

**CDC/ATSDR Director's Commission
Corps Policy Advisory Committee
Meeting**

December 2005

White Paper On Transformation

**Final Report
of Likert Scale Analysis**

Background

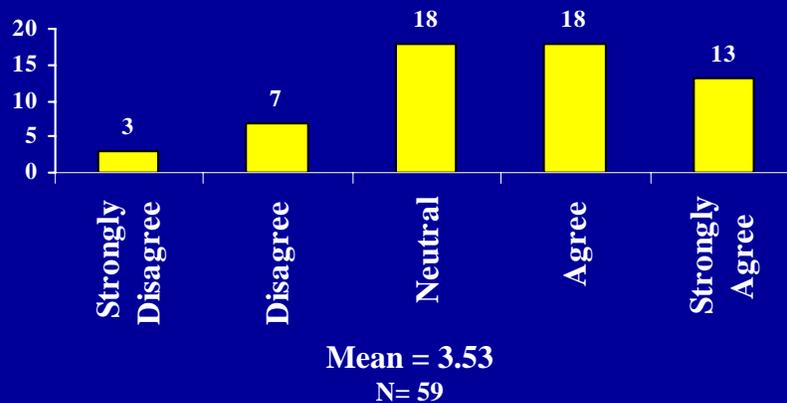
- A series of 'Brown Bag' sessions opened to all CDC/ATSDR COs were held in mid-summer/early fall 2005 to obtain comment on CDC CC PAC's "White Paper for Transformation".
- 22 Recommendations were included in the White Paper draft.
- Feedback was requested from COs using Likert Scales assigned for the 22 recommendations.

Background

- Likert Scale ranged from 1 – 5 with ‘1’ meaning *Strongly Disagree* to ‘5’ meaning *Strongly Agree*.
- 62 feedback forms received from OCCP (every question was not completed on each form).
- Bar graphs, Mean scores, and Number of responses are provided for the 22 recommendations.

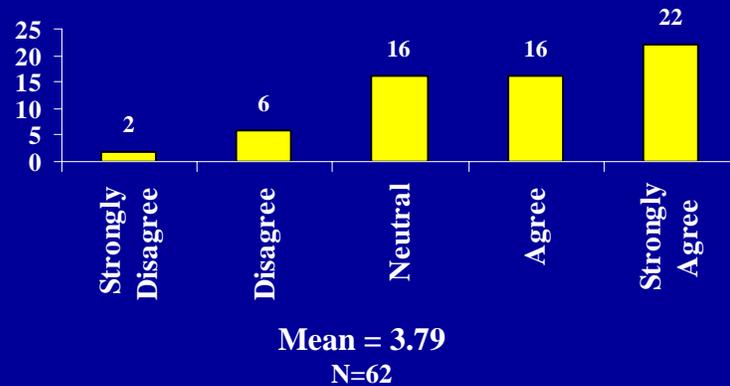
Promoting Visibility & Leadership

1. Establish an agency goal to increase CO leadership positions.



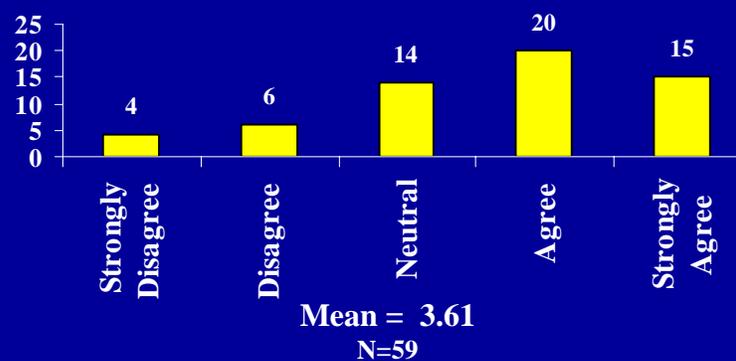
Promoting Visibility & Leadership

2. Identify a CDC/ATSDR flag officer as leader of CDC/ATSDR CC



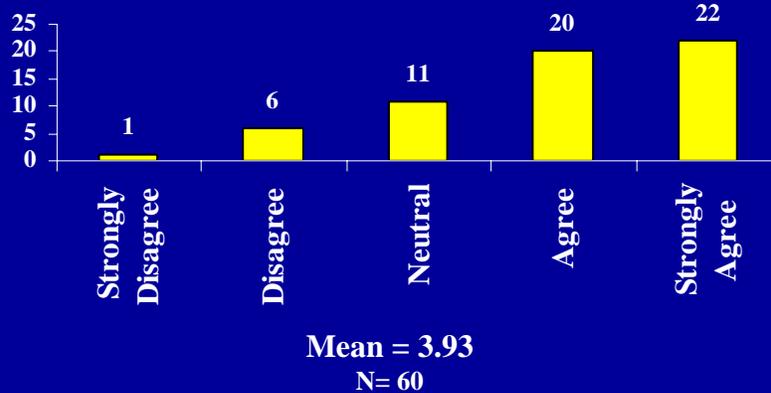
Promoting Visibility & Leadership

3. Respond immediately to requests for flag rank billet descriptions for all CDC/ATSDR leadership positions.



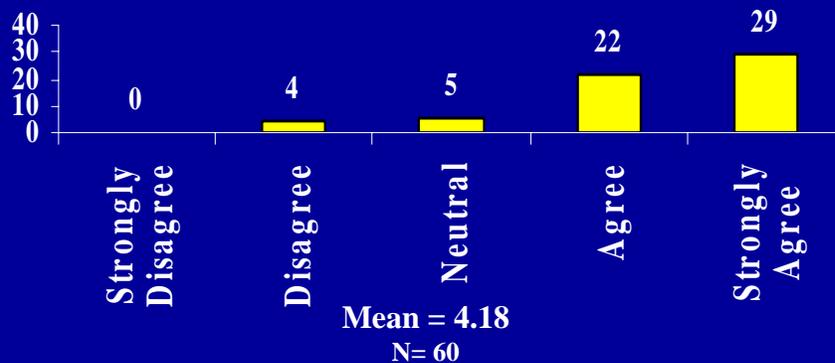
Promoting Visibility & Leadership

4. Identify & nominate CDC/ATSDR-assigned Officers for vacant CPOs.



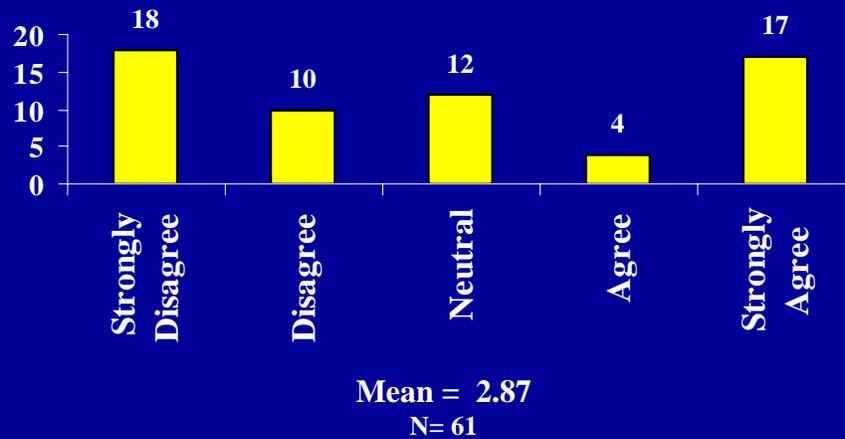
Promoting Visibility & Leadership

5. Establish funding for CDC's OCCP to provide administrative travel support for CDC/ATSDR COs serving on PACs (e.g. category or SG PAC).



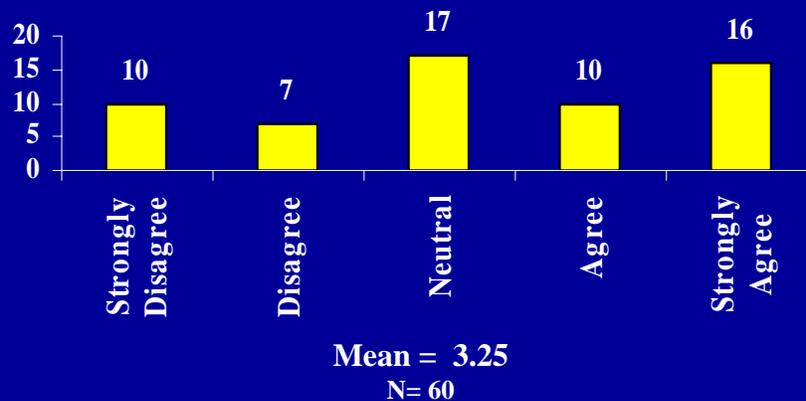
Promoting Visibility & Leadership

6. Establish daily wear uniform policy.



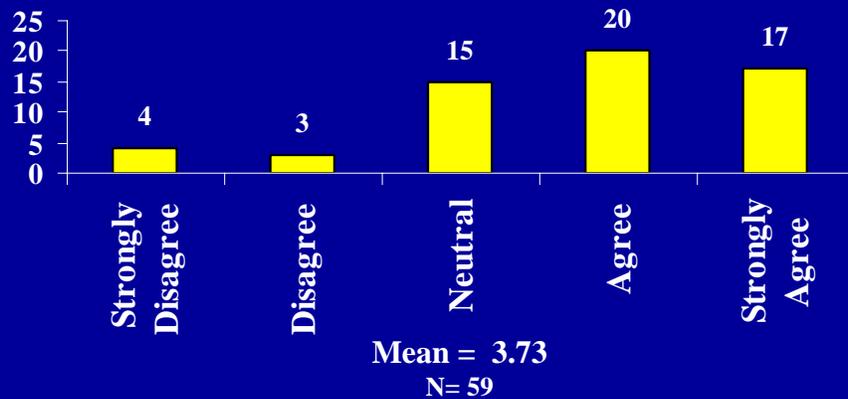
Promoting Visibility & Leadership

7. Establish policy for CDC/ATSDR COs to include rank/affiliation on all papers, presentations, etc.



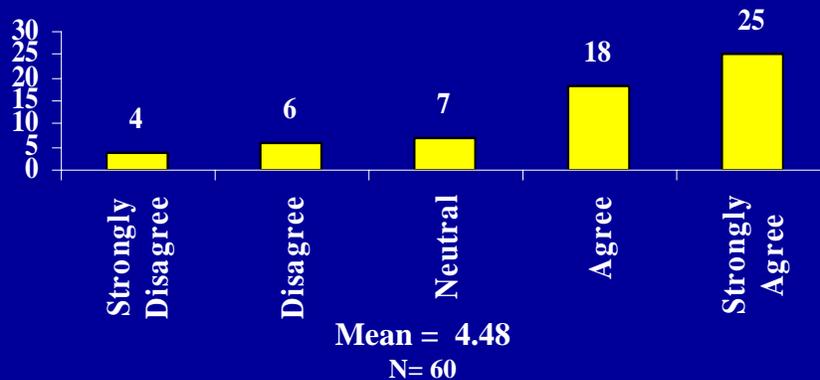
Promoting Visibility & Leadership

8. Establish CDC/ATSDR COSTEP program.



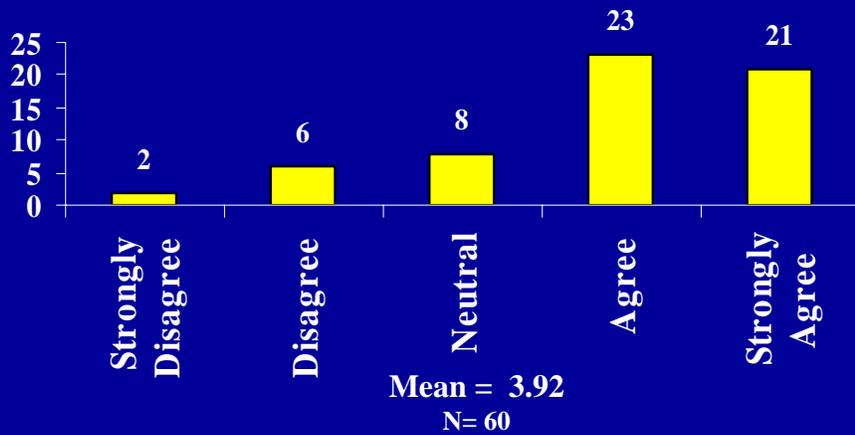
Enhancing Emergency Response

9. Facilitate 100% basic readiness through training events, uniform clinics, & appropriate vaccines.



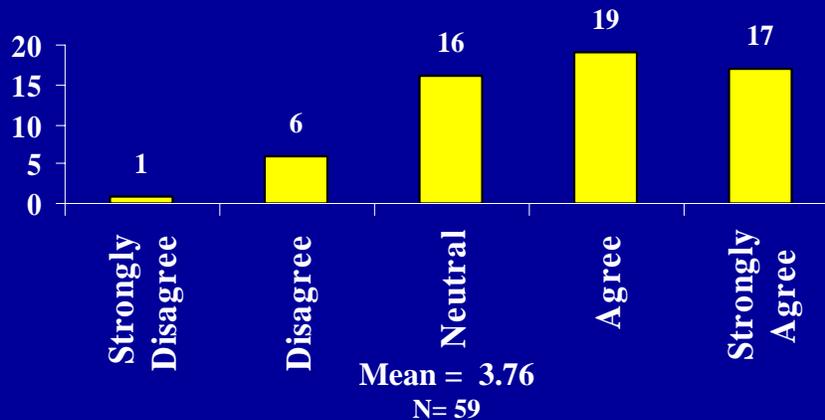
Enhancing Emergency Response

10. Outline a comprehensive emergency response protocol to include all PH functions.



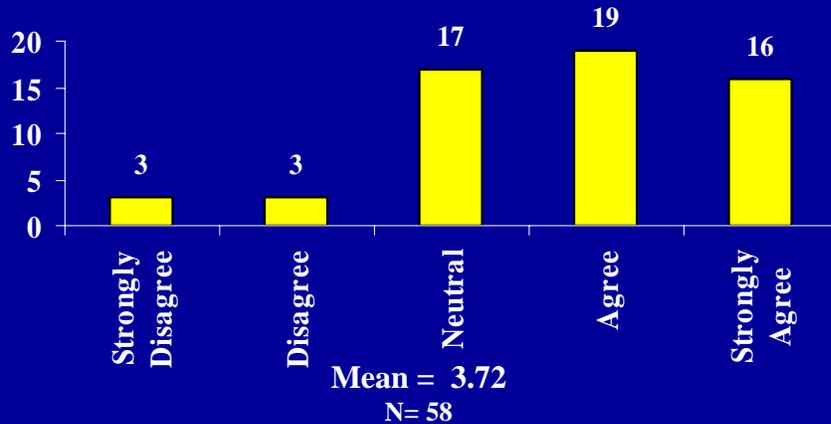
Enhancing Emergency Response

11. Provide support to COTPER to revise the RTS to include CO responses, etc.



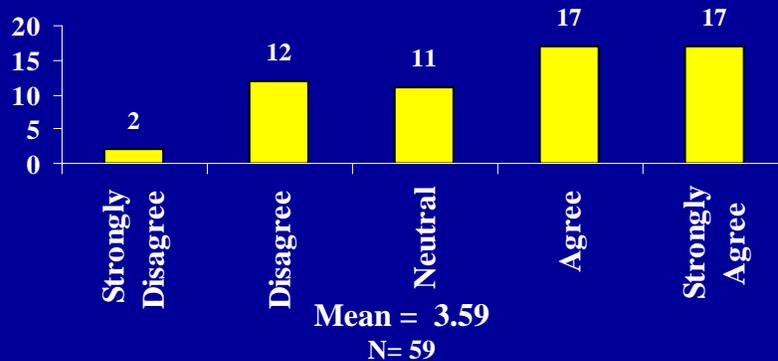
Enhancing Emergency Response

12. Provide resources to OFRD to establish tracking systems that link to COTPER.



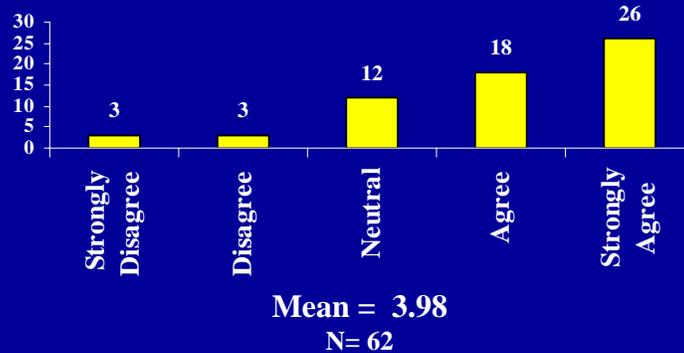
Realizing a 21st Century Public Health Capacity

13. Establish & train teams of CDC/ATSDR COs for non-emergency deployments to state HDs, etc.



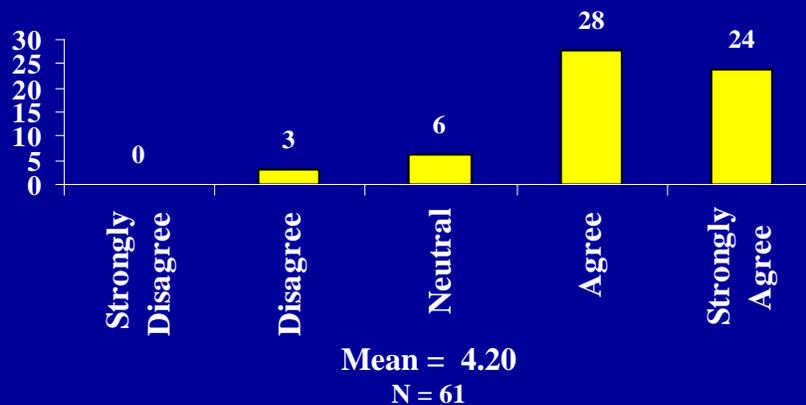
Realizing a 21st Century Public Health Capacity

14. Urge Secretary, ASH, & SG to incorporate PH practice & research (e.g. applied public health group) in transformation.



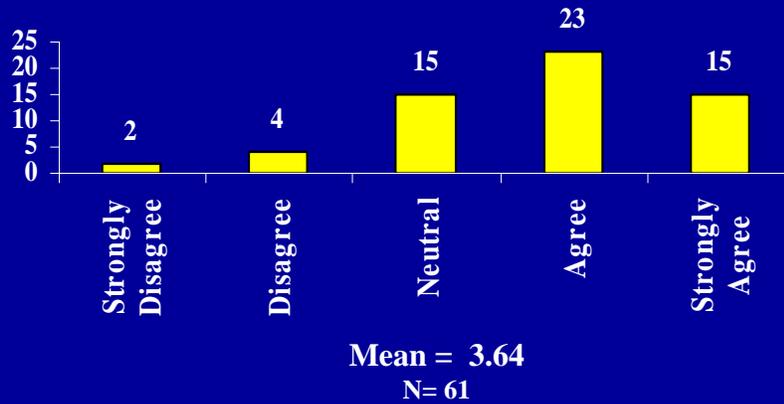
Realizing a 21st Century Public Health Capacity

15. Urge Secretary to recognize CO contributions in 500 day plan.



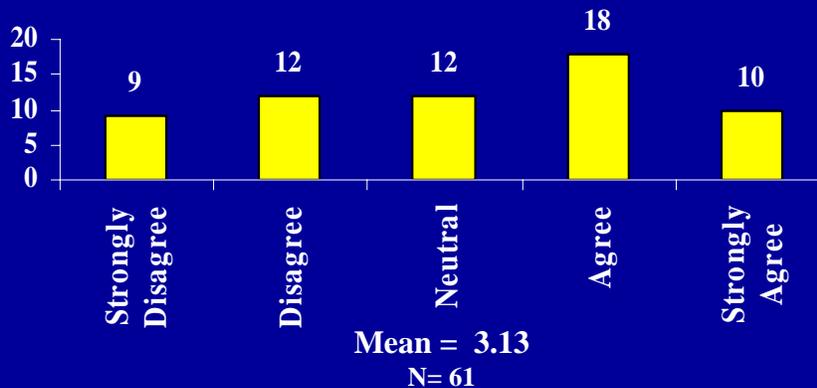
Realizing a 21st Century Public Health Capacity

16. Urge Secretary, ASH, & SG to explore opportunities for joint appointments, etc., to integrate PH national capacity.



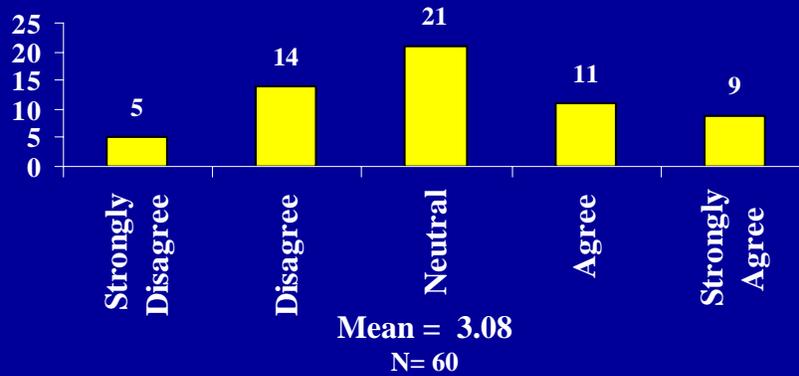
Optimizing Esprit de Corps

17. Establish a highly visible annual CC promotion & award ceremony.



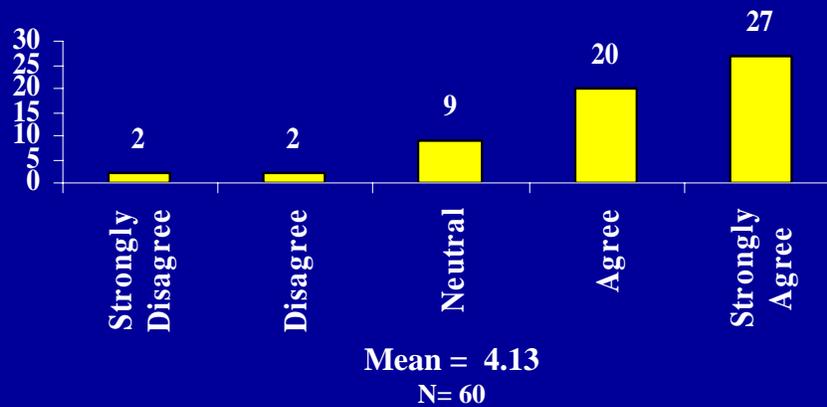
Optimizing Esprit de Corps

18. Sponsor a LMI team of COs to establish a strategic plan maximizing CO CDC/ATSDR contributions.



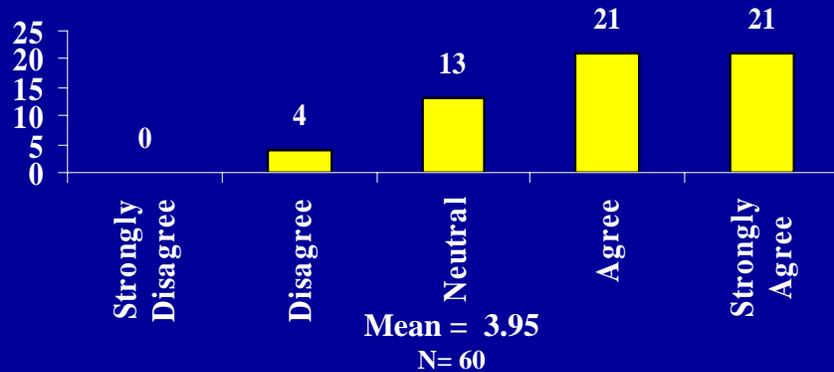
Optimizing Esprit de Corps

19. Assure BOTC for all incoming COs within 6 months of commission.



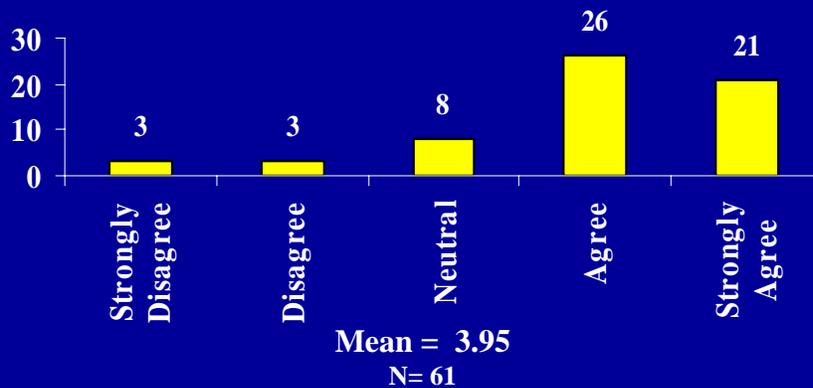
Optimizing Esprit de Corps

20. Establish CDC/ATSDR-wide standard for award nominations & consideration under new CDC reorganization.



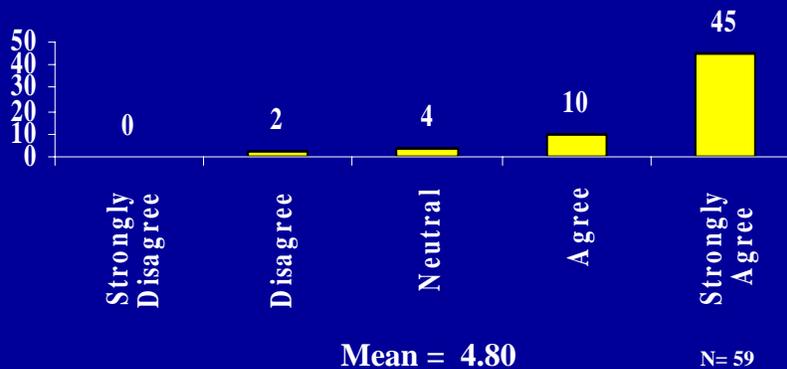
Optimizing Esprit de Corps

21. Educate CS supervisors about CO transformation, value of having COs on staff, CO requirements, etc.



Optimizing Esprit de Corps

22. Urge Secretary, ASH, & SG to reconsider '3 strikes' & "6th precept" and their effects in promotion, recruitment, & retention.



Summary

- Small number of CDC/ATSDR COs participated. (N = 62)
- Majority of Mean scores indicate overall "Neutral" agreement to the 22 recommendations.
- Only one recommendation received < 'Neutral' score (2.87) indicating some disagreement with a daily uniform policy.

Summary

- **Facilitating 100% basic readiness' Mean score = 4.48 or > "Agree".**
- **Urging the Secretary, ASH, & SG to consider effects of retention, recruitment, and morale with "3 strikes & freeze" and "6th precept" Mean score = 4.80, highest score, closest to 5, or "Strongly Agree".**