

Therapist Professional Advisory Committee



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

Date: March 2, 1989

Time: 10:15 am - 4:15 pm

Present: CAPT R. Nelson (PT, Chair); CAPT W. Fromherz (PT/CPO/DCP)
LT M. Rogers-Smith (PT); CAPT D. Swett (PT); CAPT N. Hartman (PT);
and LCDR F. Oakley (OT, Secretary)

- I. The meeting was called to order by the chairman at 10:15 a.m.
- II. The agenda was accepted as presented (Attachment A).
- III. Typographical errors in the December 8, 1988 TPAC minutes were amended as follows: Page 1 D. Sweet change to D. Swett; Attachment H, .002 transformed changed to transferred: .001 apperciative to appreciative.

IV. Commissioned Corps Centennial Activity:

Event title	:	American Occupational Therapy Association
Date	:	April 19, 1989
Location	:	Baltimore, Maryland
Time	:	7 a.m. - 9 a.m.
Centennial Breakfast:		To highlight the achievements of the PHS therapists.
Contact person	:	LCDR F. Oakley, 301-496-3100

V. Open Forum:

- A. CAPT R. Nelson reported that the following information was inadvertently omitted from the December 8, 1988 TPAC minutes.
 1. LCDR J. Hunter recently received a PHS Achievement Medal.
 2. LT M. Pizzi was promoted to LCDR effective April 1, 1989.The TPAC congratulates these Therapists!
- B. Career development and recruitment were the primary agenda items of this TPAC meeting.
- C. CAREER DEVELOPMENT TRACTS: TPAC reviewed and further revised the therapist career development tracts (D. Swett, TPAC minutes 3/88). The purposes of the therapist career development tracks are to:
 1. Assist the therapist recruitment effort by providing applicants with a description of career tracks and professional opportunities in the PHS.
 2. Aid active duty therapists with their decisions about career development opportunities.

CAREER DEVELOPMENT SURVEY: TPAC reviewed the therapist career development survey instrument adapted from LCDR C. McGarvey's proposal (TPAC minutes 9/88). The purpose of the Career Development survey instrument is to compile data on (across grades) the percentage of time therapists spend in various professional responsibilities at their duty station.

PURPOSE OF DATA COLLECTION: This data will help to:

1. Determine departmental strengths
2. Focus attention on staffing needs
3. Develop strategies for departmental growth
4. Define career development opportunities

PLAN OF ACTION:

1. D. Swett and M. Rogers-Smith each agreed to review the operational definitions on the career development descriptions for clarity and to provide feedback to R. Nelson by March 23, 1989.
2. A random sample of PHS therapists will be pilot tested as to the general applicability and reliability of this instrument
3. Appropriate changes in the instrument will be made from the results of the pilot survey.
4. A full survey of all PHS therapists will be carried out on or about July, 1989 and subsequently compiled according to grade level (i.e. all O2 therapists, all O3, etc.)

- D. RECRUITMENT: TPAC reviewed the results of the University/College Grid prepared by the recruitment committee (Attachment B). TPAC expressed their appreciation to Ralph Utzman (COSTEP) and all members of the recruitment committee for the work in collecting and formatting the data. Specifically: D. Aretino, D. Brueggeman, D. Breger, B. Ferguson, G. Hunt, M. Huylebroeck, E. Koziatek, K. Lohmann, G. Schofield, W. Smith, K. Varvel, I. Williams, and M. Pizzi (Chair).

ACTION ITEM: W. Fromherz and R. Nelson plan to meet with M. Pizzi, Chair, Recruitment Committee to both further review, and determine implementation strategies for the grid.

- E. Josef Hoog Research Award - TPAC discussed the idea of re-examining the criteria for the Josef Hoog Research Award.

ACTION ITEM: R. Nelson will contact J. Birke, Chair Josef Hoog Research Award committee, to relay TPAC's discussion and to request that the committee review the matter and submit its recommendations to the next regular TPAC meeting (5/25/89).

VI. Reports

A. Chair - R. Nelson

1. Bill Fromherz and Roger Nelson continue to work on pressing Therapist Category Career Development Issues and Recruitment Strategies.

2. Roger and Bill worked with Ralph Utzman (COSTEP supported by DCP) in the refinement of the career development, recruitment and collegiate grid developed initially by D. Swett, C. McGarvey and the Recruitment Committee respectively. Some of Ralph's efforts are presented in this edition of the TPAC minutes.
3. Roger and Bill continue to attend the Surgeon General's monthly CPO/PAC meetings, where all category CPO's and PAC Chairs meet together.
4. The Surgeon General's CPO/PAC meeting was held on March 2, 1989. The TPAC also met at that time. Therefore, Ivana Williams was asked to attend the CPO/PAC meeting representing Bill Fromherz and Roger Nelson. Some of the notes of that meeting appear under the DCP/CPO report.

ACTION ITEM: TPAC thanks Ivana for attending the meeting and providing a complete set of notes.

5. Roger has received seven (7) self nomination forms for TPAC involvement.
6. An Executive Summary of the PHS honor award descriptions is attached (C).

B/C. CPO/DCP Representative - W. Fromherz

1. The Vacancy Announcement Tracking System (VATS) report is attached (D).

NOTE: The number of new positions and current vacancies emphasizes the need for INCREASED RECRUITMENT activities.

2. DCP is currently reviewing all PHS officers between 20 and 30 years, relating their billet to current rank.
3. A summary of the promotion process update is attached (E).
4. DCP has received 17 COSTEP applications to date.
5. CPO/PAC meeting highlights (note; the information presented below represent the abstracted highlights of a full report submitted by Ivana Williams) March 2, 1989:
 - a. Nursing Bill: Has been revised to include amenities for PHS nurses, as well as military nurses. Revisions include ROTC/COSTEP type program with salary of \$500.00 plus per month; up to \$5000.00 accession bonus and incentive special pay for nurse anesthetists. The benefit to other categories; the Nurse bill may be looked at as a trial case with the possibility of including other categories which have demonstrated shortages.
 - b. Promotion Board:
 - (1) Billets will not be used as precepts at this promotion cycle due to the fact that all billets are not current.
 - (2) Continuing education will not be considered in this promotion cycle due to the inadequate knowledge on how continuing education will be defined for promotion purposes. In addition there appears little to no uniformity in category requirements.

(3) Performance ratings will be the major criteria used for promotions this cycle. Other criteria have been published in the Commissioned Corps Bulletin.

(4) Categories are developing standardized billets for their specialties. The dental category has developed twelve (12) standardized billets which account for 90 percent of all dental officers. These billets address career progression, continuing education, rotation of assignments, career tracks and responsibility levels. All dental program chiefs have agreed to use these billets for applicable positions. Positions not covered under the standardized billets include pure administrative assignments. Administrative personnel should have different requirements and criteria so that they are not in direct competition with clinicians when it comes to promotions. Pharmacy is also in the process of developing standardized billets for their clinical positions, specifically for those pharmacists stationed in clinical positions at IHS, BoP or NIH.

(5) NOTE: IHS Therapist billets have been revised with the direct input for the revisions by M. Wilson and D. Swett. The billets are currently in the process of being finalized.

c. Recruitment remains the highest priority for the Therapist category .

d. CPO Selection Update - See attachment F.

NOTE: Dr. Koop has extended W. Fromherz's appointment as Chief Professional Officer, Therapist Category for an additional two year period effective immediately.

ACTION ITEM: The TPAC congratulates Bill Fromherz on his re-appointment as Chief Professional Officer, Therapist Category.

e. Hawaii Centennial Observation: Dr. Koop and staff visited two locations; Sea Island and Molokai. Seaman's Hospital is to be restored as a Marine Hospital Museum. Hopefully the hospital will contain several PHS historical pieces. If anyone plans to visit Molokai, it may be possible to arrange a tour of the Seaman's Hospital. Please contact the Regional Health Administrator prior to your trip.

f. Public Service Announcement (PSA) Video Tapes: The PHS Centennial PSA videos have appeared on television. It is suggested that whenever the PHS has an official function in a city; the television stations in that area be asked to run the PSAs.

g. Dr. Koop will provide the COA opening address from 9:00 a.m. to 9:45 a.m. on Tuesday, March 28, 1989.

h. Dr. Mason is to receive the Health Care Leader of the Year Award at the opening luncheon.

- D. Indian Health Service - D. Swett - See report attachment G.

NOTE: The complete document known as the Sports Injury Registry (SIR) is available by calling Keith Varvel (602) 283-6242.

- E. Coast Guard - W. Smith - See report attachment H.
F. FDA - R. Mansell - See report attachment I.
G. Carville - J. Bell-Krotoski/J. Birke - Nothing new to report.
H. NIH
1. Occupational Therapy - F. Oakley:
 - a. LT Susanne Pickering attended the 1989 Chapstick Challenge for Disabled Skiers in Breckenridge, Colorado, January 15-22. This is one of the National Handicapped Recreation and Sports Association programs to train and certify handicapped ski instructors. She and LTJG G V. Newman (NIH PT) also assisted with the training of developmentally delayed athletes with the Delaware Special Olympics.
 - b. The Occupational Therapy Service welcomed Mary Ann Vacant a graduate Occupational Therapy student from Rush University in Chicago into its clinical/research fieldwork program. Mary Ann's affiliation with the occupational therapy service is from January - March. She will be collecting data for her Master's thesis which will assess the interrater reliability of the Daily Activities Questionnaire. In addition, two graduate Occupational Therapy students from the University of North Carolina Chapel Hill - Susanne White and Susan Weakland - also completed a one-week fieldwork affiliation specializing in physical dysfunction.
 - c. The OT Service has a vacancy for a Senior Occupational Therapist with clinical skills in a psychiatric setting and experience in fieldwork education. Interested persons should contact CAPT James Ebner, Chief, Occupational Therapy Service, 301-496-4733.
 2. Physical Therapy - M. Rogers-Smith
 - a. LCDR C. McGarvey:

Attended Combined Sections Meeting, Honolulu, HI 1/30-2/10. Presented lecture and poster on ONCOLOGY. Interviewed by KIKI Radio, Honolulu re: Physical Therapy and the Cancer Patient.
Lectured on the topic of "Physical Therapy and Oncology" to Senior Physical Therapy Students at University of Maryland, Eastern Shore, 3/3/89.
Satisfactorily completed program in Basic Project Officer training 1/9-1/12/89.
Publication: Gerber NL, McGarvey CL: Musculoskeletal Deficits and Rehabilitation Intervention of the Oncology Patient. In Oncology Therapeutics, ed. R. Wittes, J.B. Lippincott Co. Philadelphia, pp. 579-582, 1989.
 - b. S. Adams: Attended Continuing Education Course "Cardiopulmonary Symposium Status 89" Feb. 13-16, 1989, Florida.

- c. G. Newman: Attended Chapstick Disabled Ski Challenge, conducted by the National Handicapped Sports and Recreation Association, Beckenridge, Colorado, Jan. 15-22, 1989.
- d. M. Lampert: Publication of: Overcoming Barriers to Cancer Rehabilitation. Rehabilitation in Oncology, Vol. 6 (3), 1988.
- e. K. Lohmann: Eligible for 0-3 promotion effective Jan. 1.
- f. M. Rogers-Smith: Coordinating one (1) day seminar entitled: "Innovations in Oncology and Patient Management" held at George Washington University Hospital, April 22, 1989, 8:00 a.m. to 4:00 p.m..

ACTION ITEM: Call Michael Rogers-Smith for further information about the seminar 301-496-4736.

3. Personnel actions:

- a. Call to active duty - Patrice D'Agostino as Jr. Staff Therapist (0-2) Graduate of Old Dominion University, 1/3/89.
- b. Employment of (2) additional consultants to the Physical Therapy Staff
 - (1) Ruth Bock - Clinical Expert in Pediatric Physical Therapy 1/89.
 - (2) Joanne Watchie - Clinical Expert in Cardiopulmonary Rehabilitation and Exercise Physiology.

I. NIOSH - D. Nestor

1. D. Nestor:

- a. Book review published in APTA Journal (Attachment J).
- b. Elected President of West Virginia COA.
- c. Will attend the COA meeting to:
 - (1) Present three research papers
 - (2) Represent West Virginia COA at the COA House of Delegates meeting, March 27, 1989.

2. R. Nelson:

- a. Has been invited to participate in the First International Workshop on Research Methods in Occupational Low Back Pain. The twelve members of the workshop, chaired by Dr. Alf Nachemson, will meet in Stockholm, Sweden from April 22-28, 1989.
- b. Is a candidate for the position of Vice Speaker, American Physical Therapy Association. The election will occur at the APTA annual conference in Nashville, Tennessee.

J. Bureau of Prisons - G. Diullo - see report attachment K

K. Research/Professional Activities - J. Birke/D. Nestor

1. Josef Hoog Research Award - J. Birke

- a. Three manuscripts have been received by J. Birke.
- b. The award plaque was redesigned by D. Nestor.
- c. The 1987 (J. Birke) and the 1988 (S. Graham) awards were distributed to the respective recipients by D. Nestor.
- d. The Josef Hoog Research Award plaque was sponsored by AliMed Corporation. TPAC expresses a sincere THANK YOU to the AliMed Corporation for their support.

- 2. Activity reports - D. Nestor - none submitted by Therapists
- L. St. Elizabeths Hospital - G. Schofield - nothing new to report.
- M. FEOH - A. Plumstead - nothing new to report.
- N. Sub-Committee Reports:
 - 1. Communication: J. Bell-Krotoski, Chair - nothing new to report.
 - 2. Education: B. Brown, Chair (R. Nelson-Liasion): Bill Brown is awaiting response(s) to an ACTION ITEM which appeared in the December 8, 1988 TPAC minutes.
 - 3. Career Development: G. Hunt, Chair (W. Fromherz-liaison): See report attachment L.

ACTION ITEM: Please follow up on the requested time table for response to Gary's request for new information.

VIII. Old Business:

- A. Recruitment activities - See open forum
- B. Career Development activities - See open forum
- C. History of PHS Therapists: The compilation of the PHS Therapist history by Marilyn Lister (former editor; Journal of the American Physical Therapy Association) is enclosed with this mailing as an appendix.
 - 1. The history as published in the appendix was submitted to the PHS Historian (CAPT Fitzhugh Mullan) for possible inclusion in the Centennial historical account currently being developed.
 - 2. The historical account as it currently exists needs to be developed further for our category.

ACTION ITEM: Please review the historical account. Areas of omission should be sent to R. Nelson by COB April 14, 1989. The proposed areas for inclusion should be completely identified as to where they should be placed and to what category they belong. Use the current historical account as a guide. The proposed area of inclusion should be typewritten with the sender's name, address and phone number.

- 3. The TPAC felt that a separate account for each profession might be helpful in our attempts to publish the history in our respective publications. TPAC has initiated the process of teasing out our respective categories. Volunteers are needed to complete the project.

ACTION ITEM: To volunteer, please contact Roger Nelson.

VIII New Business

- A. The position of Chair was unanimously extended to CAPT Roger M. Nelson for one additional year (term of office to expire August 30, 1990). The action the TPAC in extending the one year appointment is in response to the provisions in the TPAC Charter.
- B. The TPAC unanimously voted to expand the membership quota of active members by one. Therefore, two vacancies for the three year term beginning September 1, 1989 and ending August 30, 1992 will be processed according to the TPAC Charter provisions.

