

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial) TERRENCE, LAKIN, L.		b. SSN	c. RANK LTCP	d. DATE OF RANK (YYYYMMDD) 20050618	e. BRANCH MC	f. DESIGNATED SPECIALTIES / PMOS (WO) 61N
g.1. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND USA HLTH CLN PENTAGON WASHINGTON 20307				g.2. STATUS CODE 06	h. REASON FOR SUBMISSION Depart TDY/TCS/SD	
i. PERIOD COVERED		j. RATED MONTHS	k. NONRATED CODES	l. NO. OF ENCL	m. RATED OFFICER'S AKO EMAIL ADDRESS (.gov or mil)	n. UIC
FROM (YYYYMMDD)	THRU (YYYYMMDD)					
20090615	20100411	10		0		W2DH27
						MM MC01

PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VII and the admin data is correct)

a. NAME OF RATER (Last, First, MI)	SSN	RANK	POSITION	SIGNATURE	DATE (YYYYMMDD)
		COL	Commander, DTHC		20100325
b. NAME OF INTERMEDIATE RATER (Last, First, MI)	SSN	RANK	POSITION	SIGNATURE	DATE (YYYYMMDD)
	XXX-X				
c. NAME OF SENIOR RATER (Last, First, MI)	SSN	RANK	POSITION	SIGNATURE	DATE (YYYYMMDD)
		COL	Commander, WRHCS		
SENIOR RATER'S ORGANIZATION		BRANCH	SENIOR RATER TELEPHONE NUMBER	E-MAIL ADDRESS (.gov or .mil)	
HQ Company, WRAMC		MC			
WASHINGTON, DC 20307-5001		d. This is a referred report. do you wish to make comments? <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No		e. SIGNATURE OF RATED OFFICER	DATE (YYYYMMDD)

PART III - DUTY DESCRIPTION

a. PRINCIPAL DUTY TITLE Chief, Primary Care	b. POSITION AOC/BR 61N
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67-9-1. Serves as the Chief of Primary Care at the DiLorenzo TRICARE Health Clinic (DTHC) - Pentagon, responsible for the provision of 350 patient visits and 900 ancillary procedures daily. Leads a combined clinical staff of 14.5 tri-service military and civilian providers with a budget of \$18 million. DTHC serves an active duty population of 10,000 beneficiaries including General/Flag Officers, Senior Executive Staff, and appointees. Responsible for initial emergency medical response services for 26,000 employees and visitors of the Pentagon reservation. Serves as the Flight Surgeon and Primary Care Manager for 800 enrollees. As Chief of the Medical Staff, leads the clinic in Joint Commission preparations and provides clinical oversight of acute emergency response, routine, wellness, and ancillary care.	

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions

a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)		Yes	No	Yes	No	
1. HONOR: Adherence to the Army's publicly declared code of values	<input checked="" type="checkbox"/>	<input type="checkbox"/>	5. RESPECT: Promotes dignity, consideration, fairness, & EO	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
2. INTEGRITY: Possesses high personal moral standards; honest in word and deed	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6. SELFLESS-SERVICE: Places Army priorities before self	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
3. COURAGE: Manifests physical and moral bravery	<input checked="" type="checkbox"/>	<input type="checkbox"/>	7. DUTY: Fulfills professional, legal, and moral obligations	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>	<input type="checkbox"/>	
b. LEADER ATTRIBUTES / SKILLS / ACTIONS: First, mark "YES" or "NO" for each block. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS (Competence), and three from ACTIONS (LEADERSHIP). Place an "X" in the appropriate numbered box with optional comments in PART Vb. Comments are mandatory in Part Vb for all "No" entries.						
b.1. ATTRIBUTES (Select 1)	<input checked="" type="checkbox"/> 1. MENTAL Possesses desire, will, initiative, and discipline	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> 2. PHYSICAL Maintains appropriate level of physical fitness and military bearing	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
b.2. SKILLS (Competence) (Select 2)	<input checked="" type="checkbox"/> 1. CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> 2. INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
	<input type="checkbox"/> 4. TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and warfighting				<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving						
INFLUENCING Method of reaching goals while operating / improving	<input type="checkbox"/> 1. COMMUNICATING Displays good oral, written, and listening skills for individuals / groups	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> 2. DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
OPERATING Short-term mission accomplishment	<input type="checkbox"/> 4. PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> 5. EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
IMPROVING Long-term improvement in the Army its people and organizations	<input type="checkbox"/> 7. DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> 8. BUILDING Spends time and resources improving teams, groups and units, fosters ethical climate	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
				<input checked="" type="checkbox"/> 3. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
				<input type="checkbox"/> 6. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
				<input type="checkbox"/> 9. LEARNING Seeks self-improvement and organizational growth, envisioning, adapting and leading change	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
c. APFT: PASS		DATE: 20091030	HEIGHT: 69	WEIGHT: 171	YES	
d. OFFICER DEVELOPMENT MANDATORY YES OR NO ENTRY FOR RATERS OF CPTs, LTs, CW2s, AND WO1s.						
WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED?						
				<input type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/>

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PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION

- OUTSTANDING PERFORMANCE, MUST PROMOTE** **SATISFACTORY PERFORMANCE, PROMOTE** **UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE** **OTHER (Explain)**

b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE. REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND PART Vb, DA FORM 67-9-1.

LTC Lakin is in the top 10% of AMEDD officers I've served with and was the best Chief of Primary Care in my last 15 years of command. LTC Lakin is a mission-oriented, strong and skillful leader who is staunchly dedicated to improving standards of medical care and patient satisfaction within the clinic. LTC Lakin's patient skills are unsurpassed, his osteopathic manipulation and acupuncture training has made a major impact on the health of Pentagon personnel. Patient satisfaction scores for the clinic have increased more than 6%; DTHC now averages 96% on the Army Provider Level Satisfaction Scores. LTC Lakin continued to serve as a consultant to the Assistant Secretary of Defense (Health Affairs) as the IT Functional Proponent for Army Occupational Medicine; he presented three medical presentations on this topic at the Annual Force Health Protection Conference. He personally managed a patient panel of 800 aviators to include the Army Air Operations Group and the US Army Priority Air Transportation Units. LTC Lakin established approved CME credit for provider educational activities, which will provide DTHC providers with 40 of Category 1 CME hours. Dr. Lakin is an extremely talented, highly knowledgeable senior Army clinician with significant field and consultant experience, he can always be counted on to provide me with expert advice.

c. COMMENT ON POTENTIAL FOR PROMOTION.

Select for Deputy Commander for Clinical Services, OTSG staff officer, Clinic Commander

d. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Secondary Skill Identifier Clinical Informatics; Board Certified in Family Practice; Board Certified in Occupational Medicine; Privileged Provider Accupuncture; Privileged Provider Flight Surgeon

PART VI - INTERMEDIATE RATER

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

- BEST QUALIFIED** **FULLY QUALIFIED** **DO NOT PROMOTE** **OTHER (Explain below)**

I currently senior rate _____ officer(s) in this grade
 A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review YES NO (Explain in c)

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

- ABOVE CENTER OF MASS (Less than 50% in top box, Center of Mass if 50% or more in top box)
- CENTER OF MASS
- BELOW CENTER OF MASS RETAIN
- BELOW CENTER OF MASS DO NOT RETAIN

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c. COMMENT ON PERFORMANCE/POTENTIAL

LTC Lakin is in the top 10% of AMEDD officers with whom I've served and was the best Chief of Primary Care in my command. He has superb clinical skills, rapport with patients and staff, he prioritizes goals and objectives, and encourages creativity and productivity in those he leads. Terry is the best choice for tough assignments in Family Medicine, Aviation Medicine, Occupational Medicine or Medical Policy within the AMEDD or the Joint/DoD community. An all-around performer who just completed a Secondary Skill Identifier in Clinical Informatics. Select for MEL 4 by constructive credit and select for senior service school in residence.

d. LIST THREE FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED FOR ARMY COMPETITIVE CATEGORY CPT, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Corps Surgeon , Clinic commander, OTSG Occupational Medicine Staff Officer

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