



Today's engineer

AIR FORCE ENGINEERS -- Several engineering programs are offered through the Air Force. The programs aid persons pursuing engineering degrees

through financial assistance. See special section beginning page 5. (U.S. Air Force Photo)

page 11

CHAMPUS payment procedures changing

In an effort to reduce cost, the CHAMPUS program will be revised to reduce the use of civilian medical facilities by military families living within 40 miles of a military hospital. To determine requirements for non-availability statements (when no military facility is within the 40 miles), an adjacent zip code system will be issued to military families to see if their homes fall within the allotted mileage. The statements will be required before any family can get non-emergency inpatient care in civilian facilities.

page 3

Annual survey shows job satisfaction high

In the last Recruiting Personnel Survey, it was found that most recruiters "love their job" but continue to work long hours to accomplish a job most felt was very important. This was the fifth year the survey was used to reflect what recruiters in the field think about their jobs, and benefits.

page 4

Medical Red Flags test war time readiness

Being prepared for war includes more than just our fighting forces. Air Force physicians stationed around the world receive special training in Medical Red Flag exercises to provide realistic evaluations of responses under war time conditions. Beginning this month, newly appointed medical officers will go through 12 hours of War Readiness training at Sheppard AFB, Texas. The training provides a more thorough background of what to expect during a war.

page 9

T-birds set for 1983

F-16 debut March 12

The Air Force Thunderbirds Aerial Demonstration Squadron has announced their 1983 show season schedule. The T-Birds will fly F-16 Fighting Falcons in all of their shows this year. They are scheduled for 86 performances at 70 show sites, opening their season at Nellis AFB, Nev., March 12.

Annual survey finds recruiters 'love their job'

According to findings in the fifth Annual Personnel Survey report, involving military members of Air Force recruiting, there has been marked progress in several key areas. Quality training continues to be an area of increased improvement and an atmosphere of high job satisfaction is evident throughout Recruiting Service.

When recruiting management decided, in 1977, there was a need for assistance in measuring recruiting effectiveness, as well as pin-pointing problem areas, the survey was developed. Since then it has been used to recognize characteristics of recruiting members, note fluctuations in job satisfaction and observe changes in perception of policies, programs and procedures.

Of the latest survey, 2,394 responses were received (70 percent return ratio). This has been the largest return of any annual survey during the last three years.

With information compiled from the report it was determined the average recruiter is male (E-5 through E-7), married and has been in the Air Force 13 years, three of which have been spent in recruiting. Most have been in their present position for 17 months. A slight increase in female recruiters was also noted, up to 4.5 percent of the total force this year.

Job satisfaction remains very high among Air Force recruiters, 85 percent say they "love their job" and would not exchange it for any other job. Although the work week continues to be long (52-hour average), two-thirds still like their job more than most other military members. Sixty percent said they would like a follow-on assignment.

Living conditions for recruiters are found to be

better than previous assignments while working conditions are said to be more favorable by 61 percent of the members. The main reasons for joining recruiting were choice of locations and the chance to exercise independent thought and actions. Personal satisfaction of doing an important job well is what recruiters like best about their jobs.

However, pressure to make goal, financial burdens, lack of time with family members, little control over applicant job selection and not enough communication on important items were at the top of the list as far as what recruiters did not like.

Since many recruiters do not live near a military base, medical care was a major concern. On the average, each recruiter spends \$235.92 per year in medical expenses. This figure excluded 40 percent who said they had spent less than \$100.

Concerns over the medical program also included CHAMPUS claims. Although 43 percent said they received adequate information and 74 percent know who to contact for assistance, there were still 42 percent who have not filed CHAMPUS claims for treatment.

To accomplish day-to-day duties, almost half of the administrative time was spent preparing case files. However, there was a significant difference noted between the groups in this category.

The one thing in advertising recruiters wanted more than any other was local advertising money. In an evaluation of the 10 advertising awareness programs, Air Force paid radio and Air Force Public Service TV were rated as the most effective. Joint paid radio and national direct mail were rated as the least effective tool, according to recruiters. If rated

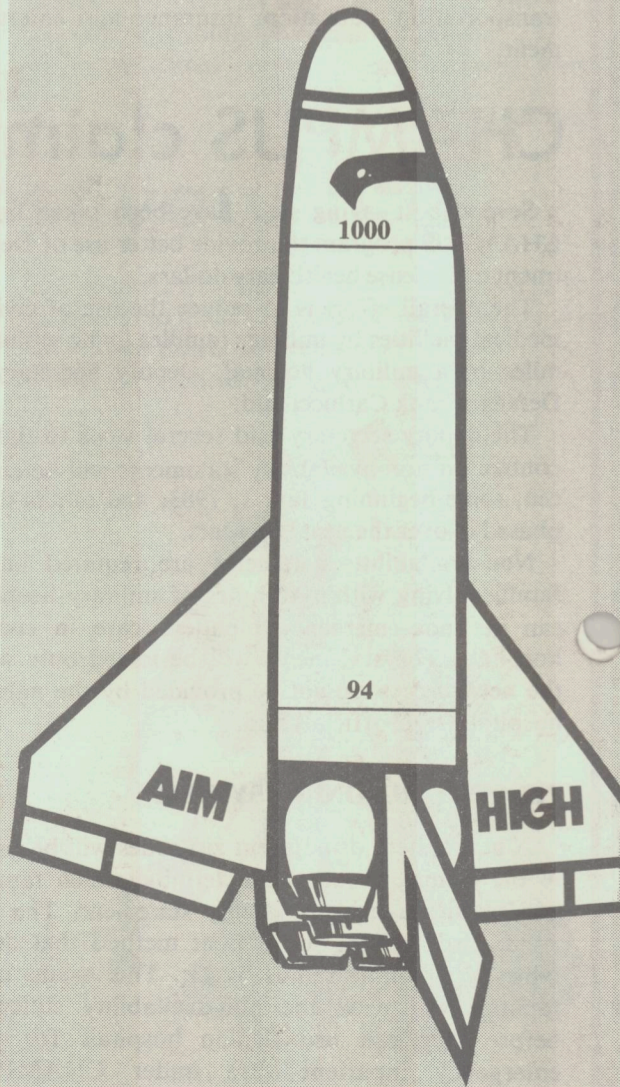
with the ad programs, the Recruiter Helper Program would have placed between center of influence events and newspapers (four and five respectively) in order of importance.

Most recruiters said their established goals were fair and equitable based on respective markets, one-fourth indicated their goals were too high. However, supervisor pressure to make the goal was the main reason for incidents of malpractice. Too much work and self imposed pressure were other reasons. Overall, incidents of malpractice have been kept to a minimum. Only nine percent said they have contacted someone and reported a malpractice action. The emphasis on integrity, checks and balances and 1321 actions were the main deterrents to unacceptable practices.

In the overall determination, recruiting managers found they have a dedicated force that "loves their job" with a high degree of personal satisfaction involved. Most recruiters have found better living and working conditions than in their previous jobs and many would like follow-on assignments despite the continued long work week.

Engineering

The Air Force is currently short approximately 1,000 engineers with most requirements in the electrical engineer area. The Recruiting Service engineer "goal" is 650 for the 1983 competition year. We have already accessed 94 engineers with another 382 selected/assigned to class as of December 15. With three-fourths of the year remaining, we are close to achieving our goal. Additionally, we have an excellent opportunity to access 1,000 engineers and close the gap on the Air Force engineer shortage. The accompanying "Engineer Countdown" artwork (Space Shuttle) will appear in the RECRUITER monthly, indicating our progress toward achieving 1,000 engineers.



FY 82 Master Recruiters selected; wives get special recognition gifts

Listed below are the names of the 35 Master Recruiters for fiscal year 1982. These individuals represent the top recruiter from each squadron. The Master Recruiting Badges (two for each individual) were to have been presented during squadron annual training meetings.

Name	Squadron
SSgt. James L. Lepant*	3511th
SSgt. Steven Irvin	3512th
MSgt. Michael W. Twaroski	3513th
TSgt. Jose J. Delgado	3514th
SSgt. Patricia D. Armstead	3515th
SSgt. John J. Gorman Jr.	3516th
TSgt. Samuel E. Lehman	3518th
MSgt. Owen K. Moore	3519th
MSgt. Charles E. Johnson*	3531st
SSgt. Walter S. Hosea	3532nd
TSgt. Leslie A. White	3533rd
TSgt. Dennis R. Thompson	3534th
TSgt. Joseph R. Gohra	3535th
TSgt. Jacob D. Kyzer Jr.	3537th
TSgt. Robert T. Hiatt	3541st
SSgt. Jeffrey D. Nielsen	3543rd
TSgt. Alvin Moore Jr.	3544th
SSgt. Dirk J. Ward	3545th
SSgt. Harold T. Larcom*	3546th
TSgt. Dennis D. Burr	3549th
MSgt. Romulo Ramos Jr.	3550th
SSgt. John D. Smith	3551st
SSgt. Sherril M. Brodrick	3552nd
SSgt. James J. Besmer*	3554th

TSgt. James L. Feldman	3555th
SSgt. John G. Drennan	3556th
MSgt. Philip D. Beckelheimer	3561st
MSgt. Thomas J. Bienias	3562nd
SSgt. Gary M. Siciliano	3563rd
SSgt. Bruce J. Sprecher	3566th
SSgt. Stephen C. Poynter	3567th
MSgt. James D. Merritt*	3568th
TSgt. William P. Henneberger*	3569th

Texas state fair

The Texas State Fair at Dallas was a high exposure atmosphere for the Air Force this year, thanks to the Air Force Orientation Group. This year the group persuaded the exhibit coordinator to allow an A-10 display at the main gate along with an F-4 mini jet. It was estimated that 3.5 million people saw the displays.

Meets Vice President

SSgt. Algene Bailey, 3519th Recruiting Squadron's OTS recruiter, recently had the opportunity to greet Vice President George Bush during his visit to Pease AFB, N.H. Sergeant Bailey is actively involved in the base drill team that performs throughout the New England area. He also commanded the honor guard contingent greeting Vice President Bush.

Air Force engineering programs

Builders of tomorrow wanted today!

Today's graduating engineer is a very sought after individual.

Even engineering students in their senior year are being asked to look at the prospects of joining one employer or another. The engineering graduate has almost free choice of job selection upon completion of his or her schooling.

One of the most important decisions an engineer makes today is the selection of employment after graduation. In some cases, engineers will graduate and select positions with civilian firms only to find that jobs do not challenge their engineering talents.

The Air Force offers today's graduating engineer a challenge.

Newly commissioned Air Force engineers are in charge of others and responsible for specific missions. They use not only their engineering talents, but also manage the people working for them.

Because the Air Force is involved in many of the

advanced aero and astronautical achievements in today's world, the Air Force engineer is also deeply involved. Advanced weaponry requires the talents of engineers in a variety of fields. The newly formed Space Command offers a vista for future Air Force engineers and their expertise.

To meet the needs of the Air Force in engineering fields, several programs have been introduced to attract engineers and engineering students in critically needed sciences.

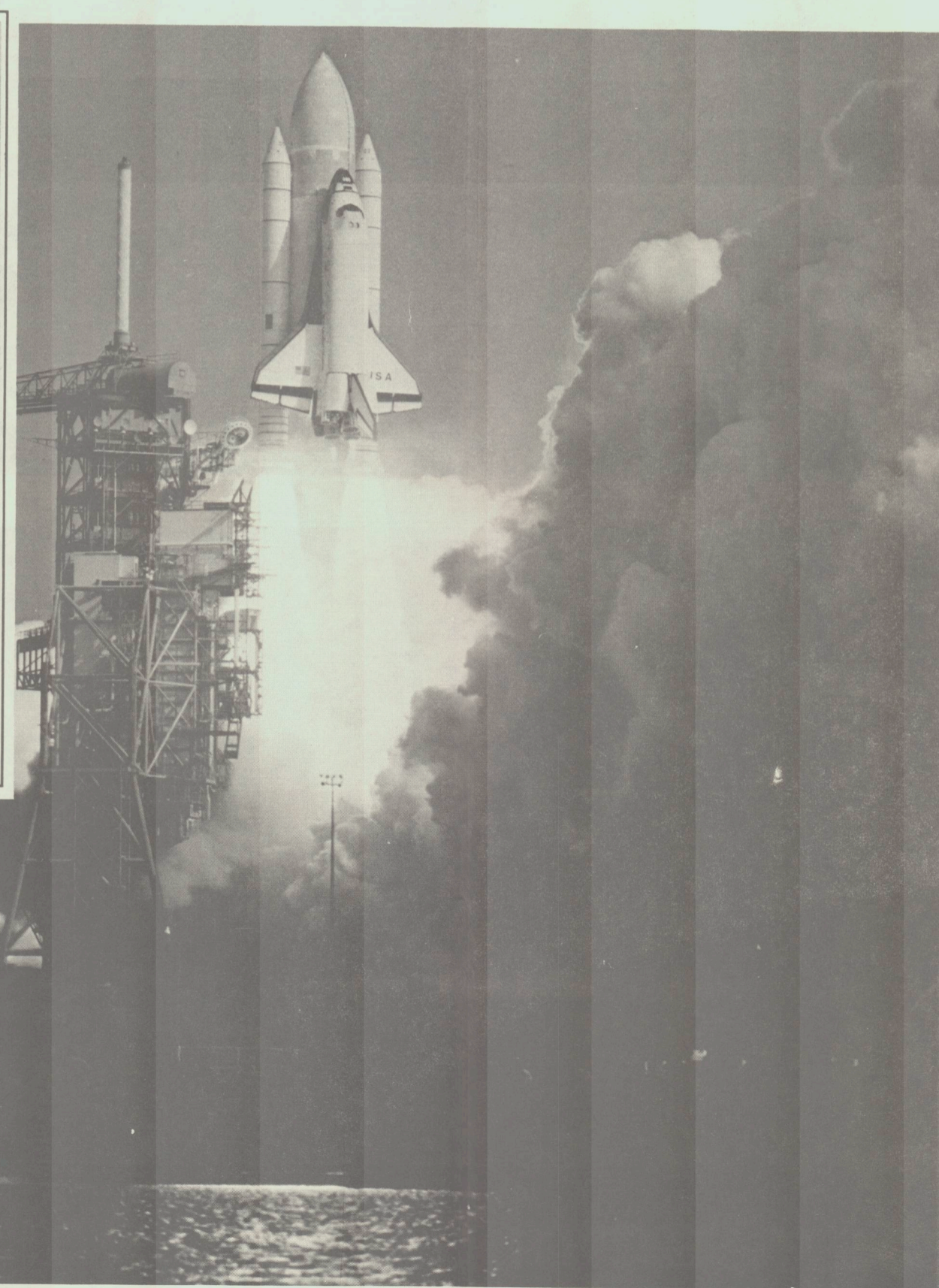
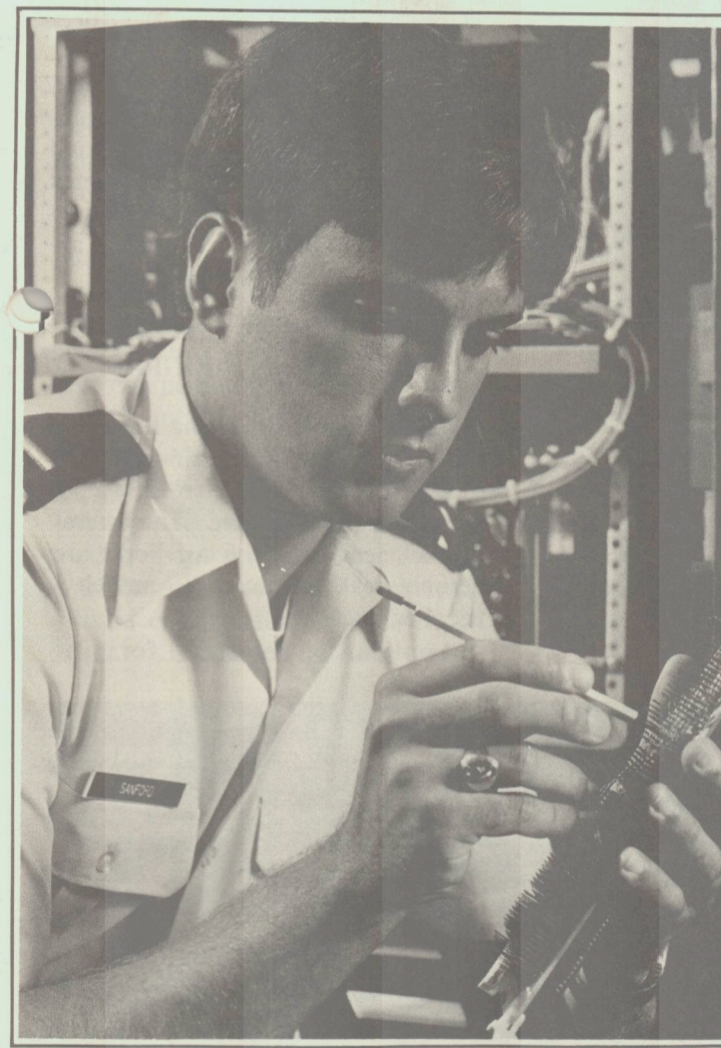
The programs range from enlisting engineering students into the Air Force for their final 12 months of school, to returning qualified engineers to school for graduate degrees. The costs of these programs, including salary, allowances and tuition in some cases, are absorbed by the Air Force.

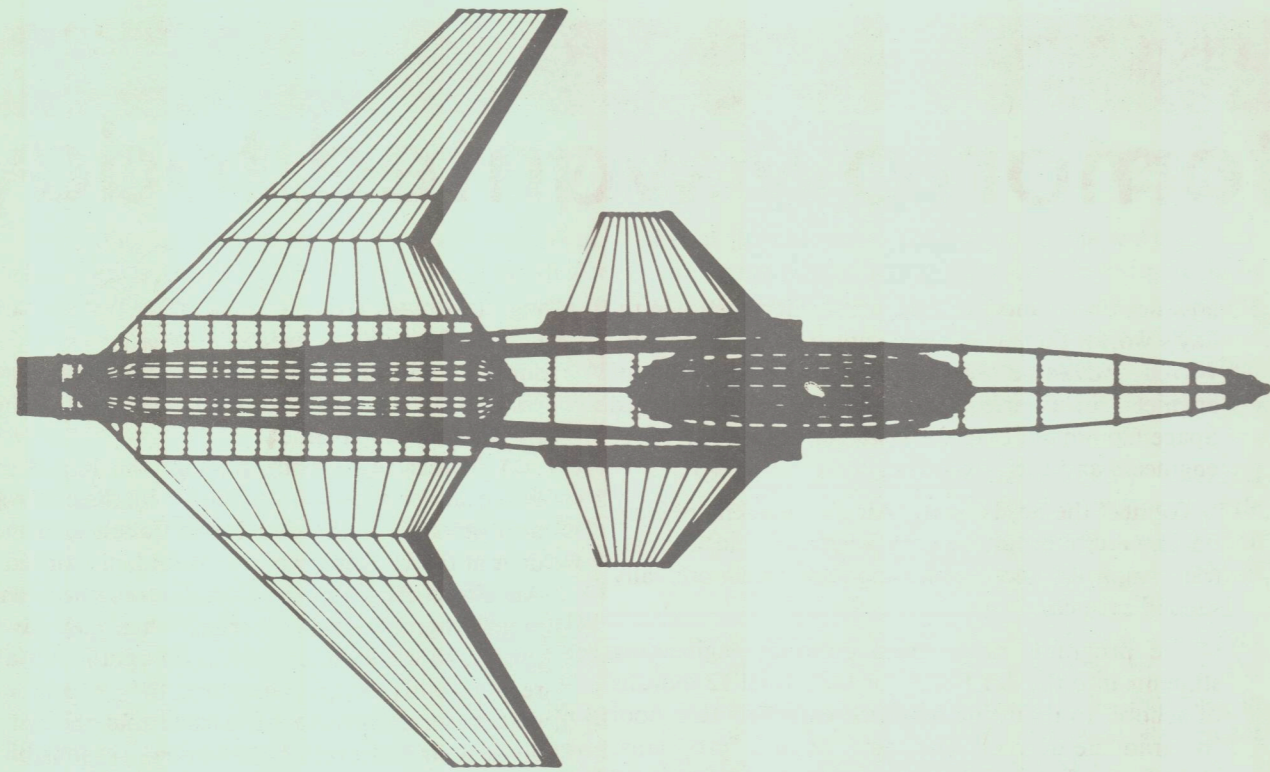
An Air Force mechanical engineer assigned in Germany, 1st Lt. Judith Urey, knows about Air Force engineering. "I'm doing things a lot of my engineer-

ing classmates from Wichita (Kan.) State can only dream about. Some of them are still glorified draftsmen in civilian firms. Engineering challenges and responsibility come a lot quicker in the Air Force," the lieutenant explained.

A former engineering student who joined the Air Force under the College Senior Engineer Program, also agrees with this idea. David Callen, a former student at the University of Texas said, "I worked at the Air Force Academy in a student engineer employment program. I was surprised when they gave me a project to work on my own. I thought it was a lot of responsibility to give someone they hadn't worked with before. However, I learned that the Air Force gives their engineers that kind of responsibility. It really makes you feel worthwhile."

Engineers, like everyone else, are interested in their future. For these two individuals, the Air Force provides them what they're looking for, A Great Way of Life.





Three programs offered Engineering in today's Air Force

COLLEGE SENIOR ENGINEER PROGRAM

College senior engineering students may be eligible to earn more than \$11,000 in pay and allowances during their last 12 months of school.

The Air Force is now accepting applications for enlistment and future commissioning from persons in their senior year majoring in aeronautical, astronautical, aerospace, architectural, civil, electrical, mechanical, or nuclear engineering.

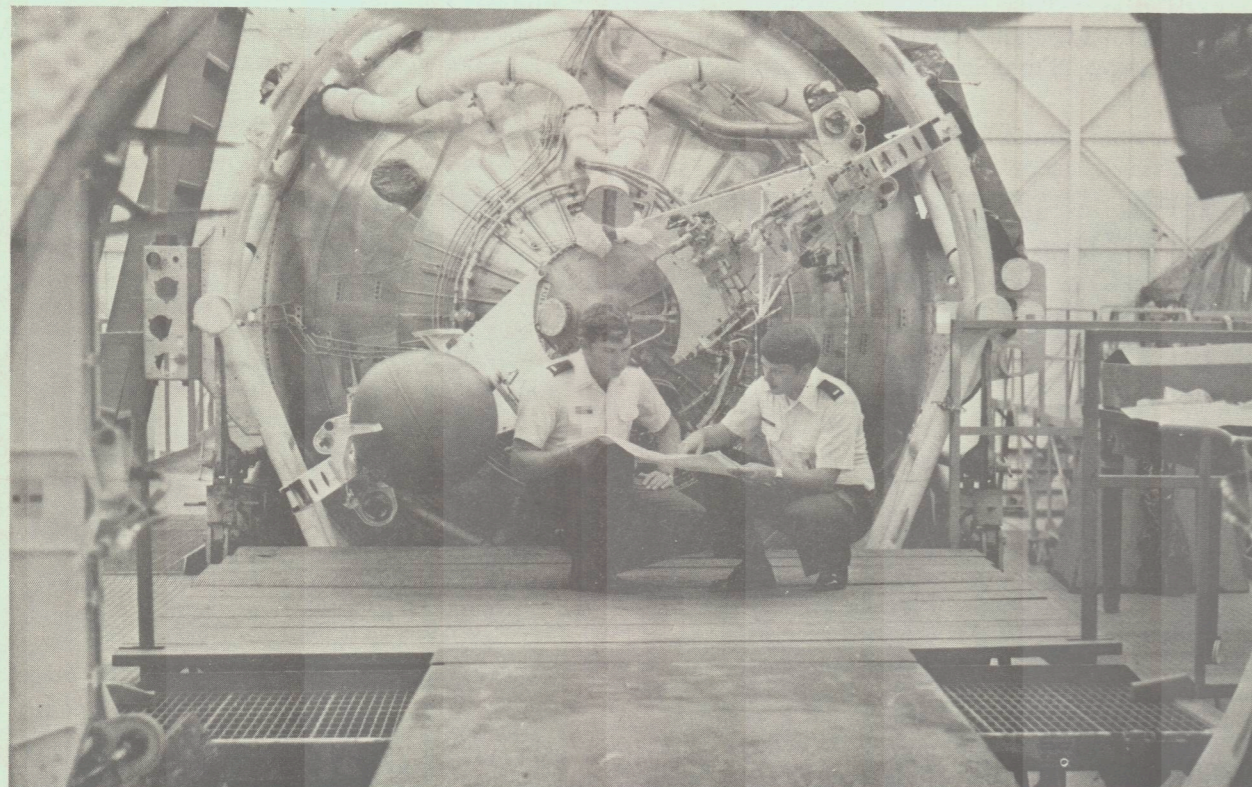
Under this plan, applicants who qualify will be enlisted in the regular Air Force at the rank of airman first class (pay grade E-3) until they earn their degree. In addition, they will receive full use of military facilities, complete medical and dental care, 30 days of vacation with pay and annual cost-of-living pay increases.

Upon graduation, individuals will be promoted to staff sergeant (pay grade E-5) and assigned to the next class of the three-month Officer Training School (OTS) at Lackland AFB, near San Antonio, Texas. Upon graduating from officer training and commissioning as second lieutenants, they will be assigned duties in their engineering disciplines with pay and allowances totalling approximately \$17,000 annually.

UNDERGRADUATE ENGINEER CONVERSION PROGRAM

The Air Force is looking for a few college graduates and near-graduates to send back to college to earn a second bachelor's degree. The lateral degrees needed by the Air Force are aeronautical, astronautical, and electrical engineering.

Applicants selected for the



program will attend a 12-week Officer Training School at Lackland AFB, near San Antonio, Texas. Degree work will be completed at the Air Force Institute of Technology, Wright-Patterson AFB, Dayton, Ohio, or at a civilian university during an 18-month period.

To be eligible for this program, applicants must possess, or be within nine months of completion of an accredited baccalaureate program emphasizing math and science. Additionally, applicants must be otherwise qualified to enter OTS. Entry into the lateral degree program is contingent upon successful completion of officer training school.

ENGINEER MASTER'S DEGREE PROGRAM

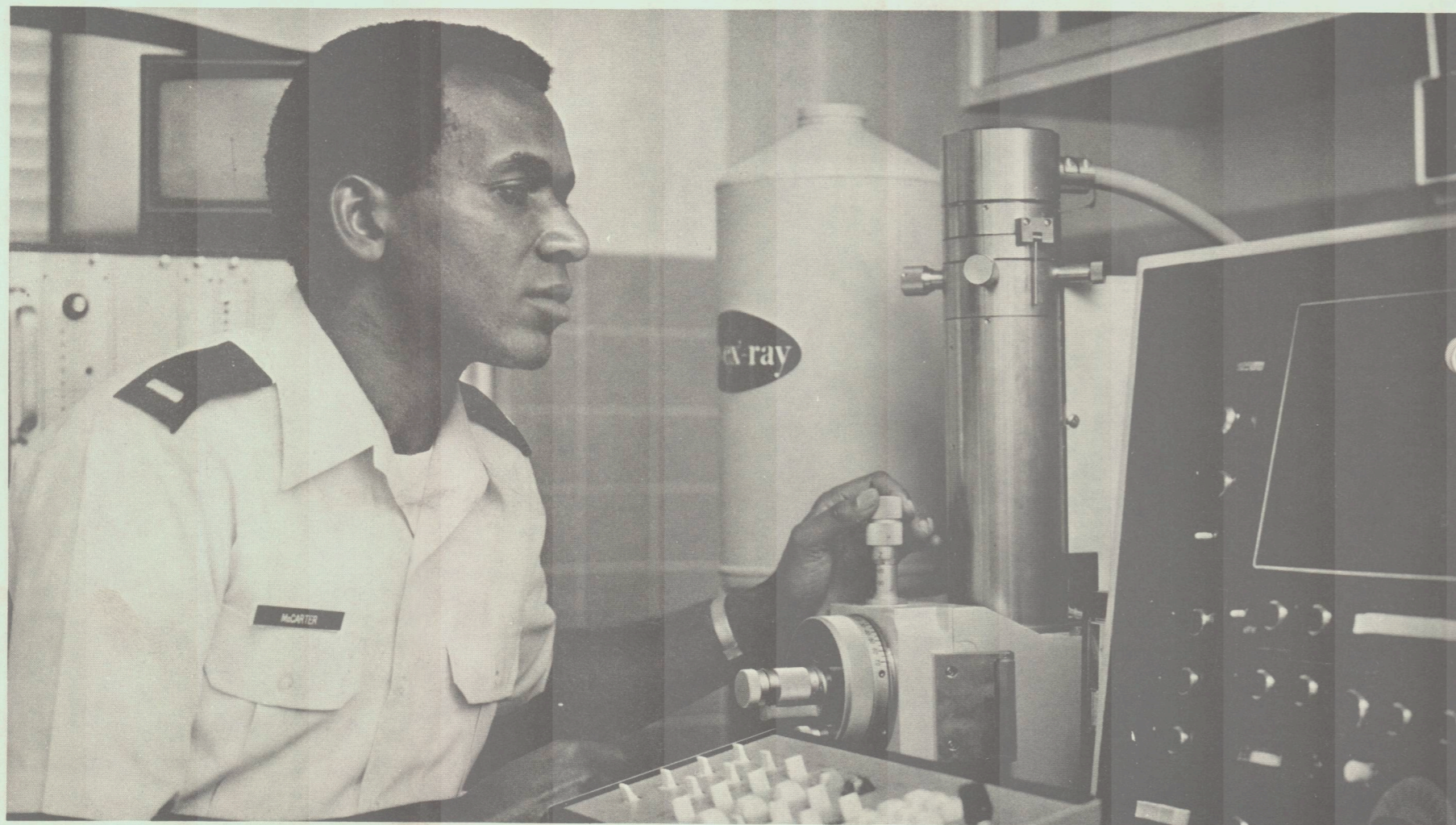
The Air Force will send highly qualified engineers back to school to earn master's degrees in certain engineer disciplines.

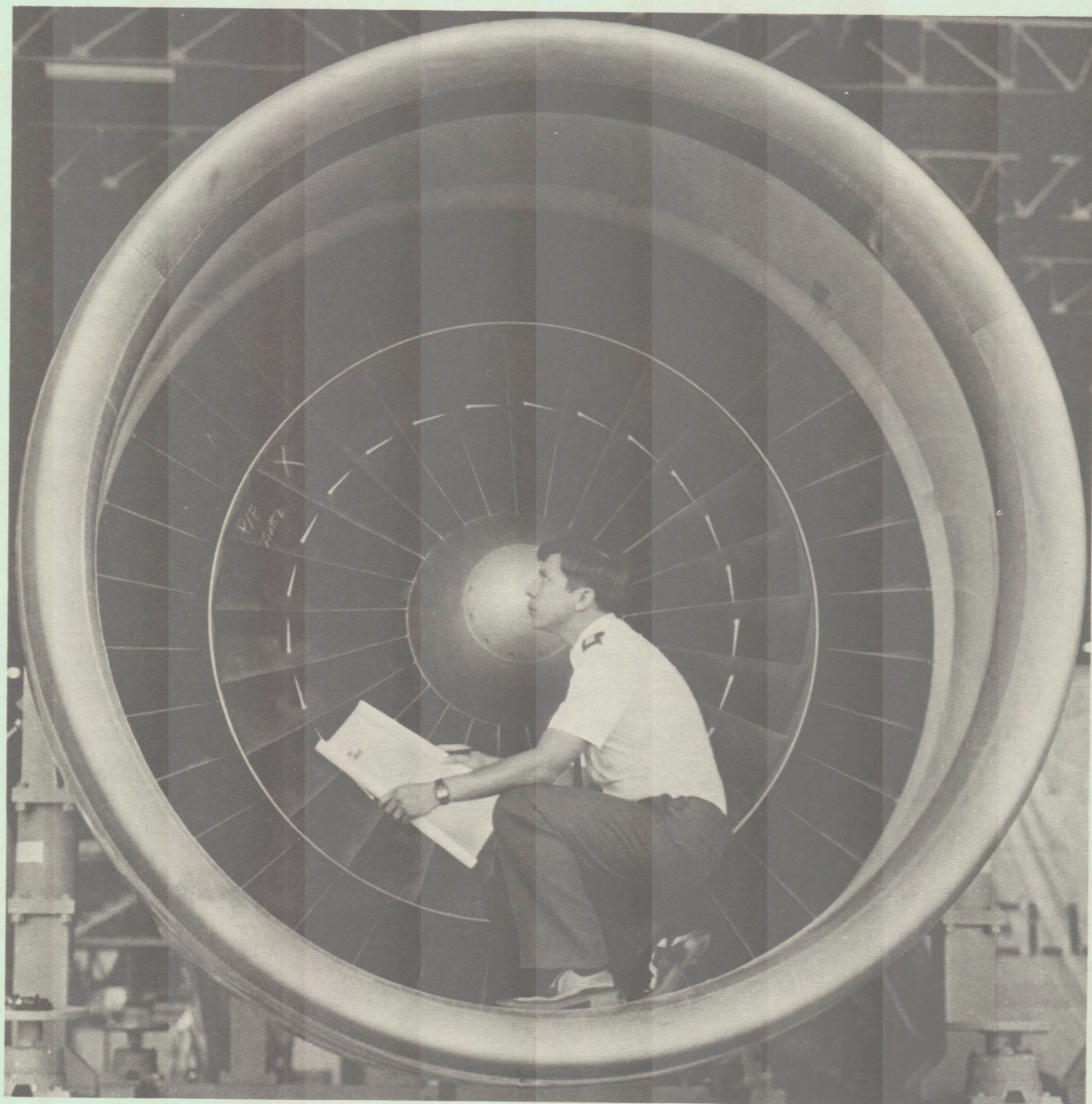
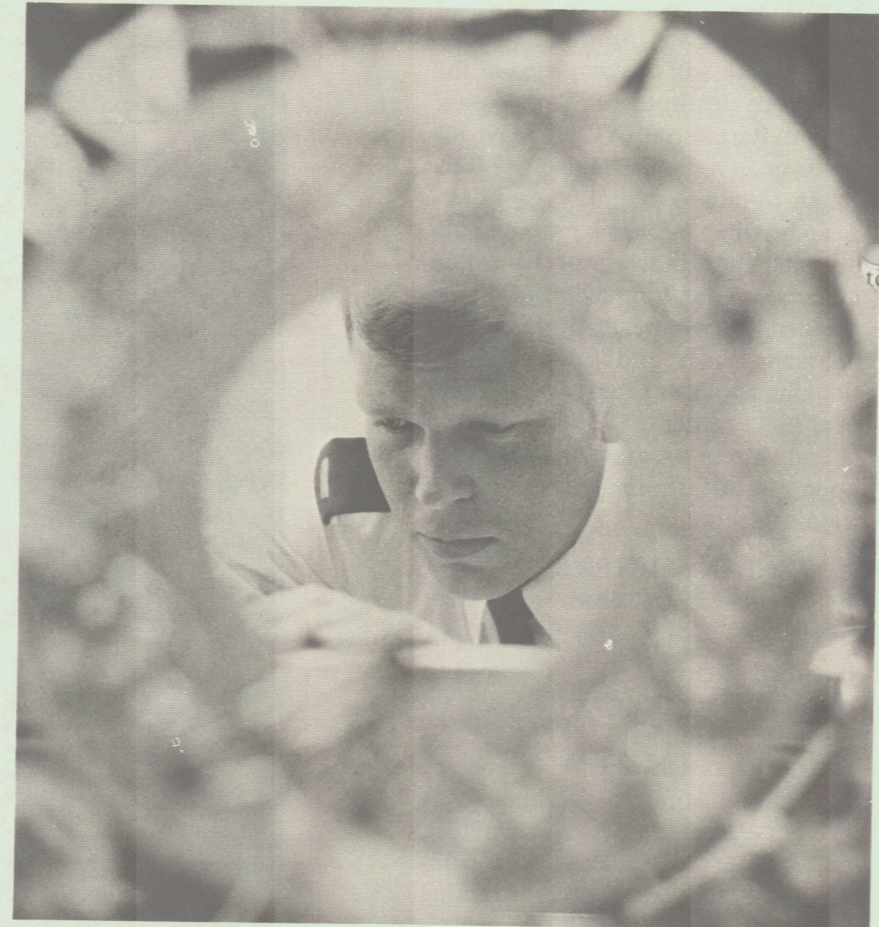
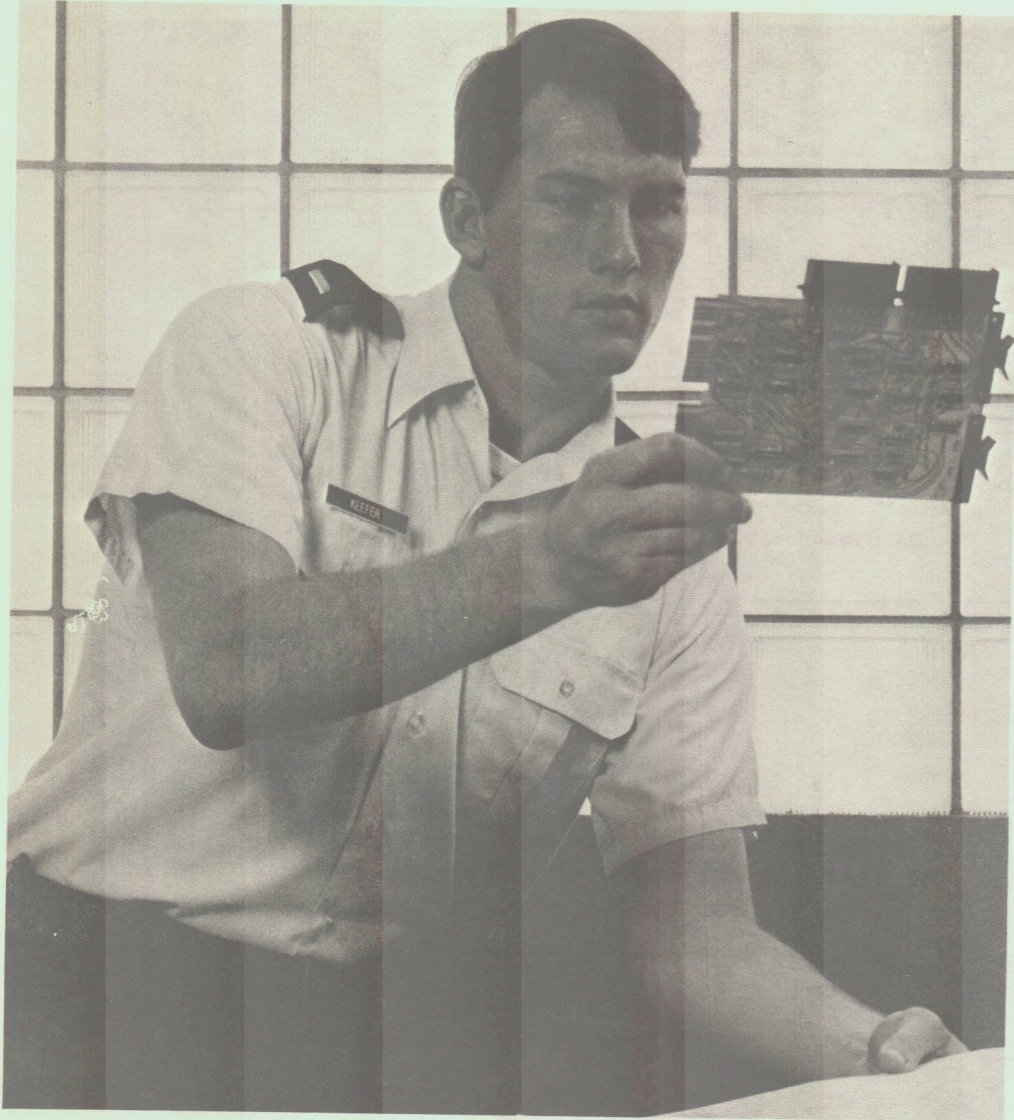
Applicants selected will attend the Air Force Institute of Technology at Wright-Patterson AFB, Dayton, Ohio, after they successfully complete the 12-week Officer Training School at Lackland AFB, Texas.

Cost of the degree program including all tuition and related fees, salary, and allowances, will be absorbed by the Air Force.

Because of the small number of openings, Air Force officials predict keen competition for selection. Those selected for the master's degree program will be at or near the top of their undergraduate class, academically.

Those selected will pursue advanced degrees in one of the following disciplines: civil, aeronautical, aerospace, astronautical, electrical or mechanical engineering.





Air Force engineering today

feature



RED FLAG:
Treating
the
wounded

Being prepared for war is an almost daily routine for men and women on the flightline. Air Force health professionals around the world are also prepared.

Medical Red Flag exercises, like this one at Lackland AFB's Wilford Hall Medical Center, provide a realistic view of how the Air Force's health professionals will respond under wartime conditions.

All health professional specialties work together to make a Red Flag exercise successful. It takes teamwork to put up a tent hospital and shortly thereafter be ready to treat the wounded.

War readiness instruction

MIMSO training expanded

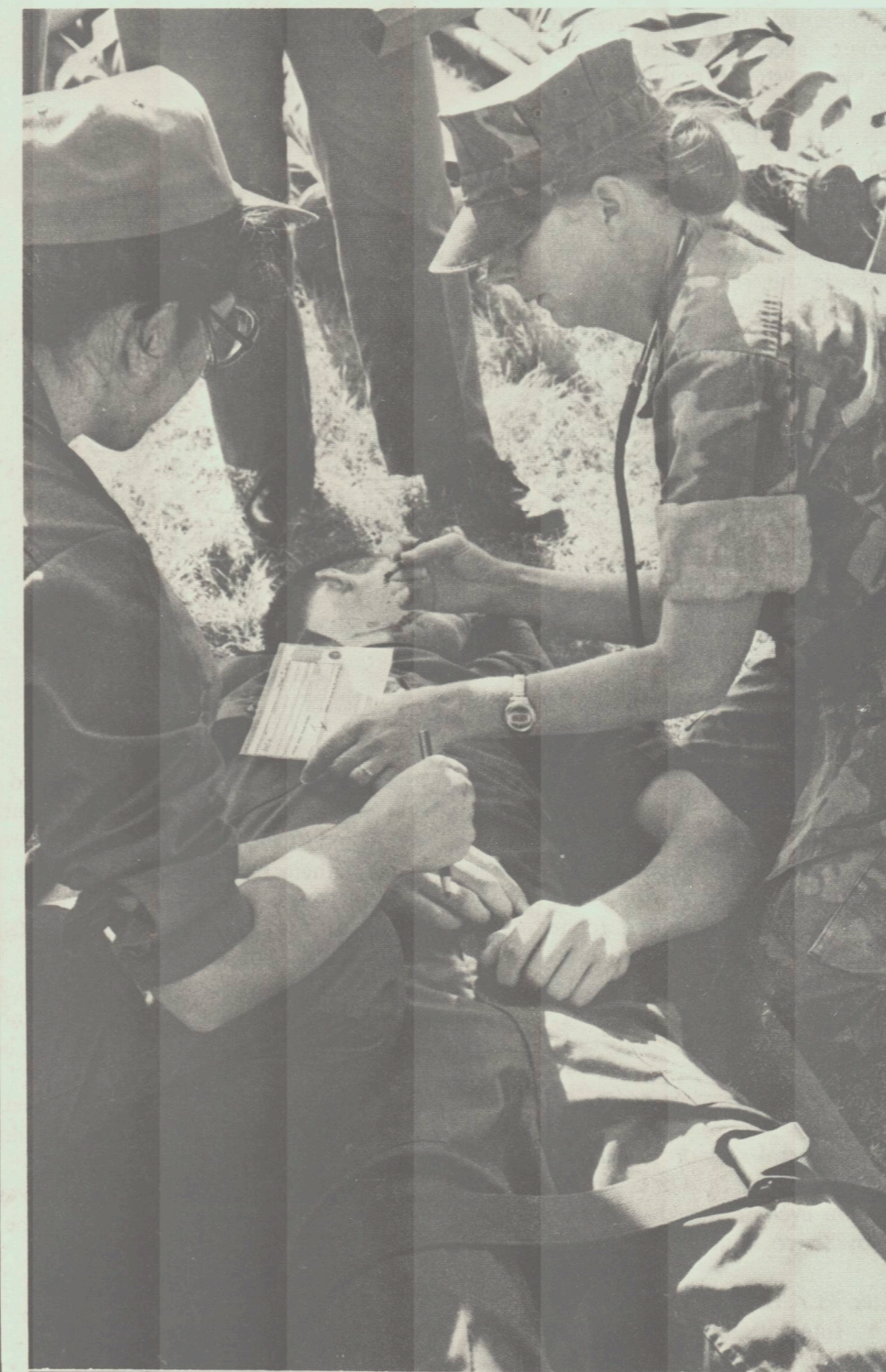
Newly appointed medical service officers attending the Military Indoctrination for Medical Service Officers, MIMSO, at Sheppard AFB, Texas, will receive more than 12 hours of War Readiness training beginning in January 1983.

According to course officials, the training is being expanded to provide new health professionals a more thorough background of what to expect during a time of war.

The course will include sections on the following subjects: The Threat and Future Battlefield Environment, Disaster Preparedness

(including natural disasters and Broken Arrows), Triage and Initial Evaluation, Medical Evacuation and Staging, Field Sanitation and Hygiene, Field Facilities Familiarizations (including a tour of an Air Transportable Hospital) and Medical Aspects of Nuclear, Biological, Chemical and Conventional Warfare. This section includes a Chemical Confidence (gas chamber) exercise.

Questions concerning the MIMSO should be directed to Recruiting Service Headquarters, Directorate of Health Professions Recruiting, Randolph AFB, Texas 78150.



crossfeed

F-16 debuts in Thunderbirds 1983 show season

The United States Air Force Thunderbirds Aerial Demonstration Squadron will open its 1983 season March 12, at the Nellis AFB, Nev., open house. This will be the team's first public appearance in its new General Dynamics-built F-16 Fighting Falcon.

Maj. Gen. Jack I. Gregory, Tactical Fighter Weapons Center commander, said the 1983 season will extend from March 12 through Nov. 15 with 86 aerial demonstrations at 70 show sites, all in the continental United States.

MARCH:

- 12 Nellis AFB, Nev.
- 13 George AFB, Calif.
- 19-20 Davis-Monthan AFB, Ariz.
- 26 Moody AFB, Ga.
- 27 England AFB, La.

APRIL

- 2 Sheppard AFB, Texas
- 3 Laughlin AFB, Texas
- 9 Knoxville, Tenn.
- 10 Wilmington, N.C.
- 16 Luke AFB, Ariz.
- 17 Vance AFB, Okla.
- 23 Columbus AFB, Miss.
- 24 Barksdale AFB, La.
- 30 Carswell AFB, Texas

MAY

- 1 Blytheville AFB, Ark.
- 7 Keesler AFB, Miss.
- 8 Robins AFB, Ga.
- 13-14 Andrews AFB, Md.
- 15 Plattsburgh AFB, N.Y.
- 18 Maxwell AFB, Ala.
- 21 Ellington AFB, Texas
- 22 Randolph AFB, Texas
- 28 Eglin AFB, Fla.
- 30 McGuire AFB, N.J.

JUNE

- 1 USAF Academy, Colo.
- 5 Myrtle Beach AFB, S.C.
- 11 Scott AFB, Ill.
- 12 Offutt AFB, Neb.

- 16 Madison, Wis.
- 18 Chanute AFB, Ill.
- 19 Youngstown, Ohio
- 25-26 Greenville, S.C.
- 28 Dover AFB, Del.

JULY

- 2-4 Brooklyn, N.Y.
- 9 Pasco, Wash.
- 10 McChord AFB, Wash.
- 13 K.I. Sawyer AFB, Mich.
- 16-17 Chicago, Ill.
- 23-24 Dayton, Ohio
- 27 F.E. Warren AFB, Wyo.
- 30 Hanscom Field, Mass.
- 31 Newburgh, N.Y.

AUGUST

- 6-7 Richards Gebaur AFB, Mo.
- 13 Whiteman AFB, Mo.
- 14 Bergstrom AFB, Texas
- 17 Mansfield, Ohio
- 20 Buckley/Lowry AFB, Colo.
- 21 Ellsworth AFB, S.D.
- 23 Minot AFB, N.D.
- 25 Bozeman, Mont.
- 27-28 Portland, Ore.

SEPTEMBER

- 3-5 Cleveland, Ohio
- 7 Grand Forks AFB, N.D.
- 10-11 El Paso, Texas
- 17 Hill AFB, Utah
- 18 Peterson Field, Colo.
- 20 St. Joseph, Mo.
- 24 Langley AFB, Va.
- 25 Shaw AFB, S.C.

OCTOBER

- 1-2 Topeka, Kan.
- 8 Kirtland AFB, N.M.
- 9 Tinker AFB, Okla.
- 13 NAS Corpus Christi, Texas
- 15-16 Lake Charles, La.

- 22 Norton AFB, Calif.
- 23 Mather AFB, Calif.
- 29 Holloman AFB, N.M.
- 30 Edwards AFB, Calif.

NOVEMBER

- 5 Homestead AFB, Fla.
- 6 MacDill AFB, Fla.
- 12 Tyndall AFB, Fla.
- 13 Patrick AFB, Fla.



GUEST SPEAKER - Former Chief Master Sergeant of the Air Force Bob Gaylor, a guest speaker during the Commanders' Conference, was misidentified in this photo published in last month's Recruiter. The Recruiter staff apologizes for the error. (U.S. Air Force Photo)

—medics corner— from page 2—

receptive to a meeting. To overcome this, we worked our way through each faculty member by phone until we found support. In the case of the OB/GYN Department, a retired military physician proved valuable and in Neurosurgery, a civilian consultant turned out to be a great supporter.

The next phase was to develop a mailing list. Most schools have a list of "House Staff" which is available to the public. However, in most cases, there will be no mailing address. Fortunately, most residents have a license to practice medicine and an address is available through the state licensing agency.

To provide more personal contact, a major COI for residents and faculty was planned. During our initial visit to the Urology Department, the secretary mentioned that Brig. Gen. Thomas Ball, HQ AFM-PC/SG was a long time friend of the director. This, coupled with the General's experience, communicative abilities and positive military image led me to invite him to be our guest speaker.

Scheduling a mutually convenient date six weeks in advance allowed enough time to send out invitations, arrange restaurant space and follow up on details. Our seating plan placed General Ball close to professors and during the "No Host" cocktail hour each guest spent time with him. A simple awards

ceremony for a faculty member took place and the general delivered a speech on "Why be an Air Force Physician."

The approach here was that only the general was leaving town so additional meetings with interested residents would be used to deal with program details. We used the COI speaker as a positive role model and to pique interest in Air Force medicine.

My advice to any recruiter would be not to use a speaker for recruiting. After all, they are not trained to do this. Rather, use their corporate knowledge, communicative abilities and positive mental attitude to provide a role model for and create interest among potential applicants. After the event, immediate follow-up must take place.

Each director and faculty member was sent a thank you letter and each resident was contacted. Using perpetuation we expanded our leads 250 percent. Remember, those basic recruiting skills pay off.

While the total net results of this program are still unknown, we now have eight prospects and two working applications. Additionally, this school is now pro-Air Force and a favorable recruiting climate exists. So ask yourself, in this age of competitive recruiting "isn't that untapped school worth a second try?"

THIRD CLASS
BULK RATE
Postage & Fees Paid
USAF
Permit No. G-1

USAF Recruiting Service/RSA
Randolph AFB, TX 78150