



Recruiter

The Magazine of the Air Force Recruiting Professional



Untapped Resources

Helping recruiters
reach new heights



July
2005

Editorial staff

Commander

Brig. Gen. Dutch Remkes

Chief, Public Affairs

Lt. Col. R. Steven Murray

Deputy Chief, Public Affairs

1st Lt. Amy Render

Editor

Senior Airman Madelyn Waychoff

This funded Air Force magazine is an authorized publication for members of the U.S. military services. Contents of the *Recruiter* are not necessarily the official view of, nor endorsed by, the U.S. government, the Department of Defense, or the Department of the Air Force.

The editorial content is edited, prepared, and provided by the public affairs office of Air Force Recruiting Service, Randolph Air Force Base, Texas. All photos are Air Force photos unless otherwise indicated.

Articles and photos submitted for publication in the *Recruiter* must be received by the editor no later than the first day of the month preceding publication.

Correspondence should be addressed to AFRS/PA, 550 D STREET WEST STE 1, ATTN: EDITOR, RANDOLPH AFB, TX 78150-4527. Phone numbers are commercial (210) 565-4678, DSN 665-4678 or e-mail afsrhpa@rs.af.mil.

cover



An Air Force Academy Wings of Blue parachute team member drops in with the American flag during a graduation parade at the academy. The academy offers recruiters many resources to use at events nationwide. For more, see Pages 14-15. (U.S. Air Force photo)



Air Force Recruiting Service

COMMANDER'S ACTION LINE

Q: With the recent budget cuts affecting TDY travel and other areas requiring funding, I'm concerned about the potential impact it might have on the various requirements to do my job. Is this worry unsubstantiated, or will we start seeing the impact of these cuts in the near future?

A: Squadrons and groups are sufficiently funded to achieve this year's recruiting goal. Any cuts that come down this fiscal year will be transparent to the field and instead be absorbed by the headquarters.

With that said, budget cuts will have an impact next fiscal year. We will be short of training funds by \$715,000, which accounts for 70 percent of our travel program. This raises some concern for next year's recruiting mission because there has been no goal over the last year and some recruiters may

need additional or refresher training. But, we won't know the impact until we see how well recruiters pick back up on their goals.

We are trying to protect the field from these budget cuts as best we can. So far there is still funding to get the job done and support the mission, but that's about it. For next year, we have "open the door" funding, which is spending that allows no frills or luxury items such as a new refrigerator for the office. There is good news though – for the first time next year we have a 10 percent furniture replacement program included in the budget. This will help ensure we have the right public image for the Air Force.

Given these budget constraints, the upcoming year will be a challenging one. However, I'll rely on the training and experience of our leadership and supervisors at all levels to ensure our resources are used most efficiently.

The Commander's Action Line is a direct line for comments, questions, complaints and suggestions on how to make Air Force Recruiting Service a better place to work.

All action lines will be answered personally by me or my staff while protecting the identity of the individual as best as possible. Although the action line is always available, the best way to resolve problems is through your chain of command.

If concerns still cannot be resolved, please call the action line at (210) 565-4678, or e-mail at afsractionline@rs.af.mil. Items of general interest may be printed in the *Recruiter* magazine.



Brig. Gen. Dutch Remkes
Commander

Being a wingman

Watch out for others' safety, emotional, social well-being

By 1st Lt. Amy Render
Air Force Recruiting Service

People continue to die every year – the mishaps don't change, only the players. Our fellow Airmen around us are affected, either physically from safety mishaps, emotionally, socially or spiritually.

Safety

Why wingman? Across the Air Force, we've lost 131 Airmen in the last five years to mishaps during the 101 critical days period. The bulk of these fatalities are from motor vehicle accidents.

Never in the history of Air Education and Training Command have we had zero fatal incidents, according to Col. Mariano Campos, Air Force Recruiting Service Plans and Resources Division chief.

Safety should be paramount in our operations every day.

Emotional wellness

Why wingman? It's difficult to

understand what is troubling someone if you don't ask questions. An Airman may be sitting at his desk masked in a fake smile, yet inside he is crying out for help. Yet no one thought to ask, "How are you feeling, really?" His moods, actions and behaviors slowly changed, and yet no one took the time out of their busy schedules to be a wingman and pay attention to the well-being of one another.

Social wellness

Why wingman? People need people. We are social beings. We are constantly moving, deploying or going on temporary duty. Our mission asks a lot from us socially – to uproot our families, start over in a new community or have our spouses look for a new job. We must always remember to help each other.

Include new co-workers and think of those family members left behind to cope

as their loved ones are overseas. It's not enough to just think about it; we must start acting on it. Be that Air Force family that's always preached about.

Help each other out, or seek avenues where we all have a sense of community and belonging.

Spiritual wellness

Why wingman? "For I look upon the spiritual life of a soldier as even more important than his physical equipment ... the soldier's heart, the soldier's spirit, the soldier's soul are everything. Unless the soldier's soul sustains him, he cannot be relied upon and will fail himself, his commander and his country in the end," said General George C. Marshall.

Each individual has his or her own essence of spirituality. This shapes our meaning of life and defines our point of existence to help give us passion and purpose. We must not forget to exercise and nurture our souls.





Photo by Larry McTighe

Race into the blue

Gen. John P. Jumper, Air Force chief of staff, swears in new DEPPers during the Coca-Cola 600 in Concord, N.C., May 31. Ricky Rudd raced the Air Force Wood Brothers No. 21 car, but ended the race early when he blew an engine.

Quarterly awards

Air Force Recruiting Service selected the following Airmen as the AFRS 2005 first quarter award winners.

Company grade officer

Capt. Jennifer Griswold
361st RCS

Senior NCO

Master Sgt.
Norman Selbe
317th RCS

NCO

Tech. Sgt. Danny Ulch
347th RCS

Airman

Senior Airman
Madelyn Waychoff
HQ AFRS

Civilian

Mary Currier-Wannyn
313th RCS

The Airmen were first selected for their squadron or unit quarterly award. The packages then competed at the AFRS level where officials chose the winners based on their job contributions and community involvement.

CSAF nominee

Gen. T. Michael Moseley is the president's nomination to succeed Chief of Staff of the Air Force Gen. John P. Jumper, who has served in the position since September 2001.

General Moseley's nomination, announced by the president May 16, is awaiting Senate confirmation.

AETC change of command

The commander of Air Education and Training Command, Gen. Donald Cook, retired June 17 after more than 36 years in the Air Force.

He passed the reins of command to Gen. William Looney III, during a ceremony at Randolph Air Force Base, Texas.

AFRS changes of command

Three Air Force Recruiting Service squadrons changed command recently.

The 332nd Recruiting Squadron held a change of command May 17. Lt. Col. Per Saelid took command from Lt. Col. Martha Shaffer, who is

retiring. Colonel Saelid came to the 332nd RCS from the Pentagon, where he served as the deputy chief, C2ISR Requirements Division.

Lt. Col. Andrew White took command of the 341st RCS from Lt. Col. Jerry Pritchard in a ceremony May 24. Colonel White came to the 341st RCS from Hurlburt Field, Fla., as the public affairs officer for Air Force Special Operations Command.

The 368th RCS held a change of command May 25. Maj. Anthony Young took command from Lt. Col. Michael Dwyer, who is now assigned to the Pentagon. Major Young came to the 368th RCS from Scott AFB, Ill., where he served as the Air Mobility Command Headquarters Systems Requirements Division assistant deputy.

Lt. Col. Richard Barton took command of the 342nd RCS May 26 from Lt. Col. Autumn Ross, who is retiring. Colonel Barton came to the 342nd RCS from

Minot Air Force Base, where he served as the operations officer.

Leadership conference

The annual Air Force Recruiting Service leadership conference takes place Aug. 2-4 in San Antonio. The conference includes attendance by all squadron and group commanders, superintendents and first sergeants.

“This is an opportunity for our leadership to come together and crossfeed about their experiences, while being briefed by AFRS, the Air Force Reserve Command and Military Entrance Processing Command on current and upcoming issues,” said Capt. Jonathan Ness, AFRS marketing field support branch chief, who is serving as the event coordinator.

Airman magazine

Beginning this month Airman magazine, including the New Airman magazine with the DEP News

supplement, is now distributed on a quarterly basis versus monthly due to funding cutbacks.

The quarterly magazine will continue to go to all recruiting offices and DEPpers, as well as squadron headquarters and MEPS. All address changes should be coordinated with Air Force Recruiting Service Public Affairs at (210) 565-4678.

Readers can expect to see enhanced photography and changes in content, layout and design. Because of the transition, the June issue was not published, but excerpts will be available online at www.af.mil.

Spouse Career Center

A new Military Spouse Career Center commissioned by the Department of Defense Office of Military Community & Family Policy is available at www.military.com/spouse.

The new resource connects America’s 1 million military spouses

Outstanding teacher

Mr. Robert Smith, a technology education teacher from Lakeview High School in Battle Creek, Mich., is the Air Force 2005-2006 Technology Education Teacher of the Year.

He was selected from more than 30,000 high school technology education teachers who participated in “Technology Education,” a shop-safety program produced by StudentAware Communications.

“The Air Force is very proud to support America’s technology education teachers,” said Master Sergeant Joe Hunter, Air Force Recruiting Service enlisted advertising programs account executive. “We’re also extremely pleased to honor Mr. Smith and let him know how much his students appreciate him.”

This is the Air Force’s sixth year recognizing teachers in this program. The Air Force helps sponsor StudentAware’s shop-safety program and is the sole sponsor of the “Teacher of the Year” program.



with education options, scholarships, training programs, career planning tips and employment opportunities.

SGLI

New supplemental legislation expands benefits provided through Servicemembers' Group Life Insurance. Signed into law by the president in May, it increases maximum SGLI coverage to \$400,000 and provides payouts of up to \$100,000 for servicemembers with traumatic injuries.

The increased SGLI coverage will take effect Sept. 1, and the "traumatic SGLI" benefit will begin Dec. 1. The benefits will be retroactive to Oct. 7, 2001.

Servicemembers enrolled in the SGLI program will have a \$1 a month increase in their premiums when the changes take effect because the traumatic SGLI benefit will be rolled into the basic SGLI program. Those choosing maximum SGLI coverage – \$400,000 vs. the current \$250,000 – will see monthly premiums increase to \$26. The increase is based on the rate of 6.5 cents per \$1,000 of insurance coverage.

While the expanded benefits will

be provided retroactively, affected servicemembers will not be charged retroactive payments. DOD will absorb the cost.

For more information visit www.af.mil.

Emergency data cards

Airmen updating emergency contact information in their personnel records are now required to provide the updates online from home or work rather than at military personnel flights.

Effective immediately, MPFs are no longer required to print and file a paper copy of the Virtual Record of Emergency Data, or vRED, form in each Airman's personnel records. The paperless form provides the Air Force with information needed to contact family members if an Airman suffers a serious illness or injury, or dies while on active duty.

Airmen who do not have access to a vMPF account, such as new accessions or basic trainees, must still complete a DD Form 93 until they establish an online account, said Air Force Personnel Center officials at Randolph Air Force Base, Texas.

Airmen are required to keep their vREDs current at all times and re-

view their contact data at least annually, according to Major Cowen. Also, every Airman must review their vRED during in-processing and prior to all deployments.

For more information, visit www.afpc.randolph.af.mil.

"Chief's View"

A new television production featuring the chief master sergeant of the Air Force provides information on Air Force issues to Airmen worldwide.

The one-minute segments, called "Chief's View," air globally on American Forces Radio and Television Service, the Pentagon Channel and are available through streaming video online at www.af.mil.

"Whether deployed or at home station, it's important our Airmen understand what's going on within our force," said Chief Gerald Murray, chief master sergeant of the Air Force. "In the 'Chief's View,' I'll give it to them straight, and we'll tackle very basic and even contentious issues."

A new segment of "Chief's View" will run every two weeks, with messages ranging from timely issues to basic Air Force fundamentals.

Recruiter Spotlight

Staff Sgt. Detrom Garrett

Job title: Operations NCO, 331st Recruiting Squadron

Office location: Maxwell-Gunter Air Force Base, Ala.

Hometown: Childersburg, Ala.

Time in AFRS: Five years

Time in Air Force: Nine years

Prior career field: Electrical systems

Hobbies: Fishing, basketball

What inspires you to do what you do: My daughter, Amiyah

What is the best advice you have ever received: Be yourself

What hints can you give others about recruiting: Plan your work, and work your plan.

Career goals: To finish my bachelor's degree in accounting and make chief master sergeant

Personal motto: Laugh now, cry later.



June Promotions

Captain

Richard Solorzano 341st RCS

Senior Master Sergeant

David Bullard 319th RCS
Bradley Esposito 330th RCS
Dean Toth 347th RCS

Master Sergeant

Earl Boutelle 343rd RCS
Kenneth Bowling 318th RCS
Leslie Bramlett 345th RCS
Daniel Castaneda 347th RCS
Pedro Colon 369th RCS
Everett Costa 367th RCS
Antonio Crittle 331st RCS
Timothy Elias 348th RCS
John Gardner 339th RCS

Jonathan Goehring 343rd RCS
Michael Hall 347th RCS
Mary Harley 313th RCS
Gerald Hodges 347th RCS
Carrie Huegen 345th RCS
Scott Koke 343rd RCS
William Lockard 369th RCS
Larry Mack 345th RCS
Andy McCutcheon 348th RCS
Douglas Mettler HQ AFRS
Garry Myers 344th RCS
Christopher Slaughter 333rd RCS
John Stavros 313th RCS
Buffy Tobias 333rd RCS
Jack Whitaker 333rd RCS

Technical Sergeant

Rochelle Arnold 331st RCS
Joshua Bennett 367th RCS

David Bushnell 336th RCS
Nicole Greenwood 311th RCS
Jill Lavoie 339th RCS
Angel Milanotero 333rd RCS
William Rawls 348th RCS
Benjamin Roberts 336th RCS
Christopher Saberniak 347th RCS
John Solane 338th RCS
James Thompson 318th RCS

Staff Sergeant

James Kaari 317th RCS
Stewart McCullouch 368th RCS
Bradly Parker 339th RCS
Sean Pitts 319th RCS
Nathan Wood 368th RCS

Recruiting school graduates

The following Airmen graduated from the Air Force Recruiting School May 17. Below is a list of their follow-on assignments:

313th RCS Staff Sgt. Erin Louden	Staff Sgt. Joshua Hyatt	343rd RCS Tech. Sgt. Chris Cunningham
314th RCS Staff Sgt. Joseph Duncan	339th RCS Senior Airman Adam Jacobs	344th RCS Staff Sgt. Allen Hall
318th RCS Tech. Sgt. Derick Harrison	341st RCS Senior Airman Michael Thomas	345th RCS Tech. Sgt. John Houghton Staff Sgt. Brad Snyder
331st RCS Staff Sgt. Robert Grayson	342nd RCS Senior Airman Seth MacDougall	368th RCS Tech. Sgt. Lee Parsons Staff Sgt. Eric Dock
338th RCS Tech. Sgt. Jason Kaiser		

The following Airmen graduated from the Air Force Recruiting School May 24. Below is a list of their follow-on assignments:

313th RCS Master Sgt. Michael Waller	336th RCS Tech. Sgt. Admiral Lee Staff Sgt. Charles Smith	347th RCS Tech. Sgt. Douglas Baker Staff Sgt. Joseph Hansen
319th RCS Senior Airman Bradley Benson	337th RCS Staff Sgt. James Harris Staff Sgt. Johnathan Rohde	367th RCS Staff Sgt. Roberto Cruzfernandez
330th RCS Staff Sgt. Daphne Baldwin Staff Sgt. Michael Parshall	339th RCS Senior Airman Christopher Jennings	368th RCS Senior Airman Niles Velin
333rd RCS Tech. Sgt. Alexander Sernarojas	345th RCS Staff Sgt. Brian Bertsche	369th RCS Staff Sgt. Horacio Menchaca

Promotions

8 officers, 344 enlisted in AFRS earn next rank

The Air Force selected eight captains, 190 technical sergeants and 154 staff sergeants for promotion to the next higher grade in June. The complete list of selectees is posted online at www.afpc.randolph.af.mil/eprom.

Majors

Deana Adams
Jennifer Bacon
Tabetha Clark
Calvin Daniels
Rebecca Doty
Donald Kirkland
Kate Ritzel
Randy Tullis

Ronnie Dunker
Daniel Elkins
Dean Ellison
Paul Ellison
Lee Eppler
Adam Escobedo
Thomas Farrill
Timothy Fish
Shiela Flinders
Michael Fly
Shawn Forman
Cheryl French
Rickord Fritz
Cory Frommer
Jeffrey Gardner
Kevin Gauthier
Brian Gerlach
Jeffrey Geyer
Christopher Gilderson
Marcus Glover
Jerry Gobble
Vincent Goins
Ray Grays
Richard Greer
Tonya Griego
Timothy Hanna
Theodore Harrell
Junius Hebert
James Herrick
Jeffrey Hill
Scott Hoppe
Ralph Hornsby
William House
Renae Hughes
Gregory Hunter
Richard Hunter
Rodney Hunter
Brad Incrocci
Anthony Jackson
Marc Jackson
Valerie James
James Jock
Tony Joyner
Terry Kalal
Roberta Kavanaugh
Jacqueline Kelley
Brian Kelly
Sonia Kilgore
Michael Kovach
Michael Lane
Leif Larson
Michael Lester
Steven Lett
David Lewis
Monte Lindsey
Michael Linnane
Wade Linney
William Lisowski
Anthony Locke
James Stephen Long

Billie Lopez
John Lott
Judith Ann Lynch
Ricky Madison
Eric Maille
Scott Malpasse
Deanna Manske
Yarovikov Martinez
Deitra Mathis
Eric Maxwell
Kevin McCarson
Dhaamin Arni McCoy
Richard McKenna
Laurance Messick
Craig Miller
Jeffrey Moffet
Larry Moore
Rudy Morales
Jeffrey Morris
Clifford Mosley
Donald Muehr
Joseph Myers
Ronald Nichols
Steven Oddon
John Olson
Bryan Oplinger
Robbie Padgett
James Painter
Lawana Palmer
Bruno Pell
Rafael Perez
Jeffery Peterson
Craig Ploessl
John Proelochs
Robert Reape
Michael Richards
Stacy Richey
Wade Roberts
Jesse Romero
David Rooney
David Rose
Richard Rose
Jeffrey Roudebush
Rod Ruffing
Pedro Saldana
Gonzalez Sanchez
Michael Sanger
John Scates
Matthew Schildgen
Steven Schmidt
Reginald Shafor
Harold Simpson
Donald Skaggs
Renee Skalij
Jonathan Sorensen
Ralf Sosnowski
Kevin Stefanovsky
Donald Stevens
Anthony Stevenson
Jeffrey Stover

Steven Suiter
Joseph Sullivan
Duane Swafford
Duane Taylor
Shay Thigpen
Robert Tilghman
Richard Troxel
Travis Tuttle
Michael Varno
Carme Vegamartinez
Shawn Vincent
Michael Walker
Jerry Waller
Scott Ward
Robert West
Timmy White
Latonya Williams
Kathleen Wilson
Michael Wolfe
Deshan Woods
James Worstell
Ray Wynn
Francisco Zamora

Jeanne Deveau
Jeremy Dickey
Daniel Dimatteo
Joshua Evans
Anthony Fleming
Michael Flores
Tracy Flores
Toby Fontenot
Michael Forehand
Ericka Frazier
Johnson Fuller
Bradford Gardner
Bradley Garner
Joseph Giattino
Allen Gier
Steven Gifford
William Glover
Quintin Gorman
Christina Granozio
Eric Grim
Jorge Gutierrez
Casey Hagen
Latour Hairston
Corey Hartzler
Kevin Harvey
Felice Haynes
Clinton Healey
George Hern
James Hervey
Krista Herzog
John Hurst
David Jackson
Eric Jackson
Tamickco Jackson
Dante James
Quincy James
Jason Jones
Jason Keane
Eric Kelley
Steven Kerr
James Kilgore
Michael King
Kevin Kitchell
Christopher Klawitter
Sean Kress
Michael Lapp
Brian Lauerman
James Lawless
Jeremy Lemaire
Michael Lionberger
Archie Maggard
Alan Malone
Charles Marsh
Roy Maxwell
Daniel McCaffrey
Patrick McCullough
Michael McDonald
Victor McHenry
Ahmed McIntyre
Randy Megia

Todd Mulvaney
Jeremy Nash
Brock Newstead
David O'Connell
James Oguin
Sandra Palma
Anthony Pandina
Robert Parent
Alicia Paulin
Theodore Peterson
Thomas Phillips
Clinton Pilgrim
Quentin Pradier
Alan Quevido
Pedro Ramos
Fred Randall
Martin Redenius
David Riddle
Luis RoblesDeJesus
Mario Rodriguez
Timothy Rosenau
Diane Schmitt
Richard Shoemaker
Chad Gary Shook
Stacy Simon
Franklin Smith
Jason Smith
Jason Stacy
Chad Staggs
James Stevenson
Sonja Strausser
Christopher Strickland
William Studebaker
Nouphone Subkanha
Shawn Sweet
Steven Szeszko
Jason Tafoya
Robert Thaxton
Timothy Thigpen
Lawrence Thorpe
Willie Torres
Timothy Trowbridge
Frederick Turnipseed
Ryan Ulrich
Louis Urban
Elizabeth Valentine
Michael Vargas
Brad Varnum
Jason Verbarg
Lena Walters
Michael Washington
Marvin Waterman
Lisa Weihs
Cortchie Welch
Troy Westphal
David White
Robert White
Stann Widmer
Kevin Wike
Christopher Yarbrough

Master Sergeants

Christopher Aaby
Kenneth Adamczyk
Eric Agney
Daniel Allen
Paula Allen-Gibbs
Reginald Anderson
Timothy Anton
Melissa Ann Austin
John Ayres
Richard Ball
Jacqueline Barnes
Kevin Bellamy
Russell Benigno
Darryl Bennett
James Bennette
James Black
Craig Blevins
Richard Bottass
Kenton Boyer
Randy Bozarth
Maurice Brooks
Jeffery Bucholtz
Todd Bulmer
Jerry Bunch
Joseph Burkhart
Francisco Campos
Bertrand Caouette
Salvatore Caruvana
Michael Cattafi
Matthew Cherveney
Lonnie Cline
Craig Colton
Michael Comfort
Heather Cook
Cynthia Cordell
Charles Corte
Andrew Crawford
Lonnie Crawford
Gerald Cross
Richard Cuddeford
Richard Davis
Douglas Delgobbo
Kenya Delmar
Michael Deluzio
Timothy Dennis
Armando Diaz
Timothy Dimon
Robert Dixon

Christopher Aaby
Kenneth Adamczyk
Eric Agney
Daniel Allen
Paula Allen-Gibbs
Reginald Anderson
Timothy Anton
Melissa Ann Austin
John Ayres
Richard Ball
Jacqueline Barnes
Kevin Bellamy
Russell Benigno
Darryl Bennett
James Bennette
James Black
Craig Blevins
Richard Bottass
Kenton Boyer
Randy Bozarth
Maurice Brooks
Jeffery Bucholtz
Todd Bulmer
Jerry Bunch
Joseph Burkhart
Francisco Campos
Bertrand Caouette
Salvatore Caruvana
Michael Cattafi
Matthew Cherveney
Lonnie Cline
Craig Colton
Michael Comfort
Heather Cook
Cynthia Cordell
Charles Corte
Andrew Crawford
Lonnie Crawford
Gerald Cross
Richard Cuddeford
Richard Davis
Douglas Delgobbo
Kenya Delmar
Michael Deluzio
Timothy Dennis
Armando Diaz
Timothy Dimon
Robert Dixon

Christopher Aaby
Kenneth Adamczyk
Eric Agney
Daniel Allen
Paula Allen-Gibbs
Reginald Anderson
Timothy Anton
Melissa Ann Austin
John Ayres
Richard Ball
Jacqueline Barnes
Kevin Bellamy
Russell Benigno
Darryl Bennett
James Bennette
James Black
Craig Blevins
Richard Bottass
Kenton Boyer
Randy Bozarth
Maurice Brooks
Jeffery Bucholtz
Todd Bulmer
Jerry Bunch
Joseph Burkhart
Francisco Campos
Bertrand Caouette
Salvatore Caruvana
Michael Cattafi
Matthew Cherveney
Lonnie Cline
Craig Colton
Michael Comfort
Heather Cook
Cynthia Cordell
Charles Corte
Andrew Crawford
Lonnie Crawford
Gerald Cross
Richard Cuddeford
Richard Davis
Douglas Delgobbo
Kenya Delmar
Michael Deluzio
Timothy Dennis
Armando Diaz
Timothy Dimon
Robert Dixon

Christopher Aaby
Kenneth Adamczyk
Eric Agney
Daniel Allen
Paula Allen-Gibbs
Reginald Anderson
Timothy Anton
Melissa Ann Austin
John Ayres
Richard Ball
Jacqueline Barnes
Kevin Bellamy
Russell Benigno
Darryl Bennett
James Bennette
James Black
Craig Blevins
Richard Bottass
Kenton Boyer
Randy Bozarth
Maurice Brooks
Jeffery Bucholtz
Todd Bulmer
Jerry Bunch
Joseph Burkhart
Francisco Campos
Bertrand Caouette
Salvatore Caruvana
Michael Cattafi
Matthew Cherveney
Lonnie Cline
Craig Colton
Michael Comfort
Heather Cook
Cynthia Cordell
Charles Corte
Andrew Crawford
Lonnie Crawford
Gerald Cross
Richard Cuddeford
Richard Davis
Douglas Delgobbo
Kenya Delmar
Michael Deluzio
Timothy Dennis
Armando Diaz
Timothy Dimon
Robert Dixon

Christopher Aaby
Kenneth Adamczyk
Eric Agney
Daniel Allen
Paula Allen-Gibbs
Reginald Anderson
Timothy Anton
Melissa Ann Austin
John Ayres
Richard Ball
Jacqueline Barnes
Kevin Bellamy
Russell Benigno
Darryl Bennett
James Bennette
James Black
Craig Blevins
Richard Bottass
Kenton Boyer
Randy Bozarth
Maurice Brooks
Jeffery Bucholtz
Todd Bulmer
Jerry Bunch
Joseph Burkhart
Francisco Campos
Bertrand Caouette
Salvatore Caruvana
Michael Cattafi
Matthew Cherveney
Lonnie Cline
Craig Colton
Michael Comfort
Heather Cook
Cynthia Cordell
Charles Corte
Andrew Crawford
Lonnie Crawford
Gerald Cross
Richard Cuddeford
Richard Davis
Douglas Delgobbo
Kenya Delmar
Michael Deluzio
Timothy Dennis
Armando Diaz
Timothy Dimon
Robert Dixon

Christopher Aaby
Kenneth Adamczyk
Eric Agney
Daniel Allen
Paula Allen-Gibbs
Reginald Anderson
Timothy Anton
Melissa Ann Austin
John Ayres
Richard Ball
Jacqueline Barnes
Kevin Bellamy
Russell Benigno
Darryl Bennett
James Bennette
James Black
Craig Blevins
Richard Bottass
Kenton Boyer
Randy Bozarth
Maurice Brooks
Jeffery Bucholtz
Todd Bulmer
Jerry Bunch
Joseph Burkhart
Francisco Campos
Bertrand Caouette
Salvatore Caruvana
Michael Cattafi
Matthew Cherveney
Lonnie Cline
Craig Colton
Michael Comfort
Heather Cook
Cynthia Cordell
Charles Corte
Andrew Crawford
Lonnie Crawford
Gerald Cross
Richard Cuddeford
Richard Davis
Douglas Delgobbo
Kenya Delmar
Michael Deluzio
Timothy Dennis
Armando Diaz
Timothy Dimon
Robert Dixon

Accessions chiefs meet Services' top recruiters see opportunities, challenges ahead

By Lt. Col Steve Murray
Air Force Recruiting Service

RANDOLPH AIR FORCE BASE, Texas — The top recruiters from the Army, Army National Guard, Navy, Air Force, Air Force Reserve, Marine Corps, and Coast Guard met here May 19 to discuss the status and future of recruiting America's best and brightest youth for today's armed forces.

Under the theme, "Meeting Challenges, Finding Solutions," attendees at the 2005 Accessions Community Stakeholder's Conference sought to identify problem areas and find common ground on the issues of recruiting.

"This meeting was a superb exchange of information," said Brig. Gen. Dutch Remkes, Air Force Recruiting Service commander and host of this year's conference. "We turned over boxes to look at what we can do to improve recruiting techniques and procedures, such as shipping some recruits directly from their hometowns to Basic Military Training, saving both money and time.

It was the sharing of such practices from which all involved were able to take away valuable lessons in meeting their respective challenges.

"No doubt, we've learned from this conference," said Lt. Col. Dan Woolever, AFRS deputy operations division chief and conference organizer. The Army, and to a lesser extent the Marine Corps and Air Force Reserve, has faced serious enlisted accession recruit-

"Without the right quantity, quality and diversity of candidates, the Air Force cannot remain a quality force, capable of sustaining mission requirements."

Lt. Col. Dan Woolever
AFRS deputy operations
division chief

ing challenges this fiscal year.

"Historically speaking, the Army is the first 'canary' or early warning indicator for challenging enlisted accession recruiting times ahead for all of us," said Colonel Woolever.

Demographic, economic, and sociological changes continue to confront Air Force recruiting. "I anticipate a very challenging fiscal 2006 and potentially more difficulties for the Air Force in fiscal 2007," Colonel Woolever said. "Since the Air Force contributes significantly to our national defense, it must maintain an effective, efficient recruiting process. Without the right quantity, quality and diversity of candidates, the Air Force cannot remain a quality force, capable of sustaining mission requirements."

Another topic agreed upon was the major historical challenge all services had in recruiting eligible physicians, dentists and nurses into the armed forces. The Pentagon's director of accession policy, Dr. Curtis Gilroy, who attended the conference, agreed with the assessment and said another stakeholder's meeting focusing on health profession recruiting would be held at the end of the year.

"I was pleased that the group recommended a major review of our health professions recruiting challenges," said General Remkes. "Health professions recruiting is my top concern, and I hope to fix it now."

News:

AFRS welcomes new command chief

By Senior Airman Madelyn Waychoff
Air Force Recruiting Service

Watching over the health, morale, welfare and discipline of nearly 3,000 enlisted men and women is not an easy task, but the new Air Force Recruiting Service command chief master sergeant made it his goal to do not only that, but to also meet every enlisted person in recruiting.

Command Chief Master Sergeant Jeffrey Kallas, a 26-year Air Force veteran, came to recruiting service after more than a year as the command chief master sergeant at the 71st Fighter Training Wing at Vance Air Force Base, Okla. He is the first non-recruiter command chief in AFRS.

"I am blessed to be here," Chief Kallas said. "We've got some outstanding folks here who I'm very excited to meet, and I hope to be a great example and set the bar high as the first non-recruiter command chief."

Chief Kallas' career started in Lorain, Ohio, in 1979 when he enlisted as a munitions troop. After serving as a munitions storage crewmember, munitions instructor and trainer, he set his sights on first sergeant duties in 1992. Later, in 2003, he served his first command chief assignment while deployed to Tallil Air Base, Iraq.

"One of my best Air Force experiences was flying with pararescuemen over Iraq as they performed

tactical maneuvers," Chief Kallas said. "We were only 300 feet off the ground; I saw sporadic fighting on one side, and 10 to 15 miles away there were sheep herders who'd probably done that all their lives.

"These are the kinds of things that are just remarkable for a person to be able to see; it really makes you satisfied to be part of a greater entity."

Chief Kallas arrived at AFRS in May, and takes his role as command chief very seriously.

"If you don't love what you do, don't do it," he said. "One of the first things I did was to make sure this job was something I really wanted to do. Once I realized what Air Force recruiting really no-kidding does, including everyone from recruiters to support personnel, I couldn't think of a better place to be to help continue to mold our future Air Force leaders, and I thank General Remkes for this opportunity."

The chief admits that while being here is a great opportunity, he also sees the many challenges in his future.

"The geographic separation will be the most frustrating aspect of my job, but it's also my most exciting challenge," he said. "At a wing, you're able to get out to every section within a couple of weeks and interact with individuals very quickly.

"Here," the chief continued, "I'm not sure I'll have the opportunity to personally meet everyone, and I find that really frustrating. I hope to prove myself wrong; that's what I'm holding myself to – to find a way to get out and meet every person in recruiting."



One thing the chief has done to help achieve his goal is become more involved with the recruiting school at Lackland Air Force Base, Texas. He has attended every graduation since his arrival.

"I will always go to the graduations as long as I'm in town," Chief Kallas said. With roughly 16 graduates in each class, he explained, "These are people I might not have another opportunity to meet. To me, that's the first chance I have to thank them for crossing over into recruiting."

Along with the challenges, Chief Kallas identified some of the areas he hopes the folks in the field will pursue.

"I would really like to see every enlisted person in recruiting get a (Community College of the Air Force) degree, finish professional military education, and balance work and community involvement," he said. "By doing these things, it makes you a better citizen, and I'm hoping to push our Airmen to the next level.

"I also want everyone in recruiting service to know that I am here for them," Chief Kallas continued. "I

think open communication is very important. We have to reach accomplishments as a team, because things don't get done by people acting alone. Even though we are physically separated from each other, we have the ability to communicate our issues, come up with possible solutions and work together to solve them."

The chief said he wants people to feel comfortable approaching him with issues, just as if he was down the hall.

"I look at the Air Force as family," he said. "And it's a family of which we should all be proud. I've been in a long time, and I'm at the point where I want to find out who our future leaders are going to be so I can help develop them into being effective leaders. I take great pride in working alongside and mentoring our future leaders, because we have some great folks out there."

With this assignment, Chief Kallas was reunited with his family after more than two years because of his deployment to Iraq and his assignment at Vance AFB. He is stationed here with his wife, Annette, and his youngest son, Dominic.



Photo by Senior Airman Madelyn Waychoff

Chief Master Sgt. Jeffrey Kallas, Air Force Recruiting Service command chief, talks with Air Force Recruiting School students June 1 after their graduation ceremony.



AF facing nurse recruiting and retaining challenges

By G.W. Pomeroy
*Air Force Surgeon General
Public Affairs*

WASHINGTON – The nurse shortage is a growing national and international problem, but Air Force officials are taking several measures to sustain the 3,608-person, active-duty nurse corps, the Air Force’s assistant surgeon general for nursing services told a Senate panel in May.

“The nurse shortage continues to pose an enormous challenge, and we need to maintain robust recruiting to sustain our nurse corps,” Maj. Gen. Barbara C. Brannon told the Senate Appropriations Committee’s subcommittee on defense. “This year we have already brought 110 new nurses onto active duty, slightly more than at this point last year.

The nurse accessions goal for 2005 is 357, with 200 nurses selected for commissioning.

“Retention is the other dimension of force sustainment,” said General Brannon, who is also the Air Force’s assistant surgeon general for medical force development. “While monetary incentives play the key role in recruiting, quality of life issues become important when career decisions are made. We continue to enjoy excellent retention and ended fiscal 2004 close to our authorized

end strength.”

Although nurse recruiting has been difficult, Air Force Recruiting Service officials say they are encouraged by the medical leadership’s understanding.

“It’s great that the surgeon general’s office sees what we’re doing in recruiting and appreciates it,” said Master Sgt. Diane Miles, AFRS nurse corps program manager. “The surgeon general knows how hard it is to recruit and retain nurses because the competi-

“Employer competition for nurses will continue to be fierce, and nurses have many options to consider.”

General Brannon
nursing services

tion in the civilian sector is brutal.”

General Brannon, who testified with her Army and Navy counterparts, said that in 2004, Air Force officials identified about 400 nonwartime essential positions — primarily in outpatient settings — for conversion to civilian jobs over

the next three years.

“This allows us to concentrate active-duty personnel in areas that sustain wartime skills. As force shaping continues, we will identify additional positions, recognizing that the nursing shortage may present hiring challenges,” she said.

The triservice nursing research program continues to support major contributions to the science of nursing, she said.

“This year, 25 Air Force nurses are engaged in studies covering topics from expeditionary clinical practice to retention,” General Brannon said.

The Graduate School of Nursing at the Uniformed Services University in Bethesda, Md., is very responsive in developing programs to meet military nursing requirements, she said. In May, the first class of perioperative clinical nurse specialists graduated, and the inaugural doctorate class will complete its second year.

She said that the certified registered nurse anesthetist program continues to graduate top-notch providers who score well above the national average on the certification exam.

“This program is unique in that it provides hands-on experience in field anesthesia,” General Brannon said.

In written testimony submitted

to the panel, she noted that the Air Force conducted a survey in 2004 to identify positive and negative influences on nurse corps retention. The top two factors influencing nurses to remain in the Air Force were a sense of duty and professional military satisfaction. Inadequate staffing was cited as a primary detractor.

General Brannon wrote that the service is clarifying concerns and providing better leadership development programs. One fix has been to put senior, experienced nurses back at the bedside to guide and mentor junior nurses and support their professional development and satisfaction.

The Air Force is by no means alone in the struggle to attract and

keep nurses, General Brannon said.

In her written testimony, she indicated that this year the Bureau of Labor Statistics projected that registered nursing would have the largest job growth of any occupation through 2012, and it is estimated that job openings will exceed the available nurse pool by 800,000 positions.

The crisis, according to her statement, is complicated by an increasing shortage of masters' and doctoral-prepared nursing faculty across the country. Although the number of enrollments in entry-level baccalaureate programs rose 10.6 percent last year, the National League for Nursing reported that more than 36,000 qualified students were

turned away because of limitations in faculty, clinical sites and classrooms.

"Employer competition for nurses will continue to be fierce, and nurses have many options to consider," General Brannon wrote.

"These statements are a great way of showing nurses how valuable they are to the Air Force, and that even though we're feeling the punch along with everyone else, we're still out there successfully recruiting nurses," said Sergeant Miles. "We've made the effort to stay competitive with the civilian sector and to let these nurses know there're a lot of opportunities and room for advancement in the military."



Photo by Master Sgt. Jim Varhegyi

Maj. Gen. Barbara C. Brannon testifies before the Senate Appropriations Committee subcommittee on defense May 10. The subcommittee convened to hear testimony on the fiscal 2006 medical program. General Brannon is the Air Force's assistant surgeon general for nursing services.



Air Force Academy Providing tools for every recruiter's use

By Senior Airman Madelyn Waychoff
Air Force Recruiting Service

Air shows, planes, movies and video games are well-known recruiting tools, but some less well-known assets, with equal or more impact, may be just the fresh approach some recruiters are looking for.

The Air Force Academy, best-known for training our future leaders, also has the capabilities to help recruiters bring in future Airmen. The academy has performing units available for recruiters' use, including the Wings of Blue parachute team, the Sabre Drill Team and falconers.

"We have several cadet performance units," said Eddie Lee, Air Force Academy community relations chief. "We have the honor guard, drill team, sabre team, singing groups and our live falcon. Our teams are mostly available year-round for events in the United States, and the performers are both active duty and cadets."

Wings of Blue, the academy parachute team, includes 12 to 16 team members who "exhibit aerial skills and precision landings," according to Air Force Academy officials. The performing season is year-round, but the team mainly performs during the school year.



The falconers, one of the academy's main attractions, are cadets who handle peregrine and prairie falcons. Falconers can be used for school visits, air shows and other recruiting events, and include a team of five cadets who are only available in the spring and fall.

Other performing units, including the sabre drill team and singing groups, are available during the school year.

"These are great assets for recruiters," Mr. Lee added. "Last year we had a recruiter fly one of our falconers out, and the day we arrived he invited media out for interviews. People came to the recruiter's event because they saw the news coverage and were intrigued by the falcon."

Other than offering recruiting tools, academy cadets can also aid recruiters after their performances.

"We're another avenue for people who are interested in talking to the military. Our cadets are excellent spokespeople," said Mr. Lee.

One recruiter who has worked with the teams agrees.

"These groups draw a lot of attention," said Master Sgt. Kent Heronimus, 367th Recruiting Squadron C Flight chief. "They stimulate a lot of interest, and they talk to anyone and everyone about the Air Force. They create as much interest as the Thunderbirds. Also, they are eager to work with recruiters. They want us to know they are out there to help us."

All performing units must be requested at least 60 days in advance through the Air Force Academy Public Affairs Office. Funding for the teams' travel, lodging and transportation is the responsibility of the requesting unit. For the Wings of Blue, air support and a landing pad must also be coordinated as part of the request.

"We have great teams, but we're not used nearly enough by recruiters," said Mr. Lee. "Our Wings of Blue team and falconers are great draws for the public. These are things the public doesn't get to see very often, but when they get the chance it brings a lot of good attention for the Air Force."

For more information, call the Air Force Academy Public Affairs Office at (719) 333-7648 or visit www.usafa.af.mil.

AFRS/PA
550 D Street West Ste 1
Randolph AFB TX 78150-4527

PRST STD
U.S. POSTAGE PAID
LAS VEGAS NV
PERMIT #583

DEW Action Sports Tour 2005 Schedule

Right Guard Open
Denver, Colo.
July 7-10

Vans Invitational
Portland, Ore.
Aug. 18-21



Toyota Challenge
San Jose, Calif.
Sept. 8-11

Playstation Pro
Orlando, Fla.
Oct. 13-16