

# THERAPIST PROFESSIONAL ADVISORY COMMITTEE MEETING MINUTES 28 October 2005



Therapist Professional Advisory Committee		
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CDR Nancy Balash	IHS	<a href="mailto:nbalash@yak.Portland.ihs.gov">nbalash@yak.Portland.ihs.gov</a>	509-865-1717
CDR Bart Drinkard	NIH	<a href="mailto:bart_drinkard@nih.gov">bart_drinkard@nih.gov</a>	301-402-3015
CDR Liza Figueroa	IHS	<a href="mailto:Liza.Figueroa@pimc.ihs.gov">Liza.Figueroa@pimc.ihs.gov</a>	602-263-1200
CDR Michelle Jordan	HRSA	<a href="mailto:mjordan@hrsa.gov">mjordan@hrsa.gov</a>	301-443-2602
CDR Kathleen Manrique	IHS	<a href="mailto:manrique@nushtel.net">manrique@nushtel.net</a>	907-842-5201
CDR Eric Payne	BOP	<a href="mailto:epayne@bop.gov">epayne@bop.gov</a>	507-287-0674x5070
CDR Rita Shapiro	CMS	<a href="mailto:rshapiro@cms.hhs.gov">rshapiro@cms.hhs.gov</a>	410-786-2177
CDR Frank Weaver	IHS	<a href="mailto:frank.weaver@shiprock.ihs.gov">frank.weaver@shiprock.ihs.gov</a>	505-368-6260
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FIELD REPRESENTATIVE	AGENCY	EMAIL	Phone#
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**THERAPIST PROFESSIONAL ADVISORY COMMITTEE  
MEETING AGENDA  
28 October 2005  
1200 EDT**

- |       |  |                |           |
|-------|--|----------------|-----------|
| I.    | <b>CALL TO ORDER</b>   | CDR Gaustad    | 1200      |
| II.   | Review and Adoption of Agenda  | LCDR Dahl      | 1205      |
| III.  | Review and Adoption of Previous<br>TPAC Minutes  | LCDR Dahl      | 1210      |
|       | <b>GUEST SPEAKER</b>   |                |           |
|       | Introduction of guest  | CDR Gaustad    | 1210-1240 |
| IV.   | <b>REPORTS</b>   |                |           |
|       | A. Chief Professional Officer  | CAPT McGarvey  | 1240-1300 |
|       | B. TPAC Chair  | CDR Gaustad    | 1300-1305 |
|       | C. * Administration Committee  | LCDR Dahl      | 1305-1310 |
|       | D. * Information Management  | LCDR Newman    | 1310-1315 |
|       | E. * Readiness Committee   | CDR Shapiro    | 1315-1320 |
|       | F. * Strategic Planning and<br>Development Committee   | LCDR Boles     | 1320-1325 |
|       | G. * Professional Development  | CDR Manrique   | 1325-1330 |
| V.    | <b>OLD BUSINESS</b>  |                |           |
|       | Action Items:  |                |           |
|       | 1. Appointment Standards   | CAPT Cavanaugh | 1330-1340 |
|       | 2. Year of the Child   | CAPT Pickering | 1340-1350 |
|       | 3. Respiratory Therapy Task Force  | CDR Fultz      | 1350-1400 |
|       | 4. Category coin   | CDR West       | 1400-1405 |
|       | 5. Civil service TPAC participation  | LCDR Newman    | 1405-1415 |
|       | 6. P&P Manual  | CDR Payne      | 1415-1425 |
| VI.   | <b>NEW BUSINESS</b>  |                |           |
|       | A. Category Precept and Benchmark Subcommittee   | CDR Gaustad    | 1425-1435 |
|       | B. Appointment Standards Subcommittee  | CDR Gaustad    | 1435-1445 |
|       | C. December Meeting Date   | CDR Gaustad    | 1445-1450 |
| VIII. | <b>OPEN FORUM FOR DISCUSSION</b>   | TPAC CATEGORY  | 1450-1500 |
| IX.   | <b>ADJOURN</b>   |                | 1500      |
|       | <ul style="list-style-type: none"> <li>• Committee chairs to report committee projects and/or new information as appropriate or defer to corresponding committee written report to be viewed on the TPAC website.</li> <li>• <b>TPAC CALL IN PHONE NUMBER: 1-888-381-8510, PASS CODE: 87222.</b></li> <li>• <b>PLEASE NOTE: FOR SECURITY PURPOSES CALLERS WILL HAVE TO IDENTIFY CAPT SUSANNE PICKERING AS THE CALL LEADER'S NAME IN ORDER TO JOIN THE CALL.</b></li> </ul> |                |           |

**Therapist Professional Advisory Committee Meeting Minutes**

Date: 28 October 2005

Time: 12:15- 1420 hours EDT

Location: Teleconference

**I. CALL TO ORDER: 12:15 PM EDT**

Roll Call:

<b><u>MEMBERS</u></b>	<b><u>TITLE/PROXY</u></b>	<b><u>AGENCY/OPDIV</u></b>
CDR Scott Gaustad	Chair	BOP/Springfield
LCDR Corey Dahl	Secretary	BOP/Carswell
CAPT Terry Cavanaugh		IHS/Alaska
CAPT Linda Hemingway		BOP/Ft. Worth
CDR Nancy Balash		IHS/Yakama
CDR Bart Drinkard	Not present	NIH
CDR Michelle Hooper	CDR Weaver	IHS/Oklahoma
CDR Liza Figueroa	LCDR Newman	IHS/Phoenix
CDR Michelle Jordan	CDR Shapiro	HRSA/Rockville
CDR Kathleen Manrique		IHS/Polacca
CDR Eric Payne	LCDR Dahl	BOP/Rochester
CDR Rita Shapiro		CMS/Baltimore
CDR Frank Weaver		IHS/Shiprock
LCDR Terry Boles	CDR Manrique	FDA/Phoenix
LCDR Mike Faz	Not present	IHS/Ft. Defiance
LCDR Sue Newman		IHS/Tuba City
LCDR Tarri Randall		IHS/White River
<b>Ex-Officio Member:</b>		
CAPT McGarvey	CPO	NIH

<b><u>GUESTS</u></b>	<b><u>AGENCY/OPDIV</u></b>
CAPT Mark Dardis	IHS
CAPT Leo LaBranche	Retired
CAPT Susanne Pickering	CDC
CAPT Penny Royal	ASH
CDR Jeff Fultz	IHS
CDR Gary Shelton	IHS
CDR Ron West	IHS
LCDR James Cowher	IHS
LCDR Justin Feola	BOP
LCDR Laura Grogan	OFP
LCDR Mark Melanson	St. Elizabeth's Hospital
LCDR Lorrie Murdoch	IHS
LCDR William Pierce	IHS
LCDR Jeff Richardson	IHS
LCDR Robert Roe	IHS
LCDR Julia Woodard	BOP
LT Teshara Bouie	CMHS
LT David Engelman	BOP
LT Jessica Feda	BOP
LT Douglas Henry	IHS
LT Alicia Souvignier	IHS
LT Jodi Tanzillo	IHS
LTJG Carlos Estevez	IHS
Ms. Heidi Fisher	IHS

**II. REVIEW AND ADOPTION OF AGENDA:**

The agenda was reviewed and adopted by acclimation vote following a motion by CDR Shapiro and seconded by CDR Balash.

**III. REVIEW AND ADOPTION OF PREVIOUS TPAC MINUTES:**

August 2005 meeting minutes were provided and approved via e-mail to all TPAC members. Minutes were posted to TPAC Web site in September 2005. A motion to adopt the August 2005 meeting minutes by

CDR Shapiro and seconded by CDR Balash was followed by an acclimation approval vote by the members.

### **GUEST SPEAKER(S)**

#### **CDR Peter Martineau, Staffing Officer, Division of Commissioned Corps Assignments:**

- Officers must be enrolled in Serviceman's Group Life Insurance to have traumatic events policy. One dollar each month will be deducted from pay for enrollment in the policy. Forms to change SGLI beneficiaries are on the CCMIS web-site. Officers should also make any necessary changes on DEERs if applicable.
- Compensation Branch reported a total salary of 58.1 million dollars for Commissioned Corps officers in fiscal year 2005.
- The new commissioned corps payroll system should be available in spring 2006. Leave will also be listed on the new earnings statement as well. CDR Shapiro asked if it will be available on-line eventually. CDR Martineau reported it would eventually.
- OCCO leadership is reviewing permanent promotion issues. Approximately 280 above the line for promotion do not have Form DD-2807 (Report of Medical History) on file with the Medical Affairs Branch. Form DD-2807 must be present within one year from the effective date of promotion. Officers can find the form on the CCMIS website under services in the official forms section. This form needs to be mailed, not faxed to Medical Affairs Branch. Officers should check their personnel file to see if they have the form completed on file.
- The most important issue for OCCO currently is the security clearance situation. All federal employees must have clearance by the end of 2005. Approximately 1000 officers don't have a security clearance on file. OCCO has contacted agencies to complete or share security clearance information. Each officer's liaison should have information regarding this effort. Officers can check their status on their OPF contents in the pink section "Security/Sensitivity Clearance Papers." This requirement is supposed to be required during the initial call to active duty. After 2008 anyone with a security clearance older than five years needs to have one redone. The agency liaison should be the initial point of contact.
- The sixth precept may not be implemented in the next cycle.
- Permanent promotion candidates will be listed on the CCMIS website soon.
- The fax room number for OPF documents is 301-480-1436 or 1407. The number to fax your license is 240-453-6142.
- The OCCO hiring freeze will be lifted soon. Approximately six positions will be filled.
- Two IHS BOTCs will be held in December – 6-8 Dec in Arizona; 12-14 Dec in Oklahoma City. Officers interested in attending should contact the IHS liaison officer on availability.
- The new Senior COSTEP coordinator is Kathleen Adams. Her phone number is 240-453-6071. Steve Hand remains the Junior COSTEP coordinator.
- The new military ID cards will no longer have "Active Duty" written on the card.
- The Commissioned Corps bulletin is now available on the CCMIS web-site under "Publications."
- The CCMIS web-site has a site for a fillable leave form (PHS-1345) under "Services" and "Official Forms."
- There have been five calls-to-active-duty to the therapist category. Thirteen applications are currently open in varying degrees.

## **IV. REPORTS**

### **A. CPO Report**

CAPT McGarvey reported the 70% readiness benchmark has been met. 71% of the Commissioned Corps are basic readiness qualified. 2340 officers (41% of the Commissioned Corps) deployed after the recent hurricanes. CAPT McGarvey thanked all officers who have deployed or backed up those who deployed. Every officer should make every effort to become basic ready as soon as possible. Discussions concerning separating officers who are not basic ready have occurred. In addition, a draft CPO document has been written approving written letters of reproof to officers who are not basic ready by May 2006. Furthermore, letter of reprimand may follow if instructions in the letter of reproof are not met. A letter of reprimand allows the stoppage of special pay and may even begin the process of

involuntary separation. The document needs to go to the OSG, OCCFM, and ASH in order to become policy.

- The flu vaccine waiver will be extended to 31 December. It will not change promotion eligibility.
- Two awards are planned for those who deployed.
- There is a need for additional officers to be trained for leadership positions during deployments.
- There has been no formal acceptance of the proposed transformation but it continues to be discussed favorably.
- The CPO Board has gone on record in opposition to the proposed sixth precept as a force management tool. They believe promotion should be based on quality of performance with the current precepts.
- The COP Board also does not support implementation of the "three and freeze" policy next year. A future meeting is scheduled to reflect on its impact to specific categories. The board wants to have one more year to review the proposal and make recommendations.
- A number of officers will not be approved for permanent promotions because they are not basic ready or have not provided the necessary medical record form (DD-2807).
- The Associate Recruiter Program regulations have been reviewed. The board wants to make sure OCCO is ready to handle more applications to the ARP.
- OCCO will manage the sixth precept or "three and freeze" initiatives if they are implemented.

#### Q & A

CDR Balash asked about the award situation for officers deployed vs. not deployed.

CAPT McGarvey replied that it is understood by promotion boards and management that officers who don't deploy may also be recognized locally for contributions while not deployed. CAPT McGarvey will speak to ADM Babb on notification of an agency hold of those who don't deploy.

CDR Gaustad asked about the significance of a letter of reproof vs. reprimand.

CAPT McGarvey stated there is a tiered process of discipline. The first level is a letter of reproof that does not go into an officer's personnel file. It only identifies an area of concern and offers recommendations of action to address the concern. If no action is taken to correct the matter by the officer a letter of reprimand may be generated. The letter of reprimand is placed in the officer's OPF and describes a situation that has not improved. As a result of the letter of reprimand, special pay is stopped and promotions may not advance. Eventually this may lead to separation from the Corps. The letter of reprimand stays in the OPF for two years.

CDR Gaustad asked if there will be adjustments to leave policy due to deployments similar to 2001.

CAPT McGarvey replied there has been no change to allow officers to carry leave beyond the current sixty days to next year. The policy may be reviewed.

#### **B. TPAC Chair Report**

CDR Gaustad reported many policy changes are coming soon. Officers are encouraged to check on the CCMIS web-site at least once a month.

- The Engineer, Nurse, and Environmental Health Categories have new CPO's
- The Associate Recruiter Program has a new policy and is awaiting Assistant Secretary of Health approval.
- The GI Bill packet/letter online has been forwarded to LCDR Randall for approval. Following approval it will be posted on the therapist category web-site.
- Contact CDR Gaustad with concerns about completing BOTC and IOTC.
- A free national search for registered sex offenders is available at [www.familywatchdog.us](http://www.familywatchdog.us)
- A TPAC Membership Self-Nomination Form will be attached to the October and December meeting minutes.

#### **(Committee reports provided as attachments A – E)**

**C. Administration Committee:** LCDR Dahl deferred to the written report.

**D. Information Management Committee:** LCDR Newman deferred to the written report but added the NIH server has been updated and now able to handle updates to the TPAC website more quickly.

- The national audiologist meeting is being held April 25-27 in Albuquerque, NM. CEU's will be available through the national association.

- JOAG has elected new executive officers. Committees may be reorganized and offer new opportunities for junior officers interested in participating in JOAG.

**E. Readiness Committee:** CDR Shapiro deferred to the written report. In addition, it was noted that thirty-seven therapists deployed after hurricanes Katrina and Rita. A discussion ensued regarding the role of mental health providers during deployments. Currently, occupational therapists have the opportunity to deploy as mental health providers because it is part of the curriculum and a requirement for licensure. ACTION ITEM: CDR Gaustad asked CDR Shapiro to research opportunities for disciplines other than occupational therapists to deploy in the role of mental health providers and possibly add the information to the Guide for Therapist Deployment.

**F. Strategic Growth Committee:** CDR Manrique deferred to the written report for LCDR Boles.

**G. Professional Development Committee:** CDR Manrique deferred to the written report but added assimilation applications are due 28 Feb 2006 and the COA call for papers deadline is 15 Dec 05. CDR Manrique met with the new Senior COSTEP Coordinator, Kathy Adams, concerning vacancies.

## V. OLD BUSINESS

Appointment Standards: CDR Gaustad reported the deadline to submit a report to OCCO was met. CDR Gaustad thanked CAPT Cavanaugh for his leadership on the task force.

Year of the Child: CAPT Pickering reported the task force has met and a draft script for the videotape will be distributed soon to the TPAC for review. CAPT Pickering asked that any category member with expertise using, or access to, professional video equipment to contact her.

Respiratory Therapy Task Force: CDR Fultz reported the task force met eight times in order to complete its task. The task force began "from scratch" to gather background information for an objective review and viewpoint to determine the value added to the commissioned corps by respiratory therapists. Two potential recommendations were the basis for the review: 1) commissioning of respiratory therapists and 2) inclusion within the therapist category. The task force spoke to civilian respiratory therapists, national organizations, other services, JCAHO, and researched the history and future of respiratory therapy. The task force ultimately recommended respiratory therapists be eligible for commissioning and that the discipline be placed in the therapist category. The task force concluded respiratory therapists should possess a bachelor's degree and be a registered as a respiratory therapist in order to be commissioned. The remaining members of the task force include CAPT Hemingway, CDR West, LCDR Randall, and LT Souvignier.

Category Coin: CDR West reported the category coin has been designed, approved, and minted. It will be available for a donation to the Henry Jackson Foundation of ten dollars. CDR West stated he will provide instructions placed on the TPAC website along with a picture in the near future. Prior to implementation he intends to research the tax and ethics implications and deliver a report during the next TPAC meeting.

Civil Service TPAC Participation: LCDR Newman reported a survey by mail was completed with only four responses (10%). A new phone survey will be completed in response to the limited initial feedback.

Charter/P&P Manual: LCDR Dahl reported CDR Payne has sent the revised Policy and Procedure Manual to the Chair and Executive Secretary for review. It will be sent to all TPAC members after the initial review.

## VI. NEW BUSINESS

Precept and Benchmark Review: CDR Gaustad proposed to consider a permanent subcommittee under the Professional Development Committee that will review promotion precepts on a regular basis. In conjunction, CDR Gaustad proposed to change the title of the Promotion and Preparation Task Forces on the TPAC website to a subcommittee. CDR Manrique made a motion to approve. CDR Shapiro seconded the motion. A vote of acclimation was taken by the TPAC members with no opposition. The new subcommittee will retain its present members and add additional members as needed.

Appointment Standards Review: A proposal to create a subcommittee under the Strategic Planning and Development Committee was tabled until the December meeting to allow LCDR Boles to be present.

TPAC Appointment Letter: CDR Gaustad will send a letter to the OSG in recommendation of having the TPAC appointment letter from the Surgeon General simultaneously cc'd to each new members OPF. Further discussion and plans were tabled until the December meeting.

## **VII. OPEN FORUM**

CAPT Pickering reported the ASH nomination has been sent to the US Senate for confirmation. She also stated the COA conference is 1-4 May 2006. A Call for papers has been announced with a deadline of 15 December 2005. The COA website is [www.coa@usphs.org](http://www.coa@usphs.org).

CDR Shapiro asked for help with to find information concerning mental health deployment rolls for each discipline. CDR Weaver, LCDR Newman, and LT Bouie volunteered.

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>

CLOSING ROLL CALL: Not called

CONCLUSION: Meeting adjourned at 15:00 Eastern Time

**Next TPAC meeting: 16 December 2005; call in number: 1-888-381-8510, pass code 87222. Please identify CAPT Susanne Pickering as the call leader.**

Respectfully Submitted:           LCDR Corey Dahl, TPAC Executive Secretary  
Concur:                                CDR Scott Gaustad, TPAC Chair  
Concur:                                CAPT Charles McGarvey, CPO Therapist Category

**ATTACHMENT A: ADMINISTRATION COMMITTEE REPORT**

**ATTACHMENT B: PROFESSIONAL DEVELOPMENT COMMITTEE REPORT**

**ATTACHMENT C: INFO-MANAGEMENT COMMITTEE REPORT**

**ATTACHMENT D: STRATEGIC GROWTH COMMITTEE REPORT**

**ATTACHMENT E: READINESS COMMITTEE REPORT**

**ATTACHMENT F: IHS REHAB SERVICES REPORT**

**ATTACHMENT G: TPAC MEMBERSHIP SELF-NOMINATION FORM**

**ATTACHMENT A: ADMINISTRATION COMMITTEE REPORT**

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**MEMORANDUM**

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**TO:** CDR SCOTT GAUSTAD, TPAC CHAIR  
**FROM:** LCDR COREY DAHL, ADMINISTRATION COMMITTEE CHAIR  
**DATE:** 11/15/2005  
**RE:** ADMINISTRATION COMMITTEE REPORT, AUGUST, 2005

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**Finance Subcommittee Report, CDR Ron West, Chair**

- Nothing to report

**TPAC Process Subcommittee, CAPT Rebecca Parks, Chair**

Charter Review and Policy & Procedure Manual Review Task Force

CDR Eric Payne, Chair

- The P&P Manual has been sent to the Chair and Executive Secretary for review. It will be sent to all TPAC members after the initial review.

**COA Meeting Planning, LCDR Laura Grogan**

Theme: Emergency/Crisis Response; America's Health Responders on the Front Line.

Work group plan to date:

- Retirement ceremony during general session
- Awards ceremony; time and place TBD
- Morning DHHS deployment structure with questions and answer period in a panel format
- CEU's for acute clinical techniques in the field; each discipline will discuss field techniques
- Breakout session for each discipline

LCDR Grogan would like to have feedback from officers who have deployed in order to provide information to the category. Field experts are needed to speak on these topics. Officers are encouraged to submit proposals for scientific contributed paper and poster sessions. Please send a copy to LCDR Grogan as well.

COA Meeting Planning Task Force:

CAPT Susanne Pickering

LCDR Jodi Tanzillo

LCDR Henry McMillan

CDR Mercedes Benitez-McCrary

LCDR Laura Grogan

LCDR Andra Battocchio

CDR Frank Weaver

LCDR Karen Nelson

LT Dean Trombley



**ATTACHMENT B: PROFESSIONAL DEVELOPMENT COMMITTEE REPORT**

DATE: October 25, 2005, 2005

To: CDR Scott Gaustad, TPAC Chair  
LCDR Corey Dahl, TPAC Executive Secretary

From: CDR Kathleen Manrique, Professional Development Committee, Chair

Re: Professional Development Committee Report  
Therapist Professional Advisory Committee  
28 OCT 2005 Meeting

**Education Subcommittee:**

Chair: LCDR Tarri Randall

Members: LT Terry Boles, LT Jeff Richardson, LCDR John Schultz

- Education postings continue on the website.

**Mentoring Subcommittee**

Chair: CDR Michaele Smith

Members: CAPT Rebecca Parks

- 3 mentees have been matched with a mentor
- New mentee awaiting match with a mentor.
- All new officers encouraged to sign up for a mentor
- All officers encouraged to participate as mentors

**Awards Subcommittee:**

Chair: CDR Nancy Balash

Members: CDR Scott Gaustad, CDR Lois Goode

- No report

**Therapist CV and COER Task Force / Promotion Preparation**

Chair: CDR Michele Jordan

Members: CDR Nancy Balash, CDR Ron West

- No Report

**Retirement Recognition Subcommittee**

Chair: LCDR Julia Woodard

Members: CDR Shapiro, CDR Sue Newman,

- Request for volunteers to serve on the Retirement Recognition Subcommittee.

And is in need of volunteers to assist her with preparations for the upcoming COA meeting May 1-4 2006 Denver CO where the third annual retirement recognition ceremony will be held.

<http://www.coausphsconference.org/>

Serving on this subcommittee is a great way to be involved with the Therapist PAC, demonstrate officership and leadership as well as get to know fellow officers, and the nuances and elements of the careers of the senior officers who are retiring.

If interested in serving on this subcommittee- please contact LCDR Julia Woodard at [jxxwoodard@bop.gov](mailto:jxxwoodard@bop.gov)

### **Career Pathways Task Force**

Chair: CDR Kathleen Manrique

Members: CDR Liza Figueroa, CDR Rita Shapiro, CDR Dan Weaver, LCDR Tarri Randall, LT William Pearce, LT Jodi Tanzillo, CAPT Charles McGarvey- Advisory

- No further activity.
- Input and suggestions on content are welcome and appreciated
- 2005-2006 benchmarks will be modified on the website- Plan to submit to CAPT Siegel

### **Career Development Committee- OCCO**

- CDR Manrique participated on meeting 9/28/05
- CAPT Coppola – OCCFM representative provided input to mission and goals
- CDR Michelle Jordan is PDC Alternate to attend the OCCO CDC meetings
- Next scheduled meeting set for 11/30/05

### **ADDITIONAL ITEMS**

- Commissioned Officers Association Announces Conference Call for Papers- deadline 12/15/05  
[http://dcp.psc.gov/PDF\\_docs/COA\\_Papers.htm](http://dcp.psc.gov/PDF_docs/COA_Papers.htm)
- Assimilation to Regular Corps applications are due February 2006. Time to plan – especially if physical is required

This Concludes the Professional Development Committee Report  
CDR Kathleen Manrique

**ATTACHMENT C: INFORMATION MANAGEMENT COMMITTEE REPORT**

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**MEMO**

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**DATE:** 10/18/05

**TO:** CDR SCOTT GAUSTAD, TPAC CHAIR  
LCDR COREY DAHL, TPAC SECRETARY

**FROM:** SUE NEWMAN, PT, TPAC INFORMATION MANAGEMENT CHAIR

**RE:** TPAC INFORMATION MANAGEMENT REPORT

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**I. Web Page Subcommittee, CAPT Karen Siegel, Chair**  
<http://www.cc.nih.gov/rm/pt/tpac.htm>

-Changes to the website since the last TPAC meeting include:

- Deployment info
- Time sensitive info box
- Aug vacancy list
- August field report
- Additional career development info
- Updated educational info
- Expanded information on TPAC members
- Changed long term training chair
- August TPAC minutes

-NIH is changing how it manages files on its web server. Right now there is a delay of several days between the time I make changes to the files and when they are posted live on the web. As a result of the changes, I am collecting updates and submitting them in batches to the webmaster for posting.

**II. JOAG, LCDR Jeff Richardson, Chair**

The purpose of the Junior Officer Advisory Group (JOAG) is to provide advice and consultation to the Surgeon General, Chief Professional Officers (CPO), Professional Advisory Committees (PAC), and other Commissioned Corps groups on issues relating to professional practice and personnel activities affecting junior officers in the USPHS Commissioned Corps.

Highlights of recent JOAG efforts:

- We just held our first meeting of the new JOAG year on Friday, Oct 14th. New officers were selected to begin two year terms on JOAG and a new Executive Committee was elected. There are no new changes to the therapist category offices who are serving on JOAG. Officers from the therapist category that have been active recently in the JOAG are: LT Brian Elza, LT Jessica Feda, LT Joe Golding, LT Stephanie Maxfield and LCDR Laura Grogan.

- With the new terms beginning, there has also been a reorganization of the committees and workgroups. I would like to invite all junior officer therapy category members to consider getting involved in one of the JOAG committees or workgroups. It is an excellent way to be involved in Corps activities.
- Again, I would like to call on all Junior Therapist Officers (Temporary O-4 and below), who are interested, to join one of JOAG's committees and become a Non-voting member and also to sign up for the JOAG listserv at <http://list.nih.gov/archives/joag.html> or by logging on the JOAG website a [www.joag.org](http://www.joag.org) and clicking on the link for the listserv. Meeting times are at 1300 EDT on the second Friday of every month. The next meeting, because of the Veteran's Day Holiday, will be on Thursday, November 10<sup>th</sup>. Officers usually can meet in the conference room M on the 3rd floor of the Parklawn Building and in Atlanta can meet at ATSDR Conf Room 3A. The NEW Call-in info is: USA Toll Free Number: 1-866-772-5230, PASSCODE: 4413222

**III. Historian, CDR Jessie Lief, Chair**

-If anyone has pictures/information (COA meetings, Deployments, Conferences) to include in TPAC history contact CDR Lief at email:jlief@bop.gov.

**IV. Retired Therapist Subcommittee, CAPT (ret.) Leo LaBranche and CDR (ret.) Selden Wasson**  
-Nothing to Report

**V. Inactive Reserve, LT Alicia Souvignier, Chair**

-There are Inactive Reservists interested in doing a short tour of duty if anybody needs to backfill in their clinics. Contact:Alicia.souvignier@ihs.gov

-Andrea Woolridge, PT has been called to Active Duty (TDY) at Shiprock, NM for 6 months.

**VI. TPAC Field Report, CDR Liza Figueroa, Coordinator**

**A. POSITIONS OPEN/ANTICIPATED**

- BOP EAST

FMC Devens: 2 PT openings

FMC Butner: 1 OT opening

- IHS MULTISITE

1 Staff PT

Contact: LCDR Cindy Carter, PT

Hastings Indian Med Center

Tahlequah, OK

(918) 458-3260

1 Staff PT

Contact: Suzan Abeyta, LPT

Choctaw Nation Health Care Center

Talihina, OK 74571

(918) 567-7046

- IHS NW/AK

Sitka: 1 PT

Lame Deer: 1 PT

Crow Agency: second PT FTE put on freeze

- IHS NM

Shiprock: 2 staff PT openings; 1 chief of Rehab opening

GIMC: 1 anticipated OT opening, PTA position should be filled soon (panel has closed).

- IHS AZ

PIMC: Anticipate 1 opening for Inpatient Rehab PT in Nov-Dec

B. CONGRATULATIONS

- MULTI-AGENCY

FDA, Arizona:

LCDR Terry Boles, PT, received the PHS Unit Commendation. The Import Operations Group received recognition for the collective sustained service of all members resulting in the prevention of volatile products from entering US commerce, and the FDA meeting their performance and work plan goals. He also received the DoD award Global War on Terrorism Service Medal for service in the US Air Force during the war on terror.

- IHS AZ

PIMC:

LT Doug Henry, PT, received USPHS Achievement Medal for outstanding services provided as the inpatient therapist at PIMC. CAPT Mark Dardis, CDR Liza Figueroa, CDR Ron West and LT Doug Henry received the PHS Unit Commendation for exceptional clinical work related to the management and reconstruction of complex foot and extremity wounds at Phoenix Indian Medical Center during the period of May 2004 to December 2004.

C. NEWS FROM THE FIELD

- BOP EAST

FMC Butner:

Awaiting arrival of LT Doug Henry, PT from Phoenix. FMC Butner acquired its 5<sup>th</sup> facility with the completion of the new FCI. This facility has a nice 1500 square foot Rehab Unit that is designated for the recovering orthopedic patient. So, expect to hear of continued staffing needs at Butner over the next year

- FMC Lexington:

CAPT David Nestor stepped down as Chief Therapist for the

BOP

CAPT Linda Hemingway, PT, is the acting Chief Therapist for the BOP

LCDR Fred Lief, President of the COA Bluegrass Chapter, asked members to respond to CAPT Farrell's challenge of donating money for the hurricane relief effort. Bluegrass Chapter members made a generous donation for this cause.

- To ALL PHS Officers in the BOP

The Director of the BOP has ruled that PHS Officers are not considered law enforcement and therefore will no longer work posts requiring firearms (i.e. perimeter patrol, armed escort) and will no longer participate in annual firearms training.

- BOP WEST

USMCFP Springfield:

LCDR Justin Feola recently had a baby girl, Jocelyn Kate 6lbs 6 ounces, 20 inches long. Mom and baby are healthy.

- IHS MULTI-SITE

Talihina:

Suzan Abeyta, PT, completed NCV Testing 9/05 @ Univ. of Central Arkansas and will begin providing services this fall.

Hastings: LCDR Cindy Carter, PT, completed NCV/EMG for UE 9/05 and will continue with LE in 2/06 @ Rocky Mt. University.

ACL: With the hiring of recent new full-time PT, the contract OT Michael Glade is no longer a part of the department, although his services may still be utilized under the "swing-bed" in inpatient department. The department is working on becoming more involved in high school athletic programs as well as community education programs such as health fairs.

GIMC:

LT Brian Elza, PT, will be transferring from Hopi Healthcare Center on November 1

Zuni:

Recently hosted Albuquerque Area Therapist Meeting with a 100% attendance: Therapists from Zuni, ACL, Santa Fe, and Isleta were represented.

LT Karen Killman, PT, recently completed her IOTC and received her Training Ribbon

- NIH

CAPT Karen Lohmann Siegel and Joe Shrader were featured in the cover story of the October issue of News-Line for Physical Therapists entitled "Collaborating in a State-of-the-Art Clinical and Research Facility" by Kelly Dolde.

IHS NM

#### D. WELCOME/FAREWELL

Welcome:

- BOP WEST

FMC Carswell:

LTJG Yvonne Robison transferred on September 19, 2005

- NIH

Ellen Levy joined the physical therapy staff on 9/19/05.

- IHS NM

Crownpoint:

Ms. Lori Lee, PT, transferred from GIMC

ACL:

LT Scott Mitchell, PT

Shiprock:

Andrea Woolridge, PT (previously at Chinle Hospital) has been

reactivated into the Corp and is now on a TDY at Shiprock to help out the department. The department is extremely busy and understaffed!!

Farewell:

- BOP EAST

FMC DEVENS:

LT Scott Mitchell, PT, transferred to ACL Hospital, NM on August 30, 2005. Best wishes to Scott.

- IHS NW/AK

SITKA:

LCDR Jenevieve Neros is changing from full time/active duty to intermittent/inactive reserve.

10/14/05

- IHS NM

GIMC:

Ms. Lori Lee, PT has just transferred to Crownpoint

- IHS AZ

PIMC:

LT Doug Henry, PT, will transfer to FMC Butner middle of November. We would like to wish Doug the best of luck to him and his family. Thank you for all of your hard work and camaraderie you will be missed

E. PRESENTATION

- NIH

Platform and poster presentations associated with abstracts listed in publications.

F. PUBLICATION

- MULTI-AGENCY

FDA, ARIZONA

LCDR Terry Boles, PT, contributed to historical published works "Hard Charger! The Story of the USS Biddle (DLG-

34)". August 2005

- NIH

Abstracts:

Kepple T, Alderink G, Siegel KL, Razzook A, Stanhope S: Determining the sources of forward velocity in a baseball pitch using an induced velocity analysis. Proceedings of the 10th International Symposium on Computer Simulation in Biomechanics, 2005.

Razzook AR, Nelson KM, Siegel KL, Stanhope SJ: Can passive dynamic ankle foot orthoses replicate natural ankle stiffness? Proceedings of the XXth Congress of the International Society of Biomechanics, 2005.

Cintas H, Parks R, Chou M, Hildenbrand H, Gerber L: The Brief Assessment of Motor Function (BAMF): Content validity and reliability of the Fine Motor Scale, Developmental Medicine and Child Neurology 47, Supplement No 102: 30.

Cintas H, Parks R, Don S, Gerber L: The Brief Assessment of Motor Function (BAMF): Content validity and reliability of the Upper Extremity Gross Motor Scale, *Developmental Medicine and Child Neurology* 47, Supplement No 102: 30

Paper:

Eskandari F, Mistry S, Martinez PE, Torvik S, Kotila C, Sebring N, Drinkard BE, Levy C, Reynolds JC, Csako G, Gold PW, Horne M, Cizza G; POWER (Premenopausal, Osteopenia/Osteoporosis, Women, Alendronate, Depression) Study Group. Younger, premenopausal women with major depressive disorder have more abdominal fat and increased serum levels of prothrombotic factors: implications for greater cardiovascular risk. *Metabolism*. 2005 Jul; 54(7): 918-24.

Book:

Cintas HL and Gerber LH. *Children with Osteogenesis Imperfecta: Strategies to Enhance Performance*; Gaithersburg MD: Osteogenesis Imperfecta Foundation 2005

G. CURRENT RESEARCH  
None

H. DEPLOYMENTS:

- ST ELIZABETH'S

LCDR Michelle Peterman was deployed Sept. 4 - Sept. 13, 2005, as a Mental Health Provider. Her team's mission was assigned to set up a medical contingency hospital in Meridian, Mississippi.

LCDR Maria Bacilio was deployed Sept. 6 - Sept. 17, 2005 as a Mental Health Provider with FEMA in Gulfport Mississippi.

LCDR Mark Melanson was deployed Sept. 23 - Oct. 6, 2005. His mission was at the Secretary's Command Center in Wash., DC and he served as the Surgeon General's liaison.

- BOP EAST

FMC Butner:

LCDR Henry McMillan, Chief PT at Butner, deployed for 3 weeks to Baton Rouge and New Orleans. He worked as an administrator and liaison and was involved in the rebuilding of the health care infrastructure in the surrounding parishes of New Orleans. LCDR McMillan appeared briefly with a large group on the Dr. Phil show and on CNN during a housing meeting with local hospital CEO's, FEMA officials, and ADM Thad Allen. LCDR McMillan writes: "The deployment was filled with long hours and cold showers, but hope that all therapists have the opportunity that I was afforded."

- BOP WEST

USMCFP Springfield:



CDR Scott Gaustad was deployed for three weeks following Hurricane Katrina.  
FMC Rochester:

LT Jessica Feda, PT was deployed to Mississippi where she worked jointly at a PHS Air National Guard Field Hospital and PHS Navy Field Hospital in Meridian and at the Nevada One tent hospital in Gulfport. She worked in a therapy and administrative capacity, and was able to extend her deployment.

- MULTI-AGENCY

FDA, ARIZONA

LCDR Terry Boles, PT, completed a four-week deployment to Baton Rouge supporting the Louisiana SERT as the ESF 8 Logistics Chief.

OPHS

LCDR Laura M Grogan, OT was deployed to Mississippi where she worked jointly at a PHS Air National Guard Field Hospital and PHS Navy Field Hospital in Meridian and at the Nevada One tent hospital in Gulfport. She worked in a therapy and administrative capacity, and was able to extend her deployment.

- NIH

CAPT Rebecca Parks deployed 9/6-9/17/2005 as member of 10-person FEMA Mental Health Team to Gulfport, Mississippi. Work involved counseling and stress management with first responders, care providers, and others who had assisted victims of Hurricane Katrina but also were victims themselves.

CAPT Charles McGarvey was the team leader of the PHS Katrina Deployment Alpha Team whose primary mission was to provide support to a 200-bed field hospital at the LSU Pete Maravich Assembly Center in Baton Rouge, LA, Aug 28-Sep 9.

I. FUTURE AGENDA ITEMS

1. What type of nomination process is utilized to elect TPAC chair, secretary, committee chairs as well as agency clinical consultants?

**VII.** Commissioned Officers Association, CAPT Suzanne Pickering  
-2006 COA Meeting: Adams Mark Hotel, Denver, CO, May 1-4, 200

**VIII.** Discipline Liaison

Members: CAPT Michelle Hooper – Audiologist

-Nothing to report

CAPT Rebecca Parks – OT

-Nothing to report

Ms. Beth Soloman – SLP

-Nothing to report

CDR Michaele Smith – PT

-Quad service meeting on Thursday,  
October 20, 2005, 1030 - 1200.

## ATTACHMENT D: STRATEGIC GROWTH COMMITTEE REPORT

### MEMORANDUM

To: LCDR Corey Dahl, TPAC Secretary  
CDR Scott Gaustad, TPAC Chair

From: LCDR Terry Boles, Strategic Growth Chair  
Date: 10/24/05

#### PHS Therapists Category Vacancies

<b>HIS</b>	<b>Duty Location</b>	<b>POC</b>
STAFF PT	NOME, ALASKA	DOROTHY PINCKNEY ASK FOR PT DEPT (907) 443-3311
STAFF PT	KOZEBUE, ALASKA	PAT SAMMARTINO ( HUMAN RESOURES) (907) 442-3321
STAFF PT	SITKA, ALASKA	SARA BROOKS / TERRY CAVANAUGH (907) 966-8497 or (907) 966-8312 <a href="mailto:TCAVANAUGH@SEARC.ORG">TCAVANAUGH@SEARC.ORG</a>
SPEECH PATHOLOGIST	SITKA, ALASKA	SARA BROOKS / TERRY CAVANAUGH (907) 966-8497 or (907) 966-8312 <a href="mailto:TCAVANAUGH@SEARC.ORG">TCAVANAUGH@SEARC.ORG</a>
PT DIRECTOR	BETHEL, ALASKA	DAVID FRIDAY 1-800 – 478-8905-EXT 3 <a href="mailto:DAVID_FRIDAY@YKHC.ORG">DAVID_FRIDAY@YKHC.ORG</a>
STAFF PT	ANCHORAGE, ALASKA	DOUG MUNOZ (907) 729-1261 <a href="mailto:dmunoz@akanmc.ihs.gov">dmunoz@akanmc.ihs.gov</a>
STAFF PT	ANCHORAGE, ALASKA	LARISSA LUCA (907) 729-4999
SPEECH PATHOLOGIST	ANCHORAGE, ALASKA	LARISSA LUCA (907) 729-4999
STAFF PT	LAMEDEER, MONTANA	JENNIFER ALLIES (406) 447-4400 <a href="mailto:JENNIFER.ALLIES@MAIL.IHS.GOV">JENNIFER.ALLIES@MAIL.IHS.GOV</a>
STAFF PT	POLACCA, AZ HOPI HEALTHCARE CENTER	KATHLEEN MANRIQUE (928) 737-6131 <a href="mailto:KATHLEEN.MANRIQUE@MAIL.IHS.GOV">KATHLEEN.MANRIQUE@MAIL.IHS.GOV</a>
STAFF PT	SELLS, AZ	REBECCA HARRY (520) 383-7303 <a href="mailto:REBECCA.HARRY@MAIL.IHS.GOV">REBECCA.HARRY@MAIL.IHS.GOV</a>
PT MANAGER	TUBA CITY, AZ	SUE NEWMAN (928) 283-2659 <a href="mailto:SUE.NEWMAN@TCIMC.IHS.GOV">SUE.NEWMAN@TCIMC.IHS.GOV</a>
STAFF SPEECH PATHOLOGIST	TUBA CITY, AZ	ANN O'CONNOR (928) 283-2594 <a href="mailto:ANN.O'CONNOR@TCIMC.IHS.GOV">ANN.O'CONNOR@TCIMC.IHS.GOV</a>
STAFF PT	ADA, OKLAHOMA	BRITT JOHNSON (580) 310-6635 <a href="mailto:BRITT@GW.CNHS.NET">BRITT@GW.CNHS.NET</a>
STAFF PT	BILLINGS AREA (CROW AGENCY )	JACKIE BLACK (406) 247-7214 <a href="mailto:JACKBLACK@BIL.IHS.GOV">JACKBLACK@BIL.IHS.GOV</a>
STAFF PT	TALIHINA, OKLAHOMA	SUZANNE ABEYTA (918) 567-7046 <a href="mailto:SMABEYTA@CHOCTAWNATIONHEALTH.COM">SMABEYTA@CHOCTAWNATIONHEALTH.COM</a>
STAFF PT	SHIPROCK NEW,	LORRIE MURDOCH (505) 368-7100

	MEXICO	<a href="mailto:LORRIE.MURDOCH@SHIPROCK.IHS.GOV">LORRIE.MURDOCH@SHIPROCK.IHS.GOV</a>

Partial listing of web sites for vacancy announcements:

<https://jobs.quickhire.com/scripts/FSIS.exe/> (POC: CAPT Cindy Pond, USPHS, DVM, MS Phone: 202-720-7208)

[www.usphs.gov/html/other\\_federal\\_jobs.html](http://www.usphs.gov/html/other_federal_jobs.html)

[dcp.psc.gov/VATS/rept\\_select.htm](http://dcp.psc.gov/VATS/rept_select.htm)

[www.cdc.gov/ncipc/default.htm](http://www.cdc.gov/ncipc/default.htm)

[www.fda.gov/jobs/default.htm](http://www.fda.gov/jobs/default.htm)

[www.cms.hhs.gov](http://www.cms.hhs.gov)

[www.hrsa.gov](http://www.hrsa.gov)

Subcommittee Reports:

Recruitment:

- Working in conjunction with Professional Development Committee, and COSTEP Subcommittee addressing recruitment of Senior COSTEP's. Intend to draft an invitation letter and follow-up recruitment package to prospective PHS applicants.

Strategic Growth:

- Plan to conduct new category demographics survey, and update non-traditional therapist's billets.

Retention:

- Plans to conduct a therapist retention survey and working with the Strategic Growth Subcommittee a demographics survey.

COSTEP:

- Working in conjunction with Professional Development Committee, and Recruitment Subcommittee addressing recruitment of Senior COSTEPs.

Long Term Training:

- New Chair for Long term Training Subcommittee is LT Ayanna Hill.

- Plans to inquire into: 1) The possibility of PHS officers receiving central funding for advanced long term professional degreed programs 2) The possibility of PHS officers receiving Tuition Assistance in return for a service commitment 3) The possibility of USUHS creating an on-line Masters of Public Health degreed program.

IHS Scholarship:

- Sit in discussions concerning Senior COSTEPs funding with the Recruitment Subcommittee, COSTEP Subcommittee, and the Professional Development Committee Chair.

ATTACHMENT E: READINESS COMMITTEE REPORT

II. TPAC Readiness Committee

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Rita B. Shapiro, MA, PT  
CDR, USPHS  
Chair, TPAC Readiness Committee/OFRD Subcommittee  
7500 Security Blvd, MSC S3-02-01  
Office: 410-786-2177  
Mobile: 240-401-8776  
Email: rita.shapiro@cms.hhs.gov



October 20, 2005

From: CDR Rita B. Shapiro, Readiness Committee Chair  
To: CDR Scott Gaustad, TPAC Chair  
LCDR Corey Dahl, TPAC, Executive Secretary

Re: Readiness Committee Report for October, 2005

OFRD Subcommittee: Chair, CDR Shapiro

This has been a rather busy time for the readiness committee with the two hurricanes in September, 37 Therapist officers deployed to various locations in Louisiana, Mississippi and Texas. Therapists stepped up to the plate and the reports of their performance in the austere environment are glowing. To add to the deployment success, our category at this time is again leading all categories in the Basic Readiness qualified status of 80% qualified surpassing the Corps goal of 71% officers qualified by September 30, 2005. We will have the post deployment report posted on the TPAC Web-site as soon as officers have submitted the report to me. Our final date for compilation will be October 31, 2005.

At present we are looking at the up-coming hurricane Wilma to determine/anticipate needs.

Healthy Lifestyles Subcommittee: Chair, CDR Drinkard

Nothing new this period

Respectfully Submitted

Rita B. Shapiro, MA, PT  
CDR, USPHS

**ATTACHMENT F**



Indian Health Service Rehabilitation Services FY2005 Report  
And FY2006 Budget Request

To: RADM Charles Grim, Director of Indian Health Service  
RADM W. Craig Vanderwagen, Chief Medical Officer  
Dr. Richard Olson, Director, Office of Clinical and Preventive Services

From: I.H.S. Chief Clinical Consultant for Rehab Services  
CDR Lois Goode, MS, PT, OCS, ATC  
Whiteriver Indian Health Hospital, Box 860, Hwy 73  
Whiteriver, AZ 85941, 928-338-3610

Date: September 30, 2005

This report summarizes the status of Indian Health Service Rehabilitation, reviews FY2005 activities and outlines FY2006 funding requests and goals.

I. PERSONNEL

A. Staffing Profile for Tribal, Urban and Indian Health Service Rehabilitation Programs:

Rehab Services within Indian Country provide a wide-variety of services consistent with the Mission of the Indian Health Service and the Director's Initiatives. Rehabilitation Services have experienced a significant growth over the past decade. In 1995, there was an average of 50 positions filled. To date, there is at least 143 current staff in I.H.S. and Tribal programs.

Rehabilitation programs provide services to include:

Pediatric Special Needs	Electrodiagnostic Testing
Neuromusculoskeletal Screening/Rehab	Orthopedic Rehabilitation
School-based Sports Medicine Programs	Neurological Rehabilitation
Wellness Center Management	Fitness Education
Diabetes Prevention Programs	Pain Management Programs
Ergonomics Assessments	Hand Specialty Clinics
Diabetic Foot Clinics	Cardiac Rehabilitation
Spinal Cord Clinics	Community Health/Fitness Outreach
Women's Health Programs	Urinary Incontinence Programs
Speech-Language Rehabilitation	Pulmonary Function Testing
Audiology Services	Orthotic Fabrication
Orthotic and Prosthetic Specialty Clinics	

<b>FY2005 Full-Time Rehabilitation Positions</b>					
	<b>PT</b>	<b>OT</b>	<b>SLP</b>	<b>AUD</b>	<b>PTA</b>
Employed by 638 Programs	33	2	4	13	16
Commissioned Corps 638	9	0	0	1	0
Commissioned Corps Direct I.H.S	55	4	0	5	0
Civil Service Direct I.H.S.	3	0	0	5	1
<b>Total Rehab Positions</b>	<b>100</b>	<b>6</b>	<b>4</b>	<b>24</b>	<b>17</b>

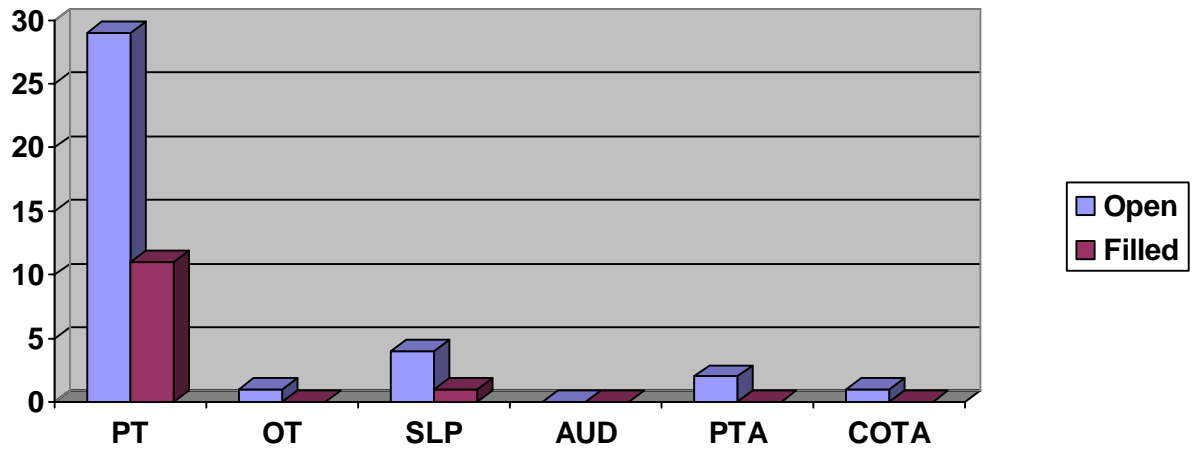
<b>Full-Time Rehab Personnel Reported by Area Includes Tribal/Urban/I.H.S Programs</b>						
	<b>PT</b>	<b>OT</b>	<b>SLP</b>	<b>AUD</b>	<b>PTA</b>	<b>COTA</b>
Alaska	19	1	1	8	1	0
Aberdeen	3	0	0	1 (? f/t)	0	0
Albuquerque	8	0	0	0	0	0
Bemidji	1	U	U	1	U	U
Billings	8	0	0	3	0	0
Nashville	3	0	0	0	1	0
Navajo	26	5	3	5	11	1
Oklahoma	15	0	0	6	4	0
Phoenix/Tucson	15	0	0	3	0	0
Portland	2	0	0	0	1	0
<b>Totals</b>	<b>100</b>	<b>6</b>	<b>4</b>	<b>24</b>	<b>16</b>	<b>1</b>

**B. Vacancies:**

During FY2005 a total of 37 vacancies were reported. Eleven of the 30 PT positions were filled during the year. One Speech-Language Pathology position was filled. \* "U" indicates unknown data.

<b>Rehab Service Vacancies Reported by Area FY2005</b>						
	<b>PT</b>	<b>OT</b>	<b>SLP</b>	<b>AUD</b>	<b>PTA</b>	<b>COTA</b>
Alaska	7	0	2	0	1	0
Aberdeen	0	0	0	0	0	0
Albuquerque	3	0	0	0	0	0
Bemidji	U	U	U	U	U	U
Billings	2	0	0	0	0	0
Nashville	0	0	0	0	0	0
Navajo	11	1	2	0	1	1
Oklahoma	5	0	0	0	0	0
Phoenix/Tucson	1	0	0	0	0	0
Portland	0	0	0	0	0	0
<b>Totals</b>	<b>30</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>2</b>	<b>1</b>

**FY 2005 Vacancies by Discipline Graph**



**C. Vacancy Concerns:**

Physical Therapy Vacancies open for greater than one year include:

- Bethel, AK
- Sells, AZ
- Nome, AK
- Kotzebue, AK
- Choctaw Nation, OK
- WW Hastings, OK
- Lame Deer, MT
- Crow Agency, MT

OPM 600 Series Classifications have not been updated to represent the direction of the physical therapy profession and does not adequately recognize the advanced training of the entry-level therapist. The entry-level degree for Physical Therapist is a Doctorate of Physical Therapy, and the current GS classification system unequivocally rates this position as a GS 9. This creates a significant barrier when recruiting. In addition, CO starting pay at 02-03 is not competitive with the private sector salary level.

The OPM 600 Classification also does not delineate the advanced training of a *licensed* Physical Therapy Assistant (Associate of Arts Degree), which is recognized by Third Party Payers as able to provide reimbursable physical therapy services.

Recommendations have been made to OPM, through a team facilitated by CDR Martha Duganne in 2003.

#### **D. I.H.S. Loan Repayment Program:**

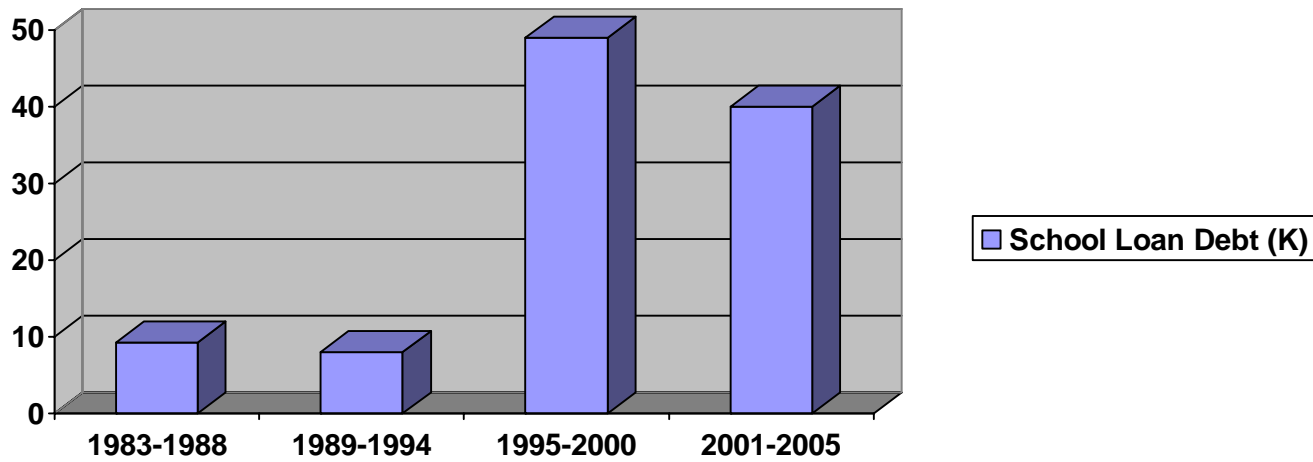
The annual planning meeting was scheduled for September 21<sup>st</sup>, but was cancelled due to deployments for OFRD. A letter of request was submitted to the Loan Repayment Program for increased appropriations for Rehab Services, which is currently at 2% of the LRP annual budget. The request for increased appropriations is based on two main factors:

- 1) The increased expense of professional educational programs resulting in increasing educational loan debt of rehabilitation staff
- 2) The increase in Rehab Service vacancies and the increasing difficulty competing with the private sector for qualified staff to recruit and retain rehab staff in Indian Country

In a Rehabilitation staff survey completed in May of 2005, the tuition expense ranged from 40,000 to 125,000 for Doctorate of Physical Therapy Programs. The average debt burden has increased over the last 10 years as depicted in this graph.



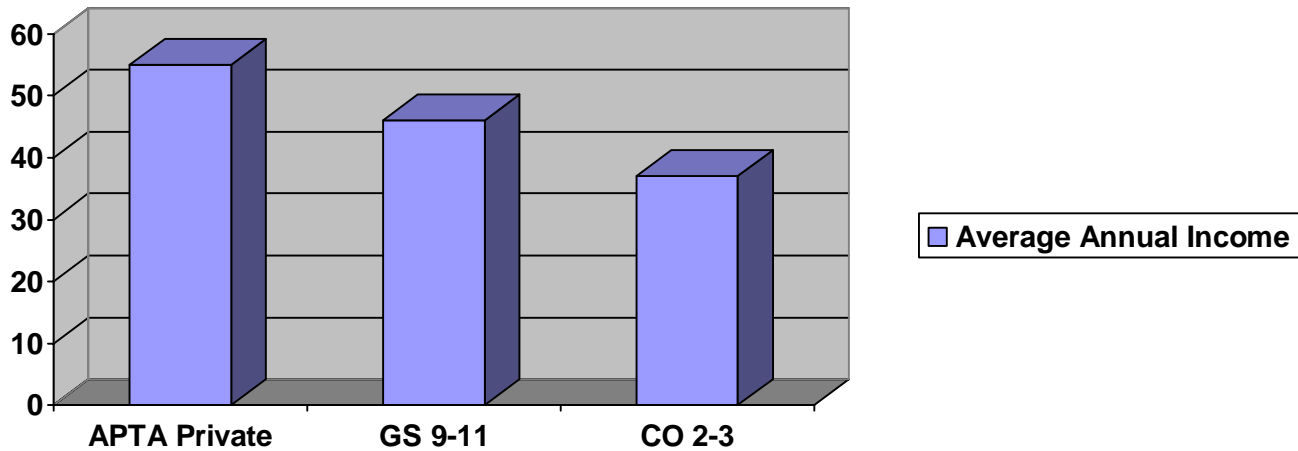
**Professional School Loan Debt Graph**



During FY 2005 there have been several programs with ongoing vacancies in Rehab Services, as stated previously. The private sector offers salaries in the 50-60,000 dollar range (Annual Income, APTA.org). The current GS 9-11 entry-level position salary range is 41-50,000 dollars. Unlike the private sector, many programs do not offer recruitment, retention and relocation bonuses, thus recruiting has become a challenge for many Rehabilitation Programs.

The following graph is a salary comparison of Physical Therapists:

**PT Salary Comparison Graph**



With the financial challenges of non-competitive salaries, the I.H.S. Loan Repayment Program offers an enticing compensation package for recruitment and retention, however too few awards are given. As a result, many staff members can not afford to reside in remote areas with the debt burden they have incurred, and thus opt to relocate to the private sector

positions.

LRP Summary for FY2005:

Two new awards were given to rehab staff in FY2005, leaving 11 remaining applicants unfunded. Rehab Services received 2% of the annual LRP Budget.

**II. Recruitment Activities:**

The Indian Health Service Recruitment Office funded several activities for Rehab Services recruiting efforts. These activities included:

American Physical Therapy Association (APTA) On-Line Bulletin Ad.....	\$1,000.00
APTA Annual Conference Recruiting Booth.....	\$1,913.76
Travel for R. Harry and LCDR Strunce as Recruiters to APTA.....	\$3,103.06
Travel for CDR Goode APTA meeting and USPHS COA.....	\$1,650.16
APTA National Student Conclave Recruiting Booth.....	\$766.10
Travel LT Souvignier to National Student Conclave.....	\$700.00
<b>Total expenditure for Recruitment FY2005.....</b>	<b>\$8,941.98</b>

**Recruitment Outcome:**

The Online Bulletin ran 2 months with a link to the I.H.S. Rehab Services Web page and Jobs Listing. This site received approximately 26,000 views and 124 hits (APTA Online Bulletin).

The Recruiting Booth at the APTA Annual Conference gave us a lead-list of 45 individuals. One third of the recruits were students. Student clinical affiliations were strongly encouraged by the recruiters as this seems to be the most viable mechanism for recruitment.

**III. I.H.S. Scholarship Program for Rehab Services:**

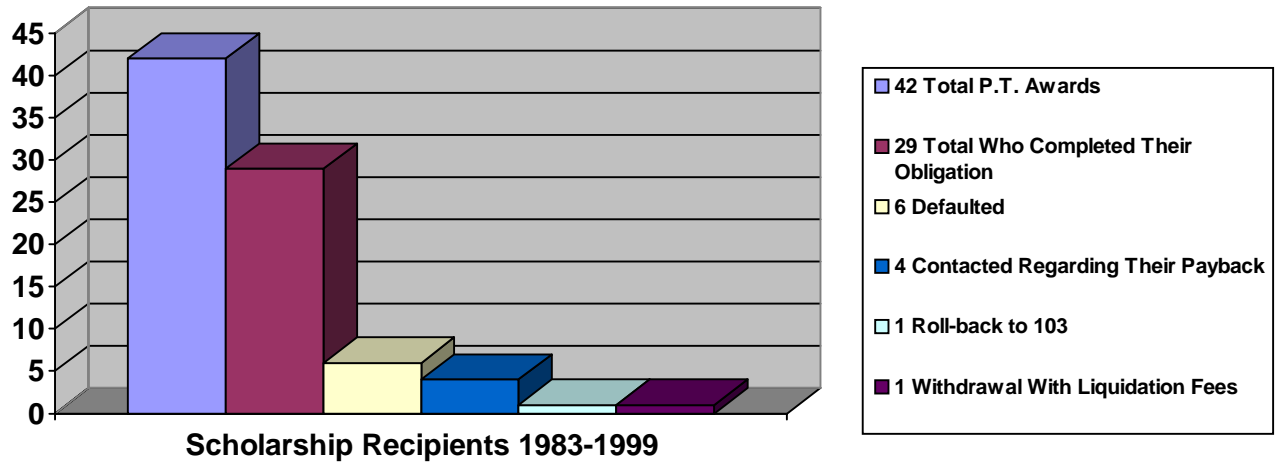
**A. Historical Overview:**

The first therapist recipient was awarded in 1983. Since the program began in 1983, there have been a total of 80 Physical Therapy recipients. During this period two awards have been given for Speech Language Pathology.

Physical Therapy Students comprise 3.7 % of all recipients. Nursing and medical students are the majority of the scholarship recipients.

There have been a total of 42 Physical Therapist recipients from 1983 – 1999. The following chart shows a break down of recipients who did and did not complete their service obligations. This data has been provided by the I.H.S. Scholarship Office.

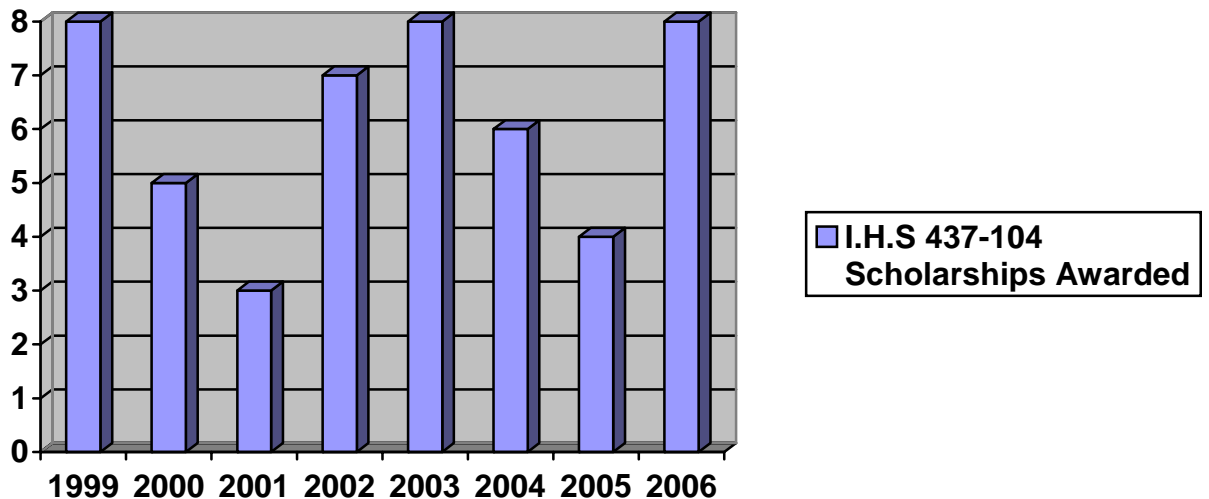
**Scholarship Recipient Review Graph**



**B. Number of Indian Health Service PT Scholarships Awarded:**

Annually Tribal, Urban, Indian Health Service and Health Shortage Priority Areas (HSPAs) are surveyed for prospective Rehab Service Needs. This determines the amount allocated to Rehab Services annually.

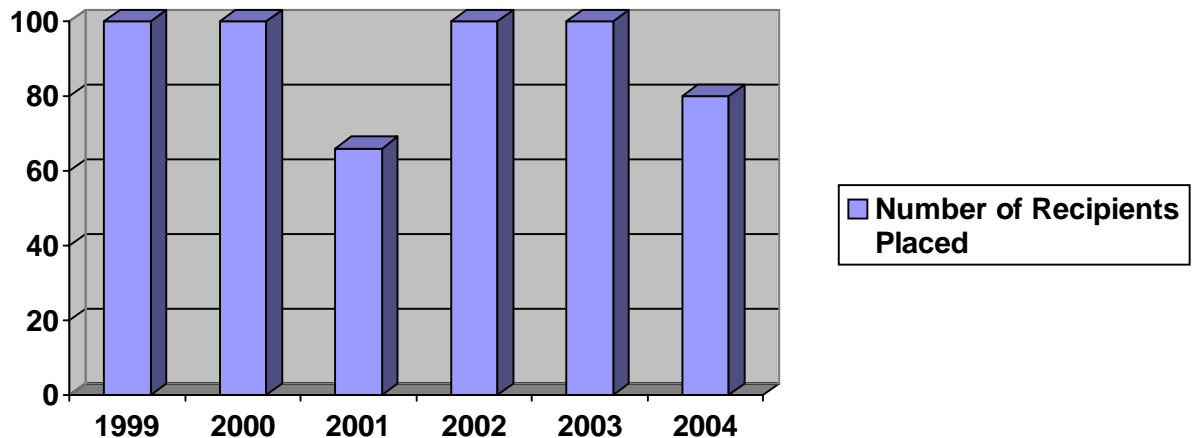
**PT Scholarships Awarded Graph**



**C. I.H.S Scholarship 437-104 Recipient Placement (1999-2004):**

Over the past five years 38 I.H.S. 437-104 Scholarships were awarded. 87% were placed and completed their service obligation in either Tribal, Health Priority Shortage Areas (HPSA) or Indian Health Service facilities.

#### Scholarship Recipients Placed Graph



#### Five Recipients not placed/reason:

2001 - One recipient unknown

2002 - One recipient changed degree (all other PT students placed)

2003 - One recipient failed to complete degree requirements (all others placed)

2004 - One recipient contract bought by private organization

2004 - One recipient/ boards pending

- Currently there are 22 Scholarship Recipients remaining in I.H.S./Tribal/HPSA since 1999.
- Prior to 1999, there are 8 remaining in I.H.S./Tribal/HPSA employment for a total of 30 Therapist Scholarship Recipients continuing service to American Indian / Alaskan Natives.
- From 1983-1998 there was a 69% placement and completion of service obligation. Since 1999 there has been 86% placement and completion of service obligation. This is a credit to the work of CDR Martha Duganne, LT Toni Donahoo and CDR Ron West as Discipline Chiefs for the Scholarship Program.
- Vacancies are difficult to predict 2-3 years from completion of educational programs, thus the demand in rehab vacancies does not always closely match the number of scholarships awarded.

#### **IV. Facilities and Programs:**

- FY2005 brought five new programs serving rehabilitation needs among Indian Country:

Juneau, AK  
Haines, AK  
San Carlos, Az  
Owyee, ID  
Lawton, OK  
Winslow, Az  
Idabell, OK  
Pinon, AZ

- As of September 2005, *Electronic Health Record* utilized with full implementation in Rehab Departments at Ft. Defiance and Whiteriver Service Units. Partial implementation at Cherokee Indian Health Hospital.
- Deployments: several Commissioned Officers have been deployed with the OFRD to aid in response to Hurricane Katrina.

#### **Program Highlights from FY2005:**

- Tele-rehabilitation completed in Alaska Indian Health; Dillingham Facility.
- Bethel PTs involved in outreach programs to Group Homes and Alcohol treatment programs.
- South East Alaska Rehab programs completed their first multi-site polycom rehab meeting which included staff from Sitka, Juneau and Haines.
- Zuni PT Department moved in to the nearly renovated department.
- Zuni PT Department is also completing a 2 day/week school sports program.
- Sante Fe Indian Health Hospital has new PT services and department renovations completed by CDR Martha Duganne.
- Isleta is utilizing Anodyne infrared therapy for the treatment of Diabetic Neuropathy.
- Coeur D'Alene Physical Therapy department is expecting expansion and the addition of one PT position.
- Cherokee Indian Health Hospital PT department is actively involved with a multidisciplinary Pain Management Program.
- Cherokee Indian Health Hospital PT department has utilized the WoundPath Software package and reports data to the centralized vendor database which provides benchmarks for care and outcome reporting. This department is also alpha-testing the MOJO documentation system. This system utilizes digital pen uploads and had increased speed in coding and billing.
- Electrodiagnostic Testing Services beginning at the Tahlequah, WW Hastings Hospital.
- Gallup Indian Medical Center, Rehab Staff have been involved in the multidisciplinary coordination and design (2004), and implementation of the GIMC Wellness Center (2005).
- Tuba City PT Department involved with the newly launched Phase II Cardiac Rehab Program.

- Staff increase noted at Chinle, Ft. Defiance and Tuba City expanding Speech Therapy and Audiology
- Clinical study:
  - “Immediate Effects of Thoracic Manipulation for Patients with a Primary Complaint of Shoulder Pain” completed and presented at the First Annual Navajo Nation Human Research Conference, by LCDR Joe Strunce.
  - PI – studies investigating the short-term and long-term effectiveness of a Back School program for Navajo patients with chronic low back pain.
- Rehabilitation Departments have demonstrated flexibility and professionalism in coordination of efforts with other services such as podiatry, orthopedics, wound care, hand surgery and acupuncture/pain clinics.

### **Retirements:**

Rehab Services recognizes the many contributions and dedicated years of service of the 2005 Retirees: *CAPT Keith Varvel, CAPT John Hurley and CDR Linda Simpson*. Their leadership and contributions will be missed. For more information on the Retiree Recognition, please see: <http://www.cc.nih.gov/rm/pt/retire.htm>

### **V. Clinical Care:**

#### **A. Clinic Visits:**

- Average annual clinic visits for FY2005 was 178,104 (not including Audiology visits). This data is reported from 6 Areas (Alaska, Albuquerque, Oklahoma, Navajo, Nashville, and Phoenix).
- Physical Therapists as primary Neuromusculoskeletal Screeners utilized at ACL, Chinle, and Gallup Facilities.

#### **B. Board Certified Specialists Achieved in 2005:**

*Orthopedic Clinical Specialists:* LT Brian Elza, LT Jill Tillman, Ms Dawn Dineyazhe, LT Darlene Harmon, LT Tarri Randall, LT Karen Killman, and CDR Lois Goode

*Geriatric Clinical Specialists:* LCDR James Cowher

*Doctorate of Physical Therapy Degrees Conferred:* CDR Liza Figueroa and CDR Ron West  
and CDR Sue Newman.

### **VI. Continuing Education:**

- Evidence-Based Practice: Navajo Area Annual Meeting with the inclusion of Area Rehabilitation Consultants/Contacts. Three day practical training instructed by Jake Magel, and Col. Deyle, (Ret.US Army) and Mr. Bret Smith. 38 Rehab Staff attended.

- Electrodiagnostic Testing course to be held November 17-20, 2005 at host site, A.T. Still University, Mesa AZ. This course offers beginning level practical skills and knowledge to further the Electrodiagnostic testing service offered within Indian Health Service. This course offered to the private sector is priced \$800. However with the contributions of Dr. Roger Nelson and several I.H.S. Officers, will be at no cost to the participant. Assisting Instructors: CDR Michael LaPlante, CDR Doug Munoz, CDR Scott Gaustad, CAPT Mike Huylebroeck, (Ret. USPHS).
- I.H.S. Rehabilitation Consultants Meeting on May 5, 2005. This meeting was held in conjunction with the Navajo Annual Meeting. Consultants/Contacts present from Alaska, Albuquerque, Navajo, Phoenix, Nashville and Oklahoma Areas. Thirteen members were in attendance. Topics discussed were staffing issues, vacancies, LRP, I.H.S. Scholarship contacts, Electronic Health Record and Area updates and summaries. I.H.S Historical facts were also covered in recognition of the 50<sup>th</sup> Anniversary of the Indian Health Service.

#### **VII. Wellness Initiatives:**

- Oklahoma Area programs Ada, Shawnee, and Stroud offer Wellness Center Programs.
- Rehabilitation Services from many I.H.S and Tribal sites provide wellness consultation and testing as part of comprehensive services.
- Gallup Indian Medical Center began a new Wellness program in May 2005:
  - initial 12-week program trial with 85% participants meeting their weight loss goal, 50% with reduced resting heart rate, 70% with improved blood pressure.
  - Preliminary program outcomes reveal this program offering successful intervention for weight loss and physical conditioning. There were also cases of reduced medication requirements. (Summary provided by CAPT Dominick Aretino).

#### **VIII. I.H.S. Rehabilitation Services Web Page:**

The Web Page is currently being updated to include information from Special Interest Groups and other information pertinent to Rehab Services in Indian Country.

#### **IX. Budget Summary FY2005:**

On behalf of Rehab Services, I would like to express my gratitude for the funding support we have received FY2005. Without this support, activities which provide continuing education and information sharing would not be possible.

Expense Summary:

Navajo Area Evidence-Based Practice Course.....	
\$800.00	
VHA/I.H.S. TeleHealth Conference in Salt Lake City.....	\$715.87
Area Consultants' Meeting in Flagstaff, AZ Travel and Per Diem for Six Personnel.....	\$4,907.16
Electrodiagnostic Testing Course for Indian Health Service.....	\$2,000.00
Lab Instructors travel and per diem.....	\$5,100.00
<b>Total Expenses.....</b>	<b>\$13,525 .00</b>

Anticipated travel to Headquarters for the Annual LRP meeting 9/21/05 was cancelled due to Hurricane Katrina deployments.

**FY2006 Budget Request:**

Advanced Practice Course on Differential Diagnosis.....	\$
5,000.00	
Travel to National Council of Chiefs meeting.....	
\$1,300.00	
Arizona APTA meeting .....	
\$800.00	
Area Rehab Meeting Travel/Site Visits.....	\$1,000.00
Retirement Recognition and Program Support .....	\$3,000.00
Annual Loan Repayment Meeting FY2005.....	
\$1,300.00	
Annual Chiefs' meeting (deferred request for FY2007)	
<b>Total.....</b>	<b>\$</b>
<b>12,400.00</b>	

**FY2006 Priorities and Goals:**

- Enhancement of the current I.H.S. Rehab Services web page to serve as a useful reference tool for evidence-based practice and staff recognition.
- Promote the organizational structure that supports the Total Rehabilitation Concept that is advancing in many I.H.S. facilities.
- Propose utilization of Senior COSTEP funds to support a Rehab position.
- Design and implement Rehab Services Staff Recognition Program.
- Provide necessary information to OPM for the reclassification of the 600 Series



- Seek uniformity between Area Office Classification of the entry-level Physical Therapist, i.e. one Navajo Site has this entry position as a GS 11 while a Tucson Area site maintains the GS 9 classification.

It is a privilege to represent I.H.S. Rehabilitation Services; a group of outstanding professionals serving with many other disciplines to improve the health and well-being of American Indians and Alaskan Natives. I greatly appreciate this opportunity.

Indian Health Service Headquarters' support for the activities in FY2005 has been greatly appreciated, and has served to advance the quality of rehabilitation care for American Indian and Alaskan Natives through continuing education, information sharing and collaboration. Rehabilitation Services would like to say a special "thank you" to Dr. Richard Olson for his support of rehab activities over this past year.

**I would also like to thank the following Area Rehabilitation Consultants/Contact for the work they complete to gather and disseminate information:**

CAPT Terry Cavanaugh – Alaska Area Rehab Consultant  
CAPT Becky Sellers – Albuquerque Area Rehab Consultant  
CDR George Webber – Billings Area Contact  
CDR Bernard Long – Aberdeen Area Contact  
CDR Michael LaPlante – Navajo Area Rehabilitation Consultant  
LCDR Julie VanLeuvan – Nashville Area Contact  
LCDR Cindy Carter – Oklahoma Area Rehabilitation Consultant  
CDR Liza Figueroa – Phoenix Area Rehabilitation Consultant  
CDR Nancy Balash – Portland Area Rehabilitation Consultant  
CDR Frank Weaver – I.H.S. Rehab Services Recruiter  
LT Toni Donahoo – Discipline Chief I.H.S. Scholarship Program

We welcome your comments and direction in our efforts to better serve the rehabilitation needs of the Indian Health Service and its beneficiaries. Thank you.



## Therapist Professional Advisory Committee Membership Self-Nomination Form

Dear TPAC Members,

I am interested in serving the Therapist Category by contributing as a member of the Therapist PAC. I understand that if selected, I will need to be available for regularly scheduled meetings. I also understand that I will need to accept and complete tasks that are assigned by the TPAC. Please consider my application for membership.

Please indicate previous TPAC membership and or committee and task force participation.	Dates:

Please complete the following:

Circle one:

<b>Name, Rank:</b>	<b>Discipline:</b> PT / OT / AUD / SLP
<b>Agency:</b>	
<b>Address:</b>	
<b>Email:</b>	
<b>Phone:</b>	
<b>Fax:</b>	

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Signature of Supervisor:** \_\_\_\_\_

**COMPLETE AND RETURN THIS FORM PRIOR TO <sup>α</sup>01 FEB 2006**

**Please Fax to:** CDR Scott Gaustad, TPAC Chair, 417-837-1715 and to  
LCDR Corey Dahl, TPAC Executive Secretary, 817-782-4502

Please email your **curriculum vitae** and a **single page cover letter** explaining your interest in serving as a TPAC member to [coreydahl@sbcglobal.net](mailto:coreydahl@sbcglobal.net). This must be forwarded as an attachment in Microsoft Word format.

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<sup>α</sup> TPAC Membership elections take place once annually.