The Air Force RECRUITER

'Serving the recruiting family'

Vol. 28, No. 1

USAF Recruiting Service, Randolph AFB, Texas

JANUARY, 1983

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page 4

CHAMPUS payment

procedures changing

Annual survey shows

job satisfaction high

think about their jobs, and benefits.

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

Medical Red Flags test

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 time readiness

war.

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.



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)

F-16 debut March 12

page 9

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.

T-birds set for 1983

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All photos are official Air Force unless otherwise indicated

..... Brig. Gen. W.S. Harpe Director of Advertising and Publicity. Col. Hubert C. Moore Chief, Publicity Programs Branch. Capt. Robert S. Barca Editor.....Sgt. Mark Schwarz

viewpoint

Commentary

hearing in my travels throughout the command,



We just completed our first full month under the everyone is pleased with the new system and it is dedicated group booking system. From what I'm working well for just being a month old. I think we all expected more problems than have occurred, and I'm sure that's because of the superb people who set up the system and are working it.

However, the changeover was not without its little

One of our squadrons (which will remain unnamed, but is located in the northeasternmost area of the country) was pleased to be able to book 52 reservations in one day, but had 51 cancellations on the same day - for a net gain of one.

Several of our Military Enlistment Processing Station liaison people called during the first week, asking if the system was broken. They had never seen a full screen of skills on the PROMIS system since they'd come into the MEPS. Our people here in the headquarters assured them that everything was OK and they'd be seeing more of the same.

This new system provides a flexibility for squadrons to work within the system and offers the best people a good selection of Air Force skills.

Ideas like the dedicated booking system do not

By Brig. Gen. W.S. Harpe Commander

happen overnight and require a lot of in-depth review before they go into effect. Three recruiters from the 3512th Recruiting Squadron submitted a suggestion earlier in the year concerning a proposal similar to dedicated booking. While we considered their idea, it wasn't really the appropriate time to institute it. Finally, after much consideration and several adjustments, the dedicated system was put into effect. I'd like to thank MSgt. Oliver H. Layne Sr., M Gregory Linnick and SSgt. Donald A. Dawson for their foresight and dedication to recruiting. Keep up

This is but a single example of a new and better way of doing business originating from those our policies and procedures most directly affect -- the field recruiter. I challenge each of you to seek out better ways of accomplishing our mission. To be successful in those tough times just around the corner, we are all going to have to work harder and smarter. Let's hear those ideas!

le. S. Harpe

medics corner

By 1st Lt. T.T. Pantaleo 3550th Recruiting Squadron

Each recruiting zone has one or more schools thought to be closed to Air Force Recruiting. New recruiters must initially rely on a predecessor's assessment of the local area, but a second try at a school considered unproductive may prove extremely was compiled. A letter of introduction was sent to valuable.

In the case of the 3550th Squadron Health Profesthree agreed to meet with us. sions Team, TSgt. Steve Beecher and I (the new kids) had been told the Indiana University Medical Center Residency Program was too much of a challenge. This problem was particularly critical as our physi-

Medical Center has 116 residents eligible for some other in our presentation but it gave the faculty type of program. To Steve and I, the task was clear; members more continuity when they tried to reach open this market.

While some rapport with the Dean's Office existed, no resident or faculty member had been approached in 18 months. By reviewing a university phone book, a list of department heads, secretaries and assistants each asking for an appointment. Of six directors,

Directors who agreed to a meeting were visited in their office or invited to lunch. While each team chief must decide on the best approach, I found it best to take the medical NCO with me and this approach cian market is one of the nation's smallest and this paid big dividends. We not only complemented each

The task in this visit was to establish rapport with each department and then obtain recruiting support. Of course it was made clear that residency dire are extremely pressed for time, so a short, to-thepoint presentation was the most effective. We did not expect the directors to recruit for us, rather our aim was to get them thinking and feeling positively about the Air Force. Remember, most residents have close contact with faculty and their opinions are very important in a young physician's decision.

As we stated earlier, several directors were not

Continued on Page 12

Carelessness at 55 could still cost your life

At 55 mph, death comes quickly.

Although 55 has been touted as the speed that saves lives and gas, it can't save you if your personal driving habits are reckless. One small slip as you gaze wheel begins to bend under your death grip. Your at the horizon or turn your head to light a cigarette head is now near the sun visor, your chest above the could propel you into eternity, in less time than you steering column.

The automobile research division at Cornell University Medical College has provided terrifying pictures of what happens to steel and glass, and flesh and blood, in the split-second a human is hurled to death. This is a reconstruction of what will happen when your car, traveling 55 mph, hits a tree.

One-tenth of a second: Your front bumper and chrome frosting of the grill collapse. Slivers of steel penetrate the tree one and one-half inches or more

wheels leave the ground. The grill disintegrates. Your ground. fenders come in contact with the tree, forcing the rear part to splay out over the front doors. Your body continues to move forward at the vehicle's original weighing 3,200 pounds. Your legs, ramrod straight,

Three-tenths of a second: Your body is off the seat, torso upright, broken knees pressing against the dashboard. The plastic and steel frame of the steering

Four-tenths of a second: The car's front 24 inches are now demolished, but the rear end is still traveling at 55 mph. The half-ton motor block crunches into the tree. The rear of the car rises high enough to scrape bark off the low branches.

Five-tenths of a second: Your fear-frozen hands bend the steering column. Jagged steel punctures lungs, blood spurts into your lungs.

Six-tenths of a second: Your feet are ripped from your tightly laced shoes. The chassis bends in the middle, shearing the body bolts. Your head smashes Two-tenths of a second: Your hood crumples as it into the windshield. The rear of the car begins its rises, smashing into your windshield. The spinning downward fall, spinning wheels digging into the

Seven-tenths of a second: The car body is forced out of shape. Hinges tear, doors spring open. In one last convulsion the seat rams forward hitting you speed at a force of 20 times gravity, your body against the steel steering shaft. Blood leaps from your mouth. Shock has frozen your heart. Elapsed time: seven-tenths of a second. You are now dead.

The picture isn't pretty. It isn't supposed to be. It's supposed to make you think about how you drive as you cruise down the highway at 55.

Did it? (Courtesy of MAC News Service)



family

Reflections of 1982: a time to remember

By Ramelle Harpe

Happy 1983 to all of you! This past year has truly been the best, beginning with Scott taking command of Recruiting Service in March. I have really felt privileged to be associated with this very important part of the Air Force. Meeting recruiters, their spouses, some young men and women just entering the Air Force, the educators who come to Randolph and Lackland to see what the Air Force is all about and the many trips I've made with Scott has made such an impression on me. It has made me proud to see how hard you all work, with such enthusiasm and

I must tell you about two of my trips with Scott this past month. We visited the 14th, 15th and 16th squadrons. We met so many great people and with pleasure, awarded a recruiting charm to Im Ramos, wife of MSgt. Romulo Ramos, Master Recruiter in

Seeing the areas in which you all work was very enlightening and I learned what difficulties some of you have in meeting your goals and just day-to-day

living. One can always find something good in everything though, and I experienced that also, seeing West Point, Philadelphia, the gorgeous countryside, the warm weather in December, New York City, the traffic (not good but interesting) and the Statue of Liberty! What a fantastic part of the country. We were treated beautifully by everyone. So many thanks to all of you, especially to Maj. Ron Later and CMSgt. 'Rock' Cerrachio who fought incredible traffic to show us the sights of the city.

I'll have to tell you about our other trip next time. I'm writing this on our way to the 31st squadron at Gunter AFS, Ala., and the 37th squadron, Shaw AFB, S.C. We'll visit a flight and the Health Profession Recruiters in Atlanta. Then in Raleigh, N.C., we'll be at the flight and MEPS. Christmas will be spent in Cedartown, Ga., with Scott's family, then back to Randolph to celebrate the New Year's ar-

I wish all of you a very successful, happy 1983. Keep up the great support and hard work, making the Air Force and our country the strongest in the



OUTSTANDING SUPPORT - Mrs. Im Ramos. wife of Master Recruiter MSgt. Romulo Ramos, accepts a Recruiting Service charm from Brig. Gen W.S. Harpe, Recruiting Service commander, for her outstanding support of her husband's recruiting efforts. All wives of Master Recruiters will receive the charm in recognition of their efforts toward their husbands' successes. (U.S. Air Force Photo)

Budgeting eliminates unnecessary expenes

Successful family budgeting should include both husband and wife to establish financial goals and reduce unnecessary expenditures.

The budgeting process begins with analysis of savings and spending history. Note that savings are included in the budget. It is important that a savings can increase the earnings at some later time. When goal be established and some money, no matter what amount, go toward monthly savings.

Month review of checkbooks and receipts will life. determine cost of housing, food, utilities, clothing, transportation, education, insurance and entertain-

Once totaled, unncessary expenditures should be eliminated. Basic necessities must be taken into account first. Entertainment and educational expenses, although low in priority, are still important. Educational expenses represent an investment and considering entertainment, remember, everyone must have some form of recreation to maintain a healthy

After goals are set, a monthly record should be kept to compare actual spending against goals. If expenditures are less than anticipated, goals should be

reestablished and more money placed in savings. If spending exceeds the goal, causes should be determined and discussed with each person involved in the

If an urge creeps up to buy something not on the priority list, or will exceed the goals, it should not be purchased unless the list can be changed to accommodate it without exceeding the goal. Discipline is the most important factor to meet established goals.

Money management can be easier when financial planning is a family affair. It can mean a sound investment in your future.

CHAMPUS claims procedures undergo changes Jan. 1

Several cost-saving steps have been taken in the have to check with the local military hospital to find CHAMPUS program to provide better use of Depar- out if their homes fall within the new boundaries. tment of Defense health-care dollars.

The overall effort is to reduce the use of civilian medical facilities by military families living within 40 miles of a military hospital, Deputy Secretary of Defense Frank Carlucci said.

The deputy secretary said several steps to tighten control on non-availability statements will be enforced, some beginning Jan. 1, 1983, and others to be phased in over the next two years.

Non-availability statements are required before families living within 40 miles of military hospitals can get non-emergency inpatient care in civilian hospitals. The statements will be issued only when the needed care cannot be provided by the military hospital, DOD officials said.

ZIP CODE REZONING SYSTEM

A new system of adjacent zip codes will be issued in the coming months to determine which families will require a non-availability statement. The new emergency inpatient care under CHAMPUS. Families on the periphery of the present zone will

MEDICAL SERVICE AREA

The zones around the five military hospitals in the Washington, D.C. area, in which residents must furnish non-availability statements, will be redefined into one large medical service area. Beginning Jan. 1, 1983, non-availability statements will not be issued if any of the five hospitals can provide the needed care.

OUTPATIENT CARE STATEMENT

Normally, military families can get outpatient care at civilian hospitals through CHAMPUS without a non-availability statement. Under the cost saving steps, military families living near three designated military hospitals, one each for the Army, Navy and Air Force, will be required to furnish non-availability statements. The three hospitals should be designated within the next two months and details will be released at a later date, officials said.

STUDY TO BE MADE

The cost-saving implications of limiting the use of system will replace the present method that deter- CHAMPUS funds will be studied in zones around mines the 40-mile radius by air. This means more military hospitals in Denver, Seattle, San Francisco families will need the non-availability statement and San Antonio, Texas. Officials pointed out that before they can use civilian hospitals for non- the study will not limit the availability of necessary civilian or military care to beneficiaries, but would examine alternate ways to pay for the civilian care.

NATIONAL GOALS SET

Each military service will set goals for reducing the number of non-availability statements issued by military hospitals in fiscal 1983.

MILITARY SERVICES TO CONDUCT STUDY

Each military service has been encouraged to work with the Assistant Secretary of Defense for health affairs to study the possibility of reallocating funds so military hospitals can assume financial responsibility for health care military families receive at civilian

CONTRACTS WITH CIVILIAN DOCTORS

The DOD is exploring ways to contract with local civilian health professionals to expand the military hospital system's capacity to provide care for more

"These and other cost-saving initiatives on the part of the DOD and the military services are critical in controlling the awesome spiral in our health care cost," Mr. Carlucci said.

Hopefully these moves will allow us to preserve the present level of benefits for military families everywhere."

news

Annual survey finds recruiters 'love their job'

several key areas. Quality training continues to be an area of increased improvement and an atmosphere of high job satisfaction is evident throughout Recruiting

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

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.

According to findings in the fifth Annual Personbetter than previous assignments while working connel Survey report, involving military members of Air ditions are said to be more favorable by 61 percent of Force recruiting, there has been marked progress in 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 treat-

> 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 Living conditions for recruiters are found to be least effective tool, according to recruiters. If rated

would have placed between center of influence events and newspapers (four and five respectively) in order

Most recruiters said their established goals were fair and equitable based on respective markets, onefourth 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 c 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 unaccep-

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

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
*Repeat Winners	

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 pursuaded 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

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

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 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

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.

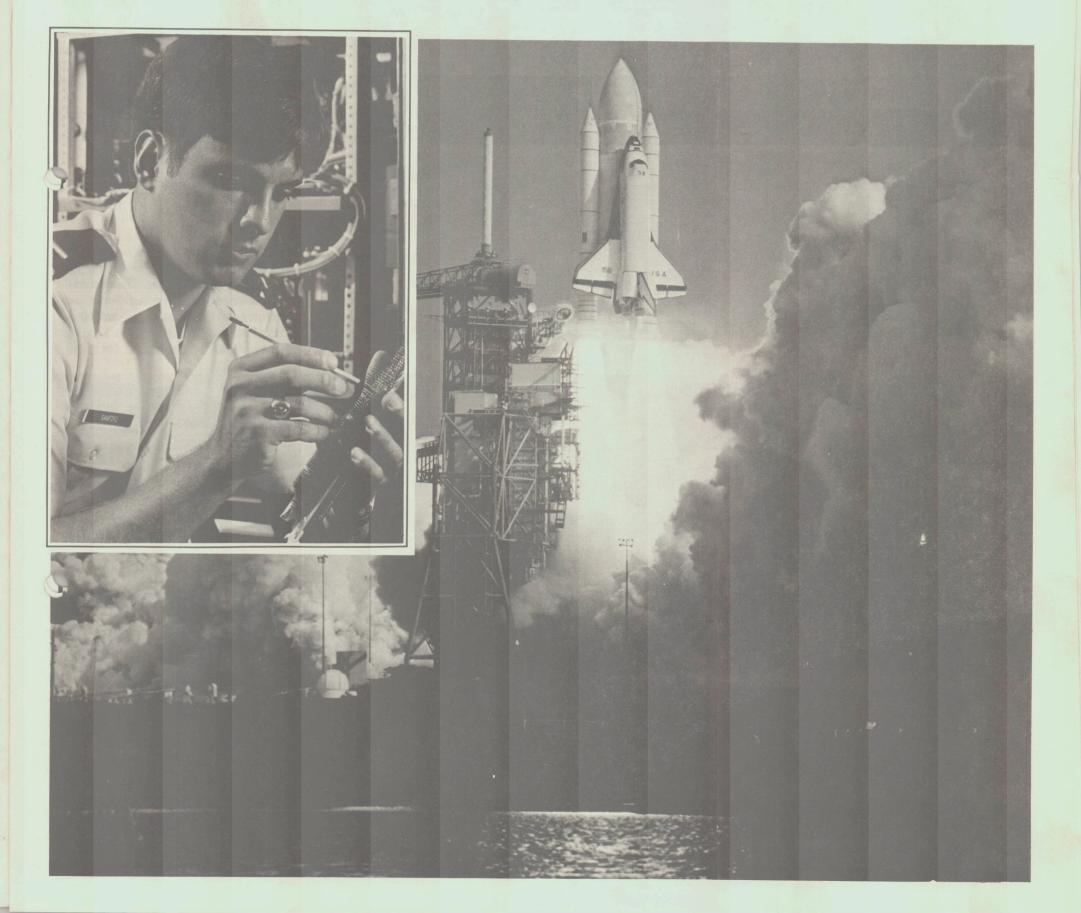
The programs range from enlisting engineering students into the Air Force for their final 12 months of school, to returning qualified engineers to school for graduate degrees. The costs of these programs, including salary, allowances and tuition in some cases, are absorbed by the Air Force.

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



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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 regualar 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, astronuatical, 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.

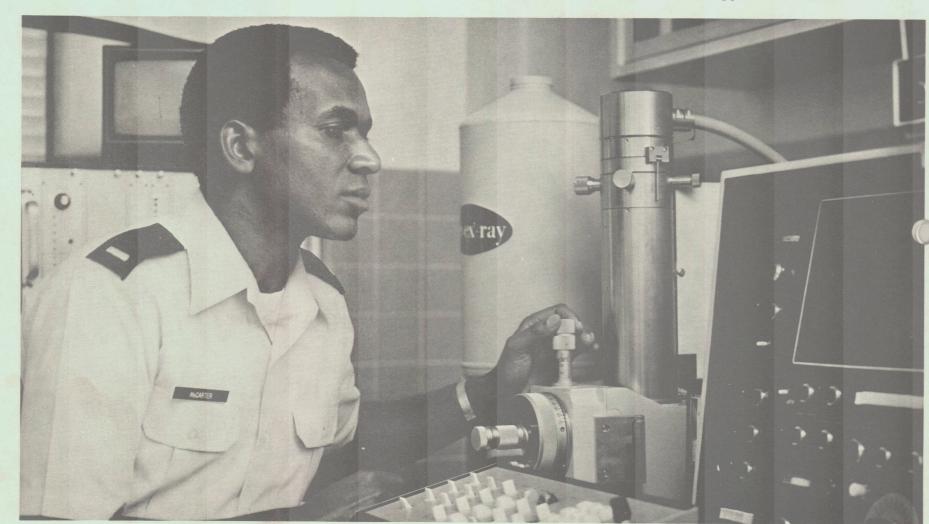
Cost of the degree program including all tuition and related fees, salary, and allowances, will be absorbed by the Air Force.

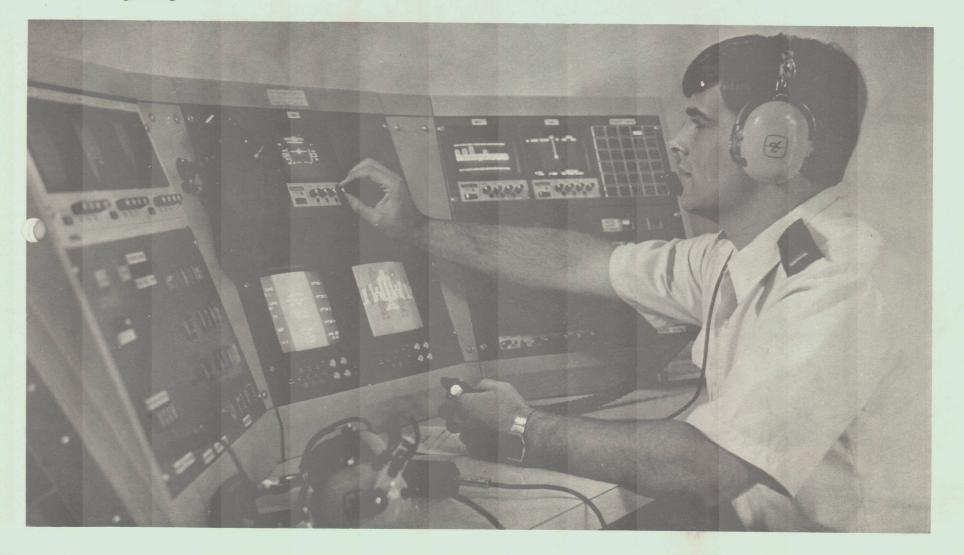
sorbed by the Air Force.

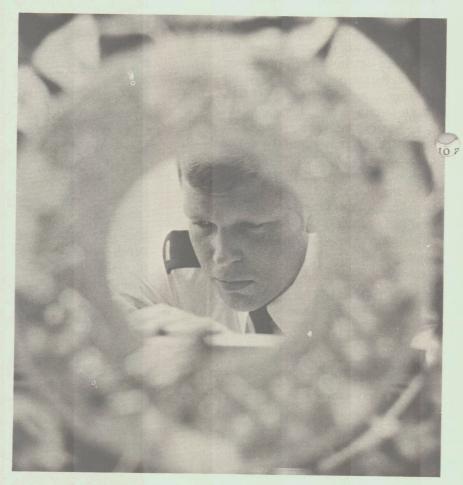
Because of the small number of openings, Air Force officials predict keen competition for selection. Those selected for the master's degree program will be at or near the top of their undergraduate class, academically.

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

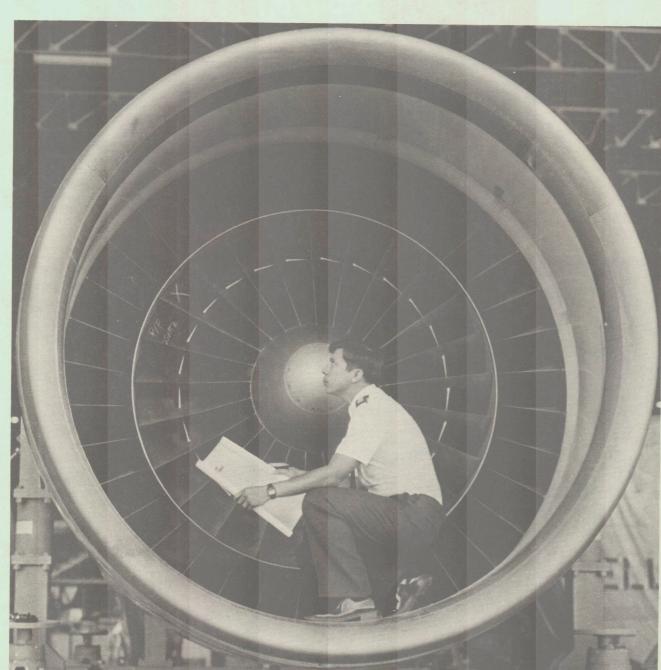








P



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

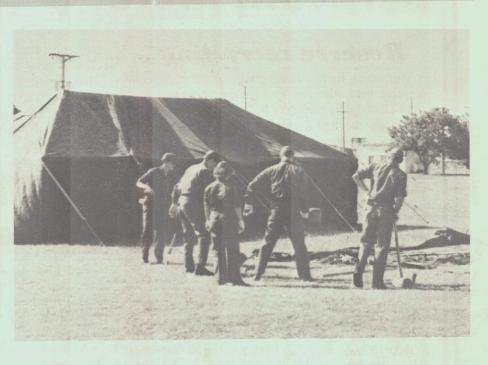
MIMSO training expanded

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 MIM-SO should be directed to Recruiting Service Headquarters, Directorate of Health Professions Recruiting, Randolph AFB, Texas 78150.





crossfeed

Three STEP to MSgt. in surprise promotions

big STEPS to further their Air Force careers. The current duties at the MEPS. sergeants were promoted to master sergeant by Brig. Gen. W. S. Harpe, Recruiting Service commander, under the stripes for exceptional performers (STEP)

MSgt. Peter M. Meelberg, 3556th Recruiting Squadron, was awarded his promotion during the 3505th Recruiting Group annual training conference.

The on-the-spot promotion caught the seven-year recruiting veteran offguard, to say the least. The sergeant recounted, "The general called me up from the audience and then apologized for not having any more belt buckles (the traditional presentation) and asked if I would mind settling for master sergeant stripes."

From that point on, everything was a blur to the excited new master sergeant.

All of Sergeant Meelberg's recruiting experience

MSgt. Gib W. Linzman was also a very surprised promotee. During the 3506th Recruiting Group annual awards banquet, Recruiting Service Commander, Brig. Gen. W.S. Harpe again called the sergeant flabbergasted and wasn't sure of all the events that took place, but said, "When the general called me up I thought I was to receive a sweatshirt or pin. General Harpe reached into his pocket and I figured a pin, but then he said he was sorry for not having one and would I accept master stripes instead. Well my head flew back and from that point I don't remember too

Sergeant Linzman is assigned to the 3569th Recruiting Squadron and is a six-year veteran of Recruiting Service. Before his current OTS recruiter assignment he was assigned as an NPS and OTS recruiter in Chico, Calif.

has been in the 56th squadron (previously the 42nd) promoted at their respective banquets, General previously assigned to the Charlotte, N.C., MEPS.

Three Air Force technical sergeants recently took and was assigned as a "bag dragger" before his Harpe caught MSgt. Lemar Jackson really off-

Sergeant Jackson, assigned to the 3503rd Recruiting Group, was asked to prepare a report for Col. David W. Saunders, group commander. While discussing the report with Colonel Saunders, up from the audience. Sergeant Linzman said he was Sergeant Jackson received a telephone call from General Harpe, who began a conversation concerning the report, so he thought. While on the ph the general told Sergeant Jackson to look to his lest, as he did Colonel Saunders presented him with the master sergeant stripes. As it turned out the report was a clever ploy worked up between the general and colonel to ensure that all three would get together at a specific time.

Sergeant Jackson said he was so nervous and excited his voice went up about two octaves and he almost dropped the phone.

Sergeant Jackson is a 13-year Air Force veteran assigned to recruiting since 1976. Currently assigned While Sergeant Meelberg and Linzman were to production control within the '03rd Group, he was

Take the bait, don't be afraid to communicate

By MSgt. Wayne Bryant

you haven't done a very good job.

Just as the end result of a fishing expedition is to drawbacks. catch something, it's the same for communication. You're trying to catch someone's attention and pass Therefore, it takes some manual operations to ensure on information. Without your "catch," the only thing everyone in Recruiting Service is kept aware of the at the other end of the line is empty space.

lines of communication open. Sometimes, keeping are received by the people they're intended for. It these lines open is like untangling a fishing reel after takes plenty of help from the stops between the the worst case of backlash in the world - you know sender and the receiver for the message to get --the other end of the line is there, but it's hard to find.

Almost every kind of business has some problems communicating within its organization, so Recruiting way street just like the line on a fishing reel has to go

in recruiting.

Our PROMIS system helps eliminate the time ele-Communication is a little like fishing. Unless ment associated with communication problems. We you've got something on the other end of the line, have almost immediate access to field units. However, even this modern system is not without its

Not every recruiter has a PROMIS terminal. policy and procedure changes that take place. All the How well we communicate depends on keeping the priority messages ever sent are no good unless they

Communication is important and must be a two-Service is not unique. As the old military saying goes, out and come back to be successful. It takes the help "There's always 10 percent who never get the word." of many people to keep the lines of communication Recently that figure has increased slightly, at least open and make the system work. So, let's com-



here and there

Reserve recruiting

Surpassing its recruiting goals for the eighth consecutive year, the Air Force Reserve gained more than 12,000 new members in fiscal 1982.

Among the new reservists are more than 3,000 volunteers with no previous military experience and 9,600 former military people. Those figures include 1,700 new officers and 11,000 airmen, said Reserve officials at Robins AFB, Ga.

Medical recruiters signed up 148 new physicians, making the second consecutive year the Reserve has met its goal in the medical field.

Reserve officials said about 11,000 new reservists, including 3,200 without prior military experience are being sought for fiscal 1983.

Staking a claim

In the November issue of the Recruiter the 3561st Recruiting Squadron claimed to have set three recruiting records: most engineers in an OTS class

(10); most engineers in an OTS class by one recruiter CINE competition. (3) and most engineers accessed in one month (13). That record is challenged by the 3545th Recruiting Squadron's SSgt. Jerold L. Mayer. Sergeant Mayer is shop has a listing of the requests from your area. Be claiming five engineers in an OTS class by one recruiter. Additionally, he is staking two other any theatres in your area on the list, you can make claims: being the only 05th Group recruiter to be the arrangement by contacting USAFRS/RSA selected as the top S&E recruiter NCO two con- through your squadron A & P. secutive years (1981 and '82) and being the top OTS recruiter (NCO) for HRS in 1981.

Red Flag

Red Flag is the latest general support recruiting film, which has been released to the field in 16mm. It is also the first short film ever produced in 35mm Panavision with a Dolby Stereo sound track for use

Within a month after its release Red Flag won a gold medal at the N.Y. International Film and TV Festival and the prestigious Golden Eagle at the

Theatres all over the country have asked to show Red Flag. Your squadron advertising and publicity sure to contact them for play dates. If there aren't

Since the response to Red Flag has been overwhelming our distribution in New York cannot yet guarantee specific dates, but every theatre will be ser-

Here's your chance to break out those Red Flag posters you have and promote not only the film but the Air Force as well.

Remember, there are several other films available in the 35mm format for theatres, including the "National Anthem," "Beyond the Sky," and "High



RSA calendar

Advertising projects due out in January and February are listed below. Details on specific projects are in the Recruiting Service Advertising Project Book. Copies are available in group and squadron A&P offices.

Note that the availability month listed here differs from the distribution month listed in the project book. This allows time for the project to be shipped directly or delivered to the Publications Distribution Center (PDC), and made available

The designation "RDS" in the remarks column indicates the project will be available from PDC, but should not be ordered until "fair share" notification is

Recruiters can expect to see leads from magazines and direct mail within 30 days after the publication or mailing date. Listing shows name and issue of periodical, program(s) supported and media codes which identify them on the prospect listing. General Support (GS) ads are those which support more than one recruiting program.

January

Recruiter Support Items

Hojecis	Ittiliai K.S
GS 82-65 Appreciation Certificates (Spouse)	Direct ship to squadron
GS 82-40, Windmaster posters	Direct ship to squadrons
NPS82-13, Air Force Pencils	Direct ship to squadrons
NPS 82-2 CCAF Brochure	RDS
RR 82-12, Pay Guides	Direct ship to squadrons
HP 82-4, Intern & Residency Brochure	Direct ship to Med. teams
HP 82-13, Nurse Brochure	Direct ship to squadrons
RES 82-3 AFRES IMA Fact Folder	AFRES

Periodical Advertising

Publication	Program	Issue	Media Code
Ebony	GS		EB
Jet	GS	Jan. 10	JT
Sr. Scholastic	GS	Jan. 21	SS
#*People	GS	Jan. 24	PE
Popular Mechanics	GS		PM
#*Time	GS	Jan. 17	TC
Graduating Engineer	OTS		GE
Engineering College Newspapers	OTS		CN
Nursing Career Directory	Nurse		ND
Dental Management	Dentist		DK
New England Jrnl. of Medicine	Physician	Jan. 13	JM
Jrnl. of Urology	Physician		JU
#Upscale influencer campaign			
*Does not include business reply card			

	Direct M	ail		
Target	Pro	gram	Code	
Nurse Anesthetists	HP		DK	

Prondenst Products

J	Divauca	St Flouncis	
	Air Force Spot Disc Q released Jan.	3	
1	Our Mission	(GS:60)	
١	Qualities	(Nurse:30)	
١	Dreams - Soul	(PLT/NAV:60)	
١	After Graduation	(NPS:30)	
١	Come on Back	(PS:60)	
١	Big Band Sound	(OTS:30)	
١	EE	(OTS/ENG:60)	
ı	Engineering — Soul	(OTS:30)	
۱	Good Advice	(GS:60)	
	Experience Counts	(NPS:30)	
١	Message to Parents - Spanish	(GS:60)	
ı	Getting Ahead — Soul	(PS:30)	
	New music in all formats will be ava-	lable for the localized spot prog	gram.

TV PSAs

GS 82-33V (7) :60	C-141
GS 82-33V a(1):30	Early Morn.
GS 82-33V b(5) :20	C-5
GS 82-33V c(6):10	B-52

Tours

Date	Unit	Location	Type
9-11	3537th	Eglin AFB	S&E
10-11	3562nd	Randolph	Ed
16-18	3549th	Kirtland	S&E
23-25	3546th	Eglin	S&E
27-29	3548th	Wright-Patterson	S&E

February

Recruiter Support Items

Projects
GS 82-55 COI Baseball Caps
GS 83-33F "Tomorrow's Air Force" fil
NPS 82-13 Air Force Pencils
NPS 82-17 Phonogram Cards
HP 82-15 Nurse Fact Folder Mailers

*Does not include business reply card.

Target

BSN

Remarks Partial shipment (25,000) Direct ship to squadrons Direct ship to squadrons Direct ship to squadrons Direct ship to squadrons

Periodical Advertising

Publication	Program	Issue	Media Co
Hot Rod	GS		H
National Future Farmer	GS	Feb-Mar	NF
#*Newsweek	GS	Feb. 7	NW
#*Reader's Digest	GS		RD
#*Sport	GS		SP
#*Sports Illustrated	GS	Feb. 14	SI
Annals of Surgery	Physician		AS
Diversion	Physician		DV
Journal of Bone & Joint Surgery	Physician		JB
Imprint	Nurse		IM
Nursing '82	Nurse		NR
Engineering College Newspapers	OTS/S&E		CN
Engineering College Magazines	OTS/S&E		CN
Community & Jr. College Journal #Upscale Influencer campaign	Educator		CJ

Direct Mail

Program

Nurse

Engineering Stud	dents (CSEP)	018/S&E	CE
		Tours	
Date	Squadron	Location	Type
6-8	3544th	Kirtland	S&E
6-8	3545th	Eglin	S&E
7-9	3533rd, 3534th	Randolph	Ed
10-12	3515th	Wright-Patterson	S&E
13-15	3550th	Eglin	S&E
16-18	3541st	Keesler	Ed
23-25	3568th	Lowry	Ed
24-26	3555th	Wright-Patterson	S&E
27 Feb-1 Mar.	3563rd	Kirtland	S&E
27 Feb-1 Mar.	3535th	Eglin	S&E

National Conventions

National Association of Secondary	4-7 Feb.	Dallas
School Principals		
American College of Osteopathic	7-9 Feb.	San Francisc
Obstetricians and Gynecologists		
American Association of School	25-28 Feb.	Atlantic City
Administrators		

Code

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

APRIL

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

MAY

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

JUNE

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

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

JULY

- 2-4 Brooklyn, N.Y.
 - 9 Pasco, Wash.
- 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

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

SEPTEMBER

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

OCTOBER

- 1-2 Topeka, Kan.
- Kirtland AFB, N.M.
- 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.
- MacDill AFB, Fla.
- Tyndall AFB, Fla. 12
- 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-

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."

from page 2—

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 attitu 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?"

USAF Recruiting Service/RS, Randolph AFB, TX 78150

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