

**ACADEMY AWARDS**

Air Force Association recognizes Academy mission elements. **Page 3**

**CIVILIAN RETIREMENTS**

Air Force releases details on voluntary civilian retirement incentives. **Page 6**

**BURGUNDY-WHITE**

Academy hosts Colorado Avalanche annual scrimmage. **Page 11**

# ACADEMY SPIRIT



Giovanni Del-Pontone, 8, tests out a fire hose, with the help of Staff Sgt. Travis Barrett and Airman 1st Class Everett Cowart, both firefighters from the 10th Civil Engineer Squadron.



MIKE KAPLAN

## Operation Junior Deployer: success!

By David Edwards  
Academy Spirit staff writer

If all deployments were like the one Saturday at the Air Force Academy, Uncle Sam would probably have to start turning people away.

Who could say no to oodles of military swag, cake and ice cream upon returning, and malaria pills that looked suspiciously like Skittles ... because they were Skittles?

Certainly not the intrepid souls

who deployed around the breakfast hour and were back in time for dinner the same day.

What kind of deployment was this? It was Operation Junior Deployer, which the Academy's 10th Air Base Wing was offering for the second time to give kids a taste of what their parents go through when they deploy for real.

Two busloads of adventure seekers experienced a deployment that was extremely compressed – and ex-

tremely awesome.

"It wasn't even a question of do we want to go; it was just when," said Michael Delforge, whose daughters Olivia and Gabby enjoyed their deployment. "It seems to get better every year, but the redeployment was the thing I really wanted to see. The Youth Center had a great ad for this."

Delforge, who works in finance at the Academy, said the family is very familiar with the junior deployer

concept from having done it at other military bases.

The person who makes it all happen at the Academy is Master Sgt. Lisa Taylor. She is in charge of family readiness, so the event is a big part of her job.

She took the lead role this year and is involved in the event every step of the way. That means coordinating a major production that required four to five months of

**See Junior Deployer Page 6**

## Diversity course trains Airmen to 'lead consciously'

By Don Branum  
Academy Spirit staff writer

A group of roughly 30 Air Force Academy employees underwent a two-day course titled "Leading Consciously," facilitated by the Academy's Diversity Office, Sept. 16 and Saturday.

The course is the second of three training programs that Academy Chief Diversity Officer Adis Vila is prototyping for both Academy officials and a larger Air Force audience.

"You are our guinea pigs," Vila said. "Everyone is being asked to do more with less. We have to learn new skills to get the most out of different people. That's the reason why you are so important."

Challenges regarding diversity at the Academy and

the Air Force continue to grow, including challenges that may arise now that "Don't Ask, Don't Tell" has ended, Vila said. The Academy's definition of diversity reaches beyond the Air Force definition to incorporate socioeconomic, educational and work backgrounds as well as age, race, ethnicity, gender and religion.

Harlan Consulting facilitated the two-day course for \$25,000, or roughly \$833 per person, said CDO liaison Maj. Wendy Palatinus.

Vila said she took the cost into careful consideration and leaned toward the best fit for the Academy rather than the lowest price. She started working with Mary Harlan, the principal of Harlan Consulting, shortly after she arrived here.

"Her group's book, 'Reframing Change,' is exact-

ly how I pictured diversity within this organization," Vila said.

Harlan said she hoped to move past the reflexive reaction she sometimes encounters when she introduces herself as a diversity consultant.

"People see me and think, 'I have to watch what I say,'" she said. "I've seen a lot of changes in my work, but what has persisted and in some ways gotten worse is the irrational expectation that everyone get it ... what we call political correctness."

The training covered areas such as testing assumptions, clearing emotions, bridging differences, building relationships and giving and receiving feedback. The powerful listening exercises bear similarity to the listening habits described in Stephen Covey's

**See Diversity Page 4**

# President Obama: Americans no longer have to lie to serve

American Forces Press Service

WASHINGTON — President Barack Obama today issued a statement on the repeal of the “Don’t Ask, Don’t Tell” law that had barred gay men and lesbians from serving openly in the military.

The repeal took effect at midnight.

Here is the president’s statement:

Today, the discriminatory law known as ‘Don’t Ask, Don’t Tell’ is finally and formally repealed. As of today, patriotic Americans in uniform will no longer have to lie about who they are in order to serve the country they love. As of today, our armed forces will no longer lose the extraordinary skills and combat experience of so many gay and lesbian service members. And today, as Commander in Chief, I want those who were discharged under this law to know that your country deeply values your service.

I was proud to sign the Repeal Act into law last December because I knew that it would enhance our national security, increase our military readiness, and bring us closer to the principles of equality and fairness that define us as Americans. Today’s achievement is a tribute to all the patriots who fought and marched for change; to Members of Congress, from both parties, who voted for repeal; to our civilian and military leaders who ensured a smooth transition; and to the professionalism of our

“

I was proud to sign the Repeal Act into law last December because I knew that it would enhance our national security, increase our military readiness, and bring us closer to the principles of equality and fairness that define us as Americans.”

- President Barack Obama



men and women in uniform who showed that they were ready to move forward together, as one team, to meet the missions we ask of them.

For more than two centuries, we have worked to extend America’s promise to all our citizens. Our armed forces have been both a mirror and a catalyst of that progress, and our troops, including gays and lesbians, have given their lives to defend the freedoms and liberties that we cherish as Americans. Today, every American can be proud that we have taken another great step toward keeping our military the finest in the world and toward fulfilling our nation’s founding ideals.

## Officials expect smooth ‘Don’t Ask, Don’t Tell’ repeal

By Donna Miles

American Forces Press Service

WASHINGTON — The law is passed, the studies completed, the findings certified and the service member training accomplished. After years of debate and months of preparation, the Defense Department starts on a new footing with the repeal of the so-called “Don’t Ask, Don’t Tell” law that since 1993 has banned gays and lesbians from serving openly in the military.

“Statements about sexual orientation will no longer be a bar to enlisting in the military or a cause for dismissal.”  
— Army Maj. Gen. Gary S. Patton

“Statements about sexual orientation will no longer be a bar to enlisting in the military or a cause for dismissal,” said Army Maj. Gen. Gary S. Patton, chief of staff for the Pentagon’s repeal implementation team.

In addition, former service members separated from the military under Don’t Ask, Don’t Tell based solely on their sexual orientation will be eligible to reapply to return to military service. Patton said their applications will be evaluated using the same standards as all other candidates, and decisions will be based on needs of the service.

As these long-anticipated changes take place, Patton said he expects the repeal implementation to stay on track because of the pre-repeal training across the force. In addition, many other existing policies considered “sexual-orientation neutral” remain in place.

Duty assignments won’t be affected, and living and working conditions won’t change, Patton said. Service members won’t be separated or segregated based on sexual orientation, and will continue to share billeting and berthing as in the past.

With repeal, benefits will remain as they are. Service members will be able to designate whomever they want to receive member-designated benefits such as Serviceman’s Group Life Insurance, he said. Other benefits, such as basic allowance for housing, are limited by law and statute to cover only opposite-sex spouses and can’t be extended to same-sex partners, Patton said.

However, the Defense Department is studying the pos-

sible extension of other benefits where eligibility is not specifically defined by law, such as use of military morale, welfare and recreation facilities to same-sex partners. “We have not arrived at a decision on that,” Patton said. “The department continues to explore that possibility, post-repeal.”

Although the vast majority of military members and their families surveyed before the repeal indicated they had no issues with the repeal, Patton said he recognizes that some may. To those, he has a message: “We are not trying to change your beliefs. You have your freedom to exercise your beliefs and your freedom of speech.”

But with that, he said, “you have to maintain your dignity and respect for others.”

No new policy will allow anyone who disagrees with the repeal to break their contractual obligations. Anyone who has complaints or issues associated with the repeal should take them to a commander or inspector general, Patton said. Sexual orientation issues will not be addressed by equal opportunity channels in the way gender, race and religion issues are.

With the repeal in effect, Patton said he expects military members will honor it. “The repeal is a law,” he said. “The military follows the law and we are executing this as part of our mission.”

A key in carrying out the mission, he said, is a principle emphasized during mandatory pre-repeal training throughout the force that the military has embraced throughout its history.

“The training focused on the changes in policy, that sexual orientation is not a reason for a person to be denied enlistment in the service or separated from the service. And that we continue to treat all service members with dignity and respect,” Patton said.

Part of that respect, he said, is to allow all service members to live honest lives. “During Don’t Ask, Don’t Tell, gay and lesbian service members were required by law to withhold their sexual orientation, and in some cases, they potentially violated their own personal integrity,” Patton said. “Upon repeal of Don’t Ask, Don’t Tell, they won’t be placed in that predicament.”

As a result, the repeal “will strengthen the military,” he said. “It will continue to allow us to keep gay and lesbian service members in the military, and we will be a better military for it.”

ACADEMY SPIRIT

To responsibly inform and educate the Academy community and the public about the Air Force Academy

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ACADEMY SPIRIT

Cadets on CSI Project at Ironma

Falcons too tough for Rams

# AFA honors Academy chaplain, education programs

The Air Force Academy's undergraduate education programs and an Academy chaplain received awards Monday at the Air Force Association's annual Air & Space Conference and Technology Exposition, in National Harbor, Md.

The Air Force Association presented the 2011 Chaplain Corps Award for outstanding performance by a member of the Air Force Chaplain Corps to Chaplain (Capt.) Chad Zielinski.

Zielinski earned the award both for his work at the Academy and while deployed to the joint operating environments of Afghanistan. While deployed, he provided spiritual support for 18 different forward operating bases and combat outposts, rode 11 air missions and 26 convoys and led 30 people to shelter when two of his services were interrupted by rocket fire. The chaplain also led distribution of support to more than 800 school children, 20 teachers and 500 other residents of Kherwar Village, building confidence in U.S. forces. Back at the Academy, Zielinski was active with cadet Special Programs in Religious Education endeavors, leading several retreats and increasing cadet volunteer service.

The Air Force Association also presented the 2011 Hoyt S. Vandenberg Award for outstanding contribution in aerospace education to Brig. Gen. Dana Born, the Academy's dean of the faculty, and the Collaborative Undergraduate Education Programs at the Academy. The AFA specifically cited the cadet design, launch and continuing operations of the FalconSAT satellite program and the international culture and language opportunities available to cadets.

"U.S. combat operations share a common linkage -- the use of technology to gain an advantage in the

battle arena. This capability is the product of an education infrastructure that has cultivated researchers, innovators, engineers, operators, and maintenance personnel who are capable of designing, operating, and supporting these technologies," said S. Sanford Schlitt, AFA vice chairman of the board for aerospace education. "As we look to the future, it is clear there will be demand for an even higher level of basic education and an increasing percentage of individuals with skills in science, technology, engineering and math."

The Academy faculty has been heavily involved in local and regional STEM education efforts, including hosting chemistry and physics education seminars for scouts and at local schools and last week's donation of a jet engine to Denver Public Schools.

This is the third time a member of the U.S. Air Force Academy has received the Vandenberg award from the Air Force Association since its inception in 1948. Brig. Gen. Robert McDermott, who served as dean of the faculty from 1956 to 1968 and after whom the Academy's cadet library is named, accepted the award in 1963. Lt. Gen. Bradley C. Hosmer, the 12th superintendent of the Academy from 1991-1994, received



PHOTOS BY MASTER SGT. THOMAS A. CONEY  
Chaplain (Capt.) Chad Zielinski, Air Force Academy Chapel, receives the Chaplain Corps Award during the Air Force Association's Air and Space Conference and Technology Exposition Monday in National Harbor, Md. S. Sanford Schlitt, AFA chairman of the board, left, presented the award. Lt. Gen. Mike Gould, Academy superintendent, second from right, and Maj. Gen. Cecil Richardson, Air Force chief of chaplains, are also pictured.

the award in 1993.

Other award winners over the years have included Lt. Gen. James H. Doolittle, Gen. Carl Spaatz, Ross Perot, Jr., and the Community College of the Air Force.

In 2008, another former Academy leader was honored, when the Vandenberg award was presented to Gen. William R. Looney, III., and Gen. Stephen R. Lorenz, then the incoming and outgoing commanders of Air Education Training Command. Lorenz was commandant of cadets from 1996-1999. He is now retired and back in the local area, and was named president and chief executive officer of the USAFA Endowment.

For the full list of awards from Monday's ceremony, visit: <http://www.afa.org/AboutUs/nawards.asp>.



Brig. Gen. Dana Born, dean of the faculty, accepts the Hoyt S. Vandenberg Award for outstanding contribution in aerospace education.

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# Journalistic instincts help author seek truth

Mark Bowden speaks about writing "Black Hawk Down"

By David Edwards  
Academy Spirit staff writer

The Air Force Academy cadets were feeling a bit more "hawkish" than normal last week – and with good reason.

Mark Bowden, the author of numerous books, most notably "Black Hawk Down," came to the Academy for a lecture Sept. 14 and face time with the cadets in their classes the following day.

The book title refers to an Army helicopter shot down by the forces of Somali warlord Mohammed Farrah Aidid during the Battle of Mogadishu in October 1993.

Bowden's book was published in 1999. He explained the long gap between the battle and book in his Arnold Hall lecture to the cadets.

He introduced his talk by saying that he wanted to "demystify what we journalists do and how we do it." At the time of the battle, Bowden was working as a sportswriter for the Philadelphia Inquirer.

"The truth is I'm about as thoroughgoing a civilian as you'll ever meet," Bowden said. "After 'Black Hawk Down,' people began mistaking me for an expert in military history, military tactics. I begin most stories I write in complete ignorance. The thrill of it is the research."

He said he was horrified by the pictures he had seen of the bodies of U.S. servicemen being dragged through the streets of the Somali capital. The graphic images prompted him to seek more information about how a humanitarian mission had devolved into a protracted firefight.

Although he knew little about the military or Somalia, Bowden knew that small military units forced to fight for their lives usually make for compelling stories. The problem was how to find the protagonists.

At first, he assumed that the military had already publicized the events of the Battle of Mogadishu. When that assumption proved false, he called the Pentagon seeking help. That turned out to be a dead end.

He nearly dropped the idea entirely after that. The impetus to renew the pursuit came when he was assigned

to write a profile of President Bill Clinton in advance of the 1996 election. Bowden said he considered the assignment something of a "booby prize" because Clinton was the most written-about man in the world at the time.

But he needed an angle, and he said there was a lot of leftover ill will toward the administration over the mission in Somalia. So Bowden decided to track down the father of Army Cpl. Jamie Smith, one of the men who had died in Mogadishu.

One day following his meeting with the father, Bowden received an invitation to a memorial for Smith. He debated whether the long trip would be worth making and eventually decided to go. At the service, he met several of the men who had served with Smith. Bowden now had the sources he needed.

Nevertheless, he didn't know what to expect. Growing up in the Vietnam War era, he had observed that many Soldiers then were "knuckle draggers" who enlisted out of high school because soldiering was their only career opportunity. His newfound interview subjects presented a markedly different image.

"These were some of the brightest, most intelligent, most articulate people I had ever interviewed," he said. "It was almost as if they had been waiting to tell me their story."

What he gleaned from his interviews with the Rangers was incomplete because of security concerns.

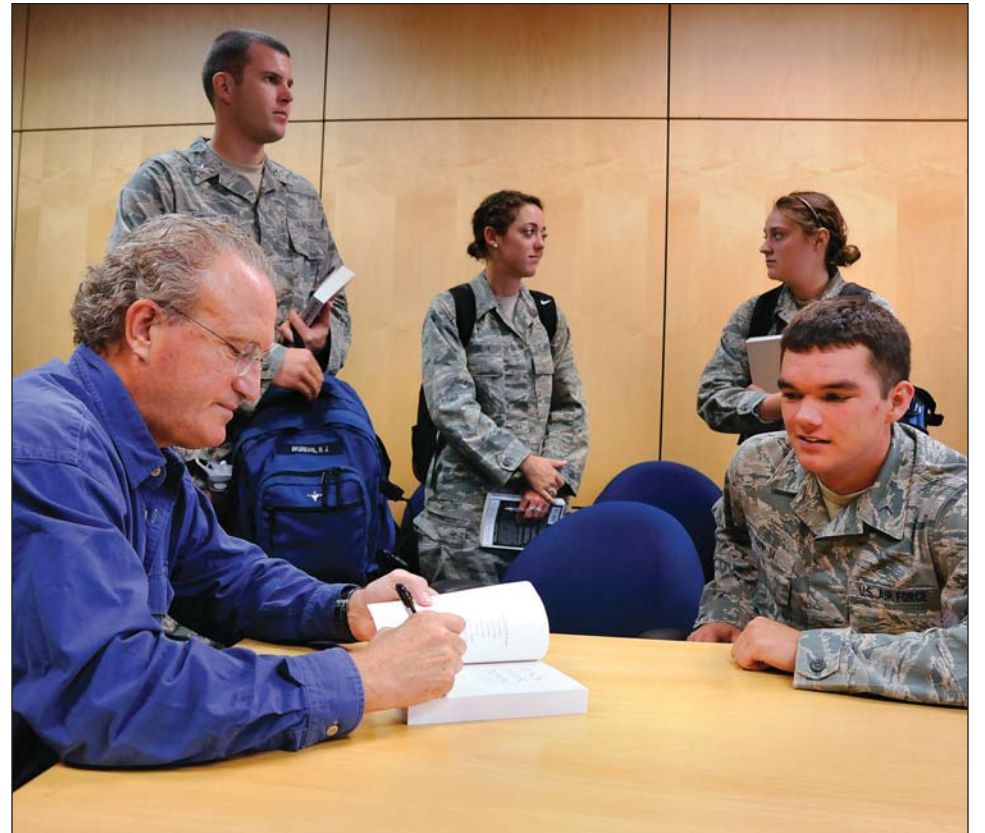
So Bowden filled in the blanks by tracking down and interviewing former Soldiers. He found this tactic to be very successful.

Yet even with this wealth of information, Bowden still had only one side of the story. He decided he needed to go to Somalia. When he called the State Department asking for advice, the person on the other end said, "don't go."

After finagling some help from the State Department, he did go. The paper put up the money for the trip, which brought Bowden to one of the most dangerous places on the planet.

His escorts into Somalia were heavily armed dealers of khat, a powerful stimulant that Somali fighters often use right before battle.

"Drug dealers are on the fringe of polite society everywhere, and there



MIKE KAPLAN

Mark Bowden, author of "Black Hawk Down" and several other works of nonfiction, autographs a copy for Cadet 3rd Class Mathew Gamm of Cadet Squadron 18. Bowden came to the Air Force Academy for two days, delivering a lecture about the reporting behind "Black Hawk Down" and also visiting cadets in their classes.

is no polite society in Somalia," Bowden said.

Despite a directive to leave issued by leaders of the most powerful clan, Bowden stayed and spent 10 terrifying days in Somalia. He said the Somalis refused to believe that he was a journalist because it was inconceivable to them that someone would risk so much to chase a story.

The gamble paid off, though. Bowden was enough of a curiosity in Mogadishu that Somalis routinely stopped by to tell him their memories of what they call the Day of the Rangers.

When Bowden returned, his efforts to obtain additional information were accommodated rather than thwarted. He even heard an audio transcript of the communication among the soldiers during the battle.

In the end, Bowden got plenty more than he needed to write "Black Hawk Down." If not for his persistence and his journalistic instincts, it might never have happened.

"Stories are how we remember as a culture," he said. "For me, it showed the tremendous power in our soci-

ety an individual can have in shaping popular memory. The fact that these guys are finally getting the recognition they deserve makes me very proud."

"Black Hawk Down" was a New York Times best-seller, and it is a staple of the core curriculum here at the Academy.

One instructor who is especially fond of it is John Farley, assistant professor of communications for the Academy's English Department. The book is required reading in the 400-level composition and public speaking class Farley teaches, and he uses the documentary based on the book in his film production class.

Farley said the Black Hawk Down story "opens itself up to a lot of good conversations about leadership" by providing examples of both good and bad leadership.

"What I really like most about the book is that it includes multiple points of view," Farley said. "Bowden took the time to interview several Soldiers. It gives cadets a reality check: what it means to be in the military, what it means to serve your country."

## Diversity

From Page 1

"Seven Habits of Highly Effective People," and the sections on feedback resemble course material taught in Air Force professional military education.

"It's always nice to get a refresher," said Master Sgt. Odessa Mills, superintendent of the 10th Force Support Squadron's Military Personnel Section. "I really enjoyed the skill sets that were presented before us."

Jean Latting, one of the authors of "Reframing Change," led the panel along with Harlan and Stephanie Foy, project manager of the Leading Consciously management consulting firm.

Latting recalled an encounter with an intern during her tenure as a professor at the University of Houston wherein the intern accused Latting of ignoring

her. The encounter, Latting said, reinforces the Leading Consciously training.

"She said, 'You think I'm nothing.' I have my head in the clouds all the time; I wasn't ignoring her."

By confronting a professor several steps above her in the university hierarchy, the intern was demonstrating the need to test assumptions, clear emotions and bridge differences, Latting said.

"She's sobbing, but she's standing for herself," Latting said. "She doesn't have to wait until the end of the semester for me to recognize her. And she didn't back down. She stood tall and recognized that she had power. My intent was not to ignore her, but that doesn't mean she didn't feel ignored."

"From my vantage point, I'm one of the good guys. But if I'm her, being passed day in and day out in the halls ... I was mortified," Latting said. "Do you think I noticed her next time? She affected me so profoundly that I'm talking to you about it 15 years later, and she affected the organization so profoundly that we changed how we do intern orientation."

Latting later realized that the confrontation was a microcosm of the state of relations among African Americans and Hispanic Americans in the Houston area.

"Fifteen years ago, African Americans were the dominant minority group, and Latinos felt like they were being ignored with regard to the diversity agenda," Latting said. "It was

only on reflection that I thought of the connection, but you have to be aware of the diversity dynamic to address it."

Those who undertook the two-day course will participate in virtual facilitations sometime during the weeks of Oct. 2, Oct. 14 and Nov. 4 and meet for a follow-up session Dec. 4-5. They will make a presentation to the Academy's senior leaders after the follow-up session. Vila thanked the attendees for their participation.

"The Air Force wanted to have the first chief diversity officer here and wanted to conduct the test programs here so they can be implemented on a wider basis if they're successful here," Vila said. "This is an incredible commitment on your part."

# Command chiefs address concerns during AFA convention

by Tech. Sgt. Karen J. Tomasik  
Air Force Public Affairs Agency

**NATIONAL HARBOR, Md. (AFNS)** — Issues affecting America's Airmen took center stage Sept. 19 during the Air Force Association's 2011 Air & Space Conference and Technology Exposition's Command Chief Master Sergeants Forum Sept. 19.

The forum provided Airmen an opportunity to communicate directly with chiefs on hot-button topics including Airman professionalism, supervising the millennial generation, posturing for the future, the Air Force Academy, uniforms and standards, facing challenges and the strain affecting the enlisted corps.

Chief Master Sgt. Eric Jaren, the Air Force Material Command command chief, moderated the forum, and panel members came from various commands.

The forum began with an explanation by each of the chiefs on how Airmen are professionals, with the Air Force District of Washington command chief emphasizing recent development initiatives for Airmen.

"We are professional Airmen, and I think, we're professional as long as we continue to act and develop and become professionals," said Chief Master Sgt. Pat Battenberg, the AFDW command chief. "I think the things that we've seen change, in the last year and a half to two years, to deliberately develop those Airmen are going a long way to ensure that we have professional Airmen."

The chiefs identified what they see pro-



AIRMAN 1<sup>ST</sup> CLASS MELISSA GOSLIN

Chief Master Sgt. Pat Battenberg, right, speaks at the AFA's 2011 Air & Space Conference and Technology Exposition's Command Chief Master Sergeants Forum. Chief Master Sgt. Todd Salzman, Air Force Academy command chief, also participated in the forum.

ducing the largest strain on the enlisted corps and what current leaders can do about it. Their list included fear of the unknown regarding impact of budget changes on Airmen and families, the stress of operations tempo, and the public not being aware of what Airmen are doing around the world.

The chiefs emphasized, current leaders can address these issues by communicating directly with Airmen, in person, about current issues and sharing experiences about previous lean times, having faith in the decisions of leaders, fostering a holistic approach to create a resilient force and families, and communicate more about what Airmen do and how they contribute to global missions.

"Most of the folks out in the American public - they think there's two folks in the fight - it's the Soldier and Marine,"

said Chief Master Sgt. Chris Muncy, the Air National Guard command chief. "They don't know who gets them there; they don't know who flies (close air support) for them, or who does their [intelligence, surveillance and reconnaissance], their cyber piece for them. Of course it's us, but we don't talk about that, because we're humble servants.

"It stresses our folks out, and I think they do tell their story, but just not enough. We need to tell our Air Force story because the American public needs to know we're there, and they don't. That in turn affects our Airmen." Muncy continued. "And those stresses turn on them, because 99.3 percent of their friends don't do this. They're going to deploy again, and then where's the support for their family and their kids? It's systemic, but it's a stress."

Questions also arose about opportunities for noncommissioned officers at the Air Force Academy and on how Academy cadets learn to lead enlisted members.

"We have academy military trainers, you might consider them MTLs (military training leaders) in the AETC realm, and we have two in each squadron of 40," said Chief Master Sgt. Todd Salzman, the Air Force Academy command chief.

The chief added, he feels the Air Force owes young men and women going through the Academy a nugget of real-world information and experience every day during their four years, so when the cadets leave as a second lieutenants, they are ready to lead Airmen with a lot of experience. The Academy's enlisted members, hand-picked and who average 3-4 deployments and 15 years in the service as technicians and supervisors, prepare the cadets for that future.

The command chiefs closed with advice for junior Airmen and officers.

"Stay strong. Continue to stay focused on the things that matter. For those that are in leadership positions, protect your Airmen from those things that distract them from the mission - that's your job to absorb that," said Chief Master Sgt. William Turner, the Air Force Special Operations Command command chief. "Execute your mission to the best of your ability, trust in the leadership that you have, don't be afraid to raise questions up. Go out there and be the best Airman that you can be."

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# SEPARATION INCENTIVE OPTIONS

## AF announces civilian early retirement



by Debbie Gildea

Air Force Personnel, Services and Manpower  
Public Affairs

**RANDOLPH AIR FORCE BASE, Texas (AFNS)**—The Air Force is implementing civilian Voluntary Early Retirement Authority and Voluntary Separation Incentive Pay programs, Air Force officials announced Monday.

“Our goal with these programs is to mitigate the impact of reduced fiscal year 2012 funding on our permanent civilian workforce,” said Maj. Gen. Sharon K. G. Dunbar, the Air Force director of force management policy.

Reduced Air Force funding starting in fiscal 2012 is the result of a Secretary of Defense efficiency initiative that holds civilian manning at fiscal year 2010 levels Defense Department-wide. This initiative reduces previously planned growth in the Air Force civilian workforce by nearly 9 percent. Air Force officials estimate that reduced funding levels are sufficient to support slightly more than 180,000 civilians as of October 1.

“Complying with lower civilian funding levels requires adjusting the size of our civilian workforce by about 1 percent this next fiscal year,” Dunbar said.

“To do this, we’re postured to approve up to 6,005 VSIP applications along with implementing VERA. These voluntary programs will also help generate flexibility to balance positions with mission priorities.”

Air Force officials also implemented hiring controls in May, followed by a 90-day hiring freeze that went into effect last month. Much like the voluntary programs, the temporary hiring freeze and ongoing hiring controls are designed to reduce the size of the civilian workforce and generate vacancies for permanent employees whose positions may be restructured, transferred or eliminated, the general explained.

“Our civilians have been asking about VERA and VSIP options, so we worked to make these voluntary programs available early in the fiscal year,” Dunbar said.

Servicing civilian personnel offices have already started surveying eligible civilians for their interest in these programs. Surveys are targeted to those in job series that may be affected by downsizing or restructuring.

Targeting the surveys requires balance, the general explained.

“If we target too narrowly, the number of volunteers may fall short of

what we’re seeking. At the same time, an overly broad survey may cause angst among employees in positions that will not be affected.

To be eligible for VERA, employees must be at least 50 years old with 20 years of creditable service, or have 25 years of creditable service at any age.

Whereas VERA is a temporary measure to increase retirements, VSIP is a financial incentive to encourage eligible employees to voluntarily separate from civil service. A VSIP payment is equivalent to an employee’s severance pay entitlement, up to a maximum of \$25,000, before taxes.

Officials are authorized to approve a maximum of 6,005 VSIP applications from eligible civilians. VSIP applications may be approved if there is a direct link between an employee’s separation and avoiding adverse personnel impact elsewhere.

Employees who received surveys should familiarize themselves with the VERA and VSIP material on the Air Force Personnel Services website at <https://gum-crm.csd.disa.mil>, the general said.

Specific VERA and VSIP information can be accessed via the News and Announcements link. In addition, servicing civilian personnel offices are

postured to assist interested civilians.

Employees should thoroughly consider all options therefore, prior to submitting an application for VERA or VSIP, officials said. Employees who apply for VERA or VSIP make a commitment to separate Dec. 31, 2011 if their application is approved. This commitment cannot be withdrawn except for extreme hardship or extraordinary circumstances.

“We’re grateful for the immense contributions of our civilian workforce, and are committed to providing support through the changes ahead,” Dunbar said. “We’ll move through these changes and challenges together as a team.”

The Air Force Personnel Services site includes a link to all secure applications (top right corner of the home page), as well as a VERA/VSIP link that will take users to a one-stop-shop of related links and information sources.

For specific eligibility information and guidance, surveyed employees should contact the Academy’s Civilian Personnel office at 333-4363.

For information about other personnel issues, visit the Air Force personnel services website at <http://www.afpc.af.mil>.

## Junior Deployer

From Page 1  
planning.

“This is a huge event,” Taylor said. “We had approximately 130 volunteers.”

Taylor said the highlight of the day for the kids was the spate of activities at Jacks Valley. They watched a K-9 demonstration by kennel master Chris Jakubin and charged through the land navigation course and the leadership reactive course.

The Bird and the Academy cheerleaders were there to greet them on their return to the homestead.

The original plan was to make Operation Junior Deployer an annual event, Taylor said. But organizers decided on an 18-month cycle instead.

The Academy’s program is modeled on that of similar events held at other bases. Last year’s theme of the Year of the Air Force Family complemented the vision nicely.

“We had about \$20,000 offered by the Air Force that we could compete for, and this was one of our proposals,” Taylor said.

Technical Sgt. Amber Wortman talked with Taylor after most of the parents and children had already filed out of the Youth Center courtyard.

They were discussing the future of the event when Wortman’s daughter said decisively, “I want to do it again next year.”

No doubt a lot of other parents heard those same words.



Tech. Sgt. Mark McParland, the NCO in charge of telephone systems for the 10th Communications Squadron, shows 9-year-old Cole Rausch how to repair a telephone cable. Both were participating in Operation Junior Deployer, a 10th Air Base Wing program designed to expose children to the rigors of a military deployment.

MIKE KAPLAN



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## In their honor

Members of the Air Force Academy Honor Guard perform the POW/MIA Ceremony during the Academy's POW/MIA Observance Day luncheon Sept. 16 at the Falcon Club.

RAYMOND MCCOY

## USAJOBS October upgrade to affect job seekers

by Debbie Gildea  
Air Force Personnel, Services and Manpower Public Affairs

**RANDOLPH AIR FORCE BASE, Texas (AFNS)** — Air Force job seekers will notice changes to the USAJOBS website in mid-October, including stronger security procedures, elimination of unnecessary applicant profile questions, and improved search filters, Air Force Personnel Center officials said.

The improved federal employment search portal is slated to launch at

noon Oct. 12. In order to implement the upgrades, USAJOBS will be offline Oct. 6 through 12. As a result, all current Air Force announcements will close no later than Oct. 1, with new announcements opening Oct. 12, said Nancy Tackett, an AFPC supervisory human resources specialist.

The USAJOBS downtime will not impact the AFPC secure internal vacancy announcements posted for positions at Arnold Air Force Base, Tenn.; Edwards AFB, Calif.; Eglin AFB, Fla.; Hill AFB, Utah; Hurlburt Field, Fla.; Kirtland AFB, N.M.; Luke AFB, Ariz.;

Robins AFB, Ga.; Tinker AFB, Okla.; and Wright-Patterson AFB, Ohio.

According to Office of Personnel Management officials, an applicant will not have to create a new USAJOBS account, but will need to create a new password when logging in after the upgrade. To simplify that process, Tackett advised applicants to log in no later than Oct. 1 to establish three security questions. In addition, anyone who has a USAJOBS account will not need to resubmit their resumes and supporting documents after the transition.

"In addition to stronger security measures, users will find the job search function is more intuitive," Tackett said. "That means that job searches

will allow applicants to focus on specific search terms, saving applicants time by quickly targeting relevant job openings."

During the USAJOBS upgrade, Air Force job postings also will not appear on the Air Force Civilian Service site ([www.afciviliancareers.com](http://www.afciviliancareers.com)). When new announcements are posted, job seekers will be able to apply using either **USAJOBS** or **www.afciviliancareers.com**.

For more information about the USAJOBS transition, go to **www.USAJobs.gov**, or **www.opm.gov**. For more information about Air Force civilian career opportunities, go to **www.afciviliancareers.com**.

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Cadet 2nd Class Stephannie Hernandez-Ruberte, of Cadet Squadron 33 was part of the cadet panel during the Academy's National Hispanic Heritage Month Luncheon at the Falcon Club Sept. 15.

## Celebrating Hispanic Heritage

By David Edwards  
Academy Spirit staff writer

Alfredo Sandoval has always known who and what he is. He can't say the same about the Census Bureau.

Because of the federal government's multiple redefinitions of Hispanic ethnicity, Sandoval has been a little bit of everything over the years: black, white, Indian, Chicano. And that doesn't really begin to cover all the bases, as he's quick to point out.

But both Sandoval and his audience can definitively say that he was the primary speaker at the Air Force Academy's luncheon Sept. 15 to kick off Hispanic Heritage Month.

The 1982 Academy grad recounted his rise through the ranks of the Air Force against a backdrop of a country growing more and more diverse by the decade. To help him tell his story about the increasing Hispanic presence in the U.S., he cited facts and figures from the Census Bureau.

The true measure of improvement, though, was the number of Mexican restaurants and the qual-



MIKE KAPLAN

Mariachi Aguilas, a musical group from Dolores Huerta Preparatory High School in Pueblo, Colo. provided entertainment during the Academy's National Hispanic Heritage Month Luncheon at the Falcon Club Sept. 15. The event kicked off the start of Hispanic Heritage Month which continues through Oct. 15.

ity of the Mexican food in Colorado Springs. Sandoval's verdict: By the 1990s, Mexican food was much better, but still not great.

That, more or less, mirrored the more serious message he came to the Falcon Club to deliver. Sandoval had some pointed words for both young Hispanics starting their military career and for the old guard at the top.

"As a people, we must adapt and master the English language without fear of losing our identity," he said. "And it is critical that we put a greater emphasis on education. You Hispanic cadets must continue to lead and be the example in obtaining advanced degrees."

Sandoval also noted that the Hispanic population of the United States increased 43 percent in the time between when he became a cadet and when he retired. In his opening remarks, he said that Hispanic ethnicity crosses all races and cultures.

He called on the Department of Defense to review its core competencies. He added that if current trends continue, both in the U.S. population

and the military command structure, the officer corps will reflect neither the military at large nor the nation it serves.

"There's a critical need to understand our country's makeup," Sandoval said. "All those stories need to be told. If my classmates and I had known that there would be few opportunities for us in the future, we might have made a different choice about coming to USAFA."

Sandoval took pains to emphasize that improving the lot of Hispanics who choose the military will be a two-way street that requires a proactive stance.

He closed on a hopeful note, though, saying, "Being a Hispanic-American makes me proud to know that I have a past and a future."

Celebration of Hispanic Heritage Month at the Academy will continue with "Taste of Latin America" in Arnold Hall at 6:30 p.m., Thursday. There will also be several sessions of "Fitness a lo Latino" (Zumba lessons).

For more information, call Dr. Sonia Esquivel at 333-8356.

## Working out with a mission

Capt. Brett Huyser, an Air Force reservist assigned to the Academy's International Programs Department, and Cadet 1st Class Cat Begansky of Cadet Squadron 28 participate in "Fight Gone Bad," an Academy Combat Conditioning Club CrossFit workout.

Cadets and faculty from the men's lacrosse team, CS 28 and the Management Department participated in the event as part of the Mission Partner program, which brings cadets together from different mission areas to increase teamwork and synergy. Participants solicited support from sponsors to raise money for the Wounded Warrior Project.

MIKE KAPLAN





# Chilton family continues tradition of service

By Don Branum  
Academy Spirit staff writer

One of the Air Force Academy's senior officers will mark her 30th year of service to the Air Force next month, while her daughter prepares to become a fourth-generation Airman.

Brig. Gen. Cathy Chilton is the mobilization assistant to Academy Superintendent Lt. Gen. Mike Gould, the daughter of an Airman and the granddaughter of an Army Air Corps service member. Cadet 1st Class Madison Chilton is a senior cadet assigned to Cadet Squadron 05 here.

## CAROLINA TO COLORADO

Cathy Chilton's trek into the Air Force began while she attended East Carolina University in Greenville, N.C. An Air Force recruiter approached her with an offer of an ROTC scholarship. Cathy, an out-of-state student majoring in math and physics, accepted.

"I was taking an ROTC class in military history even though I wasn't in ROTC at the time," she said. "It was great because the job climate in 1981 was about the same as it is today, and it was a guaranteed job."

She stayed on active duty for eight years, separating in May 1988 to marry now-retired Gen. Kevin Chilton, who was a major and astronaut candidate at the time. A year and a half later, she put the uniform back on as a reservist.

"I missed the Air Force when I got out," she said. "Within six months of getting out, I needed to go back in. I missed Air Force people. It's why Kevin decided to come back into the Air Force after being an astronaut."

There were no military positions at NASA at the time, so Cathy ended up working as an aeronautical engineer for the San Antonio Air Logistics Center at Kelly Air Force Base, Texas. She stayed at Kelly AFB until July of 1998, when she took a job as analytical test manager for the Space Warfare Center -- now the Space Innovation and Development Center -- at Schriever AFB, Colo.

Her Air Force Reserve career took her in different directions from her husband starting in 1999. While Kevin took command of the 9th Reconnaissance Wing at Beale AFB, Calif., Cathy stayed at Schriever as operations officer for the 17th Test Squadron.

Kevin, a 1976 Academy graduate, spent a tour at Barksdale AFB, La., as 8th Air Force commander and at Offutt AFB, Neb., as commander of U.S. Strategic Command -- while Cathy's career carried her to Air Force Materiel Command at Wright-Patterson AFB, Ohio, as the MA to the director of capabilities integration and later as MA to the commander of the Air Force Research Laboratory.

## THE YOUNGER CHILTON

The moves made for constant upheaval in Madison's life: The younger Chilton attended a different high school each year. So Madison surprised both Kevin and Cathy when

she announced her decision to apply for the Academy.

"Moving is tough for any kid," Cathy said. "And then she decided to go into the Air Force. I still can't believe it after we did all that to her."

Cathy credits Brig. Gen. Dana Born, the Academy's dean of the faculty, with coaxing Madison to join the Long Blue Line. The Chilton family encountered Born at an Air Force football game, and the dean asked Madison about her college plans.

"I mentioned about five schools," Madison said. "And she asked me, 'Why isn't my school on your list?' I told her I thought it was too late to apply, but she told me to apply anyway because it would be a good learning experience."

"Later, I found out that's how they get kids to apply," she added, smiling.

Madison joined 293 other women at the Academy on inprocessing day June 26, 2008. Women made up 21.48 percent of the Class of 2012, the highest percentage at that time to enter the Academy since women were first accepted in 1976.

"I wouldn't be where I am today without the Air Force Academy," Madison said. "It's given me more than I ever expected it to: the ways I've been able to grow as a person, the leadership opportunities ... knowing someone trusts you enough to put you in charge of something like Combat Survival Training, where I had a cadre of 20 and 203 students and was told, 'Get them trained.' I'm thankful the Air Force Academy would trust me to do something like that."

## TOGETHER AGAIN

Kevin retired Dec. 1. Cathy found out shortly thereafter that her career path would bring the family back to Colorado Springs to join their daughter.

"Just before Christmas, I got a call from Air Force Reserve Chief (Gen.) Charles Stenner, who said he'd like to put my name in for mobilization assistant at the Academy," Cathy said. "I told him I'm not an Academy graduate, but he said that wasn't one of the requirements for the position."

Cathy talked to Madison about the possibility of working at the Academy.

"She told me, 'Mom, my dad is a four-star general. I don't think you being here is going to be a problem,'" Cathy said.

Just after the holidays, Gould's executive officer called Cathy to schedule an interview.

"We were living in a temporary living facility at the time," she said. Nonetheless, "he (Gould) interviewed me, hired me on the spot and put me to work on the spot."

Mother and daughter rarely see each other apart from weekends, Cathy said. But Madison has learned a lot about her parents while she's been here.

"Everyone I've talked to at the Academy who's worked for my parents has said, 'I love working for them,'" Madison said. "I didn't know why when I was younger, but now I know it's because they take care of their people."



DON BRANUM

Brig. Gen. Cathy Chilton and her daughter, Cadet 1st Class Madison Chilton, pose for a photo near the Eagle and Fledglings statue at the Air Force Academy Wednesday. Madison, a physics major in Cadet Squadron 05, is the fourth generation of her family to serve in the Air Force. General Chilton is the mobilization assistant to the Academy superintendent.

Both of them put so much time and effort into just knowing their people, getting to know what's important to them and helping them achieve their goals."

## NEXT STEPS

What does life hold in store for the Chiltons? Cathy said she hopes to stay here awhile. Even though her posting here is the first assignment she's had outside the acquisition, testing and engineering career fields, it's her favorite assignment to date.

"This is really motivating," she said. "I'm excited for the future of the Air Force and the country every time I look at these cadets. It's inspiring; it gives you some hope."

She added that the people she works with also make the job enjoyable.

"The senior staff and the mission partners are all just a great group of leaders," she said. "All of them love this place and what they're doing."

Madison, on the other hand, is just

about ready to start her Air Force career. She will graduate in May and said she wants to enter aircraft maintenance, a career option recommended to her by her aunt, Air Force Materiel Command Vice Commander Lt. Gen. Terry Gabreski.

"(Gabreski) said most of her growth came while she was a maintenance officer," Madison said. "I want to get that experience."

Madison said she fell in love with the career field after going to MacDill Air Force Base, Fla., during her Operation Air Force summer program.

"Maintenance is one of those jobs where, straight from (technical training), you're put in charge of a hundred people and told, 'These are your people, this is your equipment, and this is your mission; do it now,'" she said. "It forces you to learn very fast and grow very fast as a person. That's worked great for me at the Air Force Academy, and I figure it will work well for me in the Air Force, too."





# Burgundy edges White in Avs' annual scrimmage



PHOTOS BY RAYMOND MCCOY

The White team rallied from a 2-1 deficit to beat the Burgundy 4-3 in the Colorado Avalanche annual Burgundy-White team scrimmage Tuesday night at the Academy. The scrimmage gives rookie players a chance to showcase their skills. The Avs opened the preseason yesterday at Dallas.

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# Men's rugby rolls over Idaho State

By Tech. Sgt. Roger Stewart  
Rugby Team NCO in Charge

**POCATELLO, Idaho** — The United States Air Force Academy Men's Rugby team kept on rolling as they defeated Idaho State University in Pocatello, Idaho Saturday.

The Zoomies, scored early and often and collected scores from Taylor Roberts, DJ Foss, Jacob Byorth, Ryan Russomano, Aaron Schuetze, Patrick Murphy, and 22-points contributed by fly-half Reed Fleming (2 penalties, 8 conversions). The Idaho State Bengals were only able to muster three tries and no conversions to give the Air Force Academy the overwhelming win, 65-15.

The first Air Force Academy score came quickly in the match at wing. Some shifty line play by the wingers, Schuetze and Roberts, with flavor provided by the full back, Jacob Byorth, exploited a gap near the sideline as a few quick offloads provided Roberts with a clear view of the try zone.

From there the Zoomies kept



The Zoomies also participated in the University of Wyoming's Jackalope Tournament Sept. 10, and took home championship honors against University of Northern Colorado, Colorado State University, and the University of Wyoming.

on the gas, only interrupted briefly by a couple of Bengal tries. The Air Force Academy was enjoying dominance in all phases of the game on the sunny, but windy, afternoon in Pocatello.

The Air Force Academy will host the Denver Barbarians in an exhibition match at the Academy Saturday. Next week, the Zoomies travel to Annapolis to take on the Naval Academy in the inaugural Kevin Shea Cup match Sept. 30.



# Rocky Mountain Soccer tourney

Jeremiah Kirschman takes control of the ball during the Rocky Mountain Soccer Championship Saturday here at the Academy. The Academy team took its first championship in the annual event by defeating Peterson Air Force Base 3-1 in the final match. Teams from Schriever, Buckley and FE Warren Air Force Bases also participated in the double elimination tournament.

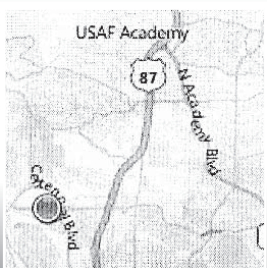
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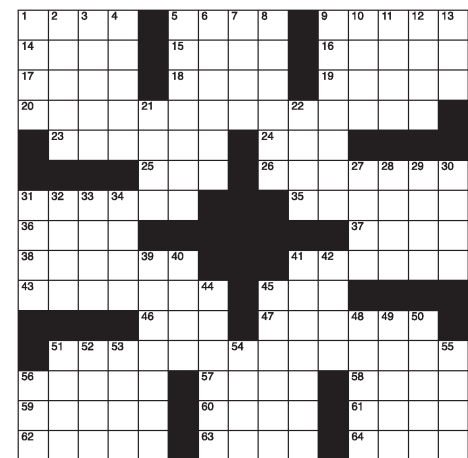
**CLUES ACROSS**

- 1. Microelectromechanical system (abbr.)
- 5. Performs in a play
- 9. Adventure stories
- 14. \_\_\_ Ladd, actor
- 15. Restore to health
- 16. Seize and hold by force
- 17. Capital of Latvia
- 18. Short whip used in riding
- 19. Lasso
- 20. Glass master Louis
- 23. Second sign of the zodiac

**CLUES DOWN**

- 1. Latin singer Anthony
- 2. Poet T.S.
- 3. Earth's molten rock
- 4. Goof
- 5. Accumulation
- 6. Introductory bob
- 7. A pace of running
- 8. Reddish browns
- 9. Outer boundary of an object
- 10. Continent
- 11. Cracidae bird
- 12. Imitative of artists
- 13. A fashionable hotel
- 21. R.C. church booklet
- 22. Guitar ridge
- 27. Wife in latin
- 28. Wife of a rajah
- 29. Prefix meaning outside
- 30. Anon

- 24. Macaws
- 25. Not night
- 26. Fastens
- 31. Group of natural steroid alcohols
- 35. Fire-Chief gasoline brand
- 36. Exclamation of
- 37. Upon
- 38. Pine pillow smell
- 41. "Music Man" librarian
- 43. A cloth for washing dishes
- 45. Adult female chicken



- 46. Actress Farrow
- 47. Less difficult
- 51. US Sec. of State
- 56. \_\_\_ Antoinette, last Fr. Queen
- 57. Norse god of discord
- 58. Flat topped cluster of flowers
- 59. Establish by law or with authority
- 60. Nothing to do
- 61. Current units
- 62. Pitch sounds
- 63. Bono's ex-wife
- 64. 19th C. political cartoonist Thomas

- 42. Am. Nat'l. Standards Inst.
- 44. Popular cloved herb
- 45. Taunt a speaker
- 48. South American Indian
- 49. Word origins
- 50. Frolics
- 51. Tewa Village
- 52. Tehran is the capital
- 53. Tiny skin feeders
- 54. 10th Hebrew letter
- 55. Bird home
- 56. Was introduced to

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	7	5	1					
6						3		

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Solution on page 10

Level: Intermediate



## Take an outdoor adventure

For information on program offerings, contact Outdoor Adventure at 333-2940 or visit their website at <http://bit.ly/m8vddh>.

**Hiking on the Academy:** Women's casual-paced hiking is held Tuesdays at 9 a.m., with co-ed quick-paced hiking held Thursdays at 4:30 p.m. The hikes are free, but registration is required. Contact Outdoor Adventure for more information.

## Honor Guard candidates

The Air Force Academy Honor Guard wants volunteers who can help pay final honors to those interred at the Air Force's only active cemetery.

Airmen must have 12 months of retainability on base and be able to support at least two details per month for one year.

Training is held every other Wednesday from 1 to 4 p.m. Benefits of Honor Guard membership include consider-

ation for a medal upon completion of the 12-month commitment and free attendance to some major sporting events.

For more information, call Master Sgt. Lissy Slezak at 333-9309 or Staff Sgt. Hugo Reinor at 333-5621.

## Community Center activities

**Line dance classes:** Mondays at the Milazzo Center ballroom in six-week increments. Classes are ongoing every six weeks. Class starts at 5 p.m.

**Ballroom dance lessons:** Every Wednesday in the Milazzo Center ballroom starting at 5:30 p.m. There are four lesson blocks, one hour per block. Classes are ongoing.

## Environmental audit results

The Academy's annual Environmental, Safety and Occupational Health Compliance Assessment and Management Program has been completed.

Once findings are distributed, each organization will be responsible for completing all required closure actions according to the management action plan developed after the audit. For more information, call Jeanie Duncan at 333-0812.

## Clinic offers shingles vaccine

Shingles vaccinations are now available at the Academy allergy/immunization clinic. The vaccine is recommended for people age 60 and older. Anyone 50 to 59 years old must have a prescription.

The clinic's hours of operations are as follows: Monday, Wednesday, Thursday and Friday, 8 a.m. to noon and 1 to 4 p.m.; Tuesday, 9 a.m. to noon and 1 to 4 p.m.

On the first Thursday of the month, the clinic closes at 11:30 a.m. for training. Patients are advised to call ahead because mission requirements can cause closures on short notice. The number is 333-5080.

## Tuition assistance for civilians

The Air Force Academy is one of just a few bases that offer a civilian tuition assistance program for appropriated-fund civilians.

If you are considering a career change, career progression, or personal development, check out CTAP.

Your class or classes must begin on or before Sept. 30. Funds are going quickly, so call 333-4821 for more information.

## Calling all would-be volunteers

The Airman and Family Readiness Center has volunteer opportunities available around the Air Force Academy. To find out more, call 333-3444.

## Mixed bowling league

Organizers are looking for teams to bowl in a mixed league (two men, two women) Tuesday nights at 7 p.m. at Academy Lanes Bowling Center on the Air Force Academy.

For more information, call Mike at 694-4401 or Terri at 290-1894 or sign up at the bowling alley.

## Get your recyclables ready

To commemorate America Recycles

Day, the 10th Civil Engineer Squadron will hold its annual electronics recycling event from November through January. Each Wednesday and Thursday beginning in November, electronic items can be taken to Civil Engineers' Complex (Building 8125) from 8 a.m. to 3 p.m. for recycling.

Recycling is free. Recyclable items include personal computers and components, televisions, DVD or CD players, stereos, speakers, and VHS players. Over the past five years, the Academy has recycled over 40,000 pounds of electronics.

For more information, call Derek Damien at 333-3224.

## Airman and Family Readiness

**Heart Link:** Today, 9 a.m.-1 p.m. Have you been married to a military member for less than five years? If so, this class will help you better understand the military way of life, finances/LES, acronyms/terminology, protocol/chain of command, benefits and services available to you.

**Red Carpet Tour:** Today, 8:15 a.m.-2:30 p.m. This is an informative, fun-filled base tour that gives insight into the Academy's mission and reveals most of the things to see and do while stationed at the Air Force Academy. Stops include the Equestrian Center, the cadet airfield, Arnold Hall, the Cadet Area and chapel, the arts and crafts center, Outdoor Recreation Center and more.

## Preppies need sponsor families

Sponsor families are needed for cadet candidates attending the U.S. Air Force Academy Preparatory School for the 2011-12 school year. The Prep School is designed to prepare

students for admission and success at the Air Force Academy.

Eligible sponsors are: active/retired GS-05, E-6, O-3 and above. Academy graduates and professors may also apply.

If you would like to sponsor one or more of these students, or if you have any questions, please call Mark Winter at 333-2583.

## Gospel choirs and service

The Air Force Academy Community Center Gospel Service, on behalf of Chaplain (Maj.) Alan Madera, is preparing for its 18th anniversary celebration. "Singspiration" will be held Oct. 8, 6-8 p.m.

Choirs from Fort Carson, Peterson Air Force Base and the Academy will be there. Continuing the celebration, Oct. 9, 11:30 a.m. at the Community Center Gospel Service weekly service, the Rev. John E. Kerley, pastor of the New Beginnings Baptist Church of Colorado Springs, will be the guest speaker.

## Upcoming DADT repeal forums

The Air Force Academy will host three panel discussions to address questions about the repeal of the military's Don't Ask, Don't Tell policy.

The forums will be open to anyone from the Academy. Schedule is as follows: Oct. 5, 11 a.m.-12:15 p.m., Arnold Hall, Room 178; Oct. 11, 12:15-1:30 p.m., Milazzo Club ballroom; Oct. 12, 12-1:15 p.m., 10th Air Base Wing Headquarters Conference Room in Bldg. 8034.

The forums are presented by Dr. Adis Vila, the Academy's chief diversity officer. Chaplain (Col.) Robert Bruno and faculty representatives will also sit on the panel.



## Cadet Chapel

### BUDDHIST

Sundays: 10 a.m.

### PROTESTANT WORSHIP

Combined Worship Service:  
Sundays, 9 a.m.

### CATHOLIC WORSHIP

Mass: Sundays, 10 a.m.

### JEWISH WORSHIP

High Holiday Schedule

**Rosh Hashanah:** Wednesday, 7 p.m. service, dinner to follow. Thursday, 10 a.m. service, lunch to follow; 7 p.m. service, dinner to follow. Sept. 30, 10 a.m. service, lunch to follow; 7 p.m. regular Shabbat service, dinner to follow.

**Yom Kippur:** Oct. 7, 4:45 p.m. service, dinner to follow at 5 p.m.; Kol Nidrei, 5:45 p.m. Oct. 8, 10 a.m. Mussaf service, includes Yizkor; 5 p.m. service; 6 p.m. Neila service; fast ends, 7:12 p.m. We will break the fast as a community after services.

Normal schedule

Fridays: 7 p.m.

## Community Center Chapel

### CATHOLIC WORSHIP

Mass: Saturdays, 4 p.m.; Sundays, 9 a.m.; Tuesdays-Fridays, 11:30 a.m.

**Reconciliation:** Saturdays, 3:30 p.m.

**Formation Classes:** For students in grades K-8. Sundays, 10:15-11:30 a.m.

### PROTESTANT WORSHIP

Evangelical: Sunday, 10:15 a.m.

Gospel: Sunday, 11:30 a.m.

**Wednesday Night Live:** For ages 3 to adult. Begins with a meal. Wednesdays, 6-7:30 p.m.

Never bypass an opportunity to keep your mouth shut.

-MG Paul Menoher, Jr.

OPSEC

U.S. AIR FORCE ACADEMY OPERATIONS SECURITY



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Full-time, part-time and PRN positions available on acute and residential units for adults and children. Applicants must have a current CO license in good standing, and previous behavioral health work experience is preferred.

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Balfour Beatty Communities is an EO/AA/Drug Free Workplace Employer.

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