

Commander's Call Topics



July 26, 2012

"Given the limitations the Secretary of Defense has imposed until those improvements are fielded, we are confident that we have managed the risk associated with continuing operations in the F-22." -- Air Force Chief of Staff Gen. Norton Schwartz speaking about the DoD's [approval to lift F-22 restrictions](#).

► CURRENT ISSUES

[Air Force officials welcome 21st surgeon general](#)

The Air Force welcomed its 21st surgeon general as Lt. Gen. (Dr.) Thomas W. Travis was sworn in by Chief of Staff Gen. Norton A. Schwartz on July 20 here.

[Schwartz: Air Force will thrive despite fiscal challenges](#)

The Air Force has reinvigorated the service's nuclear mission, incorporated unmanned aerial capabilities and made progress in acquisition, the service's chief of staff told reporters here July 24.

[New civilian pay system on the way](#)

All Air Force civilian employees are slated to be using a new, standardized Air Force pay system by June 2013.

[Former MTI found guilty on 28 charges](#)

A sentence was returned today in the general court-martial of Air Force Staff Sgt. Luis Walker.

► PERSONNEL ISSUES

[AF releases mid-year selective re-enlistment bonus list, changes](#)

Air Force officials today released the fiscal year 2012 mid-year selective re-enlistment bonus list along with some changes to the program.

[DOD approves NATO medals for operations in Africa, Libya](#)

The Department of Defense announced July 24 that NATO medals for operations in Libya and Africa have been approved for acceptance and wear by eligible U.S. service members and DOD civilian personnel.

► FAMILY, HEALTH AND SAFETY

[DOD to improve voluntary education safeguards](#)

The Defense Department is nearing completion of an agreement with post-secondary schools to ensure service members have the best possible experience in continuing their education, a senior Pentagon official said today.

► ENVIRONMENT, SPACE, TECHNOLOGY

[Academy battles national 'crisis in the areas of science, technology, engineering and math'](#)

The chair of the U.S. Air Force Academy's Engineering Division and head of the Aeronautics Department here said the nation faces a crisis in the areas of science, technology, engineering and math.

► RESOURCES

AF.mil

<http://www.af.mil>

Airman magazine

<http://www.airmanonline.af.mil/>

Air Force Community

<http://www.afcommunity.af.mil/>

Air Force Outreach

<http://www.afoutreach.af.mil/>

Military OneSource

<http://www.militaryonesource.com/>

Military HOMEFRONT

<http://www.militaryhomefront.dod.mil/>

Air Force Personnel Center

<https://gum-crm.csd.disa.mil>
<http://www.afpc.randolph.af.mil/>

Air Reserve Personnel Center

<http://www.arpc.afrc.af.mil/>

Department of Defense

<http://www.defense.gov>

Department of Defense News

<http://www.defenselink.mil>

Department of Veterans Affairs

<http://www.va.gov>

TRICARE

<http://www.tricare.mil>

U.S. Government Website

<http://www.firstgov.gov/>

Employment Opportunities

www.usajobs.com
www.nafjobs.org

Air Force Association

Scholarships

<http://www.afa.org/aef/aid/scholars.asp>

► WORKPLACE BULLYING

While extreme cases of sexual abuse and harassment have made headlines recently, focusing on issues at Penn State, the Catholic Archdiocese of Philadelphia, and closer to home, the MTI trial at Lackland, there is an often overlooked area of abuse in the workplace that can be just as worrisome, but less publicized: Office bullying.

In fact, in many cases, examples of intimidation in the workplace can be early examples that can lead to forms of sexual harassment.

A recent Forbes magazine online article on the subject points out that a workplace culture that accepts bullying and intimidation undermines morale and affects job performance. Worse, according to the article, 45 percent of individuals targeted by intimidators suffer stress-related health problems. The organization also suffers in terms of absenteeism, diminished job commitment and work performance, and a tarnished reputation that hurts recruiting.

Like all abusers, the office bully will often operate in private, and out of the earshot of others, so they're difficult to spot. Here are a few examples of office situations that cross the line into the unacceptable, even criminal.

- *A boss who holds one person to standards, unlike those for others in similar positions doing similar work, or who constantly brings up past mistakes for no constructive reason. The flipside of this behavior is the intimidator who belittles a person in front of coworkers. (Neither is "just a different management style." It's a violation of the law, as well.)*
- *A coworker who covertly gossips and lies is a tyrant, and someone who fails to stop the gossip and lies is just as weak and guilty.*
- *Bosses and co-workers who schedule important meetings or phone calls when they know a key person will be unavailable are as guilty of sabotaging another's career as the person who constantly changes rules and deadlines, or doesn't honor agreed-upon tasks crucial to a coworker's success, or ignores a key team member's calls and emails.*
- *The plagiarizer is an oppressor, too. It's amazing how many people who claim that they wouldn't dream of violating copyrights or patents, are perfectly willing to take credit for another's work.*

What can a person do when he or she finds that they are at the mercy of one of these harassers?

Arizona State University's Project for Wellness and Work-Life, a group that examines the intersections of work, domestic life and wellness, has some suggestions. "How to Bust the Office Bully," published in 2007, recommend that targets figure out a rational way to tell their stories to colleagues, bosses, human resources personnel and everyone up the chain of command. It's important to keep emotions in check while doing this. Above all, continue to emphasize competence and show consideration for others' perspectives.

Changing a hostile environment is difficult, and those who have been abused with negative attention from managers and co-workers are in a risky position—risking their self-worth, their health and their careers. It's far better for workplace leaders to set standards that leave no quarter for tyrants and bullies. Mandatory reporting of all incidents of suspected abuse, bullying or tyranny provides an avenue for corrective action. Validating these policies with a culture of zero tolerance for reprisal and retaliation by the perpetrators elevates everyone's status and worth in the workplace.

In an April 2011 memorandum, Secretary of the Air Force Michael B. Donley made clear the Air Force's lack of tolerance for workplace abuse of any kind. Stating that we are "bound by common Air Force Core Values," the Secretary said, "Unlawful harassment also includes creating and intimidating, hostile working environment for another on the basis of race, color, religion, sex, national origin, age, disability, reprisal, or genetic information. Additionally, retaliation against any Airman complaining of unlawful discrimination or unlawful harassment is also a violation of Air Force policy and will not be tolerated."

*-- Martha Lockwood,
Chief, Information Products Division*

► THIS WEEK IN AIR FORCE HISTORY

July 26, 1937 - Jacqueline Cochran, flying a Beechcraft, set the women's U.S. record of 203.895 mph for 1,000 kilometers.

July 28, 1943 - During a bombing mission in Europe, numerous enemy fighters attacked and severely damaged Flight Officer John C. Morgan's B-17. A cannon shell totally shattered the windscreen and split the pilot's skull open, leaving him in a crazed condition. Flight Officer Morgan, as copilot, tried to fly the plane, while struggling with the pilot to keep him from flying the bomber. He continued the flight and for two hours flew in formation with one hand at the controls and the other holding off the pilot until the navigator came in to provide relief. For completing the bombing mission and safely returning to England, Flight Officer Morgan received the Medal of Honor. (Morgan's feat formed the basis of the movie "Twelve O'Clock High")

July 29, 1970 - Col. Vere Short, a C-141 pilot, attained 25,000 accident-free flying hours, the most military flying time by anyone on active duty at the time.

July 29, 1995 - The 11th Reconnaissance Squadron activated at Nellis AFB, Nev., to operate the Predator, an unmanned aircraft. It was the first such unit in the Air Force.

July 30, 1997 - Capt. Dewey Gay flew an F-16C Fighting Falcon from the 62nd Fighter Squadron at Luke AFB, Ariz., to history when he touched down after a 1.3 hour sortie that pushed the F-16 over 4,000 hour mark. It was the first C-model to reach the 4,000 hour mark. The feat took 14 years.

For more information on Air Force heritage, visit <http://www.airforcehistory.af.mil>.

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► PEDESTRIAN AND TOURIST SAFETY

Vancouver, Munich, New York, Paris, Boston—these are five of the “world’s most walkable cities,” according to Frommer’s and other tourist guides. In these cities, and in many other tourist capitals around the world, pedestrian safety and tourist safety share the spotlight. People who travel by foot, stroller, wheelchair or similar means—pedestrians—are vulnerable to traffic, time of day, and location. Following a few safety tips ensure that the power walk, tourist stroll or household errand ends at the desired destination.

- 1. Teach children early to obey pedestrian traffic signs and cross the street only at the designated crosswalk. According to the Centers for Disease Control and Prevention, children ages 5 to 14 are more likely to die from motor vehicle injuries, including pedestrian injuries, than any other cause.*
- 2. Be especially careful at intersections. Drivers may not yield the right-of-way to pedestrians, or the pedestrian may simply be in the driver’s blind spot while turning onto another street.*
- 3. Wearing reflective clothing increases ones visibility at night and carrying a lighted flashlight helps the pedestrian to see and be seen, especially in unfamiliar areas.*
- 4. Many getaway places—the seashore, the mountains, and other getaway areas—don’t have sidewalks. Walking facing traffic helps to anticipate changes in traffic patterns, road surfaces and erratic drivers.*
- 5. Be alert. Walking in crowded cities, waiting in lines, or using crowded transportation facilities calls for special awareness of pickpockets and other tourist scams. Carry money and valuables in inside pockets of jackets or other hard-to-reach places. This warning is especially important for those who are pushing a wheelchair or stroller, or wheeling luggage.*
- 6. Out walking all day? Dress for success in layers that can be removed and toted easily (a sweater or jacket that was so necessary in the morning can be tied around one’s waist by mid-day). Wear comfortable and well-supporting shoes to avoid fatigue.*
- 7. Going out for a power walk or a quick trip away from your hotel alone? Carry identification that is relevant to who you are and where you are staying.*