

RECRUITER

United States Army Recruiting Command August 2005

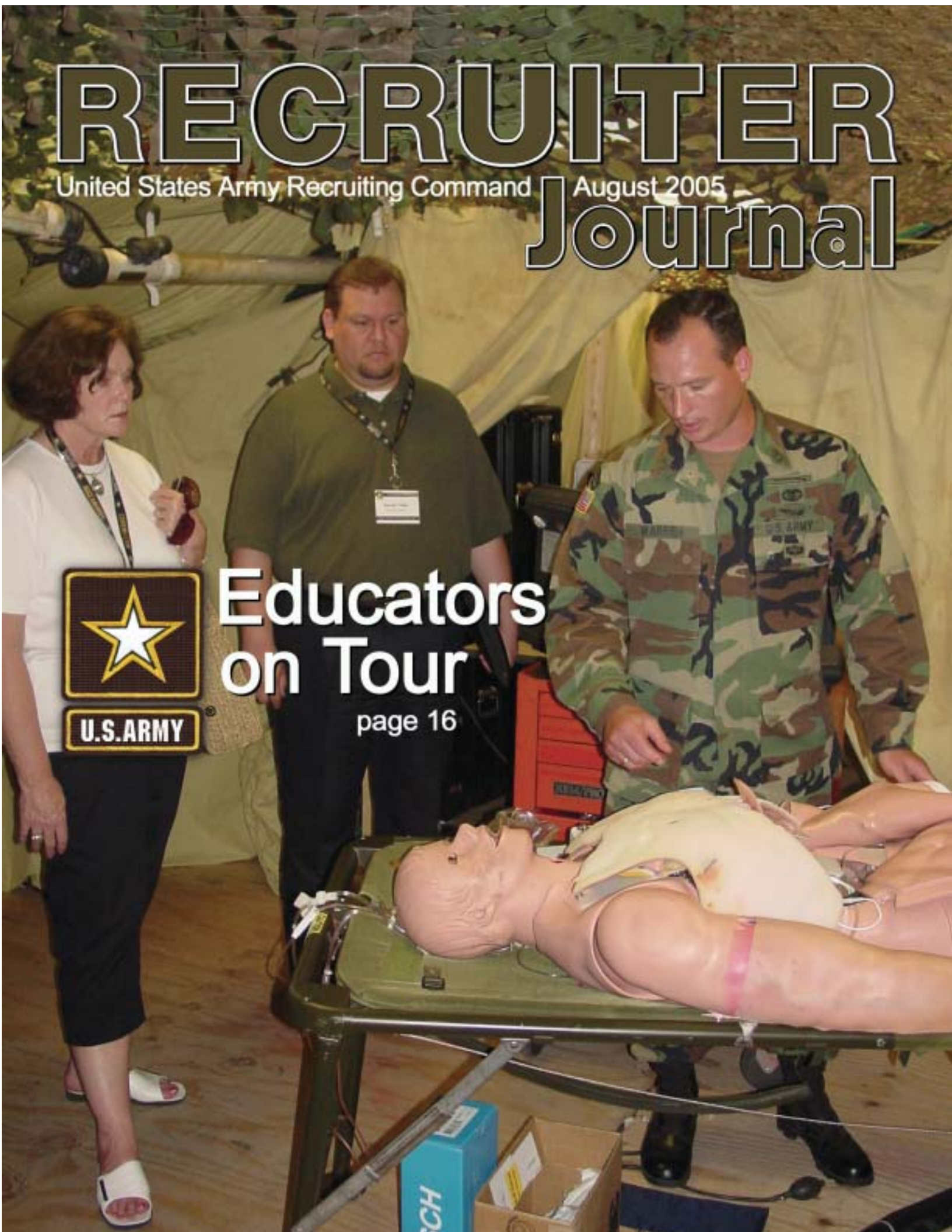
Journal



U.S. ARMY

Educators on Tour

page 16



RECRUITER Journal

U.S. Army Recruiting Command
August 2005, Volume 57, Issue 7

Commanding General
Maj. Gen. Michael D. Rochelle

Public Affairs Officer
S. Douglas Smith

Editor
L. Pearl Ingram

Associate Editor
Walt Kloeppel

Associate Editor
Mary Kate Chambers

Cover Design
Joyce Knight

The Recruiter Journal (ISSN 0747-573X) is authorized by AR 360-1 for members of the U.S. Army. Contents of this publication are not necessarily official views of, or endorsed by, the U.S. Government, Department of Defense, Department of the Army, or the U.S. Army Recruiting Command. It is published monthly using offset printing by the Public Affairs Office, U.S. Army Recruiting Command, ATTN: RCMPO-PA, Building 1307, Third Avenue, Fort Knox, KY 40121-2726; telephone DSN 536-0167, commercial 502-626-0167, fax 502-626-0924. Printed circulation: 13,600.

Deadline for submission of material is the first of the month prior to publication.

Periodicals postage paid at Fort Knox, Ky., and at additional mailing office.

POSTMASTER - Send address changes to:
Cdr, U.S. Army Recruiting Command
ATTN: RCMPO-PA (Recruiter Journal)
1307 Third Avenue
Fort Knox, KY 40121-2726

E-mail address:

RJJournal@usarec.army.mil

Intranet address:

<http://hq.usarec.army.mil/aparjournal.htm>



Features

5 Letters to the Command

Civilians write to thank recruiters for acts of kindness.

6 It's Time to Manage Yourself

Managing time and stress will make you a better recruiter.

10 USAREC's Mission to End Sexual Assault

Sexual assault is a criminal offense that has no place in the Army.

11 Computer Gamers Check Out *America's Army*

Sgt. 1st Class John Originales created a program that schools teens in Army values and leadership.

12 SRAP

Soldiers sharing experiences from Iraq provide a valuable recruiting asset.

13 Recruiter Tells CSA: It's about leadership, not salesmanship

Staff Sgt. Wesley Watson, a recruiter in Petoskey, Mich., discussed issues with Army Chief of Staff, Gen. Peter Schoomaker.



Departments

- 2 Commanding General
- 3 Command Sergeant Major
- 4 Chaplain
- 8 Pro-Talk
- 21 Safety
- 22 Field File
- 26 News Briefs
- 29 Salutes
- 32 The Test



Front Cover: Educators get the opportunity to observe hands-on training during an Educator Tour at Fort Sam Houston, Texas.
Photo by Jennifer Gunn.

14 College Market Segmentation Plan

The old proverb goes, “How do you eat an elephant? One bite at a time.” College lists are so large that it’s hard to know where to begin. Using the elephant analogy, one can begin to “take a bite” out of these lists by implementing a college market segmentation plan.

15 Prospecting, Partnerships, High Schools and Colleges

What do the No Child Left Behind Act, March 2 Success, rigorous high school curriculums, remedial programs at community colleges, and ConAP have in common? Prospecting and partnerships!

16 Army Medical Training Wows Texas Teachers

Twenty-one South Texas educators had the opportunity to try the Army’s medical training on for size during an Educator Tour, June 6-9 at Fort Sam Houston, Texas.



18 Centralized Tuition Assistance Management

During Fiscal Year 2006, the Army Continuing Education System will centralize and automate the process for Tuition Assistance management.

19 The Value of Enlistment Standards

Enlistment standards focus on the enlistment process. The value of enforcing enlistments standards is as indispensable today as it was in the early years of the All-Volunteer Army.

20 Child Care Assistance Program

The Army-sponsored Community-Based Child Care program is designed to meet the child care needs of service members living in areas where on-base military child care is not available.



Maj. Gen. Michael D. Rochelle

One Example of Doing Our Job

For this month's column, I would like to share with RJ readers a letter that I received.

August 10, 2005

Commanding General
Maj. Gen. Michael D. Rochelle

Dear Sir,

As today's newspapers like to publish negative things about the recruiters of the U.S. Army, today I am writing you to commend your recruiters on a job well done.

My son has been quite the challenge in his teen years, lacking direction and respect, as so many of today's teens do. We, as his parents, just could not seem to give him the direction and focus that we would have liked to see him have.

My husband and I decided one day that we would take him down to the recruiting station to look into the option he may have with the Army. To put it mildly, he was not exactly a happy camper. When we arrived, we were introduced to a recruiter that would give us the information that may help interest him. Well, to our surprise, we were informed that a high school diploma was really in his best interest to enter the Army. He was very disappointed; at that point my son was a first semester senior short seven credits for graduation. The situation looked quite grim for him.

His attitude at that point got worse. About two weeks later he gets a call from that same recruiter checking with him to see what his plan may be for finishing high school and perhaps choosing the Army as a career. His name was Staff Sgt. Harry Huff. Staff Sgt. Huff then told my son about the DEP program, but he could only be in the program a certain amount of time

prior to entering the Army. Staff Sgt. Huff spent a lot of time getting my son motivated to finish high school. Thanks to him my son, Anthony, finished high school in record time, with correspondence courses, his regular high school classes and summer school. He received his graduation credit on July 22, 2005. Anthony could not have accomplished all this without the support, direction, self-respect and perseverance that Staff Sgt. Huff instilled in him.

My son, Anthony, left for boot camp in Columbus, Ga., yesterday! With the help of Staff Sgt. Harry Huff and the entire staff at Crystal Lake, Ill., my son made it. The sergeants at the recruiting station certainly give a true meaning to the phrase An Army of One! My son received support and direction from all the sergeants there, even though they were getting no credit for the recruit. They work together as one! My son has grown to have a deep respect for all these men there at the office. Through good days and bad days, they all stood by my son and pushed him to succeed.

With the excitement my son grew to have for entering the Army, he also got several other young men to join with the help of Staff Sgt. Huff. I asked Staff Sgt. Huff why would you help recruit a boy from Chicago when you are not getting any credit for the recruit, he stated to me we are An Army of One, Ma'am, that's my job, credit is not really what I care about; it is serving my country and getting the job done, Ma'am! This is a true Soldier; this man has given my entire extended family and myself an entirely new outlook on what it really means to be a Soldier in the U.S. Army!

My husband and I dropped my son off Monday at the hotel by MEPS in Des Plaines, Ill. My heart breaks as I will miss my son, but I have tears of joy also as I am so very proud of him and what he has accomplished. I have a special place in my heart for Staff Sgt. Harry Huff and all that he has done for my son. I thanked Staff Sgt. Huff for all he has done for my son and he replied, "Just doing my job, Ma'am."

I just wanted you to know this man not only did his job well, he went way beyond the call of duty to help a young man find his way! My son entered the U.S. Army with great enthusiasm on Tuesday, and a gleam in his eyes that I had not seen in years. As I am so deeply grateful to all the members of the recruiting staff at the Crystal Lake office, I am also proud to say I know them! I thank you for making such a difference in my son's life. I hope that you recognize the great job these men do.

Staff Sgt. Ruxlow
Staff Sgt. Schreck
Sgt. 1st Class Soza
Staff Sgt. Rosen
Sgt. Herndon

With special thanks from my entire family and friends to Staff Sgt. Harry A. Huff!

Sincerely yours,
Mrs. Barbara Pijanowski
Crystal Lake, Ill.

Answering the Call

—the ultimate mandate

*A call went out for volunteers in a nation bein' born
No sunshine patriot speeches, no summer Soldier songs ...
To keep the country strong.
When we were needed, we were there, we were there
When we were needed, we were there.
... No, it wasn't always easy, it wasn't always fair,
But when freedom called we answered we were there.
If you wanna find out who we are Just ask us where we've been
From the frozen fields of Valley Forge
To the trail called Ho Chi Minh.
Thru the glory and the sacrifice we do our job each day
We are citizens and Soldiers, an Army all the way.
When we were needed, we were there,
We were there when we were needed
We were there.*

These words are part of the lyrics from the song, "We Were There," an introductory jingle to a video segment from an older version of the multimedia sales presentation.

The essence of this song is synonymous with the warrior ethos and personifies the role USAREC has played in the success of the All-Volunteer Force. Although very catchy and hackneyed, this jingle propounds a suggested mantra that should reverberate in the hearts and minds of all who wear the USAREC patch — "Provide the Strength."

You see, throughout its history, when USAREC was needed, USAREC was there! Recruiting has a rich history of success and legacies dating back to the Revolutionary War and is very relevant in today's transforming Army.

Although we're treading in uncharted waters recruiting for the AVF during a protracted war, we are still answering the call. The numbers are down, nevertheless, we are still answering the call.

As the commanding general stated, June's recruiting success jump started our motivation and provided much need inspiration to continue our push toward the end of the recruiting year. Understandably, this is a result of the dedication and total commitment of our recruiting force. You responded to his call to leave no one behind thus ensuring that everyone contributes to fight. The command has been bombarded with negativity about our mission accomplishment, nonetheless, you are forging the way for near term and future successes. You are persevering and heeding the commanding general's mandate, "It's not over until it's over."

You are answering the call in a most profound manner. What you are doing is vitally important, especially to the Soldiers on the battlefield. Quoting the President, "... there is no higher calling than service in our armed forces." Please be mindful that there's also no higher calling than recruiting America's sons and daughters during this most critical time in our nation's history.

This became more evident in my recent travel to Fort Hood, Texas.



Command Sgt. Maj. Harold Blount

Command Sgt. Maj. John Sparks, TRADOC command sergeant major, and I interacted with leaders and Soldiers of Third Corps, the 1st Cavalry and 4th Infantry Divisions. We had the distinct opportunity to visit with and thank Soldiers just returning from the AOR.

These Soldiers proudly shared their experiences about Iraq. They believed in what they were doing and that it was vitally important to complete their mission at whatever cause. They proudly expressed a deep passion and desire to return. Many express concern about the state of recruiting and its mission success. Just as poignant was how they expressed their deep gratitude for what Recruiting Command is providing them — quality, professional, and competent Soldiers. They understand and appreciate the hard work, the long hours, the dedication, commitment, and sacrifice that recruiters contribute to providing the strength. They appreciate the Soldiers who arrive at their units embodying the Army Values, physically and mentally fit.

Simply put, they realize that you, the Army recruiters are answering the call on the streets of America to man the force. You are making a real difference. As we push to close out FY 05 in convincing fashion and enter FY 06, we must continue to answer the call to write yet another successful chapter in USAREC's history. We are needed, and we will be there — on point for America's Army.



The Princess Meets the Knight

By Chaplain Lt. Col. Lyndell E. Stike

Over the Fourth of July holiday, my wife and I began a major project to remodel a beach condo. We had to gut the entire place and start new. As we moved from room to room, we each developed expectations for the space. One bedroom was to be branded with a golfer's theme, at least that is what I was thinking. Jackie was more into flowers, bright colors and soft pillows. We attempted to persuade each other to our side without actually sharing what we were thinking. The frustration grew until we were forced to sit down and discuss our expectation for the bedroom.

Many times this is our approach to marriage. We have expectations of our spouse, however, we neglect to share the vision. Men develop their expectations from many sources: television, movies, magazines and locker room discussions. They observe their mother and other family members. By the time they make it to the altar, they have a fully developed

picture of the perfect wife. This princess will clean the house and cook just like his mother. She will look like the magazine pictures and respond to him just like the other women he has heard or read about. Money will be no problem because she will work her high paying job and raise their two children (one boy and one girl) without a complaint.

Likewise, women develop their conceptual husband at an early age. Her dad is able to do anything. He can fix the sink and sit down and have tea with her all in the same day. Dad works hard but is home by 1700 and has every weekend off to spend with the family. He loves her mother and openly shares his emotions. She watches movies and soap operas and expects her husband to be a GQ model. She has watched every wedding show and attended every ceremony in the community. She *knows* what she wants and is going to get it. This knight in shining armor will keep her secure and

safe from all harms. She can trust him with her deepest fears and desires. He will always be there for her.

Most couples are completely unaware of their partner's expectations. During courtship, they discuss many issues but never what they anticipate from the other. When we fail to fulfill the expectations of our spouse, we sense the disappointment, however, we are never able to put our finger on the cause. We engage in a battle with a ghost. The frustration grows with each year.

Depending on the criteria of our expectations, they can be unreasonable. What dad did around the house, he did because he possessed the skills and desire to get the job done. Your husband may not know which end of the hammer to use. He is challenged to get the correct wattage light bulb. In such a case we need to lower our expectations while he may be encouraged to take some classes at Home Depot.

How do we find balance between our expectations and reality? The first step is to be aware of our personal desires and those of our mate. It takes open communication between two caring individuals to discover how to create the equilibrium. We may need to lower our expectation while at the same time our spouse raises their reality. Defeating the ghost of Mr. Perfect or Mrs. Wonderful can be accomplished by openness between Mr. and Mrs. Smith. It takes time, patience and enhanced communication skills. If you want to obtain these abilities, contact your brigade chaplain. Programs are available to make your marriage stronger. Godspeed.

Recruiters help in family's wish to honor veteran

Our family would like to bring to your attention the outstanding actions of Sgt. 1st Class Steven Stuckey from the Greenville, Texas, Recruiting Station.

On May 8, Lonnie Foote Sr. passed away. He was a Korean War veteran who finally lost his battle with cancer. He had been undergoing cancer treatment and orthopedic rehabilitation at the VA hospital in Dallas ... Our family visited him many times in the hospital. Each time we visited we saw just how slowly the Veterans Administration works. ...

As broken hearted as we were by his death, we were all mildly relieved that his battle was over and he was able to retain his dignity. Unfortunately, we again relied on the VA to make sure there was a flag presented to his widow, by a member of the Army, at the memorial service. Mr. Foote had filled out the VA's necessary paperwork at the hospital to receive a flag upon his death. His widow was told the day before the memorial that one had been ordered by the funeral home from the VA, but that was all. Less than 24 hours before the service, we were informed that a flag would be mailed in a

box, and we could pick it up at the funeral home. Since there was no burial, it was really important to us to have the folded flag presented to the family — not mailed to us in a box. It seemed to us that the Army owed this veteran this last act of gratitude and respect.

My husband and I made many phone calls. We were getting nowhere and kept being referred back again and again back to the VA. Until, at last we stumbled onto the Greenville Recruiting Station. Our first contact was with Sgt. 1st Class Stuckey. ... He told us he would see what he could do to "make this happen" and call us back. After a few more calls Sgt. 1st Class Stuckey told us he would have someone there to present the flag.

On the day of Lonnie's memorial service, I met Sgt. 1st Class Stuckey and Sgt. Jeffrey Riddle. Sgt. Riddle was in full dress uniform, Sgt. 1st Class Stuckey, I found out then, was in a walking cast.

They took the boxed flag and followed me back to the house where the service was to be held. They drove down the road, folded the flag, and came back to the house. It was really warm that afternoon. Through the entire service and the heat of the sun, both men stood at the back of the crowd. Sgt. Riddle in his uniform, despite the heat, reverently holding the flag; Sgt. 1st Class Stuckey, with his walking cast,

standing respectfully. At the end of the service, Sgt. Riddle made his way down front and presented Lonnie's widow, Peggy, with the folded flag and saluted her. It was a truly moving tribute.

The reason for this letter is that because of the actions of Sgt. 1st Class Stuckey and Sgt. Riddle, Lonnie Sr. wasn't one of a forgotten multitude. He was a recognized, respected and dignified war veteran.

Sgt. 1st Class Stuckey made our family feel as if our wish to honor Lonnie's service to his country was important to the Army. For all our disappointment dealing with the Veteran's Administration, we were equally impressed and forever grateful to Sgt. 1st Class Stuckey for giving us this memory.

In closing, we hope that this letter will serve to let others know about the outstanding conduct of these Soldiers and in particular Sgt. 1st Class Stuckey. These days so many people have lost sight of the impact one person can have. The U.S. Army is very well represented by the remarkable men of the Greenville, Texas, Recruiting Station. We are truly thankful.

Sincerely,
Mr. and Mrs. Lonnie Foote Jr.

Mother appreciates recruiter's presence at boy's birthday party

To the commander of the Sacramento Recruiting Battalion

Dear Sir,

I would like to commend you on the caliber of Soldiers here in Sonora, Calif. I was honored to hear that the letter to the editor that I wrote to the local newspaper was forwarded to you and would like to thank you for these Soldiers. Here is the letter that appeared in the Sonora Union Democrat on June 7, 2005.

AN ARMY OF ONE

About two months ago, I was getting my hair cut with my son. Like any 5-year-old, Michael was getting bored. He asked to go to the Army recruiting office across the way to talk to the Army guys. I told him they were probably busy. Finally one of the salon girls took him over.

About 20 minutes later a very excited, happy boy came back with oodles of

Army goodies, binoculars, key chains, pens, etc.

Then Michael asked in a very serious maner if he could invite the Army guys to his birthday party. I said I didn't think that they would have the time. Michael asked again.

As we were leaving, a few of the Army recruiters greeted me and said what a nice young man Michael was, and how polite he was. Michael boldly asked, "Will you guys come to my Army party on Saturday?" To my surprise the answer was, "You bet. We would be honored." A sergeant gave me his card and asked me to call to remind him. Michael's party approached, I called to remind them, and they even remembered.

So, with the entire kindergarten class anticipating the arrival of real Army guys at Michael's party, one awesome young

sergeant, Mark A. Catlett, showed up. You can imagine the awestruck faces of these young boys. Sergeant Mark took pictures with all of the boys with a huge smile at least a dozen times! He stayed for an hour and a half, full of fun, love and Army honor, a day seven young boys will always remember.

At a time when Americans spend so much time criticizing the Army, especially recruiters, one sergeant made a difference to a little boy's day. I am proud of our Army ... most are like Sgt. Mark Catlett. I am honored to know him. An Army of One? I would like to think that we could be that as a nation. God bless America, and God bless Sgt. Mark Catlett!

*Arlene Temple
Sonora, Calif.*

It's Time to Manage Yourself



By Mary Kate Chambers,
RJ Associate Editor

You hit the door at the station at 8:30. OK, maybe it was 8:40 since you had to get gas.

You start the coffee, read the newspaper, log onto the computer and yak with your coworkers.

By then it's 9:15. You're supposed to meet with the station commander in 15 minutes to fill him in on your plan for the week. So you throw something together to cover the next couple of days.

Then it's after 10:00. You start trying to make some phone calls, not really reaching anyone because you didn't plan ahead about who might be available.

About 11, you head to the high school to meet with the guidance counselor and a couple of your Future Soldiers. You spend the midday talking with the people you already know at the school, rather than trying to talk to the ones you don't know.

By 12:30, you're driving across town for something to eat besides fast food. You visited that drive-through window on the way home at 9 last night.

At 2:00, you run police checks, fill out paperwork, fax forms to the MEPS and work on some packets.

Later, you rush to keep that 4 p.m. appointment with a prospect. You wait about an hour, and realize she's not going to show.

Back at the station, you know you need to get in some PT, but you also need to make some calls. PT gets pushed to the back burner, for the third day this week.

At 6:30, your spouse calls and wants to know if you'll meet the family at the ballpark for your 10-year-old's softball game. No tonight, you say. You forgot because it wasn't written into your plan.

In fact, your plan wasn't even written.

No wonder you're stressed!

Recall your days at the Recruiting and Retention School. You may have had a class called "Develop a Time Management Plan."

To help deal with your load, apply that schoolhouse lesson to your life in the field.

Sgt. Maj. Joseph Malcolm, an instructor for the Army Recruiter Course from 1999-2001, says success in the recruiting business can be easier if you know what you're doing tomorrow before tomorrow comes.

"First things first," he said. "Find out what is the critical daily and weekly accomplishment."

The mission to put people in the Army is one that Sgt. 1st Class Bertha Middlebrooks takes very seriously.

"That mission is just as strong and true as if we were in Iraq," said Sgt. 1st Class Middlebrooks, station commander in Grand Prairie, Texas.

And to meet that mission, organization is among the key requirements.

For example, paperwork is not something Sgt. 1st Class Middlebrooks suggests setting aside.

"We do it as we go," she said. "You have to find that time."

Sgt. 1st Class Middlebrooks knows a few things about successful ways. Her station was quarter box plus six in the third quarter, and in April she was the top Army Reserve recruiter.

Sgt. 1st Class Steven Crager is assigned to Heidelberg, Germany, as a recruiter/guidance counselor/operations sergeant/waiver clerk. He says it is a mistake for recruiters to ignore keeping the office organized.

"A well organized office is a successful office," he said.

The ARC suggests developing a task list to help set priorities and accomplish chores.



Middlebrooks

Planning doesn't require sticking to a strict schedule. But making the right decisions about the easiest and most efficient way to get your work done is part of the deal.

Follow this basic idea for a plan.

- List all your non-work activities, including meals, travel time, family events and sleep. Be realistic about the time necessary. Go ahead and allow seven or eight hours for sleep, and allow an hour for meals.

- List all work tasks.

- Estimate the time needed to complete each task. Add a safety margin to account for the unexpected. A 50 percent increase over the initial estimate is common.

- Prioritize the tasks. Rank each one based on importance. At that point it should be clearer what needs to be done.

"If you're reacting to everything, you can plan to fail," said Sgt. Maj. Malcolm, who now serves in the plans and doctrine branch, USAREC G3. "You've got to be proactive."

Communicating your plan also is key. If you attend your 10-year-old's softball game on Thursday, explain to your family that "you may have to do more Wednesday night to make up for it," said Sgt. Maj. Malcolm.

Sgt. 1st Class James Buckland, commander of the Smyrna, Ga., station, said his two children keep him motivated.

"That's one of the things that drives me, to be able to go out

To help manage stress

- Try to stick to a healthy diet. Stay away from too much caffeine.
- Remember to take short breaks. Stretch. Get a few minutes of fresh air. Build in time for relaxation.
- Seek support. If you find yourself having to deal with difficult customers or tension at work, seek support from co-workers or from your human resources representative. Talking is sometimes the best way to get through difficult times.
- Work together with everyone in your household to share chores and responsibilities. Remember to be appreciative when people do help out.

militaryonesource.com

Get organized

- Keep your desk clear of clutter. This also helps maintain a professional appearance for prospects in the office.
- Respond to priority e-mail right away, but let other messages wait for a better time.
- Confirm appointments to avoid wasting time.
- Keep all work-related items in one place at home to make sure you'll know where to find it. Each night, make sure your uniform is ready for the next day.

and see my kids' activities," he said. Sgt. 1st Class Buckland, named to the Best of the Best, was 2d Brigade's top large station commander in March and May when he was assigned to Duluth station.

Multitasking can also work for you. Physical training can relieve stress, provide good training for Future Soldiers and help maintain a professional military appearance.

"PT is an everyday occurrence in this station, and it starts at 1700," said Sgt. 1st Class Buckland.

"It takes care of a few things at one time: it makes sure my Future Soldiers are ready to go, and at the same time I can ensure that my recruiters get the workout that they need to pass the PT test and eliminate stress before they go home for the evening," he said.

Sgt. 1st Class Middlebrooks incorporates a similar routine in Grand Prairie, working out with Future Soldiers one day a week, and exercising as a station two additional days a week.

Sgt. 1st Class Crager, 1st Brigade's top USAR recruiter from January to April, makes another point.

"Looking and feeling good in your uniform is half the sell when talking to applicants," he said. Personally, PT "is a time for me to get away from the job and do something for my mind and body," he added.

It's all easier said than done, right? Not necessarily.

"The more successful you are as a recruiter, the more autonomy you have," said Sgt. Maj. Malcolm. "No one wants to mess with a good thing. They want you to be successful."



Buckland



Crager

Baltimore Battalion does **Double Duty** with Future Soldiers

*Story and photos by Denise Y. Susnir,
Baltimore Battalion*

Baltimore Battalion simultaneously hosted two Future Warriors Day events in April.

James River and Norfolk recruiting companies celebrated the event on Fort Eustis. At Fort Meade, Md., more than 300 Future Soldiers from Columbia, Baltimore, Frederick, Landover and Potomac Recruiting companies converged to participate in “Future Warriors Day 2005.”

The mission: to train, motivate and showcase the U.S. Army for the young men and women enrolled in the Army’s Future Soldier Program. All who attended agreed the event was “a resounding success.”

Col. John Ives, then the installation commander of Fort Meade, proclaimed the day “Future Warriors Day 2005.”

“The United States Army has a non-negotiable contract with the American people. Upon our shoulders rests the heavy burden of protecting their inherent liberties and freedoms and to fight to win the nation’s wars. We are America’s guardians of democracy and, therefore, must maintain adequate numbers of Soldiers standing point around the world, performing the roles of peacekeeper, providing humanitarian service and standing ready as war-fighters. Victory can only be guaranteed when enough of its citizens proudly answer the call to serve with a profound sense of duty, selfless service and respect that underscores acts of great honor, integrity and personal courage,” the proclamation read.

Future Soldiers received pre-basic training task instruction as well as drill and ceremony instruction from four former drill

sergeants now serving as recruiters with the Baltimore Battalion. Other areas of instruction included land navigation, the International Communication Alphabet, rank recognition and the 24-hour clock.

Phase two of the event created a healthy dose of “friendly competition” among the recruits and challenged them to show off their skills. They competed in physical training, rock wall climbing, football toss, Pop-A-Shot and America’s Army Laser Shot competitions.

“It’s great to be able to come out here and help educate people about the military, and to see them all come together to have fun” said Sgt. Aaron Riddle of the 241st Military Police Detachment K-9 Unit. Sgt. Riddle and his fellow dog handlers, Staff Sgt. Jason Hazzard and Staff Sgt. Warren Bias, awed the crowd with a display of precision and discipline as they put their dogs Junior, Benno and Helo through their paces in a series of explosive detection, aggression, threat detection and obstacle course demonstrations.

Staff Sgt. Dereck Sneed, a recruiter from Falls Church station, said, “It’s exciting to see all of the Future Soldiers coming together to have a good time. This event has been very successful, and I think everyone here will go away with a very different view of today’s Army.”

Brig. Gen. John F. Shortal, USAREC deputy commanding general-east, commented, “As in everything the Baltimore Battalion does, their usual attention to detail has made this event a rousing success. I am especially glad to see the parents out here supporting the troops and would like to see a lot more of these events in the future.”

“It’s exciting to see all of the Future Soldiers coming together to have a good time. This event has been very successful and I think everyone here will go away with a very different view of today’s Army.”



*Staff Sgt.
Dereck
Sneed, Falls
Church
station*



A rock climbing wall was among the numerous activities that were available to recruits at Future Warriors Day 2005, hosted by Baltimore Battalion. The 241st Military Police Detachment’s K-9 Unit also provided a demonstration of their dogs’ abilities. Below, the 949th Transportation Company offered a static display of vehicles as part of the daylong event.



USAREC's Mission to End Sexual ASSAULT



By Jack Nix, USAREC G1

The USAREC Sexual Assault Prevention and Response Program reinforces the Army's commitment to eliminate incidents of sexual assault through a comprehensive policy that centers on awareness and prevention, training and education, victim advocacy, response, reporting and follow-up. Army policy promotes sensitive care and confidential reporting for victims of sexual assault and accountability for those who commit these crimes. For the purposes of this policy, confidentiality or confidential reporting is defined as allowing a Soldier to report a sexual assault to specified individuals. This reporting option gives the Soldier access to medical care, counseling, and victim advocacy, without initiating the investigative process.

Goals of the USAREC SAPRP

Create a climate that minimizes sexual assault incidents, which impact Army personnel, Army civilians, and family members and, if an incident should occur, ensure that victims and subjects are treated according to Army policy.

Create a climate that encourages victims to report incidents of sexual assault without fear.

Establish sexual assault prevention training and awareness programs to educate Soldiers.

Ensure sensitive and comprehensive treatment to restore victims' health and well-being.

Ensure leaders understand their roles and responsibilities regarding response to sexual assault victims, thoroughly investigate allegations of sexual assault, and take appropriate administrative and disciplinary action.

Sexual Assault Policy

Sexual assault is a criminal offense that has no place in the Army. It degrades mission readiness by devastating the Army's ability to work effectively as a team. Every Soldier who is aware of a sexual assault should immediately, within 24 hours, report incidents of sexual assault. Sexual Assault is incompatible with the Army Values and is punishable under the Uniform Code of Military Justice and other federal and local civilian laws.

USAREC will use training, education, and awareness to minimize sexual assault; to promote the sensitive handling of victims of sexual assault; to offer victim assistance and counseling; to hold those who commit sexual assault offenses accountable; to provide confidential avenues for reporting and to reinforce a commitment to Army Values.

USAREC will treat all victims of sexual assault with dignity, fairness, and respect. USAREC will treat every reported sexual assault incident seriously by following proper guidelines.

This policy applies (1) both on and off post and during duty and non-duty hours and (2) to working, living, and recreational environments (including both on and off post housing).

The Memorandum of Instruction will clarify the policy, include definitions and designate responsibilities regarding the Sexual Assault Prevention and Response Program throughout USAREC.

Jack Nix is the Director of the Sexual Assault Prevention and Response Program for USAREC. He may be reached at (502) 626-0239 or e-mail at John.Nix@usarec.army.mil

Computer Gamers Check Out



By Lori Mezzoff,
America's Army Game

Sgt. 1st Class John Originales, while assigned to the Dodge City, Kan., recruiting station, created a program that schools teens in Army values and leadership, while at the same time using an entertaining “America’s Army” game experience to attract attendance. The result is a program that meets the goals of the Army and the local community.

Having used the “America’s Army” game in a recruiting event at the Dodge City Community College computer science lab open house, Sgt. 1st Class Originales decided to broaden his reach into the community by forming a partnership with the Dodge City Public Library. Along with the library’s director, Sgt. 1st Class Originales developed a plan to expose more young people to the library while encouraging them to enjoy a free game showcasing teamwork, leadership, and communication as means to reaching a goal.

The Kansas City Battalion promoted the two-day event through several activities, including event flyers at local schools and colleges. Sgt. 1st Class Originales had a previous relationship with a local radio station that proposed doing a live remote from the gaming event. The battalion APA worked out the details with the station and also coordinated the airing of 30-second advertising spots promoting the event.

The library also put Sgt. 1st Class Originales in touch with a local Dodge City Globe reporter who is a computer games enthusiast. The reporter conducted an interview and published a story the day after the first event, which provided additional advertising for the second day of the event. In addition, on the first day of the event the battalion worked with a local radio station to host a live remote outside the library. On the half hour, the station aired interviews with the Army and players. The winning team was also interviewed at the end of day one.

In order to foster teamwork and communication, recruiters organized the competition so that players were paired up with participants who they did not previously know. This process showcased the Army’s message of Soldiers coming from all walks of life to work together to accomplish the mission. This message was driven home by the announcement of the winning team — a team comprised of players who hadn’t previously known each other but worked together and became a cohesive team as a result of open communication.

At each day’s three-hour event, young adults ages 13-18 played against each other in five-on-five teams in the computer lab. Sgt. 1st Class Originales and other recruiters worked with

the players to help them strategize and discuss the mission briefings. The teens who were waiting to play took advantage of the library’s books and magazines.

“Our goal was to expose teens to the Army’s messages of values and teamwork by using the “America’s Army” game as a communications vehicle, as well as to interest the teens in utilizing the library,” said Sgt. 1st Class Originales. “The event served as a great launch point for discussions about teamwork and how the Army works together on missions. And to top it off, many of the players said that they were more likely to return to the library. It was a win-win for everyone.”

One player told Sgt. 1st Class Originales that he found that the game requires “you to think about how you are going to accomplish your goals and what each member of the squad should be doing” and talked about how communication was key to success in the game.

Out of 70 event participants, the battalion secured 12 leads and two pending contracts. Moreover, since the event attracted young adults and young teens it will pay dividends into the future. By exposing younger teens to the Army in this manner, the battalion is building positive impressions of the Army. As a result many of these young Americans will add Soldiering to their set of career alternatives.

“Being in a rural-area station, it seems to take more time for the young people to make a life-changing decision to join the Army,” said Sgt. 1st Class Originales. “The intent was to portray the U.S. Army in a more positive light and giving teens an understanding of some of the things we do. That was accomplished with great success.”

To have an event highlighted in America’s Army stories, contact America’s Army Public Relations Director Lori Mezzoff at lorimezoff@yahoo.com or 301-879-9030.

For information on hosting an America’s Army tournament contact Scott Nocas at (snocas@ignitedminds.com) or 310-754-3200. The game project is managed by the Office of Economic Manpower & Analysis at West Point and can be reached at 845-938-3599. The America’s Army Event Support Website provides recruiters with information to leverage the game in support of their recruiting objectives at support.americasarmy.com.

SRAP

Special Recruiter Assistance Program — *valuable recruiting asset*

By Nancy Marquardt and Debbie Cannon,
Denver Battalion

Army Spec. Aaron Dunn, a 23-year-old graduate of Skyline High School in Longmont, Colo., returned home from duty in Iraq to assist Longmont Station recruiters by participating in the Special Recruiter Assistance Program in June.

While home, Dunn also shared his experiences as a military police bodyguard for a one-star general in Iraq at several Denver metro area functions, including the Denver Battalion's June 14 Army birthday celebration at the Colorado state capitol.

His three-week recruiting experience resulted in six solid leads who have at least tested and several who have already enlisted. Dunn said, "If they haven't already enlisted they will in the near future."

"I've learned that recruiting is a hard job. The long hours invested sometimes go to waste when a recruit decides not to join after all. It seems recruiters are always waiting for a document or a call back that seems minute, but makes a big difference in your progress.

"I've also learned about some of the procedures and paperwork that recruiters have to deal with and how they go about getting it ready and sending it in. I've found that there seems to be no recruit without some kind of problem or issue to address before enlistment."

In spite of the challenges of recruiting — the long hours, paperwork and mission goals — Dunn looks forward to recruiting on a full-time basis. He said, "I actually put my packet together my last day on special recruiting duty. I'm waiting until my points drop and I am promoted to finish it. My SRAP company commander will sign a letter of recommendation for me as well, so I'll have a good chance of being stationed in the Denver Battalion.

"One of the most rewarding experiences on SRAP was getting an old friend's son to join. In Longmont, it is hard to get anywhere in life unless you leave. I make more money than most of my friends with four-year degrees, because work in most of northern Colorado is scarce.

"It's nice to see that this young man listened and seemed to understand what will happen to him after high school. I'm excited for all Future Soldiers who have made the decision to better themselves, but it was especially good to see a friend's

son make that decision," Dunn said.

At least Dunn knows what to expect when he becomes a full-time recruiter.

"The most difficult challenge during SRAP was finding time to spend with my family and do a good job. I really liked the work I did on SRAP duty, and I feel like I helped the Longmont recruiting station. I made a good name for myself, and I want to keep building on that.

Sharing experiences

"Potential recruits frequently asked me about Iraq and what I did over there. After I told them about my experience, they would usually ask me if they would have to go over there. I told them it all depends on what you do. I explained they should learn to make the best of whatever comes," Dunn said.

After his first Army assignment to Fort Hood, Texas, Dunn shipped to Iraq in March 2004.

"I didn't know what to expect in Iraq," said Dunn, "but I talked with others who had already been. I got lots of contact with my family while there. They have Internet cafes and video teleconferences once a month to see your family."

Dunn said being in Iraq helped him to get to know himself better. He joined the Army military police, and said he enjoys the versatility of the job.

He worked what he calls "a unique duty in Iraq," as a bodyguard in a nine-person personal security detachment for a one-star general.

"A military policeman in Iraq may perform a variety of duties—every day is different. An MP might work the road, do patrol and go to the field one day, and run detention facilities, escort a convoy, perform details on a military post or security for high visibility events the next day," Dunn said.

Dunn realizes his training will be marketable when he leaves the military. He's taken advantage of the military's educational opportunities and has almost completed his associate's degree in criminal justice through Central Texas College. He plans to obtain his bachelor's and is reenlisting in July.

Dunn and his wife, Mary, have a 3-year-old and an infant that was born a week after he returned from Iraq. His parents live in Longmont, Colo., and his in-laws live in Arvada, Colo.



Army Chief of Staff Gen. Peter Schoomaker and Staff Sgt. Wesley Watson, a recruiter assigned to the Petoskey, Mich., station, discuss issues during the chief's recent visit to northern Michigan.

Recruiter Tells CSA: It's about leadership, not salesmanship

*Lt. Col. Michael Negard,
Army Chief of Staff public affairs office*

During a visit to Petoskey, Mich., Jun. 16-17, Army Chief of Staff Gen. Peter J. Schoomaker paid a short visit to the city's recruiting station to glean insights on recruiting efforts in the northern Michigan region.

During the 30-minute meeting, Schoomaker discussed recruiting, standards and initiatives with Staff Sgt. Wesley Watson, the Army recruiter assigned to the small year-round resort community on Lake Michigan's Little Traverse Bay.

"Recruiting is no different than having duties on an installation in the sense that it's not salesmanship, it's leadership," Staff Sgt. Watson told the Army chief. "This isn't selling car insurance. This is about human lives that we are dealing with."

With summer recruiting in high gear, the Army chief took advantage of a previously scheduled speaking engagement at Petoskey's North Central Michigan College to check on regional recruiting at the Armed Forces recruiting station, which Staff Sgt. Watson shares with Navy, Air Force and Marine recruiters. "We would really like to focus our efforts in training into ways you think are appropriate, so any ideas you have would be very useful," Schoomaker told Staff Sgt. Watson. "Tell us how you think we can improve our processes from your position. How can we give all the Soldiers, recruiters like you in these various communities, the tools they need?"

Although the Army is facing one of its greatest recruiting challenges in recent history, it expects to see improvement by the end of the fiscal year, based on multiple recruiting initiatives, increased incentives and increases in recruiter strength. The summer months also tend to draw more recruits, according to historical data. And while recruiting numbers were down for the month of May, re-enlistment across the Active Component, Army Reserve and Army National Guard was 103 percent, 104 percent and 103 percent respectively.

"We are competing for a very small percentage of the population. We have to make sure we address the full spectrum," Schoomaker said. "During World War II we had a population of about 140 million people in this country and we put almost 9 percent of that population in the uniform. Today, we have twice the population in this country, we're trying to put about four-tenths of 1 percent of that population in uniform, and we are facing a national security situation that is at least as dangerous if not more dangerous than we faced in World War II."

Staff Sgt. Watson, who has been serving as a recruiter for almost two years, joined the Army in 1995 and has served as an M-1 armor crewman in Germany; at Fort Riley, Kan.; Fort Lewis, Wash.; and in the Michigan Army National Guard. "It was an honor to meet the Army chief of staff and talk about Army recruiting and the challenges that lie ahead for the Army," said Staff Sgt. Watson. "It's a great confidence builder for me knowing the chief valued my opinion."

College Market Segmentation Plan — ‘Eating the Elephant’

By Command Sgt. Maj. Antonio Darosa,
New Orleans Battalion

The old proverb goes, “How do you eat an elephant? One bite at a time.”

An elephant is a large animal and it is doubtful anyone would want to eat one. But the old proverb, with a little twist, has a similar paradox to prospecting in the college market. College lists are so large that it’s hard to know where to begin. Using the elephant analogy, one can begin to “take a bite” out of these lists by implementing a college market segmentation plan.

The New Orleans Battalion’s college population for school year 2005 was about 150,000 students. The likelihood of all of those students being contacted is very small. With college graduation rates at 51 percent however, it is critical that we not only contact as many students as possible, but more importantly, that we contact the “right” prospect at the “right” time.

Market segmentation means dividing a large, diverse market into smaller parts that share common characteristics. Market segmentation planning allows us to contact the college lists with maximum efficiency. Our college markets can be segmented in numerous ways: classes, majors, veterans, athletes, band members, early graduates to name just a few.

Historically, the highest propensity for enlistment is among the freshmen and senior classes. This is not because of a sudden surge of patriotism among these two classes, but rather, because they’re the ones facing the biggest changes in their lives.

Each year, approximately 62 percent of high school seniors will enroll in college. Some of them will do so because of parental or societal influence. Others will enroll because they lack clear direction as to what to do with the rest of their lives. And others will enroll because of a desire to pursue higher education. Consequently, the freshman class has the highest drop-out rates of all the classes. In fact, according to statistics compiled by ACT (American College Testing), 28 percent of freshmen will drop out during their first year. It only makes sense that however we plan on contacting our lists, we include the freshman class.

Every year, thousands of college seniors will graduate and walk away from college without a job and owing thousands of dollars in student loans. A recent poll by *USA Today* newspaper showed that over 60 percent of 2003 college graduates did not have a job awaiting them. The poll further reported that 67 percent of them were returning to live with their parent because they could not afford to live independently. Obviously, we must contact seniors and offer them a chance to serve their country.

As mentioned earlier, there are other ways to further segment the college market. Among freshmen and seniors, there are some students who may be more receptive to the Army’s message. For example, someone who is graduating with a general studies, liberal arts, or business degree, is more likely to not have a job awaiting them than someone who is graduating with an engineering degree. Additionally, a freshman who has not declared a major, may indicate that she is not sure about college, a signal of willingness to consider other options ... such as an Army enlistment.

Another way to segment the college market is to get a list of the athletes. Many of these students will not be able to continue their athletic careers after college. Their experiences in the athletic fields may make them ideal candidates for our Special Forces enlistment option. Some of them may even be qualified for the Army’s World Class Athlete Program.

Musicians are another segment of the college market that may be receptive to our message. Many musicians cannot afford to practice their trade once they leave college. An Army enlistment will provide them with the opportunity to continue their profession, while earning significantly higher pay than their civilian cohorts.

By segmenting the college market, we can efficiently and effectively navigate through our lists. We can identify those who are more receptive to our message and contact them. Mission Box depends on it!

Prospecting, Partnerships, High Schools and Colleges

By Ben Buckley, ConAP Project Director

What do the No Child Left Behind Act, March 2 Success, rigorous high school curriculums, remedial programs at community colleges and ConAP have in common? Answer — prospecting and partnerships!

High schools need to graduate students proficient in math, English and prepared for college. Colleges need to recruit, enroll, retain and graduate students. Anything recruiters do to help meet these needs makes them valued partners and increases prospecting opportunities.

The No Child Left Behind Act is being introduced to high schools. This means more emphasis on rigorous curriculums, exams, accountability and Adequate Yearly Progress. Recruiters have the perfect tool to help high schools and students succeed: March 2 Success, M2S. Introduce M2S to counselors, principals, English and math teachers, students and parents.

March 2 to Success

In the Asheville, N.C., Recruiting Company, recruiters have stamped www.march2success.com on the back of their business cards. Sgt. 1st Class Kenneth Mayes, Asheville West Recruiting Station, has this to say: “I use March 2 Success to influence the influencers. I spoke at a teacher’s luncheon and emphasized how students can use M2S to refresh math and English skills, prepare for SAT and ACT exams and improve test-taking skills. They need to know M2S is not just for the ASVAB. Parents are very receptive and use M2S to gauge their kid’s progress at home. As for applicants, some have raised their test scores as much as 50 points after refreshing basic math and English skills. M2S has resulted in at least five enlistments in our station this quarter. My next step is to introduce M2S at community colleges that conduct remedial classes. M2S is a wonderful recruiting tool.”

Leads Listing Report

The LLR is a list of veterans living in the community who have completed their eight-year military obligation but are still eligible for further service. It is permissible to contact individuals listed on the Leads Listing Report and inform them about Army opportunities. Further, this includes inviting these veterans to open houses and other events co-sponsored by local colleges. This is done in cooperation with colleges so long as recruiters participate in the event. A sample letter of invitation is on the SOC Web site at <http://www.soc.aascu.org/conap>.

Army Reserve Retention NCOs have a list of veterans in the community who are still serving their eight-year military obligation. It is called Pro Leads. Both lists could be used to invite veterans to the same event.

The Toledo, Ohio, Recruiting Company and the University of Toledo first used the LLR to invite veterans to a college open house in 1998. The result was a spike in enrollments of veterans at the university and enlistments for the Army Reserve.

ConAP and Colleges

The Concurrent Admissions Program is USAREC’s partnership

program with 1,856 colleges. Every ConAP college has designated a point of contact to work with recruiters. Make it a point to use all ConAP colleges in the battalion; all want and expect to work with Army recruiters. For example, by May 9, Cleveland Battalion had used 34 of 34 colleges. The number of ConAP colleges increases by about 100 a year.

ConAP Basics

Encourage each enlistee to fill out a *ConAP College Referral and Intent to Enroll* form for at least one college, preferably a local college. For the small amount of time this takes, there are several benefits.

- You have reinforced a primary motivation for enlistment.
- You have helped the enlistee select a college, make a plan to attend college, and a plan to use hard-earned education benefits.
- Parents and counselors of seniors who enlist support your effort.
- When colleges receive ConAP forms it reinforces their belief that ConAP is a worthwhile program.
- Planning for college can be a life-altering experience for some enlistees who never considered college.
- Finally, five recruiter points for a ConAP form acknowledged by a college.

Expanding the ConAP Partnership

When speaking with college officials, always explain how your programs can help the college recruit, enroll, retain or graduate students.

Ask to place literature racks where students go to drop classes, usually the registrar’s area, where students with Federally Insured Loans go for their “exit interview” and the job placement office.

USAR Job Vacancy Report

This monthly report shows job vacancies in Army Reserve units. Go to: <http://hq.usarec.army.mil/ro/analysis/USAR/Jobvac/default.asp>. Download the report, listed by battalion RSID, to a file and send as an e-mail attachment or take to high school and college counselors. Explain that MOS codes ending in 1 are initial entry jobs. Counselors should give reports to students and post on job bulletin boards.

For high school students and counselors, the report represents an opportunity for skill training, money for college and a part-time job. For college counselors, it is a retention tool, a way students can begin or stay in college.

When a student calls about a particular job, explain that the list is like the want ads in a newspaper; i.e., there is no guarantee the job is still available or the student will qualify. From here, begin the presentation. The USAR Job Vacancy Report is a powerful prospecting tool.

Bottom Line

Let your imagination be your guide. Anything you do to help high schools and colleges meet their basic needs makes you a valuable partner. The more valuable you become the better your prospecting opportunities become.

Army Medical Training Wows Texas Teachers

By Jennifer Gunn, San Antonio Battalion

Twenty-one South Texas educators tried the Army's medical training on for size during an educator's tour, at Fort Sam Houston, Texas, Home of the Combat Medic.

First stop on the tour was an overview briefing on the mission of the Army Medical Detachment Center and School.

The AMEDD Center and School provides hands-on education and training to prepare the medical force to support the Army's medical needs in a field operating environment.

Maj. Michael Cox, assistant dean of the school, explained that the AMEDD Center and School operates more like a university than other military training.

"Every course we teach here is accredited by the civilian sector," Maj. Cox said, "and we have the same standards, too."

Bishop High School biology instructor, Edward Gorny, said he tries to direct students who would benefit from the military toward the Army or the Air Force for this reason: "Because these jobs will translate to civilian life."

The difference between a public or private university and the military's training is the amount of time a student has to "matriculate," Maj. Cox explained. Instead of having one or two classes a day for several years as a civilian student, Army medical students are in the classroom eight hours a day for a matter of weeks or months.

"These military personnel become so advanced in such a short period of time," said Richardo Cano of Career Placement Services at UT Pan American University in Edinburg.

"If you go to a university, in two years, you're still a sophomore. Compare that to the military training ... in two years or less, you're in your job," Cano said.

Maj. Cox reiterated that becoming a member of the Army medical field begins with an Army recruiter. These potential applicants go through the same enlistment process as any Soldier.

He also stressed the importance of the Armed Services Vocational Aptitude Battery test or ASVAB, because "we have standards, and students must score at a certain level to get into the medical field."



"This really puts the ASVAB in context for us educators," said Deni Coon, counselor at Fredericksburg High School. "It's not a waste of time."

Head counselor at Valley View High School in Edinburg, Norma Ramirez, said that she understands the value of the ASVAB now more than ever.

"The higher the students score the more opportunities they have," Ramirez summarized.

Maj. Gen. George W. Weightman, commander of the AMEDD Center and School, explained some of the training that goes on there and the type of Soldiers the educators could expect to meet on the tour.

"We get the cream of the crop here," Maj. Gen. Weightman said. He described how when he was a young officer in a platoon of 36 Soldiers, only one scored over 100 on his entrance exam, with the lowest score in the platoon being 56.

"This table," he said indicating the item, "probably has a score of 56. Now, there might be one Soldier here with an ASVAB score *under* 100," he said to illustrate the change in student aptitude.

"That's why we need your help in bringing in the good students," Maj. Gen. Weightman appealed to the educators.

"Learn what the Army does," he said. "If you like what you see, take that message back to the students, and tell them about us."

Because a significant number of AMEDD graduates go off to support the war effort fairly soon after the completion of their training, "our grads are focused on what they need to know to save someone's life," Maj. Gen. Weightman said.

Forty percent of AMEDD's faculty are combat veterans. "That really turns the students on," Maj. Gen. Weightman explained because, "every one of these students knew they were joining an Army in a country that's at war."

Maj. Gen. Weightman said the military was not considered a good organization when he joined in 1973, but that's not the case anymore.

Maj. Gen. Weightman related that according to a Gallup poll conducted between May 23 and 26 this year, the American public has more confidence in the United States military than in any other organization.

“This sends a strong message that the public thinks the military is doing the right things, is taking care of its sons and daughters, and giving you back a much better citizen,” Maj. Gen. Weightman said.

“Many students have the wrong perception of the Army,” said David Uribe, internship coordinator for St. Edward’s University in Austin. “The Army is very education oriented. I wasn’t aware of the accelerated degrees and the specializations available. And these things can happen for the student literally overnight, whereas when the career center does a placement there’s a lengthy process.”

At the Academy of Health Sciences, the educators pre-viewed training that produces the second largest military occupation skill in the Army: Combat Medic.

Training Administrator Christopher A. Kwader guided the group through several training areas and explained the many simulators the Army uses to train Soldiers in this field.

Others from the San Antonio area joined the 21 educators for a center of influence dinner at the Marriott Plaza Hotel in downtown San Antonio. During the dinner, retired Maj. Gen. Alfred A. Valenzuela spoke to the group about the importance of education.

“I’m not here to recruit,” he said, “but I will tell you the real deal. The Army is the most education-oriented organization in the world.”

Maj. Gen. Valenzuela told the educators he shares their passion for education and stressed how crucial it is for teachers and counselors to take the time to mentor students. “There just aren’t many who care, because they assume someone else will.”

“In every walk of life, what one does or fails to do can be related to his or her education.”

Maj. Gen. Valenzuela said that as you look at education, the military gives you a free ride, helps some and makes better people. I guarantee a good solid citizen on the return trip,” he promised.

Wednesday the educators traveled to Camp Bullis and were met by the commander, Lt. Col. Jimmie Keenan, an Army Nurse Corps officer with 19 years of service.

Camp Bullis is Army Medical Command’s 28,000 acre range and training area where students put all their skills together. Lt. Col. Keenan said Camp Bullis’ 18 small weapons ranges are also used by the FBI, DEA, Homeland Security, IRS and the San Antonio Police Department.

More than 28,000 medics come to train here every year.

Colonel Keenan took the group on a tour of one of the combat support hospitals set up on site where the educators saw how a hospital would operate in a field environment.

Lt. Col. John Austin, recently re-deployed from Iraq, said that it never took more than 20 minutes to get a wounded Soldier into one of the hospitals.

“Everyone performs marvelously over there because they’ve seen it before (in training) and they’ve had their hands on this equipment,” Lt. Col. Austin said. But that’s not to say that a field environment is easy.

“Things you don’t think of in a normal hospital, like carrying the litters from place to place, become major manpower issues in this type of environment,” he went on to explain.

Outside the training area, a group of Soldiers from the 21st Combat Support Hospital out of Fort Hood, Texas, were sharpening their skills in setting up the facility.

“I feel good to know that we have these facilities over there,” said Sue Murphy, lead counselor of Tivy High School in Kerrville, Texas. She went on to say that seeing the field hospital made her wish she could go back and choose an Army career like this.

Gracie Lopez, school counselor at Hondo High School, took the opportunity to speak with the Soldiers setting up the field hospital at Camp Bullis.

“They were enjoying it,” Lopez discovered. “They were satisfied and comfortable they made the right decision (to join the Army).”

Back at Fort Sam Houston, the educators had the opportunity to take a look at the living arrangements for a typical Soldier at Benner Barracks.

“I was shocked with the barracks,” said Lt. Col. Christopher B. Rivers, assistant professor of military science at UT—Pan American University.

“I didn’t have it that good as a lieutenant,” Lt. Col. Rivers admitted, “and privates are living like this? I cracked up when the guide said, ‘let’s go down to the tennis courts.’”

Ending the tour was a stop at the Historic Quadrangle at U.S. Fifth Army Headquarters, Fort Sam Houston.

“This is one of the better kept secrets,” said Carroll Herring, math instructor at Edinburg North High School in McAllen.

“I saw things to present to my students I didn’t know about, and I’ve always been close to the military,” said the Army and Air Force veteran.

Overall, the tour put Deni Coon in a state of awe.

“Having been to the Marine boot camp, I equated all services to that,” said the Fredericksburg High School counselor. “I was impressed with the technology available for training and the opportunities available as far as college. Some students shut down when you approach them about college because they don’t think they can afford it. The Army gives them that chance, and you don’t have to sign your life away.”

According to Fredia Cain, battalion education services specialist, the tour of Fort Sam was a success. Each year, it is her responsibility to plan and coordinate an informative and hands-on Army experience for educators in the battalion area.

“Having been a military spouse,” she said, “I have to remind myself there are so many things the educators don’t know about the Army. It’s important for us to present our Army opportunities to them and show them an insider’s perspective, so they can share that with their students.”

Questions? We've Got Answers

Centralized Tuition Assistance Management

By Terry Backstrom and Larane Smith,
Education Services, USAREC

During Fiscal Year 2006, the Army Continuing Education System, ACES, will centralize and automate the process for tuition assistance management. This will be the first step towards the modernized ACES vision of automated business processes and virtual access to ACES programs and services.

What is CTAM?

Centralized Tuition Assistance Management is the use of a Web-based system that allows Soldiers to request tuition assistance directly via the Web and enables the Army to centrally manage at Human Resources Command. The automated ACES system will use the existing eArmyU portal, data warehouse, and the interim Funds Management solution. This system will provide the following:

- Centralized Army-level TA management, with real-time visibility and ACES funds management capability so that all Soldiers have equal access to TA dollars, irrespective of their physical location.
- Facilitation of TA commitments and obligations, invoice authorizations and payments, and notification and collection of recoupments, including refunds. The automated ACES system will provide an internal control capability that will enable the government to track invoices and audit TA funding.
- The capability for every Soldier to gain access to Army postsecondary education programs and services virtually.
- The capability to access postsecondary records online.
- The capability to uniformly apply and enforce TA policy using electronic processes.

When will CTAM go into effect?

Centralized TA dollars is targeted for Oct 1. All Visibility Army Tuition Assistance dollars will be held at the Human Resources Command.

When will TA processes be automated?

CTAM should be automated by April 1, 2006.

What automated system will Soldiers and ACES personnel use to access CTAM?

CTAM will leverage the capabilities of the eArmyU portal. Soldiers and ACES personnel will log into the automated ACES system from a new "ACES system" home page.

How will Soldiers obtain TA under the automated CTAM process?

Starting April 1, 2006, Soldiers who have a record in the Education Management Information System (EDMIS) will automatically be sent an ACES system login and instructions to create a password. The system will display a personalized page for the Soldier including schools and courses, both traditional and distance learning, that are available for the location and school named by the Soldier. CTAM will also check on the Soldier's eligibility for TA, as well as the availability of TA funding, and they will select their courses very much like

eArmyU. Soldiers may request college courses based on their EDMIS record and will not need a Statement of Understanding to get started. They will be prompted to renew their SOU one year from the date of their first course in the new system. First time Soldiers with no record of TA use in EDMIS will be prompted to create a user login. When they request college enrollment, they will be referred to the Education Center to complete a degree plan and SOU.

So do Soldiers still need their commander to sign each TA?

It is expected that starting April 1, 2006, commanders will no longer sign individual TA forms. Between now and April 2006, when CTAM is fully implemented commanders will still sign TA forms. A commander signature will also be required on the yearly SOU.

Can Soldiers get TA if the school doesn't participate in CTAM?

Soldiers will be able to get TA on a reimbursable basis for schools that do not participate in CTAM. For these schools, Soldiers will request TA approval prior to the start of the course through the automated ACES system. A memorandum identifying reimbursable TA will be issued to the Soldier and this course information is to be captured in the Soldier's education record. Upon successful completion of the course, the Soldier will request reimbursement through the ACES system and reimbursement will automatically be generated from Defense Finance and Accounting Service to the Soldier's pay. A notification will be sent to the school requesting an official grade for the course prior to payment being made. We will no longer need to use Defense Activity for Non-Traditional Education System (DANTES) TA reimbursement.

Will there still be a paper TA form?

During the interim period, October 2005 — April 2006, the DA Form 2171 will be used and the commander will still sign the form. The main difference during this period is that the accounting classification and billing address will be for a HRC controlled central operation. Once the automated CTAM solution becomes available, there will no longer be a paper TA form and the entire process will be electronic.

Will CTAM have the same method of "holds" like eArmyU?

Yes, holds will be placed in a similar manner to eArmyU whenever Soldiers do not meet TA eligibility requirements as outlined in AR 621-5 or when other problems prohibit access to TA dollars. Soldiers will be notified by e-mail whenever holds are placed. The system will also show the reason for the hold and will be able to automatically lift holds in some cases, such as when recoupment is resolved with pay action through DFAS.

The above excerpts are not all-inclusive of the memorandum. Please contact your servicing Education Center for more details regarding CTAM.

The Value of Enlistment Standards

By Michael Devine, Chief, Enlistment Standards Division

Ever since the Army began recruiting, there have been instances of individuals who were not qualified being recruited into the Army. An early regulation stated, “Recruiting officers will be held to a rigid accountability for accepting and forwarding men who may be found unfit for the service, and officers who enlist such applicants will be held to a like accountability.”

Today, USAREC has an office whose only focus is to ensure that the command recruits with integrity. As a result of what is called the Connelly Investigation, which occurred in 1979, an Enlistment Standards office was established.

The Connelly investigation began as a result of recruiting personnel providing elements of the ASVAB to applicants. A task force of 55 officers and NCOs was formed. The purpose of the investigation was to confirm ASVAB cheating, identify system failures and abuse, and to recommend corrective actions. As a result of the investigation, 393 personnel were relieved. The majority of those who were relieved had a long tenure in USAREC and had received awards, decorations and recognition for their performance. The investigation pointed out that recruiters were not following prescribed procedures and that a dedicated organization aware of sophisticated methods used by recruiters would be needed to detect improprieties. Hence, the Enlistment Standards office was established to centralize staff responsibility for monitoring the recruiting process for integrity, serve as the conscience of the command, identify trends, and to provide for unity of effort in enforcement of standards and integrity.

Through the years, the organization has changed. The Enlistment Standards office has been downsized and re-engineered several times. It was a separate directorate from its creation until Oct. 1985, when it combined with the Training Directorate for 10 months. Later Enlistment Standards became a division under the Personnel Directorate and conducted no inspections. Then in Sept. 1987, after two major investigations, Enlistment Standards was re-established as a separate entity.

Since 1987, numerous attempts have been made to eliminate or downsize Enlistment Standards. Then in July 1996, the Enlistment Standards office was again reengineered and had all enlisted inspector investigator positions transferred, other positions eliminated, and the remaining personnel transferred to the Impropriety Branch of Recruiting Operations Directorate. In June 2001, another special review of recruiting improprieties was conducted. The findings revealed a widespread failure to follow regulatory procedures and guidance when processing applicants for enlistment. The bottom line was that those actions cost the Army enlistments and misuse resources through losses that could have been avoided and can continue to put us at risk.

During Maj. Gen. Dennis D. Cavin’s tenure, he directed the re-staffing and renaming of the office back to Enlistment Standards. The next four years saw continuous changes in structure to include contract employees to assist the Enlistment Standards office.

Recently, the Enlistment Standards office activated a direct hotline at 1-800-223-3735, ext. 6-3001. Callers can leave messages concerning an issue and remain anonymous if they choose to do so. Situations are dealt with quickly and usually are resolved the first day. Applicants can call with questions regarding problems, which are clarified for them. Parents and neighbors have called with questions. Since the number is relatively new, the average is about one call per day.

Enlistment Standards Division generally conducts two unannounced inspections each month. Prior to arrival, the team reviews 200 packets through GCR. This gives the team a pretty good idea where problems may lie and in what areas to concentrate. While part of the team arrives at the battalion headquarters, other team members start at recruiting stations. In addition to the Guidance Counselor Review, the team also looks at a tool called the Volume II. This report captures data for the past 12 months down to recruiter level. It allows the battalion executive officer to quickly analyze areas such as Army Net (contracts minus Future Soldier losses and training base losses), along with erroneous enlistment data and waiver information. The data is captured from the data warehouse and gives users a way to display data graphically as well as numerically, while drilling down from battalion all the way to recruiter.

Despite the command’s commitment to recruit with integrity and never risk a career for an enlistment, recruiters sometimes cross over to the dark side. As a command, we take every allegation of an impropriety seriously. We investigate to determine the facts. Although one may hear stories about widespread cheating throughout Army recruiting, we receive one complaint for every 92 contracts written by the field force. Historically, less than 5 percent of personnel receive an admonishment and less than 1 percent of recruiters are relieved for an impropriety.

Regardless of its size, title or position within USAREC, Enlistment Standards focuses on the enlistment process. Packet quality and integrity of the entire system is beneficial to recruiters and to the Soldiers. A quality packet often allows for questions to be answered without the need for an investigation, saving time for everyone.

The value of enforcing enlistment standards is as indispensable today as it was in the early years of the All-Volunteer Army. Standards ensure the reputation of our recruiters, our command, the Soldiers we enlist, and the Army. America’s parents must have faith in the integrity of all USAREC personnel, because they are entrusting their sons and daughters to us.

Child Care Assistance Program is Up and Running!

The Army-Sponsored Community-Based Child Care Program is a Department of Defense program designed to meet the child care needs of service members living in areas where on-base military child care is not available. Eligible service members include Recruiting Command, Cadet Command and Military Entrance Processing personnel who cannot access the high quality care available on military installations.

The standards for the program have been set high to equal the quality of child care provided at on-post facilities. US Army Community and Family Support Center wants to maintain the same standards as those that exist on installations. The paperwork is lengthy for Soldiers/families and providers. The good news is that once an application is submitted, the start date for the subsidy begins on the date that the application is received by National Association of Child Care Referral and Resource Agencies, even if it takes a month or more for approval.

“Thumbs Up!” for the program

A Soldier from Alaska reported that while the paperwork drill was long, it was well worth the effort and time. He receives a subsidy of \$175 monthly (child care is over \$500 a month) and it was paid from the date the application was received, once approved.

A company administrative staff worker in Sacramento Battalion decided to check out the program before sending information to Soldiers/families in the company. She was impressed with the friendliness and helpful information provided by NACCRRRA staff. She also reported that the NACCRRRA staff was familiar with the Army system.

How exactly does Army-Sponsored Community-Based Child Care Program work?

- The Service member, spouse or legal guardian contacts Child Care Aware, a division of NACCRRRA, toll-free at 1-800-424-2246 to determine eligibility. If eligible, families can enroll by using the NACCRRRA Web page and clicking on the link for the appropriate military service. Applications can be filled out



ARNEWS PHOTO

online, sent by mail or fax.

- NACCRRRA staff will collect information from the service or family member to determine eligibility and specific child care needs.

- In addition to the parent and provider application, NACCRRRA requires the following documents (copies) via e-mail, fax or mail:

1. Service member's military ID
2. Service member's military orders
3. Leave and Earnings statement for both the service members and spouse (most recent month)
4. Child(ren)'s birth certificate

- Callers are given enrollment information about available child care spaces in quality civilian community child care programs. Callers are referred to their local Child Care Resource and Referral agency for available quality spaces.

- The enrollment process is generally accomplished within one to five business days after receipt of the family's completed application and information from the participating civilian child care program.

For additional information, contact Child Care Aware toll-free at 1-800-424-2246 or visit their Web site at <http://www.naccrra.net/> and follow the links to "Army Recruiter" information.

Gasoline and static electricity — A Bad Combination

Static electricity can make sparks fly — literally. Produce those sparks while pumping gas in your car, and both you and your car can go up in smoke and flames!

Researchers at the Petroleum Equipment Institute, PEI, as well as several other companies, are working on a campaign to make the public aware of fires as a result of static electricity at the gas pumps. Out of an estimated 16 to 18 billion fuelings a year in the U.S., most are safe non-events that pose no danger to consumers. However, PEI has documented more than 150 incidents of static related fires at fuel pumps nationwide, with more than half occurring since 1999. Even though incidents related to static electricity at retail gasoline pumps are rare, all motorists should be aware of the potential that re-entering their car creates static electricity that could cause a fire.

A buildup of static electricity can be caused by re-entering a vehicle during refueling, particularly in cool and dry climate conditions. Everyone at one time or another has experienced walking across a carpet and getting shocked when touching a metal door knob. This is an example of static electricity. If customers return to their vehicle's fill pipe when refueling is complete, the static could discharge at the fill point and cause a brief flash fire with gasoline vapors. To minimize the likelihood of any buildup of static electricity, motorists should not get back in their vehicles during refueling. Motorists who cannot avoid re-entering their car should always touch a metal part of the vehicle away from the fill point, such as a door, before removing the nozzle. Touching a metal part will cause a ground and discharge the static electricity stored in your body.



The Petroleum Equipment Institute, PEI, documented more than 150 incidents of static related fires at fuel pumps nationwide, with more than half occurring since 1999. Photo by Walt Kloeppel.

The following tips will help keep you and your family safe at the gas pump year-round:

- Keep gasoline away from ignition sources such as heat, sparks, and flames.

- Don't smoke around gasoline, either at the pump or at home.

- Shut off the vehicle's engine when refueling and disable or turn off any auxiliary sources of ignition (i.e., camper/trailer heaters, cooking units, or pilot lights).

- Store gasoline only in containers with approved labels, as required by federal or state authorities. Never store gasoline in glass or unapproved containers.

- Place portable containers on the ground during filling, and keep the nozzle in contact with the container to prevent buildup and discharge of static electricity. Never fill a container in or on a vehicle.

- Manually control the nozzle valve throughout the process. Fill a portable container slowly to decrease the chance of static electricity buildup and minimize spilling or splattering.

- Fill containers no more than 95% full to allow for expansion.

- Place cap tightly on the container after filling – do not use containers that do not seal properly.

- If gasoline spills on the container, make sure it has evaporated before placing in your vehicle

- When transporting gasoline in a portable container, make sure it is secured to protect against tipping and sliding, and never leave it in direct sunlight or in the trunk of a car.

Adapted from PEI and American Petroleum Institute press releases. More information can be found at www.pei.org and www.apl.org

Texas Rangers give baseball instruction, share Army values with youth

Story and photo By Kim Levine,
Dallas Battalion

High school baseball players from the Dallas-Fort Worth metroplex practiced their baseball techniques with professional coaches from the Texas Rangers organization and Army recruiters at the Parks at Texas Star in Euless.

The players honed their skills at the free two-hour baseball clinic, hosted by the Army and the Texas Rangers, as they rotated through a series of instructions and stations.

Rangers coaches and instructors worked with all of the players on base running, then split the group up based on position, including infield, outfield, pitching and catching.



Sgt. Robert Lawson, left, and Sgt. Jacob Rapier participate in a Texas Rangers event at the Parks at Texas Star in Euless, Texas.

“This is great for our players,” said the South Garland High School coach, who brought most of his team to the clinic. “Having our players work with professional baseball coaches is terrific.”

The clinic wrapped up with Rangers relief pitcher Brian Shouse speaking to the group on the shared values of professional baseball and the Army, and the importance of teamwork.

“Just as every Soldier in the Army makes a difference, each of our players contributes to the team’s success,” said Shouse.

Shouse signed autographs for the players. All participants walked away with an Army duffle bag and a Texas Rangers hat, and one lucky high-schooler won an autographed Texas Rangers jersey.

Top Cleveland surgeon joins Army health care team

By Christopher Dunne,
3d Brigade

When Robert Stewart was growing up in rural Michigan, he wanted to attend the U.S. Military Academy at West Point. In the years following World War II, his neighborhood was rich with veterans.

But his plans changed.

“I decided to become a cardiac surgeon,” he recalled. Now Stewart has performed more than 11,000 heart operations and 500 transplants. He also helped to establish heart transplant programs at both the Cleveland Clinic and University Hospitals of Cleveland.

But the events of Sept. 11, 2001, gave the surgeon something to think about.

“Am I really doing as much as I should or could?” he asked himself. “I’ve been enjoying the benefits of freedom and democracy my whole life, and I’ve never really contributed much.”

Stewart, 56, was commissioned a lieutenant colonel June 9. He hopes to begin active duty in September.



Col. Ronald Dzedzicki administers the Oath of Enlistment to Dr. Robert Stewart. Photo by Sgt. 1st Class Daniel Toy, Ohio Health Care Recruiting Company

Stewart inquired about military service in the office of colleague Ronald Dzedzicki. Dzedzicki, senior vice president and chief nursing officer at the hospital, is executive officer of the 307th Medical Group.

“I wanted to pinch myself,” Dzedzicki said of that initial discussion. “He was very sincere about joining the Army.”

Dzedzicki referred the doctor to Capt. William Herrmann, Army Health Care recruiter for northern Ohio.

“I was excited,” Capt. Herrmann said. “I thought this was a great opportunity for the Army to get someone of his stature.”

After his initial contact with the Army, Stewart took several months to consider his options.

“I had to consider whether my decision would impact negatively on the community and on my patients,” he explained. “But Cleveland is well served by cardiothoracic surgeons, or I wouldn’t be doing it.”

A tour of Walter Reed Army Medical Center in Washington, D.C., helped convince Stewart to join the Army.

Stewart is looking forward to his new career.

“If you’re going to do something, do it all the way,” he said.

Twin ambition

*Story and photo by Anna Buonagura,
Albany Battalion*

Staff Sgt. Jody Galloway and her sister, Grafton Job Corps career counselor Janine Galloway make a great team. Both are instrumental in recruiting twins Amanda and Lucia DeLenk. The twins are students at Grafton Job Corps.

The 17-year-old sisters anxiously awaited coming of age so they could join the Army to serve their country. These young patriots are so intent on serving they just can't understand why everyone doesn't feel the same way.

Both sisters agreed the Army was for them. They researched other services but found the Army suited them best.

"I can't wait to get to basic training so I can get physically fit," said Amanda.

Anna Giambaresi, the girls' mother, is extremely proud. She feels the Army experience will make them independent young women able to face any future challenges.

The future aviation operation specialists departed for basic training at Fort Jackson, S.C., on Aug. 4.



Amanda DeLenk, left, and her twin, Lucia DeLenk were excited to enlist in the Army. Staff Sgt. Jody Galloway was the recruiter.

'Texas ingenuity' leads to creation of Army push-up table

*By John Thompson III,
Houston Battalion*

When it comes to challenges to sway a candidate to join the military, the Marines' pull-up bar has been hard to beat — until now.

It took "Texas ingenuity" for members of the Humble station to create the Army push-up table. The creation fits in the rear of a Humvee and is the perfect platform for special events where Future Soldiers can test their arm strength and strength of will.

"The Marines always bring a pull-up bar to all major events that draw young people," said the Humble station commander, Sgt. 1st Class Jimmy Bowie. "We wanted something that would compete with the Marines. We wanted something that these

young men and women can do that we do during our physical fitness training."

The concept became reality when Sgt. 1st Class Bowie enlisted the help of Staff Sgt. Michael Brock to develop and build the table. The table sits in the back of the truck similar to the way a toolbox fits in the back of a pickup truck. Staff Sgt. Brock created ways to reinforce the structure while building the table to enhance its strength and survivability.

The table drew more than 200 young men and women to see how they stacked up.

"They were eating it up because the crowd was around them," said Sgt. 1st Class Bowie. "They were getting a chance to show off what they could do and loving it."



Staff Sgt. John Doyle of Conroe, Texas, Company encouraged a Future Soldier to complete a few more repetitions on the push up table at an event. Photo provided by Conroe Company

Recruiters showcase Army at Big Boys & Their Toys Expo

*Story and photos by Sheryl Cuevas,
Phoenix Battalion*

There wasn't a better place for Phoenix Central Company to showcase the Army than at the Big Boys and Their Toys Expo at the Phoenix Civic Plaza.

The expo was a man's version of heaven, with more than 200 exhibitors featuring cars, boats, outdoor gear, golf equipment, RVs, ATVs and a host of interactive activities.

Featuring an indoor sport court, NASCAR simulators, TASER demonstrations, radio-controlled trucks and body-building demonstrations, the expo was the ideal event for Phoenix Central Company to include the Laser Shot System and a Humvee.

"The traffic was slow at first," said Sgt. 1st Class Christopher Ward, commander of Christown station. "But once we got the Laser Shot System, we started

attracting more people."

Men and women of all ages lined up to try the Laser Shot System, which featured both an M-4 assault rifle and a .45 caliber pistol.

The weapons emit a laser that is "fired" at the screen. The camera reads the location of the "hit" on the screen and relates that location to the computer running the program.

The Laser Shot system used at the Big Boys and Their Toys Expo had been upgraded with the popular "America's Army" game, which was interactive between the two bays.

"Overall the event did well," said Staff Sgt. Hugoberto Barrera of Black Canyon station.

"It gave us the opportunity to penetrate this area and showcase the opportunities the Army has to offer our young men and women."



Sgt. 1st Class Christopher Ward provides marksmanship advice to a prospect at the Laser Shot System.

Texan kicks her way into Army with martial arts background

*Story and photo by
John L. Thompson III,
Houston Battalion*

"An Army of One" has a special meaning for at least one Future Soldier. Holly Rhodes of Clear Lake, Texas, will combine her martial arts 'fists of fury' prowess and her finely honed intellect and begin training as a counter-intelligence specialist.

Rhodes, a second-degree black belt, is a diminutive 18-year-old who approached Sgt. 1st Class Michael Herzke from Houston Battalion's South Company to discuss what the Army had to offer. Rhodes helped her choose a career path and also convinced her to vie for the Army World Class Athlete Program after she completes her training.

The WCAP provides Soldiers with high national ranking or world-class potential the opportunity to train and compete for a place on the U.S. Olympic Team. Rhodes hopes her skills and accomplishments, when she finishes initial military training, will knock out the competition.

Rhodes became interested in martial

arts thanks to her brother.

"I first got started when I went to my little brother's Boy Scout event and I



Master Seok Woo Kim worked out with Holly Rhodes, who hope to vie for the Army's World Class Athlete Program.

watched the kids do demonstrations," Rhodes said. "And then I heard about the competitions and — as I am a very competitive person — I thought this would be good for me."

Master Seok Woo Kim, trainer and coach of the 2000 South Korean tae kwon do team and instructor to the South Korean Army team, guided Rhodes in learning the physical and mental disciplines.

"When she was over in Korea taking part in one of her competitions, she actually had the opportunity to meet with the Army tae kwon do team," Sgt. 1st Class Herzke said. "She spoke with them about the program."

In competition, Rhodes has competed on a state level and has taken gold medals for several years in tae kwon do sparring. She competed in the junior nationals up until the last two years and placed third for a number of years.

Rhodes intends to attend college and continue to work in the intelligence field with the CIA or another government agency.

Father re-enters active duty on same day that son ships out

By Chris Wilson,
Oklahoma City Battalion

Marcel Cooke watches the MEPS clock count down the last seconds of his civilian life. Soon he would leave for Army basic training like many other recruits waiting with him, but unlike the usual enlistee, Cooke's father is leaving as well. Travis Cooke is rejoining the active Army after a brief career with the National Guard.

This father and son pair had a sense of duty and love of the Army.

"I've always wanted to be in the Army, it's a tradition in my family," said Marcel Cooke. "I owe a debt to the people who served before me, and I have to pay it."

Travis Cooke decided to return because he simply loved the Army.

"The day I got out, I knew I'd done the wrong thing," he said. "I liked the Army way too much to quit. Every night when I got home, I felt like I had done something."

Travis Cooke enlisted in 1992 as an infantryman, then joined the Army National Guard in 2000. He contacted Sgt. 1st Class Ronald Rhodes, commander of the recruiting station in Paris, Texas, in 2003 about joining the active army when his guard unit was deployed to Iraq. While Travis Cooke was deployed, Marcel Cooke started his path to joining the Army.

"I got in contact with the recruiters early," Marcel Cooke said. His recruiter was Sgt. Dustin Medders of the Paris station.

He eventually joined as an infantryman, like his father.

"My family supported me all the way," Marcel Cooke said. "This was something I had to do to protect my family, to know my little sister was safe every night."

"He was a dedicated Future Soldier," Sgt. 1st Class Rhodes said. "He did what you asked. If you asked him to call you at 4, he would call at 4. He was very prompt."

After Travis Cooke returned from his deployment, he continued trying to rejoin the Army.

"Finally his waiver was approved and he was ready to join," Sgt. 1st Class Rhodes said.

When the paperwork was finally completed, Travis Cooke received the date he would return to active duty — the same day his son shipped to basic.

"It was dumb luck, really," Travis Cooke said about the coinciding dates. "The paperwork suddenly came through."

Travis and Marcel Cooke will both leave from the Dallas Military Entrance Processing Station on the same day, though to different locations. Travis Cooke will travel to Fort Bragg, N.C., to join a unit while Marcel goes to Fort Benning, Ga., for basic training.

"This is incredible, I never thought of something like this," Marcel Cooke said. "There is no description, no words I can say."

"I'm just as proud as I can be," Travis Cooke said. "I can't say how much pride and respect I have for Marcel."



Caesar Camacho was recruited into the Army by his brother, Sgt. 1st Class John Camacho Jr., Bayshore, N.Y., station commander. The brothers, from Queens, N.Y., follow in the footsteps of their father, retired 1st Sgt. John Camacho. All three shipped out from the New York City Military Processing Center. *Photo by Staff Sgt. Ricardo Quinones*



Participants in an Army Medical Detachment educator tour at Fort Sam Houston, Texas, were briefed on the dental training conducted at the AMEDD Center and School. *Photo by Maj. Clyde L. Hill*

ASVAB's new career interest inventory: FYI

By Larane Smith,
Education Services, USAREC

Recruiters will be able to market a new and improved career interest inventory in the schools this fall. Find Your Interest, which replaces the Interest Finder, is the latest addition to the ASVAB Career Exploration Program. It is designed to foster career exploration and provide a full spectrum of career opportunities to students regardless of their gender, ethnicity or ability level.

Reduced to 90 questions from 240, this new interest inventory can be completed quickly and provide immediate results. It takes approximately 15 to 20 minutes to administer and self-score.

FYI is a quick and accurate way to help determine a student's strengths and interests. Since the interest inventory requires less classroom time to administer and to interpret, it is easier for recruiters to bargain for classroom time.

FYI is available online and in paper versions. The online version will allow students to work independently. It will automatically score the interest inventory and provide the gender norming for the students. Students will then be able to quickly link to the Department of Labor's Occupational Outlook Handbook and O*Net to look into job requirements and comparison searches.

The paper version is much simpler than the old interest inventory. Students simply circle their answers and then calculate their scores. Unlike in the past, the process takes only minutes to complete. In addition, they are provided detailed instructions for score calculations.

While the MEPS test special-

ist typically provides the interpretation, it often falls to the battalion education services specialist or local recruiter to provide this service to students. The new FYI offers several benefits to the interpreter. First, it is easier and quicker to determine the scores and compare and discuss gender norms with the students. Second, it provides an accurate snapshot of students' areas of interest. These snapshots provide students an opportunity to look at career fields that they may have not even considered at this point in their education.

The FYI was released to schools in July. Station and company commanders can contact their battalion ESS or MEPS test specialist for marketing materials and training.

DoD seeks Congressional support with influencers

By Sgt. 1st Class
Doug Sample,
American Forces
Press Service

President Bush made the plea to the American public during his address to the nation June 28, and now Defense Department leaders are asking Congress to go out and do the same.

That is to ask Americans, especially those of enlistment age, to step up and serve their country.

During testimony before the Senate Armed Services Committee, Army Chief of Staff Gen. Peter Schoomaker urged the committee to use its influence to explain to the American people "and to those who are influencers the importance for young people to serve the nation at a time like this."

"I know you have been do-

ing this, and I encourage you to continue to help lead our people in that direction," he said.

Other leaders before the committee echoed the general's call.

David S. C. Chu, undersecretary of defense for personnel and readiness, asked Congress to "speak out about the values of military service and the values that young men and women will bring back from military service to their civil communities."

The petition to Congress comes during a time when military leaders, while satisfied with retention have serious concerns about recruiting.

"I don't think any of us have the answers," said Air Force Gen. Richard B. Myers, chairman of the Joint Chiefs of Staff, responding to questions from the committee on the challenging recruiting environment.

"My understanding is that there is a little more hesitancy on those who might recommend a military career — from teachers to high school counselors, aunts and uncles — probably given with what's going on in the world today," the general said, "and the fact that the military is on the front line of protecting this country."

The Army is considering some new enlistment incentives, Schoomaker said. They include a reserve affiliation bonus for active duty service members, a critical skills retention bonus for reservists, and an increase in hardship duty pay.

Marine Commandant Gen. Michael W. Hagee said even before 9/11, the propensity for individuals to join the armed forces was headed down.

"I think that is primarily because parents, even grandparents today, are not that familiar with the armed forces," he said. "In many cases, young Americans don't even consider joining. So it's up to all of us to talk about the ideal of service."

Receiving the Recruiter Journal

The mailing address in FAZR needs to be correct in order for stations and offices to receive the Recruiter Journal, as well as other printed materials.

The physical address in FAZR is also important, as it is the address used in GOARMY and the Intranet/Internet Station Search Utility.

If you have not checked your addresses or phone numbers recently, please make sure they are correct. The post office will only forward mail for a short period of time.

Each station commander, first sergeant and company commander can update their address information in the RSID Maintenance module at ARISS-TOS. The changes will be transferred to the FAZR system nightly.

If you have questions on addresses in FAZR, e-mail Connie Hunter at connie.hunter@usarec.army.mil or call (502) 626-1093 or (800) 223-3735, Ext. 6-1093.

Drivers race into season's midpoint

Army NHRA Racing

Army NHRA drivers Tony "The Sarge" Schumacher, Angelle Sampey and Antron Brown all left Gateway International Raceway with big smiles on their faces.

In addition to looking forward to some much needed rest and relaxation, each driver anticipated going into the NHRA's traditional two-week "halftime" break as serious contenders for

a world championship.

Army dragster pilot Schumacher was in second-place in the Top Fuel standings.

"We're certainly right there," he said. "While we would prefer to be the one on top, we're clearly serious contenders."

The Chicago native pocketed three wins over the opening 12 races. Last year at this time, he had compiled four wins and was in second.

The Mopar Mile-High Nationals in Denver starts the western swing. The NHRA tour will hit Pacific Raceways in Kent, Wash., for the CARQUEST Auto Parts Nationals and then Infineon Raceway in Sonoma, Calif., for the FRAM-Autolite Nationals.

On the Pro Stock Motorcycle side, Sampey and Brown are just as excited as Schumacher about the second half of the 2005 campaign.

Currently, Brown has a grip on second-place in the standings, 39 points removed from the lead, while Sampey is entrenched in third, 56 points away from No. 1.

"Admittedly, we struggled a bit over the first five races, but we've really turned things around," said Brown.

"I truly believe we're going to be challenging for the championship from here on out. Just like our Soldiers, we won't ever quit."

Sampey, who is a three-time Pro Stock Motorcycle world champ, beat Brown in an all-U.S. Army final round at the Sears Craftsman Nationals and in the process rose from ninth in the standings to third.

"I just knew it was only a matter of time before both of us were knocking on the door," she related. "This U.S. Army team, led by Steve Tartaglia, is absolutely top notch. Collectively, we're hungry to get that POWERade world title."

PaYS picks up 107th partner on Army Birthday

*John Spears,
PaYS*

Cambridge, Mass., became the 107th PaYS partner on the Army's birthday.

Undersecretary of the Army Raymond F. DuBois was the keynote speaker. Mayor Michael Sullivan of Cambridge and city manager Robert W. Healy also attended. Special guests Brigit Smith, wife of Medal of Honor recipient Sgt. 1st Class Paul Smith, and her son David were recognized.

The ceremony highlighted events including re-enactments from different time periods and uniforms throughout the Army's 230-year history. The parachute jump team from Fort Benning, Ga., also made a leap from an UH-60 helicopter and landed directly on their mark. Veterans and students from Peabody Elementary School also attended.

The Army's Cinema Van was also available for guests to visit throughout the day.

Brig. Gen. John F. Shortal, deputy commanding general-east, represented USAREC and spoke on the PaYS program.

After the speech the undersecretary of the Army and the city manager signed a ceremonial Memorandum of Agreement.

Rumsfeld gives context for Army recruiting challenge

*By Petty Officer 3rd Class
John R. Guardiano,
American Forces
Press Service*

Defense Secretary Donald H. Rumsfeld vigorously disputed

the notion that the Army is in danger of being "broken" by its recent overseas commitments and recruitment challenges.

"This Army is not broken," Rumsfeld said. "This is the finest Army on the face of the earth; it's the finest Army in the history of the world." The secretary made the remarks to George Stephanopoulos on the ABC News program "This Week."

The Army did not meet its recruitment quota for the four-month period ending in May, leaving the service short 8,321 recruits, Stephanopoulos noted.

Rumsfeld, however, said these numbers only can be understood in context. Recruiting and retention for the Marine Corps, Navy and Air Force are on target, he observed. The same is true for Army retention, and retention of Army veterans who have served in Iraq and Afghanistan is higher still, Rumsfeld said.

Moreover, he told Tim Russert on the NBC News program "Meet the Press," only about 45 percent of the nation's Guard and Reserve forces have been deployed in support of Iraq and Afghanistan.

One reason the Army faces a recruitment challenge is because the size of the force is increasing by at least 30,000 troops, Rumsfeld said. "So you've got higher goals," he explained.

The secretary said negative talk about a "broken" Army with a recruiting "crisis" also exacerbates the problem. "There are people running around saying it's broken, and that recruiting's down. And 'Isn't it horrible? The sky's falling!' What do you think that does to recruiting? Is that helpful?" Rumsfeld asked. "No."

Despite these challenges, the secretary said, the Army "will, eventually, over time, get what we need. It's a matter of adjusting the incentives so that you can attract and retain the people

you need."

The Defense Department, Rumsfeld added, has some 47 initiatives under way to "relieve stress on the force." These include moving tens of thousands of uniformed military personnel out of jobs civilians can do, re-balancing the active duty force with the Guard and Reserve, and re-balancing skill sets within the active duty force, he said.

The bottom line, he said, is that the Army will meet its deployment commitments now and in the future.

June recruiting, retention stats up

*By Donna Miles,
American Forces
Press Service*

Recruiting and retention rates were up in June for all the services in both the active and reserve components, Defense Department officials announced.

The release of June recruiting and retention statistics for all four services came as welcome news following a spring slump for the active Army and the reserve components.

The June recruiting and retention numbers reflect "a lot of hard work," particularly on the part of Army recruiters, Bill Carr, acting deputy undersecretary for military personnel policy, told American Forces Press Service.

"But we still have a long way to go," Carr said, not only to meet year-end recruiting goals, but also to attract recruits to enter the military in fiscal 2006 through the Delayed Entry Program.

The Army had hoped to enter fiscal 2005 with 30 percent of its new soldiers already recruited through the Delayed Entry Program but came up 12 percent below projections, Carr explained. That left recruiters

scrambling to make up the gap, he said.

The Defense Department continues to work with Congress to increase incentives available to recruiters as they work to fill the military's ranks. "We need a better, stronger tool kit of recruiting and retention incentives for recruiters," Carr said.

In June, the Army outreached all the other services in the active component, reaching 109 percent of its mission by enlisting more than 6,157 new Soldiers. The Navy, Marine Corps and Air Force all exceeded their June goals as well, recruiting more than 4,500, 4,100 and 2,400 members, respectively, defense officials reported.

In addition, all services met or exceeded their overall active-duty retention goals for June.

Four of the six reserve components exceeded their June recruiting goals, with only the Army National Guard and Navy Reserve falling short of their missions, officials said.

Army releases Field Manual-1, The Army

Army News Service

The U.S. Army announced the release of the newest version of FM 1, "The Army," which furnishes the doctrinal foundation for the entire Army.

Field Manual-1 establishes the operational concept and other fundamental principles for employing landpower in support of the national security, national defense and national military strategies. This field manual is the core doctrinal statement that drives the way the Army fights.

"It gives me great pride to send this field manual to the field," said Gen. Peter J. Schoomaker, Army chief of staff.

CEO Marsha Evans of the American Red Cross signs a Memorandum of Understanding with USAREC agreeing to work as a liaison with recruiters and provide all members of USAREC with access to emergency communications, emergency financial assistance and other Red Cross programs. Support may include space for activities, training and meetings. American Red Cross courtesy photo



"We are reminded that warfare remains a human endeavor and it is Soldiers, not equipment or weapons systems, who allow us to fulfill our solemn obligation to this great and free nation," he said.

The 2005 edition emphasizes military transformation, and incorporates the Soldier's Creed and Warrior Ethos into doctrine. The field manual also formalizes the joint, expeditionary mindset into written doctrine — including interoperability, landpower's complementary role within a joint force and a refined appreciation of full spectrum operations.

Field Manual-1 is written for both civilian and military audiences. It avoids jargon and acronyms, using a style that makes it accessible to a diverse audience. Its publication is the first step in a comprehensive revision of all Army doctrine. Field Manual-1 is available at www.army.mil/fm1

Chief of staff meets with Seattle leaders

Army News Service

Less than two months after a Seattle high school was in the national spotlight for its attempt

to bar military recruiters from the school, Army Chief of Staff Gen. Peter Schoomaker met with about 70 community officials in Seattle.

In May, Garfield High School's Parent-Teacher-Student Association voted for a resolution to bar recruiting on the high school campus. When recruiters returned to the school, they were met by protests from parents.

The July 1 event at Seattle Seahawk's Quest Field, sponsored by the Army's Seattle Recruiting Battalion, was aimed at exposing Congressional staff members, law enforcement officers, retired military, business managers and academic administrators to some of the issues facing the Army.

But with the Army having just met its June active-duty and Army Reserve recruiting goals for the first time in four months, the discussion quickly turned to recruiting, re-enlistment, and the future of the all-volunteer force.

"We really challenged ourselves to grow the Army and we placed the bar very high," said Schoomaker, referring to last year's increased end-strength authorization of 512,400, up 30,000 from the previous year. "It's the additional 30,000 Soldiers that's challenging us."

In responding to a Seattle TV reporter's question about how he viewed attempts by groups to ban military recruiters from high schools, Schoomaker responded it was intrusive and unfortunate.

"It's their right to act that way," Schoomaker said. "I trust people will make the best decision if they are provided the options. I think that providing a person the opportunity to at least see what the options are so they can make their choices is important."

The resolution currently posted on Garfield High School's Web site states the PTSA's concerns are to protect young students from the life-and-death decision that military service presents. Members of the PTSA object to the current war in Iraq, and fear that recruiters may not present a realistic picture of military life. They also disagree with policies that they feel discriminate on the basis of sexual orientation.

The resolution states, however, that each Garfield student should be made aware of — and be assisted in accessing — appropriate and affordable career opportunities and educational programs, including those about the military.

The No Child Left Behind Act requires local educational agencies receiving assistance under the Elementary and Secondary Education Act of 1965 to give military recruiters the same access to secondary school students as they provide to postsecondary institutions or to prospective employers.

The educational agencies must provide names, addresses and telephone listings to military recruiters, when requested. However, parents of students may "opt out," or object to the information being released to recruiters without their prior written consent.



Gold Badges

JUNE 2005

2D AMEDD

SFC Flavio Lago
SSG Christopher Heffner
ALBANY

SFC Innocenzo Iorio
SSG Rui Brito
SSG Gerald McDonough
SGT Timothy Best
SGT Victor Dudley

ATLANTA

SSG Michael Butler
SSG Athena Evert
SSG Arthur Staton
SGT Kevin Williams

BECKLEY

SSG Demetris Council
CLEVELAND
SSG Douglas McDonald

SGT David Cook

COLUMBIA

SFC Harvey Etheredge

COLUMBUS

SFC Damon Stinger

DENVER

SSG Shelby Johnson
SSG Matthew Saylor
GREAT LAKES

SSG Leonardo Olan
SSG Jim Post

SSG Jeffrey Wikle

HOUSTON

SSG Scott Richardson
SSG James Sackett

INDIANAPOLIS

SFC Cortez Miller
SFC Kenneth Kowalski

JACKSON

SGT Dallas Marlow

JACKSONVILLE

SSG Jeffrey Ammons
SSG Jamie Jackson
CPL Juan Mancilla

LOS ANGELES

SFC Timothy Davis
SSG Felix Castellanos

SGT Corlin Morrison

OKLAHOMA CITY

SGT Tracey Ashley
SGT Aaron Fouch

MID-ATLANTIC

SFC Jacqueline Vickers
MINNEAPOLIS

SSG Eric Jones
SSG Andrew Nelson
SSG Melvin Vanderhorst
MONTGOMERY

SSG Roshawn Harrison

SSG Tyrone Massey

NEW ENGLAND

SSG Michael Johnson
SSG Allen Redwing

NEW ORLEANS

SFC Christopher Diaz

NEW YORK CITY

SFC Kevin Frieson
SFC Jacob Perez-Rivera
SSG Thomas Boleman
SSG Dennis Emel
SSG Robert Hansson
SGT Alejandro Acosta

OKLAHOMA CITY

SFC Rodney Moses
SFC Coyt Palmer

SSG Terry Booth
SSG William Morrow

SSG Leigh Ricks

SSG John Rogers

SSG Paul Walker

SACRAMENTO

SFC Ricardo Morales

SFC Jason Williams

SSG Delia DeJesus

SSG Daniel Fahey

SSG Kurt Vollmer

SGT Juan Moya

SEATTLE

SFC Matoka Horton

SGT Daniel Wermuth

SOUTHERN

CALIFORNIA

SSG Juan Garcia

SSG Augustino Munoz

Recruiter Rings

JUNE 2005

ALBANY

SSG Ron Davis
ATLANTA
SSG Rhonda Ingle

BECKLEY

SFC Nathan Cook
SFC Charles Smith
SGT Marco Robinson

COLUMBIA

SFC Chester Underwood
SSG Charles Limerick

COLUMBUS

SFC Anthony Garrison

DALLAS

SFC Abel Chavez
SSG Lionel Gilbert

DENVER

SFC Brett Gloss
SFC Walter Start
SSG Daniel Hendrix
GREAT LAKES

SFC Lamont Solomon

SSG William Wilkey

SGT Michael Flees

HOUSTON

SFC David Howard

SSG Earl Benton

SSG Jerry Brown

INDIANAPOLIS

SFC Richard Asta

SSG Troy Gibson

SSG David Steinbeck

SGT Larry Batcheller

JACKSONVILLE

SFC Charles Ganci
SFC Turi Foresyth
SFC Alonzo Franklin
SFC Michael Wiggins
LOS ANGELES

SSG Aaron Elizarraras

MINNEAPOLIS

SFC Gerald Beebe
SFC Charles Harvey

NEW ENGLAND

SFC Keith Anoe
SFC Matthew Hebert
SFC John Sacramone

SSG Chico Carter

SSG David Schroeder

NEW YORK CITY

SFC Dennis Kelly

SSG Kevin Quiles

NEW ORLEANS

SFC Wade Joseph

SACRAMENTO

SGT Adam Jobe

SALT LAKE CITY

SFC Phillip Hanback

SYRACUSE

SSG Cary Wallum

TAMPA

SFC Terry Sheppard

SSG John Wilkes



Morrell Awards

JUNE 2005

2D AMEDD
 SFC Eric Reed
 SFC Lucy Robinson
ALBANY
 SFC Freddie Blue
 SFC Gary Goss
 SFC Jeremy Richmond
ATLANTA
 SFC John Collier
 SFC Shantrell Collier
 SFC Thomas Winslow
BALTIMORE
 SFC Cory Sharrock
BECKLEY
 SFC Christopher Craig
 SFC Nathan Billips

COLUMBIA
 SFC Ricardo Terrazas
GREAT LAKES
 SFC Jeffrey Coleman
 SFC Gregory O'Bryant
INDIANAPOLIS
 SFC Paul Carey
MONTGOMERY
 1SG Alton Seymore
OKLAHOMA CITY
 MSG Dennis Weir
 SFC Steven Lunk
SACRAMENTO
 MSG Raymonde Hall
SYRACUSE
 SFC Angelia Johnson



SOUTHERN CALIFORNIA
 SFC Angel DeJesus
TAMPA
 SFC Charles Reiter
 SFC Anthony Taylor

EDITOR'S NOTE: In the July issue of Recruiter Journal, some winners of the Morrell Award were listed with the wrong battalion. The correct listing follows.

ATLANTA
 SFC Willie Cross
 SSG Joseph Benn
 SFC Joseph Giordano

Top 10% of USAREC Station Commanders

JUNE 2005

SUSANVILLE
 SFC Ricky Reynolds
PEACHTREE CITY
 SSG Donald Mason
RICE LAKE
 SSG Erik Rasmussen
GALLIPOLIS
 SFC Ernest Creech
HOUSE SPRINGS
 SGT Andrew Christy
N. DES MOINES
 SSG Joseph Cloke
GONZALES
 SFC D. Bryant
GRAND PRAIRIE
 SFC Bertha Middlebrooks
PADUCAH
 SFC David Martin
FORT PAYNE
 SFC Johnny Thompson
SECURITY
 SSG Max Burda
SANTA ROSA
 SFC Rod Chew
KOREA
 SFC Hyong Kim
CAMP ZAMA, JAPAN
 SFC Joseph D. Moxley

SAFFORD
 SFC Teddy DeSouza
FOND DU LOC
 SSG Walter Borgmann
MIDLAND
 SSG Brian Chamberlain
POPLAR BLUFF
 SFC Andrew Treydte
FARMINGTON
 SFC Michael Todd
DECORAH
 SGT Darrel Troxel
SAND SPRINGS
 SSG George Dillard
ALBERTVILLE
 SFC Andrew Hendrickson
CARTERSVILLE
 SSG Giordano
TOCCOA
 SSG Christopher Long
NEW CASTLE
 SFC Steven Eakin
FLORENCE
 SFC Michael Cornelius
BOISE
 SFC Thomas Andersen
N. OMAHA
 SFC Andrew Privitera

SELMA
 SSG Bryant Ross
LOGAN
 SFC Teddy DeSouza
LITCHFIELD
 SFC Donald Chausse
W. OMAHA
 SFC Keith Schofer
MASON CITY
 SSG Terrence Mitchell
LAFAYETTE NO.
 SFC Andrew Dozier
CLEVELAND/CONROE
 SFC Robert McNeil
GRAPEVINE
 SSG James King
MIDDLESBORO
 SSG Eric Hinkle
DULUTH
 SFC James Buckland
HUNTINGTON
 SSG Troy Owens
OLD PUEBLO
 SFC Rodney Mills
ISSAQUAH
 SFC Neil Juliette
S. OMAHA
 SFC Shon Wilson

S. DES MOINES
 SFC Eva Butler
PORTLAND
 SFC Elvin J. Nuells
UNIVERSITY
 SFC Robert L. Woolsey
BRENHAM/CONROE
 SFC Prentice Williams
IRVING
 SSG Brian Heffernan
SAN ANGELO
 SFC Felix Dimayuga
SHERMAN
 SSG Frankie Phillips
PENSACOLA
 SFC Patrick Shelmon
ENTERPRISE
 SFC Michael Phillips
ANCHORAGE
SOUTH
 SFC George Moore
AGANA GUAM
 SFC Eugene Pereira
METRO CENTER
 SSG Mathew Michler
QUINCY
 SFC Douglas Ledbetter

Top 10% of USAREC Station Commanders, continued

GREECE

SSG Joseph Multunas

GLEN BURNIE

SFC Daniel Kelley

COLUMBUS

NORTH

SFC Brendan Kelly

WESTERVILLE

SFC Jimmie Lawson

WALLA WALLA

SFC Michael Bertram

MOSCOW

SGT Terry Taylor

MARYSVILLE

SSG Edward Holderbaum

FONTANA

SFC Keith Blackmon

NATIONAL CITY

SFC Andre Wash

IMPERIAL BEACH

SFC Jacob Krodel

REDLANDS

SFC Brian Homme

ROY

SFC Jeffrey Lyon

OGDEN

SFC Robert Lynn

SEASIDE

SSG Darrell Cabaluna

SONORA

SFC Dennis Challand

MODESTO NORTH

SFC Thomas Simpson

CERES

SFC Christopher Broesamle

AIEA PEARLRIDGE

MSG John Samillano

ASTORIA

SSG John Funneman

ZARAGOSA

SFC Paul Camacho

ALAMOGORDO

SSG Jose Hernandez

LADERA

SFC Michael Ellis

SANTA MARIA

SFC Osvaldo Castro

WHITTIER

SFC Jeffrey Ross

MADERA

SSG Christopher Claypool

POWERS

SFC Jerome Lister

CITADEL

SFC Francis Donaldson

LONGMONT

SFC Robert Bishop

EAST PEORIA

SSG Theodore O'Rourke

WEST PLAINS

SFC Jeffery Miller

NEW BRAUNFELS

SFC Heather K. Wiatrek

SA WEST

SFC Terry Ceasor Sr.

KERRVILLE

SFC Eloy Martinez

DEL RIO

SFC Brian R. Amirault

MARBLE FALLS

SFC Rickey A. Smith

BATESVILLE

SSG William Redwine

MOUNTAIN HOME

SFC Samuel McMaster

MONTICELLO

SFC Corey D. Cato

BROKEN ARROW

SFC Nayon Marrero

WEATHERFORD

SSG Lloyd Spaugy

ALTUS

SSG Abel Manrique

ARKANSAS CITY

SFC Timothy Kempisty

ATHENS/TYLER

SSG Reynaldo Rodriguez

TEXAS AMU/CONROE

SFC Lawrence Kagawa

WOODLANDS/CONROE

SSG Donald Hardy

LEWISVILLE

SFC Paul McCune

COPPERAS COVE

SFC Norma Perez

BROWNWOOD

SGT Gary Quick

WILSON

SSG Lathan Newkirk

SANFORD

SSG David Decriscio

GLASGOW

SFC Donald Walbert

ATHENS

SFC John Raper

BELLEVUE

SSG Shawn Ahlswede

CRESTVIEW

SFC Jerome Edmonds

DAPHNE

SSG Russell Smart

TALLADEGA

SFC Kermit Washington

ANDALUSIA

SFC Eric Norman

ORANGE PARK

SFC Jose Delgado

DILLON

SFC Willie Garris

LANCASTER

SFC David Sloan

PONTIAC

SFC John Crowder

BRISTOL

SFC Harry Unroe

GREENVILLE

SSG Jeffrey Little

ROME

SFC Kenneth Ashlee

ONEIDA

SFC Jason Robert

CLARKSBURG

SFC Michael Collins

TAUNTON

SSG Matthew Hebert

MACHIAS

SFC Thomas Brown

VIRGINIA BEACH

SSG Che Cason

GLOUCESTER

SFC Roy King

CULPEPER

SSG James Laney

PRINCE FREDERICK

SSG Kevin Schmoke

ENFIELD

SGT Christopher Caudill

KINGSPORT

SFC Nathan Billips

JOHNSON CITY

SSG Daniel Hughes

MORGANTOWN

SFC Donald Wilson

NEWPORT NEWS

SFC Billy Scott

ROCHESTER FOB

SFC Todd Crofoot

PIKEVILLE

SSG Gary Harney

WISE

SSG Matthew Bentley

ITHACA

SFC Christine Martino

BINGHAMTON

SFC Stephen Marean

LYNNHAVEN

SFC Keith Saunders

ALEXANDRIA

SFC Derek Price

NEW HAVEN

SFC Michael Stacey

DANVILLE

SFC Love Jones

BECKLEY

SFC Frank Branch

CENTURY III

SFC Jose Torres

BILLERICA

SSG Winston Williams

1. What does market analysis allow each level of command within USAREC?

- a. See first and understand first.
- b. Act first and finish decisively.
- c. Understand first and act first.
- d. Understand first and finish decisively.

2. Shaping operations are operations designed to:

- a. reinforce the RMA model.
- b. set the conditions for future successful decisive operations.
- c. be conducted singularly and are not conducted after T-2.
- d. fix failed decisive operations.

3. The internal network of recruiting:

- a. is encompassed entirely by recruiters.
- b. is a fraternity of senior leaders.
- c. is a system designed to individually produce RMA data.
- d. is a family of systems.

4. What is the correct order for the network-centric recruiting model?

- a. Act first, see first, understand first, finish decisively.
- b. See first, act first, understand first, finish decisively.
- c. See first, understand first, act first, finish decisively.
- d. Understand first, act first, see first, finish decisively.

5. What environmental factor addresses feelings of patriotism?

- a. Social.
- b. Demographic.
- c. Political.
- d. Geographic.

6. What are the elements of the USAREC market?

- a. Potential market, qualified military available market and incarcerated market.
- b. Potential market, qualified military available market, target market and penetrated market.
- c. Precautionary, quantifiable and attainable.
- d. College student, high school student and other.

7. What is not considered to be one of the Recruiting Service Support characteristics?

- a. Responsiveness.
- b. Integration.
- c. Sustainability.
- d. Accessibility.

8. Which of the following are key Recruiting Service Support functions?

- a. Guidance counselor operations.

- b. Training.
- c. Supply, technical support, transportation and market analysis.
- d. College recruiting.

9. Which service helps the commander set up a moral, ethical and spiritual climate?

- a. S6.
- b. Market studies and analysis branch.
- c. UMT.
- d. MEPCOM.

10. At what level of command in the profession of arms does the art of combat operations begin?

- a. Squad.
- b. Brigade.
- c. Division.
- d. Platoon.

11. Which of the following is not a variable of the leadership equation?

- a. Internal environment in which the unit operates.
- b. Personality and abilities of the commander.
- c. Level of development of the organizational team.
- d. External environment in which the unit operates.

12. Which of the following help decide and create a unit's battle rhythm?

- a. Leader's time on station.
- b. Current mission.
- c. Recruiting operating systems.
- d. Miscommunication between the various levels of command.

13. How is the mission distributed to provide the opportunity for success at all levels of the command?

- a. Assigned mission is not related to "opportunity for success."
- b. Defined market factors.
- c. Rule of 50.
- d. Number of recruiters assigned.

14. What is a characteristic of shaping operations?

- a. Sporadic.
- b. Efficient.
- c. Complex.
- d. Inflexible.

15. Decisive operations directly accomplish the tasks assigned by:

- a. the company commander.
- b. Department of the Army.
- c. the station commander.
- d. higher headquarters.

The answers to this month's test can be found on opposite page.

Mission Box

The Achievements of One that Contribute to the Success of the Team



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade

RSM June 2005

Top Regular Army Recruiter

SFC John Sacramone
New England

SFC Shannon Lindsey
Montgomery

SSG John Williams
Milwaukee

SSG Robert Mayberry
San Antonio

SFC Jamie Perry
Denver

Top Army Reserve Recruiter

SSG Vance Gum
Mid-Atlantic

SFC Denis Brogan
Tampa

SFC Damon Stinger
Columbus

SSG Antwan Holden
Des Moines

SFC Charnell Larson
Seattle

Top Large Station Commander

SSG Matthew Hebert
Taunton
New England

SFC Jose Delgado
Orange Park
Jacksonville

SFC Brendan Kelly
Columbus North
Columbus

SFC Joseph Cloke
North Des Moines
Des Moines

SFC Max Burda
Security
Denver

Top Small Station Commander

SSG Troy Owens
Huntington
New York City

SSG William Thomsen
Chiefland
Jacksonville

SFC Ernest Creech
Gallipolis
Columbus

**SFC Bertha
Middlebrooks**
Grand Prairie
Dallas

SFC Joseph Moxley
Japan
Portland

Top Company

Johnson City

Anniston

Des Moines

Guam

Top AMEDD

Southeast

Carolina

Ohio

Oklahoma City

Rocky Mountain

Answers to the Test

- a. UM 3.0, para 1-5
- b. UM 3.0, para 1-18
- d. UM 3.0, para 2-4
- c. UM 3.0, para 2-17
- a. UM 3.0, para 3-9
- b. UM 3.0, para 3-12
- d. UM 3.0, para 4-22
- c. UM 3.0, para 5-4
- c. UM 3.0, para 5-33
- c. UM 3.0, figure 6-1
- a. UM 3.0, para 7-10
- b. UM 3.0, para 7-30
- b. UM 3.0, para 9-3
- b. UM 3.0, para 11-5
- d. UM 3.0, para 10-1

