



U.S. PUBLIC HEALTH SERVICE
Pharmacist Professional Advisory Committee
Department of Health and Human Services

Minutes of Meeting
01 MAY 2003
1300H – 1715H

Members Present:

In Rockville-

CAPT Craig Hostetler (Chair)	LCDR Gregg Davis (Vice Chair)
CDR James Bresette	LT Krista M. Scardina
RADM Richard Walling (CPO)	LCDR Samuel Wu (Secretary)

Via telephone-

LCDR Cindy Dougherty	LCDR Daniel Hasenfang
CDR Paul Huntzinger	CAPT Jim Imholte
CDR Carolyn Johnson (alt CDR Forman)	LCDR Michael Lee
LCDR Michael J. Long	LT Kristen Maves
Dr. Frank Pucino, Jr.	CDR Raelene Skerda
LCDR Mark N. Strong	

Members Absent:

CDR Douglas Herold

Guests:

In Rockville-

CDR Chris A. Bina	Jillian Campbell (Pharmacy Student)
LCDR Beth Fritsch	CDR Sharon Gershon
CAPT William Hess (Ex-Officio)	LT Marci Kiester
LT Jeff Mouakket	Lara R. Morgan (Pharmacy Student)
CAPT Frank J. Nice (Ret., Ex-Officio)	LT Paras Patel
CAPT Robert Pittman	CAPT Richard Potter
ENS Mark Sellers	CDR Robert Tosatto
LCDR Teresa A. Watkins	CDR Bill Wyeth

Via Phone-

CAPT Russell E. Alger	LCDR Mitzie A. Allen
CAPT Sue Arnold	LT Bradley M. Bishop
CDR Mark E. Burroughs	CAPT Michael J. Clairmont
LCDR Steven Dittert	CDR Michelle Gemelas
LCDR Scott F. Giberson	LT Rob Hayes
CAPT Mike Hope	CAPT Michael Jones
LCDR Kimberly D. Knutson	LCDR Mariann Kocsis
CAPT Richard Lawson	CAPT Cecilia-Marina Prela
LCDR Ed Stein	CAPT David Taylor
LCDR Jacqueline K. Thomas	CAPT Paul Thomas
LTJG Jeffrey Vang	CDR James N Watkins, Jr.
CAPT Charles C. Watson	LCDR Melissa L. Wentz

CPO Report: RADM Richard Walling (cporx@osophs.dhhs.gov)

- ◆ RADM Walling reminded pharmacists that there is a sunset law that will end the special pay at the end of FY 2004. He emphasized the urgent need to provide a report, as required by Congress, on the effectiveness of the special pay and the justification for its reauthorization. This is an item of great importance on the PharmPAC agenda. RADM Walling reported that there is a discussion among the CPOs of all of the uniformed services to do a joint report.
- ◆ RADM Walling provided a brief background on the history of the latest promotion precepts discussion: For the past 4-5 years, there has been discussion in the SGPAC on the best way to promote an officer. As a Corps, there is a need to promote appropriately to meet the Agencies' missions. The SGPAC concluded that the current precepts need to be looked at again to see if they provide a more precise reflection of the current Corps mission. A task force, endorsed by the Surgeon General, was formed.
- ◆ Regarding the promotion process, RADM Walling reported that the Surgeon General expressed reservation about the proposed precept which would require an officer to be a billet at least as high as the rank to which they were being considered for promotion, and the automatic promotion to O-4 grade. The Surgeon General wants parity with the other uniformed services. He stated that part of being a Corps officer is to demonstrate a balance between being a professional and being a leader.
- ◆ RADM Walling reported that the PACs have harmonized on precepts 2 and 3 and the CPOs concentrated on precepts 1 and 4. The new precepts will focus on the "best" officer and what is to be expected of an officer in a particular grade. They are interested in looking for differentiation between an ideal officer and the best officer.
- ◆ RADM Walling encouraged attending the SGPAC meeting, as this will be an excellent opportunity to voice ideas.
- ◆ RADM Walling reported that CDR George Havens, a pharmacist with USAID and the Deputy Team Leader of DART currently working in Kuwait, is establishing a system to request skills through the DART mechanism.

PharmPAC Chair Report: CAPT Craig Hostetler (CHostetler@hrsa.gov)

- ◆ CAPT Hostetler inquired about the availability of members from the PharmPAC to attend the Associate Recruiter meeting at the Public Health Professional Conference in Scottsdale, Arizona on 15 JUN 2003. CDR Bresette reported that in addition to himself, two other officers will be attending the meeting from the Recruitment Section: LT Sean J. Belouin and LCDR Beth Fritsch.
- ◆ CAPT Hostetler proposed to have a formal PharmPAC meeting at the Public Health Professional Conference. CDR Bresette has volunteered to arrange for a time and a place.
- ◆ The planning for the Association of Military Surgeons of the United States (AMSUS) meeting is going well. A large turnout is expected, as the military personnel are returning from their overseas assignments. A request for papers has been announced. The abstracts are due by 06 MAY 2003.
- ◆ CDR George Havens, a pharmacist on detail to USAID Office of Foreign Disaster Assistance, is in The Middle East. According to an article in the New York Times, the team he was recently traveling with in Baghdad was fired upon and they were evacuated back to Kuwait. There are five other Commissioned Corps officers serving in the Middle East.
- ◆ The "Report of the Commissioned Corps Promotion Task Force," dated 16 JAN 2003, was distributed to the pharmacist listserv. Comments on the promotion precepts were solicited. The PharmPAC will provide its recommendations and thoughts to the SGPAC.

Section Lead Reports:

Recruitment Section: Lead – CDR Bresette (jbresett@hqe.ihs.gov)

- ◆ CDR Bresette reported that the POC (Point Of Contact) program is at its target and expressed his appreciation to LCDRs Davis and Fritsch for initiating this program. There are only six schools left without a POC: University of Utah, Western University, University of Pacific, University of Puerto Rico, Texas Southern University, and South University. Volunteers are needed. If interested, please contact LCDR Fritsch (fritschb@cdcr.fda.gov) at 301-827-5714.
- ◆ The section has developed an organized approach for the POCs to contact the schools. A list of suggested activities containing a core standard for the contacts has been developed. RADM Walling suggested developing a standard letter for the POCs to be sent to the deans soliciting for ideas on activities that the POCs could be involved in.
- ◆ CDR Bresette stated that it is on the section's task list to put the POC list on the PharmPAC website.

Communications Section: Lead– LCDR Long (mjlong@bop.gov)
Co-Lead LT Scardina (scardinak@cdcr.fda.gov)

- ◆ LCDR Long reported that the section is working with CAPT Richard Potter on reorganizing the website. There will be no changes to the content until the reorganization is complete, which is targeted for the end of May.
- ◆ The section is putting together a schedule of events for students and will be posted on the student listserv.
- ◆ Currently, the list of upcoming events (e.g., professional meetings) are not on the website because it is outdated. The section is working on an updated list.

Administration Section: Lead – LCDR Davis (davisg@cdcr.fda.gov)

- ◆ LCDR Davis reported that the 14 packages for the student recipients of the “**USPHS Excellence in Pharmacy Practice Award**” have been distributed. He has received good feedback from the schools on the appearance of the packages. The award package included a personalized certificate, a cover letter, a copy of the school write-up, and a copy of *Plagues and Politics*.
- ◆ The PharmPAC Honor Awards will be presented at the COA conference in June.
- ◆ The announcement seeking PharmPAC membership has been published in the *Commissioned Corps Bulletin, News Along the Pike*, posted on the listserv, and sent to various committees such as APAOC and JOAG. The deadline for membership packages is 31 MAY 2003.
- ◆ LCDR Davis reported that the CV and supervisor concurrence letter for some of the PharmPAC members' alternates are still missing. These items need to be submitted to LCDR Davis as soon as possible.

Career Development Section: Lead – CAPT Imholte (jimholte@osophs.dhhs.gov)

- ◆ CAPT Imholte reported that he has obtained some background information on the special pay from RADM Paavola (Ret.).
- ◆ The promotion precepts were discussed, and the PharmPAC's suggestions were reported to CAPT Imholte, who will prepare a final report on the PharmPAC's recommendations to be presented to the SGPAC. The discussion concentrated on precepts 2 and 3. A separate document on the promotion precepts with the proposed changes were distributed to the PharmPAC members prior to the meeting.
 - There is a concern that the billets in certain OPDIV, e.g., IHS, are standardized and hard to change. Although the SG is aware of the issue, there is no immediate plan to tackle this issue.

RADM Walling echoed the sentiment and added that it has been a problem to equate the billets. The billets are created within the agency or the program, and there is no standardized program.

- The current thinking on promoting an officer is not just based on the notion that the officer should be in a billet to which he/she is being promoted. Instead, in addition to a robust billet, the officer will be evaluated for being an asset to the nation, something that the DOD does now.
- There was a lot of discussion on the definitions and types of Certifications and Credentials. While some may easily be recognized, others may not. In addition, for those who function in a non-clinical capacity, there are administrative/non-clinical credentials and certifications. CAPT Hostetler stated that there is a need to evaluate and perhaps standardize the commonly known credentials and certifications as a category.
- It was recommended to rename the subtopic “Continuing Education” to “Continuing Education – Other than required for licensure” under precept 2, to more accurately reflect its intent. Also, a new subtopic “Professional Activities” was suggested for this precept.
- CAPT Hostetler reminded the PharmPAC that the precepts are used to evaluate the “best qualified” officers, not to penalize them if they do not meet specific marks set for each grade. It is to be noted that the precepts are designed to gain additional points for the officers. While some officers may not gain points in certain subtopics due to reasons such as their OPDIV, agency, or geographic location, they may gain points in other areas. Overall, these subtopics will present officers many opportunities for improving their promotion potential.

Other Business/Announcements:

- ◆ The participation rate for the CCRF is currently 34%. 30% of the commissioned corps is expected to be ready for deployment by the end of 2003, 50% by 2004, and 70% by 2005. RADM Walling has challenged the Pharmacy category to surpass these marks. RADM Walling stated that these figures are set by the OMB not by the OSG. The physical standards for the CCRF are age-weighted, with emphasis on professional competency. A suggestion was made for those who do not work in a clinical capacity to do a Temporary Duty assignment (TDY) at an IHS facility. This will help satisfy the clinical hours required for CCRF deployment.

Action Items:

- ◆ PharmPAC members who have not provided required documents for their alternate, please do so as soon as possible. Alternates must provide a copy of their CV and evidence of supervisor’s concurrence to LCDR Davis.
- ◆ Please forward comments on the Promotion Precepts to CAPTs Hostetler and Imholte.

Next Meeting Dates:

JUNE 2003 at the Public Health Professional Conference in Scottsdale, AZ

Details will be provided

07AUG2003 @ 1300 ET in SG Conference Room, 18-57, Parklawn Building

Agenda and Call-In Information will be distributed prior to the meeting.

Useful Links and Contact Info:

- ◆ E-mails: PharmPAC@list.nih.gov
PHS-Pharmacists@list.nih.gov
Rx-Vacancies@list.nih.gov
Rx-Students@list.nih.gov

- ◆ Listservs: PHS Pharmacists <http://list.nih.gov/archives/phs-pharmacists.html>
 - PHS Rx Student <http://list.nih.gov/archives/phs-rx-students.html>
 - CCRF Pharmacists <http://list.nih.gov/archives/ccrf-pharm.html>
 - RPh Jobs/Vacancies <http://list.nih.gov/archives/phs-rx-jobs.html>

 - ◆ Websites: PharmPAC <http://www.hhs.gov/pharmacy/>
 - DCP <http://dcp.psc.gov/>
 - USPHS CC <http://www.usphs.gov/>
 - CCRF <http://oep.osophs.dhhs.gov/ccrf/>
 - PHS-1 DMAT <http://oep.osophs.dhhs.gov/dmat/>
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--Respectfully Submitted,

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 LCDR Samuel Wu, Executive Secretary Date

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 CAPT Craig Hostetler, Chair Date

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