhs.gov).

Mentoring- LCDR Lori Hunter

Ask a Mentor Link- is receiving about ten questions monthly. Questions are mainly related to the application process and career development issues. These questions are

easily answered by committee members or by directing them to a mentor within the mentor list.

Awards- working with the awards committee to develop a mentor of the year award. The first draft has been submitted to the awards committee for their review and a meeting is scheduled for the first week in February. A final draft is anticipated for the February NPAC meeting, or the March business Meeting.

Next meeting is Monday, 1/22/07.

Readiness & Response-

New Members- Welcomed new Co-chair from CMS to the committee in January 2007 – CDR Mary Rossi-Coajou

New Committee Chair- CDR Rossi-Coajou to take over as chair at subcommittee meetings starting in Feb. 2007

Not Qualified list- Discussed the large % of nurses who are not qualified and ways to address the issue. The development of “New Year’s Resolutions for Readiness” is one of the tools used to assist nurses who are not basic qualified. The decision was made to hold off on any other actions until we see the updated list from ORFD. The committee is hopeful that many nurses came back into compliance.

Listserv Messages- “New Year’s Resolutions for Readiness” was sent out

Website development-: The group will be adding a “what’s new section” to the website.

Reminder- Check OFRD website for your readiness status, as required training modules have changed with extension of policy 377. All officers were required to be basic ready by 12/31/06.

Next committee meeting will be February 13th at 1300.

Research- LCDR Stephen Gonsalves

NPAC Survey- all survey questions have been finalized. The NPAC Chair has reviewed and approved the survey. Once the survey is formatted properly for web use, we will work with the communications committee to post to the website.

Recruitment & Retention- LCDR Wendy Davis

New members- CDR Ron Keats is welcomed as co-chair for the subcommittee and we look forward to working with the members of the Nurse Applicant Committee and the Associate Recruiter Program for a successful reorganization of the new Recruiting and Retention subcommittee.

Activity updates- The following are 2007 goals:

- Develop a Mission Statement
- Develop a Vision Statement
- Develop a Goal Statement
- Develop/Share and/or put into writing a/the plan being utilized for nursing recruitment and retention by NAC, ARP, and OCCO.
- Consult regarding additional processes that may improve nurse recruitment and retention and develop work groups for new recruitment and retention activities.
- Implement the new activities identified for increasing USPHS Nurse Recruitment and Retention by delegating activities to new work groups.
- Continue to implement nurse recruitment and retention via delegation of work group related activities to all members of the Recruitment and Retention Sub-Committee (NAC & ARP).
- Evaluate the results of recruiting and retention activities for USPHS Nurse Officers.
- Reward USPHS Nurse Officers involved with activities for the recruitment and retention of USPHS Nurse Officers.
- Increase the membership of the Recruitment and Retention Sub-Committee to facilitate national cost-effective representation.

Career Development- CAPT Joan Hunter

Current Projects-

- Enhance information for the CD Sub-Committee website-
- Reconfiguring alternative ways to add officer pictures/enhanced presentation of website based on NPAC feedback in December.
- Research basic information and report on PHS “details: definition, clarifying, obtaining etc....
- Next Sub-Committee meeting scheduled for January 29th.

VIII. New Business

NPAC Awards- Awards were handed out to Committee Chairs present at the meeting. Those absent awardees will receive theirs by mail. Nurses who received Letters of Appreciation or the Chief Nurse Officer Award for PAC participation can expect to receive them in the mail within the next few weeks. Officers up for promotion will have these awards entered into their eOPF immediately before the promotion boards.

IX. Round Table

LCDR Sean-David Waterman (OFRD) stated that Calls to Active Duty (CAD) will have one year to achieve readiness standards. As updates are received, new officers within their one year of CAD will show them as exempt or qualified for their readiness status.

