

Howdy to all and truly, "Happy Anniversary!"

On the 10th of October one year ago we stood up the AMEDD Civilian Corps Specific Branch Proponent Office (CSBPO), a first for the Corps. So, in just a few days our proponenty office will be a year old. Thanx to those of you who've blessed us with correspondence. We hope you've found the office useful for info and as a point of contact. (Time to get the shameful paid advertisement out of the way up front so here we go!) If you want to contact the Corps Office you can do so easily by using the "Contact Us" link in the upper right hand corner of the AMEDD Civilian Corp web page (<https://ameddciviliancorps.amedd.army.mil>). Look forward to hearing from you.

OK, here we go with all the news that's fit to print—in no particular order.

--First let me say thanx for your willingness to continue communication with me personally and the CSBPO folks—both as a result of these messages and using the (FOOT STOMP!) "Contact Us" link at the top right of the Corps web site. As a result of your communication we have been able to resolve over 500 issues for members of the Corps (and we have some that are still working) plus we've identified six specific strategic focus areas for the Corps Office to attack with initiatives over the next 18 months or so as part of our Balanced Scorecard (BSC) effort. [Remember that the BSC is our Corps strategic plan, linked to the AMEDD BSC. It is available to you on the web site using the "Strategic Focus" link on the right side about half way down.

For your information, the six areas on which we'll be focusing some significant effort are as follows:

- ☒ Education Opportunities
- ☒ Funding for Education Opportunities
- ☒ Advancement Opportunities
- ☒ Standardized Job Descriptions
- ☒ Deployment Opportunities
- ☒ The Nursing "Ladder"

The only caveat associated with this is to remember that these issues didn't arise in a day and likely won't be fixed in a day. We will, however, keep you apprised of progress as we go.

--As you see from above, we often get questions about civilian deployment. There are at least two AMEDD civilians currently deployed, Mr. Darrell Irwin from USAMITC at Fort Sam Houston, and Mr. Randy Johnson from the Safety Office at Madigan. These folks are going to give us feedback from the theater and we'll be adding their stories to the existing ones under the "Celebrate Success—Deployment Stories" link on the Corps web site. You should start to see their feedback on line next week. Take the time to give a look and see some of the contributions our Corps is making. Also, please keep them in your thoughts and prayers.

--A reminder note. If you recall, we've talked before about the opportunity for members of the AMEDD Civilian Corps to pursue a masters degree by attending the U.S. Army/Baylor University Program in Healthcare Administration program taught here at the AMEDD Center & School. Applications for the program session beginning in summer of 2012 are due NLT 31 Oct. For information or to refresh your knowledge, go to the "What's New" link on the right side of the Corps web site. The memo on the Baylor program is the second link down on that page. (Is there a theme here about info being on the Corps web site????) This is a centrally funded program and a terrific opportunity if you qualify and want to pursue it. Also, there will be opportunities for civilians to attend the Masters in Social Work program taught at the AMEDD Center & School. The application info isn't available yet but we'll get it to you as soon as it comes out.

--In previous messages we've talked some about the Civilian Workforce Transformation and Career Program 53, the new medical career program. It is slowly but surely becoming a reality. We're at the point now where we are nearly complete with getting all our folks into a career program. The next step is to build career maps and Army Civilian Training, Education and Development Program (ACTEDS) plans in place for all the occupations in CP 53. That's the first step toward seeking resourcing to support education opportunities. DA has funded support to assist the AMEDD Personnel Proponent Directorate (APPD) here at Fort Sam in that effort. This is a major step forward for our Corps. If you are a subject matter expert in one of our 79 different occupations, don't be surprised if you get a request to make some input to development of these products.

For those of you in the AMEDD Civilian Corps but not in CP 53, not to worry. Similar efforts are ongoing in the other CP's as well--also resourced by DA. We will be liaison-ing (is that a word?) with the managers of the other CP's on your behalf. The reason we see CP 53 so much is that it is a brand new CP and I am the Functional Chief Representative (FCR), the manager, for CP 53 which covers about 35K of the 46K folks in the AMEDD Civilian Corps.

--September 17th is an important day. Do you know what it is? I had to think for a minute as well. September 17 has been designated as Constitution Day and Citizenship Day to commemorate the signing of the Constitution in Philadelphia on September 17, 1787. DOD has a short very nice on line course with information on the Constitution. We have included the link--yes, once again--on the Corps web site in the bottom left hand corner. (Looks a bit like a postage stamp for those of us who remember them and weren't weaned on electrons...) I took the course on 16 Sep and found it very informative. I commend it to you. Please give it a look; it has lots of good info.

--We'll be trying something new next week. You'll find the information posted to--you guessed it--the Corps web site probably Tuesday, no later than Wednesday. This will be a learning experience for a member of our Corps to come to Fort Sam on a funded TDY and work for approximately two weeks with the folks in the Corp CSBPO office. The intent is for the selected individual to learn what's going on at the strategic levels of the Civilian Corps, complete a project identified by the CSBPO, outbrief the project to stakeholders at the flag (GO or SES) level, take that learning experience away with them and become an advocate for our AMEDD Civilian Corps. The information will be posted to the web site under the--you guessed it again--"What's New" link. If you're interested, take a look and submit an application.

--Also next week, you will see information on the web site under the "Celebrate Success" link on a new MEDCOM award opportunity. The MEDCOM Chief of Staff, Mr. Herb Coley, signed the policy for the award today. "The Wolf Pack" Award (no connection to the Red and White school from Raleigh, NC), sponsored by the Army Surgeon General and the AMEDD Civilian Corps, is intended to reward significant accomplishment by combined teams of civilian and military personnel. A recent showing of a National Geographic production about the Arctic showed how a wolf pack took a meal away from two very powerful bears because they worked as a team. The concept is the same for this award--teams of folks, in this case civilian and military, can accomplish much if they work together. The award will be given quarterly and quarterly winners will automatically compete for the annual award to be presented at the AMEDD Training Symposium. The award info, to include how to enter the competition, should be available to you on our web site, again, by Tuesday--Wednesday at the latest. Look around. I'd bet there are great things being done by great civilian/military teams in your organization!

--A reminder note. I'm sure you've heard that the automated job application system is changing over from RESUMIX to USA Staffing which includes automatic email notifications of applicants throughout the hiring process. If you're not familiar with it, ask your personnel shop/CPAC for info and timing. Our reports say the changeover should be completed by Feb 12.

--The MEDCOM Civilian Human Resources folks routinely put out a pretty neat newsletter with good information. The link to the current version is <https://www.us.army.mil/suite/doc/33180823>. Please have a look.

--We have had a number of questions recently about retirement preparation. The best source for specific information is your local CPAC if you have questions. There are two common threads we've seen so far. First, early preparation is far and away the most effective approach. Second, it is important to review your official records to ensure all the documentation is correct. As a guide, employees are encouraged to attend a retirement briefing five years before their anticipated retirement, and again one year before retirement. This will help to minimize the time for all the actions that need to take place as retirees move on into the next phase of their lives. Good luck.

--You have no doubt seen information on the "Culture of Trust" program going on in Army Medicine. Trust is an essential component of any solid relationship and what is medical care if not a relationship between the provider team and the patient. It's key for us to keep in mind that we who work in Army Medicine are all part of the provider team and we're all in it together to build trust within the team and with our patients. It's a huge component of what we're all about. The web site has information on the "Culture of Trust" under the "Strategic Focus" link. At the moment it's under the "Strategic Communications" link but it will soon be a separate active link. One more note. The two briefings on "Culture of Trust" work pretty well. The link to the video(s) is a bit "iffy" so we're working with the IT folks to get that fixed. Like a lot of other stuff so far, you should see results next week.

--In an effort to expand training opportunities for civilian and military members of our team, we are working with the Civilian Lifelong Learning (CL3) managers in G-5 at the AMEDD Center & School to begin providing some classes by Video Tele Training (VTT). October 13th there will be a class on The Healthcare Environment and The Joint Commission. We are still somewhat in the testing phase of this program but the following locations are currently scheduled to have access at the local Digital Training Facility (DTF).

- ☒ Fort Gordon, GA
- ☒ Fort Hood, TX
- ☒ Fort Richardson, AK
- ☒ Fort Wainwright, AK
- ☒ Fort Riley, KS
- ☒ Fort Sam Houston, TX (BAMC)
- ☒ Fort Sill, OK
- ☒ Joint Base Lewis/McCord

When you self nominate it allows us to both recognize and document your participation. You can "self nominate" to attend the course using the following steps.

- ☒ Go to the Civilian Corps web site at <https://ameddciviliancorps.amedd.army.mil>
- ☒ Click on the "Training" link and the CL3 link at the top of the drop down menu
- ☒ On the CL3 page on the left side under Special Interest, click on the "CL3 Calendar"
- ☒ Click on October 13
- ☒ At the bottom of the page click on "Self Nominate"
- ☒ Click on "Attend Via VTT"
- ☒ Enter the requested information accurately in the boxes provided and submit

If your location is not listed as one of the VTT sites, but you are interested in receiving the VTT training, please send a message to Donna D. Sabsook @ CL3@amedd.army.mil and we'll see what we can do to add you in. It's worth a shot. In your message, include your location, expected number of attendees and the contact info of an available DTF or Video Tele Conference (VTC) facility. I'll be sending a msg to your facility DCA's shortly after I send this message so they will have knowledge of the opportunity.

--I've had the good fortune to visit a number of your locations and talk with you about what's going on in and around our AMEDD Civilian Corps. I'm grateful for that and look forward to opportunities to visit locations where I haven't been yet. One question that is common to most of the discussions has to do with the expected diminishing resources and the associated impacts. At a Senior Executive Service (SES) Town Hall Meeting about 2 months ago, the Secretary of the Army was the guest speaker. He acknowledged that the Army is more than 17K civilians above authorizations and announced formation of a team to study restructuring of the Institutional Army (read Generating Force). He acknowledged that there are issues but felt that the current overages can be addressed by attrition for the most part. Most of the cuts so far have been in Operations and Maintenance Army (OMA) funding and the Defense Health Program (DHP), which in large part funds Army Medicine, has been basically spared. That won't likely last forever, however. This is an area we'll keep a close eye on and let you know as information comes available.

OK, that's probably more than enough for a single message. Let me close by saying again, "Thank you!" for what you do every day as members of the Army Medicine team to build a Culture of Trust within our team and with our patients. What you do every day is a key component of our success. Take care and be safe. You can't be a member of the team if you're not available!

As always,

gregg

P.S. Please check with your coworkers to see if they have received this message. If not, ask them to check in their Junk Mail Folders. Some folks have had the messages diverted there by the system. And the really last thing, please share this message with your military coworkers as well. Thanx! g

Gregg Stevens, SES
Chief, AMEDD Civilian Corps