

Appendix B

Introduction

Recognition for work well done is rated as one of the highest job satisfaction criteria for young professionals in today's workforce. It is also often used by promotion boards (for Commissioned Officers) or selecting officials as a proxy for job performance. Thus it is becoming more important than ever before for PHS engineers and architects to be familiar with the awards available to them and the impact these recognitions can have on their career. This appendix lists and explains the professional awards available to PHS engineers and architects. While not an exhaustive list, these awards are readily available and often underutilized.

Agency, PHS, & NSPE Federal Engineer of the Year Award

Nominations are annually solicited for the Agency, PHS, and National Society of Professional Engineers (NSPE) Federal Engineer of the Year Award. The Office of the Chief Engineer has requested Agency Awards Coordinators to submit their Agency's selection for Engineer of the Year. Each Agency has the option of selecting one civil service and one commissioned officer as the Agency Engineer of the Year. Those candidates that meet the National Society of Professional Engineers (NSPE) eligibility requirements will be submitted as nominations for the NSPE Federal Engineer of the Year Award.

Additionally, the Engineer Professional Advisory Committee (EPAC), Awards Subcommittee, will evaluate the Agency Engineer of the Year selections to choose the PHS Engineer of the Year.

Each Agency Engineer of the Year and the PHS Engineer of the Year will be recognized by the National Society of Professional Engineers and the USPHS Chief Engineer during the NSPE Awards Ceremony to be held each spring at the National Press Club in Washington, D.C.

The nomination brochure for the National Society of Professional Engineers (NSPE) Federal Engineer of the Year Award is available on the following NSPE web address, <http://www.nspe.org/awards/ab2-awfeya1.asp>. Nominations are routed through Agency Awards Coordinators.

Please call your Agency Awards Coordinator for more information on your Agency's internal procedures and deadlines for processing these awards. Awards Coordinators are required to send an original and eight copies of the nomination to the DHHS Incentive Awards Coordinator.

The Agency Awards Coordinators are as follows:

1. DHHS

Donna Jackson
Incentive Awards Coordinator
Department of Health and Human Services
200 Independence Avenue, SW
Humphrey Bldg., Room 536E

Washington, DC 20201
Phone: 202/690-6137
FAX: 202/690-6758
Donna.Jackson@HHS.GOV

2. CDC, NIOSH, and ATSDR

Nancy Bailey
Phone: 770/488-1918 (Main Branch # 1765)
FAX: 770/488-1947
nbbe@cdc.gov
NIOSH cc to:
Allison Davis
Phone: 404/639-3327
FAX: 404/639-1229
aid2@cdc.gov

3. FDA

Diane Shields
Phone: 301/827-4150
FAX: 301/594-0690
DSHIELDS@OC.FDA.GOV

4. HRSA

Katrina Bulluck
Phone: 301/443-4171
FAX: 301/443-2682
Kbulluck@HRSA.GOV

5. IHS

Bev Compton
Phone: 301/443-0242
FAX: 301/443-5304
Bev.Compton@mail.ihs.gov

6. NIH

Alice Madia
Phone: 301/402-9810
FAX: 301/480-5171
am23v@NIH.GOV

If you are detailed or assigned outside these agencies or if you have questions or need assistance, please contact the Office of the Chief Engineer.

Ian K. Burgess and Roger Lynch Outstanding Young Engineer Awards

Purpose of Award:

The purpose of the award is to recognize a junior level Civil Service (Roger Lynch Award) and Commissioned Corps Public Health Service (PHS) (Ian K. Burgess Award) engineer or architect who has demonstrated exemplary work as evidenced by a specific accomplishment(s) toward the mission of the PHS. This award is to be made annually by

the Engineer Professional Advisory Committee (EPAC) and the Chief Engineer of the PHS.

Eligibility:

Eligible candidates for the award include Commissioned Corps and Civil Service Engineers or Architects working within the PHS, and PHS Commissioned Corps Officers in the Engineering category but assigned to departments or operating divisions outside PHS. Nominees will be at the 0-3 or lower rank for members of the Commissioned Corps, or at the GS-11 grade or below if in the Civil Service system. Nominees will have no more than 8 years professional experience.

Selection Criteria:

Each nominee must have made a demonstrated, outstanding engineering or architectural contribution toward the mission of the PHS commensurate with the period of employment and position of a junior level engineer or architect. The nominee must have been directly involved as a key player in the exemplary work, or must have had direct control over it. This contribution shall include at least one of the following:

1. Achievement of at least one specific engineering or architectural accomplishment characterized by initiative, innovation, and imagination to an unusual degree. This accomplishment should result in an advancement of the state of the art of engineering/architecture or make a significant contribution to the solution of an important and difficult problem.
2. The development of, or a major improvement in, a procedure, policy, or regulation which increases efficiency, reduces cost, saves time or otherwise contributes significantly to the accomplishment of an important public health engineering or architectural objective.
3. Consistent superior performance in the accomplishment of assigned duties over a documented period of time which results in work which exceeds expected measurable objectives.

Example: All projects managed by the engineer/architect are under budget and completed within schedule, or, exceed expected benefits.

Nomination Procedure:

Anyone can nominate an eligible candidate to be considered by the Agency (or equivalent). Each Agency (or equivalent) can forward as many Commissioned Corps or Civil Service engineer/architect nominees as desired (there is no limit).

1. Nominations shall be endorsed and approved by the head of the Agency (or equivalent) or his/her designee.
2. The Agency (or equivalent) shall forward the nomination(s) to the PHS Chief Engineer. The EPAC Awards Subcommittee will review and rank the nominations.

3. The PHS Chief Engineer shall select the nominee ranked highest by the committee or return, with comments, all the nominations to the Committee for reconsideration.
4. The award shall be presented during the USPHS Professional Association Meeting in May/June each year, at the discretion of the Chief Engineer.
5. EPAC will encourage the recipient's Agency (or equivalent) to nominate him or her for an appropriate Award.

Nomination Format:

The original and 4 copies of the nomination are required for the submission.

1. Cover Page
2. Copy of candidate's resume or curriculum vitae
3. Description of service or achievement which merits special honor upon which the nomination is based. Do not exceed two single spaced typed pages. The description should show:
 - The specific role the nominee played in each accomplishment noted.
 - The degree of impact of the accomplishments of the nominee.
 - The degree to which the nominee exceeded the normal work performance requirements.

Awards Schedule:

The EPAC Awards Subcommittee will annually post a schedule for each award solicitation, selection and presentation on the EPAC web page at: <http://www.usphsengineers.org/Awards/awards.htm>. The award will be presented at the annual USPHS Professional Association Meeting.

John C. Villforth Leadership Award

Purpose of Award:

The purpose of this award is to recognize engineers and architects whose service in the public trust meets high ethical standards and is in the best interest of the public's health. The award will honor those individuals who demonstrate exemplary professional conduct and are committed to constant improvement, exhibiting the highest degree of character, technical excellence, and competence. The award will be presented annually by the Engineer Professional Advisory Committee (EPAC) and the Chief Engineer, to those who exemplify and excel in leadership, either as individuals or as a team, in carrying out the mission of the engineers and architects of the PHS.

Eligibility:

Eligible candidates for the award include Commissioned Corps and Civil Service engineers or architects working within a PHS Agency, and PHS Commissioned Corps officers in the Engineering category but assigned to departments or operating divisions outside the PHS. Nominations may be submitted for an individual, or an Agency section, unit, or work team, carrying out public health engineering activities. Contributions or achievements may be in any discipline of a USPHS Agency (or equivalent) engineering program (e.g., architectural, biomedical, environmental, civil, etc.), or in any facet of the program such as planning, design, construction, maintenance, management, administration, and research and development.

Selection Criteria:

The John C. Villforth Leadership Award will be selected by the EPAC Awards Subcommittee using the following Criteria:

Leadership Achievements (20 Points)

- Services to enhance public trust
- National scope & applicability
- Effective communication
- Application of state of the art technology or public health practice

Initiative, Responsibility and Innovation (20 Points)

- Research and identification of solutions to public health problem
- Technology advancement
- Development of new concepts and methods to address public health issues, policy, and procedures
- Planning, designing, constructing, and/or managing health related facilities (sanitary, biomedical, research, patient care)

Public Service (20 Points)

- Timely, cost-effective professional services
- Responsive to changing needs and desires of the public
- Impact on public health
- Improved quality of life

Mentoring Activities (10 Points)

Professional Support (10 Points)

- Contributions and involvement in professional organizations, associations, and societies

Professional Registration and/or Specialty Certification (10 Points)

Professional Development (10 Points)

- Expertise outside engineering
- Continuing education
- Teaching

Nomination Procedure:

Anyone can nominate an eligible candidate to be considered by the Agency (or equivalent). Each Agency (or equivalent) can forward as many Commissioned Corps or Civil Service engineer/architect nominees as desired (there is no limit).

1. Nominations shall be endorsed and approved by the head of the Agency (or equivalent) or his/her designee.
2. The Agency (or equivalent) shall forward the nominations(s) to the PHS Chief Engineer. The EPAC Awards subcommittee will review and rank the nominations.
3. If two nominations should receive identical highest scores, the Awards Subcommittee will forward both nominations to the Chief Engineer to select the winner.
4. In the case of a single nomination being received the Awards Subcommittee may choose to recommend to the Chief Engineer that no award be given if the accomplishments and achievements of the nomination are not commensurate with previous award winners.
5. The PHS Chief Engineer shall select the nominee ranked highest by the Awards Subcommittee or, return with comments, all the nominations to the Awards Subcommittee for reconsideration.
6. The award will be presented at the annual USPHS Professional Association Meeting.

Nomination Format:

The original and 4 copies of the nomination are required for the submission.

1. Cover page
2. A narrative description of service or achievement which merits special honor upon which the nomination is based. Do not exceed two single spaced typed pages. The narrative should highlight leadership accomplishments, level of responsibility, initiative, innovation, and service to the public.
3. A copy of the nominee's resume, curriculum vitae, or other documentation of mentoring activities, professional support and development, and registration or specialty certification. If the nomination is a team or workgroup, include this information for each member.

Awards Schedule:

The EPAC Awards Subcommittee will annually post a schedule for each award solicitation, selection and presentation on the EPAC web page at: <http://www.usphsengineers.org/Awards/awards.htm>. The award will be presented at the annual USPHS Professional Association Meeting.

PHS Engineering Literary Awards

Purpose of Awards:

The USPHS Engineering Literary Awards are presented annually to recognize the written works of engineers and architects within the Public Health Service. Sponsored by the Office of the Chief Engineer and the Engineers Professional Advisory Committee (EPAC), these awards recognize and promote the literary achievements of Civil Service employees and commissioned officers. Awards are presented annually to the best-written work in each of five categories:

- Management
- Research
- Regulations
- Engineering Applications (construction, design, analysis, etc.)
- Engineering Publications (peer-reviewed journal articles)

Nomination Format:

Written works may be submitted to an Agency EPAC representative or to the chairperson, EPAC Awards Subcommittee (for those engineers detailed to non-PHS entities).

1. Documents submitted must be cleared according to appropriate Agency correspondence policies and procedures. Documents must be submitted with a completed application form.
2. Submissions are limited to 15 pages in length; a synopsis or essay on a longer work can be submitted (e.g., a 10-page synopsis that discusses a 100-page regulation).
3. Submitted works must discuss an aspect of public health engineering (e.g., environmental engineering design, construction of treatment works, emergency response, design of orthopedic devices, etc.)
4. Submissions must have been published, presented, or completed within 2 years of the date of submissions.
5. Primary authors must be engineers or architects employed by the PHS. Engineers or architects that are not full time employees of PHS (i.e., contractors, visiting scientists, persons working under internships or fellowships) may be included as secondary authors.

Selection Criteria:

The EPAC Awards Subcommittee will select the award winner in each of five categories. Should the Awards Subcommittee determine there are no submissions worthy of an award, no award in that category (or categories) will be given. Submissions are judged for five characteristics:

- Originality
- Demonstrated knowledge and understanding of the subject
- Practical application or science merit
- Clarity and readability
- Impact on public health

Awards:

Winners of the Engineering Literary Awards will receive a plaque and recognition at the USPHS Professional Association Meeting held each spring. If a written work has more than one author, the primary author will receive a plaque and the co-authors will receive award certificates.

Awards Schedule:

The EPAC Awards Subcommittee will annually post a schedule for each award solicitation, selection and presentation on the EPAC web page at: <http://www.usphsengineers.org/Awards/awards.htm>. The award will be presented at the annual USPHS Professional Association Meeting.

SOCIETY OF AMERICAN MILITARY ENGINEERS USPHS ENGINEERING ACHIEVEMENT AWARDS

Nominations:

Nominations will be annually solicited from all PHS Agency's. Engineers and architects in the Commissioned Corps and Civil Service, active duty or retired are eligible. The awards nominations will be evaluated by the EPAC Awards Subcommittee, with the final selection made by the Chief Engineer. Award winners will be recognized at SAME's annual Honor Awards Banquet.

Award Names and Design:

Hollis Medal

RADM Hollis graduated from the University of Georgia in civil engineering in 1933 and obtained a Doctor of Science from the University of Florida in 1956. He began his career in typhus fever research with the Rockefeller Foundation in Alabama in 1931. He joined the U.S. Public Health Service in 1934 and was assigned to reorganize the state of North Dakota's Bureau of Sanitary Engineering.

In 1939, he was transferred to Cincinnati, where he participated in one of the first water pollution studies ever undertaken of an entire river basin. Later he created a center for pollution studies that is now known as the Robert A. Taft Sanitary Engineering Center. During World War II, Hollis was officer-in-charge of malaria control in war areas with the assignment to establish a mosquito-free zone of a 1-mile radius around each military installation. After the war, Hollis became the first director of the Communicable Disease Center.

While with the Public Health Service, Hollis was appointed to a committee to reorganize the National Institutes of Health. He served as the PHS Chief Engineer for 14 years, from 1948 to 1962. For 13 years, he chaired the National Sanitation Foundation's Board of Consultants and served as president of the Water Pollution Control Federation in 1959-60. In 1958, Hollis was criticized for a U. S. News and World Report interview in which he predicted that air pollution

would become the nation's number one environmental problem. When he retired from the PHS in 1961, Hollis was cited in the Congressional Record and awarded the Distinguished Service Medal.

RADM Hollis served as director of environmental health with the World Health Organization (WHO). He worked to arrest a cholera epidemic in India and to develop wastewater treatment systems in Third World countries. Between 1973 and 1979, he was a member of the Florida governor's advisory body on environmental policies. In 1988 Dr. Hollis received the prestigious Walter F. Snyder Award, a joint award of the National Sanitation Foundation and the National Environmental Health Association.

Green Medal

RADM Green received a bachelor of science (cum laude) in engineering science from Harvard University in 1936, where he also received a master's degree in sanitary engineering. He began his career as a field engineer with the Massachusetts Department of Public Health. RADM Green served as Superintendent of Water Purification of the Panama Canal Zone, and worked as a research associate in airborne infection, at the University Of Pennsylvania School Of Medicine prior to joining the Public Health Service in 1941.

RADM Green was a pioneer in water pollution control and served in engineering and management assignments in Maine, Seattle and Alaska. He also completed detail assignments to HEW Federal Water Pollution Control Administration and the Department of the Interior as Director, Division of Pollution Surveillance. From 1967 to 1971, RADM Green oversaw engineering programs for the Indian Health Service as the Director, Office of Environmental Health, in Rockville Maryland. During this time the Indian Health Service experienced unprecedented growth in sanitation facilities construction. The percent of homes with sanitation facilities for American Indians and Alaska Natives was increased from 24% to 48% resulting in a 58% decrease in gastroenteric mortality and a 38% decrease in post-neonatal mortality. He retired from the Public Health Service in 1973 as its Chief Engineer and assistant surgeon general.

RADM Green served as Chairman of the Surgeon General's Engineer Career Development Committee, the Surgeon General's Task Force on Commissioned Corps Personnel, the American Society of Civil Engineers Committee on Instrumentation and Data Processing Systems and the US Geological Survey Interim Advisory Committee on Water Data for Public Use. RADM Green was a diplomat in the American Academy of Environmental Engineers, and served as its president in 1976.

RADM Green was a recipient of the Public Health Service's Commendation Medal and the Distinguished Service Medal. He also received the Water Pollution Control Federation's William D. Hatfield Award in 1970.

Cumming Plaque

Dr. Hugh S. Cumming served as Surgeon General from 1920 to 1936, the longest tenure of any Surgeon General. Dr. Cumming's career is of special significance to the engineering category.

President Wilson appointed Dr. Hugh S. Cumming as Surgeon General in 1920. Dr. Cumming was the quintessential commissioned officer of his time. A University of Virginia Medical School graduate, he joined the PHS in 1892 and worked at the Staten Island Marine Hospital, on plague control in San Francisco, and quarantine duty in Georgia. He served four years in Japan and was representing the PHS in Europe at the time of his appointment. Dr. Cumming brought to the Office of the Surgeon General a philosophy that the continued developments in medical and sanitary sciences showed a need to expand the definition of public health as practiced by the PHS.

The opportunities and risks of rewriting the laws that governed the Public Health Service were never far from the desk of Dr. Cumming. The expanded areas of PHS activity as well as growing health programs in other agencies of the federal government created a familiar scenario of internal and external pressures for change. In 1921 and again in 1924, Cumming tried unsuccessfully to get legislation passed that would allow commissioning of dentists, scientists, and sanitary engineers in the regular corps and would create a nurse corps. Although Commissioned Corps benefits were better than those of the Civil Service they were less than those of the military services, leading to several failed efforts to achieve parity in pay with the Army and Navy.

Plans to restructure the PHS erupted regularly, starting in 1921 when Senator Reed Smoot proposed permanently consolidating the PHS with the Veterans Bureau and an array of educational and welfare agencies. Dr. Cumming opposed restructuring and fragmentation of the PHS and worked to effect a more moderate set of reforms that were embodied in a bill introduced by Congressman James S. Parker in 1926. Coordination instead of consolidation was the essence of this proposal with the PHS being given the authority to detail its officers to agencies of the government that needed public health leadership. For the next four years the Parker bill was introduced and reintroduced, amended, combined and separated with other bills, passed and vetoed. In the spring of 1930 President Hoover signed the Parker Act and strengthened the PHS in ways sought by Surgeon General Cumming. It provided for regular corps commissions for dentists, pharmacists, sanitary engineers and Hygienic Laboratory scientists at the level of division director. It gave the Surgeon General latitude in assigning personnel to other agencies and tied the pay of all commissioned officers to that of the Army.

*Source of information: Mullan, Fitzhugh (1989). *Plagues and Politics*. New York: Basic Books, Inc. p. 82,86,89,90.

Nomination and Selection of Awards:

Eligibility:

Eligibility requirements for the Society of Military Engineers U.S. Public Health Service Awards are listed in the EPAC web page at: <http://www.usphsengineers.org/Awards/SAME-Awards.htm>. The contributions or achievements must have occurred during the fiscal year preceding the award. The nomination may also be based on the completion during that year of a multiyear activity.

Hollis Medal

PHS officer 04 and above, active, inactive, or retired, or PHS civilian employee or retired, of equivalent grade

Green Medal

PHS officer 03 and below, active, inactive, or retired, or PHS civilian employee or retired, of equivalent grade

Cumming Plaque

USPHS Agency (or equivalent) section, unit, or work group, carrying out public health engineering activities

Contributions or achievements may be in any discipline of a USPHS Agency (or equivalent) engineering program (e.g., architectural, biomedical, environmental, civil, etc.), or in any facet of the program such as planning, design, construction, maintenance, management, administration, and research and development.

Selection Criteria:

Hollis Medal

Outstanding contribution to military engineering through achievement in design, construction, administration, research, or development

Green Medal

Outstanding contribution in public health engineering and science

Cumming Plaque

Outstanding contribution in public health engineering and science

Nomination Process:

Nominations for the USPHS Engineer Service Awards will be solicited by the Office of the Chief Engineer. A call for nominations will go out to all PHS Agency's via the Chief Engineer's e-mail announcements, and posting on the EPAC web site. Nominations meeting the eligibility requirements are forwarded from the Office of the Chief Engineer to the Chair of the EPAC Awards Subcommittee.

Selection Process* (see foot note at end of document)

The EPAC Awards Subcommittee will evaluate each nomination using the following criteria and scoring weights and rank order the nominations.

Project Scope and/or Complexity (30%)

- Time critical nature of the project
- Nationwide scope
- National applicability
- Project cost

Initiative, Innovation and Creativity (20%)

- Addresses emerging public health issues
- Technology advancement
- Interagency Collaboration

Project Management/ Program Administration (20%)

- Fiscal Responsibility
- Project completion ahead of schedule
- Strategic planning
- Involves the end user(s) as a partner
- Highly effective teamwork

Outcome and Impact (30%)

- Public health significance
- Population affected
- Improved processes or policy
- Improved quality of life
- Cost savings

If two nominations should receive identical highest scores, the Awards Subcommittee will forward both nominations to the Chief Engineer to select the winner.

In the case of a single nomination being received for either of the silver medals or the plaque, the Awards Subcommittee may choose to recommend to the Chief Engineer that no award be given if the accomplishments and achievements of the nomination are not commensurate with previous award winners.

* The selection process and/or criteria are subject to future modification if during the administration of this award any of the eligibility or selection criteria should prove exclusionary to a particular USPHS Agency engineering/architect program. Suggested changes will be discussed by the Awards Subcommittee and presented to the full EPAC membership. Only after approval of the EPAC will any alterations of the selection process and /or criteria be implemented.