

2019 USPHS Symposium
Wednesday, May 8
Scientist Category Agenda

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8:00 AM - Scientist Welcome and Introduction

8:15 AM ***CAPT John Eckert***

At the conclusion of this session participants will be able to:

8:15 AM - Team-based care for patients with chronic pain and long-term opioid use

9:00 AM ***Dr. Erin Krebs, MD, MPH***

Following recognition of the US opioid crisis, standards of care for chronic pain are changing rapidly. For patients treated with long-term opioids, clinical practice guidelines from CDC and VA/DoD recommend tapering to reduced doses or discontinuation when benefits do not clearly outweigh risks. Many health care providers feel ill-equipped to implement opioid tapering recommendations in a patient-centered manner. This presentation will discuss evidence from VA and other settings about primary care team-based approaches to improving care for patients with chronic pain and long-term opioid use.

At the conclusion of this session participants will be able to:

1. Recognize common patient concerns about opioid tapering.
2. Identify gaps in evidence related to long-term opioid use and tapering of long-term opioid therapy.
3. Describe primary care-based models for management of chronic pain and opioid use.

9:00 AM - SciTalk: Citizen Science in Public Health Decision Making

9:10 AM ***LT Bradley Goodwin, MS, PhD***

The Agency for Toxic Substances and Disease Registry (ATSDR) is a federal public health agency focused on reducing community exposure to toxic chemicals. Historically, ATSDR worked with interested individuals and community groups to identify environmental issues of concern and presented analyses and results to communities in a format easily understood by members of the general public. Recently, advances in monitoring technology allowed communities to take a more active role in collecting and analyzing environmental data on their own. In several cases, community groups submitted environmental measurements they collected to ATSDR for evaluation through our petition process. ATSDR is developing tools to help communities design, implement, and interpret their own environmental data, as well as provide professional interpretation of environmental monitoring results from a public health perspective.

As an initial step toward this goal, ATSDR initiated a program to evaluate low-cost particulate matter sensors to determine their potential utility in the public health

decision making process. Initial data collection for this project was completed in October 2018 by collocating several low-cost particle and meteorological monitoring technologies alongside methods that ATSDR routinely uses to draw public health conclusions. Data from the low-cost monitors was compared with data from standard methods to determine the field accuracy of the low-cost monitors. Operational factors such as ease of installation, ease of use, and data transfer were evaluated.

Following this field testing, ATSDR will develop training materials to assist community members with design, set-up, data collection, and interpretation of environmental data to answer public health questions.

At the conclusion of this session participants will be able to:

1. Differentiate between environmental data collected using traditional methods and low-cost methods.
2. Identify the advantages of low-cost methods in engaging citizen scientists.
3. Compare data collected from low-cost sensors to data collected using traditional methods.

9:10 AM -
9:20 AM

SciTalk: The Campaign Model: Collaborating to “BreakTheStigma”
CDR Tracy Powell, PhD

The Prevention through Active Community Engagement (PACE) is a program chartered under the Office of the United States Surgeon General that engages the United States Public Health Service (USPHS) Commissioned Corps Officers in United States Surgeon General's health initiative and program activities. With an increase in opioid-associated deaths in the United States, with 42,000 deaths documented in 2016, PACE Region 4 has identified the Surgeon General's Opioid Initiative "BreakTheStigma" as a hallmark initiative. Of the 42,000 overdose deaths in the US, 13,114 represent Region 4, which includes Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina and Tennessee. Knowing that it is impossible to address the increase of death, overdose and misuse of Opioids in a vacuum, Region 4 developed and implemented a Campaign Model, which includes collaboration and partnership across agencies and communities. The Campaign Model eliminates duplication of services while enhancing partnerships in communities with vulnerable populations to include but are not limited mentally impaired persons and homeless veterans. In 2018, the Campaign Model was tested in four community Campaigns in Atlanta. The Campaign Model has proven to be a successful approach as community, community organizations, National PACE, and Atlanta Commissioned Officers Association have benefited from the model, through increased Naloxone training, community participation and awareness, and increased volunteerism. This presentation will provide an overview of best practices when identifying and developing campaigns to promote public health initiatives. Participants will learn four key steps in engaging communities and developing lasting partnerships.

At the conclusion of this session participants will be able to:

1. Describe an overview of PACE Region 4.
2. Demonstrate the impact Opioid overdose has on Region 4.
3. List a four step process for community engagement to identify collaborative Campaigns.

9:20 AM -
9:30 AM

SciTalk: Green Dot: A Science Based Program to Address Power Based Aggression
CAPT Sara Newman, DrPH, MCP

The U.S. Surgeon General identified violent behavior as a key public health priority in 1979. In recent years, there has been a surge in violent behavior and power based aggression in the United States. The "Me Too" movement is a reaction to the widespread sexual harassment that exists in communities and workplaces, and there has been an apparent surge of anti-Semitism and continued racism in our society. Effective methods for addressing power-based aggression should be explored, understood, and communicated by public health officers and practitioners as part of their professional development. This SciTalk will share with fellow scientists and officers the Green Dot voluntary bystander intervention program. Green Dot was built on a foundation of research and theory drawing from the fields of social diffusion, psychology, and other disciplines. It is a science-based program to empower employees to take positive action to change culture using a public health approach.

The method teaches how to respond effectively to aggression when it occurs and how to proactively prevent harmful behavior. The Green Dot program has been implemented by universities, the Air Force, and has most recently been used by the National Park Service as a means to address all forms of harassment.

At the conclusion of this session participants will be able to:

1. Describe barriers affecting a bystander's ability/willingness to act when witnessing harmful behavior
2. Describe ways bystanders can effectively recognize power-based aggression in the work place.
3. Describe the three D's for a bystander to address work-place aggression

9:30 AM -
9:45 AM

US Public Health Service Representation to the DoD Congressionally Directed Medical Research Programs
CAPT Laura Draski

Oral abstracts focusing on partnerships in public health

At the conclusion of this session participants will be able to:

1. Demonstrate the origin and components of the Congressionally Directed Medical Research Programs (CDMRP).
2. Describe the mission, vision and portfolio of the CDMRP Peer Reviewed Medical Research Program (PRMRP).
3. Describe roles and responsibilities of a nominated Commissioned Corps Officer in representing the US Surgeon General and the Department of Health and Human Services as a voting member of the PRMRP Joint Programmatic Review Panel.

9:45 AM -
10:00 AM

Science to Inform Safe Reunification of Refugee Families
CDR Mark Miller, MS, MBA, PhD

In the summer of 2018, the US Government (HHS/DHS/DOJ) was charged by a California court with the unique and unprecedented challenge of re-unifying approximately 3000 migrant children with their parents or guardians within 30 days. Due to rapid needs of

this mission, it was treated as an emergency response, complete with deployed support officers from the USPHS. One of the premier challenges for the reunification team was the validation of familial relationships claimed by the refugees at the time of entry in the US. To ensure the accuracy of familial relationships, thereby protecting child safety, DNA testing was employed. As a Scientist Officer in the PHS with a background in genetics and molecular techniques, I was selected to establish and oversee the DNA verification program using commercially available contract laboratory support. This assignment created a number of logistical and moral challenges that were mitigated through advanced consideration and problem solving. Well defined processes for DNA collection, access and storage of data, and performance standards ensured the protection of Personally Identifiable Information (PII), validity of familial relationships, and ultimately the integrity of the HHS efforts. This presentation will specifically highlight the unique contributions and added value of a classically trained Scientist Officer in emergency response.

At the conclusion of this session participants will be able to:

1. Describe a unique opportunity to leverage Scientist specific skills on a PHS deployment team
2. Discuss the Reunification of Migrant Families activity of the USPHS
3. Identify novel opportunities to leverage Scientific skill sets on deployment

12:00 PM - Scientist Luncheon
1:30 PM

1:30 PM - CPO Remarks (Questions and Answers)
1:45 PM ***CAPT John Eckert***

1:45 PM - Scientist Category Agency Networking
2:30 PM ***LCDR Jorge Muniz Ortiz, Ph.D., DABT; LCDR Nancy Tian, Ph.D.; LCDR NaTasha Hollis, Ph.D., CPH; LT Tanesha Tutt, Ph.D.; LT Alesha Harris, Ph.D.***

This session will allow officers to network with other officers who are either in their agency or different agency where they might be interested in seeking employment opportunities.

At the conclusion of this session participants will be able to:

1. Network at the symposium.
2. Network with officers who don't work in the same agency.
3. Identify potential job opportunities, work/life balance, and work environment at officer's respective agency.

2:30 PM - Scientist Category Mentoring
3:15 PM ***LCDR Jorge Muniz Ortiz, Ph.D., DABT***

3:30 PM -

SciPAC Panel Discussion

4:15 PM

LCDR John Pesce, PhD; LCDR Shondelle Wilson-Frederick, PhD; LCDR Israel Cross, PhD; CDR Adrienne Goodrich-Doctor, Ph.D.; CDR Michelle Rodriguez, PhD

The importance of partnerships during emergency responses (with a focus on PHS deployments)

At the conclusion of this session participants will be able to:

1. List specific actions Scientists can take to initiate and sustain partnerships.
2. Describe valuable partners and the strengths and weaknesses of each.
3. Identify strategies to improve partnerships during PHS deployments

4:15 PM -

How Networking Can Advance Your PHS Career

4:30 PM

CDR Qiao Bobo, PhD

Commissioned Corps Officers are selected for their technical skills as scientists, doctors, engineers, etc. However those who rise to the highest ranks of the USPHS and the agencies where they work have honed and demonstrated a broader range of skills. While leadership skills receive a lot of attention, and for good reason, other soft skills are also critical to career advancement. One skill that receives far too little attention is networking. When it's done well, networking will not only help you get promoted faster, but it will improve your performance and give you a competitive edge throughout every stage of your career. Networking should not be thought of a job search skill, but rather as a way of establishing and nurturing long-term, mutually beneficial relationships with the people you meet, whether it's the administrative assistant in an office, fellow participants in a deployment, or attendees at the PHS or other work conference. The most connected people are often the most beneficial to an organization. These are the people who rise to the top - not because they know all the answers but because they know the people who know the answers. When you invest in your relationships — professional and personal — it can pay you back in dividends throughout the course of your career. Networki

At the conclusion of this session participants will be able to:

1. Explain the difference between networking as a job search skill and networking as a life skill.
2. Explain the importance of networking to their PHS career.
3. List specific steps to advance their careers.

4:30 PM -

SciTalk: How to Meet the Scientist Officer Benchmarks

4:40 PM

LCDR Zewditu Demissie, PhD, MPH, CPH, MACE

Benchmarks have been developed by each category to assist officers with their career progression and planning. Promotion Board members use the benchmarks as a guideline in determining which officers are "best qualified" for promotion and determine officers' promotion scores. This session will discuss several Scientist category benchmarks and provide examples on how to meet the benchmarks. The Performance precept includes officers' COER scores, award history, ROS, and contributions to the Agency mission. Officers can meet the contribution to the agency missions benchmark through agency deployments, authorship of manuscripts, and participation in agency

workgroups. The Education, Training & Professional Development precept includes certification/credentialing, licensure, continuing education and public health training/experience. Regarding certification/credentialing, officers are expected to maintain all certifications/credentials required by law for their discipline/billet, but also encouraged to obtain additional certifications/credentials, such as the Certified for Public Health credential. The Career Progression and Potential precept includes billets, assignments, and mobility. Officers can meet the mobility benchmark through both programmatic and/or geographic. Certain details and temporary assignments may also help officers meet this benchmark. The Officership precept includes honor/integrity/duty, Commissioned Corps contributions, mentoring, and presentations and outreach. Officers can meet the presentation and outreach benchmark through presentations at conferences and participation in programs such as the Prevention through Active Community Engagement. While basic readiness is no longer a weighted precept, officers should strive to maintain readiness each month with no gaps. This presentation will serve as a brief introduction to the Scientist benchmarks.

At the conclusion of this session participants will be able to:

1. Describe the purpose of the Scientist benchmarks.
2. Discuss the items reviewed during promotion to determine how officers have met the benchmarks.
3. Identify ways officers can meet the benchmarks.

4:40 PM - SciTalk: Understanding the Scientist Category history and value added
4:50 PM **LCDR Shayne Gallaway, PhD, MPH**

Only a brief history of the USPHS Scientist Category is known. The SciPAC Executive Committee reinvigorated efforts in 2017 by establishing the Visibility Sub-Committee Historian Team. The purpose of this team is to research and uncover facts of how the Category was started and how it has evolved over time.

At the conclusion of this session participants will be able to:

1. List Scientist contributions since being permitted to enter the Commissioned Corps in 1942.
2. Formulate internal and external messaging describing the historical and future value added of the Scientist Category.
3. Discuss gaps in knowledge and future directions for gathering historical information and documenting current events.

4:50 PM - SciTalk: Change management and leading through change
5:00 PM **LCDR Jason Wilken, PhD, MPH**

Change is inevitable, but how we react to change is not. The transition state between the old way and the future new way is the best and only time to overcome organizational resistance and lead through change. Initial acceptance or resistance to change is a balance between perceived benefits and threats (i.e., what's in it for me), and those resisting change usually base their resistance on an experience-based belief, an emotional response, or perception that they lack the skills necessary for the new environment. Leading through change requires an understanding of how individuals pass through the cycle of change (denial, resistance, exploration, and commitment) and

the leadership behaviors necessary to accelerate the cycle of change. Individuals lie in a normally-distributed spectrum of willingness to accept a given change (i.e., innovators, early adopters, late adopters, and resisters); a systematic stakeholder mapping process can help identify where key stakeholders are positioned on this spectrum, and selectively targeting those most likely to adopt change can create a critical mass for overcoming organizational resistance. This presentation will provide a description of the key components and practical considerations for leading through change, a stakeholder analysis mapping tool, and an introduction to a free, online diffusion of innovation simulation.

At the conclusion of this session participants will be able to:

1. Compare the four quadrants of the change management cycle
2. Describe the leadership behaviors that help others pass through the change management cycle
3. Discuss how to efficiently promote change within a group based on individuals, and acceptance of change.

5:00 PM - Scientist Awards and Closing Remarks
5:15 PM ***CAPT John Eckert***