



October 8, 2010

### Director's Message

On Monday 27 September, Dr. Lubchenco announced the NOAA employees and organizations who were selected by Commerce Secretary Gary Locke for Gold and Silver Medal recognition.

Congratulations to the NOAA Corps Officers who were the recipients of the following awards:

- **LT Amy B. Cox**, received the Commerce Individual Gold Medal Award for Heroism. LT Cox was recognized for her *"exceptional leadership and heroism during two life-threatening incidents at the remote and isolated Summit Greenland Observatory during the spring of 2009."*
- **CDR Anita L. Lopez**, received the Commerce Group Silver Award for Personal and Professional Excellence. The Group was recognized for their *"coordination and evacuation of 17 people from remote island camps in the Papahānaumokuākea National Monument in advance of Hurricane Neki."*
- **NOAA Ship Rainier** received the Commerce Organizational Gold award for Heroism. NOAA Ship Rainier was recognized for *saving two lives following the loss of the F/V Cricket on June 10, 2008, south of Biorka Island, Alaska.*

I am also pleased to announce the promotions of CAPT Randall J. TeBeest, and CDR Kurt A. Zegowitz effective

01 October. Please join me in congratulating them on their achievement.

Have a safe holiday weekend.

Handwritten signature of Raymond C. Slagle in black ink.

**CAPT Raymond C. Slagle, NOAA**  
**Director, Commissioned Personnel Center**

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### Announcements:

#### Augmentation Survey-Mandatory for all officers ashore

In accordance with OMAO Bulletin 2010-10 (Revised) all Officers who have completed a full sea assignment within the previous 2 years are reminded of their requirement to augment approximately 2 weeks per year on any NOAA ship. Officers who have detached from a full sea assignment after Sept 2009 and have not done so should proceed to <http://www.surveymonkey.com/s/MZV7SSQ> and provide the necessary information about your availability for possible augmentation cruises. If you have already augmented and have not visited the link please go to link and update your information. Those of you who have visited the link, thank you for your cooperation.

## Annual OER season for LT and above starts this month:

OER season is upon us. Keep in mind that a "detachment" or "change of reporting officer" OER can be submitted in lieu of an "annual" OER if:

1. You are detaching, or your "Reporting Officer" is changing, within six months (three months for officers with less than three years of service) of the annual reporting period date, and
2. The total period of report for your OER will not exceed 18 months (nine months for officers with less than three years of service).

For example, a LT detaching from a ship 3/15/2011 should receive a "detachment" OER covering 12/01/2009 - 03/15/2011 vice an annual OER ending 11/30/2010. Officers in this situation, and nearing zone for promotion, should contact CPC for further guidance on which period of report to use. The optional "annual" reporting period may better ensure a recent OER is on file before the OPB meets.

Officers are reminded that 21 days before the end of reporting period they must provide section 1 and 2 of the OER and a list of accomplishments to their supervisor. Pay close attention to the information required in block 1. There have been chronic problems with proper "period of report", "days not observed", and "date submitted" blocks. **Content in block 1 is the "Reported On" officer's responsibility.** Supervisors should only have to verify the information. Follow the guidelines below:

**Period of Report:** The "period of report" must begin the day after the end of period for the prior OER to ensure continuity of your evaluation record. A common error is starting the period of report on the date an officer checked in to a duty station. Review your prior OER on OPF on-line to check for the proper date. Many date corrections were penned in by CPC on prior OERs. Future occurrences of period report discrepancies will result in the OER being marked invalid and sent back for correction.

**Days Not Observed:** Use this block to record leave and travel time between PCS assignments. Regular leave and liberty taken during the period does NOT need to be included. Only record unusually long periods of leave or leave taken during PCS. Include TDY time not related to the current billet (i.e. special detail, TDY where a concurrent OER is required).

**Date Submitted:** This is the day the "Reported On" officer submitted the block 1 and 2 information and accomplishments to the "Supervisor". Officers not meeting the prescribed deadlines should be rated accordingly in block 5f "evaluations".

Supervisors are required to forward the OER to the Reporting Officer not later than 10 days after the reporting period. Reporting Officers must forward the OER to the Reviewer not later than 30 days after the reporting period. Reviewing Officers are responsible for putting management controls in place to ensure OERs arrive at CPC not later than 45 days after the reporting period. Failure to meet responsibilities described in the Officer Evaluation System directive should be reflected in block 5f "evaluations" and may result in disciplinary action.

Period of report end dates:

CAPT - October 31

CDR - October 31

LCDR - November 30

LT - November 30

Links to the OES directive, the "Top Ten Tips for Ensuring OERS clear CPC Review", and other helpful links are available on the "Career Management - Evaluations" page of the CPC web site:

<http://www.corpscpc.noaa.gov/careermgmt/evaluation.html>

Officers are encouraged to link performance and potential to development of the leadership competencies described in the "NOAA Corps Leadership Development Framework":

<http://www.corpscpc.noaa.gov/careermgmt/leadership.html>

Contact CDR Jon Swallow, by phone 301-713-7748, or email [Jon.Swallow@noaa.gov](mailto:Jon.Swallow@noaa.gov) for further guidance on Officer Evaluation Reports.

## **FY11 B & C School**

Participants in the FY11 B & C School maritime training courses will be notified via their chain of command. Pending available funding in the continuing resolution budget, CPC will prepare travel orders and pay tuition and travel costs. Attendees must make flight arrangements or submit a cost comparison if they choose to drive. Officers attending the November and December sessions must submit the CPC Travel Questionnaire, Flight Itinerary, and Cost Comparison (if applicable) form to Ms. Barbara Smith ([Barbara.Smith@noaa.gov](mailto:Barbara.Smith@noaa.gov)) by COB October 25. Barbara will prepare and email you the TA. Dates for the classes are listed below. Training in Norfolk will take place at MOC-A. The training in Seattle will take place at the NOAA, Western Regional Center, Sand Point, BLDG 1. Forms are available on the CPC forms website: <http://www.corpscpc.noaa.gov/forms/ncforms.html>

## **Volunteers for Recruiting Events**

Career Fairs are an excellent source of new and diverse talent for NOAA and the Corps. The NOAA Corps Recruiting Branch is now posting the list of upcoming Career Fairs that they will be attending throughout the year on the recruiting website.

<http://www.noaacorps.noaa.gov/recruiting/index.html>

If you work near, or are an alumnus of, the universities listed on the site, and are available to staff a NOAA Corps booth for the event contact LT Eric Johnson by phone 301-713-7727 or, by email to ([Eric.T.Johnson@noaa.gov](mailto:Eric.T.Johnson@noaa.gov)).

## **Delayed Response from Assignment Branch**

CPC's Assignment Coordinator wishes to convey sincere apologies for the delayed delivery of forthcoming assignment letters. The Assignment Coordinator has been sent on detail as the Chief of Staff for the Deepwater Horizon Response Operations at NOAA Headquarters since 21 September until 12 October. If you have an assignment matter that requires immediate response please contact CDR Jon Swallow, by email at [Jon.Swallow@noaa.gov](mailto:Jon.Swallow@noaa.gov).

## **NOAA Association of Commissioned Officers Annual Awards Nomination Season**

The NOAA Association of Commissioned Officers administers the annual Junior Officer of the Year, Science, and Engineering awards. The ACO recognizes the wide range of accomplishments and contributions of NOAA's uniformed personnel, and encourages all commands consider nominating officers for these honors. Nominations for the 2010 awards are due by December 3, 2010.

### **Junior Officer of the Year**

This award is presented annually to a single NOAA Corps officer, below the grade of lieutenant commander, for outstanding contributions to NOAA, outstanding performance, and/or the positive

reflection cast upon the Corps. NOAA Corps officers who are promoted to lieutenant commander during the calendar year are eligible for the award.

### **Science Award**

The ACO Science Award recognizes officers who make outstanding scientific contributions which distinguish them above their peers. All NOAA Corps officers and members of other uniformed services assigned, detailed, or attached to NOAA are eligible.

### **Engineering Award**

The ACO Science Award recognizes officers who make outstanding engineering contributions which distinguish them above their peers. All NOAA Corps officers and members of other uniformed services assigned, detailed, or attached to NOAA are eligible.

### **Nomination Procedure**

A nomination for a NOAA ACO award shall consist of at least two pages. The first page shall be a cover memo addressed to the National ACO, stating the name, grade, billet title, and job description of the nominated officer. The following page(s) shall be the personal comments of the nominator, which reflect the basis for the nomination. Nominations should include a detailed description of the officer's duties and accomplishments, and the positive impact of those achievements on the Agency and the Service.

All commands and field offices are encouraged to submit officer nominations for these awards. Candidates for Junior Officer of the Year must be nominated by a supervisor in their chain of command, while the Science and Engineering awards nominations may be made by the supervisor or any commissioned officer. Please submit nominations via e-mail to [matthew.glazewski@noaa.gov](mailto:matthew.glazewski@noaa.gov), by COB December 3, 2010. In the nomination email please have the supporting files attached as .PDF or readable by Microsoft Word.

The subject line of the nomination email should be "Junior Officer of the Year Nomination," Science Award, or Engineering Award as appropriate. This will assist the selection committee with accurate tracking and sorting of the nominations.

Junior officers with civilian supervisors are encouraged to forward them this information.

For more information on the awards please refer to the NOAA Corps Directives on Awards (pages 20 through 22).

[http://www.corpscpc.noaa.gov/procedures/corps\\_directives/chapter\\_12/ncd\\_ch12part7.pdf](http://www.corpscpc.noaa.gov/procedures/corps_directives/chapter_12/ncd_ch12part7.pdf)

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## **Suggestions for the Betterment of NOAA and the NOAA Corps**

CPC has received several "Suggestions for the Betterment of NOAA and the Corps" over the past year. Some comments focused on improvements to CPC services, and we have been working to incorporate several of your suggestions. Here are a few examples:

**Suggestion:** "I was wondering if it would be possible to publish the authorized endstrengths, per pay grade, in addition to the number of eligible candidates for each grade? The optimal product would be a series of published zones (per pay grade and lineal span) that will be looked at for the upcoming promotion cycle and the number of positions that would be authorized. "

**Response/Action:** In 2008, CPC began announcing through the Cyberflash and publishing on the website the Officer Corps Management Plan (OCMP) . This annual report shows the zones and strengths per pay grade. This Plan is typically published in the second quarter of each fiscal year.

**Suggestion:** "The Ethnic and cultural diversity of the NOAA Corps. Should be more representative of the general population, NOAA and of similar uniformed services."

**Response/Action:** CPC agrees this is a challenge for the NOAA Corps, and we will continue to emphasize diversity recruitment. In 2009, CPC began a more focused approach in recruiting a more diverse workforce. This approach has focused on diversifying recruiting tools, as well as audience. Examples of new recruiting tools are advertising on social media sites such as Facebook.com, updating the NOAA Corps recruiting videos, using diversity media tools available on sites such as Monster.com's Diversity mirroring website that actively seeks out minority serving institutions and organizations to advertise the NOAA Corps. To reach out to broader community of potential NOAA Corps candidates CPC has increased resources to attend job fairs at minority serving institutions to include Hampton University, City College of New York, and University of Maryland-Eastern Shore. CPC is also cultivating relationships with NOAA's Office of Education to increase collaboration to recruit Educational Partnership Program participants as well as Hollings Scholars. Focus on recruiting in culturally diverse areas of the country has also improved. You can assist CPC, and/or encourage others to help, by volunteering to staff the career fairs scheduled for this fall. Please review the scheduled fairs at <http://www.noaacorps.noaa.gov/recruiting/index.html>, and contact the Recruiting Office with your availability.

### **This Month in NOAA Corps History\*:**

#### **October 12, 1856**

"The schooner MEREDITH, being at anchor in Portland harbor on the morning of the 12th of October, was happily the means of saving the lives of some fishermen, whose boat was swamped in the attempt to reach their own vessel. The sailing master of the MEREDITH, Mr. John T. Hopes, with one of the hands, promptly pulled out and fortunately succeeded in their rescue." p. 32. 1856 Annual Report of the Superintendent of the Coast Survey.

#### **October 15-16, 1912**

Volunteer boat crew from Coast and Geodetic Survey Steamer PATHFINDER rendered heroic rescues of other shipwrecked sailors during typhoon while anchored at Cebu. In another incident, the ship towed the steamer LIZARRAGA to a safe anchorage after it was sighted in distress. News Bulletin of the Coast and Geodetic Survey, p. 720, No. 103. December 18, 1912.

#### **October 29, 1933**

The Coast and Geodetic Survey Ship FATHOMER pulled the Philippine Dutch Co. ship BOYNAIN off a reef near Arrecife Island, Palawan, Philippine Islands. Coast and Geodetic Survey Bulletin, No. 222, p. 11. November 1933.

\*items listed from the NOAA History Hall of Honor website, learn more at:

<http://www.history.noaa.gov/hallofhonor/index.html>

### **NOAA Corps Heritage Profiles:**

**CDR George D. Cowie (1888 - 1941)** -- Commander Cowie was born in 1888 at Ogdensburg, NY. He graduated from Clarkson College of Technology with a civil engineering degree and entered the Coast and Geodetic Survey in 1910.

During World War I he was sent to France with the US Army Field Artillery Corps as an Aerial Observer at Haussimont, Marne where he performed infantry, gas, and gun drills. His battery went to St. Germaine to construct an ammunition dump and railway. As Battalion Orienteer he did survey and construction work for emplacement of 15" railway guns which he operated during the St. Mihiel and Meuse-Argonne offensives amid enemy bombing and heavy gun fire. He became battery commander during rebuilding efforts until the Armistice was signed when he then took command of his entire battalion, which acted as an escort of honor to General Pershing and conducted other formal ceremonies with the French until his return.

His assignments with the US Coast & Geodetic Survey were varied and included field work in triangulation; precise leveling; astronomical determinations of latitude, longitude, and azimuth; gravity determinations; traverse measurements; magnetic measurements, ship and shore; and coast pilot field and office work. He commanded several survey vessels and the New York Field Station. He transferred to headquarters to be Assistant Chief of the Division of Geodesy then Assistant Chief of Hydrography and Topography.

Commander Cowie was assigned as Director of Coast Survey of the Philippine Islands located in Manila where he was killed on December 24, 1941 during a Japanese air raid. He was survived by his wife, a son, and four daughters, one of whom, Teedie, also lived in Manila and was held prisoner by the Japanese in camp Santo Tomas with her mother for 37 months. Note: Teedie published a book of cartoons, *Behind the Sawali*, drawn as a teenager during her imprisonment, and bound and presented to her mother on Christmas Day, 1944.

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## Upcoming Uniform and Awards Board Meetings

November 2

December 6

January 4

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## Approved Retirements/Resignations/Separations

The following officers have approved retirements, resignations, or separations. Be sure to thank them for their service to NOAA and nation and wish them the best the next time you see these officers!

LT Keith Tucker	October 12, 2010
LTJG Oliver Brown	October 15, 2010
LT David Strausz	October 31, 2010
LTJG William Wells	November 1, 2010
LTJG Mary Gill	November 15, 2010
LT Lindsay Kurelja	December 1, 2010
CDR Stephen Beckwith	January 1, 2011
LT Lindsey Wright	January 1, 2011
LT Katherine Peet	April 15, 2011

ENS Alexander Johnston	May 30, 2011
LT Jason Seifert	June 1, 2011
CDR Carl Groeneveld	June 1, 2011
LCDR James Illg	July 1, 2011
CAPT Michael Francisco	August 1, 2011

## On the Horizon

November 29 - December 18, 2010	B-School Session 1 (Kings Point, NY):
December 6 -18, 2010	C-School Session 1 (Norfolk, VA)
January 4 -25, 2011	B-School Session 2 (Kings Point, NY):
January 3 -17, 2011	C-School Session 2 (Seattle, WA):

## Please see CPC website for additional information:

Ship Augmentation Needs: <http://www.corpscpc.noaa.gov/cpchome/augmentation.html>

Assignments: <http://www.corpscpc.noaa.gov/careermgmt/assignments.html>

Evaluations: <http://www.corpscpc.noaa.gov/careermgmt/evaluation.html>

Training: <http://www.corpscpc.noaa.gov/careermgmt/training.html>

Uniforms & Awards: <http://www.corpscpc.noaa.gov/perservices/awards.html>

Wiki Fleet: <https://www.st.nmfs.noaa.gov/confluence/display/FleetWiki/Home>