



Therapist Professional Advisory Committee

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Committee Members

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LCDR Doug Fiorentino	Multi-Agency	douglas.fiorentino@fda.hhs.gov	(781)596-7896

**Therapist Professional Advisory Committee
Meeting Agenda
22 August 2008
1200 EDT**

I.	Call to Order	CDR Grogan	1200
II.	Review and Adoption of Agenda	CDR Grogan	1205
III.	Review of Previous TPAC Minutes	CDR Grogan	1210
IV	Chief Professional Officer	CAPT Siegel	1210-1230
V.	New Business		
	Chair and Exec Sec Election Process	LCDR Richardson	1230-1250
	Mentoring Program	CDR Eric Payne	1250-1300
VI.	Old Business		
Information	1. Promotion Preparation Survey	CDR Jordan Garner	1300-1310
Ongoing Work- for future discussion:			
	Healthy Lifestyles	LCDR Joe Golding	
	Retention Survey- future directions	LCDR Cowher	
	Strategic Growth Challenge	LCDR Trombley	
VII.	Reports		
A.	TPAC Chair	CDR Grogan	1310-1320
B.	Administration Committee	LCDR Souvignier	1320-1325
C.	Information Management	LT Fisher	1325-1330
D	Readiness Committee	LCDR Golding	1330-1335
E.	Strategic Planning and Development	LCDR McMillan	1335-1340
F.	Professional Development	CDR Whitehurst-Lief	1340-1345
VIII.	Open Forum		1345
IX.	Adjourn		

Therapist Professional Advisory Committee Meeting Minutes

Date: 22 August 2008

Time: 12:00- 1250 EDT

Location: Teleconference

I. Call to Order: 12:00 PM EDT

<u>Members</u>	<u>Title/Proxy</u>	<u>Agency</u>
CDR Laura M. Grogan	Chair	OS
LCDR Alicia Souvignier	Exec Sec	IHS
CDR Martha Duganne		IHS
CDR David Byrne		CDC
CDR Fred Lief	Souvignier	BOP
CDR Kathleen O'Neill-Manrique		IHS
CDR Jon Schultz		BOP
CDR Rita Shapiro		FDA
CDR Ron West		IHS
CAPT (sel) Jessie Whitehurst-Lief		BOP
LCDR Damien Avery		BOP
LCDR Joe Golding		IHS
LCDR Monique Howard		CMS
CDR(sel) Henry McMillan		OS
LCDR Jeff Richardson		IHS
LT Christopher Barrett		OPHS
LT Heidi Fisher		IHS
Ex-Officio Member:		
CAPT Karen Siegel	CPO	AHRQ

<u>Guests</u>	<u>Agency</u>
CAPT Terry Cavanaugh	IHS
CAPT Liza Figueroa	IHS
CAPT Gary Shelton	IHS
CAPT Michael Smith	NIH
CAPT Frank Weaver	IHS
CDR Jean Bradley	BOP
CDR Corey Dahl	OS
CDR Bart Drinkard	NIH
CDR Scott Gaustad	IHS
CDR Eric Payne	BOP
CDR Tarri Randall	IHS
CDR Julia Woodard	BOP
CDR Andrea Woolridge	IHS
LCDR Terry Boles	IHS
LCDR Ivy Chan	ASPR
LCDR Brian Elza	IHS
LCDR Jessica Feda	BOP

LCDR Tracy Gualandi	BOP	
LCDR Amy Hesselgesser	CMS	
LCDR Lorrie Murdoch	IHS	
LCDR Scott Mitchell	IHS	
LCDR Joe Strunce	IHS	
LCDR Jodi Tanzillo	IHS	
LCDR Delana Westman-Berry	IHS	
LT Jennifer Bebo	IHS	
LT Kristian Burnham	BOP	
LT Gwendolyn Hall	BOP	
LT Scott Labrecque		BOP

II. Review and Adoption of Meeting Agenda:

Agenda Approved.

III. Review of Previous TPAC Minutes:

June 2008 meeting minutes were provided and approved via e-mail to all TPAC members. Minutes are posted on TPAC website.

IV. CPO Report- CAPT Siegel

- All promotion and assimilation lists have been released by OCCO. Congratulations to all officers recognized by the boards.
- There were no O6 permanent promotions from our category this year. This may mean that we have officers from outside the category who sit on our promotion board next year, so prepare your OPF with that in mind.
- If you score in lowest 10% or 25% on a promotion board, you will need to participate in a mandatory counseling program. This is organized thru the CPOs and CAPT Siegel will contact officers to participate. No major changes to Benchmarks this year.
- Historically the spring Readiness check is low: June 30 we went from 97% to 80%. The next check is 30 SEPT. Please check on OFRD website and print off checklist. Immunization data is now being verified through the MAB. Fax all immunizations to MAB AND report on OFRD. OMB will receive the data from the 30 SEPT readiness check. There will be disciplinary actions for not meeting basic readiness requirements in the near future. Actions will be progressively more severe if officers continue to not meet readiness.
- Uniforms: Daily wear as of 1 July. USPHS continues to discuss uniform changes with the Navy. All Navy working uniforms are phased out which will impact our BDUs, winter blues, and salt and pepper.
- COER: Dramatic changes to COER are underway, however the new changes will not be implemented until 2009. One change for 2008 is that the ROS will be included in the COER as an Attachment. This will help increase compliance of supervisors to complete the ROS. Planned roll out date for 2008 COER is 1 OCT.
- Billets: Therapy Specific billets should change 1 JAN. Currently working on which IT system will be used to make this change. CPOs are getting a briefing on the status of this next week.
- GI Bill: Department lawyers are reviewing bill to see if USPHS was excluded.

- Discussion item for category: It may be good idea for the category to look at ways to debate issues. It is important for our category to discuss views in which there are varying opinions, however the way these points are discussed impact the efficiency and effectiveness of the TPAC. The PAC may want to lay ground rules regarding which issues can be discussed via email versus conference calls. More complex issues likely need to be discussed via conference call rather than multiple lengthy emails. Ideas include creating a template for each discussion item. There will be issues where officers have varied opinions, and so a clear method to reach a consensus could be helpful.

V. New Business

1. TPAC Chair Election- LCDR Jeff Richardson

- Review of proposed changes to P and P, which was sent out via email to PAC members. See Attachment F for proposed changes.
- Discussion points:
 - Change wording of officer to category member to include GS therapists.
 - In case of tie, who will make tiebreaker, or will it go to the most senior candidate.
- Email will be sent to TPAC members to comment on proposed changes and above discussion points. All responses need to be made to LCDR Jeff Richardson by 12 SEPT, in 3 weeks. The P and P taskforce lead by LCDR Jeff Richardson will formulate responses and present to the TPAC at the OCT meeting.

2. Mentoring Subcommittee- CDR Eric Payne

- CDR Payne accepting the chair position from CDR Smith in July. CDR Payne thanked CDR Smith her extensive work chairing this subcommittee.
- Ideas for future additions to mentoring program:
 - On line fillable applications
 - Change requirements from 1 hr/week to 2 hr/month
 - Allow 01-05 officers to participate as mentees
 - Allow officers to participate as both a mentor and mentee at the same time.

Contact info: 919-575-4829 (fax), epayne@bop.gov

VI. Old Business

1. Promotion Prep Survey: CDR Jordan- Garner

- 1 survey for officers up for promotion in 2006-2008:
http://www.surveymonkey.com/s.aspx?sm=lf2h9TZCb9KLt5KjbLVVQg_3d_3d
- 1 survey for officers who have mentored or sat on promotion boards:
http://www.surveymonkey.com/s.aspx?sm=hbFmfifQxPJokukUGzyvIg_3d_3d
- Initial deadline was 15 Aug. Extended to mid-September to allow for more responses.

- Will try to open this survey every year, so documents are continually improved.

VII. Reports

A. Chair Report: CDR Grogan

Thanks for opportunity to serve as PAC Chair
Plan to contact each of the PAC members to discuss further ideas for PAC.
Open door policy for all officers to contact her via phone or email.

B. Administration Committee (Attachment A)

C. Professional Development Committee (Attachment B)

D. Readiness Committee (Attachment E)

CDR(sel) David Byrne contacted 23/27 officers who fell off the OFRD readiness list.
Next check is 30 Sept. Please print out checklist to ensure you do not fall off.

E. Strategic Planning and Development Committee (Attachment D)

LCDR McMillan thanks LCDR Boles for guidance for taking over as Committee Chair.
LT Toni Donahoo, the IHS Scholarship Contact, is going into the Inactive Reserves.
While this position is not solely a TPAC position, please email
Henry.McMillan@hhs.gov if you are interested.

F. Information Management Committee (Attachment C):

See report for upcoming courses in September.

VIII. Open Forum

- CDR Schultz is asking for any officer interested in a PHS sponsored NCV/EMG course to please email j2schultz@bop.gov.
- KSA Taskforce was created Aug 9 and submitted finished report on Aug 20. Please see Attachment G for report submitted by LCDR McMillan.
- Meeting adjourned at 1430 Eastern Time

Next TPAC meeting: October 24, 2008 - 1200 EST
Call in number: 1-866-771-8522, pass code 1000028.

Respectfully Submitted: LCDR Alicia Souvignier, TPAC Executive Secretary
Concur: CDR Laura M. Grogan, 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 Planning and Development Committee Report

Attachment E: Readiness Committee Report

Attachment F: Proposed P&P Changes

Attachment G: KSA Taskforce Report

USPHS Therapist Category Website: <http://www.cc.nih.gov/rm/pt/tpac.htm>.

Join the Therapist Category LISTSERV at https://list.nih.gov/archives/usphs_therapist.html

Attachment A**MEMORANDUM**

TO: CDR Laura M. Grogan, TPAC CHAIR
FROM: LCDR Alicia Souvignier, Administration Committee Chair
DATE: 8/22/08
RE: Administration Committee Report, August 2008

Finance Subcommittee Report, CDR Fred Lief, Chair
Finance subcommittee on hold.

Member Elections Task Force: Nothing to report

Attachment B

Date: August 22, 2008

To: CDR Laura Grogan, TPAC Chair
 LCDR Alicia Souvignier, TPAC Executive Secretary

From: CDR Jessie Whitehurst Lief, Professional Development Committee, Chair

Subject: Professional Development Committee Report
 Therapist Professional Advisory Committee

The following are the submitted subcommittee reports for the August 22, TPAC meeting:

Awards Subcommittee:

Chair: CDR James Standish

Members: CAPT Lois Goode, CDR Scott Gaustad

Nothing new to report.

Education Subcommittee:

Chair: LCDR Jessica Feda Education Subcommittee Secondary Chair: LT Felipe

Zamarron Members: LCDR Jeff Richardson, LTJG Carlos Estevez, LT Brian Elza, LT

Dean Trombley, LCDR Jeff Lawrence, LCDR Henry McMillan, LCDR Scott Mitchell

Please note that the 2008 Category Presentations will soon be posted on the Education Subcommittee webpage.

2008 Course Listings:

8/18/08 - 8/22/08 Army Burn and Trauma Course San Antonio, Texas

Contact LCDR Jessica Feda if interested

CDR Gaustad, CDR McMillan, and LT Heidi Fisher are interested in attending.

9/8/08-9/19/08 Management of Stress Casualty Course

Filled at this time. CAPT Pickering and CDR Grogan are planning to attend.

10/27/08 - 11/1/08 COL Kersey Advanced Clinical and Operational Course Fort Sam Houston, Texas

3 additional PHS slots available (Five total slots available). LT Kit Burnham and LT Tracy Gualandi are interested in attending.

Contact LCDR Jessica Feda if interested

Mentoring Subcommittee:

Chair: CDR Eric Payne

Having taken over the Mentoring Subcommittee on 1 July 2008, I had the opportunity to coordinate with past Chair, CAPT Michael Smith, in order to familiarize myself with the administrative process for the effective coordinating of this program. I have requested changes to the TPAC website such as changing contact names and numbers . Any therapist wishing to sign up for the program should disregard the fax number on the website and application forms and use the following fax number: **(919) 575-4829** or email me at epayne@bop.gov .

During the past 6 weeks, I have been brainstorming in how we could take an already strong program and make it that much more robust of a professional development tool for all therapists within the United States Public Health Services (USPHS). Several minor changes came to mind ranging from data storage and handling to the idea of broadening the program to allow more participation across the Therapist Category.

In order to better track the matched mentor/mentee pairs, the data currently stored on a Microsoft Excel spreadsheet will be converted to a Microsoft Access database that will allow queries of the data to determine important milestones like quarterly checks and the one year anniversary of the mentoring arrangement. This will allow the timely distribution of standard emails to both mentors and mentees to check on progress and the effectiveness of the program.

I also plan on revising the mentor and mentee application to a fillable pdf form which can be emailed instead of faxed to the Mentoring Program Coordinator. The goal is to make all communications electronic in an attempt to save time and money by eliminating hard copy mailings with the exception of the TPAC Mentor Completion Certificate which is signed by the TPAC Chair.

In order to improve the overall participation in the program at all levels, I would like to present three recommendations for changes to the program:

1. The required participation time be changed from the current mandatory one hour per week to a mandatory two hours per month. From talking to several senior officers who do not currently participate as mentors, one of the major reasons for their non-participation is the one hour per week time requirement. With all therapists facing the daunting task of fulfilling their regular duty requirements such a weekly time commitment may be impossible.
2. The current program allows only junior officers to participate in the Mentoring Program as mentees. I believe that all therapists during the span of their careers could benefit from career guidance and mentoring. Having a mentor to assist with promotion preparation or guidance when transitioning from a strictly clinical position into a non-traditional professional role would be of great use to all therapists. Therefore I would like to amend the mentee criteria to allow all PHS therapists from O1 to O5 and civilian therapists from GS5 to GS12 to participate in the program as mentees. The mentors assigned will be at least one rank or GS level higher than the mentee.
3. The program would allow an officer to serve as both mentee and mentor concurrently. Our mid-level officers have much to share with our junior officers but still need professional guidance themselves. Such a change in the program could increase participation and improve professional development across the Therapist Category.

Promotion Preparation Subcommittee:

Chair: CDR Michelle Jordan

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

Please take a few minutes to complete the promotion preparation survey available on survey monkey. The closing date for the survey is **Sept.15, 2008**.

- The Promotion Preparation Subcommittee would like to determine if the tools available on the TPAC website are effective for officers preparing for promotion. In order to do so, two surveys have been developed so all officers can provide feedback: 1) Promotion Preparation Survey and 2) Senior Officer Promotion Preparation Survey
 - **Promotion Preparation Survey** – designed for officers that were/are eligible for promotion between PY 2006 and PY 2008 (the time frame that the tools were developed and available). The 7 questions include:
 - when officer is/was eligible for promotion;
 - to what rank;
 - if the tools provided on the therapist website was used in preparation; if so which ones were used; which ones were most helpful, etc...
 - Weblink to access survey:
http://www.surveymonkey.com/s.aspx?sm=lf2h9TZCb9Klt5KjbLVVQg_3d_3d
 - **Senior Officer Promotion Preparation Survey** –designed for O-6 officers to provide feedback on the effectiveness of the promotion prep tools as they mentor jr. officers and/or as they review eOPFs as a member of a promotion board. The survey was designed to respect the confidentiality and anonymity of the officer while allowing the subcommittee to collect the information. The 6 survey questions include:
 - if a sr. officer has had the opportunity to review the tools on the therapist website;
 - if he/she feels these documents are useful in mentoring jr. officers;
 - if so which ones are most helpful;
 - if CV template and summary sheet appropriately represent the promotion benchmarks, etc...
 weblink to access survey:
http://www.surveymonkey.com/s.aspx?sm=hbFmfifQxPJokukUGzyvIg_3d_3d
 - Please complete either the promotion preparation survey (if you were/are eligible for promotion between PY 2006 and PY 2008), and/or the sr. officer 0-6 survey **no later than Sept 15, 2008**
 - Both surveys are located on www.surveymonkey.com, which offers a free/basic account and allows for anonymity. Please note each survey has a different weblink.

Retirement Recognition Subcommittee:

Chair: CDR Cindy Carter

Members: CAPT Susanne Pickering, CAPT Lois Goode, CDR Ron West, CDR Jean Bradley, CDR Rita Shapiro, CDR Jessie W. Lief and LCDR Damien Avery

Nothing new to report

Attachment C

Date: August 22, 2008

To: CDR Laura Grogan, TPAC Chair
 LCDR Alicia Souvignier, TPAC Secretary

From: LT Heidi Fisher, TPAC Information Management Committee Chair

Re: TPAC Information Management Committee Report
 August 2008

Thank you to CAPT Liza Figueroa as outgoing Committee Chair for her guidance during the transition. I have adjusted the report formatting to mirror the TPAC website layout for easier reference. The subcommittee reports are listed in the order they appear on the Information Management Committee webpage. I welcome any feedback or comments on the changes.

1. Discipline Liaisons

CAPT Frank Weaver – Audiology

-Nothing reported

CAPT Rebecca Parks – Occupational Therapy

Nothing to report.

CDR Michael Smith – Physical Therapy

The next quad service meeting will be hosted by the NIH in October, details TBA.

Highlights of Minutes from 07 August 2008 Quad Service Meeting

Navy/Army: COL Mahony

Staffing: Deployed five therapists to “Bulldog Mission.” Currently have six civilian therapists and six technicians. Seven technician positions are missing. 15 Aug, fully staffed

Access to care: AD only

Base Realignment & Closure (BRAC):

- July 18th, broke ground for new rehabilitation building, projected completion is 2011. Physical Therapy and Orthopedics move into the new space. Two-twelve therapists will house the new TBI ward at Navy.
- Physical Therapy, Orthopedics and Occupational Therapy will move into “swing space” for treatment of officers
- WRAMC and NNMC PT services have integrated. COL Mahony lead therapist for services at Navy.

Army/Ft Belvoir: MAJ Sue Davis

Staffing: MAJ Sue Davis replaced MAJ Papazis. Currently staffed with three therapists; increasing to five soon. Expecting a new hospital Commander soon
Access to care: AD only (warriors in transition)

Army/Pentagon: CPT Contreras

Staffing: Solo Physical Therapist at the Pentagon and one Navy technician

Access to care: AD, dependents, retirees

Army/Fort Meade: LT Baker, MAJ Stokes

Access to care: New patients, AD, Dependents.

Orthopedists deployed; no surgical procedures at this facility

Army/Walter Reed: COL Barbara Springer

Effective Sept 08, COL Springer is leaving WRAMC and will be the Director for Proponency for Rehabilitation and Reintegration for the Army. The selection process for the WRAMC/Navy Chief is in process. Injured service member numbers from Operation Iraq Freedom (OIF) are down; injured service member numbers from Operation Enduring Freedom (OEF) are up. Amputee visits average 1400 visits/month.

Staffing:

- Amputee service: Staffed with 8 therapists and 2 technicians; more therapists are needed; Hiring actions in place. POC COL Springer until 9/08.
- Activated PHS officer: CAPT Brenda Kelly currently serving at WRAMC
- CPT Lambert, activated reservist, is POC for Traumatic Brain Injury (TBI) section and TBI research with National Rehabilitation Hospital (NRH).

Access to care: AD Pentagon, Navy and around the Beltway

Air Force: Maj Linda Currier, Capt Diane Lantagne

Staffing: Maj Majkowski PSC to wing duty. Presently 2.5 therapists; 2 AD, 1 civilian; anticipating a new AD, August 6th

Access to care: AD only; may possibly begin seeing families Sept/Oct

PHS/Agency for Healthcare Research and Quality (AHQR) CAPT Karen Siegel

Staffing: CDR Rita Shapiro has PCS from the Coast Guard to the Food and Drug Administration (FDA).

- A Memorandum of Agreement between the Department of Defense and the Public Health Service (PHS) was recently approved to increase mental health services available to returning service members, family members and retirees. Mental health PHS officers will be detailed to military medical treatment facilities under this initiative. **Future opportunities exist for other disciplines including PHS PTs to support TBI care if requested by DoD.**

PHS/NIH: CAPT Michael Smith

Staffing: Jerome Danoff, PT PhD began as Physical Therapy Chief, 25 May 2008. CAPT Smith now serves as Deputy Chief. New Chief of the Biomechanics Lab, Dianne Damiano, PT PhD.

Staff opening available

Educational Opportunities:

A one day TBI course is sponsored, Friday, September 26th, by INOVA/Franconia-Springfield hospital on the topic of TBI and Cognitive Rehabilitation, speaker Dr. Eckland (neurosurgeon). CEU's will be awarded. The cost of the lecture is \$99.00 and includes continental breakfast, lunch, snacks and handouts. Registration information: www.inova.org/imvh

Ms. Beth Soloman – Speech Language Pathology

-Nothing reported

II. Field Representative Report/Category Roster Subcommittee: LCDR Jodi A. Tanzillo, Field Representative Coordinator

I. Congratulations To:

- **BOP East**

FCI Otisville

Congratulations to LCDR Michelle Baker, SLP for receiving the Supervisor of the Year Award on June 12th 2008.

FMC Butner

Congratulations to LCDR Phil Chorosevic, OT & LT Alice Priest, PT for receiving their Hazardous Duty Awards.

- **BOP West**

USMCFP Springfield

Congratulations to LCDR David Engelman, PT who has successfully passed the Geriatric Specialist Certification (GSC) examination.

- **CMHS**

Congratulations to CAPT Michelle Coleman for accepting the position as Acting Director of Rehabilitation Services at the Department of Mental Health.

- **IHS AZ**

Fort Defiance

Congratulations to LCDR Mike Faz, PT who has been recognized as a Certified Wound Specialist from the American Academy of Wound Management.

Four Corners RHC, Red Mesa

Congratulations to CDR Jeff Fultz, PT who received a Unit Commendation for TPAC work on bringing Respiratory Therapists into the Commissioned Corps.

Sells

Congratulations to CDR(s) Andrea Woolridge, PT who attended her DPT graduation with AT Still University in Phoenix on Aug 2.

Tuba City

Congratulations to LT Heidi Fisher, PT who was awarded the USPHS Commendation Medal for “sustained outstanding performance to meet the rehabilitation needs of the Western Navajo Reservation during an extended staffing crisis”.

Whiteriver

Congratulations to CDR Scott Gaustad for his appointment to the IHS Physical Rehabilitation Services, Chief Clinical Consultant, 2008-2011.

- **IHS Multi-Site**

Congratulations to LCDR Delana Westman-Berry, PT who graduated from A.T. Still University, being awarded her DPT.

Congratulations to LT Jennifer Bebo, PT who was awarded an Achievement Medal for her outstanding contributions as the Navajo Area COA Branch President and also recently received the IOTC ribbon.

- **IHS NM**

Laguna-Acoma

ACL Physical Therapy Department received the Unit Commendation for Exceptional Clinical Performance and Teamwork during Significant Staff Shortages.

II. News From the Field:

- **BOP West**

FMC Carswell

LCDR Tracy Gualandi, PT has established a Bariatric Program in the Physical Therapy Dept.

- **IHS AZ**

Four Corners RHC, Red Mesa

The Four Corners RHC Wellness Center program continues to grow and develop.

Sells

Tucson IHS held their Commissioned Officer promotion ceremony at the Sells Veterans Center on Aug 8th with Rear Admiral Berkley in attendance to promote the Officers followed by a luncheon.

Tuba City

LT Heidi Fisher, PT has started her DSc with Andrews University.

LT Heidi Fisher, PT was featured in an article on the Commissioned Corps in the publication Advance for PT.

- **IHS NM**

Gallup

Fall Assessment Clinic received a \$100,000.00 grant through Office of Environmental Health – Fall Injury Prevention Project.

GIMC-COA will be hosting an annual picnic on 8/23/08 at McGaffey. The US Surgeon General will visit GIMC 8/26/08 while on his way to visit Northern Navajo Medical Center – Mid School Wellness Center’s grand opening on 8/27/08.

Shiprock

The US Surgeon General, RADM Galson, will attend the grand opening of the Northern Navajo Medical Center – Mid School Wellness Center, 8/27/08.

III. Welcome/ Farewell To:

- **BOP East**

FMC Butner

Welcome back LCDR Damien Avery, PT. Damien will fill a 0-5 specialty billet September 15th 2008.

FMC Devens

Welcome to one new staff member, LT Scott Labreque, PT. Scott was recently called to duty and has just finished training at Glynco.

- **BOP West**

FMC Carswell

Farewell to LT Yvonne Robison who will be leaving August 15, 2008 and going inactive with PHS.

- **CMHS**

Farewell to LCDR Michelle (Jackie) Peterman who will transfer from the Department of Mental Health at St. Elizabeth’s Hospital to the Center for Medicare and Medicaid Services.

Four Corners RHC, Red Mesa

Welcome to Cindy Frank, PT who is a 2007 UNM graduate and will be starting in Red Mesa this month.

Pinon

Welcome to LT Ron Kelderhouse, PT who reported for duty on 1 July 2008.

IHS NM**Gallup**

Jessica Hale, Summer Extern Student, will depart 8/15/08.

Andrew Kurtz, SPT from University of Michigan is assigned to GIMC from 7/7/08 through 8/29/08.

Shiprock

Terry Redman, PT, contractor's last day is 8/28/08.

IV. Presentations:

- **IHS AZ**

Phoenix

CAPT Liza Figueroa, PT and Dr. Neil Irick, Pain Consultant at Phoenix Indian Health Care Center presented a seminar titled "Managing Chronic Pain" at the Four-Corners IHS Annual Therapist Training on Sep 9, 2008.

Pinon

LCDR Jeff Lawrence, PT presented a 1 hour CME on 15 July 08 to the Pinon Health Center Medical Staff; topic "Epidemic Trends Contributing to the Decline of U.S. Health."

- **IHS Multi-Site**

CAPT Becky Sellers, PT presented a "Fall Risk Assessment as a Guide for Interventions" on 07/10/08 via the IHS Training Center Teleconference

- **IHS NM**

Shiprock

LCDR Alicia Souvignier, PT has recently completed two presentations: "Exercise and Injury Prevention" to adolescents at the Shiprock Residential Substance Abuse Treatment Center and "Exercise and Limiting Screening Time" to children and families at the Shiprock Chapter House.

V. Publications: None**VI. Deployments:** None

VII. **Current Research:**

- **IHS Multi-Site
Koweta Indian Health Facility**
LCDR Delana Westman-Berry, PT completed a case report using mirror therapy to treat acute brachial plexus injury.

VIII. **Future Agenda Items for TPAC to Consider: None**

III. **CATEGORY HISTORIAN: CDR Alicia Hoard**

The Therapy Category History Timeline is making progress. Due to the earlier mentioned setbacks, I have been entering the timeline chronology myself into the webpage template. This has been a challenge, but as I have worked with the webpage contractors and one of our own computer engineers, I have been successful in getting the data into the timeline. The pictures now remain to be included with the timeline on the webpage. *We are still looking for some good pictures with therapists in uniform that best represents what we do.* If anyone has access to pictures from the early years of our category, please contact me at ahoard@hrsa.gov. Thank you.

IV. **JOAG Representative: LCDR Jessica Feda**

Nothing reported.

V. **COA Board Representative:
CAPT Suzanne Pickering**

Nothing reported.

VI. **Retired Therapists Representative:
CAPT (Ret) Leo LaBranche & CDR (Ret) Selden Wasson**

Nothing to report.

VII. **Inactive Reserve Therapist Representative: LCDR Christa Themann**

Nothing reported.

VIII. Web Page Subcommittee: CAPT Karen Siegel, Web Master

Plans to transition the PAC and other websites under the USPHS.gov website continue, but there have been delays related to 508 compliance, which is accessibility for persons using assistive technology. This also will affect acceptance of documents submitted to our website from now on, and I will work with individuals who submit files to assure compliance. In general, **please submit MS Office compatible documents rather than pdf formatted files unless you know they are 508 compliant.**

The migration of the website also will allow responsibilities for web management to migrate. This is key because I no longer have direct access to the NIH server where our current page is located. CAPT Oakley is now assisting, but the arrangement is not optimal. **CDR O'Neill-Manrique has agreed to serve as the new webmaster for the category website once it has migrated to the new server.** I want to thank her for agreeing to serve in this new role, and she is now starting to participate in training to assume these new responsibilities. Other updates to the website on the NIH server will continue until the transition is complete. Updates from the June TPAC meeting are expected prior to the August meeting.

Information Management Committee Report respectfully submitted by:

*Heidi Fisher, PT
LT, USPHS
Information Management Committee Chair
2008-2011 Term*

Attachment D**MEMORANDUM**

To: LCDR Alicia Souvignier, TPAC Secretary
 CDR Laura Grogan, TPAC Chair

Date: 8/20/08

From: LCDR Henry McMillan, Strategic Planning and Development Chair

LCDR Henry McMillan was recently selected to be the Strategic Planning and Development Chair. We would like to thank LCDR Terry Boles for his hard work and dedication to this Committee.

The Strategic Planning and Development Committee met on August 5th, 2008 to discuss the mission, status, and goals of each of the Subcommittees. Each Subcommittee Chair provided an update on recent accomplishments, current tasks, and future objectives and goals for their respective subcommittees. The Committee will meet on a regular basis to update missions, goals and tasks for each of the subcommittees. We are looking forward to a challenging, yet very rewarding and successful year.

**PHS Therapists Category Vacancies
 August 2008**

Position	Duty Location	POC
Alaska		
Staff PT	Nome, AK	LCDR Joe Kennedy 907-443-4513 jkennedy@nshcorp.org
Staff PT	Kozebue, AK Maniilaq Health Center	Genevieve Ophiem 907-442-7658
Arizona		
Chief PT	Chinle, AZ	LCDR Andra Battocchio 928-674-7223 andra.battocchio@ihs.gov
SLP	Chinle, AZ	LCDR Andra Battocchio 928-674-7223 andra.battocchio@ihs.gov
Audiologist	Chinle, AZ	LCDR Andra Battocchio 928-674-7223 andra.battocchio@ihs.gov
Audiologist	Ft. Defiance, AZ	LCDR Mike Faz 928-729-8805 Mike.faz@ihs.gov

Chief PT	Hopi, AZ	Laverne Dallas 928-283-6020 Lavern.dallas@ihs.gov
Deputy Chief (05)	Sells, AZ San Xavier, AZ	LCDR Andrea Woolridge 520-383-7303 andrea.woolridge@ihs.gov
Staff PT and PTA	Tuba City, AZ	LCDR James Cowher 928-283-2659 james.cowher@tchealth.org
Staff PT	Winslow, AZ	CDR Michael LaPlante 928-289-6199 michael.laplante@wihcc.org
Staff OT Part-Time	Whiteriver, AZ	Mike Huylebroek 928-338-3610 Mike.Huylebroek@ihs.gov
Chief PT and OT (Tribal Position- no CC)	Ssanta 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
Chief PT (05)	FCI Tuscon, Tucson, AZ	CDR Jean Bradley (817) 782-4572 jebradley@bop.gov
California		
Chief PT (05)	FCI Terminal Island Terminal Island, CA	CDR Jean Bradley (817) 782-4572 jebradley@bop.gov
Maryland		
CMS Component Officer (PT/OT)	Baltimore, MD	Edward Berends (410)-786-6560 Edwards.Berends@cms.hhs.gov
Montana		
Staff PT	Crow Agency, MT PHS Indian Hospital	Curtis Brien CURTIS.BRIEN@IHS.GOV
Staff PT	Lamedeer, MT PHS Indian Health Center	Jennifer Allies JENNIFER.ALLIES@MAIL.IHS.GOV
New Mexico		
Chief PT (O5) On hold until FY09	Santa Fe, NM	Dr. Brett Smoker, Clinical Director 505-946-9272 Bret.Smoker@ihs.gov

Staff PT	Shiprock, NM	LCDR Lorrie Murdoch 505-368-7106 lorrie.Murdoch@ihs.gov
Staff OT	Shiprock, NM	LCDR Joe Strunce 505-368-7118 joseph.strunce@ihs.gov
2 Staff PT	Gallup, NM	LT Dawn Dineyahze 505-722-1503 dawn.dineyahze@ihs.gov
Oklahoma		
Staff PT	Clinton, OK	Terri Schmidt 580-323-2884 Ext 3314 Terri.Schmidt@ihs.gov
2 Staff PT	Ada, OK	Jamie Spence 580-272-7272 Jamie.Spence@chicasaw.org
South Dakota		
Staff PT	Sisseton, SD Sisseton-Wahpeton Oyate Health Care Center	Dr. Sandeep Patel, Clinical Director 605-698-7606 sandeep.patel@ihs.gov Denise Kestor denise.kester@ihs.gov
Texas		
STAFF PT	Ft Worth, TX FMC Carswell	CDR Jean Bradley (817) 782-4572 jebradley@bop.gov
Wisconsin		
Staff PT	Crandon, WI Forest County Potawatomi Health and Wellness Center	Chris Skaggs 715-478-4340 CHRISS@FCPOTAWATOMI.COM
Staff PT	Oneida, WI Oneida Community Health Center	Katrina Elizondo 920-869-4814
WYOMING		
PT New Service	Wind River Service Unit	Michelle Antone or Dr. William Calder (307) 332-7300 Ext. 5966 William.Calder@ihs.gov
Multi Disciplinary		
PHS Details and Special Assignments		PHS Detail Project Officer, DCCA, OCCO (240) 453-6006 <hr/> <i>* For possible assignments listed below,</i>

		<i>contact the PHS Detail Project Officer as well as the POC listed for the job announcement.</i>
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*For corrections or questions regarding this vacancy list, please contact:
LCDR Michelle Baker at m3baker@bop.gov*

Related websites:

<http://www.usajobs.gov>

<http://www.usphs.gov>

<http://www.fda.gov>

<http://www.cdc.gov>

<http://www.cms.hhs.gov>

<http://www.bop.gov>

<http://www.hrsa.gov>

<http://www.ihp.gov>

PT- 0633

OT – 0631

SLP – 0665

Aud – 0665

RT- 0651

Recruitment Subcommittee

Chair: LCDR Michelle Baker

Members: LT Phil Chorosevic

LCDR Damien Avery

LCDR Lorrie Murdoch

Therapist Category Associate Recruiters:

LCDR Matt Armentano, CDR Mercedes Benitez-McCrary, LCDR Terry Boles, CDR Fred Lief, LCDR Laura Grogan, LCDR Monique Howard, CDR Jean Bradley, CDR Jessie Whitehurst-Lief, CDR John Schultz, CDR Julia Woodard, LCDR Karen Kilman, LCDR Henry McMillan, LCDR Jeff Richardson, LCDR Alicia Souvignier, LCDR Joe Strunce, LCDR Jodi Tanzillo, LT Dean Trombley, CAPT Frank Weaver, CDR Ron West, LCDR Delana Westman

Open Business:

- 1) Monthly updates of therapists vacancies listed on the TPAC website.
- 2) If any officer requires recruitment materials, brochures or freebies, please contact LCDR Baker
- 3) Red Cam Team provides the most recent Therapist Category applicant list, which included 22 applicants. The applicants include 7 PT's, 8 OTs, 3 SLP's, 2 RT's and 2 AUD's.

The Subcommittee will be responsible for obtaining an updated list of applicants from the CAM Team on a monthly basis. The subcommittee will provide new applicant names and contact information to a Mentor. The Committee will work to best match the applicant and Mentor in terms of agency preference and discipline. The Subcommittee will solicit feedback on each applicant's progress from Mentors on a regular basis.

Closed Business:

New Business:

- 1) Recruitment Subcommittee Chair:

LCDR Michelle Baker has been selected as the incoming Recruitment Subcommittee Chair. An introductory email was sent to all committee members and the Associate

Recruiters to introduce the new chairperson and establish the initial goal of the subcommittee. The first goal is to enhance the recruiting communication by establishing a formal tracking system to coordinate and identify all recruitment activity. A conference call is being scheduled to review the 2008 goals for the subcommittee.

Strategic Growth Subcommittee

Chair: CDR Scott Gaustad

Members: CAPT Gary Shelton

Open Business:

Closed Business:

New Business: Nothing new to report.

Retention Subcommittee

Chair: LCDR James Cowher

Members: CDR Mark Melanson
LT Doug Fiorentino

Open Business: The Retention Subcommittee is in the process of investigating processes for improving retention of Therapist officers based on the findings of the survey results. The top two retention areas identified by the survey include improving quality of life and improving compensation of Therapist officers. These areas will be addressed by the Subcommittee and plans will be developed to address these needs.

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.

IHS Scholarship Subcommittee

Chair: LT Toni Donahoo

Members:

Open Business:

1) Currently have five PT students, two OT students, and 2 PTA students on IHS scholarships.

2) Please contact LT Donahoo with any questions, 580-421-4563,
Toni.donahoo@chickasaw.net.

Current Indian Health Service Scholarships:

Closed Business:

New Business: LT Toni Donahoo, DPT will be inactivating from the Commissioned Corps for an indefinite period of time effective September 11th, 2008. She has served well as the Discipline Chief for the Indian Health Service Scholarship branch, as well as the Subcommittee Chair for the Strategic Planning and Development Committee. We

want to thank her for the support and dedication to the category. We also wish her well on future endeavors.

Appointment Standards Subcommittee

Chair: LCDR Robert Roe

Members: CDR Rita Shapiro

CDR Mercedes Benitez-McCrary

CAPT Frank Weaver

LCDR Jeff Richardson

LCDR Jodi Tanzillo

Open Business:

Closed Business:

New Business: Nothing new to report.

Attachment E

Readiness Committee Report

TPAC Readiness Committee



Joseph Golding, PT, DPT, OCS
 LCDR, USPHS
 Chair, TPAC Readiness Committee/Healthy Lifestyles
 Subcommittee
 12033 Agency Rd, Parker, AZ 85344
 Office: 928-669-3343
 Email: joseph.golding@ihs.gov

August 22, 2008

From: LCDR Joe Golding, Readiness Committee Chair
 To: CDR Laura Grogan, TPAC Chair
 LCDR Alicia Souvignier, TPAC, Executive Secretary

Basic Readiness:

The Therapist Category's Basic Readiness dropped from 97% to 80% in June 2008.

To remedy this sudden drop in basic readiness qualification, CDR David Byrne, the OFRD Subcommittee chair, contacted 23 of the 27 officers via email in regards to their not being qualified. The other 4 of the 27 officers were contacted by CAPT Siegel and CDR Grogan.

The 23 officers contacted by CDR Byrne reported minor deficiencies and these officers will be Basic Qualified by next OFRD check.

CDR Byrne also contacted the officers who were exempt from the Basic Readiness Check to ensure that they will be Basic Ready when their exemption ends.

The next Readiness Check is September 30, 2008.

I encourage all officers to use the Readiness Checklist on the OFRD website to ensure they will be Qualified for Basic Readiness.

http://ccrf.hhs.gov/ccrf/Readiness/Checklist_070908.pdf

Respectfully Submitted,

Joe Golding, PT, DPT, OCS
 LCDR, USPHS

ATTACHMENT F

THERAPIST PROFESSIONAL ADVISORY COMMITTEE

POLICIES AND PROCEDURES MANUAL

(SUPPLEMENT TO TPAC CHARTER)

Revised Aug 2008

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TITLE: TPAC CHAIRPERSON

TERM OF APPOINTMENT:

The TPAC Chairperson is elected from the voting TPAC membership by a simple majority vote of the TPAC members via a confidential ballot. A call for TPAC Chairperson self-nominations will be announced at the February TPAC meeting the year concluding the TPAC Chairperson's tenure. Voting TPAC members, including those that are coming in for the new operational year, who are interested in the TPAC Chairperson position will self-nominate by submitting a statement of intent to the TPAC Chairperson by May 31st. The TPAC Chairperson with concurrence of the CPO will forward all qualified candidates to the TPAC membership. Both incoming and outgoing TPAC members are eligible to vote, and incoming TPAC members are eligible to self-nominate for Chairperson. Members from two operational years may vote in the election, thereby allowing for participation of no more than 20 voting members from each operational year. The election will be held in alternate years from the election of the TPAC Executive Secretary.

If only one TPAC Chairperson nominee is recommended, the TPAC vote will be done by simple majority vote. If two or more TPAC Chairperson nominees are presented; the TPAC vote will be done by simple majority vote via a confidential ballot. In the case of more than two nominees, a second runoff election of the top two vote-getters will be performed if no one candidate receives more than a simple majority. In the case of a tie, a final decision will be made by the current TPAC Chairperson with concurrence of the CPO.

The Chairperson shall serve one 2-year term with no opportunity for re-election to that post. In the event that the Chairperson becomes unavailable to serve, the Ex-Officio/Former Chairperson will assume the responsibilities of the TPAC Chairperson.

If the term of the Chairperson coincides with the expiration of that individual's membership on the TPAC, then that Chairperson will serve two years as an ex-officio member of the TPAC.

The TPAC Chairperson is a voting member of the TPAC.

TITLE: TPAC EXECUTIVE SECRETARY

TERM OF APPOINTMENT:

The TPAC Executive Secretary is elected from the TPAC membership by a simple majority vote of the voting TPAC members via a confidential ballot. A call for TPAC Secretary self-nominations will be announced at the February TPAC meeting the year concluding the TPAC Secretary's tenure. Voting TPAC members, including those that are coming in for the new operational year, who are interested in the TPAC Secretary position will self-nominate by submitting a statement of intent to the TPAC Chairperson by May 31st. The TPAC Chairperson with concurrence of the CPO will forward all qualified candidates to the TPAC membership. Both incoming and outgoing TPAC members are eligible to vote, and incoming TPAC members are eligible to self-nominate for Secretary. Members from two operational years may vote in the election, thereby allowing for participation of no more than 20 voting members from each operational year. The election of the TPAC Executive Secretary will be held in alternate years from the TPAC Chairperson.

If only one TPAC Secretary nominee is recommended, the TPAC vote will be done by simple majority vote. If two TPAC Secretary nominees are presented; the TPAC vote will be done by simple majority vote via a confidential ballot. If more than two TPAC Secretary nominees are presented the TPAC vote will be done by simple majority vote via a confidential ballot. In the case of more than two nominees, a second runoff election of the top two vote-getters will be performed if no one candidate receives more than a simple majority. In the case of a tie, a final decision will be made by the current TPAC Chairperson with concurrence of the CPO.

Under normal circumstances the TPAC member elected as Executive Secretary shall serve a two-year term with no opportunity for re-election. However, if the election of both the TPAC Chairperson and the TPAC Executive Secretary unavoidably fall on the same year, the Executive Secretary shall serve a one-year term with the opportunity for re-election to two additional years. In the event that the Executive Secretary is unavailable to serve, the TPAC Chairperson will assign the Executive Secretary responsibilities to another TPAC Member.

ATTACHMENT G**Therapist Professional Advisory Committee- KSA Task Force, Final Report, August 20th, 2008**

Task Force Members:

LCDR Henry McMillan, Chair

CAPT Michelle Hooper

CDR Jeff Fultz

LCDR Jodi Tanzillo

LCDR Dean Trombley

The Therapist Professional Advisory Committee KSA

Task Force was created by TPAC Chair, CDR Laura Grogan on August 9th, 2008.

MISSION:

"The Therapist KSA's Task Force will develop discipline specific trainings, certifications/registrations, licensures, and additional experience required for the development of therapist category billets in a format that easily fits within the developing web-based billet system for the Commissioned Corps"

SUMMARY OF ACTION:

The task force met via teleconferenced meetings on August 14th and August 19th, 2008. Detailed background information was provided to task force members regarding the mission of the task force and the Transformation of Commissioned Corps billets and the billet system. The task force was delegated with the following tasks to be accomplished:

1. Review current transformation billet templates
2. Review and consider recommendations developed by category members on certifications, licensures, training and experience.
3. Identify discipline specific trainings, experience, certifications and licensures to be associated with the new billet structure
4. Consider other areas of additional trainings, experiences, certifications associated with the therapist category to include with the new billet structure.
5. Complete the Excel Spreadsheet by Wednesday, August 20th, 2008

RECOMMENDATIONS:

Information regarding certifications, licensures, training and experience were accumulated into a spreadsheet. The tasks force recommends that the data contained in the following spreadsheet sufficiently describes the certifications/registrations, licensures, and additional experience required for the development of therapist category billets in a format that easily fits within the developing web-based billet system:

THERAPIST CATEGORY		Training	Work Experience	Certificate/Document	Formal Education/License
THR	P T	Orthopedic training	Orthopedics experience	ABPTS - Board Certified Orthopedic Clinical Specialists	State Physical Therapy License
THR		Pediatric training	Pediatrics experience	ABPTS - Board Certified Pediatric Clinical Specialist	
THR		Geriatric training	Gerontology experience	ABPTS - Board Certified Geriatrics Clinical Specialist	
THR		Neurology training	Neurologic experience	ABPTS - Board Certified Neurological Clinical Specialist	
THR		Cardiopulmonary training	Cardiopulmonary experience	ABPTS - Board Certified Cardiopulmonary Clinical Specialist	
THR		Electrophysiological/EMG training	Electromyography experience	ABPTS - Board Certified Electrophysiologic Clinical Specialist	
THR		Sports training	Sports experience	ABPTS - Board Certified Sports Clinical Specialist	
THR		Athletic Training education	Athletic Training experience	National Athletic Trainers' Association - Athletic Trainer Certified	
THR		Hand therapy training	Hand therapy experience	Hand Therapy Certification Commission - Certified Hand Therapist	
THR		Wound care training	Wound Care experience	American Academy Wound Management - Certified Wound Specialist	
THR		Lymphedema Management training	Lymphedema Management experience	National Alliance of Wound Care- Wound Care Certified	
THR		Pain Management Training	Pain Management experience	Lymphology Association of North America - Certified Lymphedema Therapist	
THR				American Academy of Pain Management - Certified Pain Practitioner	

THR	Strength and Conditioning training	Strength and Conditioning experience	National Strength and Conditioning Association- Strength and Conditioning Specialist	
THR	Prosthetic and Orthotic training	Prosthetics/Orthotics experience		
THR	Aquatic training	Aquatic experience		
	O			National Board Certification of Occupational Therapy State Occupational Therapy License
THR	T Mental Health training	Mental Health experience	AOTA - Board Certified Mental Health	
THR	Pediatric training	Pediatrics experience	AOTA - Board Certified Pediatric	
THR	Geriatric training	Gerontology experience	AOTA - Board Certified Gerontology	
THR	Physical Rehabilitation training	Physical Rehabilitation experience	AOTA - Board Certified Physical Rehabilitation	
THR	Hand therapy training	Hand therapy experience	Hand Therapy Certification Commission - Certified Hand Therapist	
THR	Driving and Community training	Driving and Community experience	AOTA - Specialty Certification in Driving and Community Mobility	
THR	Environmental Modification training	Environmental Modification experience	AOTA - Specialty Certification in Environmental Modification	
THR	Feeding, Eating, and Swallowing training	Feeding, Eating, and Swallowing experience	AOTA - Specialty Certification in Feeding, Eating and Swallowing	
THR	Low Vision training	Low Vision experience	AOTA - Specialty Certification in Low Vision	
THR	Wound care training	Wound Care experience	American Academy Wound Management - Certified Wound Specialist	
THR			National Alliance of Wound Care- Wound Care Certified	
THR	Lymphedema Management training	Lymphedema Management experience	Lymphology Association of North America - Certified Lymphedema Therapist	
THR	Pain Management Training	Pain Management experience	American Academy of Pain Management - Certified Pain Practitioner	
			National Athletic Trainers' Association - Athletic Trainer Certified	
THR	Athletic Training education	Athletic Training experience	National Strength and Conditioning Association- Strength and Conditioning Specialist	
THR	Strength and Conditioning training	Strength and Conditioning experience		

THR	Prosthetic and Orthotic training	Prosthetics/Orthotics experience		
THR	R T Neonatal training	Neonatal experience	National Board for Respiratory Care - Neonatal/Pediatric Respiratory Care Specialist	National Board for Respiratory Care- Registered Respiratory Therapist (RRT)
THR	Pulmonary Function training	Pulmonary Function experience	National Board for Respiratory Care - Advanced Pulmonary Function Technologist	
THR	Polysonography training	Polysonography experience		
THR	Asthma Educator training	Asthma Educator experience		
THR	Case Management	Case Management		
THR	A U D		ASHA - Certificate in Clinical Competence Audiology	State Audiology License American Board of Audiology-Board Certification in Audiology OR American Speech-Language-Hearing Association-Certification of Clinical Competency
THR			American Board of Audiology-Board Certification in Audiology	
THR	Early Intervention of Hearing Loss training			
THR	Hearing Conservation training	Hearing Conservation experience		
THR	Auditory Evoked Responses training	Auditory Evoked Responses experience		
THR	Cochlear Implants training	Cochlear Implants experience		

THR	Vestibular Assessment and Rehab training			
THR	Central Auditory Processing training			
THR	Hearing Aid Fitting and Evaluation training			
				State Speech Language Pathology License
	S		ASHA - Certificate in Clinical Competency Speech Language Pathology	
THR	L			
THR	P	Fluency training	Fluency experience	ASHA - Fluency
THR		Child Language training	Child Language experience	ASHA - Child Language
THR		Swallowing training	Swallowing experience	ASHA - Swallowing
	A			National Commission on Correctional Health Care - Certified Correctional Healthcare Professional-
THR	LL	Correctional Healthcare training	Correctional Healthcare experience	
THR		Women's Health training	Women's Health experience	
THR		Management/Leadership training	Management/Leadership experience	
THR		Program Development and Evaluation training		
THR		Quality Assurance training	Quality Assurance experience	
THR		Public Health training	Public Health experience	
THR		Community Wellness training	Community Wellness Center experience	
THR		Research Methods training	Research experience	
THR		Statistical Methods training	Statistical Methods experience	
THR		Other training	Other experience	Other Certifications
		None	None	None

I am pleased with the results of the TPAC KSA Task Force. The members of this task force were assembled under a severe constraint for turn around time for the completion of this task. Fortunately, the task force members responded well to the mission objectives and

completed the task by the assigned deadline date. I want to thank them for their willingness to support the Therapist Category and the Commissioned Corps Transformation.

Respectfully submitted for the TPAC to consider on behalf of the Therapist KSA Task Force.