

*Focus on
career &
education*

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VIKING FLYER

934th Airlift Wing, Air Force Reserve
Minneapolis-St. Paul International Airport Air Reserve Station, Minn.

VIKING FLYER

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On the cover



Master Sgt. Elizabeth Axtman, ASTS, waits for the start of end-of-course testing on the UTA. For a focus on education and training, see Pages 5-8.

(Photo by Mark Davidson)

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Commentary

Safety first

As pace intensifies, remember to play it safe

by Col. Michael Gjede
 wing commander

The pace is definitely picking up as we get closer to June and our Readiness Assistance Visit. As we start to fine-tune our process, we continue to get more confident in our ability to do our wartime tasking.

One thing the inspectors will be looking for is our ability to solve problems. When things don't go according to our plan, will we be able to quickly identify and rectify the problem and continue our mission?

I'm confident that you all know your jobs well enough to react to any situation. But there is a hidden danger when we start to improvise. The danger is compromising safety for the sake of

expediency. When things aren't going exactly right, we tend to speed up to compensate for changing conditions.



This translates to "shortcuts." For example, thoughts of being able to do a job faster "without my gloves" may pass through our minds. Don't do it! This is only a simulated war. Nothing is so important that safety should be compromised.

A tremendously successful exercise can be ruined by safety violations or, even worse, by somebody getting injured needlessly. Be smart, be quick - but above all, be safe! □

Critical reservists

Overall success depends on trained individuals

by Maj. Gen. Robert McIntosh
 chief, Air Force Reserve and AFRES commander

The secretary of the Air Force and the Air Force chief of staff frequently say that our nation's Air Force is ideally suited to the challenges posed by today's security environment. We built upon our technology to create robust air and space forces, including the Air Force Reserve. We are capable of achieving decisive advantages against potential

aggressors. The Air Force routinely is first to arrive and fight.

The Air Force provides global situational awareness. We employ while others deploy. We carry first-line ground forces to the fight and then control the air over them. That is exactly what the Air Force and our reservists did and are doing in Operation Joint Endeavor. We are now helping to sustain military operations in the theater.

You, our experienced and expertly trained men and women, are the backbone of our nation's Air Force Reserve and are vital to the success of the total force. □

UTA schedule

June 22-23
 (RAV)*
 July 13-14
 Aug. 3-4
 Sept. 7-8
 Oct. 5-6

Nov. 2-3
 (ORI)*

* Stay alert for additional requirements!

☑ May UTA pay should be deposited by: **May 15.**

☑ May's lunch entrees were not available at press time.



World

Reservist becomes first female flying wing commander

Col. Betty Mullis became the first woman to command an Air Force flying wing on May 5.

Mullis, a traditional reservist, will now command the Air Force Reserve's 940th Air Refueling Wing, McClellan Air Force Base, Calif. Previously, she served as vice commander of the Reserve's 452nd Air Mobility Wing, March Air Reserve Base, Calif. She was one of the first

woman pilots in recent history. (AFRESNS)

Reserve commanders move

The Air Force Reserve announced in April several senior officer moves:

Brig. Gen. Robert Winner, inspector general, Headquarters Air Force Reserve, Robins Air Force Base, Ga., will become mobilization assistant to the 9th Air Force commander at Shaw Air Force Base, S.C. effective April 16. He replaces Maj. Gen. Jim Folsom, who became MA to the Air Combat Command commander, Langley Air Force Base, Va., April 7.

Col. Bernard Pieczynski, commander of the 910th Airlift Wing, Youngstown-Warren Regional Airport Air Reserve Station, Ohio, will assume command of the 302nd AW, Peterson Air Force Base, Colo., June 4, replacing Brig. Gen. Walter Hatcher III. Hatcher will assume command of the 94th AW, Dobbins Air Reserve Base, Ga., June 4, replacing Brig. Gen. Terry Whitnell, who will retire June 3.

Col. Peter Sullivan, commander of the 928th AW, O'Hare International Airport, Ill., will replace Pieczynski as commander of Youngstown's 910th AW on June 4.

Local

Paint-A-Thon needs help

The 934th Airlift Wing needs volunteers for the 10th Annual Metro Paint-A-Thon.

Aug. 3 is the official date, which conflicts with the UTA, so July 31 will be preparation day and Aug. 7 will be paint day. Work will start both days at 5 p.m. and will last two or three hours. The more volunteers, the quicker the work goes.

The Paint-A-Thon is sponsored by the Greater Minneapolis Council of Churches, and this will be the eighth year the 934th has participated.

Volunteers paint the home exterior of an elderly or handicapped homeowner who is unable, financially or physically, to paint the house. All paint and equipment is supplied.

To sign up or get more information, call Master Sgt. David Cormier, Ext. 5468, or on UTA only, Master Sgt. David Hammer, Ext. 5855.

Letter amounts to hoax

According to local personnel officials, a form letter advertising a bill entitling cash back on previously-paid Serviceman's Group

Life Insurance is a hoax. Such a bill does not exist. The letter, which reportedly has been circulating for years, occasionally sees flare-ups of interest and publicity.

Further questions can be addressed to customer service, 934th Military Personnel Flight, Ext. 5514.

Local per diem rate changes

As of April 1, the per diem rate for Minneapolis-St. Paul, Minn., is \$38 per day, up from \$34. Supplemental vouchers will be done for individuals who request them for early-April vouchers, since the notice was not received until mid-April.

For more information, call travel pay, Ext. 5314.

'Welcome back' fun planned

The 934th Family Readiness Program is planning its second "Welcome Back" activity on June 22 for the conclusion of the Readiness Assistance Visit. Scheduled events are being planned for children, spouses and reservists. Volunteers are needed for various projects. Activities planned include a children's puppet show; a family readiness workshop at 10 a.m. and 2 p.m., featuring a panel of experts from the legal office, chaplains, Red Cross and CHAMPUS; and a bake-off. Entry in the bake-off will be \$2 plus a copy of the recipe for reprint in a mini-cookbook.

Call the FRP for details, 725-8057.

UTA weekend activity roundup ...

Saturday, May 4

Flying: In recognition of National Spouse Appreciation Day, corsages will be sold, plus a C-130 orientation flight is set for the spouses of reservists in various career fields, as specified by regulation. Those eligible specialties are: aircrew, operations, aircraft maintenance, aerial port, security police, and the bonus specialty 2T2X1, medical services.

The spouse of an eligible reservist must sign up by calling the 934th Family Readiness Program, 725-8057.

Running: The Herk Hustle 5K Fun Run/Walk will be held after sign out. Registration forms are available at the fitness center, or call 934th Recreation Services, Ext. 5316.

Dancing: The annual Civilian Welfare Fund Hangar Dance will be from 7 p.m. to midnight. The dance is free, with light snacks only - no dinner will be served this year. Music starts at 8 p.m. with Denny and the Tornados. The Family Support Program will offer corsages for sale at the door.

Sunday, May 5

Learning: In its family life education program, the 934th Family Readiness Program will host the first two in a continuing series of eight "Parent to Parent" drug seminars from 10 a.m. to noon, Bldg. 760, Room 193. The next session is set for the same time and place, Sunday, June 23.

Also, a First-Time House Buyers Information Seminar is set for the NCO Club, 11 a.m. to noon, with a panel of experts. Both seminars are free and open to reservists, civilians, retirees and family members.

Call the FRP, 725-8057, for more information. □

Managing chaos

When most people would want to stay hunkered down under a desk, facility management teams have to help create order from disorder

by Master Sgt. Tim Turner
public affairs

Imagine you are under attack. You hunker down under a desk in the command post with your chemical warfare mask snugly on your face. Bombs – both conventional and chemical – fall all around you.

After what seems an eternity, the “all clear” sounds. You cautiously get to your feet and head outside. Your job is to inspect the building you just emerged from for damage and to sweep the area for unexploded bombs.

If this sounds like a challenge you would enjoy, then you may have what it takes to be a facility management team member.

The 934th Civil Engineer Squadron is in the process of training base members to accomplish this task, according to Maj. Randy Hoscheid, CES operations and maintenance officer.

“A facility management team ensures that a building or structure is prepared for an attack,” he explained. “They also see to it that a building damaged in an attack gets repaired. When the 934th was a Military Airlift Command-gained unit, we had six members in CES trained as facility managers. But now that we’re gained by Air Combat Command, more emphasis is being placed on facility management.”

The reason for increased emphasis, Hoscheid pointed out, is that ACC bases are usually near the combat area, where more damage of buildings and utilities is normally expected.

By the June 17-22 Readiness Assistance Visit at Volk Field, Wis., 45 reservists will have been trained as facility management team members. These reservists will be assigned to one of 15 three-person teams and will have total responsibility for preparing their building for an attack. Each team will have a manager.

Facility team managers will be controlled by the CES disaster preparedness section, which oversees the training.

“The two remaining team members will be assigned to the particular facility in which they work,” explained Tech. Sgt. John Byerly, 934th ground safety specialist. “For example, the facility management team for the command post will consist of two people assigned to the command post and one facility manager from disaster preparedness.”

Each team will have a kit with all the equipment needed to prepare a facility in the event of an attack, such as tape for blacking out windows, flashlights and M-8/M-9 paper, which is used to detect the presence of a chemical agent. The kit also includes Mission Oriented Protective Posture level signs, spelling out the five alarm conditions and signals in a chemical attack.

Hoschied indicated there are four primary areas to facility management:

☐ **Camouflage and concealment** may involve painting a building to match the surrounding terrain, which is known as “tone-down,” Hoscheid explained. It may also involve covering a building with nets to hide it from enemy aircraft.

☐ **Hardening** “has to do with protecting a building from bomb damage or sniper attack,” Hoscheid indicated. “In this case, the facility management team would be in charge of putting sandbags around the building.”

☐ **Preparing for a chemical attack** entails placing M-8/M-9 paper around the building area and posting MOPP level signs.

☐ **Damage reporting** after an attack means sweeping an area for UXOs [unexploded ordinances] and checking for building or utility damage. Each facility management team would call in a damage report to the base damage control center. “Buildings and facilities that are necessary to keep the base running and the planes flying, such as the flightline, command post

ORI briefs ...

New Forward Operating Locations: Volk Field, Wis., will remain the Main Operating Base, but the FOB will be Duluth, Minn., and drops will be conducted at Fort Ripley, Minn., during the Readiness Assistance Visit and Operational Readiness Inspection.

Watching C-130 ORIs: A number of Guard C-130 units undergoing exercises or inspections should provide useful cross-feed information. The following includes some recently-completed events:

- 118th Airlift Wing, Nashville, Tenn., ORE, April 21-28
- 153rd Airlift Group, Cheyenne, Wyo., ORE, May 3-10
- 145th AG, Charlotte, N.C., ORE, June 8-14
- 133rd AW, St. Paul, Minn., ORI, July 14-20
- 109th AG, Scotia, N.Y., ORE, Aug. 18-25
- 182nd AG, Peoria, Ill., ORE, Sept. 9-14 ☐

and hangar, get top priority for repairs,” Byerly said. “Next in priority would be the dining hall or lodging – important facilities, but not as crucial to the overall mission.”

Utility damage is also given a high priority. “For example, if a bomb hits the fuel cell, wipes out the communication center or knocks out the telephone lines, these would have to be fixed immediately,” said Hoscheid. “The reason is that they all directly affect keeping the planes in the air.”

Hoschied said that having the facility management teams up and trained will help ensure that the base is prepared for the upcoming RAV and the Operational Readiness Inspection in October. “Obviously it’s something we’re taking very seriously,” he emphasized. ☐

All aboard!

Education train has left the station -- but you can still grab a seat

by Master Sgt. Darrell Habisch
public affairs

Messages flashing around the world at the speed of thought. Information at your fingertips, ready at the click of a computer mouse. New and more efficient ways of doing business as usual. These are some aspects of today's home, school and work environment, racing forward as quickly as marketing people can sell new technology.

Mastering skills needed in today's civilian and Air Force workplace requires an investment in continuing education that was not necessary just a few years ago - skills not just in technology, but in all areas, making you more valuable to an employer, including the Air Force Reserve.

As an employer, the Reserve offers many ways to acquire these skills. Career development courses, on-the-job training, the Montgomery GI Bill, Community College of the Air Force and leadership development courses offer avenues to help members keep pace.

Benefits of continuing education include enhancing value to potential employers and gaining qualifications for promotion. "The sooner you get OJT, CDCs and the leadership development courses behind you, the sooner doors open up for advancement," said Chief Master Sgt. Richard Grewe, wing senior enlisted advisor.

Although a college education is not a requirement for enlisted promotion, continuing education is a consideration for a Promotion Enhancement Program advancement. "Each PEP board looks at what the reservist is doing above and beyond the minimum requirement," he said. "And continuing education is good for both your military and civilian career."

That sentiment was echoed by Senior Master Sgt. Patricia

Boettner, wing and 934th Mission Support Flight first sergeant. Pursuing a degree in business administration from Metropolitan State University in St. Paul, Minn., Boettner said her education stalled after high school.

"I went back to college three years ago to make myself more marketable," she explained. "That opened doors for me."

During her career, Boettner had seen others advance before her because of education. She could not apply for jobs she wanted. "I didn't qualify," she said. "I finally got smart and set goals."

As people become better educated, they expect more from their supervisors as well. "These are educated people who expect their leaders to be cutting edge as well," Boettner said. "They want to hear smart decisions being made."

The initiative needed to continue your education is also a trait most employers look for, according to Master Sgt. Mike Komomua, base training supervisor. People striving toward a CCAF degree usually "don't present attendance or disciplinary problems," he said. "They set goals and work a plan to reach them. This tends to place them a notch above the others in the eyes of employers, including the Air Force Reserve."

As with any good employer, the Reserve spells out the requirements to get ahead. If that is your goal, that may mean going the extra distance to shine brighter than your competition for a PEP promotion or being selected for a particular position. If your goal is personal enrichment, the Reserve gives you many opportunities.

But if your goal is to cut off the smart-aleck kid telling you what the Internet is, you can do that, too. □

**Career &
education focus
continues,
Pages 6-8**



College-bound Two programs can help reservists' degree dreams become reality

If college seems to be an insurmountable challenge for the busy reservist, think again. The Air Force Reserve has two ways to help members make a college degree a reality.

First, reservists may find they have a "head start" when they enroll in the Community College of the Air Force.

"Many people who haven't looked into a CCAF degree are surprised to learn the number of college credits they have already earned through military

and supervisory training," said Master Sgt. Brad Kimble, chief of the 934th's education and training office.

Kimble and his staff can help reservists find out what requirements must be met to earn their associate's degree through CCAF. Credit transfers from other schools may be forwarded to CCAF, as well as credits for passing College-Level Examination Program tests and Defense Activity for Nontraditional Education Support tests.

If cash is the problem in starting on a degree at a college of your choice, check out the Montgomery GI Bill. Reservists who joined after October 1990 and who completed a bachelor's degree may qualify for additional benefits to use toward a second degree, graduate school, apprenticeship training, correspondence courses, independent study or vocational/technical programs.

For more information, call Ext. 5330. □

School 'daze' *Reserve jobs require dynamic training throughout career progression*

by Master Sgt. Tim Turner
public affairs

If you thought the six weeks you spent in Basic Military Training School was long, multiply six weeks by five and, just for fun, add two weeks – now we are talking a military school!

"The Air Force Reserve's technical school for biomedical equipment apprentice is 32 weeks long, making it one of the longer schools some of our folks have gone through," said Master Sgt. Brad Kimble, chief of the 934th's education and training office.

Though recruiters are responsible for ensuring base members are enrolled in their initial technical school, or three-level training, after completing BMTS, Kimble's office plays an active role, too.

"Base education essentially takes over after the three-level school, handling all training needs for members here who want to enhance their skills and also achieve rank through five- and seven-level training," he explained.

Training progression

Kimble indicated that all three-level training is accomplished in-residence. "Most five-, seven- and nine-level training is completed through career development courses, similar to a correspondence course," he said. "But lately, we're seeing more seven-level training achieved through two-week, in-residence schools."

Five-level training is needed for a staff sergeant position, seven-level for technical through senior master sergeant slots, and nine-level for a chief master sergeant position.

While base education has overall

responsibility for training 934th reservists, Kimble indicated that immediate supervisors are the real cornerstone in the training process. "We rely heavily on first-line supervisors, first sergeants and others to ensure people in their office or unit are getting trained properly," he said.

He said that while technical schools and CDCs are crucial for reservists to learn the skills of their job, nothing succeeds like on-the-job training.

"There's an old adage that you learn by doing," he said. "CDCs and technical schools can only take you so far. For example, a law enforcement specialist might use a CDC to learn the proper procedure for firing an M-16, and they'll see a picture of the weapon in the course book. But only with OJT will they get to handle one."

Continuous improvement

Kimble said AFRES is continually seeking strategies to improve training for enlisted members. Two years ago, the "Year of Training" initiative set high training standards and provided the structure, policies and procedures to meet them.

One of those changes involved changing the terminology used in referring to military occupations. Instead of specialists and technicians, the new progression is apprentice, journeyman, craftsman and superintendent.

One change in the works involves delivering CDCs and other training courses to reservists in a more "user-friendly" format. "The CDC for the Senior Noncommissioned Officer Academy Course [for master and senior master sergeants] is coming out on compact disk – much more convenient than attending the eight-week, in-residence

ABCs of OJT

On-the-job training, or "OJT," provides an outline to follow into job proficiency and opportunities for advancement.

In the past, airmen who completed technical school moved directly into five-skill level training. Now, the following months of OJT are required: new three-skill level, six months; new five-skill, 12 months; and new seven-skill, 18 months.

During OJT, the Air Force Form 623 serves as the "continuing saga" of training progression. The form lists training requirements for those in the grades of airman basic through technical sergeant or master sergeants in retraining. Tasks are signed off by the trainer and trainee as they are completed.

The individual's supervisor or trainer identifies items requiring certification before the trainee qualifies for the next level. □

course," said Kimble.

And sooner or later, he said, "We're going to see people here taking courses and tests through the Internet, where they can 'talk' with an instructor on-line and even take the test and be graded – right over the computer. It's not a question of if, it's a question of when." □

Accelerated promotions

The Promotion Enhancement Program is designed to promote well-deserving staff sergeants through senior master sergeants one grade over their current position. The supervisor prepares a nomination package for consideration by the semi-annual board. See regular promotion requirements on Page 8.

PEP Eligibility					
For Promotion To	Time In Grade	Time in Service	Skill level PAFSC	UMD Position	PME
TSgt.	18 mos.	5 yrs.	7	*SSgt.	N/A
MSgt.	24 mos.	8 yrs.	7	*TSgt.	CMD NCOA
SMSgt.	24 mos.	11 yrs.	7	*MSgt.	SNCOA
CMSgt.	24 mos.	14 yrs.	9	*SMSgt.	N/A

*An NCO may still be eligible for PEP even if he or she is assigned to a UMD position one grade over his or her current grade as long as the number assigned in the next higher grade in the member's specialty is less than the number authorized.

(Graphic by Staff Sgt. Larry Dean)

'Leadership U'

Reserve members receive training via 'base campus' offerings

By Staff Sgt. Larry Dean
public affairs

When it comes to military education, base noncommissioned officers need look no further than their own backyard for a career enhancement opportunity through the Leadership Development Program.

LDP classes are held on base two or three times a year and consist of college accredited course work involving civilian management and military topics. Students attend a college course during each of the two weeks, complemented by military training offered during the two weekends.

"The Air Force Reserve LDP was first offered here in 1990," said Senior Master Sgt. Robert Behnken, chief of relocation, employment and training. "It was created in response to the need to provide meaningful, challenging, leadership training to our mid-level enlisted people. Unlike our senior enlisted supervisors, few of these individuals have had the opportunity to supervise in a military situation, and the majority haven't been fully integrated into the Reserve system or military way of accomplishing tasks to satisfy customer requirements."

He added that, through this program, mid-level enlisted people now have the opportunity to participate in a dynamic, innovative program that combines academic management and leadership instruction with a practical, experimental workshop. The program aims to provide students with knowledge and hands-on experience they require to step into a future supervisory role and operate successfully within a total quality environment.

"Emphasis is placed on management theories, leadership skills, time management, communication, counseling and appropriate means for handling stress," said Behnken. "Commanders nominate students for the class. These nominees are individuals seen as the next line of supervisors, and the classroom training, practical exercises and team project help build them into better supervisors."

The college classroom portion is offered by contract instructors from various universities. Current instructors are from Central Texas College, Killeen, Texas.

In addition to the many supervisory role play scenarios, a highlight of the course is the team project, where students work in groups of approximately five people to determine an issue on base that is of particular interest to them. Then, using the management tools they have acquired during the course, they research the topic, survey base people about the topic and design a solution to be presented to the wing commander before graduation.

Experience, college credit and career enhancement – and it is all offered on the base. □



Calling all junior officers

Annual seminar series offers variety of topics across the United States through October

The Junior Officer Leadership Development Seminar series offers professional development opportunities for officers from both active duty and the reserve forces.

Officers must register at least 60 days prior by sending a fax with the following information: full name, rank, daytime phone, organization, branch of service, DSN and commercial fax numbers, home mailing address, electronic mail address (optional) and location choice. Scheduled seminars are:

▣ St. Louis, Mo.; Aug 22-25; "Goal Planning and Time Management"; Capt. Ted Theopolis; DSN 576-3159 or (618) 256-3159; fax DSN 576-8717 or (618) 256-8717.

▣ Westover Air Reserve Base, Mass.; Sept. 12-15; "Leadership, Teambuilding, Mentoring, Conflict Resolution and Communication"; Maj. Rosemary Costa; DSN 589-2243 or (413) 557-2243; fax DSN 589-2245 or (413) 557-2245.

▣ Charleston Air Force Base, S.C.; Sept. 19-22; "Team-building, Company Grade Officer and Noncom-

missioned Officer Topics, Communication, Motivation and Conflict Resolution"; Tech. Sgt. Lucia Greer, DSN 673-2038 or (803) 566-2038; fax DSN 673-4111 or (803) 566-4111.

▣ Portland International Airport, Ore.; Sept. 26-29; "Career Planning, Reserve Officer Promotion Management Act and Cultural Diversity"; 1st Lt. Kathleen Smith; DSN 638-4794 or (503) 335-4797; fax DSN 638-4768 or (503) 335-4768.

▣ Maxwell Air Force Base, Ala.; Oct 11-14; "Conflict Resolution, Positive Feedback and Teambuilding"; Maj. Bill Forshey; DSN 596-2820 or (334) 416-2820; fax DSN 596-2879 or (334) 416-2879.

▣ Lackland Air Force Base, Texas; Oct. 18-20; "Leadership Essentials, Teambuilding, Motivation, Managing Stress, Self-Esteem and Resolving Conflict"; Capt. Bill Lydon; (210) 949-2032; fax (210) 949-2010.

▣ More information on JOLDS is available through its hot line, 1-800-223-1784, Ext. 70376, or DSN 497-0376. (AFRESNS) □

Retention: job one

Career advisors provide critical liaison between Reserve, reservist

by Mark Davidson
public affairs

Retaining people remains one of the hottest issues in the Air Force Reserve today, according to recruiting and personnel officials. And like so many Air Force Reserve programs, this issue is being managed primarily at the unit level by traditional reservists – the unit career advisors.

Unit career advisors are the liaison between unit people and their supervisors in the areas of retention and reenlistment, according to **Master Sgt. Leon Gilder**, wing retention program manager.

“The unit career advisor has traditionally been the person who talks to each reservist every five years to see if they’re happy in the Air Force Reserve and are planning on reenlisting in a year,” said Gilder.

Gilder said this limited involvement by the career advisors is being changed, and the changes are based on a recent survey done by unit-level reservists. **Tech. Sgt. William Davis**, the 934th retention program monitor, and five other 934th members recently did a survey on the issues of retention and reenlistment and came up with some unexpected results.

“We interviewed more than 100 enlisted personnel, or 10 percent of the 934th enlisted force,” said Davis. “Many of the reservists said they want to know more about issues like retirement, promotions, and military schools.” He

pointed out that nearly six of every 10 reservists said they were never counseled by their unit career advisor.

“We plan on being proactive,” said Gilder. “We’re starting to meet with and train the unit career advisors on a monthly basis instead of quarterly. We’re letting them know about the resources and training classes that are available to do their jobs.”

Briefing members at unit commander’s calls each month is another innovation of the base career advisor program, according to Davis. “We’ll try to accomplish a couple of goals at the commander’s calls,” he said. “We’ll recognize the unit career advisor in front of his or her unit, and we’ll try to explain some of the reservist’s benefits, such as their retirement point credit summaries.”

“Ideally, we’d like the unit career advisors to get out in their unit shops and sections to talk to the reservists and see what their career concerns are,” Davis said, “but the typical ‘time crunch’ on UTAs is another drawback. But we’d like members of each unit to feel welcome to discuss career concerns with their unit career advisor.”

Davis also thinks increased exposure will help identify problems previously unknown until the reservist was out-processing from the Reserve, leaving the unit with no time to correct the problem. Davis and Gilder said this increased exposure of the unit career advisors should result in better retention of unit members.

Unit career advisors

- 27th Aerial Port Squadron
Staff Sgt. **Duane Wigchers**
- 96th Airlift Squadron
Tech. Sgt. **Bonnie Brown**
- 934th Aeromedical Evacuation Squadron
Staff Sgt. **William Steinke**
- 934th Aeromedical Staging Squadron
Tech. Sgt. **Laurel Hanson**
- 934th Civil Engineer Squadron
Master Sgt. **Timothy Tamlyn**
- 934th Communications Flight
Tech. Sgt. **Penny Weber**
- 934th Logistics Support Squadron
Master Sgt. **Terry Rice**
- 934th Maintenance Squadron
Master Sgt. **James Conroy**
- 934th Mission Support Flight/Wing Headquarters
Senior Master Sgt. **Miriam Ross**
- 934th Operations Support Flight
Tech. Sgt. **Cara Utecht**
- 934th Security Police Squadron
Tech. Sgt. **David Hardy**
- 934th Services Flight
Tech. Sgt. **Douglas Johnson**

“The 934th had 100 percent of our first-term airmen reenlist in 1995,” said Gilder, “and we want to keep that up for 1996.”

To that end, the key issue for every reservist, according to Davis, is to “let your unit career advisors know about the issues that affect you – and tell them what you want to know more about for your Reserve career.” □

Regular promotions

This chart shows the basic requirements for enlisted promotions. For information on accelerated promotions for exceptional performers, see Page 6.

Basic Promotion Eligibility					
For Promotion To	Time In Grade	Time in Service	Skill level PAFSC	UMD Position	PME
Amn.	6 mos.	N/A	N/A	N/A	N/A
A1C	6 mos.	N/A	N/A	N/A	N/A
SrA.	8 mos.	*1 yr.	3	N/A	N/A
SSgt.	12 mos.	*3 yrs.	5	SSgt. +	NCO Prep
TSgt.	18 mos.	*5 yrs.	7	**TSgt. +	N/A
MSgt.	24 mos.	*8 yrs.	7	**MSgt. +	NCOA
SMSgt.	24 mos.	*11 yrs.	7	**SMSgt. +	SNCOA
CMSgt.	24 mos.	*14 yrs.	9	**CMSgt.	N/A

*A good year is required. A good year is completed when a minimum of 50 points are accumulated within the year.

**A unit vacancy is required. A vacancy exists within an Air Force specialty if the number assigned in the next two higher grades in the member's specialty is less than the number authorized.

(Graphic by Staff Sgt. Larry Dean)

Good, bad and ugly

Taking a look at the best, worst health habits in salute to Health Month

by Tech. Sgt. Janet Byerly
public affairs

We all know what we should be doing when it comes to health and fitness, whether it's limiting the fat content of our diet or exercising more, but for most of us, it's a daily struggle.

You might think people who are so-called fitness nuts, like the 934th Recreation Services staff, would be working out daily, eating their vegetables and generally putting the average reservist to shame when it comes to health and fitness.

We decided to do a survey to find out. We asked the recreation services staff what their best and worst health and fitness habits were, then asked the same question of some random reservists. Here are their replies:

Airman 1st Class Debra Hanson, 934th Services Flight.
Best habit: "I exercise regularly: I in-line skate, bike, run, play golf and touch football, and work out on the stair machine."
Worst habit: "Eating chocolate. I cut out every other fatty, greasy, bad food, except chocolate."

Tech. Sgt. Douglas Johnson, SVF.
Best habit: "Everyone assumes I work out a lot, but I haven't been. My best habit is I just started working out again!"
Worst habit: "I'm still a junk food addict."

Tech Sgt. Ronna Puck, SVF.
Best habit: "I play sports: softball, volleyball, touch football and golf, and I like to bike."
Worst habit: "I like to go out to eat. I tend to eat something bad for me, like a cheeseburger and French fries."

Staff Sgt. Michael Jandro, 934th Civil Engineer Squadron.
Best habit: "I work out three times a week, lifting weights and doing an aerobic cycling workout."
Worst habit: "Caffeine. I drink about four cans of caffeinated pop a day."

Senior Airman Angela House, 934th Aeromedical Staging Squadron.
Best habit: "I don't drink pop, I eat lots of veggies, and I don't smoke."
Worst habit: "I don't exercise. I belong to a health club, but I don't have time to go. If I had more time, I'd exercise."

Staff Sgt. Michael Duffy, 934th Maintenance Squadron.
Best habit: "I try to watch what I eat. I'm trying to cut down on fat and eat more fruits and vegetables. In my family, we were real junk food junkies, so to speak, so we've been trying to watch it."
Worst habit: "I don't get enough exercise. I work three jobs, so I don't have a lot of time to work out."

Airman Lorene Brown, 934th Mission Support Flight.
Best habit: "I like to be outdoors, in-line skating and bicycling."
Worst habit: "Fast food. I'm addicted to it. I eat at a Mexican fast-food restaurant once or twice a week."

Tech. Sgt. Rebecca Bean, 934th Communications Flight.
Best habit: "I drink the amount of water you're supposed to drink everyday. I don't drink a lot of soda."
Worst habit: "I smoke."

Staff Sgt. James Cullum, 27th Aerial Port Squadron.
Best habit: "I have a healthy diet - low fat, low sodium."
Worst habit: "I occasionally have a beer."

Master Sgt. Mark Hartnett, 96th Airlift Squadron.
Best habit: "I swim, bike and run."
Worst habit: "Caffeine. I'm trying to cut down, and eliminate, colas and coffee."

Tech. Sgt. Joe Brinza, 934th Aeromedical Evacuation Squadron.
Best habit: "I cut down on eating between meals."
Worst habit: "I don't sit down and eat properly because I'm on the go between jobs. I don't usually eat breakfast, either."

So whether we are fitness nuts or not, our responses are pretty universal; we know what we should be doing when it comes to health and fitness - it's just a matter of doing it. □



(Photo by Capt. David Winter)

The 934th Recreation Services staff offers a variety of items for rental to help reservists and their families make the most of summer days ahead. Canoes, bikes, camping gear, pitching machines and other items are available at reasonable rates. Pictured from left are staff members Debra Hanson, Douglas Johnson and Ronna Puck with a selection of equipment available. Call Ext. 5316 for rental information.

Viking Victors: civil servants of the year

Michelle Ingrahm

Unit: Department of Defense Security Police.

Job responsibilities: Manage personnel security program, administer the information and industrial security programs.

Education: Attended two years, Elmhurst College, Elmhurst, Ill. Completed security specialist course and information security course, DOD Security Institute, Richmond, Va.

Hobbies: Collect carousel horses, enjoy spending time with family, bargain hunting, gardening and baking.

Goals: "To further my education to enhance upward mobility in my career."

Family: Husband, **Bill**; children, **Victoria** (5 1/2) and **Alexander** (1 1/2); live in Hastings, Minn.

Comments: "I was very surprised and honored to receive such a distinguished award. I always strive to give 110 percent on the job. I handle a lot of customer questions, so I try to keep my enthusiasm high and provide the best service possible. Thanks to my husband for being so supportive in my career."



Irene Linc

Unit: 934th Operations Group/96th Airlift Squadron.

Job responsibilities: Monitor manday and school tour monies for operations group units; process orders; monitor supplies, equipment, travel and per diem monies; key timekeeper.

Education: Diploma in clerical and data processing, Alexandria Area Vocational-Technical School, Alexandria, Minn.

Hobbies: Cross-stitch, crochet, knitting, colored pencil drawing.

Goals: "To continue working in federal civil service until retirement."

Family: Daughter **ReNae** is married, has two children and lives in Gardner, Ill. Son **Jason** is married, has one child plus one on the way and lives in Essex, Ill. Cats **Cincy** and **Mitzy**, live in Minneapolis.

Comments: "I owe this award to **Charlie Hiebert** [now retired air reserve technician], who taught me everything I know about my job and was the best supervisor I ever had, and to all the people who make my job fun." □



(Photos by Cherie Huntington)

Medals

Airman's Medal

(See next month's *Viking Flyer* for story)

Tech. Sgt. John Hoffman, AS

Tech. Sgt. Thomas Martin, AS

Air Force Commendation Medal

Capt. Mark Blalock (3 OLC), AS

Air Force Achievement Medal

Capt. Thomas O'Reilly (1 OLC), AS

Promotions

Tech. Sgt. Janet Byerly, AW

Tech. Sgt. Steven Lerbakken, MXS

Tech. Sgt. Lawrence Lyman, OSF

Master Sgt. Genel Kampf, OSF

Master Sgt. Michelle Klingenschmitt, AW

Newcomers

Staff Sgt. Steven Davis, CES

Airman 1st Class Michelle Gourdine, CES

Senior Airman Ronald Holbeck, ASTS

Staff Sgt. Diane Johnson, MXS

Master Sgt. Stephen Kozlowski, MXS

Staff Sgt. Debra Pockat, MSF

Staff Sgt. Mark Scheib, MXS

Staff Sgt. Steven Sorenson, APS

Senior Airman David Stevenson, SPS

Senior Airman James Tczap, ASTS

Airman 1st Class Jeffrey Williams, MSF

Senior Airman Brian Wollak, ASTS

Honors

♣Lt. Col. Larry Snider, AS, is scheduled to be interviewed as an Olympic Torchbearer on the NBC Nightly News, Sunday, June 2.

♣Two 934th members' employers received Employer Support of the Guard and Reserve State Chairman Awards at the annual ESGR banquet, April 18. Winning the state's second-highest award were the employers of **Tech. Sgt. Shawn Ferrin, SVF**, and **Tech. Sgt. Paulette Wilson, CES**. Ferrin's boss is **Paul Williams**, Northwest Airlines, Minneapolis, Minn., and Wilson's is **Jodie Wallschlager**, St. Peter Regional Treatment Center, St. Peter, Minn. □

Making history

934th historian serves as eyes, ears for future Air Force generations

by Master Sgt. Tim Turner
public affairs

At first thought, you wouldn't think the 934th wing historian would be a crucial component of an Operational Readiness Exercise/Inspection. But there's more to the job than meets the eye.

"The historian's job on any military base is to record every significant event that happens at that installation," explained Master Sgt. David Hammer, assigned in early 1994 as the 934th historian. He quickly gained the attention of higher headquarters with his efforts, earning a special achievement award recently.

"There's a saying that goes, 'Those who make history don't have time to record it.' You can take this next statement with a grain of salt, but according to the Department of Defense, if an event isn't recorded, it didn't really happen," Hammer said.

All military historians have a wartime tasking, which is why Hammer participates in OREs and ORIs. During a mobilization exercise or the 'real thing,' the historian's main job is to collect vital information on the mission of the base and the people involved, including casualties.

During the last ORE, Hammer primarily collected data on the number of missions and airdrops 934th aircrews handled during the four-day scenario. Of course, he also recorded historical events of other 934th units participating.

"But while every base unit is critical to our mission, the 934th's primary purpose is to fly planes," Hammer pointed out.



Hammer

"That's why most of the 934th events I record center around the flying and aircraft maintenance-oriented units."

Eventually, the historical information Hammer writes on the 934th is sent to the U.S. Air Force Historical Research Agency at Maxwell Air Force Base, Ala. The agency is a branch of the National Archives in Washington, D.C. Once at the agency, the 934th historical data is put on microfilm, remaining a permanent part of the country's military history. "Everything from day one of the 934th's rich history is stored at Maxwell," Hammer noted.

And how does the 934th's historian gather all of that history?

"Every unit here has an additional duty historian who prepares a monthly report on their unit," Hammer explained. "I use these reports and other material to prepare a fiscal year report on the 934th's history, which is sent to Headquarters Air Force Reserve for their critique and review before going on to Maxwell."

Hammer indicated that a normal annual historical report for the 934th could be as long as 75 pages. The wing commander, Col. Michael Gjede, reviews the report and submits his comments. "The report is supposed to be non-biased - the good, the bad and the ugly," Hammer admitted. "Even negative items that came out of the last ORE had to be recorded so that others who follow can learn and improve."

Hammer can often be found in his cramped office in the headquarters building, sifting through old historical records of the base from the early days.

"What has impressed me the most as I look through those records is how much the base's mission has grown," he said. "Before the 1970s, I don't think the active duty placed as much importance on the 934th, or any Reserve base for that matter. But we should be proud, especially with our new mission under Air Combat Command, that we're now a total force, carrying our fair share of the load - and then some." □

Lifeline

Unit reservist attributes his family's survival in car crash to lifesaving seat belts

by Tech. Sgt. Janet Byerly
public affairs

No matter how many times we're told seat belts save lives, nothing reinforces the message more than an accident such as Tech. Sgt. Michael Ginapp, chief of 934th Military Personnel Flight's customer service, and his sons survived recently.

"We were on Highway 61, near Wabasha, Minn.," said Ginapp, "and as we came around a curve in the road, we hit a patch of ice, which threw us into an embankment along the road. Our vehicle flipped; we traveled 15-20 feet then landed on the passenger side of the vehicle.

"Just moments later, we were hit by another car and pushed about 10 feet down the road, with our vehicle still on its side," he continued. "My 14-year-old son, Ryan, was in the passenger seat, and Eric, my 3-year-old, was in the back seat, behind me," he said. "We all were wearing our seat belts. We just unfastened our seat belts and climbed out."

When the vehicle flipped, all the windows shattered. "I know if we hadn't been wearing seat belts, both Ryan and Eric would have been thrown from the vehicle," Ginapp said, "and we could have been severely injured."

The vehicle was totalled, and Ginapp had to wear a neck brace for a week, but his sons were not injured.

"Even the person who hit us wasn't injured; she was wearing a seat belt also," he said. "Seat belts do save lives." □

SERVICES BRIEFS

'Winter Fit' concludes

The Winter Fit physical fitness competition ended March 31, with 12 teams and a total of 63 people participating. Competitors logged in 1,334 hours of physical fitness activities on the base.

The first place team members were Debra Hanson and Ronna Puck, 934th Services Flight; and Greg Johnson, 934th Maintenance Squadron.

The second place team members were Bernadette Greene, 934th Aeromedical Evacuation Squadron; Chuck Super, 934th Civil Engineer Squadron; and John Marchetti and Mehrdad "Dodd" Sadeghi, Base Civil Engineering. Greene and Sadeghi earned the most points of competing civilians.

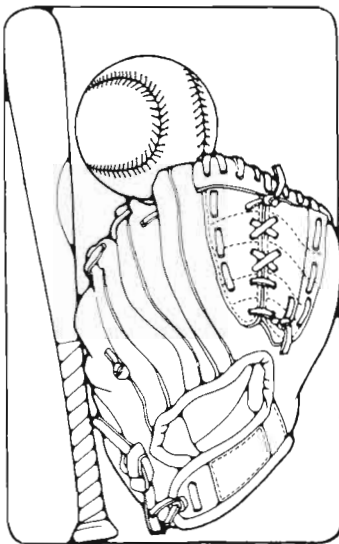
League play begins

The 934th Softball League begins play on May 4.

"Co-Rec" softball starts at 4:50 p.m. as follows: Field 1, 934th Services Flight and 934th Communications Flight; Field 2, 27th Aerial Port Squadron and Avionics. At 5:50

p.m., Field 1, 934th Logistics Support Squadron plays 96th Airlift Squadron; and on Field 2, SVF plays Avionics.

Men's softball starts at 4:45 p.m. at the Air National Guard field with LSS and 934th Civil Engineer Squadron.



Fitness managers meet

There will be a mandatory meeting of all Unit Fitness Program Managers at the cycle center, Saturday, May 4, 7:45 a.m. This was in last month's paper listed in error as May 14.

Armed Forces Night set

Armed Forces Night with the states newest professional football team will be Friday, May 24, at 7 p.m. at the Target Center, featuring "arenaball." The game uses a 50-yard field, with no punting and most players playing both offense and defense.

Upper level tickets are \$6, and mail order forms are available from unit orderly rooms or recreation services.

More action ...

□ No activities are planned for June because of the Readiness Assistance Visit. There will be recreation activities at Volk Field, Wis., including movies, board and card games, and a fitness center.

□ The Herk Hustle 5K Fun Run/Walk will be held on Saturday, May 4. See Page 3, "UTA weekend activity roundup," for details.

□ Discount tickets are available for the local amusement park as well as a national theme park in two U.S. locations. □

♣ 934th Recreation Services
Bldg. 802, Ext. 5316