



The Sentinel

U.S. Army Center for Health Promotion and Preventive Medicine

Winter 2004

CHPPM-WEST “Safety Stand- Down Day”

By: Sue Scott, Secretary,
CHPPM-West

CHPPM-West participated in a Safety Stand-Down Day sponsored by the I Corps and Fort Lewis, Washington on Thursday, December 18. CHPPM-West’s booth was manned by 1LT Richard Ramos and SPC Patti Simon. It was a big hit - especially the insects! Their planning and efforts resulted in one of the most informative and popular booths of the event and successfully marketed CHPPM-West services to potential customers. Individuals attending received educational materials such as CHPPM Freedom Cards (playing cards with preventive medicine tips), Department of Defense Insect Repellent System cards, and Insect and Rodent Protection cards along with CHPPM-West balloons and pens.

An extra bonus to attendees was the Tri-Service Vision Conservation booth manned by Dr. Jim Stout, who handed out safety glasses and provided information to everyone on vision conservation.

Native American Heritage Celebration

By: Linda Patrick

CHPPM held its annual Native American Employee Program’s celebration for Native American Heritage Month during November. This year’s theme was “Strengthening the Spirit of Our Nation.” The NAEP Special Emphasis Program committee organized a festive display at the Gunpowder Club, Aberdeen Proving Ground, Edgewood area, on November 12.

Mementos representative of various tribes (Navajo, Lenape, Cherokee, Cheyenne, Sioux, Seminole, Arapaho, Choctaw, Monacan, Nez Perce, Inuit and many more) and photos showing history and experiences decorated the room.

NAEP Coordinators Denice Davison, Entomology Division and Lilo Dorsey, Deputy Chief of Staff for Logistics, displayed

artifacts from different tribes.

Attendees enjoyed the various exhibits, displays, videos, slide show, and a story telling by Sandra Wachter, Directorate of Safety, Health, and Environment, APG, Maryland.

The event was organized to give first-hand experience to those who have not had the chance to visit a Native American tribe.

A door prize drawing was held at the end of the event, as a show of thanks from the SEP committee, for those who took the time to visit the display.

Other activities that the NAEP have been involved in are –

- Reception for deployed Soldiers’ returning to duty.
- Training for NAEP, SEP members on Code Talkers.



<http://chppm-www.apgea.army.mil/> 1-800-222-9698 Aberdeen Proving Ground, MD

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Thank you

for your enlightened leadership and dedication to care for our Soldiers and to promote their health and well-being through injury and illness prevention. We are blessed to have such talented Soldier-medics and scientists in our ranks.



Best wishes for 2004!

BG Eric Schoomaker
Commander

Southeast Regional Medical Command and Eisenhower Army Medical Center

Active Duty

Under a new policy, the Army will stop all conditional promotions from sergeant to sergeant first class.

Here's how the new policy will look -

- A sergeant must graduate from the Primary Leadership Development Course to be considered for promotion to staff sergeant.
- A staff sergeant must graduate from the Basic Noncommissioned Officer Course to be considered for promotion to sergeant first class.
- A sergeant first class must graduate from the Advanced Noncommissioned Officer Course to be considered for promotion to master sergeant.

The only exception to the policy is conditional promotion from specialist or corporal to sergeant. They need not attend PLDC to be promoted.

(Army News Service)

Martin Luther King Commemorative

By: Linda Patrick

This year's Martin Luther King, Jr. commemorative was sponsored by CHPPM under the direction of CPT Justin Curry, Directorate of Health Promotion and Wellness and SFC Thomas Serino, Equal Opportunity Advisor, U.S. Army Garrison, Aberdeen Proving Ground, Maryland.

The event was held on January 14 at the Stark Recreation Center, APG, Edgewood area. Ms. Aldona Pryce, U.S. Army Environmental Center, was the Mistress of Ceremonies and author of the poem "Dr. King's True Greatness." Pryce introduced Ms. Nell McCloud, Kirk Army Health Clinic, who sang the National Anthem and the Black National Anthem, and Chaplain Ronald Smith, CHPPM, gave the Invocation. During welcoming remarks, COL Mardi Mark told the attendees that "Dr. King's impact changed the course of history. His life was dedicated to love, peace and

justice for all people." COL Mark introduced the guest speaker, awarded presentations, and offered closing remarks.

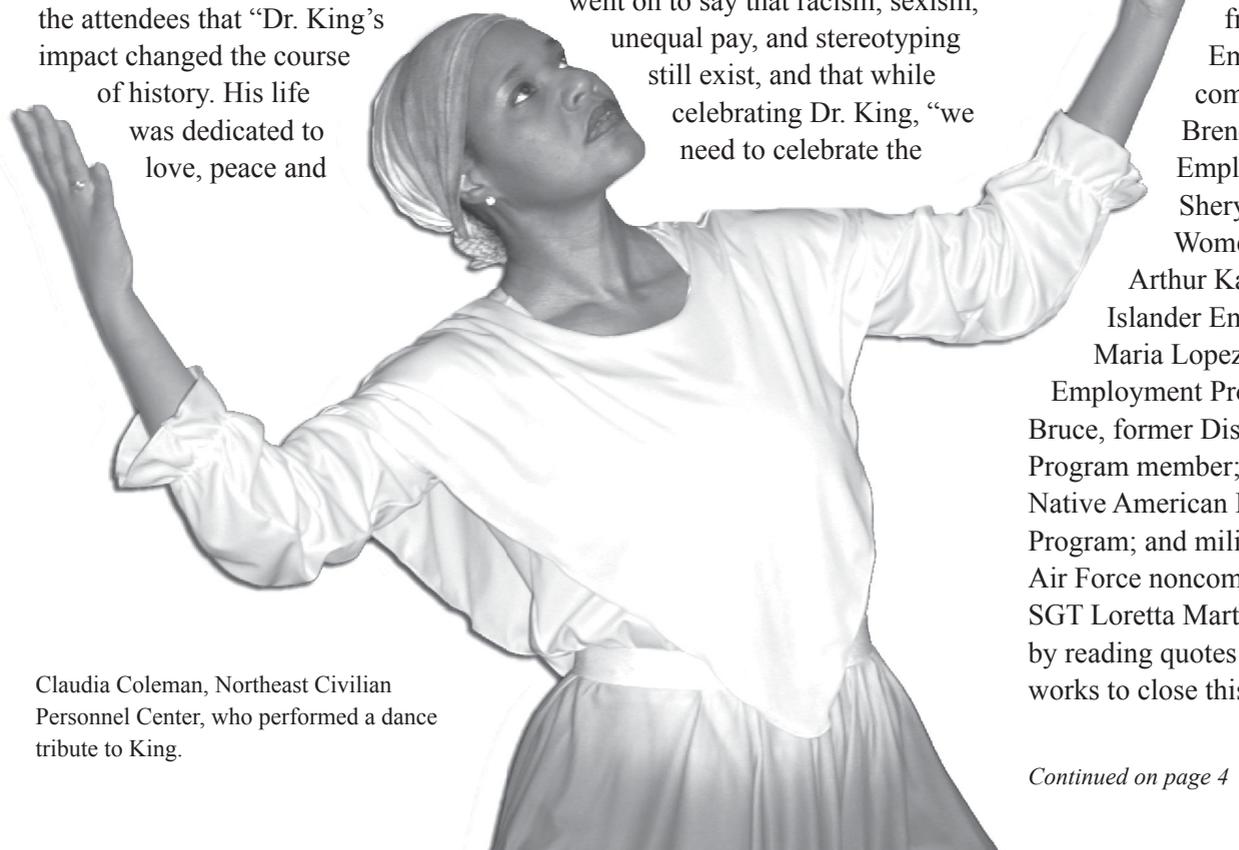
The guest speaker was Reverend Walter Henry, a 1998 graduate of Princeton Theological Seminary, Princeton, New Jersey. Henry was appointed as pastor of Wrights AME Church in Elkton, Maryland in 2000. He is also a security assistant with the Directorate of Law Enforcement and Security for APG.

Henry reminded the audience of the reasons why we were attending a ceremony for Dr. King. He said that "remembering King should bring the realization that there is 'unfinished work to done', and there is much to do in order to see true justice in this world." This all gave meaning to the theme, "Remember, Celebrate, Act! A Day On, Not a Day Off." Henry went on to say that racism, sexism, unequal pay, and stereotyping still exist, and that while celebrating Dr. King, "we need to celebrate the

foundations that he laid in voting and education rights." Henry reminded the audience that Dr. King taught us that nothing will get done unless we act. King cared about those out there suffering injustice, and that remembering King should serve as a reminder that it is time to act. In his closing remarks, Henry told the audience that "if something is wrong in your work environment, take it to your supervisor or commander. It's time to stop waiting on someone else to have the same problem. If King were here, he would ask what you have done to promote peace, justice, and harmony in this world."

Entertainment was provided by Claudia Coleman, Northeast Civilian Personnel Center, who performed a dance tribute to King. Representatives from the Special Emphasis Program committee members Brenda Clayton, Black Employment Program; Sheryl Coleman, Federal Women's Program; Arthur Kaff, Asian Pacific Islander Employment Program; Maria Lopez, Hispanic Employment Program; George Bruce, former Disability Employment Program member; Denice Davison, Native American Employment Program; and military representative, Air Force noncommissioned officer, SGT Loretta Martin honored Dr. King by reading quotes from some of his works to close this year's ceremony.

Claudia Coleman, Northeast Civilian Personnel Center, who performed a dance tribute to King.



Continued on page 4

“Cultural Awareness”

By: CPT John Bradford, CHPPM Pacific

CHPPM-Pacific held a Noncommissioned Officer/Officer Professional Development day on December 18 at Ueno Park, one of the major historical and cultural landmarks in Japan. The topic of the professional development was “Cultural Awareness of Japan.”

To experience an aspect of modern daily Japanese life, the 23 military members who attended the professional development traveled together on the Japanese rail system from Camp Zama into the heart of Tokyo to Ueno Park. Moving twenty-three people together on the rail system, which included line transfers from train to subway during the Tokyo rush hour, was an eventful experience. The rail system was successfully negotiated, and

all members arrived together at the destination.

The area now encompassing Ueno Park was the site of the Kaneiji temple, the most important Buddhist temple in Edo (Tokyo) during the Tolugawa regime (Edo period 1603-1868). The last stand of the devastated Tolugawa shogun armies, which fell to Imperial forces in 1868, occurred in the park area. Shortly thereafter, the area became Tokyo’s first city park. Trees, flowers, and shrubs were sent from all over Japan to be planted at Ueno.

Today, Ueno Park with its manicured walks and tree-lined lanes contains many museums, a shrine, a temple, and the Ueno Zoological Gardens. The Ueno Zoological Gardens, which opened in 1882, is Japan’s



oldest zoo. The Tokyo National Museum, The Tokyo Metropolitan Art Museum, The National Museum of Western Art, and The National Science Museum are the four main museums within the park. During the Professional Development day, participants selected one of the four major museums or the Ueno Zoo to visit. All the participants enjoyed the day together and the opportunity to see some of the cultural wonders of Japan.

Continued from page 3

Dr. King’s True Greatness

What was the true greatness of Dr. Martin Luther King?

Was it his eloquent speeches, the inspiration they would bring?

Was it his defiance and fight against segregation? Was it his Nobel Prize, numerous awards, and commendations?

These things all did contribute to make Dr. Martin Luther King, Jr. great; But this above all is true greatness: the Lord God he did emulate.

His belief in non-violent resistance meant he’d turn the other cheek. This was a demonstration of strength, not a sign of being weak.

For with non-violent protest, his resistors were confused; If you physically fight them, you are battered, beaten, and accused.

Trying to help somebody, serving his fellow man, Like Our God, was his second most notable command.

To see that the naked had clothing, to see that the hungry were fed; That he visited those imprisoned: about these things he wanted said.

Yes, remember Dr. Martin Luther King because he loved us all – Black man, white man, Jew, Gentile, Catholic, Protestant, large or small.

For when he loved his brother, he was truly loving God He fulfilled the great commandment and received God’s approving nod.

For isn’t this too our purpose: to do Our Father’s will, As set forth in the Lord’s example as Dr. King tried to instill?

We may not achieve Dr. King’s greatness in the eyes of mortal man, But we will be in God’s favor, which should be our life’s plan.

Listen to some of Dr. King’s Words:

I’d like someone to mention that day that Martin Luther King, Jr. tried to give his life serving others.

I’d like someone to say that day that I tried to love somebody. I want them to say I tried to be right on the walkway.

I want you to say that I tried to love and serve humanity. I just want to leave a committed life behind.

If I can help somebody as I pass along; If I can cheer somebody with a word or song; If I can show somebody where they’re traveling wrong, Then my living will not be in vain.

If I do my duty as a Christian ought; If I can bring salvation to a world once wrought; If I can spread the message that My Master taught, Then my living will not be in vain.

(Author: Aldona Pryce, AEC)

Commentary

“A Good Pace”

LTC Thomas Logan, Deputy Chief of Staff for Operations

Since September 11, 2001 the workforce of CHPPM, like the rest of the Army, has been working at an increased operations tempo in order to provide the best possible support to the Nation and its military in the aftermath of the terrorist attacks of that day. We have also dealt with the anthrax attacks and the continuing Global War on Terrorism.

Operations tempo is the rate at which units of the armed forces are involved in all military activities including contingency operations, exercises, and training deployments. A comparison of deployments and deployed days (deployed days = total number of mission days away from the normal workplace) of the CHPPM workforce for the year before September 11, 2001 and the average of the two years following this date will put this in perspective. From September 11, 2000 through September 10, 2001, the CHPPM workforce conducted 144 operational deployments/temporary duty missions for a total of 3088 deployed

days (see Figure 1). In comparison, for the two-year period following September 11, 2001, the average yearly number of deployments rose to 306 (a 112 percent increase), and the average number of deployed days rose to 8037 (a 160 percent increase).

The number of personnel deployed on operational taskers increased from 143 personnel in the year before the “9/11” attacks to an average of 254 personnel per year in the two years since (see Figure 2), resulting in an increase of 78 percent. Admirably, this increase in operations tempo has been sustained for over 2 years by our workforce who have responded to every challenge and performed every mission with the characteristic “CHPPM quality.”

This increase in operations tempo may be our new “baseline” activity level. CHPPM is required to provide personnel to fill Professional Filler System positions. PROFIS positions are select positions for table of organization and equipment medical

units that are not staffed until the unit is activated for deployment. In the meantime, the personnel for those positions assigned to medical treatment facilities, CHPPM, and other similar organizations in TO&E units (medical combat service support units) are more frequently deployed due to the Global War on Terrorism. The increase in requests for CHPPM augmentation/liaison officer assignments in several operational theaters, and the increased number of requests for CHPPM specialized augmentation response teams will continue as we support the Global War on Terrorism.

To gain an appreciation of the current operational workload, fiscal year 2003 operational deployments/temporary duties included a total of 7,966 deployed man-days performed by both military (5,960 man-days) and civilian personnel (2,006 man-days). These operational deployments/temporary duties were performed by 105 military and 149

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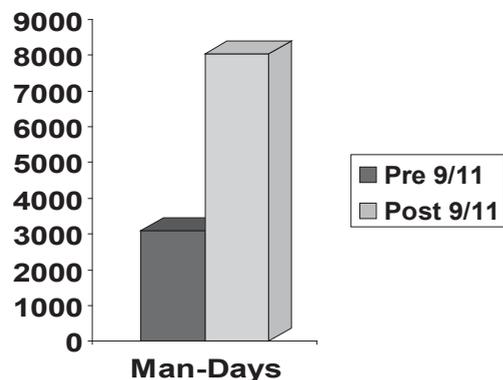


Figure 1: Annual USACHPPM Man-Days for Operational Deployments/TDYs
Pre 9.11.01 - 3088 / Post 9.11.01 8037

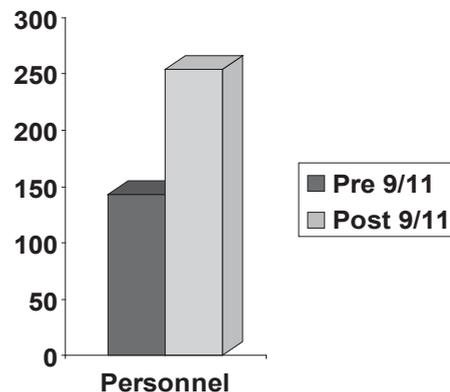


Figure 2: Annual USACHPPM Personnel for Operational Deployments/TDYs
Pre 9.11.01 - 143 / Post 9.11.01 254

Continued from page 5

civilian members for an accumulated deployment rate of 45 percent and 14 percent for CHPPM's military and civilian work force, respectively.

The increase in operational workload (with the resulting increase in laboratory analyses and health risk reporting) is mirrored in every directorate and subordinate command of CHPPM. The following is a sampling of the new missions and products that the Center has conducted or developed since September 11, 2001:

- Food Vulnerability Assessments
- Water Systems Vulnerability Assessments
- Medical Threat Assessments for Installations
- TG 275 - Personal Protective Equipment Guide for Military Joint Task Force Personnel Handling Casualties from Weapons of Mass Destruction and Terrorism Events
- TG 276 - Ultimate Preventive Medicine Reference CD ROM Set
- Generic Sampling Plans for Response/Re-entry Support for the CHPPM Special Medical Augmentation Response Team – Preventive Medicine
- TG 273 - Diseases of Tactical Importance to Central Command
- Leishmaniasis protection card
- Defend Yourself against Sand Fly card
- Protect Yourself against Oil Well Fires card
- Arachnids of Afghanistan
- Venomous Snakes of SW Asia poster
- Snakes of Philippines poster
- Venomous Snakes of Afghanistan and Pakistan poster
- Anthrax information tri-fold pamphlet
- Anthrax awareness pocket card
- Optimal range of stress card
- Anthrax Health Care Provider Information card
- Redeployment Medical Guide in Support of Operation Enduring Freedom
- A Soldier and Family Guide for Redeployment
- Staying Healthy Guides for the following areas: Afghanistan, Pakistan, Central Asia, Horn of Africa, Philippines, and Turkey
- Numerous classified industrial hazard assessments for several operational theaters
- Medical Threat briefing for numerous locations in several operational theaters
- Numerous classified occupational and environmental health surveillance reports for several operational theaters
- SMART-PM response to the Pentagon
- SMART-PM response to the Capitol Hill Anthrax incident
- SMART-PM response to the U.S. Postal Service Brentwood Facility Anthrax incident
- Multiple SMART-PM responses to Uzbekistan/Afghanistan/ Kuwait/Iraq for Occupational and Environmental Health Surveillance support
- SMART-PM response to Iraq and Germany for Pneumonia investigation
- Pentagon Post-Disaster Health Registry

CHPPM will continue to maximize every opportunity to provide meaningful health promotion and preventive medicine support to the Nation and its military. The increased level of operational and technical support the Center has achieved in the wake of September 11, 2001 will be sustained by our dedicated and responsive workforce. CHPPM will continue to perform its mission of providing worldwide technical support for implementing preventive medicine, public health, and health promotion/wellness services into all aspects of America's Army and the Army Community.

Waging war on colds and flu

By: Carlla E. Jones,
Directorate of Health Promotion and Wellness

Influenza (the flu) and colds are among the most common infections of the respiratory system and account for more health care provider visits each year than any other type of illness. The Mayo Clinic reports that 20,000 Americans die each year from the flu, and another 200,000 must be hospitalized. The American Lung Association also reports that adults get an average of two to four colds each year. These colds usually occur between September and May. Now is the time to consider what steps you can take to lessen your chances of being affected by these common respiratory ailments. Since anyone can catch a cold or the flu, you should consider an aggressive prevention program to combat these illnesses.

First of all, get enough rest. Your body needs time to rebuild and recharge. Make sure you are getting an average of 7-8 hours of sleep each night. Your body is more susceptible to illness when it is run down and overly tired.

Secondly, make sure to eat healthy foods everyday. Good nutrition choices will strengthen both your body and your immune system. Cut back or eliminate junk food, and increase your intake of fruits and vegetables. Make sure to drink plenty of fluids, especially water.

Thirdly, get regular exercise. Your immune system will be stronger

when you stay fit. In addition, an exercise program will also help you manage the stress in your life. Effective stress management is an excellent tool in combating many types of illness and disease.

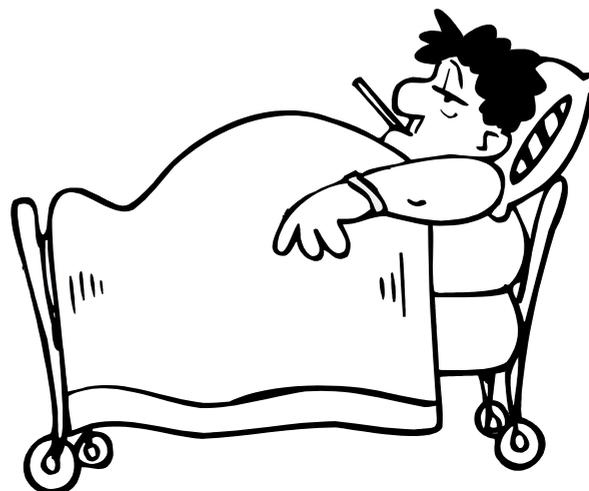
Lastly, wash your hands frequently. Hand washing is one of the simplest and most effective ways to stop the spread of infectious diseases like colds and flu. Use soap and water, and be sure to scrub for 10 to 15 seconds. A good way to teach children to wash their hands thoroughly is to tell them to scrub until they have said the alphabet all the way from A to Z. The soap combined with the scrubbing dislodges and removes germs.

It is especially important to wash your hands —

- Before, during, and after food preparation.
- Before eating.
- After using the bathroom.
- After changing a diaper or handling pets.

You should wash your hands more often if someone in your house is sick.

Other steps you can take to help prevent a cold or the flu include avoiding close contact with other



individuals who are already sick, and keeping your hands away from your nose and mouth so you are less likely to infect yourself with germs you have unknowingly picked up. The flu vaccine is also one of the best tools for preventing the flu. Check with your health care provider to see if you should consider getting a flu shot each year.

Finally, if you catch a cold or flu despite your best prevention attempts, make sure to drink plenty of liquids, get more sleep than usual, cover your nose and mouth when you cough or sneeze, and wash your hands frequently. Limit close contact with other people, especially those who are vulnerable like the elderly, small children, or those in poor health.

Colds and flu attack the respiratory system of many people every year. Use all these tools in your arsenal to wage war on the spread of these infections.

More information about flu in the United States, including an influenza activity report update, is available at: <http://www.cdc.gov/ncidod/diseases/flu/fluvirus.htm>.

Army Behavioral Health Services Meet the Challenges of the 21st Century

By: CPT Justin Curry, Directorate of Health Promotion and Wellness

The U.S. Army Medical Department is taking steps to automate many of the critical aspects of behavioral healthcare. These initiatives will add much needed functionality to behavioral health operations, both in garrison and while deployed, reducing the administrative burden on providers and giving them the opportunity to focus on clinical work. Moreover, automating many aspects of the behavioral healthcare system should yield both qualitative and quantitative improvements in service delivery. Medical surveillance of operational stress reactions will also be enhanced. The end result of these automation efforts will provide Army leaders and medical planners with near, real-time data assisting in operational planning. Armed with this data, theater and medical commanders will make better decisions about issues such as where to deploy Combat Stress Control Detachments or which units should receive more intensive redeployment briefings. Overall, visibility and situational awareness of the behavioral health of our soldiers will be greatly enhanced.

The Army Behavioral Health Technology Office, under the leadership of LTC(P) Greg Gahm, is a coordinating body with oversight of local automation efforts as well as centrally initiated projects. Partnering with agencies such as the U.S. Army Center for Health Promotion and Preventive Medicine, the U.S. Army Medical Research and Material

Command, and the U.S. Army Medical Command, the ABHTO has already made great strides in closing the technology gap in behavioral health services within the Army and the AMEDD.

The Behavioral Health Automated Virtual Record System, currently being prototyped as the Computerized Behavioral Health Record System, is in development at Madigan Army Medical Center. This record-keeping system retains a secure and confidential record of a soldier's contacts with behavioral health services that is maintained separately from the regular medical records. Firewalls will prevent other medical personnel from accessing most of the data. The BHAVRS will be the cornerstone of the new automated behavioral health services by capturing background, clinical, and intervention data from contacts with behavioral health services. Patients will also benefit from the fact that their behavioral health record will travel with them when they change duty stations or deploy. One of the most common issues arising in the Army's behavioral health services today is that a soldier receiving care at one installation can fall through the cracks when he or she arrives at a new installation. Soldiers at risk can be left without adequate support. BHAVRS will address this important patient care issue while simplifying the administrative burden on providers and enhancing capabilities

to brief higher headquarters on behavioral health activities.

Such briefings fall under the category of medical surveillance. CHPPM, in coordination with the MEDCOM, has developed the Combat Operational Stress Control Workload and Activity Reporting System. COSC-WARS represents an entirely new diagnostic system and workload accounting mechanism. Our history tells us that combat and operational stress reactions are extremely common and, in fact, might even be considered the normal human response to exposure to traumas of combat or disasters. Even distress arising from more common traumas, such as divorce or the loss of a loved one, is more accurately described as a "normal reaction" than as a disorder or condition. COSC-WARS provides a means to capture a soldier's contact with behavioral health personnel in a way that reflects the "normalcy" of the problem and avoids the stigma of a traditional medical model. Currently being piloted by deployed behavioral health personnel, COSC-WARS is staged for expedited automation. Ultimately, the COSC-WARS will be incorporated into BHAVRS.

These, as well as other automation initiatives, are moving Army behavioral health into the 21st Century. Behavioral health providers will be more efficient as a result of these initiatives, and Soldiers will receive even higher quality service.

Latest “Stop Loss” news

Soldiers assigned to units that have been selected to participate in the second rotation of Operation Iraqi Freedom and the fifth rotation of Operation Enduring Freedom will not be allowed to voluntarily leave the Army or change duty stations under the Army’s most recent “Stop Loss and Stop Movement” program.

Acting Secretary of the Army, Les Brownlee, approved the implementation of the Active Army Unit Stop Loss/Stop Movement Program November 13, 2003. Soldiers in affected units will be subject to Stop Loss/Stop Movement 90 days before their deployment until 90 days after redeployment, according to officials from the Office of the Deputy Chief of Staff, G1.

Soldiers not affected by this Stop Loss/Stop Movement program include National Guard and Reserves. Those Soldiers are already subject to a Reserve-Component Unit Stop Loss program.

The RC Unit Stop Loss policy was approved in November 2002 by Reginald J. Brown, Assistant Secretary of the Army (Manpower and Reserve Affairs). Stop Loss begins for RC Soldiers when the unit is first alerted and will last 90 days after demobilization.

There will be other categories of Soldiers who will not be affected by this Stop Loss/Stop Movement program, such as, Soldiers on terminal leave or those being involuntarily separated from the Army, G1 officials said.

Headquarters, Department of the Army, also added a Stop Movement

feature to the Stop Loss program, which suspends permanent change of station moves for Soldiers assigned to units that will fall under the Active Army Unit Stop Loss Program.

Instituting Active Army Unit Stop Loss/Stop Movement and retaining the RC Unit Stop Loss is to provide equity for all components and ensure unit stability from alert through redeployment and demobilization.

The Army Human Resources Command remains the Army’s authority for exceptions to Stop Loss/Stop Movement policy.

This decision also lifted the last two specialties affected by the All Component, 12-month, Skill-Based Stop Loss program. The lift is for officers in the Information Systems Management Field, 53, and Explosive Ordnance Disposal specialists, 55D. This effectively discontinues the All Component, 12-month Skill-Based Stop Loss program for both the Active and Reserve Components.

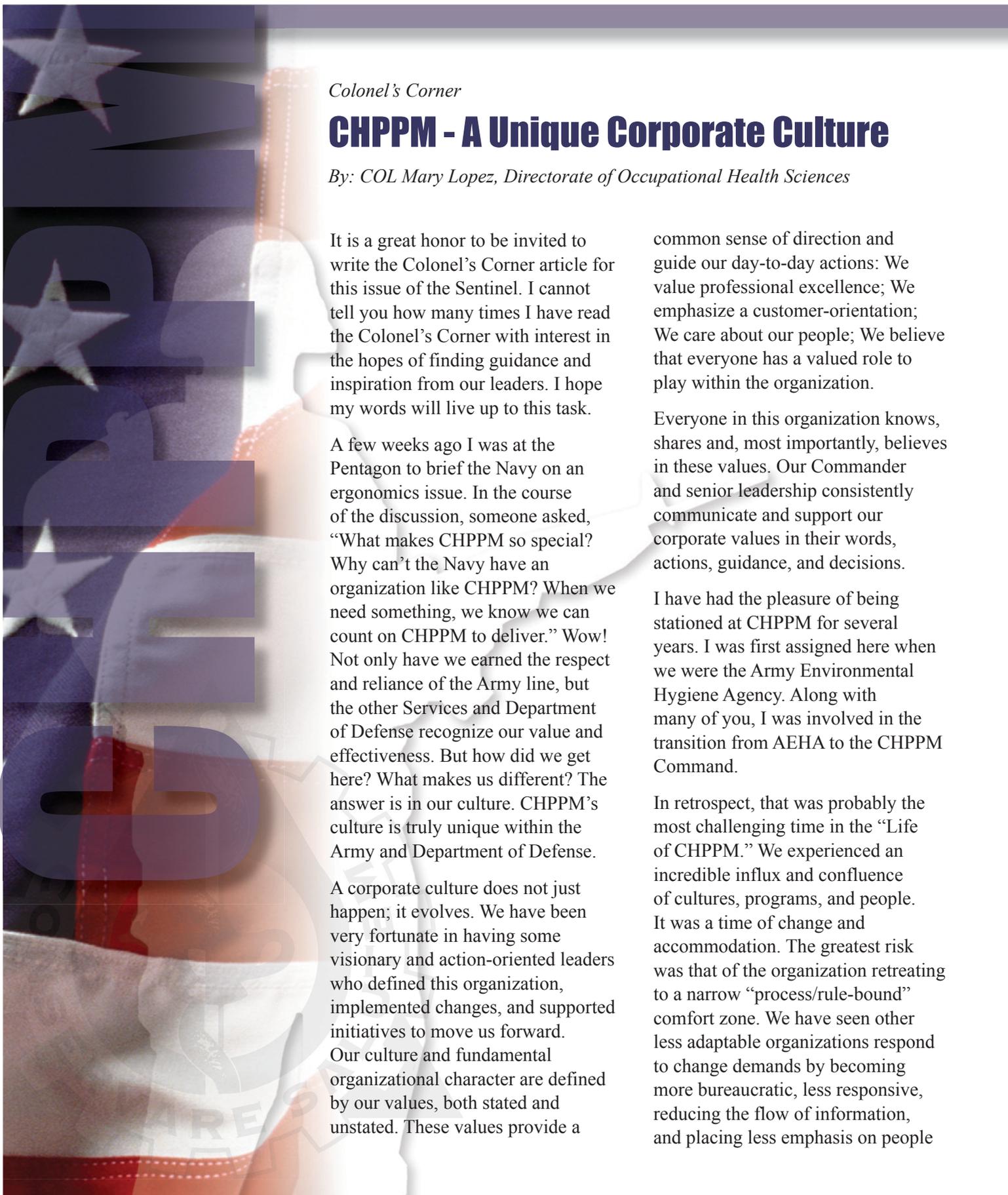
Personnel whose military occupations specialty were lifted from the All Component, 12-month Skill-Based program will have the opportunity to continue serving, if in good standing, or they may separate from the Army when they have fulfilled their yearlong commitment under Stop Loss.

By way of background, there have been five increments of Stop Loss in support of Operations Noble Eagle and Enduring Freedom dating back to November 2001. Operation Noble Eagle involves RC Soldiers who were mobilized to support Homeland Security.

However, the Army continually reviews all job specialties and units to make sure that readiness will not be adversely impacted, G1 officials said.

(Army News Service)





Colonel's Corner

CHPPM - A Unique Corporate Culture

By: COL Mary Lopez, Directorate of Occupational Health Sciences

It is a great honor to be invited to write the Colonel's Corner article for this issue of the Sentinel. I cannot tell you how many times I have read the Colonel's Corner with interest in the hopes of finding guidance and inspiration from our leaders. I hope my words will live up to this task.

A few weeks ago I was at the Pentagon to brief the Navy on an ergonomics issue. In the course of the discussion, someone asked, "What makes CHPPM so special? Why can't the Navy have an organization like CHPPM? When we need something, we know we can count on CHPPM to deliver." Wow! Not only have we earned the respect and reliance of the Army line, but the other Services and Department of Defense recognize our value and effectiveness. But how did we get here? What makes us different? The answer is in our culture. CHPPM's culture is truly unique within the Army and Department of Defense.

A corporate culture does not just happen; it evolves. We have been very fortunate in having some visionary and action-oriented leaders who defined this organization, implemented changes, and supported initiatives to move us forward. Our culture and fundamental organizational character are defined by our values, both stated and unstated. These values provide a

common sense of direction and guide our day-to-day actions: We value professional excellence; We emphasize a customer-orientation; We care about our people; We believe that everyone has a valued role to play within the organization.

Everyone in this organization knows, shares and, most importantly, believes in these values. Our Commander and senior leadership consistently communicate and support our corporate values in their words, actions, guidance, and decisions.

I have had the pleasure of being stationed at CHPPM for several years. I was first assigned here when we were the Army Environmental Hygiene Agency. Along with many of you, I was involved in the transition from AEHA to the CHPPM Command.

In retrospect, that was probably the most challenging time in the "Life of CHPPM." We experienced an incredible influx and confluence of cultures, programs, and people. It was a time of change and accommodation. The greatest risk was that of the organization retreating to a narrow "process/rule-bound" comfort zone. We have seen other less adaptable organizations respond to change demands by becoming more bureaucratic, less responsive, reducing the flow of information, and placing less emphasis on people

and training. These organizations suffer from “organizational entropy” (one of my favorite terms) – they become rigid closed systems, eventually becoming so inefficient, unresponsive, ineffective, and antiquated that they fail.

One of the most striking characteristics about CHPPM is that it is an open system. We are willing to try new things, and we are willing to explore and take calculated risks. We look for a better way of doing business and implementing changes. We continually look for scientific and technologic developments and find ways to apply them to our products and services. We value and reward new ideas, and we are organized to make these ideas realities.

The evolution of CHPPM has seen dramatic increases in the scope, breadth, and depth of our products and services; increases in the complexity of our operations; geographic expansions; and wider and more varied customer groups. We have established new directorates and programs (including Ergonomics). We have overcome the potential stigma of being “CHPP-ettes” and established this organization as a respected leader in DoD.

We succeeded in the transformation to CHPPM because AEHA was an adaptable, human-oriented organization. We must look to the future and make sure that we do not lose the lessons of the past. For CHPPM to continue to be the responsive, respected, and valued organization of today, we must —

Continue to consistently communicate our corporate values – not just to our customers but to ourselves and all of our new employees. Values are not just stated in our mission statements and Command publications but are communicated through our actions, responsiveness, products, and even the questions we ask ourselves. For example, when a new idea is proposed, how do we respond? Is it “been there... tried that ... it won’t work” or “let’s talk about this... maybe it would work this way ... this could solve a problem our customer has...”?

Keep our focus on our people. As with many organizations, we have an aging workforce. How are we developing and mentoring the professionals who will replace us? Are we offering and promoting skill-building, value-oriented training opportunities? Are we developing a sense of trust, openness, security, and team-work? How well are we communicating information throughout the organization? Are we willing to listen?

Recognize our heroes and successes. The way we identify and recognize our heroes/successes communicates our organizational values. We have several special recognitions that are CHPPM-unique, including the Lovell Award, the Quality Advocate Award, and the Master Consultant Award. These awards emphasize professional excellence and achievements. Our heroes/successes make success

attainable and human. They act as role models for the rest of the organization and for our new employees. Our heroes/successes symbolize CHPPM to the outside, preserve what makes this organization special, set a standard of performance, and provide a lasting influence within the organization.

Organize for the future. Wayne Gretsky once said, “Some people skate to the puck. I skate to where the puck is going to be.” We all recognize that the rate of change is accelerating, that our work and technologies are becoming exponentially more complex, and that our focus is now at a global level. We want an organization that is adaptive enough to ensure our continued success. It is our challenge to balance the needs of the present with the needs of the future. Stressing staff development, learning, planning, appropriate resource allocation, adaptability, open communications, technological advances, and periodic organizational reviews will position CHPPM for the future.

I have worked in many different organizations throughout my military career. I have never experienced a culture like the one at CHPPM. I thank the leadership and all of the dedicated and committed staff of this wonderful organization.



CHPPM's Civilian Employee, 1st Quarter, FY04



Ms. Alberta Brown is recognized for her flexibility and her ability to respond to the needs of the Directorate of Laboratory Sciences. Brown is a Physical Science Technician within DLS. She provides exceptional service on a daily basis, but her flexibility was put to the test under a 3-day deadline (October 7-9) when she had to complete a deployment request for laboratory support from Deployment Environmental Surveillance,

Program 47. Brown worked from minimal initial information to develop and organize a large volume sampling kit for surface water samples in support of the soldiers in the Special Operations Command. This required researching sampling and preservation requirements for greater than 50 parameters to compile the information in a customer friendly and useful format. She continued her support by preparing all necessary trip blanks for the required parameters to ensure the quality of the product being provided to our customer. Brown provided exceptional support for the CHPPM mission and displayed a high quality of excellence from DLS. Brown has a very helpful personality and works as a team player. She enjoys gardening, landscaping her yard, and spending time with her family.

CHPPM's Professional Employee, 1st Quarter, FY04



Mr. Lovett Davis is a Network Engineer for the Directorate of Occupational Health Sciences. Davis exhibited flexibility in meeting new challenges under tight deadlines for outstanding contributions to Deployment Occupational and Environmental Health Readiness System Technical Integration Office. This spans several matrixed tasks, including Occupational Health Management Information System, Health Hazard

Information Module technical support, DOEHRS Hearing Conservation technical support, DOEHRS Data Repository and TIO Information Assurance Tasks, and the maintenance of Oracle Discoverer infrastructure. Davis has outstanding customer service skills and is successful at delivering quality support to all OHMIS and DOEHRS users. His dedicated approach in pursuing his role as a member of the DOEHRS TIO integrated product team is exceptional. Davis constantly demonstrates initiative in anticipating the needs of the TIO and getting things done. He actively exhibits his willingness to reach beyond his duties to pursue customer satisfaction and assist any member of the TIO team. Davis likes playing video games and weight-lifting. He also enjoys drawing in his spare time.

Military News

Arrivals

MAJ Jennifer Caci – CHPPM-South
SFC Craig Dyer – DHPW
PVT Elvia Gonzalez – OCO
PFC Nigel Hirth – DLS
SGT Kenneth Jones – CHPPM-West
1LT David Lowe – DEHE
SPC Anastasia Lusk – CHPPM-North
1LT Charles Moore – CHPPM-West
SSG Malisha Moreno – DOHS
1LT Leah Rogers – CHPPM-South
SPC James Stevens – DLS

Departures

MAJ Jennifer Cummings – DCSOPS
LTC Michael Custer – DPHW
SPC David Halstead – CHPPM-Pacific
SGT Otha Johnson – CHPPM-West
SGT Yolawnda McMooain – DLS
MAJ Clay Miller – CHPPM-Pacific
SGT Charles Morris – CHPPM-West

Awards and Recognitions

Army Commendation Medal

SPC David Halstead – CHPPM-Pacific
CPT Alison Winstead – DOHS

Army Achievement Medal

CPT Justin Curry – DHPW
SGT Erica Nobel – OCO
LTC(CH) Ronald Smith – DHPW
SGT Javelle Spann – DLS
SGT Laura Williams – DEHE

Defense Meritorious Service Medal

MAJ Alex Ornstein – DCSOPS

Promotions

SPC Joseph Guillory to SGT

Commander's Coin – Holiday Party Committee

LTC James Boles – DTOX
LTC Timothy Lobner – DEDS
COL Bruno Petruccelli – DEDS

Civilian News

Arrivals

Robert Azadian – DEDS
 Eric Bebber – DEHE
 Laura Lokey-Flippo – DEHE
 Albert Griffin – DCSIM
 Karen Harris – CHPPM-Europe
 Sharon Hockenberry – DOHS
 Shomona Hooks – CHPPM-Europe
 Jack King – DCSIM
 Kevin Kitts – DLS
 Valerie Knox – CHPPM-Europe
 Stephanie Morrison – DEDS
 Katheryn Nakayama – CHPPM-Pacific
 Karla Simon – DOHS
 Milagros Sola – CHPPM-West
 Ivan Walters – DCSIM
 Jamie Williams – CHPPM-Europe

Departures

Katarina Ashburn – CHPPM-Europe
 Alyson Berkshire – DLS
 Eleonor Gordon – DLS
 Jonathan Hall – CHPPM-Europe
 Janice McNeal – CHPPM-Europe
 Robert Muller – DLS
 Lourdes Pinedo – CHPPM-Europe
 Soujanya Tallapragada – DEHE
 James Winston – CHPPM-Europe

Awards and Recognitions

Commander's Award for Civilian Service

Barbara Hillstrom – DOEM
 Jackie Owens – DTS

Achievement Medal for Civilian Service

Mark Lucas – CHPPM-West

Certificate of Appreciation – APG Commander

Linda Patrick – DCSIM

Commander's Coin – Holiday Party Committee

Patricia Beall – DTOX
 Sara Canada – DEDS

Salima Darakjy – DEDS
 Carol Pace – DEDS
 Gunda Reddy – DTOX
 Kelley Shuja – DEDS
 Janet Silver – DTOX
 Frances Thomas – DEDS
 Valerie Valiant – DEDS

Quality Step Award

Tina Allen – DTS
 Krisky Broska – DEHE
 Leon Conjour – DCSIM
 Audrey Gibson – DCSIM
 Scott Goodison – DOHS
 Scott Hudson – CHPPM-Europe
 Mark Johnson – DTOX
 Jeffrey Kirkpatrick – DHRM
 Joseph Knapik – DEDS
 Vickie Little – DCSIM
 Michael Major – DTOX
 John Pentikis – DOHS
 Brian Prediger – DOHS
 Rainier Ramos – DCSIM
 Thomas Smith – DOEM
 Catherine Stewart – DEHE

Employer Support – Guard and Reserve Award

Lori Atkins – DCSLOG
 Paul Wilson – DCSLOG

Quality Advocate of the Year – Honorable Mention

Leeann Domanico – DOEM
 Linda DuBree – Special Staff
 Matthew McAtee – DHRM

Employee of the 4th Quarter

Alberta Brown – DLS
 Lovett Davis – DOHS

Retirements

Howard Bausum – DTOX
 Carolyn Colburn – DCSIM
 Barbara Hillstrom – DOEM
 Irven Kestner – DEHE
 Pearl Waggoner – DCSLOG

Retirees

Army Family Action Plan delegates forwarded to Army leadership an issue on behalf of Federal Retirees – Federal Retiree Pre-Tax Health Insurance Premiums.

By law, Federal retirees are not allowed to pay their health insurance premiums with pre-tax dollars, unlike they did before retirement, according to conference delegates. Federal employees pay their health insurance premiums with pre-tax dollars through the Health Benefit Premium Conversion program.

To not allow Federal civilian and military retirees to pay health insurance premiums on a pre-tax basis inflicts a financial burden on retirees' income, said Beth Freewill of Fort Benning, Georgia, the AFAP Employment and Volunteers' Workgroup spokesperson, as she laid out the group's recommendation for leaders to work towards authorizing such a benefit.

(Well-Being Liaison Office)

R&R flights may soon be fully funded

Congress and Department of Defense leaders are currently looking into ways to fully fund servicemember rest and recuperation leave from the aerial port of debarkation to the airport nearest their leave destination. For news and updates, visit the Well-Being Liaison Office website at: www.alfo.org.

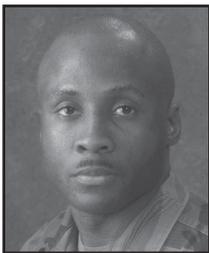
(Well-Being Liaison Office)

New Faces at CHPPM



1LT Charles A. Moore is an Environmental Science Officer assigned to the Environmental Health Engineering

Division, CHPPM-West. He was commissioned at Mississippi State University in 2001 with a Bachelor of Science degree in Biochemistry. He is now working toward his Master of Science degree in Veterinary Medical Sciences with an emphasis in Environmental Toxicology. Moore is enjoying life with his wife, who is receiving her Doctorate of Veterinary Medicine from Mississippi State and caring for their two dogs and a cat.



SPC James A. Stevens works in the Cholinesterase Laboratory for the Directorate of Laboratory Sciences. He comes to CHPPM

from Walter Reed Army Medical Center.

Stevens is a certified paramedic and is working on his Associate degree in Applied Science in Emergency Medical Technology/Paramedic.

He enjoys cooking, baking (his specialty is carrot cake), boxing, rock climbing, and riding his mountain bike, along with keeping track of the greatest baseball team in the world. Stevens may be one of a few who is aware that the New York Yankees have more championships than any other team in any sport.



Karla Simon joins the Directorate of Occupational Health Sciences as an Industrial Hygiene Intern currently assigned

to Industrial Hygiene Field Services. Prior to coming to CHPPM, she was at Fort Rucker, Alabama where she entered the Army Safety and Occupational Health Career Program Internship. Simon holds two Masters degrees, one in Public Health from the University of Birmingham, Alabama, and a second in Industrial Technology-Safety Management from Texas A&M – Commerce.



SGT Kenneth A. Jones, Jr. recently joined CHPPM-West as the noncommissioned officer-in-charge of the Entomological

Services Division. Jones is a native of Florida. His previous assignments were at Fort Drum, New York; a deployment to Sinai, Egypt; and was recently noncommissioned officer-in-charge, Preventive Medicine at Yuma Proving Ground, Arizona.



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Quality Advocate of the Year

Advocate of the Year is an annual award given within CHPPM to a person who has had the greatest impact on improving the quality of its processes, products, or services. This year's winner is Dr. Deanna Harkins, Occupational and Environmental Medicine.

Harkins possesses unique, invaluable qualities that have enabled her to provide exceptional service to CHPPM and the Army.

While serving as the technical advisor to the contracting officer of record for a congressionally mandated, multi-million dollar study of worker exposures at the Iowa Army Ammunition Plant, Harkins played a vital role in protecting the health and safety of the plant workers and the interests of the Army. Harkins' review of the scientific methodology of the proposed study protocol identified numerous scientific errors that would have caused workers to be potentially misdiagnosed with chronic beryllium disease and made it likely that the ultimate results of the study would be flawed. Harkins worked tirelessly and diplomatically with the contracted researchers at the University of Iowa, who are conducting the study, to improve the study protocol. She has coordinated independent peer reviews for the study by the Armed Forces Epidemiology Board, the Department of Energy Central Beryllium Institutional Review Board, and the American Institute of Biological Sciences. These peer reviews have greatly enhanced the scientific integrity of the study and make it much more likely that the study will achieve valid results. Since the study looks at the health of 40,000 current and former Department of the Army workers, it is vitally important that this study be done well so that the true health risk, if any, can be accurately documented.

Based on the knowledge and contacts that she has gained while serving as the technical advisor on the IAAP Study, Harkins has coordinated several important Army efforts related to beryllium. These include developing an Army medical surveillance policy for beryllium and providing comments

regarding the Occupational Health and Safety

Administration notice of proposed rulemaking for new health and safety standards for beryllium.

Harkins collected comments from interested Army OH providers and

coordinated comments with the Department of

the Navy to ensure that the Department of Defense's interests in the beryllium policy debate were properly represented. This will help ensure that the final standard adequately protects our soldiers and civilians while allowing the safe use of this metal in vital weapons systems.



In her role as the track chief for the Occupational and Preventive Medicine section at the 2003 Force Health Protection Conference, Harkins organized an outstanding learning experience for the occupational and preventive medicine professionals of the Army Medical Department. Harkins greatly enhanced the impact of the conference by focusing the track on the science and delivery of the occupational, environmental, and preventive medicine services essential to protecting the health of our warfighters and ensuring the safe operation of the Army's chemical demilitarization facilities. This focus on highly relevant topics will pay dividends as the Army faces continued challenges in protecting our deployed troops, responding to potential chemical, biological, radiological, nuclear, explosive threats, and containing new epidemics such as Severe Acute Respiratory Syndrome.

Harkins also displayed exceptional clinical acumen and risk communication skills in leading a team of CHPPM experts who responded to a large-scale

Continued on page 20

Budget pay plus-up , creates new civilian system

The fiscal year 2004 National Defense Authorization Act increases military pay accounts and creates a whole new civilian personnel system.

The act, passed by Congress on November 7, authorizes Department of Defense to spend \$401.3 billion. The FY 2004 Defense Appropriation Act, which actually provides the money, became law September 30. President Bush signed the authorization bill into law November 24.

All service members receive at least a 3.7 percent pay raise. Certain mid-level noncommissioned officers, petty officers, and officers will receive targeted pay raises of up to 6.25 percent. The average pay raise is 4.15 percent.

The bill also directs the Executive Branch that the annual military pay increases after FY 2006 will be equal

to the increase in the Employment Cost Index.

The bill continues the “buy-down” of out-of-pocket expenses by increasing the Basic Allowance of Housing. Currently, service members living “on the economy” pay 7.5 percent of the housing costs out-of-pocket. That percentage will drop to 3.5 in FY 2004 and will be eliminated in FY 2005.

The bill also continues hostile-fire or imminent-danger pay at the current level of \$255 per month through December 31, 2004. It continues separation pay at the current level of \$250 per month for the same period.

The bill authorizes an increase in the Army’s end-strength. The administration did not request this plus-up. Congress authorized an increase of 2,400 in the active duty

Army and an increase of 1,779 for full-time Army Reserve component Soldiers on active duty.

End-strengths for the services are Army, 482,400; Navy, 373,800; Marine Corps, 175,000; Air Force, 359,300; Army Reserve, 205,000; Naval Reserve, 85,900; Marine Corps Reserve, 39,600; Air National Guard, 107,030; and Air Force Reserve, 75,800.

Overall, end-strength for the military is 1,390,500 on the active side and 863,330 for the Reserve.

In addition, Congress increased the National Guard by 264 full-time personnel to man 12 more weapons of mass destruction-civil support teams.

The bill gives Reservists and their families more access to TRICARE,

Continued on page 17

CHPPM West Congratulates

CHPPM-West Commander, LTC Leon Robert, awarded Mr. Mark Lucas, Senior Certified Industrial Hygienist, CHPPM-West, Fort Lewis, Washington, the Achievement Medal for Civilian Service. Lucas performed exceptionally as Acting Chief, Industrial Hygiene Division, from March 1 through July 1, 2003 and continues to be the cornerstone of IHD. He received his Master of Science in Occupational Health from West Virginia University. He has been with CHPPM since 1985, working as an industrial hygienist at CHPPM-Main, Aberdeen Proving Ground, Maryland; CHPPM-Pacific, Camp Zama, Japan; the U.S. Naval Shipyard, Portsmouth, New Hampshire; and since 1999 at CHPPM-West.

Lucas has been selected to attend the Army’s Sustaining Base Leadership and Management Course at Fort Belvoir, Virginia, from January 12 through April 2, 2004.



LTC Leon Robert congratulates Mark Lucas.

Continued from page 16

the military's health-care program.

The bill authorizes a phased-in concurrent receipt program for military retirees. The current law requires that retirement pay be reduced by the amount of any Veterans' Administration disability payment. Last year, the FY 2003 Authorization Act instituted a program allowing retirees who were awarded the Purple Heart and have disabilities rated at 60 percent or higher to keep both retirement pay and disability compensation.

Effective January 1, 2004, all 20-year retirees with a Purple Heart or a combat-related disability will be eligible for concurrent receipt. The bill authorizes a phased-in, fill-concurrent-receipt program over the next 10 years for retirees who are most severely disabled (50 percent or more).

Congress gave the administration most of what it asked for in the new National Security Personnel System. The system, a centerpiece to Defense Secretary Donald H. Rumsfeld's transformation strategy, is designed to increase flexibility and allow supervisors the ability to manage more effectively.

The system builds on more than 25 years of experiments in pay-banding and classification changes. Officials said the new system will make it easier for the department to hire new highly qualified workers, to change the workforce to suit the needs of the future, to reward good workers, and to encourage new ways of thinking.

The system still comes under equal employment opportunity protections, and all current laws banning political activities and the like, continue. The new system will make negotiations with unions easier, allowing DoD to

negotiate with national bodies rather than local unions.

Other important parts of the Act deal with environmental regulations. DoD asked for relief from some aspects of the Marine Mammal Protections Act and the Endangered Species Act. The bill allows DoD greater latitude and will give Soldiers, sailors, airmen and Marines the ability to participate in realistic training.

Overall funding levels are \$74.2 billion for procurement, \$114.4 billion for operations and maintenance and \$63.4 billion for research, development, testing and evaluation.

On the equipment side, the bill authorizes \$1.7 billion in research and development funding for the Army's Future Combat Systems program.

(American Forces Press Service)

38 Years of Federal Service

Mr. I. Richard (Dick) Kestner retired effective November 1, 2003. Kestner has served in several positions in his 38-year Federal career. In October 1965, he began his Federal career working as a draftsman in the Program Engineering Review Techniques Branch, Technical Support Directorate, Edgewood Arsenal, Maryland. He prepared flow diagrams for field equipment used during the Vietnam and Korean War campaigns.

From 1971 to present, Kestner has worked for the Directorate of Environmental Health Engineering. He operated the first drilling rig owned by the Center and became the technical expert on every piece of drilling equipment purchased over the last three decades. Based

on his abilities and initiative, the Center's capability to sample subsurface soil and water has increased from a hand auger to drilling rigs capable of installing 200 feet deep monitoring wells. He has served as the lead technician on over 150 field sampling surveys in almost every state and has taken thousands of soil and ground-water samples during this period. He has been a vital part of subsurface studies at Federal installations to identify potential sources of environmental contamination. He has mentored over 20 technicians in drilling techniques, the installation of ground-water monitoring wells, and physical testing of soils in our soils laboratory. His innovative and enthusiastic approach has made him one of the Center's great assets.

CHPPM Holiday

By: LTC James Boles



*Santa's little elves had a vision this year,
To make it absolutely positively clear,*

*That this year's party was the best by far,
The plan was set; they'd booked a star,*

*They turned the party into a bash,
By selling dogs-n-bagels for cash,*



*The dogs-n-bagels were a tasty-quick meal,
Sold at a fair price; a very good deal,*

*The work was hard and the party in peril,
If it weren't for the class act delivered by Carol,*



*Checking every nook and every little cranny,
To generate funds were Sara and Franny,*

*As the party fund grew; Dr. Tim was tasked,
To hold all the money 'til the elfin women asked,*

*To spend it all wisely on party and cheer;
But not a single dime on liquor or beer,*



*He graciously accepted; no gripe or even a moan,
Proclaimed Dr. Tim, "This is just like home."*

*As the party drew near; hopes were on high,
That all would go well without whimper or sigh,*

*The words revived or gave new special meaning,
From our own Courtney Brewer on twilights last gleaming,*



*Of a dear old friend on prominent display,
O'er a proud and grateful nation as they work, eat and play,*

*Folks left the starting gates after prayers by Chaplin Ron,
To the tables of fancy foods; for soon it would be gone,*

CHPPM Holiday Party Committee thanks the command for the opportunity to help in some little way to provide a little levity and entertainment during the holiday season and also extend a thanks to the rank and file members of the Team CHPPM for "buyin' those dogs and bagels" to support the overall event.

Party 2003

*While the CG was festive and cordially dressed,
Santa was in rare form, an Italian I guessed,*

*He came with no reindeer and took no centerpiece,
His performance was stellar for a one-time only lease,*

*But he had in his corner that most would agree,
A fabulous supporting cast of Kelley and Valerie,*

*Now this party was a rockin' bash, best on the planet,
Made possible with efforts by Pat and Janet,*

*Now Gunda was there from the very beginin',
No one knows where he went when things got ta swingin'.*

*Salima has the only name I couldn't work to rhyme,
But she worked real hard; oh, yeah she did her time,*

*For most cooks and culinary types,
A very good meal means no after action gripes,*

*But what we reached was much higher you see,
A CHPPM benchmark goal of zero dysentery,*

*Well this star they had booked was a great MC,
The music and food was all it was billed to be,*

*With a wink of his eye and nod of head,
Enough had been done and enough had been said,*

*But to recap what the party was to ultimately convey,
"Have a Happy, Safe Holiday and Blessed New Years Day."*



COL Bruno Petruccelli
LTC James Boles
Dr. Gunda Reddy
Patricia Beall

Salima Darakjy
Carol Pace
CPT Roberto Marin
Janet Silver

Valerie Valiant
LTC Timothy Lobner
Kelley Shuja
Sara Canada

Franny Thomas

Continued from page 15

health concern regarding a mold problem in the post-housing facilities at the Selfridge Army National Guard Base in Michigan. Harkins deftly diffused the fears of the residents by thoroughly investigating their complaints, listening to their concerns, and carefully explaining the medical facts related to their potential exposure. She and her team then worked with the Command at Selfridge to develop a workable plan for improving the maintenance of the housing units.

Finally, Harkins has played an important role in issues related to Homeland Defense. As the Occupational Medicine representative on the CHPPM Homeland Defense Committee, she has provided the committee outstanding evidence-based medical input on a wide variety of topics including disaster modeling and consequence management. In a related effort in the weapons of mass destruction arena, Harkins has served as an Army representative on the joint effort between the Federal Emergency Management Agency, the National Institute of Safety and Occupational Health, and the Occupational Safety and Health Administration to develop a standard for respirators designed for use by emergency personnel who respond to weapons of mass destruction incidents.

Harkins epitomizes quality in everything that she does. Her ability to understand and explain complex issues, diplomatically interact with people at all levels, and develop well-thought-out solutions is unmatched. She is an outstanding asset for CHPPM.

CHPPM ORISE - Exceptional Transition Support

By: Joanne Rasnake, Supervisor

The Oak Ridge Institute for Science and Education, or ORISE, reorganized and transferred functions from the Oak Ridge, Tennessee office to the local Aberdeen Proving Ground, Maryland office. To accomplish this transfer, a Virtual Private Network connection was required in order to have access to the Oracle® based system (trademark of the Oracle Corporation, Redshores, California). This Oracle based system provides essential functions such as payroll, participant data, tracking payments, etc. Dave Jones, Project Manager for Network Management Resources, was instrumental in devising a plan to help meet the stringent requirements of both the Army and

Oak Ridge Associated University while providing the necessary access to ORAU employees. Kerry Lawrence provided exceptional technical expertise to meet all the necessary requirements and worked very closely with the Oak Ridge office. The technicians have all provided extraordinary support on many occasions. Frequently, they were required to respond immediately in order for the ORISE staff to meet imposed deadlines. The team has always demonstrated a dedicated effort and worked to ensure an overlap during the transition phases of new team members. All have provided outstanding customer support and worked diligently in the sustainment of the VPN connection.



Dr. Ronald Townsend, President and Chief Executive Officer, Oak Ridge Associated University, shows a plaque that he presented to the CHPPM ORISE team. The team members (pictured left to right) Amy Ewing, Kerry Lawrence, Sharon Richardson, and Trey Shackelford, were instrumental in the establishment of the ORAU Virtual Private Network system.