



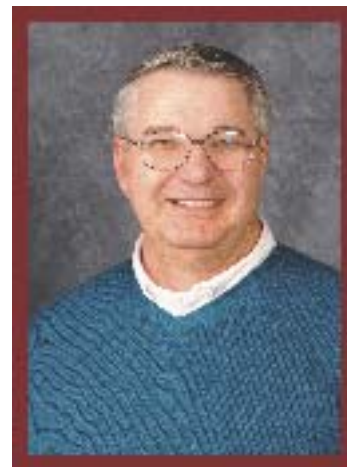
# The Sentinel

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*Mr. John Bauer*



*Mr. William Corbin*

## A Wealth of CHPPM Knowledge

## Retires



*Mr. Lary Cook*



*Mrs. Evelyn Bell Hess*

## A WEALTH OF CHPPM KNOWLEDGE RETIRES

By: Jeanette England  
Publication Management Division

**Evelyn “Bell” Hess**, CHPPM Public Affairs Officer, retired on February 3, after over 50 years of dedicated and outstanding service. Her vast corporate knowledge has made her an icon in the Center’s working community. She is a true pillar of excellence and has been a keystone in this organization for most of its existence.

Throughout her career, she has served as a mentor and role model to co-workers, employees, and the many she supervised. She has exhibited outstanding leadership and supervisory skills as a branch chief and division chief, and many employees have followed her lead. She often inspired others to develop new skills and advance their own careers. Because of that nurturing, many of those employees are now supervisors, editors, and scientists.

In 1970, Hess implemented the word processing center and initiated the purchase of seven work stations. All technical reports generated were typed and published on this equipment. The Center developed a reputation throughout the Army for having an efficient, up-to-date word processing center and she was responsible for this acclaim.

The WANG Office Information System was installed in 1983, replacing the shared logic system that had supported the technical writers for approximately 10 years. The WANG OIS brought the latest technologies for processing technical publications, which included sophisticated software, a laser printer, and an optical character reader. The OCR was “discovered” by Hess when she attended a computer conference and saw it exhibited.

In 1987, Hess was appointed as Public Affairs Officer in addition to her regular duties. CHPPM has received much exposure in National, State, local and military press during her tenure as PAO. Coverage in *Soldier’s Magazine*, *National Geographic*, *U.S. Medicine*, *Army Times*, and Channel 13 News are only a few of her accomplishments. She has been instrumental in bringing dignitaries from all over DOD to CHPPM for a Command orientation. In many cases, the VIPs selected were her recommendations; in all cases the tenacious follow-through to make sure these important guests made the commitment to visit CHPPM was exclusively hers.

Hess also put a face-lift on CHPPM’s marketing publications. Her work and direction on the Annual History, the USAEHA Business Report, the Vision Brochure, the USAEHA/CHPPM Directory of Services, and other publications too numerous to list have significantly increased CHPPM’s image. She served as the Editor of the Center’s monthly newsletter, *The Sentinel*, from 1987 to 2001. During this time Hess received numerous accolades for herself and her staff. She was awarded the U.S. Army Health Services Command Journalism Award in the journalism competition. *The Sentinel* has represented MEDCOM in the Department of the Army Keith L. Ware Award competition and received first place on numerous occasions. She was the creator of the *USACHPPM Today*, a newsletter that focuses on technical issues.

Hess was instrumental in working with the various media to relay critical events during Operation Desert Storm. More recently, Operations Enduring Freedom and Noble Eagle were her major focus in which she relayed critical information to our deployed soldiers. After the 9-11 Pentagon attack, she worked closely with the media on issues that pertained to the potential hazards at the disaster site.

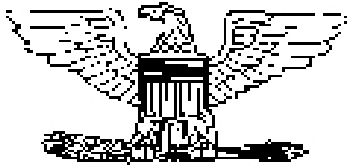
Hess has served for many years as the Historian for CHPPM. She is responsible for compiling and publishing the annual history for the Center. The report is essential as reference and source material for the historical programs and missions of the Army Medical Department.

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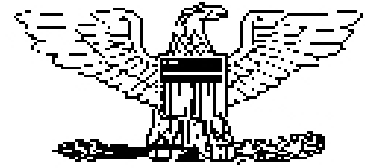
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Commander...BG William T. Bester

Acting Public Affairs Officer...Anne Gibson  
Editor...Anne Gibson  
Assistant Editor...Linda D. Patrick



## EAGLE'S NEST



### ARMY TRANSFORMATION

By: COL Brian Commons  
Commander, CHPPM-Europe

Army Transformation ensures dominance for land forces in joint, combined, and multinational formations across the entire spectrum of primary and collateral Army missions. Transformation in the context of enhanced Occupational and Environmental Health Surveillance capabilities is imperative for CHPPM to remain relevant to fully support DOD total Force Health Protection efforts in today's strategic environment.

Total Force Health Protection involves enhanced methods of preventing non-battle and weapons of mass destruction (low-level exposures to radiation, chemical, and biological agents) related casualties before, during, and after a military operation. This is accomplished through provision of full spectrum health and environmental services. These services enhance fitness, preparedness, and preventive measures; improve the monitoring and surveillance of threats and forces engaged in military operations; enhance service members and commanders awareness of health threats before they can affect the force; and support the healthcare needs of the fighting forces and their families across the continuum of medical services.

An effective OEHS strategy is a key component of operational Force Health Protection. The primary objective is to identify and quantify OEH hazards in a manner that allows commanders to incorporate the risks associated with these hazards into their overall operational risk management process to ensure maximal health protection of deployed service members. The OEHS process integrates operational risk management practices and identifies hazards; determines the risk; develops countermeasures and risk communication strategy; implements the countermeasures; and supervises and evaluates the overall program effectiveness.

An example of the CHPPM's increased organizational role and enhanced relevance in Army transformation and operational Force Health Protection is illustrated by the specific Deployment Health Surveillance and Readiness procedures outlined in Joint Chiefs of Staff Memorandum

MCM-0006-02, dated February 1, 2002. This milestone document represents a transformation from general environmental guidance and considerations during operational planning to specific OEHS data reporting, analysis, and archival requirements for all JCS/combatant command directed deployments lasting 30 days or more to land-based locations outside of the United States. Environmental monitoring requirements include ambient environmental health exposures (air, soil, water); radiological exposures (background, ionizing and non-ionizing, radiological contamination); and occupational hazards, health exposures, and environmental noise. There are specific record keeping and reporting requirements for each sample, and most importantly, there is a quarterly reporting requirement of all data, data summaries, and final reports from the Joint Task Force or Combatant Command Surgeon to the Deployment Environmental Surveillance Program, Directorate of Health Risk Management, CHPPM-Headquarters.

CHPPM-Europe has conducted a total of nine comprehensive on-site assessments IAW JCS Memorandum MCM-0006-02 since October 2001 in support of Operation Enduring Freedom, and was the first MEDCOM element on the ground in Afghanistan (attached to the JSOTF) in November 2001. CHPPM-Europe has conducted additional OEH assessments supporting OEF in Georgia, Pakistan, Uzbekistan, Oman, and Kuwait. With the current increase in operations tempo and likelihood of continued U.S. deployments for prolonged periods in austere environments, the relevance of CHPPM in total force health protection is inarguable. Whether operating in conventional or asymmetrical environments, the entire CHPPM organization has kept pace with Army transformation, and will continue to provide the world-class scientific expertise and operational deployment support necessary to protect the health of America's forces well into the 21<sup>st</sup> Century.

## MILITARY NEWS

### ARRIVALS

MAJ Michael Bell – DOEM  
CPT Gayle Davis – DEHE  
2LT Mia DeBarros – CHPPM-South  
SGT Douglas Jackson – CHPPM-Europe  
CPT Donald Moore – DOHS  
MAJ Jose Nunez – CHPPM-Pacific  
COL Dennis Shanks – DOEM  
SPC Todd Wood – CHPPM-Europe

### AWARDS and RECOGNITIONS

#### Army Commendation Medal

SPC Dixie Albro – OCO  
SPC Jack Bowling – CHPPM-Pacific  
1LT David Brixius – CHPPM-Pacific  
SGT Mario Hellamns – CHPPM-Pacific

#### Army Achievement Medal

SPC Yolawnda Riddick – DLS

#### Meritorious Service Medal

COL Robert DeFraités – POPM

#### Quality Advocate Award – Honorable Mention

MAJ Steven Bullock – DHPW

#### Good Conduct Medal

SPC Dixie Albro – OCO



### DEPARTURES

1LT David Brixius – CHPPM-Pacific  
SPC Jack Bowling – CHPPM-Pacific  
SPC Jamey Chaney – CHPPM-North  
COL Richard Dennis – OCO  
MAJ Virginia Deswarte - DCSOPS  
MAJ Emery Fehl – DOEM  
SGT Mario Hellamns – CHPPM-Pacific  
SPC Jarvis Hill - CHPPM-Europe  
SGT Michele Hills – CHPPM-Europe  
MAJ Mark Piotrowski – DHPW

### PROMOTIONS

PV2 Nicole Back to SPC  
LTC John Ciesla to COL  
SPC Philip Lucksavage to SGT  
SPC Terry Messex to SGT  
1LT Joanna Mysen to CPT  
SPC Javelle Span to SGT  
SGT Frank Strother to SSG

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### Campbell re-enlists



LTC Cummings presents SSG Campbell with her re-enlistment certificate.

**SSG Melanie F. Campbell**, NCOIC, CHPPM-North, re-enlisted to complete a 3-year tour in Germany. She is a student with Touro International University, New York. Campbell will complete her Bachelor's in Health Science this summer. Her future military plans are to continue being one of the best NCO's, (a leader of soldiers, and the backbone of the army).

Campbell has a 2-year old daughter, Skyler Basia Orellana and is also planning an April 12, wedding to SGT Christian Orellana.



## Civilian News

### ARRIVALS

Toni Bishop – DOEM  
Anthony Bratt – DOHS  
Melissa Brooks – DOEM  
John Cambre – DOHS  
Brian Cashman – DCSOPS  
Margaret Cooney – DEHE  
Jacqueline Davis – DHPW  
Martin Emerich – CHPPM-Europe  
Christian Grab – DCSIM  
David Hedges – CHPPM-Europe  
Pamela Holoway – CHPPM-Europe  
Tamara Ince – DCSOPS  
Michael Jackson – OCO  
Donald Keesee - DEHE  
Galina Levin – CHPPM-Europe  
Ryan Martin – DEHE  
Lance McKay – DCSOPS  
Carolyn Mobley – DCSIM  
Araceli Palenik – CHPPM-Europe  
Jason Riley – DCSIM  
Matthew Robinson – DEHE  
Nancy Snyder – DHRM

### AWARDS and RECOGNITIONS

#### Order of Military Medical Merit

James Albert – DEHE

#### Commander's Award for Civilian Service and Certificate of Appreciation from BG George Weightman

John Cevis – DEHE

#### Achievement Medal for Civilian Service

Farhana Lotlikar – DCSOPS

### DEPARTURES

Joseph Balancier – CHPPM-Pacific  
James Coleman – CHPPM-Europe  
Jeffrey Grow – DEHE  
Trenna Manners – DOHS  
Walter Meczywor – DCSOPS  
Gloria Morales – DLS  
Christine Scheffler – DLS  
Scott Sloane – CHPPM-Europe  
Connie Zottola – CHPPM-Europe

#### Commander's Award for Civilian Service

Joseph Balancier – CHPPM-Pacific

#### AMED Information Management Civilian Nominee of the Year

Blaine Plummer – DCSIM

#### Performance Awards

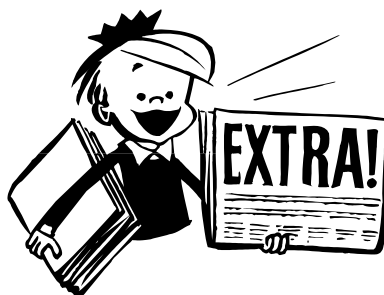
Coleen Weese – DOEM

#### Retirements

John Bauer – DEHE  
Lary Cook – DOHS  
William Corbin – DOEM  
Evelyn Bell Riley-Hess – COS

#### Service Certificate & Pin

Richard Arnold – 30 Yr  
Gunda Reddy – 20 Yr



## “A” Designator

BG William Bester presented the “A” Designator award to LTC Mark Melanson, Directorate of Occupational Health Sciences, Health Physics Program. Melanson was recognized for his technical expertise, outstanding contributions and dedication. He is originally from Peabody, Massachusetts and graduated from Dickinson College, in Carlisle, Pennsylvania with a Bachelor of Science in Physics. An Army ROTC Distinguished Military Graduate, he was commissioned as a Regular Army Officer in the Medical Service Corps as a 2LT. His area of concentration is 72A, Nuclear Medical Science Officer, and he has served as a uniformed health physicist for 19 and a half years.

Melanson has had a diversity of assignments in his career. He served as the Radiation Protection Officer at the Landstuhl Army Regional Medical Center in West Germany and as a Survey Officer in the Health Physics Division of the U.S. Army Environmental Hygiene Agency. At Walter Reed Army Medical Center he served as the Chief, Operations Branch, Health Physics Office and as the Chief of the Health Physics Office. He completed a tour in the Pacific as the Project Engineer for the Plutonium Remediation Project on Johnston Atoll for the Defense Nuclear Agency. More recently, Melanson served as the Radiation Health Consultant to the U.S. Army Materiel Command. He is currently CHPPM’s Health Physics Program Manager.

Melanson has both a Masters Degree and Doctorate in Radiation Health Sciences from the Johns Hopkins University School of Hygiene and Public Health and has been a Certified Health Physicist for over a decade.

He is a plenary member of both the Health Physics Society and the Society for Risk Analysis.

Melanson’s involvement with depleted uranium began in 1991 while stationed at Walter Reed where

he encountered one of the first “friendly fire fratricide” survivors of Desert Storm who had DU fragments. While assigned to U.S. Army Materiel Command, he was actively involved in developing DU awareness training for U.S. soldiers and health oversight of the testing and development of DU armor and munitions. As the Health Physics Program Manager, he has led the team of scientific experts in completing the DU Health Risk Characterization of Gulf War Veterans for the Office of the Special Assistant for Gulf War Illnesses, Directorate of Deployment Health Surveillance. His staff has also been consultants to the DHS and Army sponsored DU Capstone Tests designed to better estimate retrospective and prospective intakes of DU during combat scenarios. Since coming to CHPPM, Melanson has served as a technical consultant to the World Health Organization and International Atomic Energy Agency on the health and environmental effects of DU. He has also participated as the U.S. member of the United Nations Environmental Program team that conducted surveys in Kosovo, Serbia, Montenegro, and Bosnia for DU stemming from its use by NATO in 1999.

Since September 11, 2001, Melanson has also been active in preparing CHPPM to respond to terrorist attacks involving nuclear weapons or radiological dispersal devices (“dirty bombs”). He has led his program in updating and preparing equipment and in the conduct of readiness exercises with the Special Medical Augmentation Response Team – Preventive Medicine (SMART-PM).

Melanson currently lives in Joppa, Maryland with his wife, Debbie Parker, a nurse-attorney at Kirk Army Health Clinic, and their two sled dogs, Kita and Mishka. His hobbies include cooking (especially BBQ), downhill and cross-country skiing, writing, military history, and military diecast model collecting.



(l) BG Bester and (r) COL Ciesla present LTC Melanson with the “A” Designator award.

## Senate Youth Program – Military Escort



**CPT Jacqueline R. Smalls, CHPPM-North**, was selected as an Escort Officer for the 41<sup>st</sup> Annual United States Senate Youth Program. The USSYP gives our future leaders and thinkers of tomorrow an up close and personal look at how our government functions. Over 60

nominations for escort officers were reviewed but only 17 officers were selected this year.

The program is for the top 1 percent of students from high school comprised of one male and female from each state; also included is the DOD School Activity (Germany participated this year). The escort officers are assigned 6-8 students to mentor and guide over the course of 10 days. Each student has the opportunity to meet and take a picture with their State Senator and is presented with a \$5,000 scholarship for undergraduate studies.

The group took a formal picture with the President at the White House and also talked with Secretary Rumsfeld and Secretary Armitage about their views and policy on current military operations. The students also met over 60 Senators including: Clinton, Dole, Leahy, Ensign, and Frist. Other government officials included a retired Major General now Sergeant of Arms for the Senate, Alfonson Lenhardt, and Supreme Court Justices Sandra Day O'Connor and Stevens. The 104 student delegates didn't hold back on asking the hard, tough questions to our top government officials. For Smalls, this experience will be one that she will never forget and would recommend it to any officer who is committed to selfless service and who loves to volunteer with today's youth.

Smalls earned a Bachelor of Science in Biology from South Carolina State University is assigned to the Field Preventive Medicine Division of CHPPM-North. She is charged with organizing training and logistical support for medical units of the XVIII Airborne Corps, the 99<sup>th</sup> and 94<sup>th</sup> Reserve Support Commands and National Guard medical units within a 21-state geographic region of the United States.

Not only is she a great Army leader, but she also contributes to her community and Church. While attending college, she volunteered at a local girl's detention home in Orangeburg, South Carolina, by providing educational assistance, tutoring, mentorship and advice for wayward residents. She has also served as the Battalion "Adopt-A-School" representative for Leilehua, High School, Wahiawa, Hawaii. She coordinated parent/teacher/student meetings, assisted with freshman orientation and registration, painted special education classrooms, coordinated chaperones for student field trips, coordinated tutors from the battalion for the students, and she organized "Make a Difference Day" where battalion members performed many tasks of area/school beautification and facilities maintenance. Smalls has assisted in the Black History Program; and served as a Sunday School Teacher at Trinity Mission Baptist Church, Honolulu, Hawaii. She served as a 'big sister' in the Delta Sigma Theta Sorority by providing advice, guidance, counseling, and mentorship for younger women enrolled in the sorority.

Smalls believe, the DOD escort officers, left a lasting impression on the students and may have changed many misconceptions about the military.

*(continued on page 17)*



CPT Smalls (c) and the 2002 DOD Senate Youth Escort Officers.

CHPPM'S SECURITY AT AN ALL TIME HIGH



**Lance McKay** is CHPPM's new Physical Security Specialist. McKay will be responsible for providing service to CHPPM on all physical security issues, including CHPPM building access system and badging problems. Prior to joining CHPPM, he worked for American District Telegraph

as a Service Technician, maintaining all electronic security on Aberdeen Proving Ground for the last 4 years. McKay lives in Parkville, Maryland with his 6 year old son, Gavin. He can be reached at 410-436-7004.

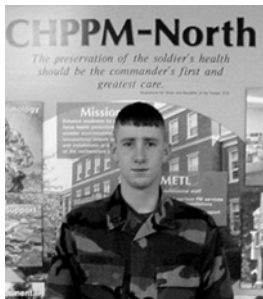


**Anjeanette Roberson** is our new Security Assistant. Roberson will be responsible for assisting with passing clearances, In & Out processing, and obtaining courier cards. Prior to joining CHPPM, Roberson spent 10 years as both military and civilian in the Military Personnel field.

Roberson can be reached at 410-436-3785.



NEW FACES



**PFC Jamey Chaney** is a Preventive Medicine Technician within the Entomological Sciences Division at CHPPM-North. Chaney is originally from Baton Rouge, Louisiana and came in to the U.S. Army in June 2002. After completing basic training and advance

individual training, his first duty station was at Camp Casey, Korea. There, Chaney was a part of the Division Preventive Medicine Team in 21D Korea, as Division support. While in Korea, Chaney conducted sanitary inspections at 16 base camps and over 160 facilities. He also participated in a battle dress uniform spray mission of over 6,000 uniforms for the Second Infantry Division. His awards include: Army Achievement Medals (2<sup>nd</sup> award) and the Army Commendation Medal for outstanding services in the military. He is taking a correspondence course on-line and plans to continue his education at the University of Maryland. Chaney is proud of being a part of CHPPM-North and is ready to give all his time and experience to help make the world a healthier place. He enjoys collecting a variety of things and hopes



**Andrew Whelton** joins the Directorate of Environmental Health Engineering, where he will serve as an environmental engineer with the Water Supply Management Program. He recently finished a postgraduate research fellowship with the Water

Supply program. Whelton is a graduate of Virginia Tech, Virginia where he received his Bachelor's degree in civil engineering and a Master's in environmental engineering. His expertise in drinking water aesthetic vulnerability will help him troubleshoot and resolve garrison and field drinking water issues. In his free time, he enjoys traveling around the world and playing competitive men's softball.

(continued on page 11)



## A WEALTH OF CHPPM KNOWLEDGE RETIRES

(continued from page 2)

The history reflects a comprehensive, thorough, and balanced objective account of the Center's major activities during each year. She published a special history edition for the Operation Desert Storm war efforts, complete with photos and narrative of our soldiers who served during that timeframe.

In 1992, CHPPM celebrated its 50th anniversary. Hess was selected to chair the celebration committee. Due to her extensive knowledge, dedication and countless hours of hard work, the anniversary was a resounding success. Dignitaries, senators, politicians, friends, retirees, and staff were treated to a 50-year history lesson on CHPPM's service to the nation.

Hess and her husband Harold reside in Monkton, Maryland. She has three daughters, two stepdaughters, a stepson, eleven grandchildren, and one great granddaughter. She also has a brother, two sisters and many more members of her extended family.

Congratulations and Best Wishes Bell from all of your friends and co-workers. You will truly be missed.



**Mr. John W. Bauer** retired from CHPPM on January 2. During his exceptional career, he has shown great vision and leadership qualities, exemplified loyal and selfless devotion to duty and dedication to professional excellence, and consistently demonstrated initiative and innovation. His outstanding accomplishments and contributions to the U.S. Army and our Nation reflect the utmost values and attributes of an accomplished scientist, environmentalist, and a great citizen.

Bauer earned a Bachelor's degree in Geology and a Master's in Hydrogeology from Penn State University, Pennsylvania. He remains a diehard Nittany Lion fan and enjoys debates about Penn State football games. Bauer was in ROTC and received a commission with the Corps of Engineers in 1966. He served in the Army for 3 years and achieved the rank of Captain after a tour of duty in Korea. He worked briefly for the Pennsylvania Department of Environmental Resources and in 1972, he was lured to the Army Environmental Hygiene Agency, now the Center for Health Promotion and Preventive Medicine. Bauer worked 8 years in the Water Quality Engineering Division of AEHA/CHPPM and 22 years as the Program Manager for Ground Water and Solid Waste. At work, Bauer was well known for his strong work ethic, fairness, and detailed long range planning. At play, Bauer pitched for the AEHA/CHPPM softball team for

30 years and recorded dazzling statistics too numerous to list in this article. He is well known for his highly competitive spirit in golf, horseshoes, and bridge. During his career at work and on the playing field, he touched the lives of many CHPPM employees.

Bauer will be missed as the highly successful program manager and avid sports enthusiast. "He is too young and has too much energy to really retire," said Wayne Fox, Acting Program Manager. Bauer leaves CHPPM for a second career with Battelle Eastern Regional Technology Center located at the HEAT Center in Aberdeen. Bauer lives in Bel Air with wife Joyce. They have a daughter, Kate, a son, Peter, and two grandsons.

(information provided by Wayne Fox)

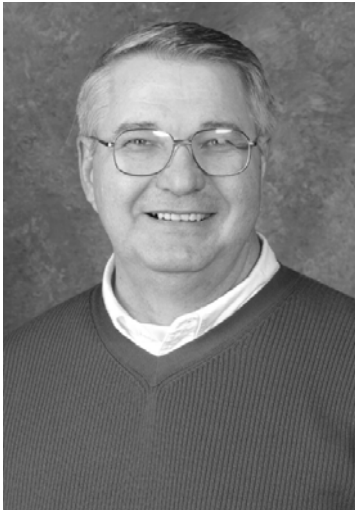


Bauer gives last minute instructions to COL "KK" Phull.

(continued on page 10)

## A WEALTH OF CHPPM KNOWLEDGE RETIRES

*(continued from page 9)*



**William "Bill" Corbin, Jr.**, Hearing Conservation Program, retired on February 23, with 31 years, and 8 months of combined Federal Service. He first retired in 1997 as a Command Sergeant Major from the Maryland Army National Guard, with 30 years of combined military service during which he earned five Military Occupational Specialties and numerous military awards.

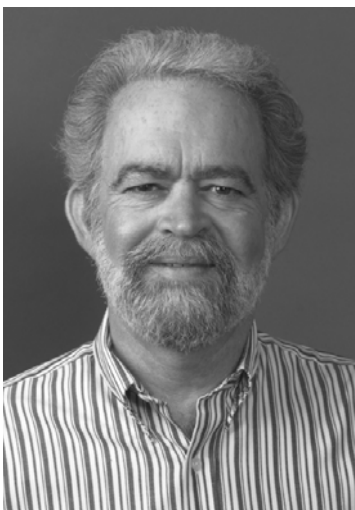
Corbin was born in Reeseville, South Carolina and graduated from Beaufort High School, Beaufort, South Carolina. After 4 years in the U.S. Navy, he attended Harford Community College and received his Associate of Arts degree. He has earned credits from the University of Maryland in the fields of Electrical Engineering and Industrial Management.

He began his civil service career at Fort George G. Meade, Maryland in 1976, in Aircraft Maintenance and then later in the Directorate of Industrial Operations Maintenance Shop. In 1980, he came to work for the U.S. Army Garrison, Aberdeen Proving Ground, Maryland in the Electronic Maintenance Shop. Corbin transferred to the Electronics Television Maintenance Shop, U.S. Army Ordnance Center and School in 1981 and remained there until 1984. From there he went to work for the U.S. Army Center for Health Promotion and Preventive Medicine in the Hearing Conservation Program.

Corbin has received many awards throughout his civilian and military career, to include the Civilian Desert Shield/Desert Storm Medal, the Commander's Award and the Achievement Medal for Civilian Service Gold Award, Baltimore Federal Executive Board for Excellence in Federal Career (Outstanding Para-Professional - Technical, Scientific and Program Support) and numerous exceptional performance awards.

He and his wife, Barbara, have a total of six granddaughters and one grandson. In retirement, he plans to spend more time with his family and enjoy the great outdoors.

*(information provided by Douglas Ohlin,  
Hearing Conservation Program)*



**Lary Cook**, Chief, Mechanical Engineering Team, Industrial Hygiene Field Services retired on February 3 after 30 years of Federal Service. In 1975 Cook began his career as a sanitarian in Oklahoma. He served as an Industrial Hygienist at the U.S. Army Environmental Hygiene Agency from 1975 through 1978. He then worked as an Assistant for Industrial Hygiene at the Corps of Engineers until 1983. Since that time he has been assigned to CHPPM's Industrial Hygiene Division

Cook and his wife Gerri will be retiring to Florida for the winter and they have a home in Ocean City, Maryland for the summer.

Cook's co-workers feel he is a true professional and an honest and sincere individual. He will be truly missed by everyone, and they are grateful for the pleasure of working with him.

*(information provided by Joan Gall, Secretary,  
Industrial Hygiene Field Service Program)*

**NEW FACES**

(continued from page 8)



**Toni Bishop** is a Computer Scientist currently assigned to the Directorate of Occupational and Environmental Medicine. She is not new to CHPPM and has worked for the Directorate of Laboratory Sciences for 21 years as a Chemist. In 2001, she left the Federal Service to obtain a Master's degree in computer science from Towson University. She resides in Bel Air, Maryland with her husband Richard.



**2LT Mia DeBarros** is an Environmental Science Officer currently assigned to the Entomological Science Division at CHPPM-South. Prior to joining CHPPM, she was stationed at Fort Sam Houston attending the Officer Basic Course. DeBarros is originally from Hollywood,

Florida. She entered active duty in September 2002 and was commissioned 2LT in the Medical Service Corps of the U.S. Army Reserves in May 2002. DeBarros has a Bachelor's degree in Microbiology and Cell Science from the University of Florida. Her honors include: University of Florida Scholars Internship, May 2002 and Commandant's List from the OBC class of 02-502. She enjoys reading and surfing and resides in Atlanta, Georgia.



**John Cambre** joins the Directorate of Occupational Health Sciences. He transferred from Kirk Army Health Clinic, Industrial Hygiene Office, Aberdeen Proving Ground, Maryland where he was the Industrial Hygiene Program Manager for Army Research Laboratories for 11 years.

He has a Master's degree in Industrial Hygiene/Occupational Health. Cambre coached in the Havre de Grace Little League program and he's now coaching soccer in the Under 12 Parks and Recreation program. He and his wife Ann have two sons, Matthew and Jack. Both boys are dedicated

year round soccer players. Cambre and his family enjoy skiing in the Winter, spending as much time as possible at the beach in the summer, and playing golf.



**Margaret "Meg" Cooney** recently accepted a postgraduate research fellowship as an environmental engineer through ORISE in the Ground Water and Solid Waste Program in CHPPM's Environmental Health Engineering Directorate

at Aberdeen Proving Grounds, Maryland. In December of 2000, Cooney received a Bachelor's degree from Penn State in Environmental Systems Engineering with a minor in Geosciences. At the end of 2002, she earned a Master's in the GeoEnvironmental Engineering option of Civil Engineering at Virginia Tech. Her thesis, entitled, "The Effects of Cyclodextrin on Reductive Dechlorination," focused on her research of the interactions of the remediation enhancing agent cyclodextrin with the indigenous microorganism process of reductive dechlorination and monitored natural attenuation. Cooney exercises regularly through activities such as dance, yoga, and running. She also enjoys reading, playing her piano, apartment "gardening," and caring for tropical fish.



**SGT Javelle Spann,** joins CHPPM as a Cholinesterase Reference Laboratory Technician in the Cholinesterase Reference Laboratory. Spann was born and raised in New Orleans, Louisiana. She joined the Army in 1998. Her first duty station was at Bayne-Jones

Army Community Hospital, Fort Polk, Louisiana. From there she went on to William Beaumont Army Medical Center, Fort Blist, Texas. Her first overseas tour was an unaccompanied tour to Yongsan, Korea, 16th Med Log BN. Spann is married to SGT George Spann, 520<sup>th</sup> TAML. They have one son, Jonathan. She is currently working on her Master's degree in Health Science Administration.



## **FORCE HEALTH PROTECTION – A MILITARY IMPERATIVE**

By: Jane Gervasoni  
Strategic Initiatives Office



CHPPM will host the Sixth Annual Force Health Protection Conference which will be held August 11-17, at the Convention Center in Albuquerque, New Mexico. The theme for the conference is Force Health Protection - A Military Imperative.

This premier preventive medicine conference will provide the multidisciplinary military and civilian force health protection community with the opportunity to increase knowledge and awareness of current issues, attend short courses for professional development, mentor, network, and earn Continuing Education Units or Continuing Medical Education.

The core conference will begin with a morning plenary session on August 11. Beginning Monday afternoon and running through Thursday afternoon, breakout sessions will be available in all tracks. Several one, two and three-day post-conference training courses will be held beginning on Friday, August 15. Pre-registration is recommended for these post-conference courses

This year, the Veteran's Administration will play a vital role by providing speakers and sessions in a special VA Veterans' Health track that will provide a training course for Preventive Medicine Program Coordinators and other clinical staff in VA and Department of Defense facilities. Participants will learn the basics of prevention, behavioral change counseling, how to overcome barriers to preventive services, and other practical information for health promotion and education for the Primary/Ambulatory Care staff and their patients. Consultants will present "real world" experiences in delivering preventive services in a VA Medical Center, and an open-forum setting will present the opportunity to discuss specific problems.

Another innovation at this year's conference is the participation of the DOD Ergonomics Working Group that will host the Ergonomics track. This track will serve as the Annual DOD Ergonomics Conference for DOD, Federal, industry, and university safety and health professionals. The sessions will provide practical, user-friendly information on program development, implementation, and management; best practices; self assessments; cost benefits and return on investments; marketing and communication; intranet programs; workstation design; and research initiatives.

The other seven conference tracks will consist of:

1. The Environmental Sciences track will focus on topics concerned with health hazard/risk assessment skills that support the commander's risk management efforts across the operational spectrum.
2. The Advanced Sciences track relates to the emerging technological and molecular epidemiological practices of prevention/detection as a continuous process from accession, deployment and beyond.
3. The Occupational and Preventive Medicine track will focus on topics related to the science and delivery of preventive, occupational, and environmental medicine services integral to protecting war fighter health.
4. The Health Physics and Radiological Sciences track provides continuing education, scientific updates, and professional development for military and DOD civilian health physics professionals, and DOD preventive medicine professionals.
5. The Industrial Hygiene track will provide updates on corporate initiatives, training on technical topics and pragmatic guidance on current issues relevant to DOD Industrial Hygiene such as exposure assessment, emergency preparedness and response, and resource management.
6. The Population Health and Well-being track will include both plenary and breakout sessions designed to provide an exchange of information that has a wide application within the military community in the areas of population health, complimentary and alternative medicine, injury prevention, nutrition, and spiritual health.
7. The Behavioral Health track recognizes the behavioral factors inherent in preventive medicine and health promotion. It affords conference attendees the opportunity to integrate state-of-the-art behavior change strategies with more traditional health promotion and preventive medicine efforts.



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## SUPPORTING OVERSEAS TROOPS

Thousands of Americans are asking what they can do to show their support for service members, especially those serving overseas in this time of war.

Below are Web sites for several organizations that are sponsoring programs for members of the Armed Forces serving overseas.

<http://www.operationuplink.org> - to donate a calling card to help keep service members in touch with their families at Operation Uplink.

<http://anyservicemember.navy.mil> or <http://www.OperationDearAbby.net> - to send a greeting via e-mail through Operation Dear Abby.

<http://www.defendamerica.mil/nmam.html> - to sign a virtual thank you card at the Defend America Web site.

<http://www.aerhq.org/links.htm> - to make a donation to one of the military relief societies such as:

Army Emergency Relief at: <http://www.aerhq.org/>

Navy/Marine Relief Society at: <http://www.nmcrs.org/>

Air Force Aid Society at: <http://www.afas.org/>

Coast Guard Mutual Assistance at: <http://www.cgmahq.org/>

“Operation USA Care Package” at: <http://www.usometrodc.org/care.html>

American Red Cross Armed Forces Emergency Service at:

<http://www.redcross.org/services/afes/>

VA Hospital to volunteer to honor veterans who bore the lamp of freedom in past conflicts at:

<http://www.va.gov/vetsday/>.

Reach out to military families in your community, especially those with a loved one overseas.

People are asked not to flood the military mail system with letters, cards and gifts. Due to security concerns and transportation constraints, the Department of Defense cannot accept items to be mailed to any service member at: [http://www.defenselink.mil/-news/Nov2001/b11282001\\_bt603-01.html](http://www.defenselink.mil/-news/Nov2001/b11282001_bt603-01.html).

Some people have tried to avoid this prohibition by sending large numbers of packages to an individual service member’s address, which however well intentioned, clogs the mail and causes unnecessary delays.

While it would be inappropriate for the DOD to endorse any organization specifically, service members do value and appreciate such expressions of support.

The support and generosity of the American people has touched the lives of many service members, over 300,000 of whom are deployed overseas.

(DOD News Release December 2002)

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## FORCE HEALTH PROTECTION – A MILITARY IMPERATIVE

The conference will include both plenary and breakout sessions designed to provide an exchange of hands-on information that has a wide application within the DOD community in the areas of homeland security/homeland defense, environmental health, population health, behavioral health, injury prevention and other areas of preventive medicine. This is the broadest based conference we have developed, and it is hoped that all specialties will benefit from the wide range of topics and courses being presented.

Technical presentations or papers and technical posters are being solicited through a link on the conference website. The focus will be on topics that provide hands-on information and training to assist those who support preventive medicine in garrison and in the field.

Commercial and military exhibits will be an integral part of this conference providing state-of-the-art materials to assist professionals with their jobs at installations and units. To ensure that attendees have an opportunity to benefit from these important exhibits, they will be open for viewing from 1100-1400 on both Tuesday and Wednesday. Military and commercial exhibitors are encouraged to apply for exhibit spaces in the conference center exhibit hall.

Information on the conference including the call for papers, call for posters, and exhibitor prospectus will be found on the FHP website at: <http://chppm-www.apgea.army.mil/fhp>. The website is currently available for registration. For additional information you may contact: LTC (P) Michael Custer, Conference Director, DSN 584-6250 or commercial 410-436-6250 or Ms. Jane Gervasoni, Deputy Director, DSN 584-5091 or commercial 410-436-5091.

## CHPPM NEEDS ASSESSMENT

By: A. Gail Gibson  
Publications Management Division

Government agencies are beginning to work toward reducing the bureaucracy and increasing the flexibility of employees to meet their organization's mission goals. Government agencies are also facing the challenges of an "aging" workforce. With approximately one third of the CHPPM workforce eligible for retirement within the next 5 years, it is imperative that we maintain a well-trained, responsive workforce capable of meeting our future challenges. CHPPM has begun a needs assessment to prioritize the needs of our organization and direct the necessary training resources to these areas. We must now look at the training and development of our people as a necessary investment. Integrating our human resource development functions with our strategic goals and objectives will be critical.

As our senior workforce begins retiring, a wealth of institutional knowledge will be walking out the door. We need to begin training and developing our future leaders now. Under the direction of the Deputy for Technical Services, the Center has organized a CHPPM Needs Assessment Workgroup to begin identifying our potential weak areas. The needs assessment process will help the workgroup identify performance requirements and the "gap" between what performance is required for the future and what currently exists within our agency. This process will also explore the causes and identify methods to eliminate the gaps.

The needs assessments process consists of the following steps:

**Step One** – will be to perform a gap analysis. The Needs Assessment Workgroup will first have to assess the competencies of our current workforce and then identify the necessary critical tasks for the future as well as the skills needed to accomplish these tasks.

**Step Two** – will be to identify priorities after the workgroup has gathered the necessary information from the gap analysis. The group will have to consider the cost effectiveness, the number of people involved, and senior management desires.

**Step Three** – will be to identify the causes of any performance problems. Do employees know how to do their jobs properly? Are employees doing their jobs effectively?

**Step Four** – will be to identify solutions and growth opportunities. Employees may need the proper training if there is a knowledge problem. If the problem is not knowledge-based, then the appropriate solution may be performance management and/or team building activities.

**Step Five** – will be a cost-benefit analysis. The workgroup will have to project the costs and benefits to the Center for its training investment. A complete needs assessment will also consider the consequences of ignoring the gaps.

The following is an outline of the needs assessments workgroup developed to conduct the CHPPM needs assessment process.

## CHPPM NEEDS ASSESSMENT

### OUTLINE

**I. Purpose.** To identify and assess performance requirements and human resource capabilities and needs within the organization in order to direct current and future resources to areas of greatest priority.

**II. Scope.** This assessment will address all technical and administrative positions at CHPPM and all Subordinate Commands.

### III. Background.

- a. Strategic Plan -
  - (1) Goals/Objectives
  - (2) Mission
  - (3) Vision
- b. CHPPM's Core Competencies -
  - (1) Prevent and control diseases and injuries of military significance.
  - (2) Promote health and well being in military populations.
  - (3) Anticipate, identify, assess, and control occupational and environmental health hazards.
  - (4) Conduct advanced and sustainment preventive medicine training.
  - (5) Disseminate and communicate targeted health information.
- c. Current Human Resource Skills Inventory (supply)
- d. Projected Human Resource Skills Inventory (demand)

### IV. Methodology.

- a. Supply Analysis -
  - (1) What are the strategic objectives of the Center?
  - (2) What functional requirements are linked to meeting the Center's objectives?
  - (3) What are the present work products?
  - (4) What are the skills in the current workforce?
- b. Demand Analysis -
  - (1) How will the way of doing business change?
  - (2) What is the nature of the work in terms of volume, location, and duration?
  - (3) Will strategic objectives change?
  - (4) What skills will be needed in the future workforce?
  - (5) Will the size of the workforce increase? Decrease?
- c. Gap Analysis -
  - (1) How is the workforce going to change?
  - (2) What skills will the current workforce be able to contribute over the next 5 years?
  - (3) What skills will be needed that are not present now in the workforce?
- d. Solution Analysis -
  - (1) How can training be beneficial in this transition?
  - (2) What will be the sources of new hires?
  - (3) What attrition and retirement can be expected?
  - (4) What kinds of positions will need to be filled?
  - (5) Are new hires going to replace old employees or will the new hires go into new positions?

### V. Recommended Actions.

The Center is committed to training its workforce and providing the opportunities for future leaders and managers to excel. Training and development monies should be spent to meet the highest priority needs within our organization. For this assessment process to be successful, we will need the cooperation of all CHPPM employees. Basically, this needs assessment will assess the way things are with the way they should be for the future CHPPM.

## MORE COMMON THAN WE THINK - SKIN CANCER

By: COL Frances J. Sorge, Ph.D., R.N.  
Directorate of Health Promotion and Wellness

Skin cancer is the most prevalent of all cancers with an estimated one million Americans developing skin cancer yearly. It is simple to prevent, since the best defense against skin cancer is sun avoidance. Yet this is difficult for Americans since a bronze tan is part our cultural vision of beauty.

Exposure to sunlight, including artificial tanning, is the main cause of cancer especially when it results in burns and blistering. Additional factors that may contribute to development but are of minor consequence include: scarring from diseases and burns, occupational exposure to coal tar and arsenic, repeated medical or industrial x-ray exposure, and family history of skin cancer. Fair-skinned people are at highest risk.

The best course of action is a **NO SWEAT** approach to prevention.

- N NO** reason to stay in the sun for long periods even when protected by sunscreens. The use of sunscreen should be part of your behavior to avoid the sun, not an excuse to stay in the sun longer.
- O Old** looking before your time. Ultraviolet A or infrared sunrays still go through sunscreen and can damage the skin and the skin's immune system.
- S Seek shade.** Ultraviolet rays are most intense between 10:00 A.M. to 4:00 P.M.  
The best time to go out is when your shadow is taller than you are.
- W Wear** a wide-brimmed hat and light-colored, tightly woven clothes.
- E Examine your body routinely.** Routinely examine the front, sides, and back of your body; between toes and the soles of your feet; and around your neck and scalp. Use mirrors in a brightly lighted room.  
Watch for precancerous skin conditions such as actinic keratoses. These are small, scaly spots most commonly found on the face, forearms, and back of the hands in fair-skinned people who have had significant sun exposure. If not treated, some actinic keratoses may become cancerous. Actinic keratosis can be removed by cryotherapy (freezing), cream or lotion chemotherapy, and laser or surgical procedure when diagnosed early.
- A Apply sunscreen** with a minimum 15 Sun Protection Factor. The higher the factor, the better.
- T Tell** your doctor about suspicious skin growths, freckles, and moles or "beauty marks" that change, early rather than later.

### WHAT DO I LOOK FOR?

There are three forms of skin cancer: Basal Cell, Squamous Cell, and Malignant Melanoma.

- 1. Basal Cell** will first appear as a small, fleshy bump most often on the head, neck, and hands, and occasionally on the trunk, as red patches. Basal cell occurs most commonly in fair people and grows slowly. Untreated, the cancer will bleed, crust over, heal, and repeat this cycle. It does not spread to other body organs.
- 2. Squamous Cell**, the second most common skin cancer found in fair-skinned people, will appear as a bump or red, scaly patch. It is typically found on the rim of the ear, the face, the lips, and mouth. This cancer can develop into large tumors and will spread to other parts of the body, making early detection and treatment important.
- 3. Malignant Melanoma** is the most deadly of all skin cancers, but it is almost always curable when detected in the early stages. Anyone may develop this form of skin cancer. It is **not** predominantly found in fair-skinned people. Warning signs of melanoma include changes in the surface of a mole; scaliness, oozing, bleeding, or the appearance of a new bump; a spread of pigment from the border of a mole or bump into surrounding skin; and change in sensation such as itchiness, tenderness, or pain.



(continued from page 7)

## SENATE YOUTH PROGRAM STUDENT COMMENTS REGARDING MILITARY ESCORT OFFICERS

(Question: “How did the interaction with Military Escort Officers add to your learning experience?”)

- \* They helped dispel my prejudice about our officers.
- \* They showed the humanity of the Armed Forces.
- \* I knew nothing about the military, but now I do.
- \* I have a better appreciation for the military and discipline.
- \* I learned a lot about self-discipline.
- \* They did not lecture but opened up options.
- \* It changed some stereotypes I may have had.
- \* They were a pivotal part of my experience.
- \* I came to DC wondering if I wanted to go into the military. Now I know I do.
- \* They showed us that there really are very intelligent people in the military.
- \* I have never interacted with the military. I saw the faces behind the uniform and discovered the humanity in the troops.
- \* They offered another dimension to public service and commitment to this program that would not have been demonstrated without them.
- \* They were absolutely the force that made the trip worth it because they were our mentors.
- \* They helped me gain a new respect for the military. They put a human face on the Armed Forces.
- \* They allowed me to see the real personalities of people wearing the uniform.
- \* They taught me how human military officers are.
- \* It helped me realize that military personnel are “real” people with lives not unlike our own.
- \* It was a great experience to work under such a high level of discipline and respect.
- \* They always tried to provide for balanced discussion while not commandeering it. Their intelligence and maturity instilled a lifelong respect in me for the Armed Services.
- \* They taught us different experiences concerning their lives. They taught us respect and duty.
- \* They showed me discipline and reinforced my love for my country.



CPT Smalls and our future leaders and thinkers of tomorrow.

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## MORE COMMON THAN WE THINK - SKIN CANCER

**Melanomas** are asymmetrical, and their borders are ragged, notched or blurred; pigmentation is not uniform (shades of tan, brown, black with dashes of red, white, and blue give a mottled appearance), and their width is greater than 6 millimeters or the size of a pencil eraser.

Skin cancers are treated surgically.

Further information about prevention and treatment of skin cancer is available online from the National Cancer Institute at [www.cancer.gov](http://www.cancer.gov) or by phone at 1-800-422-6237 / 1-800-4-CANCER, [www.hooah4health.com/4you](http://www.hooah4health.com/4you), [www.cancer.org/main](http://www.cancer.org/main), [www.wellnessbooks.com/skincancer](http://www.wellnessbooks.com/skincancer), [www.drkoop.com/conditions/ency/index](http://www.drkoop.com/conditions/ency/index), and <http://www.fda.gov/>

## CHOLESTEROL AND HOW YOU MANAGE IT?

By: MAJ Beverly A. Crosby  
 Directorate of Health Promotion and Wellness

Cholesterol can be good AND bad, so it is important to learn what cholesterol is, how it affects your health, and how to manage your blood cholesterol levels. High cholesterol is one of the major risk factors for heart disease. The higher your cholesterol level, the greater your risk for developing heart disease or having a heart attack. Heart disease is the number one killer of men and women in the United States.

Cholesterol is a soft, waxy fat found in all human beings. It is normal to have cholesterol. Your body manufactures about 80 percent of it. The rest is consumed through animal products such as meat, eggs, and dairy products. Food from plants like fruits, vegetables, and cereals do NOT have cholesterol. Cholesterol is used to form cell membranes, some hormones, and serve other needed bodily functions.

Hypercholesterolemia is the term for high levels of blood cholesterol. High cholesterol is a major risk factor for Coronary Heart Disease, which can lead to heart attack and stroke. Everyone 20 and older should have his or her cholesterol checked at least once every 5 years. This blood test is done after a 9- to 12-hour fast and will give information about your total cholesterol, low-density lipoprotein (LDL) cholesterol, high-density lipoproteins (HDL) cholesterol, and triglycerides.

Total Cholesterol Level	
Less than 200 mg/dl	Desirable
200-239 mg/dl	Borderline High Risk
240 mg/dl and higher	High Risk

Cholesterol and fats do not dissolve in blood. They must be transported to and from cells by special carriers known as lipoproteins. There are two kinds of lipoproteins that you need to be concerned with: LDL and HDL. The LDL, known as “bad” cholesterol, is the main cause of harmful fatty buildup in arteries. The higher the LDL level the greater the risk of heart disease, which will increase your risk of heart attack and stroke. The HDL, which is the “good” cholesterol, is made by your body for your protection and travels away from your arteries. The HDL helps prevent cholesterol buildup in the arteries by carrying blood cholesterol to the liver where it can be eliminated. The lower the HDL, the greater the risk of heart disease. Refer to tables below:

HDL Levels	
Less than 40 mg/dl	Low (increased risk)
60 mg/dl and higher	High (heart protective)

LDL Levels	
Less than 100 mg	Optimal
100 to 129 mg/dl	Near Optimal
130 to 159 mg/dl	Borderline High
160 to 189 mg/dl	High
190 mg/dl & higher	Very High

Atherosclerosis is a process that clogs your coronary arteries, arteries that supply your heart with oxygen-rich blood. Cholesterol and other fatty substances collect on the damaged artery walls. The substances build up layer upon layer and form a hard substance called plaque. Plaque build-up will narrow the arteries causing a decrease in blood flow to the heart. The decrease in blood flow increases your risks of heart attack or stroke.

A variety of things can affect cholesterol levels. Some things you can change and some you cannot. Below are some of the therapeutic lifestyle changes you can make to improve your cholesterol levels.

## **CHOLESTEROL AND HOW YOU MANAGE IT?**

1. Change your eating habits:
  - Eat a low-saturated fat, low-cholesterol diet.
  - Broil, roast, bake or steam foods.
  - Remove skin/extra fat before cooking.
  - Use nonstick pans or cooking sprays.
  - Read food labels.
2. Quit Smoking:
  - Make an agreement with yourself to quit.
  - Fight the urge by going where smoking isn't allowed.
  - Associate with people who don't smoke.
  - Ask your healthcare provider for information and programs that may help.
3. Limit Alcohol Intake (Moderate Amounts):
  - One drink a day for women.
  - Two drinks a day for men.
  - One drink is equal to: 12 fl oz beer, 4 fl oz wine, 1 fl oz 100-proof spirits, or 1½ fl oz 80-proof spirits (Bourbon, Scotch, Vodka or Gin).
4. Avoid or Reduce Obesity. Diets are NOT recommended – they may take the weight off fast, but only work in the short term. When you stop the diet the weight returns. Instead of dieting, make lifestyle changes:
  - Get a cholesterol screening.
  - Maintain a healthy weight.
  - Exercise regularly.
  - Change what you eat, obesity can cause increased cholesterol and high blood pressure.
5. Reduce stress:
  - Deep breathing exercises.
  - Engage in regular physical activity.
  - Eliminate or reduce caffeine (coffee, tea and cola drinks) and alcohol.
  - Relax and sit quietly for 15-20 minutes a day.
  - Use waiting time to read a book or write letters.
6. Perform aerobic exercises regularly:
  - 3 times a week for 20-60 minutes each time, gradually increasing.
  - Prior to exercising, warm up for 5 minutes.
  - Rhythmic and steady exercise will increase your heart rate.
  - After exercising, cool down for 5 minutes.

### **CONSULT YOUR HEALTHCARE PROVIDER BEFORE STARTING ANY EXERCISE PROGRAM.**

Things you cannot change include age, gender, and heredity. As men and women get older, cholesterol levels rise. Before menopause, women tend to have lower total cholesterol levels than men of the same age. After menopause, LDL levels tend to increase. Heredity is also a factor. High blood cholesterol levels can run in families. Your genes partly determine how much cholesterol your body makes.

Sometimes diet and exercise are not enough to reduce cholesterol to goal levels. Cholesterol-lowering drug therapy may be necessary. The decision of which drug to prescribe will be based on factors such as the degree of cholesterol lowering desired, side effects, and cost. Even though you begin drug treatment, you will need to continue with lifestyle changes. High blood cholesterol does not cause symptoms, so many people are unaware that their level is too high.

Understanding the facts about cholesterol will help you develop a healthier lifestyle, take better care of your heart, and reduce your risk for heart attack and stroke. Get a cholesterol screening; eat a low-saturated fat, low-cholesterol diet; maintain a healthy weight; exercise regularly; drink only moderate amounts of alcohol; and follow all your healthcare provider's recommendations.

## LOOMING CONFLICT STOPS SOME PCS MOVES

A limited number of active duty soldiers will not be changing duty stations to maintain unit readiness in case called upon to support a possible conflict.

The Army released a "stop-movement" order, which suspends permanent-change-of-station orders for soldiers in designated units, officials said. This movement does not apply to the entire Army.

Because of operational security, the specific units to fall under stop movement have not been released. However, units already supporting Operations Enduring Freedom and Noble Eagle will not be affected, officials said.

"Unit rotations and last-minute personnel changes can affect unit readiness," an Army personnel official said. "We want the best Army possible for any challenges that may lie ahead. Stop movement increases combat effectiveness and maintains personnel operating strengths by stabilizing units."

Stop movement is not the same as stop loss, officials said. Stop loss suspends voluntary separation from the military, and is usually issued for specific jobs or skills. Soldiers who are retiring or just leaving the service will not be prohibited under stop movement.

Officers with orders to PCS or go on temporary duty between March 1 and May 31 will be postponed for 90 days, states MILPER message 03-074 released January 22. Officers moving to fill central selection list commands will move as scheduled, and those on orders to pre-command courses may defer their attendance. However, officers who defer attendance will be required to attend a subsequent course while in command if necessary, the message states.

Enlisted soldiers with assignment orders for February 28 and earlier will proceed to the school or new duty station. Report dates for schooling or PCS moves on March 1 or later will be revoked for soldiers in affected units, the message states.

Soldiers affected by stop movement, who are currently TDY and are scheduled to return, may have to return early.

Commanders should use discretion when soldiers are scheduled for medical reclassification training or for mandatory reclassification training, the message states.

Units affected by stop movement will be manned at appropriate levels and will continue to receive soldiers from initial entry training, the Officer Basic Course, Officer Candidate and Warrant Officer Candidate schools, officials said.

All exceptions to policy should be submitted to the Personnel Command for approval.

(Information courtesy of Army News Service)





Congratulations to ...



**1LT Joanna Mysen** was promoted to CPT on February 3. Mysen works in the Office of the Commander as the General's Aide. Her previous position was the Secretary to the General Staff. She arrived at CHPPM in January 2002 after serving as the Chief of Environmental Health at the U.S. Military Academy, New York, from December 1999 through December 2001. Mysen graduated from the Princeton ROTC program in June 1999. She was born and raised in Potomac, Maryland. Mysen's parents Bjorn and Susana are assisted by BG Bester in pinning the new rank of CPT on their daughter.



**CPT Phillip Crosby** is congratulated by BG Bester on his promotion to MAJ, February 24. Crosby comes to CHPPM from Tripler AMC, Hawaii. He works in the Directorate of Occupational Health Sciences. His military career will have spanned 22 years in September 2003. Crosby is one of the first two Physician Assistants ever assigned to CHPPM. He was deployed in both the Gulf War and Operation Joint Endeavor. Crosby is married to Cassina, and they have two sons, Jason and Bobby with one on the way.



**LTC John Ciesla** was promoted to COL on January 19, by BG Bester. Ciesla entered the Army in 1980. Since then, his military travels have taken him from Texas to Germany and back. He now makes his home at CHPPM as the Program Manager for the Health Hazard Assessment Program. Ciesla's military awards and decorations include the Meritorious Service Medal (5<sup>th</sup> award), Army Commendation Medal (4<sup>th</sup> award), Army Achievement Medal, the Expert Field Medical Badge, the Air Assault Badge, and the Order of Military Medical Merit. Ciesla is married to the former Cheryl Johnson of Duluth, Minnesota. They have two daughters, Cassandra and Jessica, and a son, Jacob.

## HAIL AND FAREWELL CHPPM IN THE LAND OF OZ

By: Tom Smith  
Directorate of Occupational and Environmental Medicine

The quarterly Hail and Farewell was held on January 29 at the Edgewood Area Gunpowder Club. The theme of the event was "In the Land of Oz." The Directorate of Occupational and Environmental Medicine hosted the event. Mr. Thomas Smith, Occupational Medicine Program, was the social leader. The planning committee and team of organizers consisted of all directorate members. A total of 84 people attended (71 adults and 13 children). Attendees were told to dress as their favorite Wizard of Oz character. Prizes were given for the three best costumes.

CHPPM hailed CPT Gayle Davis, COL Dennis Shanks, MAJ Michael Bell, Ms. Melissa Brooks and CPT Donald Moore. Farewells included Mrs. Evelyn "Bell" Riley-Hess, COL Kotu "KK" Phull, COL Gene Egerton, and MAJ Emery Fehl.

The Club was transformed into the Emerald City. The entrance was set up with a yellow brick road below a 7-foot rainbow arch. On each side of the yellow brick road were bright red poppy fields. A 10-foot silhouette of the Emerald City greeted visitors at the end of the yellow brick road. To the left, was the "Wizards Chamber" complete with a 4 foot by 4 foot color photo of the wizard, a strobe light, pots of flame, and a smoke machine for effect. The "Munchkin Corner" was set up for the children to participate in games, coloring contests, and other activities. Guests were allowed to stop by the "Costume Tent" to choose between a Tin Man, the Cowardly Lion, a Witch or a Scarecrow.

Selected music from the Wizard of Oz movie was playing in the entryway. There were 14 tables with tablecloths of red, white, yellow and green. Each table setting had a bouquet of sunflowers or a scarecrow as the centerpiece. The menu consisted of sloppy joes, corn casserole, hot wings, poppy seed muffins, and cake for dessert. The original movie "Wizard of Oz" with Judy Garland played while participants ate their supper. A bingo parlor was also set up for entertainment.

A great time was had by all. "This was a real challenge - transforming the Gunpowder Club into Emerald City, and coordinating this event is similar to the annual Macy's Day Parade in New York on Thanksgiving Day. You start planning for the next one the day after this one is over." said Smith.



The Gunpowder Club was transformed into The Emerald City.

The Land of Oz Cake was provided by Charlotte Crouse, Deputy Chief of Staff for Resource Management.



**Employee of the Quarter  
4thQTR FY02**



**Nicole Klein Fletcher**, a physical science technician in the Pesticides Team of the Directorate of Laboratory Sciences, truly demonstrates the definition of a team player. During recent personnel shortages, she didn't hesitate to "wear hats" that didn't belong to her. Fletcher shows determination, motivation, and a positive attitude. In conjunction with her current duties as an analyst, she serves as Standards Coordinator, Supply Coordinator, Assistant Maintenance Coordinator and also actively works in support of the Quality Control Coordination efforts.

Fletcher has become proficient in over 14 different Environmental Protection Agency and in-house methods. She assists in method development and special projects. She performs all projects in a timely manner, meets all requirements, and shows exemplary initiative to assist fellow team members.

In the absence of a laboratory worker due to retirement, Fletcher assumed the responsibility of treating and checking all glassware to ensure decontamination so the team's mission could be accomplished. For her team to accomplish trace level analysis, it is extremely important that the glassware be scrupulously clean.

A wife and mother of two, Fletcher also finds time to attend Goucher College working on her biochemistry degree. She completed her Associate's in Environmental Science while employed at CHPPM in the 90's. She was recently selected to attend CHPPM's first Aspiring Leadership Development Program.

Fletcher has performed at an exceptional level. Her significant accomplishments in the areas of analytical extractions, sample analysis, quality control, analytical standards coordination, logistical support, and glassware decontamination are invaluable to the team's success. Her positive attitude and team spirit inspire her team members and greatly contributed to the ability of the team to accomplish the mission. Without her hard work and dedication, the team's excellent performance would not be possible.

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**Professional Associate Employee of the Quarter  
4th QTR FY02**



**Deborah Odom** of the Strategic Initiatives Office, Command Information Management Office and Proponency Office for Preventive Medicine, is the ultimate professional at handling multi-taskings - no matter how busy or how much work there is to do.

Odom was nominated for her exceptional administrative support. She works diligently to ensure all jobs are completed on-time and with the utmost accuracy. Her initiative, energy, and devotion to excellence contributes greatly to the success and mission accomplishment of these offices. Odom is an outstanding role model and team player, displaying a positive, determined, "can do/will do" attitude when performing her duties. Odom has been a member of the CHPPM staff since 1994. She resides in Aberdeen with her husband, Tom.



# Land of Oz and the Emerald City

