

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	AT LARGE	Oct 09 – Sep 11	A
CDR	Pollard	Anita	BOP	Oct 08 – Sep 11	A
CAPT	Hogan	Lisa	BOP	Oct 09 – Sep 12	A
LCDR	Armes	Shawn	BOP	Oct 10 – Sep 13	P
CDR	Ridenour	Marilyn	CDC	Oct 09 – Sep 12	P
LCDR	Krishnan	Malini	CMS	Oct 09 – Sep 12	A
CDR	Hieber	Lysa	DHS	Oct 08 – Sep 11	P
CDR	Cox	Bruce	DHS	Oct 09 – Sep 12	A
CDR	Sweeney	Colleen	FDA	Oct 08 – Sep 11	P
CDR	Li	Mei-Ying	FDA	Oct 09 – Sep 12	P
LCDR	Chestnut	Wanda	HRSA	Oct 10 – Sep 13	P
CDR	Bartgis	Bryen	IHS	Oct 09 – Sep 12	P
CDR	Webb	Amy	IHS	Oct 08 – Sep 11	A
CIV	Koyama	Kirk	IHS	Oct 08 – Sep 11	A
LCDR	Saligan	Leorey	NIH	Oct 10 – Sep 13	P
LCDR	Wehrlen	Leslie	NIH	Oct 10 – Sep 13	P
CDR	Pryor	Thomas	OS/PSC Chair Elect	Oct 08 – Sep 11	P
CDR	Haynes-Battle	Josefine	SAMHSA	Oct 10 – Sep 13	A
CDR	Burns	Darin	USMS	Apr 10- Sep 13	P
EX-OFFICIO					
RADM	Nessler	Kerry	NIH/CNO	Nov 09– Sep 13	P
CAPT	Trent-Adams	Sylvia	HRSA / Past Chair	Oct 10 – Sep 11	P
CAPT	Orsega	Susan	Chair Elect	Oct 10 – Sep 11	P
LCDR	Johnson	Anitra	Executive Secretary	Oct 10 – Sep 11	E
CDR	Hunter-Thomas	Serina	Executive Sec-Elect	Oct 10 – Sep 11	P
LCDR	Hardin	Joshua	COF Financial	Mar 08 – Sep 11	A
LIASIONS					
CDR	Larkin	Sue	Liaison, FedNA		N/A
LCDR	Magnotta	David	Nurse Category CAM		N/A
CAPT	Lambert	Mary	COA Nurse Rep		N/A
CAPT	Collins	Amy	Senior Nurse Mentoring		N/A
CDR	McGuire	Moira	Nurse History Co-Chair		N/A
CAPT	Elenberg	Kimberly	OFRD Rep		N/A
LCDR	Arceneaux	Janice	JOAG Rep		N/A

SUBCOMMITTEE CO-CHAIRS				
Rank	Last Name	First Name	Subcommittee	Attendance
LCDR	Skelton	Heather	Awards	P
LCDR	Krishnan	Malini		A
CDR	Webb	Amy Beth	Communications	A
LT	McBryde	Stacey		A
CDR	Li	Mei-Ying	Career	P
CDR	Ridenour	Marilyn	Development	P
LCDR	Adams-McLean	Allison	Events	A
LCDR	Wehrlen	Leslie		P
CDR	Burns	Darin	Readiness and	A
LCDR	Saligan	Leorey	Response	P
CDR	Adams-King	Janice	Resource Reach	P
CDR	Sweeny	Colleen		A
CDR	Haynes-Battle	Josephine	Recruitment	P
CDR	Bartgis	Bryen		P

II. Chief Nurse Officer Report – RADM Kerry Nessler

1) Promotions

Again, congratulations to all nurse officers who were promoted this year! You are to be commended for your excellence in performance of duty and service to our country. With the Agencies promotion ceremonies in full swing, I encourage you to all participate and support your fellow nurse officers. The Office of the Surgeon General’s promotion and awards ceremony was held this week on 13 July and I’m looking forward to attend upcoming promotion ceremonies at the following agencies: HRSA and NIH.

2) COF Training Symposium and Nurse Category Day – New Orleans

The 2011 USPHS Scientific and Training Symposium was held in New Orleans, Louisiana from 20 – 23 June. Both the Symposium and the Nurse Category Day events were a huge success. We were honored by the attendance of the Assistant Secretary for Health (ASH), Dr. Howard Koh during the Symposium. Over 700 participants attended. The Nurse Category Day event examined the role of public health leaders during the Post Recovery Phase of Hurricane Katrina and the Deep Water Horizon Oil Spill, Nursing Leadership in the Transformation of Healthcare and Emerging Roles of Nurse Informatics Leaders and Creating a Healthier Nation Through Effective Nursing Leadership.

The Deputy Surgeon General, RADM Boris Lushniak gave an inspiring speech on Leadership: Applied Principles in Public Health while Assistant Director, Health Services Division and Medical Director, Federal Bureau of Prisons, RADM Newton Kendig provided a visionary theme on Forward Thinking: A Construct for Identifying Nursing Issues and Advancing

Nursing Leadership into the Future. Congratulations to CDR Wanda Chestnut, CDR Michelle Brown-Stephenson, Nurse Category Day Chairs and the Nursing Category Day Planning Committee on a job well done!

For those of you who were not able to attend this year's Symposium, here are the names of the 2011 nurse awardees:

CW Nurse Leadership award:	CAPT Maureen Cippel
CW Nurse of the Year award:	CAPT Mary Rettino
CW Innovative Collaboration award:	CDR Cynthia Nielsen-McArdle
CW Advanced Practice Nurse award:	CDR Tracy Williams
Lucille Woodville award:	CDR Brenda Cook
Nurse Responder of the Year	CAPT Holly Williams
Mabel May Wagner award:	CDR Shelly Paynter

3) Federal PHS Nursing Strategic Plan

As you may already know, on Thursday, 28 April 2011, I convened a Task Force to begin formulating a Federal PHS Nursing Strategic Plan. Currently there are 40 Nurses (Commissioned Corps, Civil Service, and Tribal) from various agencies participating on this Task Force. The Federal PHS Nursing Strategic Plan is being developed to guide us in our plans and activities to better the health status of Americans over the next 5 years. We plan to have the first Draft Strategic Plan (**Vision, Mission and Values**) document completed and sent out to you for review and comment by early August 2011. In addition, a "Next Phase" Subcommittee and an "Implementation" Subcommittee will be formed to help execute the Strategic Plan. A big shout out to CAPT Susan Orsega who has served as my Co-Chair and to CDR Veronica Gordon who has served as our Recorder. Both have been instrumental in advancing the development of our Plan.

4) The Compensation Policy Advisory Board

The Compensation Policy Advisory Board (CPAB) was reconvened on 18 May 2011 by RADM Clare Helminiak to support the PHS mission of serving vulnerable populations, staffing hard to fill sites, providing 24/7 response, complementing and advancing DOD collaborations, and addressing other unmet PH needs. In addition, compensation policy supports the rapidly changing needs of the HHS and PHS. The CPAB first convened in 2009 to develop a White Paper which described the initial Special Pay for Nurses plan and a 5-year plan with recommendations for "new special pay authorities for nurses". A review and discussions regarding DOD and Nursing Corps special pays will be conducted. I personally wish to thank CAPT Mary Lambert for volunteering to Chair a Working Group of senior level nurses in the review of the Nurse's 2009 White Paper to provide updated recommendations to myself, CNO, and the CPAB.

5) Site Visit to BOP Facilities in Fort Worth, Texas and 2nd Nursing All-Hands Meeting

Please save the date: the 2nd Nursing All-Hands Meeting will be held on 26 July 2011 in Fort Worth, TX. The dial-in information, time and location will be announced soon. Many thanks to CAPT Michelle Poindexter for assisting in the coordination of the site visits and the All-Hands meeting.

6) Recent Reports and Programs:

The Institute of Medicine (IOM) published "*Engineering a Learning Healthcare System: A Look at the Future - Workshop Summary*," on 8 July 2011. This report describes lessons from systems and operations engineering that could be applied to the organization, structure, and function of health care delivery, monitoring, and change processes.

The Institute of Medicine (IOM) published "*Improving Access to Oral Health Care for Vulnerable and Underserved Populations*," on 13 July 2011. In this report, IOM and the National Research Council assessed the current oral health care system, and developed a vision for how to improve oral health care for these populations, and recommended ways to achieve this vision.

HHS Secretary Kathleen Sebelius and Education Secretary Arne Duncan announced awards of \$95 million to 278 school-based health center programs across the country. Awardees are currently serving approximately 790,000 patients. The awards will enable them to increase their capacity by over 50 percent, serving an additional 440,000 patients. School-based health centers improve the overall health and wellness of all children through health screenings, health promotion and disease prevention activities and enable children with acute or chronic illnesses to attend school.

The full list of awards is available at
www.hhs.gov/news/press/2011pres/07/20110714grantee.html.

NPAC –Thank you for your outstanding service and commitment to the Nurse Category every day!!

III. COF Financial Report - LCDR Joshua Hardin

No report at this time.

IV. N-PAC Chair Report – CDR Thomas Pryor

Welcome to the July 2011 NPAC General meeting. First of all I want to extend a congratulations to those of you who were recently promoted this past month. Furthermore for those of you who may not have been selected this year I encourage you to continue to do the “good things” you have done for your agency and the Corps. As you continue to grow professionally I encourage you all to use the NPAC resources to assist you in answering questions you may have about your future success.

General Updates:

COF Scientific Training and Symposium

For those of you who were unable to attend the COF Symposium I want to reiterate our CPO’s comments by saying the Category Day was a great success both in its content and how the Planning Committee managed everything from speaker selection, social organization and management of an exhibitor booth both for esprit-de-corps activities as well as nursing related educational offerings. Additional appreciation goes to the Awards subcommittee in the preparation and presentation of Awards as part of Category Day. I realize a lot of work went on behind the scenes and there are too many of your colleagues to thank on this call-great job all! If you were not able to attend the NPAC intends on placing the presentations on our website for your access and hope that you may be able to attend next year. It should also be noted that the Carruth Wagner Foundation representative was very pleased with having an opportunity to speak to those in attendance and see first-hand how nurses have benefited in both award recognitions and junior officer scholarships provided thru the Commissioned Officers Foundation. Great job!

You will hear more from the Events subcommittee leadership and Category Day planning lead-CDR Chestnut and Awards subcommittee as part of their detailed reports later in this meeting. As such I will highlight some of the on-going activities within the other committees.

Recruitment Subcommittee

The recruitment committee has continued to make efforts to establishing a network of volunteers to serve as part of the ENIAAC. Based on the information shared by both the Assistant Secretary of Health and our current Deputy Surgeon General it appears that a more targeted approach to recruitment for the Corps is on the horizon. I will be asking this committee to develop some recommendations and strategies as it pertains to some of these OSG initiatives as more information is known. It is fair to say that in the future a strategic focus to recruitment both for nurses and the Corps in general will be needed for its long term sustainability and the hopes of finding more officers to serve the vulnerable and underserved as you have.

Resource Reach Subcommittee

This committee is equally involved in doing a lot of interesting and value added activities which are done to promote the profession of nursing and public health. In addition to various activities they have been involved with in providing monthly tips of the month related to various public health concerns this committee has other planned activities with an emphasis on research, education, advocacy and public health practice. In conversations with the leadership of the committee they are also involved in developing materials/tools that will value-added to those of you in clinical practice. I strongly encourage you to reach out (no pun intended) to this committee to identify other things that this committee could

do given its highly skilled and educated members to assist you in bringing evidence-based practice and other relevant educational resources to you as a resource.

Readiness Subcommittee

As we prepare for the next quarter readiness report scheduled for July 1st, I want to reiterate my appreciation for this committee's effort to assist officers with meeting and maintain readiness. As you have heard from RADM Nessler, it is her vision and my goal that the NPAC achieve 100% readiness in the future and in the near term be identified within the top three categories. Please be mindful in the next few weeks to go into your Direct Access accounts and make sure immunizations, licensure, and BLS (to name a few) are updated appropriately so you are caught off guard by a notification from OFRD stating you are not basic ready.

New Information:

NPAC Leadership opportunities

If you haven't noticed already there has been announcements sent out for FY12 NPAC Voting Member opportunities. If you have been a general member and have thought about increasing your responsibilities within the NPAC I would strongly encourage you to apply for one of these positions. For those of you who may have limited time or new to the NPAC, I would encourage you to get more involved by becoming a general member within one of our working subcommittees. More information and points of contact are available on our website. As always you are welcome to contact myself or the exec-sec for more information regarding the Voting Member announcements as the nomination are planned to close by July 12th.

This concludes my general report for the July 2011 NPAC meeting.-CDR Pryor

V. CURRENT PROJECTS

VI. QUARTERLY VERBAL SUBCOMMITTEE REPORTS

A. Readiness & Response – CDR Darin Burns/LCDR Leorey Saligan

Co-chairs- CDR Darin Burns and LCDR Leo Saligan lead a 20 person committee with various ranks and agency representations. There are 3 operational working groups who address the proposed goals of this subcommittee which include: 1) increase the percentage of nurses who meet basic readiness, 2) examine and communicate deployment and preparedness issues affecting USPHS nurses, and 3) augment the subcommittee's visibility to improve information dissemination on deployment, preparedness, and basic readiness standards.

The goals will be achieved through the following projects and activities:

Goal 1. Increase the percentage of nurses who meet basic readiness.

Ongoing Projects:

- The subcommittee has presented data from previous and recent readiness run to the Chief Nurse Officer and the NPAC leadership to understand the issues related to the challenges for nurse officers who are not meeting basic readiness

standards. Assigned workgroup: Readiness and Response subcommittee leadership

- Readiness-related information was disseminated and a subcommittee member was assigned to answer readiness-related question in NPAC events (NRD and COF conference). Assigned: Education and Training

Target project for FY 2011- 3rd quarter:

- With the NPAC leadership's guidance, analyze previous data from readiness runs for 2010 and 2011 and implement a plan that will increase the readiness numbers of the nurse category to more than 95% by the September 30 run.
- Present data obtained from previous readiness runs in one of the NPAC lunch and learn session.

Goal 2. Examine and communicate deployment and preparedness issues affecting USPHS nurses.

Ongoing Projects:

- Confer with all stakeholders through ongoing discussion, approaches to advance the USPHS Nursing Deployment survey aimed to explore the experiences, challenges, and readiness needs of USPHS nurses. Assigned workgroup: Evaluation/Analysis
- Sponsor a lunch and learn session of lessons learned from previous deployment from the nurses' perspective. Assigned workgroup: Education/Training

Target projects for FY 2011- 3rd quarter:

- Develop at least one more lunch and learn seminar during FY 2011 to address disaster and deployments preparedness, such as the nurses' role in federal medical shelters.

Goal 3. Augment the subcommittee's visibility to improve information dissemination on deployment, preparedness, and basic readiness standards.

Ongoing Projects:

- Participate in OFRD competency based training module review. Assigned member: CAPT Slepski
- Developed video materials with readiness-related information that were presented during COF conference. Assigned workgroup: Education/Training
- Collaborate with other NPAC subcommittees such as the Events subcommittee in planning for specific activities related to information dissemination about readiness and training.
- Merging of OFRD documents and Readiness Facts developed by the subcommittee to eliminate confusion and redundancy of information posted in NPAC website. Assigned: Website facilitation

Target projects for FY 2011- 3rd quarter:

- Revise NPAC Readiness and Response website to provide key readiness links for nurse officers by the end of the 1st quarter FY11. Assigned workgroup: Website

- Develop at least one (1) collaborative “Reach out to Achieve Readiness” campaign in FY 2011 in collaboration with other NPAC subcommittees and other PHS professional categories to improve nurse readiness standards .
Assigned workgroup: Education and Training
- Complete the merging of readiness documents to be posted in the NPAC website.

Completed projects for FY 2011 – 1st and 2nd quarters:

- Analyzed data related to 2010 and 2011 readiness runs and responses obtained from nurse officers obtained from informal surveys.
- Participated in several major meeting discussions with Chief Nurse Officer and NPAC leadership regarding deployments/readiness issues to plan for interventions to address these issues.(NPAC Readiness response team member representative)
- Restructuring of leadership of the subcommittee.
- Address readiness and response issues as they arise. Assigned: members.
- Provided one-on-one readiness mentoring with nurse officers during the NRD and COF conference.

B. Recruitment – CDR Josefine Haynes-Battle/CDR Bryen Bartgis (sent email 7/19)

Workgroup Task Leads:

- Nurse Applicant Workgroup (NAW) – CDR Wendy Antonowsky and LCDR Tarah Somers
- Every Nurse is an Ambassador Campaign Workgroup (ENIAAC) – CDR Lysa Hieber, CDR Diana Liebner, LCDR Sara Anderson, LCDR Latonia Ford, and LT Katherine Maye
- Facebook Workgroup CAPT Lisa Hogan with Communications Sub-Committee Co-Chair LT Stacey McBryde serving as technical support

Committee Members: Approximately 140

Objectives:

- Recruitment efforts, targeting graduate and undergraduate programs continues to grow
- Teleconference held regarding strategic plan for ENIAAC to align with the vision and the reorganization of DCCR’s new ARP, pending implementation
- Best Kept Secrets Document has been developed and we continue to await its implementation.
- Provide an opportunity for previous Associate Recruiters to continue their recruitment efforts through the ENIAAC.
- Communicate with 100% of Commissioned Corps nurse applicants to facilitate awareness of agency opportunities for employment. (NAW)
- Recruitment/Retention; provide follow-up and assistance with the USPHS application

process. Provide real-time (within 24 hours) answers/replies to FAQs via FB Workgroup.

- Increase strength and numbers of Nurse Corps Officers (Goal: total of 2,000 by 2012)

NAW Projects – Current FY 2011:

- NAW's membership is engaged and continues to meet monthly. Currently 19 active members
- Due to possible government shutdown in April and change in processing new applicants in May no new applicants were received
- List of applicants for June will be contacted in July
- Continues to work with IHS, BOP, DHS and having these agencies contact new applicants first to assist with placing officers in these needed positions.
- Looking at capturing data on the number of applicants who have been contacted that receive CADs.
- NAW continues to work closely with OCCO to establish a best practice for the relaying of candidate information from OCCO to the nurse applicant group.

ENIAAC Projects:

- Contacted Schools within 150 mile radius for the COF Conference in June, letter/copy of flyer were sent via other regions as well
- Activity log created is being used for tracking of schools contacted and reports attached to this document.
- Awaiting online training of members regarding targeted recruitment activities. To be accomplished by DCCR.
- Members continue making presentations to schools etc. using approved OCCO materials. Continue to await approval of BKS Document for implementation
- Regional coordinators conducting monthly meetings to formulate work group projects such as increasing outreach activities.
- Continue to admit members as requested to assist with ENIAAC projects and recruitment activities. Will wait until implementation of ARP prior to call via LISTSERV for membership.
- Database for Regional/State nursing programs continues to be developed and is currently at 80-90% complete.

Facebook Projects:

- CAPT Lisa Hogan and her workgroup members continue to monitor FB activity daily.
- 711 likes and 755 active users as of 30 June.
- Continue to serve as resource for questions stemming from USPHS Corps Fan Page.
- Coordinated with USPHS FB group and are receiving content updates on an ongoing basis.
- Strategic planning/Research ongoing regarding Social Network Marketing and contacting professional organizations.

C. Resource REACH – CDR Janice Adams-King/CDR Colleen Sweeney

Abbreviations:

RT – Research Team

NPT – Nurse Practice Team

PHA – Public Health Advocacy Team

P&P – Publications and Presentation Team

TYCTWT – Take Your Child To Work Today

1. **Research Team** – Repository Project remains underway; developing questions for Translational Research Project; Propose to develop ‘how-to’ research presentations annually and will work closely with P&P Team
2. **Nursing Practice Team** – Collaborating with RT on Translational Research Project; Annual IHS Nurse-Linc Conference -- Mr. Koyama sent request to appropriate NPAC subcommittees (Readiness Response and Recruitment) for support/coordination of booth; Mr. Koyama is checking to see if there will be a booth fee; NPT will flush out what the focus of the booth will be – Considerations are to raise the level of awareness about NPAC and its role in being a resource to nurses; health promotional one-pages or posters, e.g., SG’s breastfeeding and obesity initiatives, etc.
3. **Public Health Advocacy Team** – Funding granted for TYCTWD held April 2011; pens and coloring books with anti-bullying messages purchased and disseminated; TYCTWD was successful with anti-bullying PPT presentation with interactive exercises executed for children ages 9 to 13 and their parents. About 80 students present for 3 sessions, with some parents and other adults in attendance. New health promotion articles and presentations remain under review. Additionally, in support of TYCTWD, efforts were made to have the childhood obesity presentation “Healthy Weight: How to Maintain It?” that was presented at the FDA White Oak Campus for TYCTWD 2010 shared with the FDA regions for their use on TYCTWD 2011. Two regions enthusiastically expressed interest in this presentation for TYCTWD 2011 and the presentation was provided to them. Efforts will be underway to encourage FDA regional use of the TYCTWD anti-bullying PPT presentation for TYCTWD 2012.
4. **Publications and Presentations Team** – Continue to coordinate Lunch and Learn presentations as well as supported poster development for the COF conference -- Funding granted for Project and Laptop; Adobe Connect is the new vehicle for sharing Lunch and Learn Sessions with participants; Because Adobe Connect may not be accessible to all, particularly IHS, the option to view Lunch and Learn presentations will remain as done prior to Adobe Connect.

D. NEW BUSINESS

Per CDR Ridenour, there are 4 Mentoring Workgroup members' vacancies and 1 Regional Mentor Coordinator vacancy.

E. ROUND ROBIN- TABLE/PHONE

CDR Adams-King , provided a synopsis of the outreach conducted by: LCDR Jessica Diaz, PHA Team Lead; CAPT Laura Shay and CDR Janice Adams-King

Public Health Advocacy Team Verbal Report – We are appreciative for the Funding granted for TYCTWD held April 2011; pens and coloring books with anti-bullying messages purchased and disseminated; TYCTWD was successful with anti-bullying PPT presentation with interactive exercises executed for children ages 9 to 13 and their parents. About 80 students present for 3 sessions, with some parents and other adults in attendance. New health promotion articles and presentations remain under review. Additionally, in support of TYCTWD, efforts were made to have the childhood obesity presentation “Healthy Weight: How to Maintain It?” that was presented at the FDA White Oak Campus for TYCTWD 2010 shared with the FDA regions for their use on TYCTWD 2011. Two regions enthusiastically expressed interest in this presentation for TYCTWD 2011 and the presentation was provided to them. Efforts will be underway to encourage FDA regional use of the TYCTWD anti-bullying PPT presentation for TYCTWD 2012. The plan is to develop childhood outreach health promotion/prevention presentations annually for TYCTWD. After the presentation is shared at the White Oak campus, it will be shared with the FDA regions for their use the following year for TYCTWD. Therefore, the antibullying presentation shared at the White Oak Campus for TYCTWD 2011 will be shared with the regions for their use in 2012 and a new childhood outreach health promotion/prevention presentation will be developed and shared at the White Oak Campus.