

# USU Newsletter

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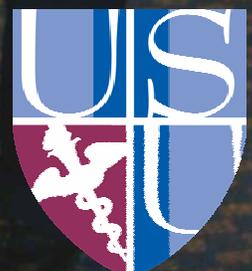
FEBRUARY 4, 2008



## In This Issue

Brigade Quarterly Awards.....	3
Building E Update.....	3
African American History.....	4
Student Profile.....	5
NSPS Questions.....	6
USU Briefs.....	7

**MHS Conference... page 2**





USU Newsletter  
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**Cover Photo by  
MC3 Jeff Hopkins**

## USU Participates in 2008 Military Health System Conference

*By MC3 Jeff Hopkins  
Assistant Editor, Office of External Affairs*

The 2008 annual Military Health System (MHS) conference was held at the Marriott Wardman Park Hotel in Washington, D.C., Jan. 28 – 31.

The MHS is a partnership of medical educators, to include the Uniformed Services University of the Health Sciences (USU), researchers, health care providers and their support personnel. It consists of the Office of the Assistant Secretary of Defense for Health Affairs, the medical departments of the Army, Navy, Marine Corps, Air Force, Coast Guard, Joint Chiefs of Staff, Combatant Command Surgeons and Tricare providers.

USU organized a Graduate Medical Education (GME) Research Poster Session in which military resident physicians and fellows from around the country met Jan. 29 to showcase award-winning research conducted as part of their GME programs within the MHS.

The forum highlighted the MHS role in global healthcare delivery. The session, which discusses the quality and breadth of GME research, was conceptualized by Dr. S. Ward Casscells, Assistant Secretary of Defense for Health Affairs and organized by USU.

The conference boasted an excess of 90 presenters from military treatment facilities throughout the



*Photo by MCSN Raul Zamora*

**Dr. Charles L. Rice, university president, reviewed a poster at the 2008 Military Health Systems Conference. He also gave a speech entitled "The Judah Folkman Research Lecture: From Bench to Battlefield to Bedside and Back.**

United States including representatives from: USU; the National Naval Medical Center; Walter Reed Army Medical Center; Madigan Army Medical Center, Tacoma, Wash.; Tripler Army Medical Center, Honolulu, Hawaii; Dwight D. Eisenhower Army Medical Center, Augusta, Ga.; Naval Medical Center Portsmouth, Va.; Naval Medical Center, San Diego, Calif.; Blanchfield Army Community Hospital, Fort Campbell, Ky; Wilford Hall Air Force Medical Center, San Antonio, Texas; David Grant Air Force Medi-

cal Center, Fairfield, Calif.; and Brooke Army Medical Center, San Antonio, Texas.

Two USU Graduate School of Nursing (GSN) alumni received Excellence in Nursing Awards during the conference.

COL Richard Ricciardi, AN, USA, GSN Class of 2006, received the Excellence in Nursing Research Award for his USU dissertation study on the impact of body armor on the physical work performance of military personnel, and MAJ Stacy Weina, AN, USA, GSN Class of 2003, received the Excellence in Deployment Nursing Award.



*Photo by MC3 Jeff Hopkins*

**Dr. S. Ward Casscells, assistant secretary of defense for Health Affairs, viewed research posters by presenters from military treatment facilities throughout the United States during the 2008 annual Military Health System Conference Jan. 29.**

Also during the conference, Dr. Charles L. Rice, university president, gave a presentation entitled "The Judah Folkman Research Lecture: From Bench to Battlefield to Bedside and Back," in which he discussed the origins and importance of USU, as well as the evolving challenges to military health system.

"The end of the draft was one of the enabling concepts for the birth of USU," Rice said. "Congressman Hébert, among others, foresaw the problem of too few military medical officers, and helped establish the university to ensure an adequate supply of specially educated, trained, and prepared medical officers. USU serves as the academic core of the Military Health System; we educate the next generation of medical officers, advanced practice nurses, and clinical and basic scientists in health care and biomedical research."

Rice went on to say that service members in the National Guard and Reserve do not have the same support systems as active duty service members.

"The men and women of the National Guard and Reserves do not have the same health care as active duty, nor the social systems," Rice said. "Some of these troops have reported returning home and feeling 'unmoored.' We are challenged to understand, through health services research, how to develop both systems and care givers who can serve this population.

Rice finished by saying that it is the MHS' chance and challenge to ensure that the continuum of battlefield to bench to bedside sets the standard for care not only for the MHS, but for the nation and the world.

# USU Brigade Quarterly Awards Ceremony

By MCSN Raul Zamora  
Assistant Editor, Office of External Affairs

The Uniformed Services University of the Health Sciences' (USU) Brigade held its quarterly awards ceremony for the first quarter, Jan. 25.

During the ceremony, several awards were presented: SMSgt Susan Neil, SSG Julie Weitz, SSgt Fabio Batista, SSgt Randall Flynn, SSgt Melissa Witter, MC3 Jeff Hopkins, SPC Romeo Satsatin, SSgt Rachel Broussard, FC2 Adam Race, and SSgt Lakisha Davis received certificates of appreciation; Lt. Col. Michael Xydakis received the Meritorious Service Medal; Maj. Jeff Martin received the Air Force Commendation Medal; SSG Raheem Frasier received the Army Commendation Medal; Leandro Aguda, HM1 (ret.) received the Defense Meritorious Service Medal; and SSgt Stacey Fusco received the Joint Service Achievement Medal (JSAM).

During each ceremony, one service member is named the Service Member of the Quarter (SMOQ) and one color guard member is named the Color Guard Member of the Quarter (CGMQ). Also, during the first quarter the Service Member of the Year (SMOY) for the previous year is announced.

SSgt. Rachel Broussard, MTN, USAF was recognized as the Service Member of the Year for 2007. She received a JSAM, a 96 hour pass, the Brigade Commander's coin, a \$50 gift card, a plaque,



Photo by TSgt. James Steele

(Left to right) COL John Wempe, MC, brigade commander, USA; SSgt Rachel Broussard, MTN, USAF; and Dr. Dale Smith, senior vice president. Broussard received the Service Member of the Year Award for 2007 during the Quarterly Brigade Awards ceremony.

and special parking privileges for 2008.

Broussard was the SMOQ for the third quarter right after the Bushmaster and Kerkesner exercises in 2007.

Part of the process of being named the SMOQ is to go before a

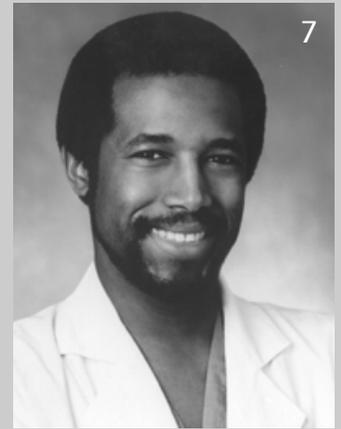
See **AWARDS**, page 6



Photo by HM2 Michael Oliver

## Bldg. E Construction Update

As of Jan. 28, exterior metal studs on the ground, first and second floors (to form exterior walls) have been erected and exterior sheathing has been completed. Work is expected to continue through the beginning of February, including: water proofing and exterior back fill; electrical rough-in; HVAC duct work for the second floor (ground floor and first floor completed and tested); sprinkler contract work; sprayed-on fire protection; plumbing/waste/vent stands at 85% completion; curtain wall sections; windows are expected on site by mid-February; the roof stands at 70% complete; stairways and elevator work are to continue through February; interior studs/walls are 90% complete on the ground floor; and the progress of mason and HVAC piping will continue through February. As of Jan. 28, there have been no reported injuries or accidents. USU leadership will ensure open communication as the work progresses.



## **February is African American History Month: A Look at African American Military and Medical Figures**

1) David M. Satcher was the 16th Surgeon General of the United States from 1998 to 2002 and the Assistant Secretary for Health from 1998 to 2001. He was the first African American male to serve as Surgeon General. 2) Minnie Joycelyn Elders was the United States Surgeon General from Sept. 8, 1993 to Dec. 31, 1994. She was the first African American and the second woman to hold the position. 3) Benjamin O. Davis Sr. was the first African American general in the United States Air Force. 4) Retired GEN Colin Powell was the first African American and the youngest person to chair (1989–93) the Joint Chiefs of Staff and the first African American to serve (2001–5) as secretary of state. 5) Retired Maj. Gen. Clifford Stanley was the third African American general in the U.S. Marine Corps and is President of Scholarship America. 6) Dr. Octavia Dickens was the first African American woman admitted to the American College of Surgeons. 7) Benjamin Solomon Carson is a noted American neurosurgeon. He became the director of Pediatric Neurosurgery at Johns Hopkins Hospital when he was 33 years old.

# Student Profile: ENS Stephen Bronaugh, SOM 2011

By MC3 Jeff Hopkins  
Assistant Editor, Office of External Affairs

Professional military doctors don't just fall from the sky... but sometimes they land, as did ENS Stephen Bronaugh, USN, School of Medicine, Class of 2011.

Prior to his acceptance at the Uniformed Services University of the Health Sciences, Bronaugh spent nine years in the Navy as an SH60B Seahawk helicopter pilot, including time as an instructor with Navy and Marine Corps Search and Rescue helicopter pilots. He wanted to become a naval aviator since he was 12, when he saw the movie "Top Gun."

"It's the greatest recruiting movie ever made," Bronaugh said. "I also got a lot of motivation from watching the Blue Angels a few times. It was something I really wanted to do, so a lot of decisions for college were based on finding a place with Navy ROTC."

In Navy flight school, all aviators go through a basic flight school, followed by advanced training in the specific type of aircraft they will pilot. Bronaugh said he originally wanted to fly jets, but due to a backup in the jet school pipeline, only one person per class was accepted into the jet pilot program, and Bronaugh ended up in the Seahawk helicopter program.

As part of Helicopter Anti-Submarine Squadron Light 45, the "Wolfpack," Bronaugh deployed on the cruiser USS Lake Champlain and the frigate USS Ingraham. Aboard these ships, the Seahawks provide anti-surface and anti-submarine support, as well as reconnaissance.

Bronaugh said he enjoyed the simplicity of shipboard life, and that his deployment experiences varied, due to the events of Sept. 11, 2001.

"I liked shipboard life. Being away from home is not always fun, but it's nice when all you have to do is work and sleep, all the other distractions of life are gone for a little while," Bronaugh said. "We visited more ports of call during my first cruise. We were in

port for a few days at least every two weeks. During my second cruise, we visited Thailand, and as we were leaving, 9/11 happened. It was 35 more days before we saw port, which was Bahrain, and we were only there for a day before we got back underway for another 44 days."

Bronaugh also spent time as an instructor with the Marine Light Attack Training Squadron 303 (HMLAT-303) at Camp Pendleton, Calif., where he taught Navy and Marine Corps officers to pilot the UH-1 "Huey" helicopter.

Born in Charleston, S.C., to a Navy family, Bronaugh was no stranger to the constant moving military families must endure. During his childhood, he lived in Newport, R.I. and South Korea, before attending high school in Brooklyn, N.Y. He later received his bachelor's degree in Political Science from the University of North Carolina, Chapel Hill.

"I went to a private high school that was geared towards liberal arts, and most of my classmates ended up being lawyers," Bronaugh said. "When I graduated high school and got into college I thought I wanted to be a lawyer, hence the political science major. When I decided I didn't want to be a lawyer, I was at a point where I wouldn't be able to graduate in four years if I changed my



ENS Stephen Bronaugh, USN  
SOM Class of 2011

See **BRONAUGH**, page 6

## 2008 Dining Out Guidelines

The 2008 USU Dining Out is set for April 5. It will be held at the Hyatt in downtown Bethesda. The event will run from 6 to 10 p.m. The formal mess will open around 7 p.m. This formal event will entail a three-course meal, wine, guest speaker and entertainment through out the evening. This event is open to all USU students and staff, guests are welcome to attend.

Ticket sales for the Dining Out will begin March 1, in the cafeteria from 11:45 a.m.—12:45 p.m. Tickets are limited, so it is suggested that people purchase tickets as soon as possible. Upon purchasing tickets, individuals will be given the opportunity to sign up for a specific table, thereby allowing the opportunity to chose seating arrangements.

Tickets will be on sale every day for two weeks and then every Monday, Wednesday and Thursday until the maximum is

reached.

### **Ticket prices:**

-MS1's with dues paid up to date: \$55 (one ticket only)

-All other students (student's dates): \$70

-Faculty/staff: \$75

-Ticket/table reservations: \$20/ticket (total price due by March 5.)

**Uniforms:** Uniform requirements are as follows:

Army, Navy, and Air Force: Dress blues

**Navy:** The date for the uniform change from blues to whites has not yet been put out. Based on previous years, assume people will still be in blues. If there are any changes to this, announcements will be made as soon as possible.

**Female military:** The request has been put in to allow female military personnel to wear civilian dresses if accompanied by a male in uniform. More information will come once a decision has been passed down.

**Female civilians:** Formal dresses

**Male civilians:** Suit and tie

**Skits:** Throughout the evening, various skits will be shown for entertainment. These

skits are open to everyone to produce. The committee asks they be five minutes or less and they must be submitted to CPT Horton's office for review and approval by March 21. Take this opportunity to be creative and funny; students, this may be your one shot to parody professors and actually get away with it. Just be sure that it is appropriate and in good taste. Any questions can be directed to the POC for this matter: ZLT Sarah Bounds at ([sarah.bounds@usuhs.mil](mailto:sarah.bounds@usuhs.mil)).

**Fundraising:** The committee is actively pursuing fundraising activities in order to increase the budget for this event. Such fundraisers include: a comedy show in Bolton, Md., civilian clothes day, and penny wars. Keep an eye out for more information on these events; all proceeds will go toward making the Dining Out a better event for everyone. Questions can be directed either to ZLT Jacqueline Christensen ([jacqueline.christensen@usuhs.mil](mailto:jacqueline.christensen@usuhs.mil)) or CPT Horton ([nhorton@usuhs.mil](mailto:nhorton@usuhs.mil)). Lots of hard work is going into making this a memorable evening. Don't hesitate to e-mail questions or comments.

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**BRONAUGH**, from page 5

major, and since I wanted to be an aviator, I just went ahead and finished it.”

Bronaugh said he began to consider going to medical school when he was nearing his end of obligated service as a pilot.

“In deciding what I wanted to do, I sort of analyzed what it was I liked about the service,” Bronaugh said, “and I decided what I liked was service itself. I don’t want to just make money; I like the idea of contributing to something greater than myself. It’s what I really loved about the Navy, but when you’re out there on deployment, you know you’re sacrificing, but you don’t really get the feedback. It’s not really personal enough for me. So I thought of some of the things in which I could make a more immediate impact, and medicine came up.”

Bronaugh said he had also looked into business schools, and took several college courses which would set him up for both options when he made his choice. Ultimately, he decided he’d be making more of an impact by being a doctor, and began to take night courses and volunteer at a local hospital while applying for medical school.

“I’d heard about USU from CAPT Howard Rumjahn, USN, the flight doc at HMLAT-303, who was a USU graduate. He said I’d be crazy to go anywhere else,” Bronaugh said. “It actually made a lot

of sense to come to USU. For one, tuition is always a major concern when considering medical school, and even with the Health Professions Scholarship Program, I would incur some debt, because while tuition and books are paid for, you only get a small stipend to live on. I don’t have kids, but with the financial security of attending USU, my wife and I could consider it. Also, I grew up with the military; my father’s a retired Navy captain, and my brother is an Air Force staff sergeant in the intelligence community, so in essence, the patients I would be treating and the people I would be serving would be my family.”

Bronaugh says he has some clues about what he intends to specialize in, but that it changes from week to week.

“When I applied, I thought I wanted to specialize in cardiology,” he said. “Then I started thinking about internal medicine, and then anesthesiology. Then I was hospitalized for a week recently, and that got me interested in internal medicine again.”

Bronaugh said what he liked most about attending USU is the student community and the responsiveness of the faculty and staff.

“I don’t feel like people are withholding information to do better on tests,” he said. “Everyone helps each other, it’s not a cut-throat competition. The faculty really seems to listen to us, and appreciate our input.”

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## NSPS Questions

### 1) Can employees receive a pay increase when reassigned to a different position?

Yes, under NSPS, employees have the opportunity to affect their pay based on performance and the opportunities they seek for promotions and reassignments.

Employee-initiated reassignment: May receive up to a cumulative 5% in base salary in a 12-month period, no matter how many times the employee is voluntarily reassigned that year.

Management-directed reassignment: May receive up to 5% in base salary for each reassignment. There is no limit to the number of times employee can receive a management-directed reassignment.

Voluntarily move to a lower pay band: Base salary must be set within the assigned pay band. Management may increase base salary up to 5% (not to exceed the maximum of the rate range.)

### 2) How are special salary rates converted to NSPS?

In most cases, special salary rates will be included within the broader pay ranges of the NSPS pay bands (including the addition of the standard LMS).

For employees paid from a special salary table with a maximum that exceeds the pay band maximum (and the applicable standard LMS), a targeted LMS will be established. The targeted LMS will ensure that such employees convert to NSPS without a loss of pay.

### 3) How are pay bands structured?

Under the NSPS classification system, every GS position within the Department will be assigned to a career group, pay schedule and pay band.

Many of the factors used to classify positions under NSPS are the same as those contained in the old system, such as complexity and level of work.

There are four career groups: Standard Career Group; Scientific & Engineering Career Group; Investigative & Protective Services Career Group; and Medical Career Group.

There are typically four pay schedules: Professional/Analytical; Technician/

Support; Supervisor/Manager; and Student.

There are typically three pay bands for each pay schedule: Expert; Journey; and Entry/Development.

### 4) Will we still get Within-Grade-Increases (WGI)?

Under NSPS and the pay banding system, there are no “steps” similar to the GS system. Instead, pay increases and/or performance bonuses are based on your performance.

Upon conversion to NSPS, many employees will receive a salary increase equal to the amount they have earned towards their next within grade increase.

After an organization has converted to NSPS, money that would have been used for WGIs will become part of the money available for performance payouts.

### 5) What are the criteria for being eligible to receive the WGI buy-in upon conversion to NSPS?

Employees are eligible for the WGI buy-in if they are below the top step (Step 10) of their assigned grade; have an acceptable rating of record; and are not on pay retention.

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**AWARDS**, from page 3

board of senior enlisted members who ask the nominees a series of questions, ranging from general military knowledge to current events.

HM2 Ruben Valenzuela, MEM, USN, was recognized as the CGMO for the last quarter of 2007. He received a certificate of appreciation, and a 72 hour pass.

To become the CGMO, a service member must be squared away at all times during ceremonies, events and while training. Though it may seem simple, it takes pinpoint accuracy to make the flow of the color guard’s movements picture perfect.

Valenzuela also became the SMOQ for the last quarter of 2007. He received a certificate of appreciation, a 72 hour pass, the Brigade Commander’s coin, a \$50 gift card, and special parking privileges for one quarter.

# USU Briefs

Sailors must complete the Health Risk Assessment questionnaire and Physical Health Assessment annually, and Navy weigh-ins must be conducted between 10 days and 24 hours prior to the Physical Readiness Test.

**Change to FY09 Active Duty Master Sergeant Board:** MILPER MES-SAGE 08-024 details changes in regards to the FY09 Active Duty Master Sergeant Promotion Board. The board has been rescheduled for Aug. 5-28 to allow for completion prior to the deployment of DIMHRS in October. The announcement message with eligibility criteria and other details should be released in April. All eligibility criteria will be established based on the original scheduled board convene date. To access this message, log into Army Knowledge Online.

**2008 Field Exercises:** Operations BUSHMASTER and KERKESNER will be conducted from July 10-25 at Fort Indiantown Gap, PA. These exercises are unique to our university and require the support of all university uniformed personnel. Only emergency leave will be granted during this time frame as there are over 135 uniformed personnel (not including evaluators) needed to support this mission.

**Soldier Readiness Processing:** An important component of Army Force Health Protection is Soldier Readiness Processing (SRP). AR 600-8-101 requires Soldiers to complete the SRP requirements each year. Walter Reed Army Medical Center will conduct the next SRP from March 3-7 from 7 a.m. – 5 p.m. in Wagner Gym at WRAMC. This event is for all Soldiers at USU and AFRR1. Soldiers must bring their medical records, yellow shot record, blue/green medical card, CAC card, ID tags, and SRP checklist. For further info, contact SSG Ward, USA (MPO) at (301) 295-9653 or SFC Harris, USA (MPO) at (301) 295-3087.

## USU Internal Evaluation Routing Process:

- 1) The rater and ratee receive shell (evaluation information) from the Military Personnel Office (MPO) with required evaluation form.
- 2) The Army and Air Force forms require Pure Edge Viewer 6.5 and Approve-It digital signature software. If you do not have the required software, please contact UIS at 295-9800.
- 3) The rater drafts the evaluation with required department leadership involvement.
- 4) The unsigned final draft is forwarded from the rater to MPO via e-mail for administrative review.
- 5) MPO returns the evaluation to rater and ratee to be corrected and digitally signed.
- 6) The rater forwards evaluation to the next highest rating official who then forwards it to the Senior Service Advisors for final review and digital signature.
- 7) The senior rater or reviewer authority e-mails the signed evaluation to MPO service representative.
- 8) The MPO representative forwards to Higher Service Head Quarters.

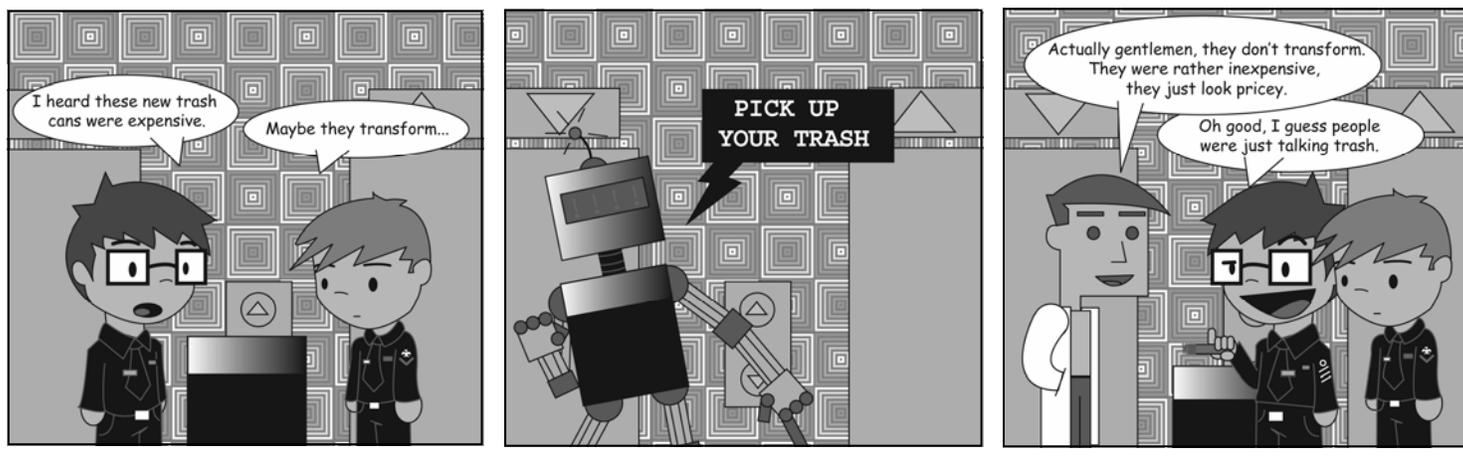
NOTE: Draft evaluation must be saved to the drafter's PC for revision before being attached and sent forward via email.

**Military Manning Officers:** LT Ferguson, USN (MPO) and SFC Harris, USA (MPO) are the new points of contact for all military manning issues at USU. If you have any questions or concerns regarding military manning issues, you may contact them at [jferguson@usuhs.mil](mailto:jferguson@usuhs.mil) or [kharris@usuhs.mil](mailto:kharris@usuhs.mil).

**PFT/PFA/APFT Notice:** The Spring 2008 Physical Fitness Test dates for all services are: April 7, 9, 10, 14, 16, and 17, at 7 a.m. or noon. There will be one make up date, April 18 at 7 a.m. only. All military personnel are required to select the time and date that they will take their test immediately. There is more than ample time to prepare both mentally and physically for this mandatory testing. All

## Garbage Day

By MCSN Raul Zamora and MC3 Jeff Hopkins





# UNIFORMED SERVICES UNIVERSITY *of the Health Sciences*

