

THERAPIST PROFESSIONAL ADVISORY COMMITTEE



Place: Physical Therapy Conference Room  
U.S. Naval Hospital, Bethesda, Maryland

Date: June 29, 1989

Time: 10:00 a.m. - 4:15 p.m.

Present: CAPT R. Nelson (PT/Chair); CAPT W. Fromherz (PT/CPO/DCP); LT M. Rogers-Smith (PT); CAPT D. Swett (PT); CAPT N. Hartman (PT); CAPT R. Mansell (PT); CDR B. Ferguson (PT); LCDR F. Oakley (OT/Secretary); CDR G. Schofield (OT/Field Representative); and guest LT M. Mikulan (Health Promotion Coordinator-Beneficiary Medical Program)

- I. The meeting was called to order by the chairperson at 10:00 a.m..
- II. The agenda was accepted as presented (Attachment A)
- III. The minutes of the March 2, 1989 TPAC meeting were adopted as published.
- IV. Open Forum:

A. Therapist Category Recruitment Brochure

1. The therapist category recruitment brochure developed by the Recruitment Committee has been published. The extra effort expended by the contractor in the timely production of the therapist recruitment brochure was recognized (Attachment B). The therapist recruitment brochure is included with this mailing of the TPAC minutes. All Physical Therapy schools, Occupational Therapy schools, and the American Speech and Hearing Association will receive copies of the recruitment brochure.

**ACTION ITEM:** Additional copies of the recruitment brochure may be obtained by calling the recruitment contractor (The Circle, Inc.) toll free 1-800-221-9393.

B. Recruitment Activities and Associated Material

1. A generic PHS recruitment brochure is available from the contractor (note toll free number above). This six page, color brochure contains general information about the PHS Commissioned Corps. The back cover contains a folder in which additional information specific to the category may be placed.
2. Recruitment material that remains to be type set and printed by the recruitment contractor is as follows:
  - a. A letter of introduction to the PHS health care system specifically related to the Therapist category.
  - b. A Therapist "Fact Sheet". This one page (two sided) document contains general information and a geographic distribution of possible Therapist positions.

3. CAPT W. Fromherz reported that CAPT Jimmy Mitchell, Chief Recruitment Branch, will be leaving this position effective 7/31/89. CAPT Rice C. Leach, M.D., will assume the Chief's position effective August 1, 1989.
4. LCDR F. Oakley noted that the Occupational Therapy category had been inadvertently omitted from the list of professional degrees currently available for a PHS commission. The list of commissionable professions was prepared by Julius Barnes (referral coordinator) of The Circle, Inc. (the Recruitment Branch contractor). LCDR Oakley contacted The Circle Inc. to request that a corrected list be prepared and mailed to all associate recruiters. Mr. Barnes indicated that the correction will be made and subsequently distributed to all recruiters.
5. TPAC reviewed and suggested revisions to the Therapist Category Recruitment Plan prepared by CDR Gary Hunt, Chairperson, Recruitment Sub-Committee. TPAC's suggestions and comments will be forwarded to Gary by R. Nelson. TPAC appreciates the extra effort expended by Gary and the recruitment committee in the timely development of this plan.

C. Management Assessment Tool

1. CAPT Swett presented the results of a pilot study on the current Therapist Management Assessment Tool (please see December 8, 1988 TPAC minutes, Attachment F)
2. The TPAC suggested a further refinement of the operational definitions of the Management Assessment Tool's primary components: Clinical, Administrative, Research, and Educational (C-A-R-E).

ACTION ITEMS:

- o R. Nelson will incorporate the suggested changes to the C-A-R-E areas and distribute for final review at the September 7, 1989 TPAC meeting.
- o A randomized trial of the Management Assessment Tool will be completed in November, 1989.
- o The results of the pilot will be reviewed at the December 8, 1989 TPAC meeting.
- o A complete Therapist category survey using the Management Assessment Tool will be started by January 19, 1990. The results will be compiled and published in the March 2, 1990 TPAC meeting minutes.

D. Career Development Strategic Planning

1. TPAC revised the Therapist Category Career Development Opportunities diagram (Attachment C). The graphic describes Therapist career opportunities. The main areas of the diagram follow the C-A-R-E format for item "C" above. The purposes of the graphic are to:
  - a. Assist the PHS therapist recruitment effort by providing applicants with a visual description of possible career tracks.
  - b. Provide a visual description of potential professional opportunities for post entry level therapists.
  - c. Provide information to experienced therapists about various mobility opportunities in their respective grades.
  - d. Provide active duty therapists with information about possible career development strategies.
2. TPAC thanks COSTEP Mike Timko for the extra effort in designing and refining the diagrams.

E. PHS Physical Fitness Program

1. TPAC welcomed LT Mikulan, Health Promotion Coordinator-Beneficiary Medical Programs to the meeting. LT Mikulan attended the meeting to request TPAC's input for a PHS proposed health promotion/prevention program. LT Mikulan stressed that the PHS Physical Fitness Program is in the early stage of development. The health promotion/prevention program's direction and goals are still being developed.
2. The program will be designed to meet the specific needs of PHS officers. LT Mikulan was commended for his early recognition that the Therapist category should play an important role in the program's development and subsequent implementation.

Action Item The Chair was charged to provide a list of Therapist recommended by the TPAC who may serve on an advisory/steering committee. The goal of the steering committee will be to develop a purpose statement and provide direction to the new health promotion/prevention program.

3. LT Mikulan provided background material related to the health promotion program (Attachment D).

V. Reports

A. Chair - CAPT R. Nelson

1. TPAC appointments:
  - a. ADM C. Everett Koop, Surgeon General, US Pubic Health Service has appointed the following therapists to the TPAC.
    01. CAPT Myrna G. Barenz, HRSA, Rockville, Maryland.
    02. CAPT Gene Diullo, BoP, Springfield, Missouri.
  - b. The three year appointment will begin on September 1, 1989.
  - c. The entire TPAC congratulates the newly appointed officers and looks forward to a productive term of office.
  - d. The TPAC appreciates the Bureau of Prisons administrative staff for their support in approving travel funds for CAPT Diullo so that he may attend the TPAC meetings.
2. Therapist Category Historical Account:
  - a. Some changes have been offered to the draft publication of the Therapist Category historical account.
  - b. Feedback from retired PHS therapists indicates substantial "holes" in the historical account.
  - c. The chair continues to seek interested individuals to revise the historical document and add areas of need.

ACTION ITEM: Any individual(s) who would like to work on this historical account may call R. Nelson (304) 291-4810 or FTS 923-4810. To meet the deadline of the Centennial celebration, a completion date of December 31, 1989 is desired.

3. Public Broadcasting "All Things Considered - Weekend Edition"
  - a. The Carville PHS facility was the subject of a 20 minute segment of news information. This program was presented on Sunday evening June 18, 1989.

- b. The program was extremely well done with visual imagery portrayed in an exceptional manner.
- c. The TPAC believes that this program would be of benefit to Therapist recruitment activities, Career development activities and to Therapist education programs for general knowledge about Hansen's disease.

ACTION ITEM: The Chair will seek a mechanism to duplicate this tape for distribution to interested PHS therapists and for possible distribution to Therapist education programs. If any Therapist has ideas for assisting the Chair please call (304) 291-4810 or FTS 923-4810. NOTE: This tape is public domain and may not be copyrighted.

- 4. Certificates commemorating completion of the appointment on the TPAC will be issued at a ceremony during the September 7, 1989 TPAC meeting. Those receiving Certificates are:
    - a. CAPT Robert N. Parrette, US Coast Guard
    - b. CAPT Robert E. Mansell, FDA
    - c. Dr. Mary D. Rastatter, CMHS
  - 5. The PHS Commissioned Corps centennial publication is available (Attachment E).
  - 6. Due to the high number of attachments, an Appendix is included with this mailing. This separate document has information relative to PHS therapists, but not necessarily related to the TPAC minutes.
- B. Chief Professional Officer/DCP Representative - CAPT W. Fromherz
- 1. Congratulations to the following officers on their promotion:
    - a. To Captain (06)
      - Gary Hunt (10/89)
      - Thomas Scheib
      - Barbara Sloop
    - b. To Commander (05)
      - Elaine Dennis
      - Charles McGarvey
    - c. To Lt Commander (04)
      - Terry Cavanaugh
      - Susanne Pickering
    - d. To Lt senior grade
      - Virginia Newman
  - 2. Recruitment remains the number one priority for the Therapist category. In a recent briefing paper submitted to Dr. Mason the subject of recruitment was highlighted (Attachment F).
  - 3. Therapist Vacancy Announcement Tracking System (VATS) is presented for your review (Attachment G).

ACTION ITEM: Please review Attachment (G) for accuracy and completeness. Please report any inconsistencies or errors immediately to CAPT W. Fromherz (301) 443-3930 or FTS 443-3930.

4. Loan Repayment Program: Those Therapists who have possible recruits and need information about loan repayment should encourage their students to write for information (Attachment H). The address is:

Loan Repayment Program  
Indian Health Service  
5600 Fishers Lane, Room 6A-20  
Rockville, MD 20857

Telephone number (301) 443-4243

5. Senior COSTEP Program: The senior COSTEP program is now available for all categories (Attachment I). The financial support for this program remains agency dependent. Therapists who want to advise students of the possibility of being selected for this program should contact their respective agency for details and possible financial support.
6. Current roster of Therapist Category (Attachment J).
- C. Indian Health Service: CAPT D. Swett - Please see report (Attachment K)
- D. Coast Guard: CAPT R. Parette - Please see report (Attachment L)
- E. FDA: CAPT R. Mansell - Nothing new to report.
- F. Carville: CAPT J. Bell Krotoski/J. Birke - Please see report (Attachment M)
- G. NIH
1. Occupational Therapy - LCDR F. Oakley  
The OT service has two vacancies. One vacancy is for a Senior Occupational Therapist with clinical skills in a psychiatric setting and experience with fieldwork education. The second vacancy is for a staff therapist with clinical skills in a psychiatric setting and interest in pediatric oncology.

ACTION ITEM: Interested persons should contact CAPT James Ebner, Chief, Occupational Therapy Service (301) 496-4733.

2. Physical Therapy - CDR C. McGarvey
- a. New Staff: Jr Staff Therapist - Jessie Whitehurst (GS-07). Entry on duty July 3, 1989. Physical Therapy Aide - Sarah Everhart (GS-04) starting mid-July.
- b. Vacancy: Senior staff Therapist (CO -04/05 or GS 11).

ACTION ITEM: Interested persons should contact CDR Charles Mc Garvey Chief, Physical Therapy Service (301) 496-4733.

- H. NIOSH: D. Nestor - Please see report (Attachment N)
- I. Bureau of Prisons: CAPT G. Diullo - Please see report (Attachment O)
- J. Research/Professional Activities: CAPT J. Birke
1. Professional Activities: LCDR D. Nestor - Nothing submitted from field.
2. Josef Hoog Research Award: J. Birke
- a. The winner of the 1989 Josef Hoog Research Award is LCDR David E. Nestor, Research Therapist, National Institute for Occupational Safety and Health, Division of Safety Research, Morgantown, West Virginia.
- b. The title of the winning paper is: "Hospital Bed Design and Operation: Effect on Incidence of Low Back Injuries Among Nursing Personnel" Published in TRENDS IN ERGONOMICS/ HUMAN FACTORS V, Elsevier Science Publishers, 1988, pp 709-740.

- c. The other contestants and related information may be found in attachment (P).
- K. Commission on Mental Health Services (CMHS)-[formally St. Elizabeths Hospital]- CDR G. Schofield - Please see report (Attachment Q)
- L. FEOH - CAPT A. Plumstead - Please see report (Attachment R)
- M. Recruitment Branch - CDR B. Ferguson- nothing new to report.
- N. Sub-Committees
  - 1. Communications: CAPT J. Bell-Krotoski, Chairperson (CAPT N. Hartman, liaison) - Please see report (Attachment M, Part B).
  - 2. Education - CDR W. Brown, Chairperson (CAPT R. Nelson, liaison)
    - a. SPOTLIGHT - A new series of articles geared to individual clinics is featured in this set of minutes. The first article is submitted by CDR W. Brown (Attachment S).
    - c. Bill Brown will be requesting other clinics to submit items for "SPOTLIGHT".
    - d. Bill has developed a foot evaluation which self adheres to a patient's chart. This evaluation is included with this mailing.
  - 3. Career Development - CDR G. Hunt Chairperson (W. Fromherz, liaison).
    - a. The request for revision of the Geographic Information sheets appeared in the March 2, 1989 TPAC minutes.
    - b. Part of the recruitment plan is to have an up-to-date Geographic Information on each PHS facility.

ACTION ITEM: Please review your Geographic Information sheet and revise where appropriate. Please send revisions to CDR Gary Hunt by September 15, 1989.

VI. Old Business

- A. Recruitment Brochure - TPAC (See Open Forum)
- B. Management Assessment Tool - TPAC (See Open Forum)
- C. Career Development Opportunities Diagram - TPAC (See Open Forum)

VII. New Business

- A. Therapist Recruitment Plan - TPAC (See Open Forum)

VIII. Next TPAC Meeting: DATE: September 7, 1989  
 TIME: 10:00 a.m. to 4:00 p.m.  
 PLACE: Physical Therapy Conference Room  
 US Naval Hospital  
 Bethesda, Maryland

ACTION ITEM: Please forward agenda items no later than August 31, 1989 to:  
 CAPT Roger M. Nelson  
 NIOSH, DSR  
 944 Chestnut Ridge Road  
 Morgantown, WV 26505

Respectfully Submitted:

*F. Oakley/AK*

LCDR Frances Oakley  
 Secretary, TPAC  
 June 29, 1989

Concur:

*R. Nelson*

CAPT Roger M. Nelson  
 Chairperson, TPAC  
 July 21, 1989

Reviewed:

*W. Fromherz/AK*

CAPT William A. Fromherz  
 Chief Professional Officer, Therapist Category