

I. Introduction of Members in Attendance

N-PAC Voting Membership					
Rank	Last Name	First Name	Agency	Term	Attendance
CAPT	Poindexter	Michelle	AT LARGE (USDA)	Oct 07 – Sep 10	Present
CDR	Dintelman	David	BOP	Oct 06 – Sep 09	Absent
LCDR	Strong	Donna	BOP	Oct 06 – Sep 09	Absent
LT	Thomas	Timothy	BOP	Oct 07 – Sep 10	Present
LCDR	West	Christine	CDC	Oct 06 – Sep 09	Present
CAPT	Rossi-Coajou	Mary	CMS	Oct 06 – Sep 09	Present
LCDR	Zorrilla	Delia	DHS/ICE	Oct 06 – Sep 09	ALT: LCDR Lysa Hieber
CDR	Belsito	Linda Jo	DHS/ICE	Oct 07 – Sep 10	Present
CDR	Berkhousen	Katherine	CHAIR (FDA)	Oct 06 – Sep 09	Present
CAPT	Trent-Adams	Sylvia	HRSA	Oct 07 – Sep 10	Present
CAPT	Stephens	Leslie	IHS	Oct 06 – Sep 09	Present
CDR	Lincoln	Carol	IHS	Oct 05 – Sep 08	Present
LCDR	Peterson	Cheryl	IHS	Oct 05 – Sep 08	Excused
CDR	Orsega	Susan	NIH	Oct 07 – Sep 10	Excused
LCDR	Matlock	Ann Marie	NIH	Oct 07 – Sep 10	Absent
CAPT	Kelly	David	OS	Oct 05 – Sep 08	ALT: LCDR Thomas Pryor
CDR	Deffinbaugh	Kim	PSC	Oct 06 – Sep 09	Absent
LCDR	Haynes-Battle	Josefine	SAMHSA	Oct 07 – Sep 10	ALT: CAPT Tino Merced
CDR	Blevins	Justin	USMS	Oct 06 – Sep 09	Absent
EX-OFFICIO					
RADM	Romano	Carol	OSG/NIH/CNO	Open	Excused
CDR	Gordon	Veronica	Executive Secretary	Jul 07 – Sep 09	Present
CAPT	Merced	Florentino	SAMSHA	Oct 06 – Sep 09	Present
LCDR	Magnotta	David	Nurse Category CAM	Oct 06 – Sep 09	Absent
CAPT	Bangs	Gary	Liaison, EPA	Oct 06 – Sep 09	Absent
CDR	Doan	Jenny	Liaison, DoD	Oct 06 – Sep 09	Present
CDR	Denis	Patrick	Liaison, OFRD	Oct 06 – Sep 09	Absent
CAPT	Dandridge	Beverly	Nurse Category AR Lead	Apr 08 – Sep 10	Present
LCDR	Pryor	Thomas	ARP Coordinator	Apr 08 – Sep 10	Present
CDR	Adams-King	Janice	Chair, Public Health Advocacy ad hoc Group	Apr 08 – Sep 10	Absent
CDR	Larkin	Sue	Liaison, FedNA	May 08 – Sep 10	Present
CDR	Bernato	Laurie	Chair, Esprit de Corps ad hoc group	Apr 08 – Sep 10	Present
LT	Hardin	Joshua	Liaison, COF Financial	Mar 08 – Sep 10	Present

ATTENDANCE ROSTER**BOP**

Agency	Rank	Last Name	First Name	Agency	Rank	Last Name	First Name
BOP	CDR	Bridges	Paula	BOP	LT	Patterson	Lisa
BOP	CDR	Pollard	Anita	BOP	LT	Hudson	Angela
BOP	LCDR	Murphy	Yvonne	BOP	LTJG	Holland	Camille
BOP	LT	William	Cynthia	BOP	LCDR	Nolte	James

CDC/ATSDR/NIOSH

CDC	CAPT	Collins	Amy	CDC	CDR	Dentinger	Catherine
CDC	CAPT	Hillis	Susan				

CMS

CMS	CDR	Sanchez	Carrissa	CMS	LT	Gripper	Maya
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DHS/DIHS/ICE/USCG

ICE	CAPT	Dandridge	Beverly	ICE	LCDR	Hieber	Lysa
DHS	CAPT	Slepski	Lynn	ICE	LCDR	Butler	Cindy
DHS	CDR	Kennedy-Sullivan	Jackie	ICE	LCDR	Rekward	William
DHS	CDR	Larkin	Sue	ICE	LCDR	Jones	Jennifer
ICE	LCDR	Thompson	Vienetta	ICE	LT	Grafton	Adams
				ICE	LT	Moore	Tiffany

DOD/TMA

DOD	CDR	Doan	Jenny				
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EPA

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FDA

FDA	CDR	Anderson	Amy	FDA	CDR	Giroux	Virginia
FDA	CDR	Sweeney	Colleen	FDA	CDR	Hinton	Denise
FDA	CAPT	Matrakas	Kathy	FDA	LCDR	Paraoan	Dianne
FDA	CDR	Shaffer	Diann	FDA	LT	St. Laurent	Dan
FDA	LCDR	Spell-Lesane	Dornette	FDA	LT	Williams	Dawn
FDA	LCDR	Humburg	Jason				

FOH/PSC

FOH	CDR	Porter	Terry	PSC	LT	Hardin	Kristen
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HRSA

HRSA	CDR	Kelly	Barry	HRSA	CAPT	Irwin-Pinkley	Laurie
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IHS

IHS	CAPT	Atkinson	Dolores	IHS	LT	Hoverson	Brenda
IHS	CAPT	Dale	Regina	IHS	LT	Delmar	Marjorie
IHS	CDR	Moseley	Elvira	IHS	CDR	Bradley	Dora

IHS	CDR	Kawano	Ruth	IHS	CDR	Keats	Ron
IHS	CDR	Lagowski	Lisa	IHS	CDR	Lincoln	Carol
IHS	CDR	Merrill	Clarice				
NIH							
NIH	CAPT	Walsh	Diane	NIH	LT	Parker	Reggie
NIH	CAPT	Anderson	Victoria	NIH	LT	Saligan	Leorey
NIH	CAPT	Aker	Damian	NIH	LT	Wehrlen	Leslie
NIH	CAPT	Acker	Diane	NIH	LT	Coczareli	Tara
NIH	CDR	Fillippi	Suzanne	NIH	LT	Herbert	Shayna
NIH	LCDR	Hoang	Nam				
OS/OCCO/OSG/OPHS							
OPHS	CAPT	Chern-Hughes	Betty	OCCO	LCDR	Pryor	Thomas
OS	CAPT	Wasem	Cathy				
USMS/DOJ							
USMS	CDR	Rode	Sandra	USMS	LCDR	Chestnut	Wanda

II. Acceptance of Minutes

MAY 2008 minutes were presented to the committee members for acceptance and approval.

CAPT Sylvia Trent-Adams made a motion to approve the minutes as with editorial changes submitted by CDR Susan Orsega and a second was made by **CDR Mary Rettino**. The minutes were approved and will be sent to the website master for posting and PHSNURSING-L@LIST.NIH.GOV for distribution.

III. Chief Nurse Officer Report – RADM Carol Romano

Nurses

Summer is half way over and I hope that everyone has had to relax in the sun.

I hope everyone was aware but the USPHS Commissioned Corps turned 210 years old celebrating a birthday July 16. Here are some updates to keep you informed.

Policy

POM 08-005, POM 08-006, and CCI Retirement (30Years) were posted on Web site <http://dcp.psc.gov/> or <http://dcp.psc.gov/eccis>

Personnel Operations Memorandum (POM) 08-007, "Promotions Eligibility Criteria," dated 11 August 2008 – available at http://dcp.psc.gov/eccis/documents/POM08_007.pdf

Deployment Readiness policies and uniform wear policies are currently under review

Permanent promotion results are posted on line. Congratulations to all those to successfully achieved this career milestone.

Transformation

The focus on recruitment and growth of the Commissioned Corps continues and our workforce is currently **6200** officers strong. Many civilians are choosing to convert to the Corps. I encourage nurse officers to share the benefits of marching in the army of the Surgeon General with your civilian and tribal nurse colleagues. The 12th class of the Officer's Basic Course graduates today. We continued to witness the value of this training in preparing our new generation of officers. Over 450 new officers who were called to active duty have completed this basic training and evaluated it as a positive learning experience.

Leadership and Outreach

Although it seems like flu season is far off, we need to start now to increase awareness and encourage flu vaccination -especially among healthcare workers. CDC reported that flu immunization compliance rates were 44% this past year compared with 70% the previous year. There is concern is that health providers are at high risk and need to be protected with immunization. Start now to spread the word and encourage all healthcare providers to get the flu vaccine.

I had the opportunity to join the Surgeon General in a meeting with the leadership of the National Association of School Nurses (NASN). School nurses play a critical role in disease prevention and protection of our youth's health. In particular they are in a critical position to address the prevention of childhood obesity at the grass roots level. We encouraged the members of NASN to partner with their Regional Health Administrators (RHAs) from HHS to collaborate on program initiatives. The Surgeon General continues to be supportive of the importance of the role of nurses in keeping our Nation healthy.

I also completed an HHS University module on critical occupational competencies for nurses as part of the Office of Human Resources initiative to reduce the competency gap in mission critical occupations. This video addresses the application of diversity, decision making and results driven competencies to the nursing profession and will be used as part of the Department's talent management strategy. You will be getting an email from HHS about completing this short learning module. Stay tuned.

Career Development

Promotion benchmarks for 2009 are posted at <http://dcp.psc.gov/PY2009.aspx>

Please plan to join the USPHS at this years AMSUS conference being held in San Antonio, TX from November 9-14. The USPHS has the honor of sponsoring the conference this year. For conference details and to register please visit www.amsus.org .

The World Health Organization (WHO) Reproductive Health Library (RHL) is an electronic review journal covering the field of sexual and reproductive health. RHL takes the best available evidence on sexual and reproductive health and presents it as practical actions for clinicians to take to improve health outcomes, especially in developing countries. It also provides evidence-based best practices and short training videos. Check out there website at <http://www.who.int/reproductive-health/rhl/index.html>

The Journal Public Health Reports features a Surgeon General Perspective on Deep Vein Thrombosis in the September/October issue.

The Joint Commission warns that rude language and hostile behavior among health care professionals goes beyond being unpleasant and poses a serious threat to patient safety and the overall quality of care.

To read the Alert visit The Joint Commission website at:

http://www.jointcommission.org/SentinelEvents/SentinelEventAlert/sea_40.htm

Recognition

We are working with the Commissioned Officers Foundation regarding donations to the foundation to continue to fund the Mabel May Wagner award and create new monetary awards for nursing. I will be working with the foundation and the NPAC leadership to increase opportunities for recognition for nurses.

Congratulations to RADM Deborah Parham for her nomination as a fellow in the American Academy of Nursing and LCDR Faisal Aboul-Enein, who was selected as a Fellow of the American Academy of Nurse Practitioners. Congratulations are also extended to the many nurses who completed certifications and received local and national recognition for their service. All of our nurses are heroes!

Readiness & Preparedness

Your Readiness is critical to our accomplishing our mission. I encourage you all to work to maintain your own basic ready status and to assist your colleagues to be compliant as well. We still need to reach our 100% goal!!!

Our humanitarian missions continue. The USS BOXER completed its mission on 27 June and the USNS MERCY ship arrived in Timor Leste on 12 July. Missions are underway both ashore and aboard ship. The USS KEARSARGE began its mission in early August .

The Role of Public Health Nurses in Emergency Preparedness and Response :A Position Paper of the Association of State and Territorial Directors of Nursing, was published in the journal *Public Health Nursing* in the July/August 2008 issue, Vol. 25, No. 4, pp. 353-361. This issue also features a white paper for public health nursing educators.

The Federal Nursing Service Council will also be meeting with the DOD Secretary of Health Affairs to share information about nurses in research and on humanitarian efforts.

Transformation

I am working with the transformation officers regarding nursing moving forward on the billet pilot. I want to recognize the stellar work that the NPAC and subcommittee have done on this. We are negotiating strategy about an implementation and communication plan for this so that we can roll it out with a clear understanding by officers and supervisors who will participate. Thanks are extended to those nurses who will participate in the pilot.

IV. COF Financial Report - CAPT Florentino Merced/LT Joshua Hardin

Recap of Cash Activity

Beginning Cash Balance
Total Income
Total Expenses

Ending Cash Acct Balance

Available Cash

V. N-PAC Chair Report – CDR Katherine Berkhausen**A. General Updates****VI. Current Projects****A. Esprit de Corps – CDR Dolores Bernato****B. New Nursing Awards – CDR Berkhausen/CDR Susan Orsega****C. Standardization of Service to the NPAC recognition: CDR K. Berkhausen/CDR Amy Anderson****D. Nursing AR Leads: CDR Katherine Berkhausen/CAPT Beverly Dandridge****Implementation Plan**

- The regional nurse ARLs will be geographically dispersed throughout the country ideally with one in each of 10 geographic regions
- The regional nurse ARLs will work closely with the respective RHA to maximize recruitment efforts
- The regional nurse ARLs should be a diverse representation of nurse in of the Corps
- The regional nurse ARL position will be announced via open call to all nurses for nominations/volunteers
- The regional nurse ARLs will be chosen by a leadership panel to include the primary ARL, NPAC Chairperson, Co-chairs of the recruitment and retention subcommittee, and the ARP Coordinator, with final recommendations being presented to the Chief Nurse for approval.
- The regional nurse ARLs will serve for a 2 year period, with the opportunity to reapply for a second term

DCCR update on Recruitment and ARP

In support of the Recruitment Operational Plan (ROP) developed through Transformation, various recruitment tools (e.g. power points, information sheets) have been made to all officers to support the Division of Commissioned Corps Recruitment (DCCR) “Every Officer is an Ambassador” vision. These items are located on our PHS website: www.usphs.gov and can be located under the “Active Duty PHS Officer” tab.

For more information about the future of the Associate Recruiter Program and “Every Officers is an Ambassador” vision of DCCR please read the July/August Frontline located on the COA website: www.coausphs.org . (The article is located on p.5 and is authored by LCDR Thomas Pryor).

Primary Associate Recruiter Lead Responsibilities

1. Receive nominations for regional ARL role biannually.
2. Participate with regional ARL selection process.
3. Collaborate with Chief Nurse and NPAC leadership re: category recruitment goals.
4. Serve as mentor for regional ARLs providing contact information to facilitate access for guidance.
5. Coordinate and facilitate monthly teleconferences with regional ARLs.
6. Coordinate and present orientation program for ARLs.
7. Provide guidance to regional ARLs re: teamwork, coaching, appropriate recruitment venues.
8. Provide welcome teleconference new ARs quarterly.
9. Serve as resources for ARLs re: appropriate recruitment venues.
10. Collaborate with ARP Coordinator re: quality improvement measures and program expansion [i.e., academic partnerships].
11. Encourage regional ARLs to provide USPHS presentations a minimum of semi-annually at local academic institutions.
12. Ensure CNO referrals are appropriately managed in a timely manner.
13. Participate with NPAC recruitment and retention subcommittee.
14. Serve as consultant to NAW subcommittee.
15. Provide nurse category AR annual activity report to NPAC.

Regional Associate Recruiter Lead Responsibilities

1. Maintain active Associate Recruiter [AR] status.
2. Maintain basic readiness status.
3. Collaborate with primary Associate Recruiter Lead [ARL] re: orientation for new ARs, recertification monitoring, and termination of assigned regional ARs.
4. Develop regional AR list serve to facilitate regional communication.
5. Serve as a resource to ARs in assigned region providing guidance for appropriate recruitment activities, after action report completion.
6. Maintain database for assigned regional ARs to include contact information, activity reports, AR certification compliance, etc..
7. Manage recruitment supplies requests for regional ARs.
8. Develop annual recruitment activity calendar.
9. Coordinate and submit to primary ARL, regional recruitment event funding requests to DCCR.

10. Provide electronic reminders to assigned regional ARs re: recertification process and deadlines.
11. Collaborate with regional health administrators [recommended *monthly*] to discuss, plan, and share recruitment activities.
12. Report category ARL update on recruitment activities at *monthly* NPAC meeting.
13. Communicate with primary ARL via *monthly* regional teleconferences, and as needed.
14. Participate with *monthly* associate recruiter program ARL teleconferences.
15. Facilitate *monthly* teleconferences with assigned regional ARs.
16. Submit *monthly* report to primary ARL re: regional AR activity, including projected activities for upcoming month.
17. Participate with *monthly* teleconferences with primary ARL.
18. Promote ARP by recruiting three [3] nurse category associate recruiters *annually*.
19. Distribute Chief Nurse Officer [CNO] referrals to regional ARs for follow up, requesting communication of outcome of the referral to CNO.
20. Provide group presentations representing the Corps and CNO.
21. Encourage each regional AR to identify a school in which they will establish a partnership.
22. Provide recommendations to improve and enhance effectiveness of the nurse category ARP.

E. ENIAAC: CDR Katherine Berkhausen

F. Billet Transformation: CDR Katherine Berkhausen/CDR Amy Anderson

G. Public Health Advocacy: CDR Katherine Berkhausen/CDR Janice Adams-King

H. NPAC Readiness Program: CDR Katherine Berkhausen/CAPT Mary Rossi-Coajou

I. 2010 Benchmarks: CAPT Michelle Poindexter

NURSING REPORT – LCDR David Magnotta

Nurse Applicant Committee Report FY 08			
AUGUST 2008			
Nurse Applicants			
Current total number of applicants in NAC packet		Total calls to active duty (CADs) by month and agency	
Current # of conversions		DHS	
Current # of new applicants		I.H.S.	
		BOP	
OCCO		HRSA	

Total Applications on hand		NIH	
General Duty		USMS	
IRC		PSC	
JR Costep (Apps)		CDC	
Sr Costep (Apps)		FDA	
		CMS	
Total Separations per month and by type		Current Status - Total Strength of Nurse Category	
Retirements			
In-activations		Nurse Category Top Four Agencies	
Terminations		I.H.S.	
IRR Terminations		BOP	
		DHS	
		NIH	
		FDA	

VII. Liaison Reports

A. ANA/FedNa: CDR Sue Larkin

B. C.J. REDDY – CAPT Vickie Anderson

VIII. Fourth (4th) Quarter Verbal Reports

1. Communications: CAPT Sylvia Trent-Adams/LTJG Stacey McBryde

We have had an extremely busy quarter. Fortunately, this quarter our new co-chair was selected and she has assumed her leadership role with great excitement and dedication. I would like to publicly thank LTJT Stacey McBryde for her assistance.

As you may know the Communications Sub-Committee is comprised of four (4) workgroups. They include: website, collaborative, listserv, and resource manual.

I will provide a brief summary of the activities since our last quarterly report in May 2008.

Website Workgroup:

The Website workgroup has continued its efforts to launch the new NPAC website. Phase 1 has been completed since July and is awaiting final clearance for release. We were notified just yesterday, August 14, by the Office of the Secretary, that there are a few security issues that need to be resolved. These issues are thought to only require minor changes and we should be able to go live within the next week. The NPAC will be the first website to go live.

I thank the website workgroup, especially CDR Gettie Audain, LTJG Stacey McBryde, and the entire workgroup for their commitment and dedication to seeing this task through. This has been a major undertaking with many seen and unseen challenges, but the hard work is paying off.

Next steps for the website workgroup include: working with other sub-committees to obtain information for Phase 2 content. This refers to the deeper pages that relate to Phase 1 content. So the links and documents from Phase 1 will now be prepared for loading onto the website. In doing this, we need to make sure all content meets all HHS requirements from a formatting and security standpoint. This phase will require continued focus and effort from the sub-committee.

Website Leads: CDR Gettie Audain

Note: We will be recruiting another lead to replace LTJG Stacey McBryde who is now the sub-committee co-chair.

Collaborative Workgroup:

The collaborative workgroup continues to work with the other NPAC sub-committees to serve as a resource for marketing and publication activities across the category. We are hoping to also tap the members of the collaborative workgroup to assist the website workgroup to coordinate communication regarding Phase 2 of the new website activities.

Currently, there is a vacancy for the collaborative workgroup lead. CDR Mary Rettino resigned her position to seek other NPAC leadership opportunities. She will be missed on the sub-committee and we would like to thank her for her leadership and dedication to the sub-committee.

Resource Manual Workgroup:

The Resource Manual workgroup completed the draft resource manual. It has been formatted and prepared for dissemination. The plan is to load the document onto the new website as a part of the Phase 2 process. In the interim the document will be made available upon request via email to the sub-committee. We had planned to disseminate the resource manual via the listserv, but the document size and formatting became a challenge. This is a major success for the Nurse Category and will serve as a wonderful tool for new and senior nurse officers.

Thanks to CDR Cindy McArdle and her team for their hard work in completing this task.

Resource Manual Lead: CDR Cindy McArdle

Listserv Workgroup:

The current number of subscribers for the listserv is 1,780 members. For the month of June there were 17 postings, July there were 17 postings.

Listserv Lead: LCDR Michelle Brown-Stephenson

Scribe: LCDR Elizabeth Hopson-Powell

2. Career Development: CDR Amy Anderson/CDR Kim Deffinbaugh

I. FY 2008 Career Sub-Committee Goals

- ❖ Strengthen nursing practice in public health in assessment, policy development and assurance of services
- ❖ Expand nursing involvement in global health

- ❖ Develop and post on the Career Development Sub-Committee website billets and Civil Service (CS) career opportunities related to global health; Communicate international opportunities and experiences thru a variety of vehicles by December 2008.
 - Current billets of Commissioned Corps (CC) nurses have been placed on the Sub-Committee's website.
- ❖ Participate in activities related to the identification of career needs of all HHS Federal nurses and facilitate programs to meet identified needs
- ❖ Identify resources within HHS personnel systems that facilitate career development
- ❖ Develop additional resources as necessary to facilitate career development for HHS nurses
- ❖ Identify resources for HHS nurses on where to find information on career development
- ❖ Work in collaboration with other N-PAC Sub-Committees to enhance the career development of HHS nurses
- ❖ Expand the knowledge of HHS nurses in the area of career development through media and individual counseling as needed

II. Career Development Committees and Projects

Completed projects:

Nurse Resource Manual Chapter 4

- The team received feedback from CAPT Kelly, which approved the changes that were submitted. Chapter 4 was sent forward to the Communications Sub-Committee for inclusion in the Nurse Resource Manual.

Ongoing Projects:

Career Development and Corps Transformation Project

- This project is a combined effort with the Career Development Transformation Officer, CAPT Kelly, to work together to develop career development initiatives without overlapping services. This project develops the goals and objectives of career development as it relates to the Corps Transformation. This project will provide the guidance and direction for the upcoming year's sub-committee goals and objectives.
- Action Items:
 - Monthly meetings are to be setup with the Co-Chairs and CAPT Kelly to develop this project further.
 - Career Development Sub-Committee projects will be developed from the outcome of these meetings.
 - Presently this has been placed on hold and will be reevaluated in a few months with CAPT Kelly.

Career Education and Continuing Education Resources Project

- This project will reorganize and expand the current information on the website to continually progress and move forward by offering very specific information pertinent to Career Education and Continuing Education Resources. The current information is noted to be very limited in nature, or requires the user to either know where the information is exactly located or search extensively.

- Action Items:
 - Team Leader, CDR Kimberly Martin, has been selected to provide oversight of this initiative with members being identified.

Webpage Project

- Partner with Communications Sub-Committee to update information provided on the Career Development Sub-Committee's webpage to include additional information about the sub-committee such as members and other relevant sub-committee information.
- Action Items:
 - Develop, update and post on the Career Development Sub-Committee website billets, career track information, CE resources and the career model with links by September 2008.
 - CDR Knight and the team continue to work on the USPHS Commissioned Corps Career Development guidance document, which will eventually be posted on the CCMIS site.

Nurse Competencies Project:

- This project is to develop competencies within specific nursing categories previously identified in the revised nursing standardize billets.
- By identifying 5-7 specific competencies for each billet, appropriate trainings and resources can help the N-PAC to then plan for what trainings may enable or enhance an individual's ability to perform these jobs.
- Developed competencies will enable an individual to apply knowledge, skills and behaviors that are needed to fulfill organizational, departmental and work setting requirements under the varied circumstances of the real world.
- Action Items:
 - LT Wydner and LCDR Mehring continue to identify 5-7 competencies for each nurse standardized billet
 - Continuing to utilize the summer months to make progress on this project with some competencies already developed on the nurse clinical billets.

III. Sub-Committee Issues:

- A. Vacancy for Voting Member Co-Chair
 - On October 1, 2008, CDR Kimberly Deffinbaugh will be transferring off the N-PAC and the Career Development Sub-Committee.
 - The sub-committee would like to thank her for all her leadership and assistance during this past year.
 - The N-PAC will need to announce this vacancy to the voting membership to identify a new voting member Co-Chair.

3. Research: LCDR Christine West/CDR Stephen Gonsalves

Goal A.1 Stimulate the interest in and use of research-related resources in nursing practice and other settings

Objectives

- A.1.1** Priority Area (PA)-Communication: Disseminate research findings that support best practices, education, and scholarship associated with health care policy, public health advocacy, and nursing practice through list serves and PHS nursing website every quarter. (Continuous) Action: conducted lunch and learn session on designing surveys in January 2008
- A.1.2** PA-Public health advocacy: Conduct yearly presentations highlighting ongoing nursing research for nursing officer audiences at NPAC meetings, agency meetings, and conferences, and promote the use of research in practice and across settings. (Continuous)
- A.1.3** PA-Communication: Inform nurses about research training opportunities (conferences, web courses and other venues) through posting on list serves and PHS nursing website every quarter. (Continuous)-
Action: committee working on website updates that will include a link on research training opportunities

Goal A.2 Highlight and encourage participation in nursing-led research and careers in research

Objectives

- A.2.1** PA-Retention: Identify and disseminate information on research scholarship, internship, and fellowship opportunities for the career development of nurses through posting to list serves and the website, and making announcements through agencies and NPAC every quarter. (Continuous)
- A.2.2** PA-Public health advocacy: Post nursing authored publications and presentations to list serves and website every quarter. (Continuous)
Action: committee working on website updates that will include a link on nursing research and related publications

Goal A.3 Conduct nursing research and give guidance on outcomes based practice to support the mission and vision of PHS nursing

Objectives

- A.3.1** PA-Communication: Assist other NPAC subcommittees with their development of measurable outcome-based goals and objectives for strategic plan. (Immediate)
Action: Committee members reviewing strategic plan and will be giving feedback to NPAC voting membership at NPAC retreat or sooner
- A.3.2** PA-Retention: Conduct a survey within the nursing category to identify issues related to completing all basic readiness requirements. (CY 2008; may be agency-specific)
Action: After discussions with Readiness and Response committee chair and working group, this may not be needed as they have analyzed findings from NPAC survey to achieve objective
- A.3.3** PA-Retention: Conduct a survey among PHS nurses to inform how to improve retention. (CY 2008-2009)
- A.3.4** PA-Recruitment: Facilitate a study exploring nurse officer recruitment strategies and techniques. (CY 2008-2009)

A.3.5 PA-Recruitment: Conduct a survey among PHS nurse officers to identify enabling factors and barriers related to the recruitment of nurse officers. (CY 2009)

Goal A.4 Stimulate collaboration to participate and communicate nursing research in the federal sector

Objectives

A.4.1 PA-Communication: Establish a research network to explore and clarify research support opportunities that foster research efforts across settings in which federal nurses are employed, i.e., tribal settings, NINR, Tri-Service Research Group, and other federal research groups. (Continuous)

IX. New Business: CDR Katherine Berkhausen

a. NURSING HISTORY:

b. INFLUENZA VACCINE:

X. Roundtable/Phone Discussions