

Hallo Armeemedizin-Zivilmannschaft!

Or "Hello Army Medicine Civilian Team!" (Just thought I'd try something different....) So, it's been a while since we've put out a Corps Chief message. That could be either good or bad, I suppose; good because there is lots of good info to put out, but bad because lots of info = a lo-o-o-ong message. But then, to be honest, you've come to expect that from me so, "What's new?" right?? Will try to organize it so that you can scan the headlines to pick up on the areas that are of interest to you. Just a heads up if I may. Some of the topics are of vital interest so be sure to give each one your honest consideration. So, here we go starting with some congratulations.

CONGRATULATIONS!!!!

HOOAH FOR OUR ASPIRING LEADER DEVELOPMENT PROGRAM (ALDP) PHASE I GRADUATES!

Congratulations to our 2017/2018 ALDP (PH I) GradS. These AMEDD Civilian Corps professionals from JBSA began a year-long journey in Sep 2017 and completed the program on 21 Sep 18. The ALDP was a one year pilot leader development program for GS 05-10 employees in Army Training and Doctrine Command (TRADOC), the Army Medical Command (MEDCOM) and the Army Cyber Command (ARCYBER). The ALDP is designed to develop DoD civilian leader competencies. The program intent is to provide TRADOC, MEDCOM and ARCYBER with a pool of employees with enhanced competitiveness for future roles, a strong bench of aspiring leaders with potential for assignments of greater responsibility. The ALD (PH II), the on line version, will close in Dec 2018. We will gather lessons learned and best practices from both pilots and then decide what future versions should look like. Keep an eye out for additional information reference future ALD opportunities. We are very proud of the graduates' accomplishments in completing the phase I program.

- ALDANONDO, Jose, Management Analyst
- BARAJAS, Raul, Management Analyst
- DOBBS, Brandon, Budget Analyst
- EDIE, Janelle, Human Resources Assistant
- JORDAN, Gail, Administrative Support Assistant
- KEENEY, Peggy, Staff Action specialist
- NEGRON, Ernesto III, Physical Therapist
- NELSON, Colston, Chemist
- SIERRA, Alberto, HR Assistant
- SIMMONS, Ernest Jr., Supply Specialist

CONGRATS TO OUR MEDCOM MENTORSHIP PROGRAM GRADUATES! Congratulations to our 2017/2018 AMEDD Mentorship Program graduates. The Army Medical Department recognizes the value of a mentorship program as a tool for organizational learning. Many of our employees have basic capabilities for advancement into leadership positions, however, they may not have the experience or be aware of opportunities, specific requirements, knowledge, or competencies needed for those positions. Training, developing, and retaining high quality employees produces new leaders required to generate excellence in accomplishing future missions. Our AMEDD is committed to investing in employees with the ability, aptitude, and desire to grow and develop their leadership skills both personally and professionally through a mentorship program. These AMEDD Civilian Corps Professionals began their year-long Mentorship journey in Sep 2017 and completed the program on 14 Sep 18. We are proud of the graduates' accomplishments in the Mentorship Program.

- AIKEY, Sarah, Medical Support Asst, RHC-A

- ALLEN, Cybil, Nurse (Clinical/Pediatric) BAMC, JBSA-FSH
- ALLEN, Lisa Marie, Medical Support Asst, SBAHC, Schofield Barracks, Hawaii
- BUCKNER, Joel, Budget Analyst, G8, AMEDD C&S HRCoE
- CARLSON, Douglas, Teller, CRDAMC, Ft Hood, TX
- CLARK, Deanna, Medical Support Asst, BMACH, Ft Benning, GA
- DAWSON, Valerie, Medical Instrument Technician (Telemetry), WAMC, Ft Bragg, NC
- DISS, Laporcha, Pharmacy Technician, LAHC, Ft Rucker, AL
- Dr. FELLIN, Rebecca, Biomedical Engineer (Biomechanics) USARIEM, Natick, MA
- FERNALLD, Tarah, Health Technician (Acupuncturist) MAMC, JBLM
- FLEMINGS, Terry, Contracting Officer Representative, CRDAMC, Ft Hood, TX
- FLONNORY, Vanessa, Management & Program Assistant, BMACH, Ft Benning, GA
- GOMEZ, Monica, AMEDD C&S HRCoE, Editorial Assistant
- JOHNSON, Melanie, Workforce Management Specialist, BMACH, Ft Benning, GA
- SMITH, Stephanie, Health System Specialist, MAMC, JBLM
- WARD, Kimberly, Training Specialist, Distributed Learning, AMEDD C&S HRCoE

We also want to say a big, “THANK YOU!” to our Mentors and Senior Mentors for volunteering their time to mentor our Mentees during this year-long journey:

- ALICES-VILLANUEVA, Edwin, Social Worker (Family Advocacy) WAMC, Ft Bragg, NC
- BERGERON, Juvy, Nurse (Clinical/Case Management), CRDAMC, Ft Hood, TX
- \*BITTERMAN, Dave, Supv Education Specialist, AMEDD C&S HRCoE, JBSA-FSH
- DAVIS, Douglas, Program Coordinator, Ft Detrick, MD
- Dr. FELLIN, Rebecca, Biomedical Engineer (Biomechanics) USARIEM, Natick, MA
- GARRETSON, Crystal, Resource Management Analyst (MEPRS) CRDAMC, Ft Hood, TX
- Dr. GRAY, Paula, Nurse (Admin), HQ MEDCOM G-1/4/6 CHR, JBSA-FSH
- \*GREENE, Lizete, Contract Specialist, AHCA, JBSA-FSH
- NARADZAY, Sarah H., Social Worker (Clinical) WAMC, Ft Bragg, NC
- \*ROSARIUS, Dawn, Supv, Biomedical Engineer, MRM, Ft Detrick, MD
- \*SAENZ, Daniel, Business Office Manager, Health Facility Planning, PA&E, Ft Detrick, MD
- SMITH, Stephanie, Health System Specialist, MAMC, JBLM
- SPENCER, Daryl, Financial Management Analyst, HQ MEDCOM, JBSA-FSH
- STEELE, David, OSI, AMEDD C&S HRCoE, JBSA-FSH
- TAYLOR, Erika, Instructional Systems Specialist, AMEDD C&S HRCoE, JBSA-FSH
- WILSON, Michael, Instructional Systems Specialist (IMI) AMEDD C&S HRCoE, JBSA-FSH

\*Serves as both Mentor and Senior Mentor.

#### CONGRATS TO OUR NEW MEDCOM MENTORSHIP PROGRAM SELECTEES!

Congratulations to our 2018/2019 AMEDD Mentorship Program selectees for both Mentors and Mentees!! This is turning out to be a terrific program. Our new mentees are:

- BARZOLA, Kayla R., Medical Support Assistant, BAMC, FSHTX
- CLARK, Antoinette D., RN Clinical Research Coordinator, EAMC, Ft Gordon, GA
- COMEAUX, Vanaesha T., Medical Support Assistant, BACH, Fort Wainwright, AK
- DEVINE, Jaimie, Budget Technician, WBAMC, Fort Bliss, TX
- FORTALEZA, Natasha, Medical Support Assistant, GLWCH, Ft Leonard Wood, MO
- GARCIA, Lyanne, Library Technician, CRDAMC, Fort Hood, TX
- GILMORE-EMBERY, Takiyah, Occupational Therapy Assistant, WTB, Ft Bragg, NC
- HUGHES, Sandy, Licensed Practical Nurse, CALMED, Presidio of Monterey AHC
- KHOSRAVI, Sharlanda R., Microbiologist, Public Health CMD-Central, FSHTX

- MARTIN, Courtney D., Medical Support Assistant, BACH, Ft Campbell, KY
- MILESWARD, Jennifer, Template Schedule Manager, BAHC, Ft Detrick, MD
- MILLER, Sallee, Medical Records Technician, PADM Landstuhl RMC, Germany
- NELSON, LuAnn K., Health Technician, Tripler AMC, HI
- NEW, Tonja, Supv, Medical Coder, Kenner AHC, Ft Lee, VA
- PENDLETON, Julia F., Secretary, GLWCH, Ft Leonard Wood, MO
- QUINA, Cynthia Ann, Work Order Clerk, Winn ACH, Ft Stewart, GA
- SHUMPERT, LaTaisha, Medical Records Technician (CODER), Irwin ACH, Ft, Riley, KS
- TAVERNIER, SueAnn, Medical Support Assistant, Ansbach Health Clinic, Ansbach, GE

And, thank you again to our new group of mentors and senior mentors for volunteering their time during the coming year:

- ALVARADO, Walter, Health System Specialist, CRDAMC, Ft Hood, TX
- \*BECKFORD, Shawnlawn (Shawn), Supv Health System Administrator, Dept of Surgery, WBAMC, Ft Bliss, TX
- \*BITTERMAN, Dave, Supv Education Specialist, AMEDD C&S HRCoE, JBSA-FSH
- BRADFORD-KIBLER, Kamero, Nurse (Clinical/Ambulatory), WAMC, Ft Bragg, NC
- GANATRA, Rajal, General Engineer, Ft Detrick, MD
- GRAB, Anne, Nurse (Clinical/Comm-Occ Health), USAHC-Rader, JBM-HH, Ft Myer VA
- Dr. GRAY, Paula, Nurse (Admin), HQ MEDCOM G-1/4/6 CHR, JBSA-FSH
- Dr. GRIFFITH, Robert, Health Services Comptroller Program Manager, MEDCOM G8, JBSA-FSH
- HOWARD, Jacqueline, Program Analyst, PHC, Aberdeen Proving Ground, MD
- LIND, Francesca, MEDCOM EACH, Supv Nurse (Clinical Ambulatory) Ft Carson, CO
- NELSEN, Teresa, Supv Counseling (Child & Family Behavioral Health), USA MEDDAC, Ft Riley, KS
- RICHARDSON, Nicole, Counseling Psychologist, Ft Drum, NY
- ROGERS, Consuela, Social Worker (Substance Abuse) IACH, Ft Knox, KY
- \*SAENZ, Daniel, Business Office Manager, Health Facility Planning, PA&E, Ft Detrick, MD
- STANFIELD, Sheila, Health System Specialist, CRDAMC, Ft Hood, TX
- TAYLOR, Erika, Instructional Systems Specialist, AMEDD C&S HRCoE, JBSA-FSH

\*Serves as both Mentor and Senior Mentor.

### 3RD QUARTER WOLF PACK AWARD WINNER!

Hooray for our recently announced 3rd Quarter FY 18 Wolf Pack Award Winner, the Trauma Division, Brooke Army Medical Center, Fort Sam Houston, TX! This integrated team of 57 Active Duty {Army and Air Force} Military and Civilians delivers care to more than 4,000 traumatically injured civilians and military Service Members per year as one of two Level 1 Trauma Centers in San Antonio and the only Level 1 Trauma Center in the Department of Defense. The Team is a model of inter-service cooperation and an indispensable part of the greater San Antonio community. Their Adult Extracorporeal Membrane Oxygenation program is recognized internationally, nationally and locally as an innovative standard for training and sustaining combat casualty care and has been recently verified as providing exemplary care to other traumatically injured patients. The Division has admitted 150 patients a month on average to the Trauma and Surgical ICUs, performed over 800 operations involving over 6,000 contacts with active duty personnel directly increasing their combat readiness. The Team's actions also produced over \$17 million in collections for services rendered. Conduct of regional training and prevention programs as well as military specific readiness training such as the Emergency War Surgery Course have also added great value to the mission. Their exceptional teamwork and dedication epitomize the highest standards of The Army and Army Medicine. Congratulations!!

## MEDCOM CIVILIANS OF THE YEAR!!

Congratulations to the following winners designated as MEDCOM Civilians of the Year:

- Mr. Richard Arocho, Capabilities and Doctrine Integration Directorate, AMEDD Canter & School (AMEDDC&S), HRCoE
- Ms. Cheryl M. Broussard, Professional Education and Training Department, AMEDDC&S
- Dr. Craig R. Bottoni, Orthopedic Sports Surgeon, Tripler Army Medical Center

Well done!! Thanx to all of your for your stellar contributions to the Army Medicine Team!!!

63RD ANNUAL DEPARTMENT OF DEFENSE DISTINGUISHED CIVILIAN SERVICE AWARD Congratulations to Ms. Phillis A. Toor, HQ MEDCOM AMEDD Quality and Safety Center for being selected to receive the prestigious Department of Defense Distinguished Civilian Service Award! The selection process was highly competitive due to numerous outstanding nominations submitted by DoD Components. Ms. Toor is being recognized for her outstanding contributions as program manager and champion of the TeamSTEPS program, which led to significant patient safety improvements not only across the Army, but the DoD. The award will be presented on 15 November 2018 in Washington, DC.

## OPPORTUNITIES:

### AMEDD MENTOR CADRE:

As you can see above, mentors are making a real impact on our workforce. What have you learned about leadership, career development, ethics and values, work ethic and coaching during your career? Might you be interested in sharing those lessons learned by becoming a mentor/senior mentor to up and coming members of our Corps? If you have already been a mentor in our Corps, "Thank you again!" for your willingness to serve. But our AMEDD Civilian Corps is always looking for those willing to give back by mentoring junior civilians. We need Mentors in grades GS 10-13 and equivalent as well as Senior Mentors, grades GS 14-15 or equivalent. Take a look on the Civilian Corps website: <https://ameddciviliancorps.amedd.army.mil> under the "WHAT'S NEW" and "ANNOUNCEMENTS" links for more information. Thanx in advance.

## UPCOMING COURSES:

Listed below are a number of upcoming training opportunities. They are in no particular order. For each one, you can find additional information on our AMEDD Civilian Corps website, <https://ameddciviliancorps.amedd.army.mil> under the "Breaking News" link in the upper left quadrant. Unless otherwise specified, these courses are all centrally funded. If you have additional questions, use the "Contact Us" link in the upper right of the Corps website to reach out to the Corps Office.

COURSE	DATES	GRADES	APPLICATION SUSPENSE
EXECUTIVE SKILLS	25 Mar-5 Apr 19	N/A	S: 7 Jan 19

Targets those in mid to senior managed care positions with roles and where critical strategic thinking skills are important. Conducted at Ft. Sam Houston.

JUNIOR LEADER CRS (JLC)	29 Apr-3 May 19	GS 09-11	S: 7 Jan 19
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The JLC is AMEDD sponsored. IT provides exposure to a variety of inter-professional and inter-agency activities. Attendees participate in discussions and presentations to build the critical knowledge and experience to address future complex issues in Army Medicine.

## INTERMEDIATE LEADER DEVELOPMENT PROGRAM (ILD):

ILD 19-21	24-28 Jun 19	GS 11-12	S: 22 Feb 19
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As noted in previous messages, we have ongoing efforts to develop a pool of individuals with advanced leadership training to make themselves more competitive for future career opportunities. In the ILDP we train together with TRADOC, ARCYBER, and Army Intelligence Security Command (INSCOM). The program has been very well received by attendees who have found the training extremely useful. The next iteration of the program for COHORT 19-21 begins in FY 19 so we wanted to give you a heads up to start considering whether it might be of interest to you. The program is for grades GS-11 & 12 with GS 13 (by exception) and focuses on leader and critical thinking skills. It is centrally funded so it won't be a fiscal challenge for your unit. Please think it over. Hope you apply.

**STRATEGIC LEARNING PROJECTS (SLP):**

Our AMEDD Civilian Corps has historically used short-term quarterly learning opportunities for AMEDD civilians to broaden their capabilities by working special projects in the Corps Chief's office. The SLP provides civilian employees the opportunity to work with the AMEDD Civilian Corps Chief and the staff of the Corps Chief's Office on strategic projects in support of the Corps mission. Selected employees learn about the Civilian Corps, see the workings of the Corps Chief's office, gain hands-on experience working on a high level Civilian Corps initiative, and present the project results to flag level and other stakeholders. Assignments last about 10 days. Travel costs and per diem are centrally funded. There will be at least two (2) SLP projects this year. If you'd be interested, please consider applying. Contact the AMEDD Civilian Corps Office using the "Contact Us" link on the upper right portion of the Corps website at <https://ameddciviliancorps.amedd.army.mil> for help with the application. Opportunities include:

1. SLP #1 - Publish AMEDD Civilian Corps Standard Operating Procedures to document Corps business processes, roles and responsibilities, Working Groups, Boards, Civilian education, training and leader development programs and initiatives, boards, working groups, resources, funding, lessons learned and best practices.
2. SLP #2 - To be determined (TBD).

OPPORTUNITY	DATES	GRADES	APPLICATION SUSPENSE
SLP #1	3-14 Dec 18	N/A	S: 22 Oct 18
SLP #2	15-26 Jul 19	N/A	S: 15 Mar 19

**OTHER IMPORTANT INFO**

**MEDCOM 2019 VOLUNTARY EARLY RETIREMENT AUTHORITY (VERA)/VOLUNTARY SEPARATION INCENTIVE PAY (VSIP)/VSIP II:**

The MEDCOM FY19 VERA/VSIP/VSIP II application window is open from 1 Oct 2018 through 31 Aug 2019. All MEDCOM civilian employees, GS-15 and below (or equivalent), including Wage Grade and Non-appropriated Fund employees, who meet eligibility requirements may voluntarily apply. Applications are subject to MEDCOM Chief of Staff approval. On 12 Sep 18, MEDCOM published FY19 VERA/VSIP/VSIP II 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. 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> and Click "WHAT'S NEW" then "ANNOUNCEMENTS" for additional information.

#### CIVILIAN HUMAN RESOURCE DIRECTORATE (CHRD) NEWSLETTER:

See the October 2018 edition of the MEDCOM CHRD Newsletter. This edition includes current information regarding FY 19 Civilian Education System, 2018 Federal Benefits Open Season, and other topics. You can find the latest edition on our Corps website at <https://ameddciviliancorps.amedd.army.mil> under the "What's New" and "Announcements" links. Give it a gander!!

#### WOLF PACK AWARD NOMINATIONS

Wolf Pack Award nominations for the 1st Qtr, FY 19 are due NLT than 22 October 2018. As a reminder, the Wolf Pack Award recognizes teams of civilians and military working together to achieve excellence in mission accomplishment in Army Medicine. Additional info is available on the AMEDD Civilian Corps website at <https://ameddciviliancorps.amedd.army.mil> under the "Celebrate Success" link near the top center of the page. Good luck to you and your Team!

#### TALENT MANAGEMENT - ASPIRATION SURVEY

Over the last few months or so, these messages have touched multiple times on talent management as a start point to building a bench of civilians interested in developmental opportunities that may very well make them more competitive as they advance in their careers. Once again, the Aspiration Survey is the entry ticket to the talent management program. It is your opportunity to let us know the type of programs you would like to see to help you in your development. The survey is available to you in Army Career Tracker and the instructions are just below this paragraph. It's a short survey and should take you less than 10 minutes to complete. To be blunt honest, the response to our request to take the survey hasn't been very good. Less than 500 individuals out of our nearly 44K Corps members have actually completed the survey. In the very near future we will begin development of talent management programs based on the input/feedback from the survey. I very strongly encourage you to take a few minutes and make your desires known. Without your thoughts, our civilian talent management program simply won't be complete and won't meet your needs. Thanx in advance for your support.

- 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](https://actnow.army.mil/forms/landing/org/app/050565c9-77d5-42be-892d-2fcae7bb78dc/launch/index.html?form=F_Form1).

So, that's it for now (as if it wasn't enough!). Don't forget the seasons are changing, darkness comes earlier, cool weather is on the way, kids are back in school, and many other conditions require us all to be safety conscious in both our work and non-work lives. Please continue to pay attention to what you and yours are doing, and how you're doing it. Again, I believe we KNOW what to do to execute things safely. What I believe is we have to DO what we know to be sure our Team stays together. Remember, it's about conscious positive decision making in the end state. That will get us where we need to be and will enable us to continue the great contributions we make as civilians to the Army Medicine mission. (Ever heard me say that before??!!)

All the best,  
gregg