

# USPHS Scientists: Serving public health care needs at home and abroad

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# CPO Eligibility Criteria

- Member of regular Corps
- Meet and continue to meet force readiness
- Temporary/Permanent pay grade 06
- 12 years active duty with uniform services/6 years Corps
- Appointment is in addition to any responsibilities individual has in his/her permanent duty assignment
- A 'Heart to Service and let others go before you' (HOM)

# CPO Nomination Process

- Statutory CPO Flag billets: nurse, pharmacist, engineer, and dental
- OPDIV/STAFFDIV must agree to nomination and service for 4-year term
- Nominee undergoes Board review
- Appointments (Flags) made by Secretary
- Appointment affected by official personnel order

# Major CPO Recommendations

- CPOs should have CPO flag level billet
- Officers in non-HHS agencies should be allowed to be CPOs
- OSG should centrally fund officer support for CPOs/ could be shared among CPOs
- PACs may want to consider an “assistant to the CPO” position

# Major CPO Contributions

- Establishing category-specific billets
- Officer counseling in lower quartile
- Appointment Standards
- Promotion Board Guidance
- COER - Redesign

# Proposed Changes to Category Appointment Standards

- Allow applicable pre-doctoral, terminal Master's degree in science, social science, health, public health, and mental health related disciplines to be given up to 2 years TED credit if pursued on a full time basis
- Relevant professional work experience related to a terminal Master's in health, mental health, science, public health or related fields should be counted as 1/2 TED credit for applicants who subsequently earned the doctoral degree in a discipline relevant to the Scientist Category. A maximum of 4 years (8 years for full-time work) would be granted for such relevant work experience

# Proposed Changes to Category Appointment Standards

- Increase the amount of TED credit given for the qualifying doctoral degree.
- TED credit of 1 to 5 years for an accredited doctoral degree beyond the Master's degree which serves as a prerequisite for entering the candidate's qualifying doctoral program
- TED credit of 1 to 6 years for an accredited doctoral degree beyond the Bachelor's degree if the candidate did not complete a Master's degree that serves as a prerequisite for entering the candidate's doctoral program. The TED credit awarded is based upon the duration of the program as accredited to achieve the qualifying degree

## Proposed Changes to Category Appointment Standards

- officers entering the Corps at the O3 grade with 11/12 years TED credit should be noncompetitively promoted to the Temporary Full grade O4 after completion of 6 months of active duty.

# Practitioner Psychologists Proposed Appointment Standard Changes

- **Issue:** The current Appointment Standards do not allow the commissioning of Practitioner Psychologists into the Commissioned Corps if they do not currently hold a license.

# Practitioner Psychologists Proposed Appointment Standard Changes

- **Recommendation:** *Individuals who will require but do not yet possess a current, valid, unrestricted license for service provision, and are license-eligible, may be appointed to the Reserve Corps for a limited tour of duty not to exceed 2 years.*
  - *During the 2-year limited tour of duty in their post-doctoral supervised experience/residency, the unlicensed practitioner psychologist shall function only in a closely supervised setting until such time that he/she obtains a valid and unrestricted license.*
  - *During the 2-year limited tour of duty time, the unlicensed practitioner psychologist shall be directly supervised by a practitioner psychologist possessing a valid and unrestricted license for the practice of psychology.*
  - *During their 2-year limited tour of duty, they must obtain such licensure that allow for clinical practice without supervision.”*

# Leadership

*Because of my title I was the first one  
to enter here.*

*I shall be the last to go out.*

-- Duchesse d'Alencon, refusing help  
during a fire at a Paris charity bazaar  
in 1897

# Greatness

Some people are born great, some achieve greatness, and some have greatness thrust upon them. Thus, history offers many an opportunity for greatness. Very few accept the challenge.

Thank you PHS Scientists for  
accepting the Challenge!