

# Nursing Professional Advisory Committee

## U.S. Public Health Service

### I. Introduction of Members in Attendance

#### N-PAC Voting Membership

Rank	Last Name	First Name	Agency	Term	Attendance
CDR	Gordon	Veronica	<b>AT LARGE</b>	Oct 09 – Sep 11	Absent
CDR	Pollard	Anita	<b>BOP</b>	Oct 08 – Sep 11	Leave
CDR	Hogan	Lisa	<b>BOP</b>	Oct 09 – Sep 12	Present
LCDR	Thomas	Timothy	<b>BOP</b>	Oct 07 – Sep 10	Absent
LCDR	Ridenour	Marilyn	<b>CDC</b>	Oct 09 – Sep 12	Present
LCDR	Krishnan	Malini	<b>CMS</b>	Oct 09 – Sep 12	Present
CDR	Hieber	Lysa	<b>DHS</b>	Oct 08 – Sep 11	Present
CDR	Bruce	Cox	<b>DHS</b>	Oct 09 – Sep 12	Absent
CDR	Sweeney	Colleen	<b>FDA</b>	Oct 08 – Sep 11	Present
LCDR	Mei-Ying	Li	<b>FDA</b>	Oct 09 – Sep 12	Present
CAPT	Trent-Adams	Sylvia	<b>HRSA / NPAC Chair</b>	Oct 07 – Sep 10	Present
LCDR	Bartgis	Bryen	<b>HIS</b>	Oct 09 – Sep 12	Present
CDR	Webb	Amy	<b>HIS</b>	Oct 08 – Sep 11	Excused
CIV	Koyama	Kirk	<b>HIS</b>	Oct 08 – Sep 11	Present
CAPT	Orsega	Susan	<b>NIH</b>	Oct 07 – Sep 10	Present
LCDR	Matlock	Ann Marie	<b>NIH</b>	Oct 07 – Sep 10	Present
CDR	Pryor	Thomas	<b>OS/PSC Chair Elect</b>	Oct 08 – Sep 11	Absent
CDR	Haynes-Battle	Josefine	<b>SAMHSA</b>	Oct 07 – Sep 10	Absent
LCDR	Burns	Darin	<b>USMS</b>	Apr 10- Sep 13	Excused
EX-OFFICIO					
RADM	Nessler	Kerry	<b>NIH/CNO</b>	Nov 09– Sep 13	Excused
CAPT	Poindexter	Michelle	<b>HRSA / Past Chair Elect</b>	Oct 07 – Sep 10	Present
LCDR	Brooks	Mary	<b>Executive Secretary</b>	Oct 09 – Sep 10	Present
LCDR	Johnson	Anita	<b>Executive Sec-Elect</b>	Oct 09 – Sep 10	Excused
LT	Hardin	Joshua	<b>COF Financial</b>	Mar 08 – Sep 10	Absent
LIASIONS					
CDR	Larkin	Sue	<b>Liaison, FedNA</b>		Present
OPEN			<b>Nurse Category CAM</b>		N/A
CAPT	Lambert	Mary	<b>COA Nurse Rep</b>		N/A
CAPT	Collins	Amy	<b>Senior Nurse Mentoring</b>		N/A
CDR	McGuire	Moira	<b>Nurse History Co-Chair</b>		N/A

<b>SUBCOMMITTEE CO-CHAIRS</b>				
<b>Rank</b>	<b>Last Name</b>	<b>First Name</b>	<b>Subcommittee</b>	<b>Attendance</b>
LCDR	Skelton	Heather	Awards	Present
LT	McBryde	Stacy	Communications	Present
CDR	Webb	Amy Beth	Communications	Absent
CDR	Anderson	Amy	Career Development	Present
LCDR	Allison	Adams-McLean	Events	Absent
CDR	Gentile	George	Readiness and Response	Absent
CDR	Adams-King	Janice	Resource Reach	Absent

**II. Acceptance of Minutes**

**March 2010 minutes** were presented to the committee members for acceptance and approval. CAPT Michelle Poindexter made a motion to approve the minutes as written and a second was made by LCDR Lysa Hogan. The minutes were approved and will be sent to the Communications Point of Contact for posting to the N-PAC Website.

**III. Chief Nurse Officer Report – RADM Kerry Nessler**

RADM Nessler was on official travel today and was unable to attend. See what the List Serve for the monthly Chief Nurse report.

**IV. COF Financial Report - LT Joshua Hardin**

General NPAC funds are \$4,600 and the CW funds are \$45,000

We are preparing to spend finances from the CW funds for the COF Conference for 15 rooms and registration for 30 personnel to attend COF junior officers.

Funds are being appropriated for NRD drinks, poster board sessions, and lunch

We are also purchasing another 500 coins

**V. N-PAC Chair Report – CAPT Sylvia Trent-Adams**

**a. General Updates**

Nurse Recognition Day will be held Friday, May 7 at Lister Hill on the NIH Campus; Registration forms are available on the NPAC website; please make every effort to register as soon as possible so that we can plan appropriately and accommodate everyone who wants to attend. As you know the pre-registration helps us do space planning and manage logistics proactively.

The annual COF in San Diego, CA

The Early Bird registration deadline for the 2010 USPHS Scientific and Training Symposium is April 16. The Symposium will be held May 24 through 27 at the Sheraton Hotel and Marina in San Diego.

Conference highlights include:

- Keynote addresses by the Assistant Secretary for Health and the Surgeon General of the U.S. Public Health Service
- More than 30 late breaker presentations including several on the response to the earthquake in Haiti
- Category Day
- Annual Anchor and Caduceus Dinner (included in registration fee) with a keynote by the Commander of Navy Medicine West
- More than 40 track sessions on a wide range of topics
- Career mentoring by category
- Annual Physical Fitness Test (APFT) and the Surgeon General's Run/Walk
- Continuing education credits

Visit [www.phscofevents.org](http://www.phscofevents.org) for more information or to register.

Nurse Category Day during COF – scheduled for Tuesday, May 25: all speakers have been confirmed and we are excited to have a great day planned. LCDR Wanza Bacon and her team are doing a great job. You will hear from her later in the meeting today.

New COER – to be used for 2010: Awaiting final signatures at the SG Level; it will then be posted on the website and be available for officers to download

PHS Transformation - Billet Roll out – delayed but we are moving forward; it is expected the billet system will be activated within the next month

**b. New Information**

Special Announcement: The Federal Bureau of Prisons (BOP) is pleased to announce that CAPT Michelle Poindexter has been selected as the Chief Nurse of the BOP. CAPT Poindexter is a Board Certified Women's Health/OB-GYN Nurse Practitioner. She has more than 19 years of experience in various areas such as project and program management, contract management, policy development, recruitment, marketing, education and training, medical review, and clinical medicine. She has served with the Department of Health and Human Services (HHS) and non-HHS organizations including the Food and Drug Administration as a Regulatory Project Manager; the U.S. Department of Agriculture as the Commissioned Corps Liaison; the Centers for Medicare & Medicaid Services as a Health Insurance Specialist; and the BOP/FMC Carswell as a Mid-Level Practitioner. CAPT Poindexter has come full circle after having started her career in the

Commissioned Corps of the U.S. Public Health Service as a Senior Commissioned Officer Student Training and Extern Program participant with the BOP in 1997. She received a Bachelor's Degree from Hampton University in 1989 and a Master's Degree from the University of Maryland at Baltimore in 1999. She has been on active duty for a total of 19 years with the U.S. Army and the Commissioned Corps of the U.S. Public Health Service.

Calls to Active Duty on hold due to the "Patient Protection and Affordable Care Act." Based on language in Health Reform legislation this affects new entry, conversions, and co-step. Below are the highlights:

All Calls to Active Duty (CAD) are on hold  
Currently no officer can come on now unless they are confirmed by Senate, trying to get work around by adding them to the new "Ready Reserve" as officers on extended active Reserve

Will have to change appointment standards. Many categories have separate requirements for assimilation such as Engineers with Masters or PE. If you don't have additional stuff you cannot be assimilated until policy changes or you meet requirements

Every Officer after assimilation will start a new 3 year probationary period

There can be no limited tours for medical or License limited due to assimilation or currently no short tours for IRC

No COSTEP until work around can be reached as COSTEPS are not assimilated

Everyone will need a new Oath

Changes to Base Pay Entry Date with Assimilation (little known fact) which will cost the Agency more money. If assimilated at P3 level you automatically get 3 years towards pay scale and P4 gets 10, even if you have only been on 2 years active duty

Current IT Systems may not be able to handle new rules for OCCO

Decisions about what to do with P grade and T grade promotions based upon new rules and whether to get rid of T grade as P grade is by law I believe

So the big issue is changing the Appointment Standards and Senate Confirmation.

May be able to get new CAD to Ready Reserve by Executive Order from President as Extended Active Reservists as temporary fix.

We sadly recognize the death of an incredible officer and colleague, LT Nathan L. Anderson on 26 March 2010. Our warmest condolences go to his family and friends.

**VI. CURRENT PROJECTS**

**a. Website Update – CDR Amy Webb/LT Stacey McBryde**

There are continued efforts for updating the website in a timely manner. Additional job posting site was added. Please send any suggestions to the webmaster.

**b. Events Update- LCDC Ann Marie Matlock**

NRD – have 95 registrations to date – have capacity for 176, meeting today to wrap up loose ends, speakers and agenda set, will have agency booths, posters and skills practice in the morning with – AED, airway management, IV placement, and the electronic medical record.

**VII. QUARTERLY VERBAL SUBCOMMITTEE REPORTS**

**a. Readiness and Response – CAPT Susan Orsega/CDR George Gentile**

Ongoing projects to focus at barriers in meeting basic readiness status. Barriers have been identified are lack of knowledge of the requirements and systems changes.

We are revising the readiness website link this is an ongoing process with the website team. We will continue with quarterly messages and targeted e-mails and liaisons to Agencies for direct communication to the nurse.

New project is the Reach-Out Readiness campaign which is intended to address readiness by working with events subcommittee, for such activities as AFPT's.

**b. Research REACH- CDR Colleen Sweeney/CDR Janice Adams-King**

The subcommittee has development of posters for NRD and COA involving the following subjects; childhood obesity, NPAC Resource Reach subcommittee Influenza and the worker, and Heal Hands in Haiti which describes the role of PHS while deployed.

The Public Health Advocacy team has provided a Power Point slide presentation to be shared within your Agencies and is available on the Nurse website

## VIII. LIASION REPORTS:

- a. COA/COF Category Day – LCDR Wanza Bacon  
For the Nurse Category Day, the agenda is posted. CEU units have not been assigned to date. Speakers have selected and accepted.

There will be a nursing Skills Validations station with the following stations: AED, air way management, IV insertion, EMR, and medication administration.

We need volunteers for the following; nurse social, Aide to Camp, and skills validation station.

- b. At Large- CDR Veronica Gordon

The At Large Category consists of Nurses assigned to AHRQ, EPA, St Elizabeth, NOAA, USDA, USCG and DoD. The At Large Category was established to allow representation of a conglomerate of HHS and non HHS agencies that employ small numbers of nurses.

During the January 2010 Annual NPAC Retreat, I presented a discussion to the group addressing the issues impacting non-HHS assigned Nurses. The At Large category was the major focus of the presentation. However, it was noted as with the larger non-HHS agencies such as DIHS and BOP, the single most recognized issue effecting non-HHS agency nurses and nurses in agencies with few officers assigned is "Lack of Communication", feeling out of the loop...mainly due to assignments in most cases geographically distant from the mainstream hub of the DC Metro Area.

To my most recent knowledge, there are 9 nurses assigned to NOAA with NPs replacing the MD positions. Two nurses at USDA. USCG has two NPs which are being phased out with the Coast Guard new training program for Physician Assistants. DoD claims 31 nurses, probably the largest they has ever employed at one time due to the Behavioral Health MOA. Contrary to popular belief, not all of these nurses are assigned to TMA, but spread out among the various military entities, such as Air Force, Army, Navy, DCOE and other Department of Defense programs around the globe.

To address the challenges of the PHS officers (all categories) that are assigned to DoD, PHS RADM McGinnis holds All Hands Meetings strictly for PHS officers assigned to DoD and a separate call for Junior PHS Officers assigned to DoD, at least quarterly, to keep the officers in the loop of PHS-oriented updates and news. A working group that is being headed by a PHS Physician and PHS Pharmacist to establish a Training Program for PHS officers assigned to DoD, geared to provide guidelines for those who has no military training or experience. I will be working with that group and will report back to the NPAC on areas of interest for nursing.

c. FedNA – CDR Sue Larkin

Below are the results of the 2009 Election Results:

Vice President: Commander Sue A. Larkin, USPHS, NC

Treasurer: Captain Nicole T. Stoneburg, USAF, NC

Director (Navy): CDR Karin E. Warner, NC, USN

Director (at large): Major Michelin Y. Joplin-Conerly, USAF, NC

ANA Delegates:

CDR Veronica Gordon, USPHS, NC

Colonel Karen L. Weis, USAF, NC

Lt Col Mary Whitehead, USAF, NC

**IX. NEW BUSINESS**

CDR Lori Bernado gave an update on the logistics of the booth, proposal budget and t-shirts. The coins have been ordered.

Mr. Koyama, from Indian Health Service stated there would be a booth during their meeting in DC. This was approval from their planning committee which has decided to wave the booth fee.

At the COF conference there will be a booth set up for Career counseling which will include reviewing officer's eOPF.

CAPT Romano shared a previous decision by HHS to limit the 50 officer cap of officers attending the COF conference has been removed. CPO and Liaisons were given the numbers allowed and would only be able to provide partial funding.

**X. ROUND ROBIN- TABLE/PHONE**

CAPT Beverly Dandridge of DIHS would be offering a facility tour along with a meet and greet session during COF conference.

CAPT Poindexter shared BOP tours for NP during the COF conference as well.