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CITIZEN AIRMAN

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Looking for Trouble

Hurricane Hunters have a long history of tracking storms



'THANKS FOR ALL YOUR HARD WORK OVER THE PAST YEAR'

Heroes of the Air Force Reserve: Last month marked my first anniversary as commander of this amazing organization. It has been an incredibly busy year.

My focus is taking care of our Reserve Citizen Airmen and their families while ensuring we continue to provide robust capability to the joint force. I have no doubt we are ready for the future fight.

Less than a month after I took command, Hurricane Michael decimated Tyndall Air Force Base, Florida, directly impacting our readiness and affecting our Airmen in the region. The command immediately took action, which ensured support to our personnel and enabled us to rapidly regain mission capabilities in the aftermath of the storm.

These actions and all the command's efforts over the past year were driven by our mandate to support our Airmen and the three strategic priorities we established last fall: prioritizing strategic depth and accelerating readiness, developing resilient leaders, and reforming the organization.

These actions included taking smart risks to correct issues which could be quickly fixed, such as the medical "no-pay/no-points" policy for medical participation. However, many challenges cannot be resolved so rapidly. We have identified these issues and launched efforts to continue improving the command.

Throughout the year, I met with Congressional leaders, and in the spring I testified before subcommittees in the House and Senate. These engagements provided an opportunity to discuss the Air Force Reserve and our Reserve Citizen Airmen, informing legislative representatives of

how we contribute to the national defense and of the needs of our members and their families.

The support and understanding of Congress is essential to our success.

Congress controls our funding and can change the federal regulations which govern aspects of our operations. This includes civilian hiring.

Congress recently granted us direct hiring authority, which enabled us to fill 275 positions in six months. This, along with our decision to accelerate the conversion of selected ART authorizations to AGR billets, has increased our full-time manning by 3%.

In the last year, I've met with Air Force and other major command leaders to discuss the Air Force Reserve's contributions and our role in the Total Force. I also spoke to audiences, large and small, about the Reserve and the amazing things our Airmen do every day.

However, the highlight of the past year has been traveling to Reserve wings and meeting our incredible Reserve Citizen Airmen. In the last 12 months, the command chief and I visited units across the country as well as four bases in the Central Command area of responsibility where we saw nearly 1,600 deployed Reservists in action.

These visits allowed me to see what our Airmen do firsthand. During these travels, I had the opportunity to meet with specialists from a variety of Air Force career fields, discuss their unique



Lt. Gen. Richard Scobee speaks with deployed Reserve Citizen Airmen during a visit to the Central Command area of responsibility earlier this year. (Tech. Sgt. Robert Cloys)

missions, the challenges they face and the tools they need to succeed.

It's always a pleasure to sit down with our Reserve Citizen Airmen and learn about their contributions to the Air Force Reserve and our national defense. The Reserve is home to 20% of the Air Force's capability, yet we operate on only 3% of the total Air Force budget. We are able to accomplish so much with so little because our Airmen are highly dedicated and incredibly capable.

Thank you for all your hard work over the past year. The command chief and I will continue our efforts to improve this organization with the ultimate goal of providing excellent support to you, our Reserve Citizen Airmen, and your families. We coexist to make your lives better, while ensuring operational readiness.

I am eager to witness the great things we, as a resilient, ready team, will accomplish in the coming year. ■

RICHARD W. SCOBEE
Lieutenant General, USAF
Chief of Air Force Reserve
Commander, Air Force Reserve Command

RESILIENCE TACTICAL PAUSE: IT'S OK NOT TO FEEL OK

As you are probably aware, the chief of staff and the chief master sergeant of the Air Force directed all units to institute a tactical pause to address the suicide problem affecting the Total Force.

From a component perspective, we have endured 13 suicides this year, compared to one at this time last year. This is not OK. However, it is OK not to feel OK.

This month, the boss and I kicked off our tactical pause with our "Share Your Story" campaign at Headquarters Air Force Reserve Command.

Here's my story:

At various stages throughout my life and career, things have not always panned out like I've planned. I endured relationship issues, financial stress, military and civilian career disappointments, and the everyday struggles associated with raising a family.

Sometimes I felt like I was going through it alone, and no one could possibly understand what I was going through. As I got older and obtained more rank, I grew more reluctant to talk about problems because I increasingly worried about what others would think.

After I made chief, I really did not want to divulge anything affecting me personally because chiefs are leaders and leaders are supposed to be strong. I used to think seeking help or even admitting you need help was a sign of weakness. Man was I wrong!

Here's the thing: No matter what you are going through, there are people who have endured the same, only to come out stronger in the end because they gave life a chance. I believe it's human nature to always want more out of life, and if you're not careful your mind can trick you into thinking you have failed.

Life showed me long ago that you will never make enough money, live in a big enough house, drive a fancy enough car or maybe get that promotion you think you deserve. In the same lesson, life has taught me to be grateful for the things I've often taken for granted, such as family, friends, good health and the opportunity to make a positive impact in the lives of others. Guess what? We all have things we can be grateful for.

During the standup the boss and I gave, I panned across the audience and wondered what others may be going through. I was reminded of a parable which basically says if you threw your problems in the center of the room along with everyone else's, you'd gladly take yours back once you saw what others had to deal with.

That is to say no matter how bad you may feel at the time, others may have endured worse and you may never even know it.



No matter what you may be going through, you do not have to go it alone. In times of need, chaplains, mental health professionals, first sergeants, Military One Source, commanders, chiefs, and Lt. Gen. Scobee and I are just a few of the resources at your disposal.

Regardless of rank, title or position, sometimes we all need someone in our corner. I'm here to tell you that your leadership is in your corner, regardless of circumstance, to get you the help you need. It's OK not to feel OK, but admitting you need help is the initial step. Taking that step is not a sign of weakness; it's a sign of strength.

It's a pleasure serving as your command chief. Please share your story with me at AFRC.CCC@us.af.mil. ■

TIMOTHY C. WHITE JR.
Chief Master Sergeant, USAF
Senior Enlisted Advisor to the Chief of Air Force Reserve
Command Chief Master Sergeant, Air Force Reserve Command

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A Hurricane Hunter WC-130J sits on the flight line at Keesler Air Force Base, Mississippi. (Tech. Sgt. Christopher Carranza)



CITIZEN AIRMAN

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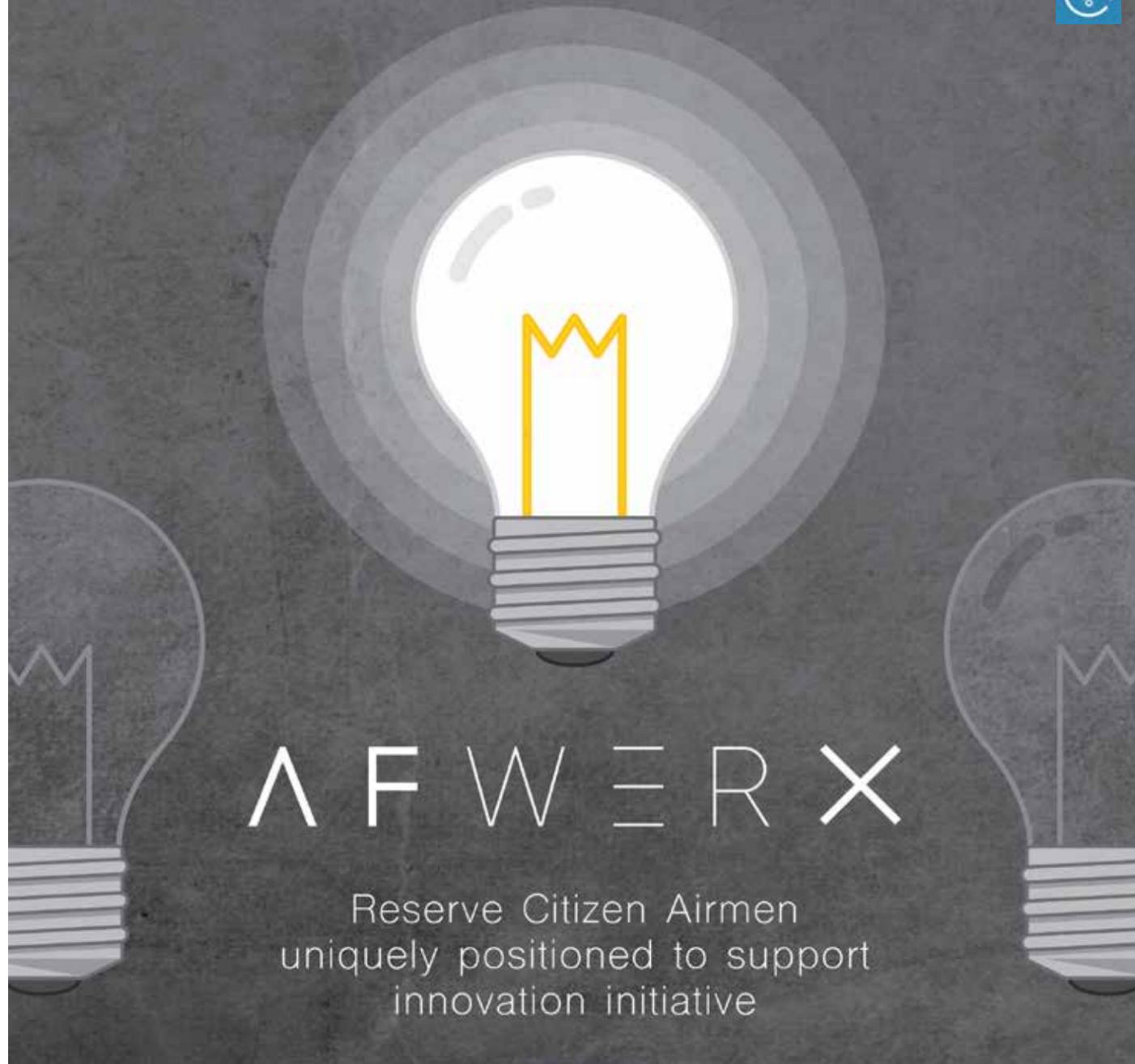
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ON THE COVER:

Air Force Reserve Hurricane Hunters, like Maj. Devon Burton, have a long history of flying into deadly storms to gather information so forecasters can more accurately predict the path and intensity of hurricanes. For the story, see page 20. (Photo by Tech. Sgt. Christopher Carranza)





People involved with AFWERX, the Air Force's latest initiative to promote innovation across the service, believe Reserve Citizen Airmen are a valuable weapon in the drive to solve problems and enhance effectiveness.

"Citizen Airmen – both Guard and Reserve – are in a great position to influence and continue nudging the big bureaucracy that is the Air Force in the direction of innovation because they already have a foot in both the military world and the outside world," said Maj. Tony Perez, the Spark capability lead for AFWERX. "We have these engineers, coders, cyber experts, doctors, lawyers – these people are uniquely qualified to bring the best practices from their civilian jobs back to the Air Force

because they are already a part of the Air Force team as Reserve Citizen Airmen."

The AFWERX website describes the program as "a catalyst for agile Air Force engagement across industry, academia and non-traditional contributors to create transformative opportunities and foster an Air Force culture of innovation. The ultimate aim is to solve problems and enhance the effectiveness of the Air Force."

Perez, an individual mobilization augmentee involved with AFWERX since its inception in 2017, describes Spark as a "decentralized network of semi-autonomous innovation cells." As the Spark capability lead, Perez encourages innovative



Maj. Tony Perez, left, a Reserve Citizen Airman and AFWERX Spark director, listens as Tech. Sgt. Sean Walters talks about an Air Force problem during the first-ever Spark Collider at the AFWERX Austin Hub in August. The event connected approximately 100 small business innovation research companies and Airmen from about 50 bases to address Air Force problem areas. (Courtesy photo)

Airmen to set up Spark cells at their base or to join a Spark cell that already exists. There are currently more than 45 Spark cells operating at bases around the world. A map of all Spark cell locations is available on the AFWERX website, www.afwerx.af.mil.

"One of the great things about Spark cells is we don't tell people what a Spark cell should look like," Perez said. "We don't say, 'this is where you should belong inside your organization and this is how you should report to your wing commander.' We don't say any of that. What we say is, 'People are starting these innovation organizations across the Air Force and if this is something interesting to you, you can start one as well and tailor it to fit your organization.'"

Innovation is in Perez's DNA. "I've always been interested in business and start-ups, so when I was on active duty as a KC-10 pilot at Travis (Air Force Base, California) in 2015 we started our own innovation program called Phoenix Arc. Once AFWERX started, Phoenix Arc was brought in under the AFWERX umbrella. When I left active duty, I went right into the Reserve and into an AFWERX billet."

Spark cells are tailored to provide Airmen with the pathways and resources to solve tactical-level pain points.

"I spent my whole career at the squadron, tactical level,"

Perez said. "I've seen the gaps in the technology we use and the technology that is possible. Our focus is on shrinking that gap right now. We want to challenge the hypothesis that we can't have that because we're in the military and it's too hard to buy. Or we can't have that because we have to go through this certain vendor. What we want is for Airmen from all walks of life who have a problem and see a solution. ... we want to provide them with a pathway to get to that solution. You don't even have to have a solution in mind. Just let us know where your pain points are and we can engage the Spark cell network to try and find a solution."

The major said he has seen numerous Spark cell success stories in the past couple of years. "One of the earlier ones was at Travis when the director of operations for the contingency response squadron came to us with a problem. These are the guys who are the first people out the door if there is a humanitarian operation or contingency around the world. They are the first ones into an airfield to stand it up for operations. They have a finite number of C-17s so they can only carry so much cargo.

"Power generators are one of the things they have to have. They were carrying these old diesel, Vietnam-era generators that took up a ton of room," Perez said. "He brought the problem up and we got the message out to new technology companies doing generators

and found one that is a quarter of the size of the old one and is stackable. That's huge for a contingency response squadron.”

Maj. Adam Welch is a Reserve Citizen Airman who works with Perez on the AFWERX Spark team. One of his focus areas is how the Air Force can better capture the unique capabilities and experiences Reservists bring to the fight.

“The cool thing about the Reserve side is we have people with such high levels of experience and technical skill sets the active duty might not have,” he said. “We need to tap into that. We need to take their civilian experience and help translate that into the military efforts.”

Spark isn't the only tool available in the AFWERX tool belt. Spark Tank is another program the AFWERX team uses to encourage innovation.

Similar to the popular Shark Tank television program, Spark Tank is an annual competition where Airmen pitch innovative ideas to Air Force leadership and a panel of industry experts. Hosted each year at the Air Force Association's Warfare Symposium, thousands of attendees watch the innovation pitches to senior leaders.

To support Spark Tank, AFWERX launched a crowdsourcing platform called IdeaScale that allows Airmen to share ideas, critique submissions and vote for the most promising solutions. The Airmen with the most game changing ideas then compete at the culminating event, Spark Tank.

The Spark Tank project was designed to encourage intrapreneurship, retain innovators and speed adoption of emerging technologies, especially those developed by Airmen that bring game changing impact to the Air Force.

Air Force Reserve Col. Tri Minh Trinh jumped into the Spark

Tank to pitch the idea of a single Air Force mobile application after the Air Force Connect mobile app was selected as one of six finalists to compete at the February 2018 Spark Tank competition.

“Spark Tank was very important to the growth of Air Force Connect,” said Senior Master Sgt. Timm Huffman, chief of content management and training for AF Connect. “The biggest thing it did was get our mobile app in front of the Air Force's most senior leaders. Once we had their endorsement, it opened up a lot of doors – and revenue streams – for our product. AFWERX was also key in connecting us with the right people we needed for technical support for Air Force Connect.”

Huffman said AF Connect has now been deployed to every wing-level or above unit in the Air Force that wants it. “We have about 210 organizations on the platform, we have trained about 400 content managers and we are closing in on 70,000 users,” he said.

Capt. Joey Arora, a Reserve Citizen Airman, is the director of ecosystems development for AFWERX. He helps run the crowdsourcing platform that feeds into Spark Tank and other AFWERX programs. “So far, we have had more than 14,000 Airmen join our crowdsourcing platform,” he said. “There have been more than 1,600 ideas submitted and more than 200 of those have turned into real projects.”

AFWERX is unique because it encourages relationships between industry, academia and other nontraditional contributors as it fosters an Air Force culture of innovation.

There are three AFWERX innovation hubs across the country – AFWERX Austin, AFWERX DC and AFWERX Vegas – that help bridge the gap between the Air Force and the business and academic worlds. Each hub focuses on different



The 2019 Air Force Spark Tank competition judges congratulate Master Sgt. Jonatban Maas, 52nd Fighter Wing, Spangdablen Air Base, Germany. Maas won the 2019 Spark Tank competition for his Joint Chemical Agent Detector Renewable Energy Power Supply that provides uninterrupted chemical agent detection while running continuously with minimal user maintenance. (Wayne Clark)



Top left, former Secretary of the Air Force Heather Wilson visits AFWERX-Austin, one of three AFWERX innovation hubs. (Senior Airman Gwendalyn Smith) Bottom left: Airmen participate in the Defense Executive Technology Entrepreneur Course hosted by AFWERX. (Staff Sgt. Jordyn Fetter) Top, members of the AFWERX team speak about accelerated contracting pathways for doing business with the Air Force during AFWERX Fusion 2019 in Las Vegas. (Bridget Bennett)

innovation areas. AFWERX Austin, for example, specializes in integrating innovative technologies with Air Force programs, augmented and virtual reality technologies for Airmen training and rapid testing and evaluation with Air Force stakeholders.

In July, AFWERX Vegas played host to the 2019 AFWERX Fusion Xperience, where hundreds of problem-solving technologists, military leaders, business representatives, contracting officials and investors gathered to focus their attentions on a single Air Force topic. This year that topic was improving multi-domain operations.

“The AFWERX Fusion Xperience is an annual event that focuses on solving real Air Force problems in a six- to 18-month window using commercial off-the-shelf products and services that have military applications – often from nontraditional vendors who may otherwise lack access to or familiarity with military partners,” said AFWERX's Mark Rowland. “We bring all the necessary ideas, people and funds together under one virtual roof. AFWERX Vegas is a place where the Air Force comes to do deals.”

From the Fusion Xperience to Spark Tank to Spark and other initiatives, AFWERX features a host of tools as it endeavors to

change the Air Force.

“We are always looking for people to get engaged and involved,” Arora said. “As a Reservist, you have an opportunity to make an impact at your base right now. This is no longer about waiting for the bureaucracy to fix things. We have the tools and we've been empowered by the chief of staff of the Air Force to go long and don't stop. It's imperative for us if we want our nation to deter or succeed in the next war.”

Perez agreed. “I've heard from a lot of Guardsmen and Reservists that the Air Force is so far behind from what they see in the civilian sector. Instead of just talking about it, let's try to fix it. Let's make the Air Force better. There are opportunities for Guardsmen and Reservists because they have this unique perspective. We have an opportunity to change things. Leverage your unique talents and skills to benefit the Air Force and the greater Department of Defense.”

For more on AFWERX or to get involved, check out afwerx.af.mil. #ReserveReform

Resilience Tactical Pause

As suicide rates climb, the Air Force takes time to focus on connectedness

By Bo Joyner



With the Air Force and the Air Force Reserve facing an increase in the number of suicides, senior leaders directed a resilience tactical pause – a time for all Airmen (military and civilian) to gather with their coworkers and focus on connectedness and resilience.

“My goal is to build healthy Airmen – Airmen who are mentally, psychologically, physically and spiritually fit,” said Lt. Gen. Richard Scobee, Air Force Reserve Command commander and chief of the Air Force Reserve. “We’ve gotten really good at reacting when an Airman is in trouble. We must get good at being proactive by building Airmen who are resilient enough to avoid situations where things go wrong.”

In the first nine months of 2019, the Air Force Reserve lost 13 Citizen Airmen to suicide.

“We have to do a better job of connecting with our people and letting them know how valued they are. People who feel valued don’t hurt themselves,” Scobee said.

Air Force Chief of Staff Gen. David Goldfein directed the resilience tactical pause in early August in response to a sharp spike in the number of suicides Air Force-wide this year. Through July 29, there were 78 suspected Total Force suicide deaths in calendar year 2019, compared to 51 on the same date in 2018.

Since most Reservists only meet with their fellow Airmen one weekend a month, Scobee received approval from Goldfein for the Reserve to have until the end of 2019 to complete the tactical pause directive.

This gives Reserve units four unit training assemblies, or eight drill days, to execute their unit-specific program. It also allows individual mobilization augmentees the opportunity to connect with their organizations or the Readiness and Integration Organization headquarters to participate in the tactical pause events. However, the AFRC commander encouraged units to hold their tactical pause as quickly as they can.

“We have to get after this problem as soon as possible,” he

said. “By setting aside time, we will be able to connect and engage with our Reserve Citizen Airmen – military and civilian – on a more interpersonal level and really get to the heart of taking care of our Airmen and each other.”

Chief Master Sgt. Timothy White, AFRC’s command chief master sergeant, said he hopes the tactical pause will help shed light on a problem unique to the Reserve component.

“The tyranny of distance and time are tough problems for our command teams,” White said. “In 10 of the first 11 suicides in the Reserve this year, the member was not in an active-duty status and one of our losses was from the Reserve’s civilian population.”

Scobee expanded on this challenge.

“How do I ensure my Airmen know they are always my Airmen? We do not care what status they are in. They are always part of our family and we always ensure resources are available to take care of an Airman in distress.”

“We lose more Airmen to suicide than any other single enemy ... even more than combat,” said Chief Master Sergeant of the Air Force Kaleth Wright. “We can’t let this keep happening. This is our problem and we have to dedicate ourselves every single day to building strong and healthy Airmen.”

Brande Newsome, AFRC’s Community Support Program manager, said her team created tools and resources to help organizations plan their tactical pause. However, she encourages Reserve squadrons and units to personalize their events to address the needs of the local population.

“We aren’t dictating exactly what your tactical pause should look like because this isn’t just some box that has to be checked,” she said. “This is the first step in opening up a dialogue and creating an environment where people feel free to talk about the things in life they are struggling with and seek help if they need it.”

Wright encouraged command teams to keep one thought in mind as they planned their resilience tactical pause. “Make



Lt. Gen. Richard Scobee, Air Force Reserve Command commander and chief of the Air Force Reserve, talks about the importance of resilience and taking care of Airmen and their family members at a recent commander’s call at Robins Air Force Base, Georgia. (Master Sgt. Stephen Schester)

every single Airman count every single day,” he said. “Someone right now in your organization is struggling. Someone in your organization is suffering from post-traumatic stress or depression. Someone in your organization is feeling hopeless and they may be thinking suicide is the answer. Give them better options. Let’s lead them to a better answer.”

“General Scobee and I want to hear your story of resilience,” White added. “We encourage you to be authentic and share your truth so other Airmen who are struggling may be more willing to connect with you and seek help.”

Valuable resources are available on the Air Force resilience home page, resilience.af.mil. Resilience tactical pause resources and videos are available on the HQ AFRC Community Programs share point site and the Defense Visual Information Distribution site: dvidshub.net. Search for AFRC Resilient Tactical Pause (RTP) - Share Your Truth. [#ReserveResilient](https://twitter.com/ReserveResilient)

Resilience Tactical Pause Tips for Individual Reservists

While traditional Reservists will participate in their unit’s resilience tactical pause during a unit training assembly weekend, individual Reservists’ participation in resilience training may prove more challenging since their active-duty assigned units may execute resilience tactical pause events when the individual Reservist is not scheduled for duty.

Col. Amy Boehle, commander of the Headquarters Readiness and Integration Organization at Buckley Air Force, Colorado, said she hopes this is not the case.

“According to the chief of staff, the purpose of the resilience tactical pause is to increase Airmen connectiveness and sense of purpose among our Airmen in order to increase unit cohesion, trust and confidence in command teams while soliciting feedback to decrease suicides,” she said. “The best place for this is with the individual Reservist’s operational unit where the command team can look in the member’s eyes and assess his or her well-being.”

“If individual Reservists are unable to attend their organization’s resilience tactical pause, we strongly recommend supervisors call their Airmen and engage in sincere conversations about connectedness, resilience, outlets for seeking help and their value as individuals to the team.”

Boehle said HQ RIO and its detachments are ready to support individual Reservists and owning organizations if needed.

“Our individual Reservists have multiple helping agencies they can reach out to at their owning organization, but HQ RIO can always work with individual Reservists to find the support they need and promote help-seeking,” she said. “We can help locate religious support teams, mental health professionals, community support coordinators, violence prevention integrators, sexual assault response coordinators, volunteer victim advocates, military and family life counselors, family advocacy program personnel, community cohesion coordinators, physical health professionals, master resilience trainers and legal assistance attorneys.”

For more information on HQ RIO, visit <https://www.arpc.afrc.af.mil/HQRIO/>.

A1 NEXT

Transforming to Fuel the Human Weapon System



Manpower, Personnel and Services Directorate transformation embraces holistic reform

By Col. Beth Kelley Horine



As part of the Air Force Reserve's efforts to reform the organization, Lt. Gen. Richard Scobee, commander of Air Force Reserve Command and chief of the Air Force Reserve, directed transformation of the AFRC's A1 manpower, personnel and services directorate to better serve Airmen's human resource and manning needs.

"We know how hard our A1 team works to take care of our Airmen in the field, but we also know we aren't structured or resourced as efficiently and effectively as we can be," said Scobee.

"Thus, I've empowered AFRC/A1 and the Human Capital Management Leadership Team to begin holistic transformation of A1 programs and processes."

With a renewed National Defense Strategy focus on readiness, A1 reform aligns with Scobee's strategic priorities for the Air Force Reserve: accelerate readiness and strategic depth, reform the organization, and build resilient leaders.

Beginning in March, A1 leadership focused efforts on holistic, total reform of the structure, duties, processes and programs within the directorate.

"Called 'A1 Next,' this effort is designed to better fuel our human weapon system - our Airmen - to win America's wars," said Col. Lisa Craig, AFRC A1 director.

"My strategic intent to the A1 and process improvement teams is to ensure this transformation reforms current programs, policies and practices to meet the needs of our two customers: Airmen and combatant commanders," Craig added.

What does this mean for Airmen in the field?

"It means we heard you - your struggles and complaints with the A1 organization - and are going to do our best to improve your Airman experience," Craig said.

Focused along four main lines of effort, A1 Next aims to:

- Execute the mission through ready faces and ready spaces
- Provide deliberate, responsible and relevant communication that builds partnerships
- Equip and empower Airmen for greater success
- Leverage transformation and innovation of data, systems and the A1 organization to synchronize and prioritize efforts

AFRC's Special Projects management office, CDX, focuses on enterprise-wide reform initiatives and was directed by Scobee and the AFRC executive steering group to assist in A1's transformation efforts.

"From digital transformation of data, systems and processes to a complete organizational restructuring, everything is on the table as A1 works towards realigning resources with workload priorities," said CDX senior program manager Brett "Skipper" Clark.

"The goal is to streamline processes to improve Airmen's lives," senior program manager Steve Hohnadel added.

Many new initiatives have already kicked off across the command, to include A1 manning during UTA weekends to assist the field, improvement in the incapacitation pay process, mobilization orders timeline reductions, and a plan to centralize ART hiring to reduce vacancies and lengthy hiring timelines.

"Everything the A1 community does touches the career of every Airman in some way, so if we don't get it right, everyone suffers," said Chief Master Sgt. Janice Kallinen, 446th Force Support Squadron superintendent, Joint Base Lewis-McChord, Washington. "Resourcing the organizations with the full-time career assistance advisor, civilian personnel and manpower liaison positions is one A1 initiative that has enabled us to focus on the mission and provide better support to our customers, our Airmen."

Other ongoing A1 initiatives, such as the enlisted force grade structure review, implementation of the Air Force Integrated Pay and Personnel System, and manpower studies for force support squadrons and commander support staff manning, aim to enable readiness and improve professional resiliency across the Air Force Reserve.

"While we are continuously improving the way do business in A1, where we are really trying to improve is in communications," said Dana Whiddon, A1's manpower division chief. "A1 has always been focused on our customers, but now we are focused on doing a better job of communicating to our customers - and we've incorporated that need and understanding into our A1 transformation efforts," Whiddon added.

Kallinen agrees. "Being an FSS superintendent for nine years,

I've seen more communication and support from A1 over the last two years than ever before."

While reform takes time, A1 leadership plans to provide regular communication on transformation progress and changes to current programs and policies.

"Transparent, consistent communication to leadership, our force support squadrons and our Airmen is vital to building trust and educating change," said Craig. "Your A1 family is fully committed to transparent, timely communication of progress, efforts and changes that affect you."

As the A1 directorate continues to improve, adapt, reform and communicate with the field, events and tools like the quarterly A1 town halls, ART to AGR town halls, commanders action boards, A1 newsletters, A1 messages and MyPers messages all serve to further educate Reserve Citizen Airmen on their continuously improving Airmen experience.

"I have no doubt this AFRC/A1 strategic re-alignment will assure generations of combat ready Airmen by delivering proactive, effective manpower, personnel and services expertise," said Scobee.

For more information on the A1 Next initiatives, visit <https://www.afrc.af.mil/About-Us/A1-Next/>. #ReserveReform

A1 transformation in action

Here are some of the main A1 Next initiatives as Air Force Reserve Command's Manpower, Personnel and Services Directorate transforms to better serve Airmen's human resource and manning needs:

- AFRC/A1 UTA weekend manning (see accompanying story)
- Streamlining of AGR program and AGR deployment policies
- Mobilization process reform
- Manpower standard readiness assessment/realignment efforts
- ART to AGR conversion planning and programming
- Indoor cardiovascular fitness assessments
- CUBE civilian personnel liaisons, career assistance advisors and manpower positions laid into force support squadrons
- Retention and recruiting-focused policy and organization changes
- Ongoing force support squadron and commanders support staff manpower studies
- Enlisted and officer grade councils established
- Key Spouse program development



- Transition Assistance Program policy changes
- Wounded Warrior program management establishment
- Airman and Family Readiness Center positions and upgrades laid in
- Development of Enhanced AROWs-R, combining UTAPS into AROWs for faster military pay
- Implementation planning for the Air Force Integrated Pay and Personnel System within the Air Force Reserve
- Developmental promotion category policy implementation
- Improved strategic communication of A1 initiatives
- Critical skills list alignment with seasoning training and retention initiatives

A1 support team to be available on primary UTA weekends

As the Air Force Reserve Command focuses on prioritizing strategic depth and accelerating readiness, the Headquarters AFRC Manpower, Personnel and Services Directorate is going the extra mile to support Reserve units across the country.

Beginning in October, the A1 directorate will have a team available to provide support to the field on all primary unit training assembly weekends. This effort is just one of many transformation initiatives AFRC A1 is implementing to reform the human capital enterprise and further enable ready, resilient Airmen, according to Col. Lisa Craig, AFRC A1 director.

Subject matter experts from throughout the directorate will be available between 9 a.m. and 3 p.m. Eastern time on each primary monthly UTA.

At a minimum, the A1 UTA Support Team will include experts from the following A1 divisions: force development, military personnel programs/policy, readiness, integrated readiness, force integration support, data analysis and systems, plans and integration, and military family member force support.

"The A1 UTA Support Team is a major part of our A1 transformation," said Craig. "It will allow us to provide more timely support to our units in the field as they generate combat-ready Airmen. By establishing consistent and reliable UTA support, we will enhance our trusted, responsive partnership with our Reserve Citizen Airmen."

An updated roster of A1 UTA Support Team offices, phone numbers and names will be published in an A1 message to the field and on the A1 SharePoint page no less than quarterly.

The A1 UTA Support Team will be available on the following weekends in fiscal 2020: Oct. 5 and 6; Nov. 2 and 3; Dec. 7 and 8; Jan. 11 and 12; Feb. 8 and 9; March 7 and 8; April 4 and 5; May 2 and 3; June 6 and 7; July 11 and 12; Aug. 1 and 2; and Sept. 12 and 13.

'Another Arrow in the Quiver'

Laser-guided bombs are back in the belly of the B-52

By Master Sgt. Ted Daigle

Laser-guided bomb units, commonly referred to as LGBs, were dropped from the bomb bay of a B-52 Stratofortress for the first time in nearly a decade during an operational test performed by the 49th Test and Evaluation Squadron, Barksdale Air Force Base, Louisiana, in late August.

The munitions used to be dropped from the bomb bay of the jet using a cluster bomb rack system, but the method raised safety concerns and the practice was eliminated.

"We've still been able to utilize LGBs underneath the wings of the B-52, but they don't do very well when carried



Top left: McCloyn, 307th Aircraft Maintenance Squadron load crew member, reviews his checklist after loading the GBU-12 laser guided bomb. (Greg Steele) Top right: Senior Airman Endina Tinoco, 307th AMXS load crew member, wires the GBU-12 laser guided bomb. (Greg Steele) Bottom right: McCloyn and Ehardt transfer the GBU-12 laser guided bomb onto an MJ-1 bomb lift truck prior to loading it onto a conventional rotary launcher in the bomb bay of a B-52. (Greg Steele)

externally because they are susceptible to icing and other weather conditions," said Lt. Col. Joseph Little, 49th TES commander.

According to Little, the seeker head of the LGB can be adversely affected by the elements, potentially reducing its effectiveness.

The advent of the conventional rotary launcher, a bomb bay weapons platform made available to the B-52 fleet in 2017, provides an alternative to the cluster bomb rack system and may once again allow LGBs to be dropped from inside the jet.

Doing so would keep the weapons protected from the elements, reducing the effects of weather. It also has the potential to increase the jet's lethality.

"It's another arrow in the quiver," Little said. "It give us the ability to carry more LGBs on the aircraft or give more variation on a conventional load. It adds

capability and is another thing you can bring to the fight."

Little explained the conventional rotary launcher was not originally designed for gravity-type bombs like the LGB, but recent software upgrades to the system now allow for such munitions.

Getting to the point of operational testing required a team effort between the 49th TES and Reserve Citizen Airmen from the 307th Aircraft Maintenance Squadron. The 307th AMXS took the lead in configuring the conventional rotary launcher to accept the LGBs.

Staff Sgt. Skyler McCloyn, 307th AMXS aircraft armament systems mechanic, served as the loading team chief for the event.

"It was a very cool mission," McCloyn said. "It's exciting to know you are a part of something that could have a long-term impact."

The extensive experience of the Reserve Citizen Airmen contributed greatly to the success of the effort.

"When you are doing something for the first time, there will always be kinks," McCloyn said. "But the expertise we have from working with so many types of munitions allowed us to adjust and work through those issues without much trouble."

Little said he appreciated the breadth and depth of experience offered by the Reserve unit.

"The 307th AMXS is on the leading edge of weapons loading and giving the rest of the B-52 maintenance community the data they need for unique scenarios like this," he said. #ReserveReform #ReserveReady

(Daigle is assigned to the 307th Bomb Wing public affairs office.)



Above: Crew chiefs from the 11th Aircraft Maintenance Unit run final checks on a B-52 Stratofortress prior to take-off from Barksdale Air Force Base, Louisiana. The jet was being prepared to attempt the first-ever launch of laser-guided bombs from a conventional rotary launcher. (Master Sgt. Ted Daigle) Left: Staff Sgt. Skyler McCloyn and Staff Sgt. Nathan Ehardt load a GBU-12 laser guided bomb onto the conventional rotary launcher. (Greg Steele)

Patriot Warrior 2019

Citizen Airmen hone their skills at Air Force Reserve Command's premier exercise



1. Senior Airman Emma Grove, left, and Senior Airman Soloman Ivy put on mission oriented protective posture gear during Patriot Warrior 2019 at Dobbins Air Reserve Base, Georgia. (Tech. Sgt. Richard Mekkri) 2. A Reserve firefighter prepares to enter a simulated building fire. (Tech. Sgt. Richard Mekkri) 3. A training fuselage is engulfed in flames. (Tech. Sgt. Richard Mekkri) 4. Firefighters from across Air Force Reserve Command don various levels of protective gear and practice responding to live-fire emergency situations in a simulated toxic environment (Tech. Sgt. Thomas Grimes).

5. Reservists participating in the 2019 Patriot Warrior exercise conduct a training scenario that includes a C-17 Globemaster III at the Sparta-Fort McCoy Airport at Fort McCoy, Wisconsin. (Tech. Sgt. Gregory Brook) 6. Maj. William Jenney and Capt. Eric Bainer take off in support of a training scenario. (Tech. Sgt. Gregory Brook) 7. Staff Sgt. Bonita Son, an aeromedical evacuation technician, performs tie down operations. 8. Staff Sgt. Gerardo Rosario unspools cable. (Tech. Sgt. Richard Mekkri) 9. Reservists prepare to purify water during the exercise. (Tech. Sgt. Richard Mekkri) #ReserveReady

Techno Tigresses

Seymour Johnson encourages young girls interested in STEM

From Staff Reports

Seymour Johnson Air Force Base in North Carolina, home of the Air Force Reserve's 916th Air Refueling Wing, stepped up to help encourage a group of young girls with an interest in science, technology, engineering and math.

Lt. Col. Shannon Mann, an individual mobilization augmentee assigned to the Department of Defense Information School at Fort Meade, Maryland, and former public affairs officer for the 916th ARW, is the lead coach for the Techno Tigresses – an all-girl FIRST Lego League robotics team based in Clayton.

FIRST (For Inspiration and Recognition of Science and Technology) was

founded in 1989 by inventor and entrepreneur Dean Kamen to inspire young people's interest and participation in science and technology. The organization teamed up with the Lego Corp. in 1999 to establish a robotics competition to challenge students ages 9-14.

Students begin each season Aug. 1 with a global challenge designed by FIRST in which they must work together as a team to identify and research real-world problems and develop innovative solutions. Following the project portion of the competition, they must build and code robots to meet mission challenges on a board roughly the size of a large

dining room table. Students showcase their project, solution, robot design and strategy to community leaders and panels of judges, all the while ensuring they demonstrate the core values of discovery, innovation, impact, inclusion, teamwork and fun.

Currently, more than 500 FIRST robotics teams are sponsored by the Department of Defense. While the Techno Tigresses aren't directly sponsored by the DoD, Mann recently took the team, comprised of five middle-school students from three different schools, to Seymour Johnson to show them what STEM professions exist in the Air Force and what education it takes to get those jobs.

"I knew girls who were interested in robotics, but when they joined teams they were the only girls on the teams and the building and coding tasks were dominated by the boys," Mann said. "That turned them off. I don't know anything about robots, but I know about wanting to succeed in a field where you're outnumbered. Even after 30 years of service, the military is still predominantly male. I thought I could open doors for them

to see the possibilities of their future in STEM.

"I'm not sure how many girls dream of being a fighter pilot or working with explosive ordnances. These aren't jobs usually discussed in middle school career electives. But these jobs are led by some of the bravest and smartest people on the planet who have made a commitment to serve. Of course I want to expose my kids, and every other kid, to that kind of future. If we don't start now, when they're 10 to 12, then by the time they are 18, it may be too late."

Capt. Meghan Booze, an F-15E Strike Eagle pilot with the active-duty 4th Fighter Wing at Seymour Johnson, met with the girls and talked about her background and what led her to flying.

"When I was a teenager I flew with my grandfather," Booze said. "He had his private pilot's license. I loved it. I knew right then I wanted to fly."

An Air Force Academy graduate, Booze encouraged the girls to consider attending one of the service academies and encouraged them to continuously seek out education opportunities. In addition to being a combat aviation pilot, she is currently attending Duke University to earn her master's degree in mechanical engineering.

As the team stood under the wing of an F-15E, they learned being a woman in the military isn't always easy.

"There are only about .08% of us flying combat aircraft in the Air Force today," Booze said. "Female mentors aren't always easy to find, but that's what happens when you're breaking new ground."

Next, the team spent an hour with active-duty and Reserve Citizen Airmen from the 4th FW and 916th ARW Explosive Ordnance Disposal flights. The Airmen and the Techno Tigresses bonded over their mutual admiration for all things robotic.

Master Sgt. David Ewbanks, noncommissioned officer in charge of the 916th EOD flight, helped arrange the tour and worked with his counterparts to set up three different obstacle courses in which the team got to operate robots to achieve mission goals.

"I was impressed with the level of interest they displayed in the robotic-controlled devices," Ewbanks said. "This type of experience is important for the benefit of motivating girls to seek out higher learning and advanced skills as a profession. I can only believe this will help guide them in certain life choices needed to make eventual employment with robotics a reality."

The team was impressed with the capabilities of the EOD robots that can cost up to several hundred thousand dollars each. In comparison, the Tigresses will build, code and operate an EV3 Mindstorm robot that costs roughly \$800.

"I don't want to break it," Sydney Matisoff, a founding member of the Techno Tigresses, said as she followed her teammates around before finally being tempted to take over the controls of the micro robot herself. "It is so cool that this robot can flip itself over!"

The last stop of the day landed the team in the office of Col. Amanda Sheets, the first woman to command the 916th ARW Maintenance Group. Sheets talked to the girls about leadership and the obstacles she faced in a career field where women were under-represented.

Sheets told the group as a young lieutenant she was always placed at the table

with older male counterparts who had worked in the career field a long time. She said at first it was intimidating, but she knew she had to find a way to lead them.

"They weren't mean, but they treated me like a kid sister. I had to stand up for myself," she said.

She told the girls they always had to believe in themselves and their abilities. Sheets and the team also talked about the Air Force core values and how many of the FIRST Lego League core values – like innovation and teamwork – are used in the military every day.

"I really liked her a lot," said Bhakti Patel, a seventh grader on the team. "She talked about being a leader, and not a boss. I could put myself in her shoes because we often have to prove ourselves good enough. I really do love these women for showing they really do care about us."

As the tour wrapped up, the Techno Tigresses walked away knowing more about how STEM ties directly into the nation's defense, how it helps the military support communities and how it doesn't matter what your gender is. ... these jobs are open to all. #ReserveResilient #ReserveReform

Capt. Meghan Booze, an F-15E Strike Eagle pilot with the 4th Fighter Wing at Seymour Johnson, tells the all-girl robotics team about her experiences flying combat aircraft in the military while at the same time pursuing her advanced mechanical engineering degree at Duke University.



Looking for Trouble

Hurricane Hunters have a long history of tracking storms

By Jessica Kendziorek and
Tech. Sgt. Christopher Carranza

Background photo shows what it was like inside the eye of Hurricane Dorian during a Hurricane Hunter mission in early September. (U.S. Navy Midshipman 1st Class Julia Von Fecht)
Right: Capt. Billy Boothe, navigator of the "Details Later!," takes a drift reading to track the course of the Great Atlantic Hurricane of 1944. (U.S. Army Air Force photo)



When the Hurricane Hunters from the Air Force Reserve's 53rd Weather Reconnaissance Squadron, Keesler Air Force Base, Mississippi, flew 25 separate missions to gather data inside Hurricane Dorian in late August and early September, it marked another chapter in the Air Force's long history of flying directly into deadly storms.

Seventy-five years ago, on Sept. 12, 1944, a crew from the Army Air Force Weather Wing's 9th Weather Squadron Detachment, stationed at Morrison Field, West Palm Beach, Florida, flew their B-25 bomber called "Details Later!" equipped with "barometers and other meteorological instruments" into the Great Atlantic Hurricane of 1944.

Billy Boothe Jr., the son of navigator Lt. Col. Billy Boothe Sr., recently shared an article from the January 1945 issue of *Flying Aces* magazine written by Ben Field that highlighted that mission into the Great Atlantic Hurricane.

While flying into the storm, Boothe, a captain at the time, was responsible for not only navigating the storm, but also

taking drift readings on a drift meter to determine the storm course. He and 2nd Lt. Jerome Pressman, the flight meteorologist, gathered data and directed the pilot, Capt. Allen Wiggins, and co-pilot, 2nd Lt. Victor Klobucher, through the storm.

The story describes the conversion of the bomber for use during a storm mission and what it was like to fly into the "tearing, wrenching fury and darkness of a tropical hurricane," where the aircrew would be drenched with water when it seeped through the Plexiglas seams.

Boothe reported wind readings from 42 knots up to 97 knots and described the ocean as "a raging green and white mess with green streaks so long and solid it was impossible to tell where they began or ended."

Wiggins described how the crew entered the storm, lost control of the aircraft because of the loss of lift and the rapid gain and loss of altitude, fought to control the aircraft, and finally exited the storm.

The crew of "Details Later!" never made it into the eye of

Below: The crew of the "Details Later!" before flying a hurricane reconnaissance mission from West Palm Beach, Florida. (U.S. Army Air Force photo)



Above, Maj. Nicole Mitchell, aerial reconnaissance weather officer, 53rd Weather Reconnaissance Squadron, Keesler Air Force Base, Mississippi, records weather information while flying into Hurricane Irma in 2017. (Staff Sgt. Corban Lundborg)

this storm, but they helped lay the foundation for countless Air Force weather reconnaissance missions to come.

Master Sgt. Lee Snyder, who retired from the 53rd WRS as a dropsonde system operator and loadmaster, flew his first storm mission into Hurricane Camille in 1969 on a C-130B Hercules, while he was stationed at Ramey Air Force Base, Puerto Rico.

"It was a terrible storm, but I was too wrapped up in the mission to even understand the magnitude of the damage it wreaked on the Gulf Coast at the time," Snyder said. "We didn't have time to get up to look around in the storm."

Snyder said, at the time, Airmen had to actually go out and hunt the hurricanes.

"When we were at Ramey, we would fly program tracts between the island and the African coast, in a south-southeastern direction, a north-northeastern direction and into the Gulf," he said. "Of course, this was pre-satellite, so the name 'Hurricane Hunters' came from us having to go look for the weather systems and determine if they were going to form into a storm."

These program tracts were shaped like big rectangles or circles and were pre-planned by the navigators. When the crews were briefed on the tract assigned that day, they already knew how many dropsondes would be released and the flight duration.

"The weather data we collected, when it was sent back to the National Hurricane Center, would establish if there was an anomaly in the weather and if it warranted further investigation," Snyder said. "Then we had an area to focus on instead of

these large areas we were flying because we truly hunted back in those days."

Snyder was part of the weather reconnaissance squadron's move from Ramey to Keesler in 1973. Not long after the move, Staff Sgt. Wanda Busby, now a retired major, became the first female in the Air Force to fly into a hurricane, in a C-130H model aircraft.

"I was more excited than anything else for my first mission, but I don't really remember the storm part," she said. "Because as a student on your first time out, you were too busy doing the job and what needed to be done to actually think about it being a storm."

In the H model, like the B and E models, the weather officer was located on the flight deck and the dropsonde operator was in the back of the aircraft behind a large internal fuel tank.

If it was busy, the dropsonde operators got up long enough to put the drops in, sit back down to do the calculations, document changes and plot those changes on a chart.

"Some of the worst storms I ever flew in were the ones along the East coast when we were tracking thunderstorms," Busby said. "While the hurricanes and tropical storms that were organized weren't that rough, these disorganized thunderstorms were very rough. I remember hearing we ran up on a water spout one time, but I didn't get to see it because I was too busy in the back of the plane."

"When we started off, nothing was automated and we had to

do everything manually," she said. "We would get the ticker tape information with the pressure, temperature and dew point on it from the dropsondes sent back to the plane. Then we would use a type of ruler that had stripes on it to look at one thing at a time, evaluate information to look for changes across the numbers, plot those on the map and find the significant and mandatory levels to transmit to the weather officer, who would verify the information and radio it to the NHC."

Today, the weather officer, or aerial reconnaissance weather officer, is still in charge of sending the data to the NHC, but it is done in the form of an instant message and they transmit within minutes of getting the information.

"When I first got into the unit, there were times we had to send the data codes via (high frequency) radio," said Maj. Nicole Mitchell, an ARWO in the 53rd WRS, and the last ARWO still serving who flew in the C-130H. "Now sending code is done via satellite transmissions and we have a satellite phone if the message doesn't go through. We also had to complete calculations by hand as a back-up to the equipment."

Changing over to the C-130J Super Hercules, the single reserve fuel tank was moved from inside the aircraft to the exterior. A second tank was added so now a reserve tank hangs below each wing. This move also brought about the transition of the weather officer's station from the flight deck to the cargo area next to the loadmaster.

Mitchell said that while the computer the weather officer uses has pretty much stayed the same, another upgrade came in the

form of the Stepped Frequency Microwave Radiometer, nicknamed the "Smurf." This piece of equipment is used to read the wind speed from the surface of the water. This was previously done visually by the weather officer.

"Learning how to visually read waves was one of the first things I had to do," Mitchell said. "We used a chart that, depending on what altitude you are at, tells you how the waves are going to look and what that means for wind speeds.

"So just starting to see white caps means not a lot of wind. When the wind is really cranking, more air and bubbles get into the water and you start seeing big foam lines and enough wind to streak it backward, then, the chart shows an upgrade to the wind speed levels," she said. "When the water starts getting a green tint because of that aeration, then you know it is a higher level of wind speed."

The 53rd WRS crews who tracked Hurricane Dorian were able to provide data to the National Hurricane Center in near real-time as they passed through the eye of the storm numerous times.

"Our mission is to go out and find the exact center of the storm and find how big the wind radius is and figure out what is going on in the storm environment," said Capt. Garrett Black, 53rd WRS aerial reconnaissance weather officer. "We then relay that information to the National Hurricane Center to improve their forecasts."

In addition to their own atmospheric data collection mission, the 53rd WRS partners with the U.S. Naval Academy to collect



Left: Maj. Gen. Sidney Novaresi, then-4th Air Force commander, congratulates Staff Sgt. Wanda Busby, the first female weather observer in the Air Force Reserve in 1977. (Courtesy photo) Below: U.S. Naval Academy Midshipman 1st Class Julia Von Fecht prepares an airborne expendable bathythermograph for deployment during a Hurricane Hunter mission into Hurricane Dorian (Lt. Col. Marnee A.C. Losurdo)



water temperatures in front of, directly under and behind a tropical system.

"We've been flying with the Navy for a number of years now and they've been releasing buoys in front of hurricanes and in the hurricane environment to see how the water interacts with the atmosphere and how that overall affects the intensity of a hurricane," Black said. "It's adding more data to help solve this very difficult puzzle that is the genesis of storms and intensity of hurricanes."

The midshipmen of the Training and Research in Oceanic and Atmospheric Processes in Tropical Cyclones Program conduct their own data collection mission as they ride along with the 53rd WRS.

"While the Hurricane Hunters are collecting atmospheric measurements, we're working closely with the loadmasters and conducting our oceanic measurements," said U.S. Navy Capt. (Dr.) Beth Sanabia, an oceanography professor at USNA.

The data collected by the Navy is uploaded to the global telecommunications system. The data is in a format that is recognized by forecast modeling centers around the world.

The combined efforts of atmospheric and oceanic data collection increases the accuracy of forecasts, said Sanabia.

"Satellites are great these days, but they're still missing a lot of (weather) information that cannot be collected via satellite," Black said. "So, it's important we get into the storm environment and sample in three dimensions to see what is going on in the storm by releasing our dropsondes, observing the surface of the water and getting all the data at flight

Left: 1st Lt. Ryan Smithies, 53rd Weather Reconnaissance Squadron pilot, flies a WC-130J Super Hercules into the eye of Hurricane Dorian off the coast of Savannah in early September. (1st Lt. Ryan Smithies) Right: The Hurricane Hunters fly into the eye of Hurricane Dorian Aug. 31. (Staff Sgt. Diana Cossaboom)

levels to create that big picture of the storm to be ingested by forecast models and minimize errors."

Similar to the first days of hurricane hunting during World War II, what crew members see and experience while flying through storms remains basically the same. Hurricanes still have the same intensity and destructive power. The big difference is the hurricane hunters of today go directly to where they are needed to gather data that saves lives instead of having to go hunt down the storms.

Busby said it best when she said, "Weather is both an art and a science. Forecasting can't be done without people involved. So while the newer planes are more automated and satellites tell them where to go, they still can't get the data without people going into the storms." #ReserveReady

(Kendziorek and Carranza are assigned to the 403rd Wing public affairs office.)





A Romanian air force C-130 taxis down the flight line in support of Carpathian Summer 2019 at Otopeni Air Base, Romania.



Reserve Citizen Airmen and C-130Hs from the 908th Airlift Wing, Maxwell Air Force Base, Alabama, take part in Carpathian Summer 2019. The exercise is designed to maintain joint readiness, build interoperability and strengthen U.S. relations with Romania.



Carpathian Summer

Reserve Citizen Airmen strengthen bond with Romanian air force

Story and Photos by Senior Airman Malcom Mayfield

A group of Reserve Citizen Airmen spent two weeks this summer strengthening the already-strong bond they share with the Romanian air force.

Reservists and C-130H Hercules aircraft from the 908th Airlift Wing, Maxwell Air Force Base, Alabama, trained with their counterparts from the Romanian air force during the annual Carpathian Summer exercise at Otopeni Air Base, Romania, in late July and early August.

The exercise provides a platform for U.S. Air Force and Romanian air force aircrews to sharpen their skills and creates an opportunity for those on the ground to

form lifelong bonds.

“This is giving our younger Airmen a chance to get out and stretch their legs a bit,” said Senior Master Sgt. Joseph Keen, 908th Maintenance Group production superintendent. “They have all the training they got back home under their belt, and are now putting it into practice. It’s gratifying to see, and it strengthens our unit in a way we can’t get back home.”

This year, the training consisted of low-level tactical mountain flying, airdrops, assault landings and aeromedical evacuation flights. Maintainers and logistics Airmen also worked closely with their Romanian counterparts on techniques,

tactics and procedures.

“These guys have been outstanding hosts,” Keen said. “They’re a really good group of people to work with and are extremely knowledgeable about their aircraft and systems. After serving with some of the Romanian air forces in Afghanistan, I’ve noticed they show the same skill and integrity wherever they go.”

This is the 908th AW’s third year participating in Carpathian Summer. The goal of the exercise is to enhance U.S. interoperability and readiness with Romania through combined air operations.

“After three years, the camaraderie between us has only grown stronger,” said Master Sgt. Kendall Williams, 908th Maintenance Squadron crew chief. “Their maintenance team has some of the best maintainers I’ve ever seen. Down the line, if we have the chance to work with them, these exercises will definitely make things easier and smoother.” #ReserveReady
(Mayfield is assigned to the 48th Fighter Wing public affairs office, Royal Air Force Lakenheath, England.)





Pep Talks and Pepto-Bismol

Reserve Citizen Airmen care for cadets

Story and photos by
1st Lt. Rachel N. Ingram



Master Sgt. Robert Cain, health services management administrator, 914th Aeromedical Staging Squadron, Niagara Falls Air Reserve Station, New York, works the sick call line at the medical triage tent at Jack's Valley Training Complex during Air Force Academy Basic Cadet Training.

Each year, Reserve Citizen Airmen from across the country migrate to Jack's Valley Training Complex, located on a remote section of the U.S. Air Force Academy campus in Colorado, to support the next generation of Air Force leaders.

Nearly 1,000 cadets join the Air Force officer ranks annually through commissioning at the Academy. Before graduation day arrives, however, they must go through Basic Cadet Training, which culminates in a 10-day field event at Jack's Valley.

During Basic Cadet Training for the class of 2023, more than 1,100 first-year cadets honed their combat skills, slept in tents and completed seven strenuous courses focused on confidence, teamwork and leadership.

Throughout the training, some of the cadets experienced minor injuries and ailments, like bone and joint problems, muscle spasms, dehydration, blisters, and breathing difficulties. These injuries and ailments had the potential to take a cadet out of the field and into an emergency room lobby, sacrificing valuable training time.

To ease the burden on the Academy clinic and maximize training time, Academy personnel established field medical facilities to meet the cadets where they were, said Maj. Michael Brunson, medical director, cadet medicine.

"This mission has to happen," Brunson said, "and we can't do it without Reserve units coming to support us for these two weeks."

About 120 Reservists from 10 units traveled to Jack's Valley this year to operate a variety of field medical facilities, including separate tents for orthopedics, optometry, a pharmacy, sports medicine and more, during the field training portion of Basic Cadet Training.



Left, Capt. Nikkie Cossette, a clinical nurse with the 452nd Aeromedical Staging Squadron, March Air Reserve Base, California, offers a moment of encouragement to a freshman cadet before she departs the field medical clinic. Right, Staff Sgt. Jessica Lang, front, and Senior Airman Erica Wyeth, both aerospace medical technicians with the 445th Aerospace Medicine Squadron, Wright-Patterson Air Force Base, Ohio, watch closely for signs of injury or distress as Air Force Academy cadets participate in a leadership-focused obstacle course.

"The clinic we are running out here mimics the environment we deploy to, so the experience is very beneficial, especially for Reserve medical technicians who may not practice medicine in the civilian world," said Col. Joseph Lawlor, chief of aerospace medicine, 445th Aerospace Medicine Squadron, Wright-Patterson Air Force Base, Ohio.

A traditional Reservist, Lawlor practices family medicine in the civilian sector and worked 12-hour shifts at Jack's Valley to accommodate about 60 patients per day in the field clinic alone.

"Field medicine is very different from doing an IV in a clinic or emergency room," he said. "As military medical professionals, we need to be able to do our jobs regardless of the environment."

The field medical facilities at Jack's Valley met the needs of the Academy cadets, night and day, while simultaneously satisfying training requirements for the Reserve squadrons.

"It can be challenging to create a simulated field environment at home station just for training purposes," said Master Sgt. Robert Cain, health services management administrator for the 914th Aeromedical Staging Squadron, Niagara Falls Air Reserve Station, New York. "But out here in Jack's Valley, we can practice more aspects of the job."

Inside the medical tents, military medical professionals from different squadrons collaborated to provide the best care possible, despite never training together before.

Capt. Nikkie Cossette, a clinical nurse with the 452nd Aeromedical Staging Squadron, March Air Reserve Base, California, returned from an overseas deployment earlier this year.

"I noticed right away that the majority of the people working here in the clinic were Reservists, but we could all work together because we train consistently," she said. "This specific type of



field training aligns very closely with our mission as an aeromedical staging squadron."

At Jack's Valley, required training extended beyond simulation and checklists. It held real meaning for the Reserve Citizen Airmen charged with the responsibility of responding to acute medical needs.

"During other annual tours, you might just do scenario-based or block training, but here at Basic Cadet Training, there are real people who truly need help, and they are looking to us to help them," said Senior Airman Erica Wyeth, an aerospace medical technician from the 445th AMS.

Each injured or sick cadet was treated with respect, care and compassion.

"It's not just about the medical care," Cossette said. "We are giving cadets that Airman-to-Airman support. We're here to patch you up, give you a pep talk and get you back out there."

Cossette's squadron has sent Citizen Airmen to Jack's Valley the past three years and Wyeth's squadron, the past two. Next year, you can bet that more Reserve Citizen Airmen will show up once again, happy to help in any way they can.

"If the Reserve components didn't come to support us and our field medical facilities, it would be mission failure," Brunson said. #ReserveResilient #ReserveReady

(Ingram is assigned to the 445th Airlift Wing public affairs office.)





Opposite page: Chief Master Sgt. Darin Wesoloski, Senior Airman Sabrina Baechel and Master Sgt. Scott Obermiyer, all assigned to the 910th Maintenance Squadron, Mark Diller and Yvonne Martino from the University of Dayton Research Institute, and Jesse Holdaway from the Air Force Life Cycle Management Center, pose for a photo with the first Advanced Additive Manufacturing piece to be fitted onto a C-130H Hercules. (Senior Airman Christina Russo) This page: Obermiyer and Baechel install the piece on one of Youngstown Air Reserve Station's C-130s. (Top photo by Senior Airman Christina Russo, bottom photo by Staff Sgt. Jeffrey Grossi)

on a C-130H Hercules aircraft – a utility hydraulic panel – was installed on one of Youngstown's C-130s.

Youngstown participated as a proof-of-concept testing base for the University of Dayton Research Institute, which was contracted by the Air Force Life Cycle Management Center at Wright-Patterson Air Force Base, Ohio.

The AFLCMC is responsible for tech transition for Air Force sustainment. The panel was printed through fused deposition modeling at the Air Force Advanced Technology and Training Center in Georgia. UDRI designed, prepped and delivered the panel. Fused deposition modeling uses thermoplastics heated to their melting point to create a three-dimensional object layer by layer.

The utility hydraulic panel is a high-wear, low-risk, non-flight essential part with a high replacement demand within the Air Force's C-130 fleet.

Chief Master Sgt. Darin Wesoloski, the fabrication flight chief assigned to the 910th Maintenance Squadron, helped bring AAM to the squadron's fabrication shop.

"The ability to print the parts we need enables us to meet the demand of the customer now, versus waiting for the process of finding a manufacturer capable of producing the part," Wesoloski said. "The typical way of manufacturing is costly and time-consuming."

The Air Force's 3D capability is still in its infancy, but with the 910th Airlift Wing and other installations' help, it's starting to take its first steps. *#ReserveReform #ReserveReady*

(Tancer is assigned to the 910th Airlift Wing's public affairs office.)



3D Printing

Youngstown helps the Air Force test new manufacturing technique

By Senior Airman Noah J. Tancer



Imagine you're camping in the woods in your favorite 1982 off-road, full-suite recreational vehicle. One day you close your kitchen cabinet door a little too hard and it falls off the hinges and cracks in half.

You are miles away from civilization, so you make some calls and find out parts for your RV model haven't been produced for 10 years. The provider is willing to temporarily restart production, but you have to purchase at least 50 spare doors.

To make things worse, the parts will take a month to manufacture and can't be shipped to your campsite. That

means your family has to stop what they are doing to drive out of the middle of nowhere to get one of your 50 new cabinet doors.

Given the logistical hurdles, it would likely be easier to tape the door back together, deal with it or go home and call the trip a loss.

The Air Force faces situations like this on a regular basis. But unlike your RV, a multi-million dollar military aircraft in a deployment zone can't be safely repaired with tape and it can't leave because it has a mission to complete. The only option

is for the plane to remain grounded until the needed parts are delivered and the necessary repairs are made. The process can greatly impede the mission.

With Advanced Additive Manufacturing, aircraft parts can be 3D printed in the field and installed in a manner of hours for a fraction of the cost. But before a part can be field printed, someone has to test it.

That's where the 910th Airlift Wing, Youngstown Air Reserve Station, Ohio, comes in.

On Aug. 5, the first AAM part fitted



NEWS

you may have missed

AFH1 phone app available on Apple and Google Play

By Dan Hawkins,
Air Education and Training Command Public Affairs



Airmen have a new digital option to stay current on Air Force knowledge and to help prepare for promotion testing with the debut of the Air Force Handbook 1 phone application, released in September by Air Education and Training Command officials.

The AFH1 app includes the “The Air Force Handbook 1,” and study guide, as well as Air Force Instruction 36-2618, The Enlisted Force Structure, known as the “The Little Brown Book.” There is also access to the “The Little Blue Book” which focuses on the profession of arms. Other tools such as flash cards, audio and practice tests can also be found on the app.

“This is really exciting news for Airmen across the Air Force as this app helps them stay ready from a professional development perspective,” said Chief Master Sgt. Julie Gudgel, AETC command chief. “Whether it’s promotion testing study material or access to general Air Force knowledge resources, putting all of these valuable resources into the hands of our Airmen so they can access it any time at no cost was the goal.”

Airmen can find the app on both Apple App Store and Google Play.

Developmental education opportunities for Reserve Citizen Airmen

HQ AFRC Public Affairs

Reserve Citizen Airmen are selected every year to attend developmental education courses boarded through the Reserve School Selection Board, the Reserve Developmental Education Designation Board and the Enlisted Developmental Education Board.

The boards are held quarterly over a five-day period at HQ Air Reserve Personnel Center, Buckley Air Force Base, Colorado, and attended by officer and enlisted senior leaders from a cross-section of the Air Force Reserve.

“Many enduring learning habits and networking opportunities are formed in the halls of these great professional development tours,” said Col. Shelley Kavlick, Reserve advisor for Air War College at Maxwell AFB, Alabama. She said attending these leadership courses “challenges students to think above the operational level,” preparing them for future leadership roles.

Reserve members selected for one of these courses experience unique opportunities ranging from short five-day courses located around the globe, to 10-month fellowship programs that lead graduates to notable follow-on assignments.

Enlisted force development prepares Airmen for the transition from the tactical to operational and eventually, strategic levels of decision making and leadership.

High performing Air Force Reserve officer and enlisted members looking for new challenges and career broadening opportunities should review the invitation to apply found on the myPers/force development page (<https://mypers.af.mil/app/home>) or ARPC force development page (<https://www.arpc.afrc.af.mil/force-development/>).

A complete list of educational opportunities, and when the boards are held, can be found on the myPers force development page.

Prepare now: Hurricane season continues through November

By Staff Sgt. Diana Cossaboom,
403rd Wing Public Affairs

The Atlantic hurricane season runs through the end of November, and staying prepared by having a plan is critical to surviving a potential disaster.

“90% of the fatalities of tropical systems historically are from the water,” said Ken Graham, National Hurricane Center director. “In the last three years, 83% of fatalities from tropical systems have been from inland flooding, more than half in automobiles.”

Graham also emphasized the lower category hurricanes require just as much consideration for preparation due to their ability to cause catastrophic damage.

“In the last decade, Category 1 storms have produced \$103 billion worth of damage and 175 fatalities,” Graham said.

The National Oceanic and Atmospheric Administration offers these tips to help prepare for hurricanes.

Gather information. NOAA emphasizes to “know if you live in an evacuation area. Assess your risks and know your home’s vulnerability to storm surge, flooding and wind. Understand National Weather Service forecast products and especially the meaning of NWS watches and warnings.”

Plan and take action. Put together a disaster supply kit which includes water, food, a flashlight and a first aid kit. To see the full suggested contents of the kit, visit <https://www.ready.gov/build-a-kit>.

Planning and taking action includes having an emergency plan, guarding the community’s health, protecting the environment, following instructions from local officials for evacuation and staying alert for other potential weather hazards including tornadoes brought in by the hurricane.

Recover. This highlights the need to wait for the area to be declared safe before returning home, and to remember that recovery takes time.

Resources. Know the resources offered for preparation before a hurricane occurs as well as the resources available for recovery including the NOAA, [Ready.gov](https://www.ready.gov), and the National Weather Service web sites.

The Air Force Personnel Accountability and Assessment System standardizes the method for the Air Force to account, assess, manage and monitor the recovery and reconstitution process for personnel and their families affected and/or scattered by a wide-spread catastrophic event. AFPAAS provides valuable information to all levels of the Air Force chain of command, allowing commanders to make strategic decisions which facilitate a return to stability.

To make sure your information is up-to-date in AFPAAS, visit the Emergency Preparedness tab on <https://www.afrc.af.mil>.



Development Teams: Shaping the future of the Air Force Reserve

“Airmen are our most valuable resource. The Air Reserve Personnel Center must provide exceptional service to those Airmen so they can produce combat power for our joint forces,” Lt. Gen. Richard Scobee, Air Force Reserve Command commander, said during a recent visit to Headquarters ARPC, Buckley Air Force Base, Colorado.

One of the ways HQ ARPC provides exceptional personnel services is by facilitating development team board meetings for the Reserve. During these DTs, senior officers review Airmen’s development plans to identify future leaders of the Air Force Reserve.

Officer and enlisted DT boards review performance reports, decorations, educational milestones and deployments. While these factors are fairly straightforward, board members also take into account the whole-person concept when considering their recommendations for follow-on assignments. Board members strive to provide members with recommendations in line with their stated objectives while selecting top performers for the key personnel list.

While the board members are charged with vectoring and mentoring the career field, the key to the success of the DTs resides with each Reservist.

Each year for officers and every other year for enlisted members, Reservists are given the opportunity to voice their personal and professional goals by submitting their development plan.

Prior to submitting their development plan, it is essential for members to consult with their leadership to ensure the plan appropriately conveys the member’s career goals and preferred future assignments.

The development team board uses this information, in conjunction with its expertise in career field management, to appropriately vector members to opportunities that advance their career development and meet future mission requirements.

Providing Airmen an opportunity to voice their career aspirations to decision makers within their career field is a service that is essential to relevant and timely career development. For more information on Reserve development plans and development team boards hosted by HQ ARPC, visit the Force Development section of myPers and the HQ ARPC website, arpc.afrc.af.mil.

Lt. Col. Benjamin Harrison, 466th Fighter Squadron commander, performs pre-flight actions in an F-35A prior to take off from Hill Air Force Base, Utah, as the active duty 388th and Reserve 419th Fighter Wings conducted local night flying operations. The wings are required to train at night to maintain their readiness and all-weather capabilities. Increased flying also provides a valuable opportunity to evaluate aircraft maintenance resiliency and operational agility. (R. Nial Bradshaw)

