

THERAPIST PROFESSIONAL ADVISORY COMMITTEE MEETING MINUTES

28 JUNE 2002



Therapist Professional Advisory Committee		
CAPT Charlotte Richards Chief Professional Officer Northern Navajo Medical Center Rehabilitation Services Department PO Box 160 Shiprock, NM 87420 Phone: 505-368-7100 FAX: 505-368-7078 E-mail: charlotte.richards@shiprock.ihs.gov	CDR Jeff Fultz Chair, TPAC Northern Navajo Medical Center Health Promotion Program PO Box 160 Shiprock, NM 87420 Phone: 505-368-6306 FAX: 505-368-6324 E-mail: jeffrey.fultz@shiprock.ihs.gov	LCDR Bart Drinkard Executive Secretary, TPAC National Institutes of Health Building 10, Room 6S-235 10 Center Drive, MSC 1604 Bethesda, MD 20892-1604 Phone: 301-402-3015 FAX: 301-480-0669 E-mail: bart_drinkard@nih.gov

If you have information you would like to pass on, or have a question for TPAC please do not hesitate to contact your Field Representative, CDR Fultz or LCDR Drinkard.

<u>FIELD REPRESENTATIVE</u>	<u>AGENCY</u>	<u>EMAIL</u>	<u>Phone#</u>
Ms. Tina Bauer	IHS Northwest	Tina.Bauer@mail.ihs.gov	(406)-477-4422
CDR Betty Garner	IHS Multi-site	ababgarner@cableone.net	(580) 421-4585
CDR Lou Iannuzzi	HRSA / USCG	Liannuzzi@hrsa.gov	(212) 562-2748
LCDR Michelle Jordan	Multi-Agency	Mjordan@hrsa.gov	(301) 443-7037
LT Jeffrey Lawrence	IHS NM	Jlawrence@abq.ihs.gov	(505) 552-5431
LCDR Cindy Melanson	CMS	Cmelanson@cms.hhs.gov	(410) 786-0310
LT Jenevieve Neros	IHS AK	Jenevieve.neros@searhc.org	(907) 966-8312
LT Alicia Souvignier	BOP WEST	asouvignier@bop.gov	(817) 413-3435
CAPT Fran Oakley	NIH PT/OT	foakley@nih.gov	(301) 402-3019
LT Michelle Peterman	CMHS	Gatoram2@aol.com	(202)-645-7610
LT Joseph Rasor	IHS AZ	Joseph.Rasor@pimc.ihs.gov	(602)-263-1561
LCDR Matt Taylor	BOP EAST	mtaylor@bop.gov	(978) 796-1000ext.4663

FUTURE TPAC MEETINGS:

DATES FOR FUTURE TPAC MEETINGS:

Friday, 23 AUG 02; Friday 25 OCT 02; Friday 20 DEC 02

**THERAPIST PROFESSIONAL ADVISORY COMMITTEE
MEETING AGENDA
28 JUNE 2002**

- I. CALL TO ORDER
- II. REVIEW AND ADOPTION OF AGENDA
- III. REVIEW AND ADOPTION OF PREVIOUS TPAC MINUTES
- IV. OPEN FORUM
 - A. Action Item Review J. Fultz
- V. OLD BUSINESS
 - A. Appt Board Standards J. Fultz
- VI. NEW BUSINESS
 - A. Election of TPAC Chairperson 2002-2004 J. Fultz
 - B. Election of New Chairs for Committees: J. Fultz
 - Recruitment/Retention
 - Finance
 - C. 2003 COA Meeting Task Force (Scottsdale, AZ) J. Fultz
- VII. REPORTS
 - A. Chief Professional Officer C. Richards
 - B. Chairperson J. Fultz
 - C. Awards Committee G Johnson
 - D. CCRF Committee G. Mead
 - E. Education Committee L. LaBranche
 - F. Finance Committee R. West
 - G. Fitness/Wellness Initiative Committee R. Parks
 - H. Recruitment and Retention Committee D. Aretino
 - Mentoring Task Force M. Smith
 - Recruitment for Therapist Category M. Melanson
 - Home Page K. Siegel
 - I. Strategic Growth Committee J. Hurley
 - J. Discipline Liaisons: Audiology L. Simpson
 - Occupational Therapy R. Parks
 - Physical Therapy M. Smith
 - Speech Language Path B. Solomon
 - K. COA Therapist Representative R. Parks
 - M. Newsletter D. Brueggemann
 - N. Junior Officer Report M. Jordan
 - O. Field Rep Coordinator: Reports (Summary) C. Melanson
 - IHS
 - Alaska J. Neros
 - Arizona J. Razor
 - Multi-site B. Garner
 - New Mexico J. Lawrence
 - Northwest T. Bauer
 - HRSA L. Iannuzzi
 - NIH OT/PT F. Oakley
 - SLP B. Solomon

BOP East
BOP West
Community Mental Health Services
HCFA
Multi-agency

M. Taylor
S. Newman
M. Peterman
C. Melanson
M. Jordan

Therapist Professional Advisory Committee Meeting Minutes

Date: 28 JUNE 2002

Time: 1000 – 1300 hours EDT

Location: Teleconference, with Chair in Bethesda, MD

I. CALL TO ORDER: 1000 AM EDT

Roll Call:

MEMBERS:

CDR Jeffrey Fultz	Chair
LCDR Bart Drinkard	Executive Secretary
CAPT Dominick Aretino	proxy LCDR Drinkard
CDR Nancy Balash	
CAPT Mark Dardis	
CDR Lois Goode	
CAPT John Hurley	
CAPT Georgia Johnson	proxy LCDR Drinkard
LCDR Michelle Jordan	proxy LCDR Drinkard
CAPT Leo LaBaranche	
LT Grant Mead	
CAPT Rebecca Parks	
CDR Frank Weaver	
LCDR Ron West	
CAPT Ivana Williams	

Ex-Officio Member: CAPT Charlotte Richards CPO

GUESTS:

CAPT (ret.) Mike Huleybroeck
CDR Terry Cavanaugh
LCDR Scott Gausted
LCDR Eric Payne
CDR Suzanne Pickering
CDR Karen Siegel
LCDR Matt Taylor
LT Jeff Richardson
CDR Linda Simpson
LT Joe Rasor
LT Alicia Souvignier
LT Dan Smith
LTJG Stephanie Maxfield

II. REVIEW AND ADOPTION OF AGENDA:

The agenda was adopted as written

III. REVIEW AND ADOPTION OF PREVIOUS TPAC MINUTES:

The TPAC Minutes for 24 APRIL 02 were approved as written

IV. OPEN FORUM

INTRODUCTION OF SPECIAL GUESTS:

ACTION ITEM REVIEW:

- 1) The Retirement Recognition Task Force (CDR Goode chairperson, CAPT Johnson, LCDRs Jordan and Shapiro) will investigate ways to recognize retiring officers by ceremony and present their recommendations at the next TPAC meeting in 28 June 2002.

CDR Goode summarized the Retirement Recognition Task Force recommendations (see **ATTACHMENT A**). Discussion followed regarding: 1) retirement gift choices 2) ceremony details and 3) funding for retirement ceremonies. The consensus opinion for the ceremonial format included a formal presentation of the American flag, certificate signed by the Surgeon General, and gift from TPAC followed by a reception. It was suggested to have the ceremony during the COA meeting on category day in the afternoon following the educational sessions and prior to TPAC meeting.

A motion was made to have the retirement recognition ceremony as described above. The motion was seconded and carried with unanimous approval by TPAC.

CDR Goode reported that the Retirement Recognition Task Force recommended formation of a separate committee with independent members to oversee ongoing activity.

It was suggested that the formation of a subcommittee under the Awards Committee would allow for 1) additional TPAC participation without the requirement of regular reports and 2) the subcommittee chair position would not require TPAC membership

A motion was made to form a Retirement and Recognition subcommittee under the Awards Committee. The motion was seconded and carried unanimously.

CDR Goode was appointed Retirement and Recognition subcommittee chair.

CDR Fultz commended the Retirement and Recognition Task Force on a job well done.

- 2) CDR Siegel is to investigate ways to make recruitment / job listing information more readily available including appropriate links on the therapist category web page and present recommendations at the next TPAC meeting 28 June 2002.

CDR Siegel reported that after speaking with LCDR Mark Melanson that the webpage should remain as is with basic contact information to allow for more "personnal" follow up by phone call with LCDR Melanson.

V. OLD BUSINESS

A) Appointment Board Standards:

CAPT Richards reported that a DCP Task Force of senior officers was convened in the Spring. The range in rank was from CDR to 2 star RADM. Some were CPO's, some were not. Not all categories and agencies were represented. The charge was to look at appointment standards and recommend changes that would better guarantee equity, would update given that standards had not been changed for many years, would address issues of licensure and consideration of graduates from foreign programs once approved by a profession-specific sanctioned credentials evaluation service, would look at the present 11 categories and try and simplify and standardize as much as possible to minimize/eliminate inequities, and would address recommendations for commissioning of new professions (respiratory therapy and others) and the process whereby a new profession would be approved for commissioning.

VI. NEW BUSINESS

A) Election of New TPAC Chairperson for 2002-2004:

CDR Fultz formally nominated CDR Nancy Balash to serve as TPAC chair from 01 July 2002 to 30 June 2004. This nomination was seconded and carried with a unanimous vote by TPAC members. CDR Balash was welcomed as our new TPAC chair.

Category members thanked CDR Fultz for a job well done as our past TPAC chair.

B) Election of TPAC Committee Chairpersons:

CDR Fultz commended CAPT Aretino for his past efforts as Recruitment and Retention committee chair. LCDR Mark Melanson was nominated to be the next Recruitment and Retention chairperson. His nomination was seconded and carried by unanimous vote.

LCDR West was thanked for his efforts as past Finance Committee chair. LT Joe Rasor was nominated, seconded and elected by unanimous vote to be the next Finance Committee chairperson.

C) Selection of Chair for COA meeting Task Force

CAPT Williams was congratulated for her efforts in organizing the 2002 COA meeting in Atlanta. CDR Fultz appointed LCDR Ron West to serve as COA meeting Task Force chair. CDR Goode, CDR Pickering, CDR Fultz, LT Richardson, CAPT Williams (consultant), CAPT Dardis, CAPT John Hurley and LCDR Figueroa volunteered to assist LCDR West.

This group was charged to perform the planning / organizing for the 2003 COA meeting therapist category day functions including coordination with the Awards Committee and Retirement Recognition Subcommittee.

VII. REPORTS

A) CHIEF PROFESSIONAL OFFICER

CAPT Richards gave highlights of the recent CPO / PAC chair meeting

- 1) The ASH, Dr Eve Slater, had questions about average time spent at a particular duty station for officers. At this time it is not clear how this information will be used. CAPT Richards suggested that the Therapist category should gather this information to present to the ASH if needed.
- 2) Three areas of focus which were discussed:
 - a) CORPS Readiness
 - b) Transformation of the CORPS
 - c) CORPS / PHS infrastructure (ie. centralized command and control; expansion of the CORPS)
- 3) ADM Trujillo's term as Director of IHS has ended and he has been detailed to the OSG.
- 4) The SG nominee, Dr Carmona, met with the Acting SG and others to discuss ideas such as parity with other services, an active reserve component of the CORPS, wearing of the uniform, and medical readiness.
- 5) CPOs and PAC chairs will attend a meeting on federal credentialing (standardization of credentials throughout the federal government) in late July.
- 6) CCRF enrollment is being encouraged and may be a requirement in the future
- 7) Acting SG ADM Moritsugu requested a briefing on Healthy Lifestyles
- 8) The SG PAC is considering recommending suspension of the 6th promotion precept
- 9) The new DCP contact for Officer Detailing is CAPT Jan Dumont
- 10) All officers need to have updated professional licensure on file with DCP

B) CHAIRPERSON

CDR Fultz recognized several members who will be leaving TPAC:

LCDR Ron West
LCDR Richard Shumway
Ms Beth Solomon
CAPT Ivana Williams
CAPT Dominick Aretino

CDR Fultz stated that it was an honor to have served as TPAC chair these last two years and thanked the TPAC and CAPT Richards for all their hard work during his term. CDR Fultz briefly commented about several TPAC accomplishments during the last two years (see **ATTACHMENT B**).

C) AWARDS COMMITTEE:

Category members are reminded to consider placing early nominations for next years awards. Very few nominations were received this past year. Contact CAPT Johnson at (410) 786-6859.

D) CCRF COMMITTEE:

LT Mead reported that the CCRF Committee has taken the constructive comments provided during the COA meeting presentation of the CCRF Therapist Readiness document and begun incorporating these into a new draft. Other plans include development of a power point presentation on Therapist category CCRF information for OEP.

E) EDUCATION COMMITTEE:

CAPT LaBranche reported that there will be an upcoming Wound Care course 29 August in Pinetop AZ. Contact Mike Huylebroeck Mike.Huylebroeck@mail.ihs.gov The continuing education list is posted on the Therapist Category web page. Contact CAPT LaBranche

for more information leo.labranche@tcimc.ihs.gov

ACTION ITEM: LCDR Drinkard will forward the therapist category website to all filed reps as a reminder of how to access continuing education information / course listings.

F) FINANCE COMMITTEE: See **ATTACHMENT C**

LCDR West thanked all individuals who have served on the Finance Committee and congratulated LT Rasor as the new committee chair.

LCDR West reminded individuals that donations to the Henry Jackson Foundation can be made by credit card by calling:

Elizabeth Price Chipchosky
Special Projects Program Administrator
Henry M. Jackson Foundation for the Advancement of Military Medicine
240-453-8876 vox
301-424-5771 fax

G) HEALTHY LIFESTYLES COMMITTEE: See **ATTACHMENT D**

All officers are requested to complete the follow-up fitness survey which can be accessed via website www.cdc.gov/nccdphp/dnpa/usphs *User ID = phs, Password = healthy.*

H) RECRUITMENT AND RETENTION COMMITTEE: See **ATTACHMENT E**

Vacancies:

<u>AGENCIES</u>	<u>LOCATION</u>	<u>POSITION</u>
IHS	Gallup, NM	1 occupational therapist
	Ft. Belknap, MT	1 physical therapist
	Pollacca, AZ	1 physical therapist
	Fort Defiance, AZ	1 speech pathologist
	<u>Ft. Lame Deer, MT</u>	1 physical therapist
	<u>Tahlequah, OK</u>	1 physical therapist
Federal	usa.jobs.opm.gov	Health promotion/wellness

For those who are interested in recruitment CDs and brochures for PHS in general, please contact Mark Melanson at 202-645-4953.

Home Page: CDR Siegel has posted the latest TPAC meeting minutes, the Emergency Preparedness Document and education information on the category webpage.

Mentoring: There is a standing call for mentees. Contact CDR Smith: michaele_smith@nih.gov

I) STRATEGIC GROWTH COMMITTEE:

CAPT Hurley reported that the SGC will soon implement a new initiative to inform personnel of therapist category activity. See **ATTACHMENT F**.

CAPT Hurley reminded the TPAC that several members of the SGC will be assuming new roles leaving vacancies to be filled. He requested that officers interested in serving on the SGC contact him. john.hurley@navajo.ihs.gov
LCDR Payne volunteered to serve on the SGC and CAPT Hurley reported that CDR Royall was interested as well.

J) DISCIPLINE LIAISONS:

CDR Balash reported that CDR Simpson hosted a recent Audiology IHS meeting in Yakima, WA which was a big success and involved program planning, meals and social events.

There were no reports from other disciplines.

K) COA THERAPIST REPRESENTATIVE:

Following a Summer break the newly elected COA Board will meet to begin work on a new strategic plan for the organization. The COA foundation will begin a study of recruitment and retention.

L) 2002 COA Meeting Task Force

CAPT Williams and the 2002 COA meeting task force were applauded for a job well done.

M) NEWSLETTER:

A standing call for material for the newsletter. Photos are more than welcome. CAPT Brueggemann is investigating the possibility of placing the newsletter on the category webpage. Individuals will continue to submit materials to him. Contact CAPT Brueggemann (dbruegge@anmc.org).

N) JUNIOR OFFICER REPORT:

No new news was reported

O) FIELD REPRESENTATIVES REPORTS:

See Field Reports section on web page.

CLOSING ROLL CALL:

Roll Call:

MEMBERS:

CDR Jeffrey Fultz	Chair
LCDR Bart Drinkard	Executive Secretary
CAPT Dominick Aretino	proxy LCDR Drinkard
CDR Nancy Balash	
CAPT Mark Dardis	
CDR Lois Goode	
CAPT John Hurley	
CAPT Georgia Johnson	proxy LCDR Drinkard
LCDR Michelle Jordan	proxy LCDR Drinkard
CAPT Leo LaBaranche	
LT Grant Mead	
CAPT Rebecca Parks	
CDR Frank Weaver	
LCDR Ron West	
CAPT Ivana Williams	

Ex-Officio Member: CAPT Charlotte Richards CPO

GUESTS:

CDR Terry Cavanaugh
LCDR Scott Gausted
LCDR Eric Payne
CDR Karen Siegel
LCDR Matt Taylor
LT Jeff Richardson
LT Joe Rasor
LT Alicia Souvignier
LT Dan Smith

CONCLUSION: Meeting adjourned

Respectfully Submitted: LCDR Bart Drinkard, TPAC Executive Secretary.
Concur: CDR Nancy Balash, TPAC Chair.
Concur: CAPT Charlotte Richards, CPO Therapist Category.

A. MEMORANDUM

Date: June 3, 2002

To: CDR Jeff Fultz, TPAC Chair
CDR Bart Drinkard, TPAC Secretary
TPAC Committee Members

Re: Retirement Task Force Recommendations

From: CDR Lois Goode
CAPT Georgia Johnson
LCDR Rita Shapiro
LCDR Michelle Jordan

The purpose of the Retirement Task Force is to recommend a method of Retiree identification, and to develop a process of formal Retiree recognition by the Therapist Professional Advisory Committee.

The current recognition process includes a presentation of the United States flag and an award certificate, prepared by DCP and signed by the Surgeon General/Acting Surgeon General. In the recent past, the TPAC has awarded paperweights to the Retired Officers.

The Retirement Recognition Committee is recommending the following:

1. The Retirement Recognition Task Force to be adopted as a new TPAC committee (Retirement Recognition Committee) due to the ongoing nature of the recommendations.
2. The responsibilities of the Retirement Recognition Committee will be as follows:
 - A. Track mandatory retirements as listed in the Commissioned Officer Roster and Retirement Seniority List.
 - B. Obtain information regarding voluntary retirements from the Retirement Coordinator, Division of Commissioned Personnel.
 - C. Formally recognize those officers reaching 20 years of service with a letter and certificate signed by the Chief Professional Officer and Chair of the TPAC.
 - D. Submit a budget proposal to the Finance Committee. Anticipated expenses: award gifts and ceremony expenses (color guard, room charge, and refreshments).
 - E. Coordinate the annual retirement ceremony.
3. The recommendations will be implemented beginning with the 2003 retirees (voluntary and mandatory). The "calendar-year" for the committee will be marked at the COA Annual Meeting.
4. The Retirement Recognition Program will include the following:
 - B. Annual Ceremony on the COA Therapist Category Day, during the luncheon break (12:00-2:00 p.m.). The Ceremony will begin at 12:00 p.m. and be followed Category Awards and lunch.
 - C. Ceremony Protocol:

1. Call to attention.
 2. Procession of the Retirees.
 3. Posting of the Colors.
 4. National Anthem.
 5. MC introduction of the Retirees.
 6. Recognition/comments by CPO, TPAC chair.
 7. Presentation of the US Flag and TPAC gift and certificate (signed by the Surgeon General and CPO).
 8. MC conclusion with luncheon and cake to follow.
5. The Retirees, and their family, will be invited to the Retirement Ceremony with a request to RSVP (3 months prior). Travel and per diem will be at their own expense.
 6. In the event that the Retired Officer is unable to attend, they will be honored at the ceremony and the gift will be sent to their former Duty Station (or forwarding address if available).
 7. Civil Service Retirees will also be recognized and will be awarded with a gift and a certificate.

Gift Selection:

One gift will be given to all Retired Officers. The most cost effective, functional gift choice is the Glass and Brass swivel desk clock with PHS seal and service dates (month and year). This item can be ordered from Executive Impressions @ \$36.00 with an initial set-up fee of \$55.00.

Retirees 2003:

There are four mandatory retirees in 2003: CAPT Leo Labranch, CAPT Thomas Stalusky, CAPT Judy Bell, and CAPT Beverly Bell.

We strongly believe that the Therapist Category Retired Officers deserve the highest recognition and honor for their years of service. We realize that the gift awarded by the Therapist Professional Advisory Committee is only a small expression of the appreciation we feel for the Officer's contributions to the Service.

Thank you for your consideration of these recommendations.

28 JUN 02

Therapist PAC ACCOMPLISHMENTS 2000-2002

Many people contributed to the success of the Therapist PAC these past two years. I want to point out some of these accomplishments over that time.

1st Year = Major focus upon improving communication throughout our category.

2nd Year = Focus upon expansion of category.

Accomplishments Related to Improving Communication:

- 1.) Created the Category E-mail Roster.
- 2.) Therapist Category Web Page utilized for sharing of information.
- 3.) Updated versions of standard forms for membership and committee/task force application easier to understand and apply.
- 4.) Developed mechanisms to enhance participation in TPAC Meetings and activities through teleconferencing hubs initially at Phoenix Clinical Support Center and now exclusively via CDC, Atlanta. This includes an 800 number for those not using government facilities to participate at no personal expense. There is no cost for category members to participate in these meetings. This represents significant progress.
- 5.) These teleconferencing capabilities were utilized during the TPAC meeting(s) held in conjunction with the COA Annual Meeting. This serves as another example of facilitating participation of all Category members.
- 6.) Task Force was created to investigate means of communication via the internet. Ultimately, this progression to internet based conferencing will further enhance involvement in TPAC meetings and assist in getting committees and task forces to meet effectively.
- 7.) Established and selected Discipline Liaisons for Audiology, Occupational Therapy, Physical Therapy, and Speech Language Pathology.

Accomplishments Related to Therapist Category Expansion:

- Established the Strategic Growth Committee - Developed to investigate ways for our category to expand in order to meet the needs of underserved populations. This committee has investigated opportunities for our therapists to serve in; VA, Exceptional Family Member Program (DoD), IHS, BIA, Tribal Facilities, PAC MED.
- Billets Task Force-Thorough review-recommendations that include statements in clinical billets that therapist officers can work in schools and in health promotion settings (Wellness Centers, etc...). Also created three new billets: Wellness Center Coordinator, Area Fitness/Wellness Coordinator, Chief Therapist (O4)
- Compiled a detailed Therapist Category Report to the Office of the Surgeon General regarding the anticipated need for growth of the Therapist Category. The report recommended more than doubling the number of Commissioned Corps therapists based upon current and expected needs.
- Developed TPAC Position Paper advocating for the inclusion of Respiratory Therapists into the Therapist Category. This document has been well received and is currently being reviewed by a task force in headquarters.
- Developed TPAC Position Paper for the American Physical Therapy Association advocating for APTA recognized specialties in Hand Rehabilitation and Wound Care.

Other Accomplishments:

- Substantial progress with the *Healthy Lifestyles Initiative for the Commissioned Corps*. We now have a substantial national network, with a wide diversity of activities going on. We continue to have reports on ACTION occurring at the local level.
 - Established three new committees to better coordinate ongoing challenges;
 - CCRF** – Created the Handbook to the Therapist Category Contributions and Capabilities During Disaster Response. Team approach with all disciplines represented. Also had a large group panel discussion during 2002 COA to provide positive feedback on the next revision.
 - Strategic Growth** – Developed to investigate ways for our category to expand in order to meet the needs of underserved populations.
 - Finance** – Established this committee in order to:
 1. Manage the collection and distribution of funds for the Henry M. Jackson Foundation Therapist Account.
 - 2. Promote Fund Raising Activities.
 - 3. Provide feedback to the TPAC regarding fund utilization.
- 8.) Therapist Category recruitment continues to serve as an example for other categories.
- 9.) Mentoring Program has been significantly expanded. Now have 8 matched pairs of mentors/mentees.
- 10.) Established two new Category Awards; Junior Officer of the Year & Clinician of the Year
- 11.) Significant changes made for Field Representatives, to better distribute responsibilities and to allow others an opportunity to help with the TPAC.
- 12.) Created Retirement Recognition Task Force to formalize a process of honoring our retirees.
- 13.) Exceptional quality of therapist continuing education offerings during COA meetings and via the coordination of the Education Committee.
- 14.) Performed Charter Review.
- 15.) There were significant revisions to TPAC's Policies & Procedures including;
- Discipline Liaison positions/responsibilities
 - Field Representative responsibilities better delineated
 - Developed a Therapist Definition
 - Created Field Rep Coordinator position
- Developed Category T-shirts
 - Developed new Therapist Chief Professional Officer Precepts
 - CCRF Handbook of Capabilities in Disasters
 - Demonstrated Leadership –
 - CAPT Parks is the COA President
 - CDR Fultz served one year as the PAC Chair Workgroup Chairperson
 - LCDR Michelle Jordan serves as the Junior Officer PAC Group Chair
 - Several therapists are currently serving as COA Branch Presidents

TPAC Finance Committee Report

28 JUN 2002

Members:

LCDR Ron West, Finance Committee Chair
CDR Lois Goode
LCDR Cindy Melanson
LT Joe Rasor

At the commencement of June, a fund raising flier was emailed to all category members and TPAC Field Representatives. We are in the final stages of the Fund Raising Drive. The drive ends on July 1. Historically, the therapist category members have been the best contributors to the fund. All category members are encouraged to donate.

The Finance Committee is in the process of making a list of 20 big name vendors (Platinum Group) with whom we can create a relationship and focus our efforts for yearly donations.

Liz Chipchoski, from the Henry Jackson Foundation reports that she just completed and sent out donation requests to the over 130 vendors that the TPAC Finance Committee provided them.

An effort needs to be made to increase each Therapist Category Member's personal commitment to the raising of funds for the HJF Account. First, each Therapist Category member needs to know about the Therapists' Henry Jackson Foundation Account and how the monies are used. Second, each therapist needs to be encouraged to donate and seek out donation opportunities (rich uncles).

Because the HJF monies have not increased substantially, an annual budget for the 2002-2003 year will not be issued at this time.

LCDR Ron West will be finishing his term on the TPAC. A new Finance Committee Chairperson will need to be selected to continue the financial planning for the TPAC.

For those category members who want to make contributions, please make checks payable to:

Henry Jackson Foundation - #5352

send it to:

**Henry M. Jackson Foundation for the
Advancement of Military Medicine
1401 Rockville Pike, Suite 600
Rockville, MD 20852-1428
ATTN: Liz Chipchosky**

Respectfully Submitted:

LCDR Ron West, Finance Committee Chairperson

HEALTHY LIFESTYLES COMMITTEE REPORT (6/28/02)

1. LCDR Shumway reports that while he is transitioning up to the Coast Guard Academy, they have been very busy with the modified recruit fitness program. They have trained over 50 Company Commanders in a week-long program (3 one-week courses). The program includes functional strength training, high intensity interval cycling, strength training on Cybex machines, pool exercises, running, step aerobics, remedial training for the assessments, and incentive training exercises.

2. From Whiteriver, CDR Goode reports:

On May 22, they completed a one-mile fun run/walk with 25 participants.

Fitness assessments continued with 5 new participants. None was a repeat participant, so they don't have comparative data to report as an outcome measure concerning benefits to individual fitness.

A Diabetes Prevention Team has been initiated at the Whiteriver Service Unit. They are planning to implement a Diabetes Prevention Program curriculum for exercise and diet. They are still in the planning stage and hope to enter 8-10 at-risk individuals during the next couple of months. The Physical Therapy Department is taking the lead at facilitating this program and will be working with exercise education and consultation. They are excited about the potential of this program.

3. CAPT (select) Cavanaugh reports that CDR Cindy Hamlin, Aurora Borealis Branch President in Anchorage, and her branch have again done a great job supporting the American Heart Association Heart Run, raising awareness and participation of hospital/campus coworkers and patients. Cindy plans to submit an article about the Heart Run to COA Frontline. Her busy team has also supported the Alaska Science and Engineering Fair and helped staff the public TV telethon.

CDR Hamlin reports that an estimated 6,600 runners and walkers participated in the 24th Annual American Heart Association Run/Walk on Saturday, April 27, 2002, in Anchorage. Among the participants were 259 employees from the Alaska Native Health Campus. The Alaska Native Health Campus won the title of Corporate Team with the "greatest number of participants".

The Commissioned Officers Association has coordinated this event for campus employees for a number of years. Members of the Commissioned Officers Association facilitated employee participation by supporting a registration table in the hospital lobby every Wednesday from March 27 through final registration day on April 17. COA members obtained race bibs and materials for those registered for the ANHC team and made them available for pick up on campus.

The fundraiser was expected to earn \$150,000 for the American Heart Association. The Alaska Native Tribal Health Consortium and South central Foundation both provided generous contributions. The American Heart Association is the largest voluntary health organization fighting cardiovascular diseases and stroke, which annually kill about 950,000 Americans. They were grateful to the Alaska Native Health Campus for supporting this important community event.

CAPT (select) Cavanaugh reports that in Southeast Alaska they are continuing the programs that seem to have worked the best so far: the annual Eagle/Raven activity challenge is underway in Juneau. The 10,000 step program is being promoted by 2 different lifestyle programs in Sitka.

4. CDR Bo Kimsey and CAPT Parks are in the process of implementing a follow-up fitness survey for commissioned officers. It is located at the CDC website, and is being publicized in pay stubs, DCP listserv, Commissioned Corps Bulletin, and through COA. Admiral Moritsugu, Acting Surgeon General, is fully in support of this data collection. The data will be analyzed to obtain a baseline of how the Corps is doing as a prelude to more individualized activities involving Healthy Lifestyles. The initial survey done 2 years ago had a 30% response rate. We are hoping for a more robust 50% rate this time, and we anticipate great interest on the part of the new Surgeon General.

5. CDR Susanne Pickering reports that after hosting the Surgeon General's Run led by CAPT (select) Robyn Brown in April, the Healthy Lifestyles Committee moved on to a very busy May as well.

A number of events were held during May revolving around Federal Health & Fitness day. A 1-mile walk/run was held on May 15, Federal Health & Fitness Day, with approximately 150 registered participants. They also reported some people walking without registering, so more than the official 150 may have been there. This event was conducted in collaboration with the CDC/ATSDR Lifestyle Office who provided staff.

Prizes/drawings included coupons from local restaurants and CDC cups (which were a big hit). Coppertone donated small packets of sunscreen to keep with the prevention theme. The Atlanta Branch COA had a booth. Two posters were designed and posted throughout the CDC/ATSDR campuses (Koger, Roybal/Clifton, Chamblee, and Executive Park & Corporate Square). There was a radio station DJ who kept things lively and energetic and provided a warm up. RADM Steven Thacker started the race.

The Atlanta Federal Center also held an event on May 15th with CDR Annie Fair and Joi Hatch (Department of Agriculture).

The National Center for Chronic Disease Prevention & Health Promotion, Health & Safety Committee (Chaired by CDR Bo Kimsey of the USPHS Region IV Healthy Lifestyle Committee) hosted its first Prevent-a-thon on May 17. This was an afternoon of fun and games which kept everyone moving & laughing. This committee also provided pedometers to game participants and has launched a 2-week walking activity, where participants keep a log of the number of steps they take daily.

Finally, they also provided assistance to an EIS Officer stationed in Puerto Rico who held a worksite walking event on May 15.

To: LCDR Bart Drinkard
From: CAPT Dominick Aretino
Subj: Recruitment and Retention Committee
Date: 26 June 02

As this is my last official duty as the TPAC Recruitment and Retention Committee Chair, I thought I would write to tell you that I will not be available for the TPAC meeting on 28 June 02.

Mentoring: CDR Michelle Smith will be available to talk about mentoring. She notes that one pair of mentor/mentee has called her recently. Otherwise activity has been a little quiet. I have told her on the telephone, and I know TPAC has recognized her, but I have appreciated her hard work and effort on behalf of the category. For those individuals who have participated, a valuable opportunity for learning and growth presented itself through this necessary program. Thank you CDR Smith

Recruitment: LCDR Mark Melanson and CDR Frank Weaver have put together a solid, consistent network, keeping the category informed re: the most up to date therapist employment opportunities. Although attempted in the past, these individuals managed to keep the information current and relative. Please know that the category has appreciated these efforts and much thanks to you both.

Therapist Web Site: Many thanks to CDR Karen Siegel aka **WEB MARM**, (I told her that might be a great nickname since she is destined to keep hold of this project.) Everything takes a great deal of persistence in our system and Karen has developed an informative interactive project for our category, very professional in nature. This took time and effort on her part and many others have benefitted from her 'expertise'. Thank you so much for a wonderful job.

I'd like to say thank you for allowing me the opportunity to serve on TPAC. I have seen so many strong contributions over the years and witnessed leadership styles that in the long run have really advanced us as a category. With the infusion of new blood and continued input by those who continue, I feel good about our category and the continued progress we will make for all.

Many Blessings,
Dominick

PHS Therapists Opportunities

Physical Therapy • Occupational Therapy • Speech Therapy • Audiology

Values of the Commissioned Corps

Therapist Category of the United States Public Health Service is a multidisciplinary category composed of highly skilled and mobile health-care providers from the following professions: physical therapy, occupational therapy, audiology, and speech/language pathology. The Therapist Category will promote the health of the nation in times of peace and national emergency by active outcome-based research, development, and implementation of programs related to a balanced community health system, a global approach to health promotion and disease prevention, and initiatives designed to eliminate racial disparities related to health care. To achieve this mission we will continue to provide direct care to federal beneficiaries and disadvantaged populations, educate the public, market our expertise, and solicit support from all operating divisions for opportunities and resources to promote the Therapist Category participation in present and future programs. As one of the seven Uniformed Services of the United States, the PHS Commissioned Corps is a specialized career system designed to attract, develop, and retain health professionals who may be assigned to Federal, State or local agencies or international organizations to accomplish its mission.

Opportunities as a PHS Officer Service:

- Promoting the health of the nation
- Helping meet America's health care needs through education, information, aid and assistance
- Providing health care for the underserved
- Providing health care for federal beneficiaries

Respect:

- National and international recognition as clinical and research experts in rehabilitation
- Long tradition of clinical and basic research in standardized assessments and effective treatment protocols
- Exemplary approach to the care of insensitive limbs, cognitive disorders, hand and foot dysfunction, and psychosocial disorders

Benefits:

- Relocation expenses
- Potential for loan repayment
- Comprehensive medical and dental care including dependents
- Liberal annual leave (30 days per year plus 10 federal holidays), generous sick leave, and up to six weeks paid maternity leave
- Progressive longevity pay
- Regular opportunities for promotions
- From 20 up to 30 year non-contributory retirement programs.
- Potential for travel

- Only one license from any of the 50 States, Washington D.C., the Commonwealth of Puerto Rico, the U.S. Virgin Islands or Guam needed to practice one's profession while employed in the Federal government;
- Non-taxable living and housing allowances
- Military post privileges

Practice Diversity:

- Opportunities for independent practice
- Serve as integral part of a transdisciplinary team approach to patient care
- Potential to develop skills in advanced functional assessments including electromyography and nerve conduction studies, biomechanics and metabolic evaluations, swallowing images and physical capacity evaluations
- Provide input into practice assignments

Career Diversity:

- Career opportunities in traditional and non-traditional medical practices
- Opportunity for any level of experience – new graduate to experienced master clinician
- Opportunity to participate in Public Health Service Disaster Medical Assistance Team (PHS-1 DMAT) <http://oep.osophs.dhhs.gov/dmat/> or Commissioned Corps Readiness Force <http://oep.osophs.dhhs.gov/ccrf/> deployments to provide disaster and/or emergency assistance
- Variety of clinical, administrative, research, and governmental regulatory agencies and programs including:
 - Indian Health Services <http://www.ihs.gov/>
 - National Institutes of Health <http://www.nih.gov/>
 - Bureau of Prisons <http://www.bop.gov/>
 - Federal Employees Occupational Health <http://www.foh.dhhs.gov/>
 - Centers for Disease Control and Prevention <http://www.cdc.gov/>
 - Centers for Medicare & Medicaid Services <http://cms.hhs.gov/>
 - U.S. Coast Guard <http://www.uscg.mil/uscg.shtm>
 - Food and Drug Administration <http://www.fda.gov/>
 - Substance Abuse and Mental Health Service Administration <http://www.samhsa.gov/>
 - Health Resources and Services Administration <http://www.hrsa.gov/>

Career Development:

- Credit for professional training and experience
- Potential for professional and graduate education
- Opportunities for professional and geographic mobility
- Development of skills in patient assessment, treatment, consultation, education and research
- Assist in developing and enforcing regulatory criteria for medical devices
- Development of departmental, agency and national health care policies and procedures

For Additional Information

1-301-594-3130

Commissioned Corps Home Page

<http://www.usphs.gov/>

Compare Commissioned Corps and Civil Service

http://www.usphs.gov/html/comp_chart.html

Therapist Professional Advisory Committee

<http://www.cc.nih.gov/rm/pt/tpac.htm>

Opportunities for your Facility



Physical Therapy • Occupational Therapy • Speech Therapy • Audiology

Values of the Commissioned Corps

As one of the seven Uniformed Services of the United States, the PHS Commissioned Corps is a specialized career system designed to attract, develop, and retain health professionals who may be assigned to your Federal, State or local agencies or international organizations to accomplish your mission. The Therapist Category of the United States Public Health Service is a multidisciplinary category composed of highly skilled and mobile health-care providers from the following professions: physical therapy, occupational therapy, audiology, and speech/language pathology. The Therapist Category will promote the health of the nation in times of peace and national emergency by active outcome-based research, development, and implementation of programs related to a balanced community health system, a global approach to health promotion and disease prevention, and initiatives designed to eliminate racial disparities related to health care. To achieve this mission we will continue to provide direct care to federal beneficiaries and disadvantaged populations, educate the public, market our expertise, and solicit support from all operating divisions for opportunities and resources to promote the Therapist Category participation in present and future programs. We assist in providing healthcare to meet your mission.

Facility benefits from hiring PHS Officers

We recruit for you:

- We enhance recruitment efforts through: a large applicant pool; select from current experienced officers or new applicants
- Officers dedicated to the PHS mission
- Officers who enjoy helping the underserved
- Officers who desire to make a difference
- Officers who can offer training for staff on lifting, ergonomics, patient safety and other occupational health related topics
- Officers work dynamic work schedules; flexible hours; prolonged shifts; varied work conditions

Professional Credentials:

- Licensed or registered professionals
- Category licenses checked and ready
- Education background reviewed

Value Added Officers:

- Higher degree of education: 50% of officers have additional degree(s)
- Diverse experience: administration, research, clinical, regulatory
- Commitment to public health

- Professional credentials

Financial Advantage/Very Cost Effective:

- No retirement contributions
- No health insurance cost
- Reduces social security matching costs
- No overtime costs
- No shift differential costs
- Cost not based on level of position filled: 1/3 of officers are serving in jobs 1-2 levels above their grade
- Cost to facility is based on officers selected:
 - Grade/Rank
 - Years of service
 - Special pays
 - Duty station location
 - Dependents
 - Administration change
 - Non Bargaining unit staff; fast and uncomplicated; ease of duty assignment changes

For Additional Information

1-301-594-3130

Commissioned Corps Home Page

<http://www.usphs.gov/>

Therapist Professional Advisory Committee

<http://www.cc.nih.gov/rm/pt/tpac.htm>