

BEHIND THE BADGE

THE OFFICIAL MAGAZINE OF THE U.S. AIR FORCE RECRUITING SERVICE FEBRUARY 2020



BEHIND THE BADGE

ABOUT US

Behind the Badge is a digitally published, monthly magazine catering to the recruiting community. It is an official publication of the Air Force Recruiting Service Public Affairs Office.

SUBMIT

Behind the Badge welcomes submissions from all recruiters and those working in the field. Photos, videos, story ideas, commentaries, suggestions and criticisms are all welcome, although publication is not guaranteed.

To submit email us at:
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Submission deadline for next issue:
FEBRUARY 28, 2020

FROM THE EDITOR



CHRISSEY CUTTITA

Here's to the month with an extra day for you to achieve greatness in our U.S. Air Force!

This edition of Behind the Badge shows how you launched 2020 with rocket speed already making milestone moments in the future of our service. We've changed our mission and vision statements to include Space Warriors. News stories included in BTB will continue to inform you of the latest happenings for America's newest branch of service.

Total Force is still leading the way with many changes in AFRS. The most recent change is the alignment of the Air Force Accessions Medical Waiver Cell under AFRS as a division. More to follow on that.

This edition of BTB includes stories about the many ways one can become an Airman in our Total Force. Our front cover comes to us from our Reserve recruiters. Chaplain accessions personnel share two stories; one highlights the first female Muslim chaplain candidate to be commissioned and the other is one of our own AFRS Airmen who provides wise advice on how to build relationships. Photos throughout these pages also include Air National Guard recruiters. There is also a feature story on how to become an AFJROTC instructor.

Future Behind the Badge editions will include other line officer accession sources and more Total Force marketing ventures. Continue to share your success stories here and we look forward to a stellar 2020.

ON THE COVER



Maj. Gen. Brian Borgen, 10th Air Force Commander, administers the oath of enlistment to 125 recruits entering various military branches during halftime at the Lockheed Martin Armed Forces Bowl Jan. 4, 2020 at Amon G. Carter Stadium in Fort Worth, Texas. The Army, Marines, Navy, Air Force and Coast Guard provided 25 recruits each who will join Active Duty, the National Guard and the Reserve. Every year, the bowl selects a military service to showcase and officiate over the annual mass joint service enlistment ceremony.

"Being a part of this bowl was awesome! It was great to be a part of the mass enlistment today and witness 25 Air Force recruits joining the best Air Force in the world," said Col. Mitch Hanson, 301st Fighter Wing commander and Air Force honorary "Team Captain" for the Armed Forces Bowl. "We are grateful to be surrounded by such a patriotic community. Our Reserve Citizen Airmen live in the Fort Worth communities and we all appreciate the support."

(U.S. Air Force photo by Jeremy Roman)

U.S. Space Force seeks civilians to join staff

By SECAF Public Affairs

SAN ANTONIO, TEXAS – The U.S. Space Force, the new branch of the Armed Forces established Dec. 20, has begun advertising to fill civilian staff positions in its initial headquarters, called the Office of the Chief of Space Operations. Advertisements for the first 35 positions were posted last week, with a second wave of positions to follow soon.

“The law passed by Congress and signed by the President directed immediate establishment of the U.S. Space Force and authorized a modest initial staff,” said Gen. Jay Raymond, chief of space operations and senior member of the Space Force. “As a result, we are moving quickly to hire individuals with the expertise, passion and vision to build the sixth branch of the Armed Forces as a lean, agile and focused military service.”

Individuals eligible for the advertised positions

include current or former federal employees in competitive or excepted services, and individuals with specific category qualifications such as career transition, individuals with disabilities, military spouses and veterans.

“This is a once-in-a-lifetime opportunity for civilians to join a new military service and participate in growing the nation’s space capability,” said Patricia Mulcahy, the newly assigned deputy chief of space operations for personnel and logistics services.

The Space Force is seeking candidates with expertise in functions such as human resources, financial management, intelligence, communications, logistics and contracting.

“We completed the design for the initial staff several months ago, so we would be postured to hire people quickly. Just 30 days after the President signed the legislation, we are posting ads to target individuals

with very specific skills. At the same time, we are assigning military members from the Air Force, Army and Navy,” said Maj. Gen. Clint Crosier, who has led the Space Force planning team since last February. “Because the initial staff is small, and even the final staff numbers will be much smaller than the other services, we need to get the right group of experts to work such an important task. This is history in the making.”

Civilian members working for the Space Force will be Department of the Air Force civilians in the same manner civilians working for the Marine Corps are Department of the Navy civilians.

For information about specific Space Force job postings, visit www.airforce.com or www.USAJobs.gov using filter by agency, “HQ US Space Force.”

For more information about the U.S. Space Force, visit www.spaceforce.mil.

Raymond sworn in as first Chief of Space Operations

Vice President of the United States Michael Pence congratulates General John Raymond after swearing him in as the first Chief of Space Operations during a ceremony in the Executive Eisenhower Office Building, Washington, D.C., Jan. 14, 2020. Before his new role, Raymond was the commander of the Air Force Space Command which carried the nation’s primary military focus on space, managing a constellation of satellites, developing policy and programs and training frontline space operators. Under law, Air Force Space Command was re-designated as the U.S. Space Force under the recently passed under National Defense Authorization Act. (U.S. Air Force Photo by Andy Morataya)



Recruiting reaches diverse market with Snocross

By Master Sgt. Chance Babin
AFRS Public Affairs

DEADWOOD, S.D. --The Air Force and Total Force Recruiting were front and center in this historic old west town at the U.S. Air Force Snocross National races here Jan. 24-25, 2019.

For Air Force Total Force Recruiting, it's not just about getting enough people to join the Air Force, it's about finding the best match in the service for them whether that be full time or part time, in or out of uniform. When it comes to recruiting the snow-belt states on the northern tier, the Air Force has a long running sponsorship with Scheuring Speed Sports and the International Series of Champions.

Snocross racing features high performance snowmobiles racing through various tracks. Racing events take place from as far east as New York to Colorado and the Dakotas. The sport draws large crowds, including lots of young, mechanically inclined adventure sports enthusiasts – a key demographic for Total Force Recruiting.

"When you talk about diversity, there's racial diversity, cultural diversity and geographic diversity. For the Air Force to try and get after some of that geographic diversity is very hard when you



Air Force sponsored Snocross driver Lincoln Lemieux gets some serious air during qualifying for the U.S. Air Force Snocross National in Deadwood, South Dakota. Lemieux is one of the top drivers in the Pro series. Lemieux is perfectly centered between Air Force advertising, which saturated the track and raceway during the two-day event. The Air Force has been a longtime sponsor of the Scheuring Speed Sports race team. Snocross enables to Air Force to tell it's story and show the opportunities to join the Air Force in northern tier states. (Air Force photo/Master Sgt. Chance Babin)

get to the northern tier states," said Brig. Gen. Scott Durham, Air Force Recruiting Service deputy commander. "It can be a challenge to consolidate populations enough to even have an effective recruiting message or mission. Snocross

is a great event for that. I think it brings people together and is a great opportunity to get some of that geographic diversity and tell the Air Force story."

For Scheuring Speed Sports team owner Steve Scheuring, his relationship

with the Air Force dates back more than two decades.

"It started out back in the late 90s with a local recruiter in Minneapolis who came to a race to check it out and saw the excitement, adrenaline and high flying action at the track and saw a lot of parallels with what the Air Force does," he said. "So we worked with the local recruiter and created a little bit of a partnership and did a bunch of branding on our snowmobiles and it ended up being a great deal. It's been a partnership made in heaven since then."

Many recruiters and commanding officers have worked with Scheuring and his team over the years.

"I think what makes this a great partnership is the people," Schering said. "Every single person I've met in the Air Force has been fantastic. They partnered with me and we have worked very hard every single day to do the best for the Air Force. The key to our success is the people. I've probably worked with a dozen generals over the years. It's been a great ride."

For Air Force recruiters, Team Scheuring helps build bridges into a region of the United States that can be difficult to recruit.

SNOCROSS continued on page 6

First female Muslim chaplain candidate swears in

By Tech. Sgt. Armando A. Schwier-Morales
SECAF Public Affairs

ARLINGTON, Va. (AFNS) -- In a room full of family, friends and mentors, history was made with the affirmation "So help me God."

Chaplain candidate Saleha Jabeen was commissioned as a second lieutenant in Chicago at the Catholic Theological Union by the Air Force chief of chaplains, Dec. 18, becoming the first female Muslim chaplain in the Department of the Defense.

"I first came to the United States 14 years ago as an international student," Jabeen said. "I thought I would



Friends and family members of chaplain candidate Saleha Jabeen pin on her second lieutenant rank during a commissioning ceremony Dec. 18, 2019, at the Catholic Theological Union in Chicago. Jabeen entered the Air Force as the Defense Department's first female Muslim chaplain candidate. (U.S. Air Force photo by Tech. Sgt. Armando A. Schwier-Morales)

study and make an impact in the corporate world."

However, when she learned of the trials faced by service members through her brother's deployments and service in the Army, the impact she had set to make wouldn't be in the corporate world.

Jabeen followed her brother into the Army where more lessons about her goals and dreams came to light. While in the Army Medical Corps, Jabeen received opportunities to work alongside chaplains and help out her fellow Soldiers.

"My brother has been the source of my inspiration," Jabeen said. "It was because of his dedication and getting to see his military career that I recognized the importance of the chaplaincy in the armed forces. I saw that when one member gets deployed, all of their family members join them."

During her time in the Army, Jabeen met Army 1st Lt. Jamal Bey, from the 451st Civil Affairs Battalion. They became good friends and mentored each other. When Jabeen told Bey about her dream of becoming a Muslim chaplain, Bey at the time didn't have a reference point but he supported Jabeen in blazing a trail for being the first.

"The commissioning of Saleha is great because as a father you want to be able to tell your children that they can be anything," Bey said at Jabeen's commissioning ceremony. "I now have Jabeen to point to as an example of a woman that broke this barrier."

Air Force chaplains are religious ministry professionals who support the spiritual needs of Airmen around the world. The Department of Defense has service members of many faiths and those of no faith,



Chaplain candidate Saleha Jabeen is commissioned by Maj. Gen. Steven Schaick, Air Force chief of chaplains, Dec. 18, 2019, at the Catholic Theological Union in Chicago. Jabeen is the first female Muslim chaplain in the Air Force and Department of Defense. (U.S. Air Force photo by Tech. Sgt. Armando A. Schwier-Morales)

but the DoD didn't have a female Imam, a spiritual leader in Islam.

"Any time we advance religious freedoms, it's a win for all persons of faith," said Maj. Gen. Steven Schaick, Air Force chief of chaplains. "The fact is America is a place where the Constitution guarantees your freedom to embrace or abstain from religious ideals, and the Chaplain Corps, which Jabeen just entered, exists to ensure every Airman has a religious freedom

CANDIDATE continued on page 5

SNOCROSS continued from page 4

"We push the mechanical side of things to the individuals when we go out to the school visits," said Tech. Sgt. Aaron Mormon, 343rd Recruiting Squadron lead marketer. "Steve does a great job of tying that back into how the mechanics that his crew does relates back to the Air Force as well. It's a great opportunity to showcase that."

Prior to each national race, Team Scheuring goes to local high schools or secondary schools and puts on a presentation with the local recruiters. They talk about the technology they use to win races.



Air Force Total Force recruiters and explosive ordnance device Airmen talk to some young Snocross fans during a race Jan. 24, 2019, in Deadwood, South Dakota. (Air Force photo/Master Sgt. Chance Babin)

"We talk about making good choices in life and about having good attitudes," Scheuring said. "We bring out drivers, mechanics and myself for questions and answers. Then we give out a scholarship after each visit. It's a thank you for letting us come to their school. It usually goes to a deserving student who works really hard but seems to get missed out on scholarships and stuff. It's not a lot of money, but to them it's a huge deal."

For the recruiters, Team Scheuring is a valuable asset because team members can relate so well with the kids of the region who are very familiar with Snocross.

"They grow up doing this, riding snowmobiles and that kind of stuff," Mormon said. "When they ask questions to Steve about the actual mechanics of the sleds, that's when you see the value of the partnership. He can sit down and say the compression ratio of the sled is this and this and he ties it back to the compression ratios on jet aircraft engines. For us to be able to showcase this is a huge opportunity we wouldn't otherwise have if we weren't a partner with his team."

Lincoln Lemieux, one of Team Scheuring's race drivers, said he enjoys school visits.

"Not everybody is interested in what we do, but there are always a few kids who are super interested in the Air Force or the racing part of it. It's really cool because we can tie the two together with the technology and the hard work



Brig. Gen. Scott Durham, Air Force Recruiting Service deputy commander, administers the oath of enlistment to 18 new Air Force members during the U.S. Air Force Snocross National in Deadwood, South Dakota. The Air Force has been a longtime sponsor of the Scheuring Speed Sports race team. Snocross enables the Air Force to tell its story and show the opportunities to serve for those in northern tier states. (Air Force photo/Master Sgt. Chance Babin)

and dedication we put into it."

Lemieux said being part of the Air Force team has been a special ride.

"Wearing the Air Force logo means so much to me," he said. "I've been on this team for seven years so I don't know anything else. Just to race for the Air Force and all the opportunities they give us. All the men and women sacrifice their lives just so we can live free and have the life we want just means so much."

Durham said Team Scheuring and the Air Force are a good fit because both stress preparation, the use of technology, and physical and mental training.

"I think Steve and the Scheuring Racing Team are out to win," he said. "They want to be the best and they take it seriously. We share a belief in fitness, preparation and hard work and that all shines through here. And it takes a bit of grit to stand the cold, and a little bit of grit goes a long way."

Aviano Air Base Recruiting Office open and filled

By Airman 1st Class Ericka Woolever
31st Fighter Wing Public Affairs

For the last eight years, it's been quite a challenge for applicants to join the U.S. Air Force while living in Italy. However, this has recently changed as Aviano now has its own enlisted active duty recruiter.

"Reopening this office makes it easier for applicants to get in touch with a recruiter, which provides better access to reach the applicants and get more people into the Air Force," said Tech. Sgt. Jeremy McManus, 319th Recruiting Squadron European operations program manager.

Originally, if an applicant wanted to join the U.S. Air Force from Italy, they have to contact recruiters from different parts of Europe, which required much more time.

"I am in a centralized location because the other recruiters are in Germany and England," said McManus. "Recruiters were stretched pretty thin as they had to recruit all the way down to the bottom of Italy."

McManus recruits from all the DoD schools in Italy and the process is still very similar to the recruiting process stateside.



Air Force Tech. Sgt. Jeremy McManus, 319th Recruiting Squadron European operations program manager, poses for a photo at Aviano Air Base, Italy, Jan. 14, 2020. (U.S. Air Force photo by Airman 1st Class Ericka A. Woolever).

"First, we would go through the prequalification to make sure you are eligible for service, and then we determine further eligibility after the Armed Services Vocational Aptitude Battery test," said McManus. "You would then go through the medical facility, where you

would get medically cleared. Once that's completed, you will be provided with a list of job opportunities. Once the job draft comes down and you are selected, the Air Force will send you from [Aviano] to basic training in JBSA-Lackland, Texas."

One of the main differences applicants will face is the medical portion of the recruiting process.

Instead of going to a Military Entrance Processing Station, applicants will be required to reach out to Aviano's Military Treatment Facility.

"The MTF will reach out to the applicant with a checklist, such as getting their eyes checked, their hearing and their laboratory work done," said McManus. "After that, they are scheduled to meet with the doctor to sit down and get a full evaluation."

Although this process requires an applicant to put in a little more work, it only demonstrates the true commitment of a future Airman.

"Airmen are the most important part of the Air Force," said McManus. "Without the Airmen, the assets are just going to sit on the runway. So without Airmen, the Air Force doesn't happen."

CANDIDATE continued from page 4

advocate. This is a big day not just for Muslims, but for persons of all faiths. I could not be more proud of our Air Force for being willing to commission and embrace the first female Imam in the Department of Defense."

Jabeen was endorsed by the Islamic Society of North America to become the first female Muslim chaplain in the Department of Defense. But, Jabeen's journey in the Air Force chaplaincy has just begun. She is scheduled to complete training and will then be assigned

to a duty station where she will support Airmen. Along the way, she hopes to continue inspiring people and breaking barriers.

"When other people look at what I have done, I want them to know that God has a plan for you and to go out there

and be the best version of yourself and accomplish the mission you were specifically designed to complete. Don't let anyone or anything stop you and when they try — be kind, be generous, be resilient and don't quit."

From courtroom to AF JROTC classroom

By Lt. Col. Vanessa Saks, Headquarters Air Force Junior ROTC

MAXWELL AIR FORCE BASE, Ala. -- What to do after retirement from the Air Force is a question that plagues many Airmen as they approach the end of their career. For one lieutenant colonel, an unsolicited email from the Air Force Personnel Center answered that question for her, and changed her life forever.

Lt. Col. Trinh Warner, an Air Force judge advocate for 17 years, was getting close to retirement and in search of a meaningful job that mattered.

"As I was praying for guidance during the time just before terminal leave, an email came to me from Air Force Junior ROTC Headquarters (through AFPC) that asked, 'Looking for a rewarding opportunity after retirement?'" she said.

It was soon after receiving the email that she applied online for a position as an Air Force Junior ROTC senior aerospace science instructor, or SASI.

"I knew the private practice of law, while fun at times, would not give the kind of internal rewards that making a difference in children's lives would," said Warner.

It didn't take very long after applying for the position that the job offers started coming in.

"Because I was very diligent in my efforts to apply, get interviewed and get approved by the Air Force, I was able to get job interviews by three schools very quickly. I had offers from all three schools, and it was a difficult decision to make," she said.

The retired judge advocate accepted a position with Cypress Springs High School in Texas this past summer.

"After speaking with my interviewer and hearing her excitement about her experience as a SASI, I felt this

was an opportunity I would like to explore."

In the short time since starting her job, Warner has realized that her decision to become an instructor was a great choice.

"I knew I would like working with students, but my love for the Junior ROTC mission has surpassed my expectations," she said. "Every day, cadets impress me with their initiative, dedication and drive. My expectation was there would be difficult days, but the cadets make it worth it for me."

Airmen from an Air Force component can submit an application to become an Air Force Junior ROTC instructor when they are within nine months of retirement and have approved retirement orders.

"Air Force Junior ROTC is an amazing opportunity for Airmen to continue to serve after retirement while staying connected to the Air Force family," said David Richerson, chief of instructor management for Air Force Junior ROTC. "We have nearly 900 officer and over 1,000 enlisted positions worldwide. We are always taking new instructor applications, and our vacancy list is updated at least weekly."

For an application to be approved, an Airman must be retired less than five years, have a bachelor's degree and hold a retired enlisted grade of technical sergeant to chief master sergeant or officer grade of major to colonel.

The Air Force screens and approves new applicants. Once an applicant is approved, Headquarters Air Force Junior ROTC forwards the applicant's name to schools at which the applicant wishes to be interviewed. As the employer, the schools conduct the interviews and make



Retired Lt. Col. Trinh Warner, an Air Force Junior ROTC instructor at Cypress Springs High School in Texas, conducts an inspection of her cadets. Before retiring as a judge advocate general, Warner applied for an instructor position with AF Junior ROTC, receiving several job offers before accepting the one at Cypress Springs in summer 2019. (Courtesy photo)

the actual hiring decisions.

Once hired, instructors attend a certification course conducted by Headquarters Air Force Junior ROTC at Maxwell during their first summer and then have the

JROTC continued on page 7

AFRS mission, vision changes

AFRS's mission and vision statements changed to incorporate the U.S. Space Force. Personnel were asked to use this statement, effective Jan. 27, 2020. AFRS has been tasked to recruit for both the Air Force and USSF which is not expected to change operations initially. AFRS will still fill space operations and support AFSC requirements whether or not they officially belong to the USSF. As the leadership of both Air Force and Space Force make decisions on the personnel entering USSF, AFRS will continue to support by inspiring, engaging, and recruiting America's next generation of Airmen and Space Warriors.



Air Force Recruiting Service

America's Air Force Begins Here



Vision

**Attract the Most Talented Airmen and Space Warriors
To Preserve the Security of America**

Mission

**Inspire, Engage & Recruit
The Next Generation of Airmen and Space Warriors**

INSPIRE ENGAGE RECRUIT

JROTC continued from page 6

opportunity to hone their skills in the classroom setting.

A typical Air Force Junior ROTC program at a high school has one retired officer and one retired enlisted instructor. The officer, as the SASI, normally teaches aerospace science courses and manages the overall program in the school. The enlisted member, as an Aerospace Science Instructor, normally teaches the leadership courses and assists with managing the various aspects of the program. Both are equally responsible to effectively lead, coach, mentor and develop their cadets.

Instructors are paid the Minimum Instructor Pay. MIP is the difference between retired pay and the active duty pay and allowances, excluding hazardous duty and special pays, that an Air Force Junior ROTC instructor would receive if ordered to active duty. Many schools elect to pay more than the MIP to attract and retain the most qualified instructors. Schools are also encouraged to adjust instructor pay based upon the individual's qualifications and experience.

Warner offers a few words of advice for those thinking of applying.

"Being an Air Force Junior ROTC instructor is a calling; it's not for the faint-hearted and not for those who do not enjoy being around kids," she said. "For those retirees looking for something to do that's bigger than themselves, I highly recommend they apply. The rewards cannot be quantified!"

Air Force Junior ROTC provides citizenship training and an aerospace science program for high school students. The objectives are to educate and train high school cadets in citizenship and life skills; promote community service; instill a sense of responsibility; and develop character, leadership and self-discipline through education and instruction in air and space fundamentals and the Air Force's core values of Integrity First, Service Before Self and Excellence In All We Do.

For more information on Air Force Junior ROTC and a list of instructor opportunities, visit www.afjrotc.com and www.airuniversity.af.edu/holm-center/afjrotc.

Building relationships is key to resiliency, career success

Story by Chaplain Mark Traeger, AFRS

The difference between being “the” chaplain and “their” chaplain is dependent on the time you spend connecting to your people.

The key to being a great chaplain and Airman is building relationships. Nothing brings people together better than sharing experiences, sharing stories, and worse case scenario, surviving a crisis together. To be prepared for the times your unit needs you most, relationships must be built in advance.

First, start with believing in who you are and what you are doing. I call this pastoral identity. The idea is I am being true to who God has called me to be. As a chaplain, it can be uncomfortable to initiate conversations at a new assignment at first. Meet and greets can be tough. Yet, your enthusiasm about your role on the team can be an open door for others to get to know you. Who you are matters.

It is easy to forget how what you do contributes to the mission, especially when you are a young Airman like I was in the early 2000s. I had to learn that what I thought were unimportant and mundane tasks – fixing phones and computers, was all part of a bigger picture. I was connecting mission operators to the Remotely Piloted Aircraft perform-



Chaplain (Capt.) Mark Traeger, of AFRS Chaplain Accession, reunites with Dave Stout, the former registrar at Faith Baptist Bible College, during a visit to his alma matter in November 2019. This photo was part of a biography feature on the chaplain recruiter in the college’s newspaper published online at www.faith.edu. (Courtesy photo)

ing the Air Force mission overseas. We can easily miss the big picture in the mundane of everyday tasks. What you do matters.

As a chaplain, when I arrive to a new assignment, it amazing how hundreds of Airmen and families are also entrusted to my care. Getting to know them lays the ground work for resiliency. This isn’t just a job for chaplains but supervisors, first sergeants, commanders and all Airmen. We all work together to support what others are going through.

Then, after establishing initial con-

tact, be available for people to process their life situations. Take a part in actively listening to what is happening from their perspective. We all need meaningful connections. Hopefully, it doesn’t take a crisis to get to the point of connecting with your team.

When there is a crisis, the value of the chaplain’s role is apparent. My counseling appointments doubled after six deployed Airmen lost their lives in a deadly C-130 crash 28 seconds after takeoff from Jalalabad Airport in Afghanistan, Oct. 2, 2015. Four of the

Airmen were assigned to our unit people in our unit at Dyess AFB, Texas, so I had to support our unit cope with what was happened abroad. This was the first time most 18-25 year olds on our team dealt with the loss of friends and Air Force family. I remember them asking if their feelings are normal. It was important for me to help them process the stages of grief versus taking the natural response to withdraw or pull back.

While death can be a new experience to most, chaplains are the subject matter experts in life and death issues. Particularly for me, my experience working with patients and their families as a hospice chaplain invaluable insight on how important meaningful connections are to us. When someone loses someone close to them, deep spiritual conversations can start to develop. This brought my unit closer together and solidified my identity as their chaplain.

Prior to that, my experience proved it takes significant time and effort to build that connection, especially as a Reserve or Air National Guard member where you may only drill once a month. During my first years working part time in the Air Force, it wasn’t uncommon to come to work and not have anyone initiate a

CHAPLAIN continued from page 9

Safety Corner: Optimizing performance through sleep, fatigue management

By Stuart Bapties, Robins Violence Prevention Integrator

(Editor's note: Articles in this section are provided by AFRS Safety. Stories shared are cut to fit the size of this publication when necessary)

ROBINS AIR FORCE BASE, Ga. -- When it comes to the Air Force, fatigue is characterized as "the state of tiredness associated with long hours of work, prolonged periods without sleep, physiologic stressors of the flight environment or the requirement to work at times that are out of sync with the body's circadian, or biological rhythms.

In the last 10 years, workplace mishaps, along with vehicle accidents, have increased the focus on fatigue.

It has become a growing concern in the Defense Department as sustained operations and deployments are stretching the force's abilities.

Human fatigue is a significant contributor to Air Force mishaps and off-duty accidents. Ensuring everyone gets the proper amount of sleep has become a huge challenge. As we increasingly strive to do more with less, the problem will only worsen without the proper safeguards and attention.

For the military environment, the root of the problem boils down to two issues: Sleep loss from extended duty periods and restricted sleep opportunities - jet lag and shift lag.

Daytime Performance and Safety

Getting quality sleep at the right times helps you function well throughout the day. People who are sleep deficient are less productive at work and school. They take longer to finish tasks, have slower reaction times and make more mistakes.

After several nights of losing sleep - even a loss



A few hours of lost sleep can affect performance at work. If you have to get up and go to work the next day, you may feel sluggish and unproductive and our workload may even be tougher than usual. (U.S. Air Force photo illustration/ Senior Airman Kristoffer Kaubisch)

of one or two hours a night - your ability to function suffers as if you haven't slept at all for a day or two.

Lack of sleep also may lead to microsleep, brief moments of sleep that occur when you're normally awake. You can't control microsleep, and you probably aren't even aware of it. Have you ever driven some-

where and then not remembered part of the trip? If so, you may have experienced microsleep. Even if you're not driving, microsleep can affect how you function. If you're listening to a speaker you might

SLEEP continued on page 12

Air Force relaunches EAP

By Airman Davis Donaldson
14th Flying Training Wing Public

The Air Force Employee Assistance Program has relaunched with a new phone number and website. The program will provide the same services as it did in the past, and at no cost. It may be accessed 24/7 by all Air Force civilian personnel (APF and NAF), Guard/Reserve and family mem-



(Courtesy graphic)

bers.

The program also provides a variety of needs from one-on-one counseling sessions with a licensed, credentialed master's degree professional who can address more significant challenges such as financial and legal issues, Sherman said.

Balancing life between home and work responsibilities can sometimes leave a person stretched thin. The Air Force EAP can help alleviate some of these strains and guide civilian employees through accomplishing responsibilities related to their home life.

To access the Air Force Employee Assistance Program please visit www.AFPC.AF.MIL/EAP or call 1-866-580-9078.

CHAPLAIN continued from page 8

conversation with me. I was intentional about building relationships.

To get to that last step, consistently show up and show an interest in Airmen as they get to know you. The words of Tech. Sgt. Jay Horton, one of my first NCOs, still echoes in my mind today. He told me, "take care of your people Mark, even if you get yelled at in the process - yelling just reminds you that you have a job." I witnessed him do this by example. Horton once put his neck out with leadership to get our team the Gortex rain jackets we needed to work outside. I still have that jacket 14 years later. Whatever role you serve in the Air Force, you are there to take care of your people. Build relationships and get your team the tools they need to complete the mission.

As a chaplain, I have an incredible amount of influence and access to people, from the highest-ranking commanders to the youngest Airmen. Chap-

lains can access almost any building just by saying, "I'm here for a visit." It is important that I let them see me, and we see each other at our best and worst. The technical aspects of their jobs like running fuel to the jet or balancing a budget are never going to be my expertise. But, I do bring something to the fight just like we all do. I believe that I am a visible reminder of the Holy, and that we are all a part of something greater than ourselves. Together we make up the best Air Force in history.

Everyday we choose if we will be "the" Airman that just comes to work or "their" Airman who walks by their side. Who we are matters. Great teams working together accomplish more than individuals, so what we do matters. I believe that twenty years from now you will remember the relationships you made in the Air Force. More than anything else, we are social beings. Let us not wait for a crisis, build resiliency and strong relationships today.

SLEEP continued from page 11

miss information or feel like you don't understand the point. In reality, you may have slept through part of the lecture and not been aware of it.

How Much Sleep Is Enough?

The amount of sleep you need changes over the course of your life. Although sleep needs vary from person to person, the National Heart and Lung Institute gives general recommendations for different age groups at www.nhlbi.nih.gov/health/health-topics/topics/sdd/howmuch.

Write down how much you sleep each night, how alert and rested you feel in the morning, and how sleepy you feel during the day.

If your daily routine limits your ability to get enough sleep, or if you're worried about how bad sleep habits and long-term sleep loss affects your health, try using a sleep diary for a few weeks and talk with your doctor. You should also talk with your doctor if you sleep more than 8 hours a night, but don't feel well rested as you may have a sleep disorder or other health problem.

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United States Air Force.



Be part of it...
America's Aerospace Team.

BEHIND^{THE}BADGE

DEADLINES

SUBMISSION DEADLINE PUBLICATION DATE

FEB 28

MARCH 6

MARCH 27

APRIL 3

MAY 1

MAY 8

FACEBOOK CAREER CHATS

QUESTIONS ABOUT A CAREER?

ASK THE EXPERTS

IT'S GREAT FOR APPLICANTS!

FEBRUARY: SW RECRUITING

MARCH: MAINTENANCE

APRIL: WEATHER

IF THERE'S A CAREER

YOU'D LIKE TO SEE,

LET US KNOW!

Goal met at 108% YTD



Fatima Avila, AFRS executive assistant to the commander, rings the bell to signify goal was met for the month and exceeded at 108 percent year to date as of Jan. 30, 2020 at headquarters AFRS, Joint Base San Antonio - Randolph. It was also Avila's last time to participate in the traditional gathering before she leaves for Okinawa. She has been at AFRS since November 2016 and was awarded the Exemplary Civilian Service Medal for her work ethic, commitment to the mission and the team. Traudi Retzlaff is the newly assigned executive assistant.



Back row (L to R) Tech. Sgt. Ryan Lanighan, 914th Air Refueling Wing Line Recruiter, Senior Master Sgt. Kevin French, Flight Chief, Tech. Sgt. Bryan Csik, Line Recruiter, front row (L to R) MSgt. Hillary Ornat, Line Recruiter and TSgt. Alexander Pacheco, Line Recruiter pose for a group photo with their awards at the Niagara Falls Air Reserve Station, New York, on December 7, 2019. (U.S. Air Force photo by Peter Borys)



Staff Sgt. John Anesvega, 333rd RCS recruiter, unveiled the Air Force logo on a wrestling mat at Springstead High School, Spring Hill, Florida, just in time for their tournament, Dec. 21, 2019. This tournament hosted 10 local high school wrestling teams and more than 1,500 Students attended. The Springstead H.S. Honor Guard performed and Anesvega spoke about the Air Force.



Recruiters from the 333rd RCS help clean and clear up Brevard Zoo, Melbourne, Florida, Jan. 10, 2020. This helped the venue prepare for an upcoming 3k race.



Staff Sgt. Kaitlyne McPherson, 364th RCS recruiter, conducts a classroom presentation at a El Sobrante Christian School for their career day, Jan. 15, 2020 in California. This was the first time the Air Force was invited to participate. She spoke to 30 students about her personal, Air Force journey and the opportunities the Air Force provided her and could provide them after school. Her hardwork and dedication help build a better relationship with the students and the school facility that helped her get into a private school. She also got a lead that turned into a current DEP member.



The 364th RCS leadership team hung out with the Harlem Globetrotters in Santa Rosa, California, to build relationships with the team. Photographed are Senior Master Sgt. Mark Jones, First Sergeant; Lucky Jiang; Lt. Col. Richard Laca, Commander; Speedy Artis, former Air Force Security Forces member now Globetrotter; and Chief Master Sgt. Christopher Simpson.



Four 364th RCS recruiters in a flight of six rookies recruiters were certified in the first quarter of Fiscal Year 20. Photographed from left to right feature Senior Master Sgt. Steven Richardson presenting the certificates to Tech. Sgts. David Chaney, Brandi Hansen, Nicholas Tomasco and Staff Sgt. Trevis Stiles. The rookies overcame the difficulties of learning the job while one of the biggest fires in California's history, the Paradise Fire, burned 153,336 acres. This displaced more than 50,000 people who made up approximately 35 percent of the 364th RCS E Flight's zone. Even with displaced families, they were still able to ban together, help each other and complete their certifications on time, earning 364th RCS the Top Flight of Fiscal Year 19.





Left, Chief Master Sgt. Stephen Arbona, 88th Air Base Wing command chief, talks with recruits before taking the court to swear them into the delayed enlistment program as part of the half time events at Wright State University Men's Basketball Military Appreciation Night at the Nutter Center, Fairborn, Ohio, Jan. 18, 2020. Bottom left, Col. Michael Phillips, 88th Air Base Wing vice commander, administered the oath of enlistment to 19 men and women from the local area during the ceremony. (U.S. Air Force photos by Wesley Farnsworth)



Staff Sgt. Joanne Griffin, U.S. Air Force Band of Flight vocalist, sings the National Anthem while the Wright-Patterson Air Force Base Honor Guard presents the colors, and Airman display a giant flag at half court during the Wright State University Men's Basketball Military Appreciation Night pregame ceremonies.





Recruiter, Tech. Sgt. McCallon, brought his DEP members to a Tennessee Lady Vols game for military recognition night where they were sworn in by Navy Lt. Cmdr. Galo Cavalcanti, Knoxville Military Entrance Processing Station commander, Nov. 27, 2019. The 364th RCS said McCallon is an outstanding recruiter making great strides to bring the community and the Air Force together.

Tech. Sgt. Robert McCallon, 332nd RCS recruiter, who was recently assigned to Cleveland, Tennessee, has quickly integrated himself in the local community by participating in local events such as the beautification project at the Bradley County Veteran's Cemetery Oct. 3, 2019. The former firefighter strengthened community ties and increased Air Force awareness within four months.





Lt. Col. Nathan Boardman, 311th RCS commander, administers the oath of enlistment to 75 future Total Force Airmen at the Pennsylvania Farm Show in Harrisburg, Jan. 9, 2020. The event receives over 500,000 visitors each year and highlights the commitments made by their community to promote and inspire patriotism.



Right, Members of the 193rd Special Operations Wing meet with Air National Guard recruits after a mass-enlistment at the Pennsylvania Farm Show. The event allowed Air Force and Army recruits the opportunity to be recognized by their local community as they begin their journey into military service. The 193rd Special Operations Wing had 15 recruits take part in the event, welcoming them into the Pennsylvania ANG. (U.S. Air National Guard photo by Staff Sgt. Tony Harp)



The U.S. Air Force Junior ROTC Honor Guard perform their duties during a mass enlistment at the Pennsylvania Farm Show. (U.S. Air National Guard photo by Staff Sgt. Tony Harp)



Senior Master Sgt. Vincent Green, 311th RCS Production Superintendent, presents a recruiter certification to Tech. Sgt. Bryan Sizemore, 311th RCS EA recruiter, in Erie, Pennsylvania, Jan. 9, 2020.



Lt. Col. Nathan Boardman, 311th RCS, commander, recognizes the promotion of Tech. Sgt. Curtis Brewer, 311th RCS EA Recruiter in Kent, Ohio, Jan. 3, 2020.



Master Sgt. Steven Pursler, 311th RCS acting First Sergeant, recognizes the promotion of Tech. Sgt. Nicholas Gooch, 311th RCS EA Recruiter in Monroeville, Pennsylvania, Jan. 3, 2020.



Staff Sgt. Rachel Chica, 362nd RCS recruiter, worked with Luke Lead Council to create an agenda for D Flight's DEP members to attend a base tour at Luke AFB, Arizona, Jan. 15, 2020. The DEP members had the opportunity to try on an EOD bomb suit (above) and experience the bite suit with security forces Airmen at the K9 flight. The DEP members also received a brief from the education office, ate at the dining facility and took pictures near an F-35. Col. Ryan Richardson, 56th Mission Support Group commander, swore in the future Airmen during their tour.





Tech. Sgt. Cristian Pauna, Anaheim EA Recruiter, reviews cadet performance during an Anaheim Union High School District Color Guard Competition, Jan. 24, 2020 in California.



A Total Force recruiting team joined the 369th RCS at FitExpo in Los Angeles, California, Jan. 26 -27, 2020. The event hosted thousands of fitness enthusiasts like bodybuilders and powerlifters.



Tech. Sgt. Porsche Davis, Valencia EA Recruiter, shows Valencia High School students the Air Force Performance Lab, Dec. 29, 2020 in California.



Tech. Sgt. Asusena Reyes, Azusa EA Recruiter, presents a certificate to Lori Madden, Gladstone High School Career Counselor, after an influencer CDI at the California school Jan. 29, 2020.



Col. Jason Scott, 372nd RCG Commander, presents the CGO of the Year award to Capt. Jamail Walker, of the 362nd RCS, during their squadron's annual Officer Symposium and Flight Commander Course in Ogden, Utah, Jan. 27 - 31, 2020. The curriculum included Flight Commanders Edge briefings, Inspector General training, officer development and civilian personnel courses, a full day of Brooks Talent Index analysis, along with a plethora of other topics. Additionally, the Knights of the West honed their warfighting skills with a friendly axe-throwing competition. Capt Ashlie Edger-son, of the 367th RCS, won the tournament's axe throwing championship, besting more than 20 others.





Lt. Col. Heath Kerns, 330th RCS commander, his wife, Lindsey, and team of special warfare recruiters, along with active-duty and retired Air Force Pararescuemen, walked the red carpet during the movie release of *The Last Full Measure*. Inspired by the incredible true story of Air Force Pararescueman and Medal of Honor recipient, William Pitsenbarger, the movie was released in theaters Jan. 24, 2020. Members of the 330th RCS were invited to a few premieres in cities across the country, including Los Angeles, California; Savannah, Georgia and Piqua, Ohio.



The film strip below features photos from the Open House held at the 330th RCS in the Stone Oak area of San Antonio, Texas. The squadron headquarters recently relocated there and welcomed guests to check out their new digs.





Tech. Sgt. Carlos Reyes-Vasquez, 330th RCS recruiter, was selected to become a Tactical Air Control Party (TACP) officer after completing the training at Camp Bullis, Texas, featured here, in November 2019. As a special warfare recruiter, Vasquez's job was to find qualified applicants for special warfare career fields. Now, he is on his way to becoming the type of person he recruited. Vasquez will move from his office in Thornton, Colorado, and go to Officer Training School at the end of March. Then, as a second lieutenant, he will then return to San Antonio for the remainder of the TACP training pipeline.

Find more Total Force Recruiting news and features on www.recruiting.af.mil.