

THERAPIST PROFESSIONAL ADVISORY COMMITTEE MEETING MINUTES

27 APRIL 2007



Therapist Professional Advisory Committee		
<p>CAPT Karen Lohmann Siegel Chief Professional Officer National Institutes of Health Building 10, CRC, Rm 1-1469 10 Center Drive, MSC 1604 Bethesda, MD 20892 Phone: 301-451-7534 FAX: 301-451-7536 E-mail: karen_siegel@nih.gov</p>	<p>CDR Kathleen O'Neill-Manrique Chair, TPAC Hopi Health Care Center HWY 264, Mile Marker 3 Pollaca, AZ 86042 Phone: 928-737-6130 FAX: 928-737-6153 E-mail: Kathleen.o'neill-manrique@ihs.gov</p>	<p>LCDR Corey Dahl Executive Secretary, TPAC OS, OCCOS, DCCOS 1101 Wootton Parkway Plaza Level, Suite 100 Rockville, MD Phone: 240-453-6051 FAX: 240-453-6134 E-mail: corey.dahl@hhs.gov</p>

TPAC MEMBERS	AGENCY	EMAIL	Phone#
CAPT Michelle Hooper	IHS	Michelle.hooper@mail.ihs.gov	580-353-0350
CDR Scott Gaustad	BOP	Scott.gaustad@ihs.gov	928-338-3610/3649
CDR Liza Figueroa	IHS	Liza.Figueroa@pimc.ihs.gov	602-263-1200
CDR Michelle Jordan	HRSA	mjordan@hrsa.gov	301-443-2602
CDR Rita Shapiro	USCG	rita.b.shapiro@uscg.mil	202-475-5182
LCDR Terry Boles	IHS	Terry.Boles@ihs.gov	480-829-7396
LCDR Mike Faz	IHS	Mike.faz@fdih.ihs.gov	928-729-8805
LCDR Laura Grogan	OS	Laura.grogan@osophs.dhhs.gov	303-844-7849
CDR Fred Lief	BOP	flief@bop.gov	859-255-6812x5362
LCDR Henry McMillan	OS	Henry.mcmillan@hhs.gov	240-453-6000
LCDR Tarri Randall	IHS	tarri.randall@mail.ihs.gov	928-339-3610
LCDR Jeff Richardson	IHS	jeff.richardson@mail.ihs.gov	928-475-7369
LCDR Jon Schultz	BOP	but0207@bop.gov	919-575-3900
LCDR Alicia Souvignier	IHS	Alicia.souvignier@ihs.gov	505-368-7105

FIELD REPRESENTATIVE	AGENCY	EMAIL	Phone#
LCDR Jodi Tanzillo	Field Rep. Coordinator	jodi.tanzillo@ihs.gov	(505) 368-7100
LT Kieu-Phuong Vu	NIH	vuk@cc.nih.gov	(301) 451-7567
LCDR Maria Bacilio	CMHS	MLBacilio@yahoo.com	(202) 645-7610
LCDR Cindy Carter	IHS Multi-site	cindy.carter@mail.ihs.gov	(918) 458-3260
LCDR Justin Feola	BOP West	ifeola@bop.gov	(417) 837-1738
LT Doug Henry	BOP East	D2henry@bop.gov	(919) 575-3900
LCDR Robert Roe	IHS NW-AK	robert.roe@ihs.gov	(406) 745-3525
LCDR Barb Werito	IHS-NM	barbara.werito@gimc.ihs.gov	(505) 792-1510
LCDR Jim Cowher	IHS AZ	james.cowher@tcimc.ihs.gov	(928) 283-2659
LT Ayanna Hill	Multi-Agency	Ayanna.hill@fda.hhs.gov	(301) 594-3090

**THERAPIST PROFESSIONAL ADVISORY COMMITTEE
MEETING AGENDA
27 April 2007
1200 EDT**

I.	CALL TO ORDER	CDR O'Neill-Manrique	1200
II.	REVIEW AND ADOPTION OF AGENDA	CDR O'Neill-Manrique	1205
III.	REVIEW AND ADOPTION OF PREVIOUS TPAC MINUTES	CDR O'Neill-Manrique	1210
IV.	REPORTS		
	A. CHIEF PROFESSIONAL OFFICER	CAPT Siegel	1210-1230
	B. TPAC CHAIR	CDR O'Neill-Manrique	1230-1235
	C. * ADMINISTRATION COMMITTEE CHAIR	LCDR DAHL	1235-1240
	D. * INFORMATION MANAGEMENT CHAIR	CDR FIGUEROA	1240-1245
	FIELD REP COORDINATOR	LCDR TANZILLO	1245-1250
	E. * READINESS COMMITTEE CHAIR	CDR SHAPIRO	1250-1255
	F. * STRATEGIC PLANNING AND DEVELOPMENT COMMITTEE	LCDR BOLES	1255-1300
	G. * PROFESSIONAL DEVELOPMENT CHAIR	LCDR RANDALL	1300-1305
	H. * COA LIAISON	CAPT Pickering	1305-1310
	I. JUNIOR OFFICER ADVISORY GROUP LIAISON	LT FEDA	1310-1315
V.	OLD BUSINESS		
	A. Action Item		
	1. 2007 COA Meeting Planning	CDR Lief	1315-1320
	2. Assimilation Task Force	LCDR McMillan	1320-1325
	3. Appointment Standards and Foreign Trained US citizens	LCDR Boles	1325-1345
VI.	NEW BUSINESS		
	Action Items		
	1. Recruitment/ Central Call Center	LCDR Souvignier	1345-1355
	2. Category Demographics	CAPT Shelton	1355-1405
	3. Awards subcommittee- consideration for additional duties		1405-1415
VII.	OPEN FORUM FOR DISCUSSION	TPAC CATEGORY	1415-1430
VII.	ADJOURN		

Therapist Professional Advisory Committee Meeting Minutes

Date: 27 April 2007 Time: 12:00- 1400 hours EDT Location: Teleconference

I. CALL TO ORDER: 12:03 PM EDT

Roll Call:

<u>MEMBERS</u>	<u>TITLE/PROXY</u>	<u>AGENCY/OPDIV</u>
CDR Kathleen O'Neill-Manrique	Chair	IHS
LCDR Corey Dahl	Secretary	OS
CAPT Michelle Hooper		IHS
CDR Liza Figueroa		IHS
CDR Scott Gaustad	O'Neill-Manrique	IHS
CDR Michelle Jordan		HRSA
CDR Rita Shapiro	Dahl	USCG
LCDR Terry Boles		IHS
LCDR Mike Faz		IHS
CDR Fred Lief		BOP
LCDR Laura Grogan		OS
LCDR Henry McMillan		OS
LCDR Tarri Randall	McMillan	IHS
LCDR Jeff Richardson		IHS
LCDR Jon Schultz		BOP
LCDR Alicia Souvignier		IHS
Ex-Officio Member:		
CAPT Siegel	CPO	NIH

<u>GUESTS</u>	<u>AGENCY/OPDIV</u>
CAPT Susanne Pickering	CDC
CDR Nancy Balash	IHS
CDR Gary Shelton	IHS
CDR Ron West	IHS
CDR Jessie Whitehurst-Lief	BOP
LCDR Michelle Baker	BOP
LCDR Andra Battocchio	IHS
LCDR David Byrne	NIOSH
LCDR Jim Cower	IHS
LCDR Jessica Feda	BOP
LCDR Joe Golding	IHS
LCDR Lorrie Murdoch	IHS
LCDR Barbara Werito	IHS
LT Brian Elza	IHS
LT Karen Kilman	IHS
LT Scott Mitchell	IHS
LTJG Heidi Fisher	IHS

II. REVIEW AND ADOPTION OF AGENDA:

The agenda was reviewed and adopted by acclimation.

III. REVIEW AND ADOPTION OF PREVIOUS TPAC MINUTES:

February 2007 meeting minutes were provided and approved via e-mail to all TPAC members. Minutes were posted to TPAC Web site in March 2007. The February 2007 meeting minutes were adopted by acclimation.

IV. GUEST SPEAKER(S): NONE

V. REPORTS

A. CPO Report: CAPT Karen Siegel reported:

- Meeting with AOTA on January 16, and spoke about OT mental health responder role and role of OTs in disaster response.
- Meeting with ASHA on March 2, and discussed role of SLPs in school settings, evidence based practice, and disaster response. There is interest in doing a feature in ASHA magazine about Commissioned Corps.
- Met with APTA which indicated it intends to have more outreach to federal PTs with uniform leadership on APTA management and leadership. The October, 2007, *For Your Health* magazine will have a cover article on the uniformed services including USPHS emergency response.
- RADM Royal will be the keynote speaker at the APTA Denver meeting.
- The US Army is forwarding a request for hand therapy and wound care board specialty pay for the 2008 fiscal year. If DoD responds and approves the proposal, the USPHS will be able to take the proposal to the Compensation Branch. More work may be needed to finalize specialty pay for wound care and hand therapy.
- There is pressure on transformation work groups to do a lot of work in a short period of time. All billets will be rewritten and based on the duties for that position, not the officer. All clinical billets will be changed this summer. Multidisciplinary billets will be rewritten later.
- The Commissioned Officer Foundation conference planning committee is working hard. Only 250 people from DHHS will be able to receive funding (at least one dollar) to attend the conference. Officers must not use a Government credit card during to attend the conference unless on official business.
- The last *COA Frontline* contained her article on deployment.
- The April *PT Magazine* focused on disaster response with no comment on the USPHS Commissioned Corps Therapist Category. CAPT Siegel is writing a letter to the editor concerning this matter. It is scheduled to appear in the July edition.
- OFRD reports there are no therapist billets for the USNS Comfort mission this summer. There is also a Pacific mission this summer with a public health infrastructure mission. No therapist billets are planned.
- The current category readiness level is 86%. Overall Corps readiness stands at 78.4%. Officers not basic ready qualified will be removed from promotion lists this year. OFRD will perform quarterly checks for readiness from now on.

B. TPAC Chair Report

- Field Medical Readiness Badges have been awarded.
- Assimilation boards will be convened soon.
- Uniform changes are forthcoming. The USPHS Commissioned Corps will align to the US Navy uniform and appearance standards. Beards will no longer be allowed. BDU changes will phase out the woodland design. The summer blue (salt and pepper) uniform will most likely be eliminated.
- Six new members have been elected and are awaiting Acting SG approval: CDR Martha Duganne, CDR Kathleen O'Neill-Manrique, CDR Jessie Whitehurst-Lief, LCDR David Byrne, LCDR Joseph Golding, and LCDR Monique Howard.
- Four current members will leave the PAC in July: CDR Jordan, LCDR Dahl, LCDR Faz, LCDR Randall.
- The therapist awardees have been selected; all will receive plaques at the COF conference:
 - o CDR Jessie Whitehurst-Lief – Therapist of the Year
 - o LT Heidi Fischer – Junior Therapist of the Year
 - o CAPT Rebecca Parks – Joseph Hoog Award

(Committee reports provided as attachments C – G)

C. Administration Committee: LCDR Dahl deferred to the report. CDR West stated the 6th annual fundraiser will be running until July 1. Monies will be held in the Therapist Category Henry M. Jackson Foundation Account. See attached fundraiser flyer (Attachment F).

D. Information Management Committee: CDR Figueroa deferred to the report. LCDR Jodi Tanzillo highlighted items listed on the Information Management Committee report.

E. Readiness Committee: CDR Shapiro deferred to the report.

F. Strategic Planning and Development Committee: LCDR Boles deferred to the report but stated there are 34 vacancies listed on the TPAC web site. He reported the Retention Subcommittee is finalizing the final survey draft. LCDR Boles reported four previous scholarship recipients need placing but have failed their licensing boards. The fifth is in debt collection. There are six new students in the scholarship program: 4 PT, 1 OT, 1 PTA.

G. Professional Development Committee: LCDR Randall deferred to the report.

H. COA Category Liaison: CAPT Pickering reported the COA elections are ongoing. Please go to the COA web site to vote. CAPT Pickering stated only 250 funded officers from the Department of Health and Human Services are allowed to attend the COF conference.

I. JOAG Category Liaison: LCDR Fedra reported she is the TPAC liaison to JOAG. JOAG is for officers LCDR and below. JOAG members serve two-year terms; self-nominations begin in March. CAPT Dean Coppola is the Senior Advisor.

VI. OLD BUSINESS

COA 2007 COF Meeting Planning: CDR Lief reported the early bird registration deadline has been extended to 30 April. Emails have been sent to all speakers to ensure they are registered. A tentative schedule for booth coverage has been set.

Assimilation Task Force: See attached report.

Appointment Standards and Foreign Trained US Citizens: LCDR Boles reported for CDR Gaustad. LCDR Boles stated the task force mission was to review current and new appointment board standards for foreign trained therapists and provide recommendation to the TPAC concerning allowing foreign trained therapists into the USPHS Commissioned Corps. Uniformed Services' policies and professional organizations were reviewed and interviewed. LCDR Boles stated commissioned officers must be a US citizen or naturalized citizen. Therefore, the proposed new appointment board standards for the USPHS Therapist Category should stand and not be amended to reflect foreign trained graduates/ professionals. Task Force recommended that it is beyond the scope of their charge to recommend or pursue international academic programs to become accredited through their respective United States professional accrediting bodies.

VII. NEW BUSINESS

Recruitment/Central Call Center: LCDR Souvignier reported on new initiatives for recruiting. She stated a student reserve program will be established to allow students to join the Commissioned Corps while pursuing their commissionable degree. Students joining with this program will have the benefit of a base pay entry date beginning while in school. The new COSTEP program will function like the previous COSTEP program with no payback period. The Early Commissioning Program (ECP) may allow the Commissioned Corps to reinstall students in the US Army-Baylor Graduate Program in Physical Therapy or other officers in other discipline programs. With the ECP, students apply before entering their commissionable program. It does not include

undergraduate work. Students are paid at the Ensign (O-1) grade and incur a payback. There is no time limit for funding under the ECP.

Policy has been written for all recruitment/student initiatives but no final decision or approval as occurred.

LCDR Souvignier also reported about the centralized recruitment initiatives. On 9 April, the new Commissioned Corps call center went into effect. There is a new number for potential recruits with the goal to have a recruit speak to a person. The caller will then be referred to an Associate Recruiter Lead ultimately an Associate Recruiter. The new call line (800-279-1605) has been receiving 20-30 calls a day in conjunction with the new nation-wide recruitment efforts. The call center only mentions medical, nurse, pharmacy, and dental professions directly. It includes therapy in the "other health professionals" statement.

OCCO is working on centralizing recruitment. Ideas for this effort were recently requested from PAC members. Money is the limiting factor with the effort.

LCDR Souvignier reported there are now only 15 Associate Recruiters in the therapist category after the new standards for ARs were implemented. Officers interested in becoming an AR or with general recruiting questions should contact the current category AR Leads: CDR Melanson or LCDR Souvignier.

The USPHS web site (www.usphs.gov) is undergoing changes. Ideally it will be linked to the new electronic call to active duty system.

Category Demographics: CDR Shelton reported the category demographics were recently sent to TPAC members. CDR Shelton stated there was no accurate metric to measure board certification. He stated the readiness percentages do not add up to 100 percent because exemptions are taken out of the totals. CDR Shelton stated he is unable to find similar data from the other categories for comparison purposes. The information will be placed on the TPAC web site in the next month or so.

Awards Subcommittee –Consideration for Additional Duties: CDR O'Neill-Manrique requested consideration to expand the Awards Subcommittee duties to include awards such as AMSUS awards. CDR Balash stated there are currently four official category awards. The subcommittee also works with the TPAC chair to provide certifications of appreciation for outgoing TPAC members. It also works with the Therapist Category CPO to provide the outgoing PAC chair a certificate of appreciation. It will also work with the CPO for outside awards such as AMSUS awards. Officers interested in working with the Awards Subcommittee to address additional awards should contact CDR Balash.

OPEN FORUM – CDR West stated the therapist category coin will be available at the COF Conference. Information on the coin is on the TPAC web site.

JUNIOR OFFICERS: All junior officers are encouraged to join the Junior Officer List serve: <http://list.nih.gov/archives/joag.html>

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

CONCLUSION: Meeting adjourned at 1400 Eastern Time

**Next TPAC meeting: June 22, 2007; Aug 24, 2007; Oct 26, 2007; Dec 14, 2007;
1200 EST
Call in number: 1-888-381-8510, pass code 87222.**

Respectfully Submitted: LCDR Corey Dahl, TPAC Executive Secretary
Concur: CDR Kathleen O'Neill-Manrique, TPAC Chair
Concur: CAPT Karen Siegel, CPO Therapist Category

ATTACHMENT A: ADMINISTRATION COMMITTEE REPORT

ATTACHMENT B: PROFESSIONAL DEVELOPMENT COMMITTEE REPORT

ATTACHMENT C: INFORMATION MANAGEMENT COMMITTEE REPORT

ATTACHMENT D: STRATEGIC GROWTH COMMITTEE REPORT

ATTACHMENT E: READINESS COMMITTEE REPORT

ATTACHMENT F: 6TH ANNUAL THERAPIST CATEGORY FUND RAISING DRIVE

ATTACHMENT G: TPAC ASSIMILATION STATUS TASK FORCE REPORT

ATTACHMENT H: TPAC TASK FORCE ON FOREIGN TRAINED PROFESSIONALS REPORT

ATTACHMENT A: ADMINISTRATION COMMITTEE REPORT

MEMORANDUM

TO: CDR KATHLEEN O'NEILL MANRIQUE, TPAC CHAIR
FROM: LCDR COREY DAHL, ADMINISTRATION COMMITTEE CHAIR
DATE: 2/23/07
RE: ADMINISTRATION COMMITTEE REPORT, FEBRUARY, 2007

Finance Subcommittee Report, CDR Ron West, Chair.

The Sixth Annual Fundraiser will be running until July 1. These monies will be held in the Therapist Category Henry M. Jackson Foundation Account.

See attached fundraiser flyer (Attachment F).

Member Elections Task Force

Elections were completed in March and Agency concurrence received before 1 April. The newly elected nominees have been forwarded to the Acting Surgeon General for final approval.

ATTACHMENT B: PROFESSIONAL DEVELOPMENT COMMITTEE REPORT

DATE: April 23, 2007

TO: CDR Kathleen O'Neill-Manrique, TPAC Chair
LCDR Corey Dahl, TPAC Executive Secretary

FROM: LCDR Tarri Randall, Professional Development Committee, Chair

SUBJECT: Professional Development Committee Report
Therapist Professional Advisory Committee
April 27, 2007

Awards Subcommittee:

Chair: CDR Nancy Balash

Members: CDR Scott Gaustad, CDR Lois Goode

- Nothing to report.

Education Subcommittee:

Chair: LCDR Jessica Feda

Secondary Chair: LT Felipe Zamarron

Members: LCDR Jeff Richardson, LTJG Carlos Estevez, LT Brian Elza, LCDR Jeff Lawrence, LCDR Henry McMillan, LCDR Jon Schultz, LT Dean Trombley

I.

- The next meeting will be April 30, 2007.
- The Education Subcommittee is nearing completion of an "Advanced Practices" page that will be posted on the Education Subcommittee site. LTJG Estevez is currently working with CAPT Siegel to ensure adequate posting of the material. More information will be forthcoming once the page is posted, so therapists will be aware of the site, understand how the page will work, and encourage participation/postings.
- The Education Subcommittee has also prepared a "white paper" on suggested Commissioned Corps webpage advances. The "White paper" was submitted to CDR Manrique. LCDR Feda presented the proposal to the TPAC Voting Membership on 23 February 2007. By unanimous decision it was determined that the paper should go forward to the PAC chair committee. Currently being reviewed by CAPT Siegel and awaiting forward proposal to the PAC chair committee. LCDR Feda has offered to propose or aid with the proposal during the next PAC meeting. We are hoping the paper can be advanced to the transformation workgroup/OCCO level to propose ideas that may be plausible and useful in the future as transformation progresses.

- Please review the course listings on the Education Subcommittee page

II.

- The US Air Force Neuromusculoskeletal Evaluator Course ran from 3-12-07 to 3-23-07. Two PHS officers attended. I have received very positive feedback on this course. I highly recommend physical therapy officers consider it for next year.
- The Joint Operational Deployment Course will commence on 4-15-07. Two therapy category officers will be attending. This course is also highly recommended. It is best to attend the Douglas Kersey Neuromusculoskeletal Course first if possible.

III.

- Pending training opportunities:

IV.

- USPHS Scientific and Training Symposium 6-3-07 through 6-7-07. It will be held in Cincinnati, Ohio. Category day break-out sessions will be held on June 5th.
 - McKenzie Part A Lumbar Course will be held from July 27th-30th 2007. Please contact LT Brian Elza if interested at Brian.Elza@ihs.gov.
 - COL Kersey Advanced Clinical and Operational Course will be held from September 10th-21st, 2007. I have attended this course personally and highly recommend it for PTs interested in current research and evidence-based practice.
- Questions on training opportunities? Please contact LCDR Jessica Feda jfeda@bop.gov.

Mentoring Subcommittee:

Chair: CDR Michaele Smith

Members: CAPT Rebecca Parks, LCDR Schultz

- One request received this quarter for a junior officer to be paired with a mentor.

Promotion Preparation Subcommittee:

Chair: CDR Michele Jordan

Members: CDR Nancy Balash, CDR Ron West, CDR Kathleen O'Neill-Manrique, CDR Jesse Whitehurst-Lief, CDR Monique Howard, LCDR Tarri Randall

- Committee reviewed Precepts 3 and 5 for PY08 Benchmarks

Retirement Recognition Subcommittee:

4/17/07

Chair: CDR Jesse Whitehurst-Lief

Members: CAPT Susanne Pickering, CAPT Lois Goode, CDR Ron West, CDR Jean Bradley, CDR Julia Woodard, CDR Rita Shapiro, LCDR Damien Avery, and LCDR Cindy Carter

- The retirement subcommittee continues to work on the retirement recognition celebration for the 2007 Cincinnati COA meeting. We are working closely with the COA planning committee.

We will be meeting at the end of April to start finalizing our plans.

ATTACHMENT C: INFORMATION MANAGEMENT COMMITTEE REPORT

April 23, 2007

To: CDR Kathleen O'Neill-Manrique, TPAC Chair
LCDR Corey Dahl, TPAC Secretary

From: CDR Liza Figueroa, TPAC Information Management Chair

Re: TPAC INFORMATION MANAGEMENT REPORT APRIL 2007

I. WEB PAGE SUBCOMMITTEE, CAPT Karen Siegel, Chair

Changes include:

- Vacancies for Feb and Mar
- Feb Field Report and Feb TPAC minutes
- COF Symposium info under Education listing
- CPO greeting and farewell to CAPT McGarvey with link to NIH article about him
- Updated hail/farewell/congrats section
- JOAG newsletter
- AMSUS award nomination info
- Josef Hoog's CV under awards section

In other news, the template for the new categories' web sites under the redesigned USPHS.gov website has been circulated to the CPOs for review. Major suggested change is to drop PAC from the title and to just name page for the category. There will be some flexibility in which major headings can be used to organize the page. Otherwise, discussion has been on design not on details of implementation, which is where most of the questions and concerns likely will arise in the future. No target date for roll out has been discussed.

The Therapist Category web site is <http://www.cc.nih.gov/rm/pt/tpac.htm>

II. JOAG Liaison, LCDR Jessica Feda, Chair

JOAG Liaison Report

The last JOAG meeting was held Friday, April 13th. CAPT Coppola was the guest speaker with an update on the history and current Commissioned Corps Transformation progress. CDR Cippel spoke about the redesign efforts for the Commissioned Officer Evaluation Reports (COER). Meeting minutes will be available within the next two weeks on the JOAG website under meeting minutes April 2007. I greatly encourage all officers to review the April 2007 meeting minutes.

The Junior Officer Advisory Group (JOAG) is a public health professional group under the Office of the Surgeon General, whose purpose is to provide advice and consultation

interests and concerns specific to junior officers in the USPHS Commissioned Corps. JOAG has been and continues to be involved in transformation workgroups and proceedings.

JOAG general membership is highly encouraged to all junior officers (O-4 and below) to aid in continued evolution and promotion of the USPHS Commissioned Corps and is a unique opportunity for junior officers to provide a voice while learning about the Corps happenings via current events and information dissemination.

To join the JOAG listserv: <https://list.nih.gov/archives/joag.html> and click on “Join or leave the list”.

JOAG committees are currently in need of new members. To learn more about JOAG committees and their vision, please go to: <http://www.joag.org/committees.html>

The next JOAG meeting will be held on Friday, June 15th from 1300-1500 EST. Call in number: 888-322-1791 and Passcode: 83301.

III. HISTORIAN, CDR Jessie Whitehurst-Lief, Chair

Work continues on the development of a chronology/timeline for the Therapy Category history website. CAPT Siegel and I will be meeting with the USPHS Historian and website developers at the end of this month in Rockville.

IV. RETIRED THERAPIST SUBCOMMITTEE, CAPT (ret.) Leo LaBranche and CDR (ret.) Selden Wasson

-Nothing to report

V. INACTIVE RESERVE, LCDR Alicia Souvignier, Chair

- Nothing reported

VI. COMMISSIONED OFFICERS ASSOCIATION, CAPT Suzanne Pickering

- Nothing reported

VII. FIELD REPRESENTATIVE COORDINATOR REPORT/CATEGORY ROSTER SUBCOMMITTEE CHAIR, LCDR Jodi Tanzillo

I. Congratulations:

- **IHS AZ**

Sells:

Congratulations LCDR Andrea Woolridge was elected as the Tucson COA Secretary.

Tuba:

Congratulations to LTJG Heidi Fisher who has been named the TPAC Therapist Junior Officer of the Year

• **IHS NM**

Gallup

Congratulations to LT Dawn Dineyazhe, PT who was selected as the Chief of Physical Therapy.

Congratulations to LCDR Barbara Werito, PT who was selected for the IHS NM Field Representative to replace LCDR Matt Daab.

Congratulations to Ms. Jennifer Bebo, PT who will be commissioned on 4/23/07 as a LT.

Santa Fe

Congratulations to CDR Martha Duganne who received a Unit Commendation for work done with other service unit members for the Baldrige Quality New Mexico recognition of SFIH services.

• **IHS Multi-site**

Carl Albert Indian Health Facility

Congratulations to LT Toni Donahoo who graduated March 10, 2007 from A.T. Still University with her DPT.

Coweta Indian Health Facility

Congratulations to LT Delana Westman-Berry who was awarded a PHS citation.

• **BOP EAST**

FMC Lexington

Congratulations to CDR Jessie Lief from FMC Lexington for receiving a letter of commendation for exemplary care with Bone Marrow Transplant patients.

• **BOP WEST**

FMC Rochester

Congratulations to LCDR Jessica Feda and CDR Eric Payne who recently completed all course work for their tDPT from the US Army-Baylor U. program. Graduation is scheduled for 15 May 2007.

Congratulations to LT Felipe Zamarron for the receipt of the USPHS Commendation Medal for his dedicated service in the clinic and multiple deployments.

- **Multi-Agency**

HRSA

CDR Michelle Jordan who was married on Saturday March 24th. Her new official name will be Michelle Jordan Garner (no hyphen). However, her email address will stay the same.

CMC

CAPT Georgia Johnson who received an Outstanding Unit Commendation medal for her participation in the Commissioned Corps Transformation & Classification workgroup, which was part of the Secretary of Health & Human Services initiative to transform the Commissioned Corps.

- **NIH**

Congratulations to CAPT Rebecca Parks who achieved Board Certification in Pediatrics from the AOTA, under the newly instituted system for board specialty certification.

Congratulations to Dr. Holly Cintas, PT, PhD, who has been selected as a 2007 Catherine Worthingham Fellow by the Board of Directors of the APTA and is entitled to use the designation of FAPTA.

Congratulations to Dr. Lucinda Pfalzer, PT, PhD, FACSM, and Associate Director for Research and Post Professional Education who is on sabbatical from the University of Michigan-Flint for the Clinical Research Training Program at the National Institutes of Health and has also been awarded the 2007 Catherine Worthingham Fellow by the Board of Directors of the APTA.

II. News From the Field:

- **IHS AZ**

Chinle

Farewell to Brian Mello PT – he has been here almost 5 years and is heading ‘back east’ to the Massachusetts/Rhode Island area. Brian’s energy and outstanding patient care in all areas (especially sports medicine) has been invaluable! He has been a tremendous asset to us and will be greatly missed by all!

Parker

LCDR Joe Golding attending JODC at Camp Bullis 4/15—4/20

Tuba

LTJG Heidi Fisher Completed NAIOMT Upper Quadrant Parts A & B.

- **IHS NM**

Crownpoint

The PT Department will be assisting in the CPSU Healthier for Nations Walk May 2, 2007.

Zuni

LCDR Ernestine Higdon and LT Megan Horeis received the Albuquerque Area Multidisciplinary PCC+ Team Award.

- **IHS Multi-site**

The new PT clinic expansion in Tahlequah will open in Aug. 2007

- **BOP EAST**

FMD Butner

FMC Butner will be holding its 2nd Annual Orthopedic conference for Physicians, Mid-level practitioners and nurses from May 1-3, 2007.

- **BOP WEST**

FCI Tucson

LCDR Damien Avery reported to the newly activated U.S. Penitentiary (USP) Tucson as Chief Therapist on March 16th. He will be establishing physical therapy services for the Federal Correctional Complex (FCC) Tucson, which has an FCI (Federal Correctional Institute-Med), a USP, and a Camp.

- **Multi-Agency**

CMS

CAPT Georgia Johnson served as a PHS Science Fair judge for the Anne Arundel County Regional Science and Engineering Fair on March 3, 2007.

III. Welcome/ Farewell:

- **IHS AZ**

Fort Defiance

LT Honaberger would like to announce 4/6/07 as his last day of work at FDIH in the PHS/IHS. "I am taking an outpatient position in Albuquerque, in order to move closer to loads of family in Northern New Mexico. I would like it known that I have greatly enjoyed my time in the trenches in IHS. I have, and will, always feel privileged to have gotten to know and learn from the high caliber of therapists in IHS"

LT David Honaberger will become Inactive Reserve as of May 5, 2007. David and his family will move closer to both of their parents so that their 3 children will know Grandma and Grandpa better.

Tuba

Welcome to Denyse Herrmann, PT, Lead Physical Therapist.

- **IHS NM**

- **Crownpoint**

Farewell to LCDR Matt Daab. Matt moved to North Carolina as Inactive Reserves. His last day at CPSU was March 30, 2007.

- **BOP EAST**

- **FMC Butner, NC**

FMC Butner says farewell to their Interim Chief LCDR Jon Schultz. He has orders to depart by June of 2007. His accomplishments at Butner include development of the FCI II rehabilitation department in 2007. Additionally LCDR Schultz is credited for developing the onsite Electrophysiologic Program at the rehabilitation department in FMC Butner. Jon will assume the Chief position at FMC Rochester. We want to thank him for his numerous contributions to the Butner rehabilitation and medical departments.

FMC Butner would like to welcome their new Chief CDR Eric Payne. His wealth of clinical experience and BOP knowledge is eagerly anticipated!

- **BOP WEST**

- **FMC Rochester**

CDR Payne leaves 4/13/07 to transfer to FCC Butner to serve as the Director of Rehabilitation Services.

IV. Publications:

- **NIH**

Maring J, **Ching W**, DiProspero N, Croarkin E. Gait Parameters Associated with Disease Severity and Progression in Patients with Friedreich's Ataxia. NIH Research Festival, October 2006.

Dalakas M, Rakocevic G, McElroy B, Salajegheh M, Harris-Love MO, **Shrader JA, Levy E**, Kirk AD. Alemtuzumab (CAMPATH 1-H) therapy in sporadic Inclusion Body Myositis (sIBM): A Treatment Trial in Patients with Established Natural History Data. 59th Annual meeting of the American Academy of Neurology. Boston, MA. April 2007.

Sparks S, Rakocevic G, Joe G, Manoli I, **Shrader JA**, Harris-Love M, Sonies B, Ciccone C, Dorward H, Krasnewich D, Huizing M, Dalakas M, Gahl W. Pilot Study of the Use of Intravenous Immune Globulin in Hereditary Inclusion Body Myopathy. BMC Neurology. Jan 2007.

Jain MS, Smith MR, Hicks JE. Rehabilitation of the Child with Myositis. In Myositis and You: A Guide to the Juvenile Dermatomyositis for Patients, Families and Healthcare Providers. The Myositis Association. 2007.

- VII. Current Research: None reported**
- VIII. Deployments: None reported**
- IX. Future Agenda Items: None reported**

VIII. DISCIPLINE LIASIONS

CAPT Michelle Hooper – Aud.

-Nothing reported

CAPT Rebecca Parks – OT

-Nothing reported

Ms. Beth Soloman – SLP

-Nothing reported

CDR Michaele Smith – PT

FROM: COL Barbara Springer

TO: National Capital Area Rehabilitation Services Attendees

SUBJ: Quad Service Meeting Minutes, 14 March 2007

The meeting was held via telephone conference call (1-866-702-5947) Pass code:
3376071

Attendees: **AIR FORCE:** Maj Majkowski; **USPHS:** CAPT Karen Siegel, CDR Michaele Smith; **USPHS/Coast Guard:** CDR Shapiro; **ARMY:** (Walter Reed), COL Barbara Springer; (Fort Meade) MAJ Beth Mason; **NAVY:** (NNMC) LCDR C.G. Petrie

Announcements:

1. Future invitations for this meeting will be extended to all clinics in the NCA, including Quantico.
2. Conference call capability requirement for all future meetings.

I. Standard Agenda

a. USPHS:

1. Meeting was held March 7 at APTA headquarters and was attended by representatives of all uniformed services and the VA. APTA reps included the president, chief executive and operating officers, and 4 senior VPs. Meeting was facilitated by LTC Kerrie Golden, USA, who is in training with Industry fellowship for one year at the APTA.

2. APTA is interested in reaching out to PTs working in federal service and highlighted the transition of the VA section into the Federal PT section late last year. Meeting was a good opportunity to create dialog among the services and between the services and APTA. Conference calls may be arranged in the future to continue this dialog.
3. PHS presentation include our emergency response mission, transformation, awareness of board specialty pay regulations, promotion of our first flag officer, RADM Penny Royall. APTA reported she will be a keynote speaker at annual conference in Denver.
4. In response to Navy reporting on conversion of OT, SLP, and AUD billets (among others) to civil service, I have put PHS therapy leads in the Indian Health Service and Bureau of Prisons in touch with the Navy detailer to facilitate inter-service transfers of interested officers into available PHS billets when possible.
5. CAPT McGarvey has retired. CDR Smith is Acting Chief of the Section. There are advertisements circulating for Chief of Physical Therapy and one physical therapy staff member.
6. APTA Fellowship visit---- APTA made a ½ day visit for the purpose of credentialing the program and possibly providing funding through the Foundation. They seemed excited about the activities @ NIH. A follow-up meeting is scheduled for 3/21 with a representative from the Foundation.... More to follow.

b. USPHS/COAST GUARD:

CDR Shapiro reported that no new changes in the clinic. She has needed to send justification for the clinic to headquarters

c. NAVY:

No changes and nothing to add.

d. ARMY:

1. Discussed the impact of the Washington Post articles
2. Patient Access: Prime at WRAMC and Ft Meade (Army); AD post-ops and Space A
Prime at Malcomb Grow (AF), Prime at Bethesda (Navy).
3. Education:

--Spine Course was held March 26-27, MAJ Skip Gill and CPT Hoppes were the organizers. Very successful.

--Military Amputee Advanced Skills Training (MAAST) Course to be held at WRAMC 30 May-1 June. POC is CPT Matt Scherer.
202-782-6371

4. LTC Lowe has been busy on the TBI task force. Information on this tri-service task force will be available once the Army Surgeon General is briefed on the recommendations.
5. BRAC: Lots of discussion about whether or not we are going forward with BRAC. Right now, talks are for acceleration of the process.

AIR FORCE

- 1 Staffing: 3 AD PTs. GS is advertised and waiting (since Jan 07)
- 2 Beds are increasing 8-20

6. New Business

7. Education

8. Next Meeting Host: WRAMC (Army) in June

9. Action Items: None

Meeting adjourned at 15:40 hours

ATTACHMENT D: STRATEGIC PLANNING and DEVELOPMENT COMMITTEE REPORT

MEMORANDUM

To: LCDR Corey Dahl, TPAC Secretary
 CDR Kathleen O'Neill-Manrique, TPAC Chair

Date: 04/25/07

From: LCDR Terry Boles, Strategic Planning and Development Chair

PHS Therapists category Vacancies

Position	Duty Location	POC
ALASKA		
Home Health PT	ANCHORAGE, AK Alaska Native Med Center	DOUG MUNOZ (907) 729-1261 dmunoz@anmc.org
STAFF PT	ANCHORAGE, AK South Central Regional Office	LARISSA LUCA (907) 729-4999
STAFF PT	BETHEL, AK Yukon Kuskokwim Hospital	DAVID FRIDAY 1-800 – 478-8905-EXT 3 DAVID_FRIDAY@YKHC.ORG
STAFF PT	KOZEBUE, AK Manilaq Health Center	PAT SAMMARTINO (HUMAN RESOURES) (907) 442-3321
DEPUTY CHIEF PT	SITKA, AK Mt Edgecomb Hospital	CAPT TERRY CAVANAUGH (907) 966-8312 TERRY.CAVANAUGH@SEARHC.ORG
CHIEF AUDIOLOGIST	SITKA, AK Mt Edgecomb Hospital	CAPT TERRY CAVANAUGH (907) 966-8312 TERRY.CAVANAUGH@SEARC.ORG Dr JERRY AINSWORTH (907) 966-8366 JERRY.AINSWORTH@SEARHC.ORG
ARIZONA		
STAFF PT	WINSLOW, AZ	CDR MICHAEL LAPLANTE 928-289-6179 michael.laplante@wihcc.org

2 - STAFF PT	CHINLE, AZ	LT MATT ARMENTANO (928) 674-7223 MATT.ARMENTANO@chinle.ihs.gov
SPEECH LANGUAGE PATHOLOGY	CHINLE, AZ	LCDR ANDRA BATTOCCHIO (928) 674-7223 Andra.battocchio@chinle.ihs.gov
AUDIOLOGIST	CHINLE, AZ	LCDR ANDRA BATTOCCHIO (928) 674-7223 Andra.battocchio@chinle.ihs.gov
4- STAFF PT	FORT DEFIANCE, AZ FT. Defiance Indian Medical Center	CDR MIKE FAZ Mike.faz@ihs.gov
STAFF PT	PINON, AZ Pinon Health Center	LCDR JEFF LAWRENCE (928) 725-9631 Jeffery.lawrence@ihs.gov
CHIEF PT and/or OT * Tribal Position	SANTA ROSA, AZ Archie Hendricks Skilled Nursing Facility	Ms CAROLE DENE GARCIA (520) 361-1800 Cgarcia@toltc.org or Mr. LEE OLITZKY (520) 444-4109 Lolitzky@toltc.org
STAFF PT	TUBA CITY, AZ Tuba City Indian Medical Center	JAMES COWHER (928) 283-2659 JAMES.COWER@TCIMC.IHS.GOV
PT CLINICAL SPECIALIST (0-5)	TUBA CITY, AZ Tuba City Indian Medical Center	JAMES COWHER (928) 283-2659 JAMES.COWER@TCIMC.IHS.GOV
CALIFORNIA		
CHIEF PT (05)	Terminal Island, CA FCI Terminal Island	CDR Jean Bradley (817) 782-4572 JEBRADLEY@BOP.GOV
INDIANA		
CHIEF PT (05)	Terra Haute, IN FCC	CDR Jean Bradley (817) 782-4572 JEBRADLEY@BOP.GOV
KENTUCKY		
CHIEF PT (06)	Lexington, KY FMC Lexington	CAPT David Nestor (859) 225-6812 #5362 dnestor@bop.gov
MONTANA		
STAFF PT	CROW AGENCY, MT	CURTIS BRIEN CURTIS.BRIEN@IHS.GOV

	PHS Indian Hospital	
STAFF PT	LAMEDEER, MT PHS Indian Health Center	JENNIFER ALLIES JENNIFER.ALLIES@MAIL.IHS.GOV
NEVADA		
STAFF PT * Tribal Position	Owyhee, NV Owyhee Indian Hospital	GLORIA JIM (208) 759-3100 #227 JIM.GLORIA@DUCKVALLEY.ORG
NEW MEXICO		
STAFF PT	SHIPROCK, NM Northern Navajo Medical Center	LCDR LORRIE MURDOCH (505) 368-7106 LORRIE.MURDOCH@IHS.GOV
SPEECH LANGUAGE PATHOLOGIST	SHIPROCK, NM Northern Navajo Medical Center	LCDR JOSEPH STRUNCE (505) 368-7118 JOSEPH.STRUNCE@IHS.GOV
STAFF OT	SHIPROCK, NM Northern Navajo Medical Center	LCDR JOSEPH STRUNCE (505) 368-7118 JOSEPH.STRUNCE@IHS.GOV
NORTH CAROLINA		
STAFF OT (02-04)	Butner, NC FMC Butner	LCDR Jon Schultz (919) 575-3900 #5390 J2SCHULTZ@BOP
2 – STAFF PT (02-04)	Butner, NC FMC Butner	LCDR Jon Schultz (919) 575-3900 #5390 J2SCHULTZ@BOP
OKLAHOMA		
STAFF PT	TAHLEQUAH, OK W.W. Hastings Indian Hospital	LCDR CINDY CARTER (918) 458-3260 CINDY.CARTER@MAIL.IHS.GOV
WISCONSIN		
STAFF PT	CRANDON, WI Forest County Potawatomi Health and Wellness Center	CHRIS SKAGGS (715) 478-4340 CHRIS@FPCPOTAWATOMI.COM
STAFF PT	ONEDIA, WI Onedia Community Health Center	KATRINA ELIZONDO (920) 869-4814
MULTI-AREA		
Consumer Safety Officers O2-O3	Multi-Area with FDA	CDR Diann Shaffer, 301-827-1124 Diann.shaffer@fda.hhs.gov
WASHINGTON, DC		
HHS – DCP	Washington, DC Staff Coordinator	jason.jurkowski@hhs.gov Announcement: DCP-0127-001

PHS – OPEO (03-04)	Washington, DC Human Services Policy Analyst	Daniel Dodge daniel.dodgen@hhs.gov Announcement: DCCA-OPEO-1257-0803
PHS Details and Special Assignments		PHS Detail Project Officer, DCCA, OCCO (240) 453-6006 * For possible assignments <i>listed below</i> , contact the PHS Detail Project Officer as well as the POC listed for the job announcement.

Partial listing of web sites for vacancy announcements:

<https://jobs.quickhire.com/scripts/FSIS.exe/>
www.usphs.gov/html/other_federal_jobs.html
dcp.psc.gov/VATS/rept_select.htm
www.cdc.gov/ncipc/default.htm
www.fda.gov/jobs/default.htm
www.cms.hhs.gov
www.hrsa.gov
PT- 0633 OT – 0631 SLP – 0665 Aud - 0665

Recruitment Subcommittee

Chair: LCDR Alicia Souvignier

Members:

Open Business: Monthly updates of therapists vacancies listed on the TPAC website.

Closed Business:

New Business: There are 34 therapists vacancies of which: PT) 23 in IHS and 5 in BOP. OT) 2 in IHS and 1 in BOP. SLP) 2 in IHS. AUD) 2 in IHS.

Strategic Growth Subcommittee

Chair: CDR Scott Gaustad

Members: CAPT Gary Shelton

Open Business: The U.S. Public Health Service Commissioned Corps Transformation WPDG on Sizing of the Corps recently completed its ninth meeting. Many of the Sizing WPDG’s findings are being formulated and it is premature to report on them at this time. A detailed report will follow once the final “model” is completed and ready for publication.

Closed Business:

New Business: 1) The Strategic Growth Subcommittee recently completed an analysis of whether foreign-trained professionals, who possess a professional degree in one of the 4 Therapist Category professions, should be considered for commissioning in the U.S Public Health Service’s Therapist Category. A task force was stood-up February 27, 2007, to research the foreign-trained question. The Foreign-Trained Task Force (FTP) was lead by CDR Scott Gaustad with CDR Jessie Whitehurst-Lief, CDR Rita Shapiro, CDR Mercedes Benitez-McCrary and LCDR Alicia Souvignier as members. See Attachment 1.

2) TPAC category demographics have been updated on the TPAC web site.

Retention Subcommittee

Chair: LCDR James Cowher

Members: CDR Mark Melanson
LT Doug Fiorentino

Open Business: Efforts are ongoing in developing a retention survey for the Therapist Category. Recent with the completion of a final draft of topics and questions. The survey will have a short demographic section, followed by questions in eight categories.

Closed Business:

New Business: Nothing new to report.

COSTEP Subcommittee

Chair: LCDR William Pearce

Members:

Open Business:

Closed Business:

New Business: Nothing new to report.

Long Term Training Subcommittee

Chair: LT Ayanna Hill

Members: LCDR Teshara Bouie

Open Business:

Closed Business:

New Business: Nothing new to report.

IHS Scholarship Subcommittee

Chair: LT Toni Donahoo

Members:

Open Business: Continuing dialogue with 2006 PT graduates regarding job placement. Five remaining graduates need licensure and/or job placement.

- Four scholarship recipients have failed their licensure exam; one recipient failed the test two times and another recipient failed the test three times.

Closed Business: One scholarship recipient has been placed in default or debt collection after not meeting the job placement deadline.

New Business: There are 6 IHS students pursuing their degrees, 4 PT, 1 OT and 1 PTA.

Appointment Standards Subcommittee

Chair: CDR Jessie Whitehurst-Lief

Members: CDR Rita Shapiro
CDR Mercedes Benitez-McCrary
CAPT Frank Weaver
LCDR Teshara Bouie

Open Business: No new status on the therapist's appointment standards recommendations that were sent back to DCP for final approval/sign off by the ASH. Once approved by the ASH and published, this subcommittee will review the appointment standards on an annual basis.

ATTACHMENT E: READINESS COMMITTEE REPORT

TPAC READINESS COMMITTEE

Rita B. Shapiro, MA, PT
CDR, USPHS
Chair, TPAC Readiness Committee/OFRD Subcommittee
2100 Second Street, SW
Room 5314
Washington, DC 20593
Office: 202-475-5182
Mobile: 240-401-8776
Email: rita.b.shapiro@uscg.mil



April 27, 2007

From: CDR Rita B. Shapiro, Readiness Committee Chair
To: CDR Kathleen O'Neill-Manrique, TPAC Chair
LCDR Corey Dahl, TPAC, Executive Secretary

Subject: Readiness Committee Report for April 2007

Nothing to report.

Attachment F: Sixth Annual Therapist Category Fund Raising Drive

The Therapist Professional Advisory Committee needs your financial support for the 2007 fiscal year. The Therapist Henry M. Jackson Foundation Account was established in order to sponsor TPAC activities such as:

- Therapist Continuing Education Programs
- Therapist Retirement Recognition Programs
- Annual Category Awards
 - *William Fromherz Award*
 - *Junior Officer of the Year*
 - *Clinician of the Year*
 - *Josef Hoog Research Award*

Please Support Your Category

Contributions are affordable and tax deductible:

- O2/LTJG or Civil Service Employee 2 years in: \$5.00
 - O3/LT or Civil Service Employee 3 to 4 years in: \$10.00
 - O4/LCDR or Civil Service Employee 5 to 10 years in: \$15.00
 - O5/CDR or Civil Service Employee 11 to 18 years in: \$20.00
 - O6/CAPT or Civil Service Employee more than 18 years in: \$30.00
- [Donations in excess of the listed amounts are also welcome]

If you know of others who would like to donate, please pass on the flier.

Please make checks payable to: “[Henry M. Jackson Foundation- PHS-Therapist](#)”

No cover letter is required.

Mail to: **Henry M. Jackson Foundation**
1401 Rockville Pike, Suite 600
Rockville, MD 20852

Our goal is to collect \$1000.00 by **July 1, 2007.**

If you have any questions or suggestions please contact
CDR Ron West, TPAC Finance Subcommittee Chairperson
(602) 263-1561 or Ron.West2@ihs.gov

Thank you for your support!

Attachment G: Assimilation Status Task Force

April 20, 2007

Task Force Members: LCDR Tarri Randall – Task Force Leader
 LCDR Henry McMillan
 LTJG Heidi Fisher
 LCDR Terry Boles
 CDR Ron West

Goal:

The goal for this group was to compile data on the status of our category in regards to assimilation. The purpose of compiling this information is to 1) assess whether or not a problem exists relevant to unacceptable numbers of Therapist Regular Corps officers 2) demonstrate our enthusiastic and deep-seated category commitment to the Commissioned Corps.

Background:

During the 23 February 07 TPAC meeting there was discussion regarding the assimilation of Therapists officers. The question was posed whether new Therapist Officers were educated and mentored concerning the importance of the assimilation process. A Task Force was formed and tasked to compile data specific to assimilation of officers in the Therapist Category and to make recommendations for change.

Please refer to Policy CCPM 23.3.7 (Regular Corps Assimilation Program) on the CCMIS web site.

To be eligible for assimilation an officer needs to have at least 2 years active duty before they can apply and 3 years before the board can review their application. The officer cannot be on a limited tour status and they must meet requirements such as readiness, licensure, security clearance, and medical requirements (Physical within 5 years and annual Medical History form).

Categories of assimilation status are:

- 1) Applicant = not yet reviewed by board
- 2) Recommended and sufficiently high on the rank order list = reviewed by board and placed on the list sent to the President for nomination
- 3) Recommended but not sufficiently high on the rank order list
- 4) Not recommended

Findings: as of February 27, 2007

- 135 Therapist officers
- 53% are Regular Corps (71 Regular, 64 Reserve)

- 6 of the Reserve corps are on the 2006 nomination list that has not been confirmed by the Senate.
- 13 of the Reserve corps are in the 2007 assimilation board year pool (Applicant status)
- 2 of the Reserve corps are in the 2008 assimilation board year pool (Applicant status)
- Through review of the Blue Book on the CCMIS web page and using the Original Entry Date into the PHS, there are 32 officers eligible for assimilation.
- 6 officers eligible to send their Assimilation application to meet the 2008 board.
- When the 6 officers on the 2006 list have executed the appointment affidavit after Senate confirmation we will be 57% Regular corps, leading the categories.
- Almost all applicants are recommended for assimilation.

For comparison to other categories: *

Regular Corps %:

Medical	41
Dental	56
Nurse	35
Engineer	50
Scientist	47
EHO	46
Veterinary	44
Pharmacy	44
Dietary	46
Therapist	53
HSO	34

* All category Regular Corps appointment standards are not equal. The percentages may not be completely comparable. The Eng, EHO, and HSO categories require additional requirements for Regular Corps appointment in addition to basic Reserve Corps appointment standards. Our category does not have additional requirements.

The PHS is very close to the 2800 Regular corps ceiling. Currently, the Corps does not have a force management plan by category for the Regular Corps. As of now it only has a permanent grade distribution force management policy.

The Assimilation Task Force met on 19 Mar 07 to review the findings. Highlights of the discussions at that meeting and via e-mail follow.

Discussion:

Potential reasons for not being assimilated when eligible are:

- 1) the officer does not recognize the significance of assimilation and has not applied
- 2) the officer may have applied and was not recommended.

Comments made that any officer not assimilated should be mentored because 1) shortcomings in their career may be identified through the mentoring process and allow opportunity for improvement, 2) mentoring provides needed education regarding the PHS and how to manage their PHS career.

There was a comment that officers with 199_ entry date and not yet assimilated be contacted to identify their intentions with an offer to assist them in the application process or be identified as not actively interested in assimilation and the reason why.

Comments that not all officers should be approved for assimilation, as assimilation is an honor that should be held by the most valued members of the Corps. Recognition of this status should begin with the supervisor and supervisors should recognize their responsibilities in the assimilation process.

Top-flight officers should be identified by the CPO, PAC and supervisors and encouraged to apply for assimilation.

It is not clear whether or not officers involved in the therapist-mentoring program are routinely counseled regarding the benefits of assimilation and the application process. Our mentoring program could be improved upon with more structured mentoring with specific check off lists of topics to be reviewed including assimilation; this would also allow for more accountability and congruence in what is being discussed with new officers.

Recommendations:

- Engage our mentoring program with more formal education on the assimilation process.
- Develop an educational tool for PHS Officers or supervisors of PHS Officers covering the rationale and process of assimilation and the need for supervisors to be prudent about providing an endorsement.

Many thanks to all the team members and LCDR Corey Dahl for his assistance in gathering the data.

Attachment H

DEPARTMENT OF HEALTH & HUMAN SERVICES

Public Health Service
PHS Indian Hospital
P.O. Box 860
Whiteriver, AZ 85941-0860

Date: 17 April 2007

To: CDR Kathleen Manrique, Chair, Therapist Professional Advisory Committee

Via: LCDR Terry Boles, Chair, Strategic Growth and Planning Committee

From: CDR Scott Gaustad, Chair, Strategic Growth Sub-Committee

SUBJ: TPAC TASK FORCE ON FOREIGN TRAINED PROFESSIONALS

In January 2007, CAPT Becky Parks queried the Therapist Professional Advisory Committee if Foreign Trained Professionals (FTP(s)) could be commissioned in the U.S. Public Health Service. Her query was generated because of the significant need for highly competent rehabilitation professionals throughout HHS and non-HHS agencies. Also, there are currently no guidelines in the old or proposed new draft of the Therapist Category Appointment Board Standards specific to foreign trained graduates/professionals. At the February TPAC meeting, CDR Manrique-O'Neill and CDR Gaustad brought this query to the TPAC and subsequently a FTP Task Force was formed.

The members of the TPAC FTP Task Force are:

CDR Scott Gaustad, Leader
CDR Jessie Whitehurst-Lief
CDR Mercedes Benitez-McCrary
CDR Rita Shapiro
LCDR Alicia Souvignier

The goals of the FTP Task Force were twofold:

- 1) To review the current appointment board standards and the new appointment board standards draft for guidance on eligibility and commissioning of FTPs in the U.S. Public Health Service Therapist Category.
- 2) To recommend or not recommend to the Therapist Category the appointment of foreign trained category professionals into U.S. Public Health Service. The recommendation would be based upon current professional boards and accrediting organization's guidelines as well as the commissioning guidelines of Medical Service Corps officers in the Navy, Air Force and Army.

The TPAC Task Force met March 29, 2007, at 1400 EDT to discuss the feasibility of whether foreign trained graduates and/or professionals in the fields of Physical Therapy, Occupational Therapy, Speech-Language Pathology and Audiology should be considered for commissioning in the U.S. Public Health Service Commissioned Corps.

Prior to our first meeting, members of the FTP Task Force were asked to contact the Therapist Category professional boards, accrediting organizations and the Department of Defense Officer

Recruiter Programs specific to the commissioning of Medical Service Corps (MSC/BSC) candidates. CDR Rita Shapiro was asked to contact the American Physical Therapy Association (ATPA) and U.S. Navy, CDR Jessie Whitehurst-Lief was asked to contact the U.S. Air Force, CDR Mercedes Benitez-McCrary was asked to contact American Speech Language and Hearing Association (ASHA), LCDR Alicia Souvignier was asked to contact the U.S. Army, and CDR Scott Gaustad would contact the American Occupational Therapy Association (AOTA), Office of Commissioned Corps Operations (OCCO) and Office of Commissioned Corps Force Management (OCCFM).

CDR Rita Shapiro reported that the U.S. Navy's policy on the commissioning of foreign trained graduates/professionals is consistent with that of the Army and Air Force policy. She reported to the group that for a FTP applicant to be considered by U.S. Navy he/she must be a U.S. Citizen, a member of their professional organization (i.e. APTA) and a graduate from an accredited professional program. CDR Shapiro reported that the American Physical Therapy Association's policy on FTP /FTG is that the individual must have a current Physical Therapy license, resident of the United States and a professional credentials evaluation.

CDR Jessie Whitehurst-Lief reported to the group that the Air Force will only consider Biomedical Science Corps applicants who have graduated from an United States accredited professional program, are U.S. citizens and who have or are eligible to sit for the applicant's respective professional license examination.

CDR Mercedes Benitez-McCrary reported to the group that the American Speech-Language and Hearing Association states the student/applicant must be a graduate from a United States accredited academic program in Speech-Language Pathology or Audiology. Applicants must also be a U.S. citizen.

LCDR Alicia Souvignier reported to the group via e-mail that the U.S. Army's "new" policy on the commissioning of foreign trade graduates is that the Army will not allow foreign trained graduates to be commissioned as Army officers. All applicants must have received their degree from a US-accredited program.

CDR Scott Gaustad reported to the group that the American Occupational Therapy Association and National Board for Certification in Occupational Therapy has no stated position; however, effective January 1, 2007, foreign trained O.T.s must meet all federal and state laws and must have a post-baccalaureate or higher degree to sit for the license examination.

CDR Gaustad also reported to the group that the Office of Commissioned Corps Operations stated that the Medical and Veterinarian Categories are the only 2 of eleven PHS Categories that have in their appointment standards specific guidance on the commissioning of foreign trained professionals. Both categories use the information and guidance from their respective professional foreign trained credentialing bodies, for instance, the Medical Category uses the Educational Commission of Foreign Medical Graduates (ECFMG) and the Veterinarian Category uses the Educational Commission of Foreign Veterinary Graduates (ECFVG) to determine eligibility for commissioning in the Public Health Service. LCDR David Magnotta, of OCCO, informed CDR Gaustad that except for the Medical and Veterinarian Categories, the other nine PHS category officers must be a graduate from an accredited college/university from one of the 50 states, District of Columbia, Puerto Rico or one of the United States territories.

CDR Gaustad also spoke with Ms Gladys Mells, a Human Resource Specialist at OCCO, who reviews foreign trained application packages. She stated that the current definition page in the Appointment Board Standards is not included in the new Standards. She recommended that PHS Categories be specific about appointment definitions in their respective appointment standards because she and the Assignment Branch of OCCO uses the Category's as well as the PHS's appointment standards for specific guidance.

LCDR Sheryl Fajardo of the Office of Commissioned Corps Force Management reported that OCCFM policies on foreign trained professionals are consistent with that of OCCO and that if a PHS Category would ever want to change their policy on FTPs, a Personnel Policy Management (PPM) Issuance would need to be submitted to OCCFM.

The FTP Task Force closely reviewed the current standards in the Appointment Board Standards Draft and felt that they are specific enough and are consistent with the Therapist Category's commissioning standards as well as our sister DoD services.

Foreign Trained Professional TPAC Task Force Recommendations:

- 1) Foreign trained graduates/professionals who are U.S. Citizens and have graduated from a United States accredited college or university with a Master's degree or higher in Physical Therapy, Occupational Therapy or Speech Language Pathology; doctoral degree in Audiologists, should not be restricted from applying for a commission in the U.S. Public Health Service. An advanced professional degree would not include the transitional degrees in Physical or Occupational Therapy.
- 2) Foreign trained professionals who do not meet the current and proposed new appointment board standards would not be considered for commissioning in the U.S. Public Health Service.
- 3) The proposed new appointment board standards for the Therapist Category should stand and not be amended to reflect foreign trained graduates/ professionals.
- 4) The Task Force unanimously felt that the proposed new appointment board standards are specific enough to provide the necessary guidance to OCCO, OCCFM and Therapist Category appointment board members with respect to foreign trained professionals.
- 5) The Task Force recommended that it is beyond the scope of their charge to recommend or pursue international academic programs to become accredited through their respective United States professional accrediting bodies.

The FTP Task Force adjourned at 1500 EDT and recommended that future meetings were not required.