

Greetings Army Medicine Team—

On behalf of the OTSG/MEDCOM Chief of Staff/AMEDD Chief, Civilian Corps, Mr. Richard Beauchemin, sharing some exciting opportunities and information posted on the AMEDD Civilian Corps website at <https://ameddciviliancorps.amedd.army.mil> under “WHAT’S NEW” and “ANNOUNCEMENTS.” See topics such as updates related to Corps programs and initiatives, Civilian Leader Development Education and Training opportunities and other topics of interest.

AMEDD CIVILIAN CORPS BIRTHDAY: The AMEDD Civilian Corps will be celebrating its 24th Birthday on 26 March 2020. Civilians have played a vital role in Army Medicine from the very beginning. In fact, virtually all medical functions were provided by Civilians in the first few decades of the Army’s existence. The history of Civilian support to the Army Medical Department (AMEDD) is an integral and inseparable component of our overall medical history. This year’s celebration theme is “AMEDD Civilians - Ready, Committed and Dedicated to supporting the Army Medicine Mission.” We hope that you take the opportunity to celebrate our Corps Birthday this this year and please tag us on our Facebook page at AMEDD Civilian Corps.

ARMY MEDICINE STRATEGIC VISION: See the Army Medicine Vision (AMV) posted out on the Corps website under “WHAT’S NEW.” The Army Medicine Vision is a section of The Army Medicine Plan. The Army Medicine Strategic Vision’s primary documents articulate the vision of The 45th Surgeon General, while positioning Army Medicine to achieve the objectives, priorities and lines of effort set forward by the Army.

OTSG/MEDCOM POLICY MEMO 20-004, ARMY MEDICINE WOLF PACK AWARD, DTD 23 JAN 20: The Wolf Pack Awards Policy Memo has been updated and is posted on the Corps website. A change to the policy memo includes the suspense date to submit nominations quarterly, i.e. submit nominations NLT the last business day for each quarter (i.e., 1Q, 31 December; 2Q, 31 March; 3Q, 30 June; and 4Q, 30 September.) For additional information please contact the AMEDD Civilian Corps Office at usarmy.jbsa.medical-coe.mbx.civilian-corps-chief@mail.mil.

WOLF PACK AWARDS - 2QFY20 AWARD NOMINATIONS: Nominations are currently being accepted for the 2QFY20 Wolf Pack Award. The Wolf Pack Award is open to eligible teams that consist of a mix of civilian and military team members recognizing teamwork that drives excellence in outcomes supporting the Army Medicine mission. The winning teams must demonstrate excellence and effective teamwork resulting in significant products or services with the potential for broad impact in support of Army Medicine. Please click on WHAT’S NEW and ANNOUNCEMENTS to find additional information reference the nomination packet. The suspense date to submit nominations has been extended to NLT COB 31 March 2020.

2019 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS: Sharing the results of the 2019 FEVS Survey Results. The 2019 FEVS was administered by OPM from 14 May - 25 June to all eligible (full/ part-time, permanent, non-seasonal, non-political) to approximately 600K+Federal employees government wide. Within Department of the Army, 85,639 (44%) Army Civilians responded of which 10,018 (29.6%) were Army Medicine Civilians. Thank you to those that participated in completing the FEV survey. The FEVS informs the Partnership for Public Service’s “Best Places to Work in the Federal Government” rankings that are published each year. Rankings are based on the Federal Employee Viewpoint Survey (FEVS)

results. The FEVS offers unique insights into Federal employees' perceptions of employee satisfaction, engagement and workforce management. Although the OPM FEVS does not directly measure employee feelings of engagement such as passion, commitment, and involvement, it does assess the critical conditions conducive for employee engagement – conditions which would be expected to lead to engaged employees (e.g., effective leadership, work which provides meaning to employees, the opportunity for employees to learn/grow on the job, etc.). The results provide leadership with information for developing and sustaining work conditions capable of supporting employee engagement. For additional information, please go to "WHAT'S NEW" and "ANNOUNCEMENTS" to review the survey results.

OTSG/MEDCOM POLICY MEMO 19-017, SUBJECT: ARMY MEDICAL REGIMENTAL RECOGNITION PROGRAM, DTD 19 MAR 19: OTSG/MEDCOM Policy Memo 19-017 dated 19 March 2019 reference the Army Medical Regimental Recognition Program. The policy memo assists in perpetuating the history and traditions of the AMEDD Regiment and enhance unit morale and esprit, the Army Medical Department Regiment provides for the recognition of individuals who have contributed to the mission of Regiment. All nominations with supporting documentation (please remove PII info, i.e. SSN), if required should be forwarded to the AMEDD Regimental Office via electronic mail at the following: usarmy.jbsa.medcom-ameddcs.list.amedd—regiment@mail.mil (NOTE the double hyphen between AMEDD and Regiment).

CONGRATULATIONS!

FY 2019 QUARTERLY WOLF PACK AWARD WINNERS ANNOUNCED:

Congratulations to the FY 19 Quarterly Wolf Pack Award winners for a job well done! The Wolf Pack Award recognizes teamwork that drives excellence in outcomes supporting the Army Medicine mission. Quarterly winners will automatically compete for the "Wolf Pack of the Year" Award, presented annually at an appropriate forum.

4TH QTR, FY 2019 - AMEDD PATIENT SAFETY TEAM (PST) AND THE ROOT CAUSE ANALYSIS ENGAGEMENT AND SUPPORT TEAM (RESET), US ARMY MEDCOM HQ, JOINT BASE SAN ANTONIO, FORT SAM HOUSTON, TX

This Team of 17 Army Active Duty military and Department of the Army Civilians continue to enhance patient safety (PS) across the Military Health System (MHS). They continue to make exceptional contributions to the MEDCOM and the MHS, with transparency, teamwork and communication to facilitate an interdisciplinary approach to reach the goal of zero preventable patient harm.

Since the inception of the PS team in 2002, there has been a collective effort to reduce preventable harm in Army Medicine and the MHS. PS consultants and health system specialists set out to build a program that could achieve this goal through collaborative efforts with facility Quality and PS teams. The Surgeon General at the time directed the team to stand up the Army Patient Safety Program (PSP) for the entire enterprise and develop curriculum, learning aids and data bases for tracking and trending events. The team established a distinct PSP brand through the development of branding of AMEDD PS Program tools and marketing materials.

As the program developed, its goal of 100% preventable harm required the team to delve deeply into the depths of harm and near miss events across the enterprise. In 2015, the RESET Team's mission was developed and modeled after the deployable aircraft mishap of teams stationed at the US Army Combat

Readiness Center at Ft. Rucker, Alabama. RESET reached initial operating capability on 1 September 2016 and provided a total of 28 investigations to date. The teams have collaborated to offer facilities assistance virtually, and on site of incidence.

While leveling off, sentinel event reporting has significantly increased during the period 2014-2018. The team has also seen a significant increase of reporting of near misses into the Joint Patient Safety Reporting System (JPSR). This was accomplished by offering multiple training venues; coaching and mentoring; and defining the need for the JPSR reporting metric to the command team to report to the Safety and Occupation Health Advisory Council.

The team's efforts have shown an increase in event reporting and in the strength of corrective actions identified and executed. From 2010-2017, the program has trained over 60,000 personnel, representing over 90% of MEDCOM and also personnel for the Air Force and Navy. Another integral part of the program is the continuous data collection and analysis through the completion of the biannual Team STEPPS teamwork Perceptions Questionnaire developed by the Association of Health Research and Quality. Between 2011 through 2017, four iterations were distributed to MEDCOM personnel and the return was overwhelming. Because of the high return rate, the findings were published in the BMJ Quality and Safety, September 2014 and the team has authored many policies, regulations and OPORDS that had a significant impact across the Army, Army Medicine and the MHS which have also been published.

Please join us in congratulating the AMEDD PST and RESET Team for their efforts and achievements in providing a new level to ready the medical force through teamwork and training. The exceptional teamwork and dedication epitomize the highest standards of the Army and Army Medicine. Congratulations!

3RD QTR, FY 2019 – ARMY MEDICAL DEPARTMENT (AMEDD) MILITARY-CIVILIAN TRAUMA TEAM TRAINING TASK FORCE, MEDCOM G3/7, DHHQ, FALLS CHURCH, VA IN COLLABORATION WITH THE REGIONAL HEALTH COMMAND – ATLANTIC, FORT BELVOIR, VA

This integrated team of 29 Army Active Duty military and Department of the Army Civilians worked closely to continue to improve patient outcomes on missions through the Army Medical Skills Sustainment Program (AMSSP). The program is made up of two main components which include the AMEDD Military-Civilian Trauma Team Training (AMCT3) and the Strategic Medical Asset Readiness Training (SMART) Program. Both programs have excelled at an almost unequalled pace over the past year. The AMSSP is comprised of a team dedicated to the success of the program and saving lives.

Efforts include a signing ceremony for the AMCT3 program, the first with Cooper University Hospital, Camden, NJ and another at Oregon Health and Science University, Portland, OR signifying a commitment between the MEDCOM AMCT3 and the host facility critical to ensuring the future growth of the program. The event was attended by dignitaries including a congressional member, AMSSP Leaders, hospital executives, local, state and federal employees.

Additionally, the SMART program continues to evolve and now includes a tri-service multi-COMPO training program providing excellent training opportunities for a variety of MOSs. In February 2019, the first full SMART course was launched in Cincinnati, OH. The program participants included Service Members from both Army and Air Force. A collaborative partnership agreement was established between four separate Medical Centers. Positive feedback received from both the participants rotating

through the program and the host facility solidified the added value for expansion of the program for future cohorts.

The critical thinking of a diverse group of team members across Army Medicine, the team's engagement with FORSCOM, SOCOM and the Military Health System Strategic partners was KEY to the ongoing momentum and success of the programs. The contributions of this team focused on support evolving in different types of Military-Civilian Partnerships at different locations and at all levels. Their actions are the epitome of a diverse team with limited resources and a compressed timeframe to achieve a path for a new level of medical readiness.

Please join me in congratulating the AMSSP Team for their exceptional teamwork and noteworthy outcomes. These efforts illustrate selfless service and dedication reflecting great credit on each of the team members and epitomize the highest standards of the Army and Army Medicine.

2ND QTR, FY 2019 – FORT BRAGG DONOR CENTER, WOMACK ARMY MEDICAL CENTER, FORT BRAGG, NC

This integrated team of 23 Active Duty military and civilians worked closely to develop the XVIII ABN Corps Low Tier "O" Whole Blood Program (LTOWB). The LTOWB protocol is designed to identify, screen and collate a pool of active Fresh Whole Blood donors within the ranks to reduce preventable death on the battlefield, mitigate risk to the Commander and Force, and extend the operational research of the XVIII ABN Corps. This capability provides an agile approach to the access of life-saving measures and several blood management options in the planning and execution of combat and medical operations.

In large scale or multi-system trauma patients, there is an inadequate supply of blood products to resuscitate casualties. Consequently, of the 90% of all battlefield deaths which occur prior to the casualty reaching a military treatment facility, 60% of those deaths occur from hemorrhage. Additionally, there is an identifiable gap in blood distribution in prolonged field care settings in austere environments, Joint Forcible Entry Operations, and engagements with peer-to-peer or near-peer adversaries. In these environments, it is necessary to treat and sustain combat casualties for extended periods of time. Our ability to access, store, transport, deliver and thaw blood components on the battlefield is difficult due to the cold-chain requirements and logistical tail for current blood therapy. LTOWB will close this gap and The Fort Bragg Blood Donor Center is instrumental in this project and process.

The Fort Bragg Blood Donor Center prepared XVIII Airborne Corps to employ LTOWB, thus establishing a lifesaving procedure essential to the preservation of the lives of Soldiers on the frontlines. The team's determination and combined efforts improved the readiness of the XVIII Airborne Corps and will enhance the capabilities of the operational force. Their dedication and commitment to excellence is in keeping with the highest traditions of military service and reflects great credit upon them, Womack Army Medical Center, Regional Health Command-Atlantic, the United States Medical Command and the United States Army.

Please join me in congratulating the Fort Bragg Blood Donor Center! Their efforts and achievements epitomize the highest standards of The Army and Army Medicine. The exceptional teamwork and dedication displayed by this dynamic team are indicative of the high standards of the Army and Army Medicine. Congratulations team!

1ST QTR, FY 2019 – TAFENOQUINE INTEGRATED PRODUCT TEAM (IPT), US ARMY MEDICAL MATERIAL DEVELOPMENT ACTIVITY (USAMMDA), U.S. ARMY MEDICAL RESEARCH AND MATERIAL COMMAND (USAMRMC), FT DETRICK, MD

This integrated team of 23 Active Duty military and Civilians worked closely to develop the anti-malarial prophylactic drug, Tafenoquine (TQ), the first new drug approved for the prevention of malaria by the U.S. Food and Drug Administration (FDA). The IPT's development of Tafenoquine results in a measurable improvement in compliance and effectiveness in the prevention of malaria in U.S. forces deployed to malaria-endemic areas of the world. This new and powerful drug represents a significant milestone in the global fight against malaria and will have a tremendous impact on this devastating disease worldwide.

The FDA's approval of Tafenoquine marks the culmination of a full-scale military medical development effort. Tafenoquine was originally discovered by scientists at the Walter Reed Army Institute of Research, at that time a subordinate laboratory of the USAMRMC. The team's efforts resulted in the first new FDA-approved anti-malaria drug in more than 18 years. The DoD's international research laboratories played a vital role in the execution of over 25 clinical trials, conducted worldwide. Lead management of the development effort transitioned to the USAMMDA, a subordinate activity of USAMRMC. A monumental undertaking included collaboration with a commercial partner, 60 Degrees Pharmaceuticals (60P), resulting in FDA licensure in a short time frame.

The contributions of the IPT provided critical support at a crucial time period during Tafenoquine's development. The team's diligence to foster Tafenoquine through complex logistics systems, ensures that this critical drug makes it into the hands of the WARFIGHTER. These collective efforts results in DoD filling a critical capability gap, providing a highly safe and effective weekly drug to prevent malaria, thereby keeping troops on the line and protecting the WARFIGHTER against this debilitating and often fatal disease.

Please join me in congratulating the Integrated Product Team! Their efforts and achievements epitomize the highest standards of the Army and Army Medicine. The exceptional teamwork and dedication displayed by this dynamic team epitomizes the highest standards of the Army and Army Medicine. Congratulations team!

ENTERPRISE LEADER DEVELOPMENT PROGRAM COHORT 20-22 SELECTEES:

Congratulations to our COHORT 2020-2022 Enterprise Leader Development Program (ELDP) selectees!! The AMEDD / TRADOC ELDP program launched during Orientation Week, 4-7 Feb 20. The ELDP is a highly competitive 2-year program for GS 11 - 14s and is the new Civilian Leader Development Program. The ELDP replaces replacing the Intermediate Leader Development (ILD) program. The program components are tied to the Office of Personnel Management Executive Core Qualifications (ECQs). Congratulations to our COHORT 2020-2022 Enterprise Leader Development Program selectees!! Our Army Medicine selectees are as follows:

This program is a terrific opportunity to build leader capability and capacity and is a proven success story. Note that it will come up again so consider if it might be something of interest to you. Our Army Medicine selectees are:

- BRIDGFORD, Dena, Lactation Nurse, Tripler Army Medical Center

- BROWN, James (Tony), Health Systems Specialist, William Beaumont Army Medical Center, El Paso, TX
- CULLEN, Susan, Speech Pathologist, Irwin Army community Hospital, Ft Riley, KS
- KINCEY, Ronald, Counseling Psychologist, Bavaria Medical Command Behavioral Health SUDCC, Ansbach, Germany
- JERNIGAN, John "Eric", Health Systems Specialist, Vilseck Army Health Clinic, Germany
- KHOSRAVI, Sharlanda, Microbiologist, Public Health Command - Central JBSA, TX
- SANDERSON, Keith, Information Technology, MEDDAC Korea
- SEAY, Sean, Dr., Health Risk Communications Specialist, HQ MEDCOM JBSA, TX

AMEDD JUNIOR LEADER COURSE SELECTEES: Congratulations to our AMEDD Junior Leader Course (JLC) selectees!! The JLC is a highly competitive short course for permanent, full time Army Civilian employees, in grades GS 09 –12s, or equivalent, with at least three (3) years of Federal Civilian Service. The AMEDD JLC is scheduled for 27 Apr – 1 May 20. Selectees will attend a five (5) day leadership development approved short course, held in the National Capital Region. The course will include exposure to a variety of interprofessional and interagency activities. During the week, JLC attendees will participate in discussions and observe presentations which will build the critical knowledge and experience that will enable them to address future complex issues within Army Medicine and the DOD. Our Army Medicine selectees are as follows:

- COLON, Norma, Nurse, RAHC, Ft Buchanan, PR
- CURRIE, Jenedra, Nurse (Clinical/Med/Surgical EF), BAMC, FHS, TX
- DENNETT, Suellen, Industrial Hygienist, BAMC Corpus Christi Army Depot Corpus Christi TX
- GLOVER, Olympia, Logistics Management Specialist, WACH, Ft Stewart, GA
- KING, Dana, Training Specialist, Warrior Transition Battalion, Ft Stewart, GA
- MATTZELA, Amanda, Health Systems Specialist, MEDDAC-AK, Ft Wainwright, AK
- RATLIFFE, Isalia, Medical Records Administrator, EACH, Ft Carson, CO
- THORNTON, Dale, Health Systems Specialist, USA MEDDAC, Ft Leonard Wood, MO
- TOLIVER, Moses H. Sr., Medical Requirements Manager, MEDCOM G-6, JBSA-FSH

OPPORTUNITIES

AMEDD EXECUTIVE SKILLS COURSE: The next Executive Skills Course is scheduled for 23 March through 3 April 2020 at JBSA Fort Sam Houston, TX. This is an 80-hour course designed to address many of the competencies required in AMEDD senior leadership positions. The course curriculum is specifically targeted toward the roles and responsibilities associated with mid to senior level management positions where critical/strategic thinking skills are important. This resident course addresses the competencies involved in Decision Making, Strategic Planning, Personal/Organizational Ethics, Managing Change & Innovation, Leadership, and the areas of Health Resource Management, Military Medical Readiness, Health Law/Policy, Medical Ethics, Individual/Organizational Behavior, Clinical Understanding, and Performance Management. This also includes a 1-day breakout session with the Civilian Corps staff to focus on specific Corps topics. The suspense to submit applications is NLT COB 19 February 2020.

AMEDD IRON MAJORS WEEK (IMW): The AMEDD Iron Majors Week is scheduled for 11-15 May 2020 at Falls Church, VA. The program is open to mid-level GS 11-12, or equivalent Civilian employees on permanent appointment and have three (3) years of Federal Civilian service. Program participants will attend a 5-day leader development post professional short course program, that includes exposure to a variety of inter-agency activities and dialog with key/senior leaders, executives, and experts from

multiple fields. The AMEDD Iron Majors curriculum is designed to build the experience and knowledge critical to addressing future complex issues within Army Medicine and the Joint Health Services Enterprise. For additional information, see the application requirements posted under WHAT'S NEW and ANNOUNCEMENTS.

COMING SOON!!!

AMEDD MENTORSHIP PROGRAM: The application window for our Army Medicine Mentorship Program will be posted shortly. The mentoring program helps develop a well-rounded workforce and provides an opportunity for employees to improve leadership, managerial, and technical skills. It is designed to encourage employees to seek personal and professional development, to increase competitiveness, and to keep pace with the rapidly changing environment. The program will be open to all MEDCOM Civilians in grades GS 01 – GS 13, or equivalent. For additional information and application visit our Civilian Corps Website for application and nomination process at <https://ameddciviliancorps.amedd.army.mil> and Click "What's New" and "Announcements." Remember, the application suspense is 10 August. Good luck!

CIVILIAN EDUCATION SYSTEM (CES): The CES is the premier leader development experience, igniting the leadership of every Army Civilian. CES courses are now open for FY 20 enrollment in CHRTAS at <https://www.atrrs.army.mil/channels/chrtas/>. Discuss with your supervisor and training manager to determine your eligibility and priority level. View the CES Course Schedule for a full list of FY 20 offerings at:
<https://usacac.army.mil/organizations/cace/amsc/cesSchedule>

MEDCOM 2020 VOLUNTARY EARLY RETIREMENT AUTHORITY (VERA)/ VOLUNTARY SEPARATION INCENTIVE (VSIP)/VSIP II: The application window is open from 1 Oct 2019 through 31 Aug 2020. All MEDCOM civilian employees, GS-15 and below (or equivalent), including Wage Grade and Non-appropriated Fund employees, who meet eligibility requirements may apply and participate in this program. Applications are subject to MEDCOM Chief of Staff Approval. On 26 Aug 19, MEDCOM published US Army Medical Command Fiscal Year 2020 Voluntary Early Retirement Authority and Voluntary Separation Incentive Workforce Downsizing and Restructuring Incentive Guidance. VERA/VSIP/VSIP II discretionary workforce incentive programs allow activities undergoing workforce downsizing or restructure to minimize or avoid involuntary reduction in force separations by offering eligible employees an incentive to voluntarily leave the Federal government. Remember, that this program is not automatic and commanders have authority to determine if the use of VERA/VSIP/VSIP II is required. Visit the Civilian Corps website: <https://ameddciviliancorps.amedd.army.mil> under "WHAT'S NEW" and "ANNOUNCEMENTS" for additional information.

FY 20 AMEDD SUPPLEMENT TO THE ACTEDS CATALOG: See the FY 20 AMEDD Supplement to the ACTEDS Catalog. Check out the upcoming list of courses hosted by Corps Office for the upcoming FY with suspense dates to submit applications. Please contact the Corps Office if you have questions or require additional information.

FY 20 ARMY CIVILIAN TRAINING EDUCATION DEVELOPMENT CATALOG: Please find the FY 20 Army Civilian Training Education Development Catalog. You may find additional information related to topics such as Army Career Tracker, Civilian Education System, Army Competitive Professional Development Programs, Academic Degree Training, Application Forms, Checklists and More.

Check out the newly designed portal related to Career Programs. Please go to <https://actnow.army.mil/> in the "Communities" Section.

In the drop down menu SELECT A CATEGORY, choose Civilian.

Under SELECT A PAGE, choose a Career Program (CP); or choose Career Program Training Plans.

Please contact the AMEDD Civilian Corps Office if any questions at usarmy.jbsa.medical-coe.mbx.civilian-corps-chief@mail.mil.

AMEDD CADRE OF MENTORS: What have you learned about leadership, career development, ethics and values, work ethic and coaching during your career? Would you be interested in sharing those lessons by becoming a mentor/senior mentor to other up and coming members of our Corps? Here`s your opportunity do so! Our demand for mentors continues to grow and our need for great leaders willing to share their knowledge and experience continues to grow. So, the AMEDD Civilian Corps is always looking for those willing to give back and provide mentoring to junior civilians. We need Mentors in grades GS13-15 and equivalent as well as Senior Mentors, grades GS 14-15 or equivalent. If you are interested, please send your name and contact information to usarmy.jbsa.medical-coe.mbx.mentorship@mail.mil with "AMEDD Cadre of Mentors" in the subject line.

TALENT MANAGEMENT - ASPIRATION SURVEY: We continue to provide an opportunity to let us know your interest with civilian education and training opportunities. The survey is available in Army Career Tracker and access is simple. It`s a short survey and should take you less than 10 minutes to complete.

1) Log In to Army Career Tracker at: <https://actnow.army>

2) While in ACT, copy and paste the link below into your browser to access the survey:
https://actnow.army.mil/forms/landing/org/app/050565c9-77d5-42be-892d-2fcae7bb78dc/launch/index.html?form=F_Form1

We ask that you continue to provide your feedback reference the Corps website at <https://ameddciviliancorps.amedd.army.mil>. Please also share the AMEDD Civilian Corps Chief message with the team, both military and civilian counterparts. Request all questions/inquiries be emailed to the Corps Chief mailbox at usarmy.jbsa.medical-coe.mbx.civilian-corps-chief@mail.mil.

Office of the Corps Chief,
AMEDD Civilian Corps