



FALCON'S VIEW

183d Fighter Wing

Illinois Air National Guard, Springfield, Il.

June 2015, Vol. XIV, No.6

Governor Names TAG of Illinois National Guard

*Joint Forces Headquarters Public Affairs
Illinois National Guard*

CHICAGO - Governor Bruce Rauner announced today he has named Brigadier General Richard J. Hayes Jr. The Adjutant General of the Illinois National Guard. BG Hayes' is currently the Deputy Adjutant General/ Assistant Adjutant General for the Illinois Army National Guard. His experience spans 30 years in the U.S. Army and National Guard, as well as the private sector.

BG Hayes joined the Illinois National Guard as Deputy Adjutant General/Assistant Adjutant General in June 2013. He is responsible for developing and coordinating all policies, programs and plans that affect Illinois' more than 10,000 Army National Guard members. He is responsible for the overall readiness, operation, training, maintenance and logistical support, as well as, the management, welfare, morale, discipline and safety of the Soldiers of the Illinois Army National Guard.



BG Hayes has been deployed both here in the United States and abroad. He led a battalion-sized relief task force in New Orleans after Hurricanes Katrina and Rita. BG Hayes also served in Kosovo, Serbia as Deputy Commander - Maneuver of a NATO task force. His joint experience includes assignments working with all U.S. military services as well as

operational deployments and training with the armed forces of Poland, Ukraine, Greece, Romania, Lithuania, Germany, Singapore and Japan.

Prior to his full-time work with the Illinois National Guard, BG Hayes spent 27 years in the private sector working in the engineering and construction industries. His last civilian role was as CEO of Albin Carlson & Company, which is a large heavy civil construction firm based in Addison, Ill. BG Hayes has been recognized as a leader in the heavy civil and electric infrastructure sectors.

BG Hayes earned his bachelor's degree from the University of Kansas, and his MBA from Touro University. He is a graduate of the US Army War College and the National Defense University Joint Forces College Advance Joint Professional Military Education program.

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Important Information

Social Media

Get connected with the 183d Fighter Wing by liking us on Facebook. You can also stay in touch many other military organizations and publications by clicking on their social media or web links below.



183d Fighter Wing
Public Website

Attention!

The deadline for
the July 2015
issue of the
Falcon's View
is, 1700,
6 June.



SATURDAY, JUNE 6

Bourbon Glaze Chicken Breast
Vegetable Lasagna
Peas and Mushrooms
Rice Pilaf
Carrots
Garlic Bread
Tossed Salad

SUNDAY, JUNE 7

Beef Brisket
Fried Chicken
Mashed Potatoes with Garlic
Broccoli
Veggie Blend
Tossed Salad

**Menu subject to change*

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Resistance to change

by Lt. Col. Sean Heup

Commander, 183d Force Support Squadron

Life is constantly changing. Understanding how and why people react to and resist change is vital for self-awareness, mission accomplishment and to the success of implementing a change. Understanding our individual reactions to change will help us manage change more effectively and efficiently.

Resistance can take many forms

The first reaction to any change is resistance.

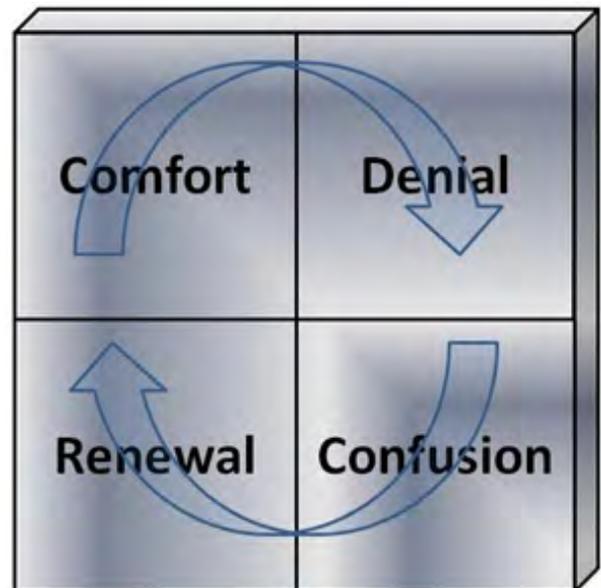
- **Uncertainty:** This may be the biggest cause of people's resistance to change. When faced with an impending change, people may experience a fear of the unknown, or see the change as a threat to their security (Can I do the new job? Can I operate the new equipment? Will I still have a job?).
- **Self-interests:** These may involve considerations about the power or role one has in the existing environment and the possible loss of that power after the change is implemented.
- **Different perceptions:** Even if you think people recognize the need for change, they may have different ideas about the situation. Outwardly, they may support the change, but inwardly, they resist it.
- **Over-determination:** Ironically, organizational structure may be a barrier to change. For example, a mechanistic structure, which relies on strict procedure and lines of authority, may be so rigid as to inhibit needed change.

According to the *Janssen's Model of Change* (right) people go through four stages of change: Comfort, Denial, Confusion, and Renewal. Although these stages represent the sequence of feelings experienced, people don't spend the same amount of time in each stage.

People begin by moving from Comfort (Stage 1) where things are routine, to a state of Denial (Stage 2). When forced to confront external change, some

people go through a state of resistance where they'd just as soon not deal with the new, but stay with the old. Many believe if they deny change, there will be less stress. However, the more change is resisted the more stress is inevitably experienced.

After Denial people enter the stage of Confusion (Stage 3). Change is accepted and people begin to grapple for ways to proceed from the known to the unknown. Confusion is a normal reaction to change. Finally, people enter the stage of Renewal (Stage 4) where change is accepted. People may not like the change but they've accepted it. From Renewal, the cycle goes right back to the first stage: Comfort.



Reactions to Change:

Getting people to change is difficult, and getting an entire organization to change can seem impossible. If we are to succeed in moving our organizations forward, we must obtain buy-in from those affected by the change. When 5% of the people in a group adopt a change, the change is imbedded within the organization. When 20% adopt it, the change is unstoppable.

To push change to an unstoppable level, we need to understand how people accept and adapt to

see *CHANGE*, page 12

Illinois National Guard participates in commemoration of President Lincoln

*by Staff Sgt. Robert R. Adams,
Illinois National Guard, Public Affairs*

SPRINGFIELD, Illinois – Governor Bruce Rauner, Maj. Gen. Daniel Krumrei, The Adjutant General of the Illinois National Guard and members from the Illinois Air National Guard, Illinois Army National Guard and the Lincoln’s Challenge Academy all played a role in the Abraham Lincoln Funeral Re-Enactment Events May 2 in Springfield, Illinois.

Two Airmen from the 183d Fighter Wing and two Soldiers from the 233rd Military Police Company, both units based in Springfield, provided a color guard detail posting the colors during the opening ceremony.

Over 12,000 re-enactors along with 17 partnering organizations and a few thousand spectators were present at the ceremony.

Governor Rauner delivered a speech to paying tribute Lincoln as people crowded around to see Lincoln’s casket during the opening ceremony downtown Springfield.

Rauner said the event was a great opportunity for everyone to listen and learn about our fallen hero.

Krumrei spoke of Lincoln’s service in the Illinois Militia during the Black Hawk War and said the very image of Lincoln is a symbol of freedom. The Illinois Militia is now known as the Illinois National Guard.

“Lincoln did not aspire to be an icon,” said Krumrei. “He was a man of the people...a man for the people. A man elected...by the people...to do a job and was determined to succeed.”

The event concluded with the exchange

of gifts honoring Lincoln’s memory including Governor Rauner presenting the flag that was draped over Lincoln’s coffin during the re-enactment to Krumrei to be placed in the Illinois State Military Museum on Camp Lincoln.

In addition to the opening ceremony, other events went on honoring Lincoln gathering more crowds of people eager to listen to the history behind the iconic leader. Members of the 144th Army Band played military songs for people at a church in downtown Springfield while members of the Lincoln’s Challenge Academy out of Rantoul, Illinois served as volunteers for the encampment activities in Lincoln Park.

“It was a wonderful event and a great outpouring of love and emotion for our greatest Illinoisan, Abraham Lincoln,” said Rauner.



Governor Rauner presents the flag draped over Abraham Lincoln’s coffin to Maj. Gen. Daniel Krumrei, the Adjutant General of the Illinois National Guard during the opening ceremony of the Lincoln Funeral Re-Enactment May 2 in downtown Springfield, Illinois. The flag will be put into the Illinois State Military Museum on Camp Lincoln in Springfield, Illinois. (U.S. Army National Guard Photo by Staff Sgt. Robert R. Adams, Illinois National Guard Public Affairs)

Civil Engineers at Work: Construction of an Aircraft Blast Deflector Fence

by Master Sgt. Shawn P. Durbin/Maj. Kevin M. Clapp
183d Civil Engineering Squadron

While deployed, Prime BEEF Engineers are called upon to complete a variety of interesting projects. A recent example of this is the 178 foot long aircraft blast deflector fence that the 577th Expeditionary Prime BEEF Squadron (EPBS) completed at an undisclosed location in Southwest Asia.

The project was completed by the 577th EPBS's Troop Construction-Bravo (TC-B) team over the course of two deployment rotations. The project began in September 2014 and was completed 168 days later in February 2015.

Several challenges were overcome to complete the project. As with many projects in the AOR, the biggest challenge was the timely acquisition of materials. The project required 155 cubic meters of concrete. Unfortunately, the base's blanket purchase agreement vendor only had two drivers that were authorized entry to the base. As a result, they could only deliver a maximum of 12 cubic meters of concrete per day. Additionally, other customers on base, including the 577th's sister squadron, the 557th Expeditionary RED HORSE Squadron, also needed concrete. Consequently, the team had to adjust the project schedule and pour only one concrete pad at a time. Another challenge was the coordination of escorts for the concrete truck drivers onto the flight line. Four Prime BEEF members volunteered to get trained as escorts so that the team could be more flexible in scheduling concrete deliveries.

One deployment rotation excavated 600 cubic meters of existing soil and then backfilled with compacted base course creating a strong foundation for the concrete footer and pads. The next deployment rotation completed all remaining tasks and turned over the final product to the 386th Expeditionary Civil Engineer Squadron and Airfield Management.

Pavements and Construction Equipment Craftsmen Tech. Sgt. Clinton Odle and Staff Sgt. Joshua Baugh along with Water and Fuel Systems Maintenance Craftsman Staff Sgt. Travis Littig were constants on the project from the moment the first cubic meter of concrete was poured until the last bolt was tightened. Under Odle's leadership, nearly every member of the team had some role in the completion of the project.

Tech. Sgt. Odle began his phase of the job with a 510 cubic meter excavation, allowing for the massive earth formed footer. At that point, he coordinated with the Structures crew to bend, form, and tie rebar. Staff Sgt. Baugh then led the installation of nearly 3,000 linear feet of rebar. Six trucks of concrete were then poured to complete the 36 cubic meter footer.



Once the footer was in place, nine 12 inch thick by 21 foot long by 14 foot wide pads were formed, doweled, poured, and finished. Generally, a crew of eight Airmen would meet at 0500 to escort the concrete trucks then pour, screed, and finish each pad.



see *BLAST*, page 13

183d Fighter Wing hosts disaster response exercise

by Lt. Col. Robert Schell
183d Medical Group

The 183d Medical Group Bioenvironmental Engineering office hosted a Counter Chemical, Biological, Radiological, and Nuclear (CBRN) All Hazards Management Response (CAMR) Course, April 20-23. The course objective was to prepare Air National Guard units to respond to a CBRN hazardous material event using their 976 response packages occurring on, or impacting the base. The event was a collaboration of the Federal Bureau of Investigations, the Springfield Fire Department, and various organizations of the 183d Fighter Wing.

The course progressed through a series of lectures and table top scenarios covering Weapons of Mass Destruction (WMD) Terrorism Awareness, Emergency Operations Center (EOC) Operations, All Hazards Preparedness, All Hazards Incident Management, and Disease Containment. The Patient Decontamination Team, which included members from all units, had a full day of training to cover new equipment and procedures, and train new members before full participation in the final day exercise.



SPRINGFIELD, IL - Senior Master Sgt. Aaron Myers (left) and Master Sgt. Anthony Quinones (right), of the 183d Fighter Wing, prepare decontaminated personnel for treatment by medical staff in a disaster preparedness exercise. The exercise included members of the 183d Fighter Wing, the Springfield Fire Department, and the Federal Bureau of Investigations. (Air National Guard photo by Master Sgt. Shaun Kerr)

Military Funeral Honors

by Master Sgt. Debra Schmitz
183d Fighter Wing Honor Guard Program Manager

The 183d Fighter Wing is polling members to see if there is interest in performing Military Funeral Honors (MFH) as a service of the Wing Honor Guard. Military Funeral Honors recognizes the sacrifice and contributions of our Nation's veterans. The rendering of Military Funeral Honors allows a grateful nation to pay tribute to veterans who, in time of war and peace, stood strong in defense of the United States of America. Volunteers would be placed on an MPA order and receive a \$50 stipend for each day/mission they perform at the request of Scott AFB. Scott AFB Honor Guard supports Illinois, parts of Indiana, Kentucky, Missouri, Tennessee, and Wisconsin in which volunteers could be asked to support. Ceremonies for retirees and veterans will consist of a two person team folding the flag and taps. AGRs are not authorized to support MFHs in an AGR status and technicians would have to be in an approved leave status. Having a team for MFHs will also allow us to support our own members. The Honor Guard also provides "Colors" support for promotions, retirements, change-of- commands, recognition ceremonies, and other base/civic events. Training will be mandatory and provided by Scott AFB Honor Guard.



If you think you would like to be a part of the MFH team, please contact Master Sgt. Debra Schmitz via email or phone 217-757-1551.

What exactly is AFIS?

by Lt. Col. Nancie Alexander

183d Fighter Wing, IG Internal Inspections

Last month we introduced the Air Force Inspection System (AFIS) and gave a broad overview of how it came about. AF Program Action Directive 13-1 directs and describes the actions necessary to implement the new Air Force Inspection System across the Air Force—in all Active Duty, Guard and Reserve units.

AFIS focuses on daily mission readiness through continuous improvement; where every Airman is a rule-follower, a thinker, an innovator and a sensor who reports accurately. The goal of any Air Force inspection is simple: Improve the Effectiveness and Efficiency of the Force. Just as products are inspected as part of normal operations in a factory, the Air Force inspects units to improve their performance.

To do that, Airmen and Commanders must stay focused on the mission not the inspection. Taking time away from normal operations to prepare for an inspection detracts from mission effectiveness, wastes time and effort, and points to a flawed inspection system. In the past, inspections have seriously detracted from mission effectiveness and the AFIS is the effort to fix that.

In the new AFIS, most inspections will be done by the Wing Commander's IG team on a continual basis. Much like a production line where inspections are integrated into the normal process at regular intervals, wing inspections will just be part of daily operations as Airmen focus on mission effectiveness. Higher level MAJCOM inspections will still occur but the focus will change.

Unfortunately, old inspections such as the ORI and UCI rewarded inspection preparation that led to one week of deficiency-free performance every few years. What about the rest of the time? The AFIS is a photo album of performance that rewards accurate reporting...effectiveness...and efficiency over the long haul as inspections are integrated into normal operations. Problems and inefficiencies will be identified, reported and fixed. That's okay, old inspections rewarded inspection preparation that

led to a week of deficiency-free performance. The AFIS rewards accurate reporting and true continuous improvement.

As commanders take responsibility for inspecting their units, functional experts on staffs will focus on enabling the commanders with guidance and resources which includes reducing the mountain of Air Force Instructions and tiering the guidance contained therein.

Finally, the AFIS applies to the WHOLE Air Force, regardless of mission. Whether it's a wing with an expeditionary mission, a wing with a "do it every day" mission, or a higher-headquarters staff... the entire Air Force will be inspected enabling Air Force wide data based decisions on resourcing, training and guidance. This represents a huge cultural shift for an Air Force that has rewarded generations of Airmen for "outstanding" – but wasteful—inspection preparation.

Implementing the new AFIS requires two primary lines of effort: actions to field new inspection capabilities at Wings* and at MAJCOMs; and management headquarters actions to enable and support the new AFIS.

The Commander's Inspection Program (CCIP). CCIP is the foundation of the AFIS and has two key components:

- An inspection program, executed by the IG with support from subject-matter experts (SME) in the Wing Inspection Team (WIT), to inspect Groups, Squadrons and other organizations at and below the Wing level .
- A self-assessment program, using the Management Internal Control Toolset (MICT), that reports compliance with requirements listed in Self-Assessment Checklists (SAC) to the chain of command and appropriate staffs.
- So who needs to know about this new system? Everyone! And some you probably didn't think of. PAD 13-1 gives us the stakeholders and desired effects:
- Air Force Senior Leaders: Understand and commit to the intent, components and benefits of the new AFIS and the roles and responsibilities of MAJCOMs, functional authorities, and Wing* commanders.

see AFIS, page 14

What You Should Know About Repetitive Stress Injury (RSI)

by Master Sgt. Danika D. Wilson
183d Medical Group

What is it?

RSIs are caused in part to tension in the muscles being the body's first reaction to stress. Muscle tension = tight muscles which are more likely to be injured when overused. When the muscle is activated, it pulls on the tendon, which attaches the muscle to bone. A good way to envision this is to picture a loose rubber band being like a relaxed muscle. When the rubber band is tightened, it is more susceptible to fraying as it rubs against a hard surface (like the bone at a joint). This friction causes the pain, swelling, and subsequent weakness associated with RSI.

Some of the most commonly known of these injuries include carpal tunnel syndrome, elbow tendonitis, bursitis (swelling over bony areas), DeQuervain's (thumb) tendonitis, and trigger finger. Symptoms of RSI can cause pain, swelling, numbness and/or tingling of the fingers, hands, wrists, forearms, elbows and even up into the shoulders and neck. While these injuries can occur in different areas of the arm or hand, many times they can be attributed to poor body mechanics and overuse of joints, tendons and muscles, and can lead to more severe injuries which sometimes require surgical intervention, if ignored.

Children are also at risk of RSI because of the increasing use of electronic devices including handheld video game systems and cell phone use. Even runners who hold their thumbs inside their fists while pumping their arms are at risk of developing thumb tendonitis. Additionally, the simple act of

tight grasp of a phone with the elbow bent can create enough stress on the tendon at the elbow to cause pain and decreased grip strength.

Treatment:

If you are not already affected by a RSI, the Occupational Safety and Health Administration suggests correct body positioning at a computer workstation, relaxing as many neck and arm muscles as possible, and keeping wrists in a neutral (straight) position as the best way to prevent this injury. For mild to moderate cases of RSI, resting joints and muscles, stretches, ice and anti-inflammatory pain relievers to decrease inflammation and pain are most beneficial. While working, splints are recommended to promote proper positioning of the wrists and can also be used at night when pain disturbs sleep. Your physician can provide steroid injections or provide a referral to an orthopedic or hand specialist when conservative measures have not worked.

Prevention:

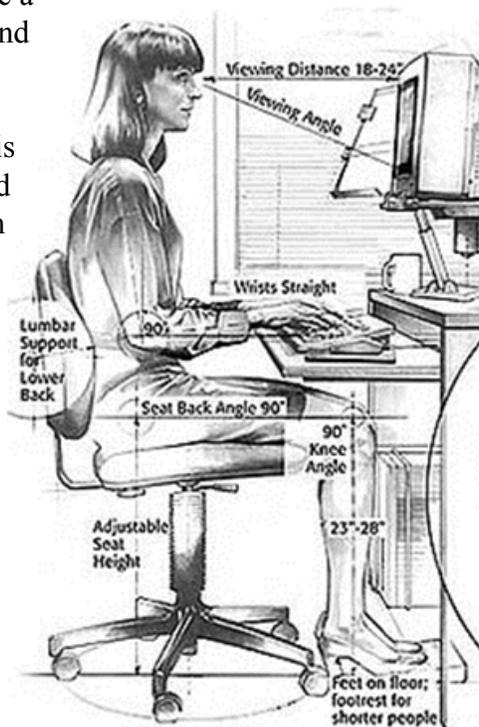
Excellent resources for ergonomic education can be found at the U.S. Army Public Health Command's ergonomics page at: <http://phc.amedd.army.mil/topics/workplacehealth/ergo/Pages/default.aspx>

This website provides good information and downloadable posters for ergonomic adjustments beneficial to computer use including ensuring proper

biomechanics (wrists in a neutral position, relaxed shoulders) while using a keyboard. Periodic rest breaks are also highly recommended.

Bottom Line:

RSIs are preventable conditions which can slowly build up to be a debilitating problem. Understanding of proper body mechanics and conservative treatment strategies can help to decrease the effects that RSI can have on work performance and quality of life.



Chaplains Corner

The Grasshopper Complex

by Capt. Scott Wilson
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The Grasshopper Complex is choosing to turn away from a God given challenge because of fear. We turn away from healthy challenges and make bad decisions for a variety of reasons. Sometimes it's because we pursue immediate gratification at the expense of long-term reward. Your past can cause bad decisions when your history of failure in an area of life causes you to assume it will happen again. Another reason we make bad decisions is fear. We are afraid to take risks, afraid of what people will think, afraid it won't work out. So we settle for less than the best, which is exactly what happened to God's people in the Bible in Numbers 13, 14.

After God told the People of Israel to take the land He had promised them they sent 12 spies to see what it was like, how it was protected and what they could expect when they got there. Two of the spies, Joshua and Caleb, encouraged them to take the land, but 10 of the spies explained that the land was filled with giants and fortified walls. They said in Numbers 13:33 "...we seemed to ourselves like grasshoppers, and so we seemed to them." They saw themselves as weak and insignificant compared to the challenges before them. This distorted self-image caused them to turn away from their God given challenge. Many of us struggle with the Grasshopper Complex and turn away from God given challenges because of fear, doubt and a distorted self-image. As a Baptist Pastor and an ANG Chaplain I love to encourage people to see themselves rightly. A healthy spiritual foundation enables us to see challenges as opportunities our faith will guide us through. Life's challenges can seem like fortified cities surrounded by giants. But you are not a grasshopper and you must

not turn away from a God given challenge because of fear, doubt or a distorted self-image. Please feel free to contact me or our chaplain office if there is anything we can do to serve you.

Base Chapel Office:

Bldg. P-48, Room 302

Phone (217)757-1367

DSN 892-8367

Fax (217)757-1509

Protestant Service: Saturday 12:30 p.m.

Catholic Mass: Sunday 8:30 a.m.

* Times may be subject to change



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Motorcycle safety

by Master Sgt. Mike Niepert
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It has become a rite of summer: the low rumble of motorcycles, cruising along highways, back roads and downtown streets. There's no better time than this for the state's growing number of motorcycle enthusiasts. Winter has passed and they can enjoy riding in warm temperatures. But the dangers are clear, with the 101 critical days of summer upon us, the statistics show riders have an 80 percent chance of injury or death if they are involved in a crash, while people riding in cars have about a 20 percent chance. There are more motorcycles on the road than ever before, with registrations topping 40,000 for the first time last year. The following are some interesting facts about motorcycles.

In the United States, more than 1 million bikes are sold each year, compared to about 300,000 sold in 1995.

More than 4,500 people nationwide died in motorcycle crashes in 2005, the most since 1990. Motorcycle crash fatalities have increased for eight years in a row.

There were 5.8 million motorcycles on U.S. roads in 2004, according to latest data available, compared with 133.3 million passenger cars. Motorcycles accounted for 2.4 percent of all registered motor vehicles and 0.3 percent of vehicle miles traveled in 2004.

Some 88,000 motorcycles were involved in crashes in 2004.

Motorcyclists were 34 times more likely than passenger car occupants to die in a crash in 2005, per vehicle mile traveled, and 8 times more likely to be injured.

The fatality rate for motorcyclists was 4.8 times the fatality rate for passenger car occupants per registered vehicle in 2004.

Alcohol often plays a role in those crashes, especially for drivers over the age of 40, federal statistics show.

About one in three riders killed is found to have been impaired by alcohol.

Here are some common sense safety rules to follow while on the road and before you ride. Check your motorcycle. If your bike has been parked in the garage all winter, check the tire pressure and make sure your brakes work. Leather up. The sun may shine, but don't think it's OK to wear flip-flops and tank tops while riding. The road doesn't care how hard you hit it. Wear a good helmet. Those approved by the Department of Transportation protect your head best, throw away your thin novelty helmet, they're cool until you need it, then it's useless. Avoid heavy traffic and Stay off busy highways and instead take back roads that are less crowded and often more scenic, start earlier in the day so you don't have to share the roads with drunken drivers coming back from their holiday partying. Report debris; call 911 to report road hazards so riders behind you aren't injured by fallen rocks and winter potholes. Ride defensively. Lane sharing for motorcyclists is legal, but use your head and limit it to low speeds, never assume that someone sees you in the lane, and always be ready to react.

Here are some more common sense items to look at for the motorcyclist and other motorist, remember, we all share the same roads together so lets be courteous to one another.

1. Get Trained and Licensed: Take an MSF Rider Course and get licensed by the Department of Motor Vehicles. Visit www.msf-usa.org, or call (800) 446-9227.
2. Wear Protective Gear: Wear proper protective riding gear all the gear all the time. Most importantly, wear, a helmet that meets Department of Transportation standards.
3. Ride Unimpaired: Never use alcohol or other drugs when riding.

see *MOTORCYCLE*, Page 13

Easy Access to TRICARE's "First Eight" Mental Health Appointments

by Lila Dilbaitis

183d Fighter Wing Director of Psychological Health

Do you know? Counseling, psychotherapy, and family therapy are covered benefits under TRICARE. It's no secret—the first eight appointments with a TRICARE authorized provider do not require a Primary Care Manager (PCM) referral, just your military identification card.

- What is confidential non-medical counseling? Confidential non-medical counseling is short-term (up to 12 sessions) and solution-focused. It is intended to prevent the development or exacerbation of lifestyle conditions that may compromise military and family readiness. Nonmedical counseling programs provide confidential, short-term counseling to active duty members, National Guard and Reserve service members, and their families. Confidential non-medical counseling addresses issues such as improving relationships at home and work, stress management, readjustment following a deployment, marital problems, parenting, grief and loss. Confidential non-medical counseling is available through both Military OneSource and the Military and Family Life Counselor program.

- Who is eligible for face-to-face non-medical counseling? Confidential face-to-face non-medical counseling sessions are available at no cost to active-duty, National Guard and reserve members (regardless of activation status) and the of families located in the continental United States.

Don't wait until your family has an emergency, take your time and find a provider that makes you comfortable. Your PCM or family doctor can give a recommendation. If you are unsure of the differences in provider types, their education, treatments, and ability to prescribe medication, use the "Find a Doctor" tool on the TRICARE website.

Just remember, Prime beneficiaries must see

network providers, not just TRICARE-authorized providers or point of service (POS) charges will apply. TRICARE Standard and TRICARE Extra beneficiaries may see any TRICARE-authorized provider, but will minimize out-of-pocket costs by visiting network providers (under TRICARE Extra). ADSMs require prior authorization for any civilian, non-emergency care. Learn more on the TRICARE Mental Health Care Services Fact Sheet.

For the first eight mental health care appointments, you can see TRICARE authorized clinical psychologists, clinical social workers, psychiatrists, psychiatric nurse specialists, TRICARE certified mental health counselors, marriage and family therapists, pastoral counselors, and supervised mental health counselors--all are licensed and meet quality requirements. All can be accessed easily online, with mobile applications, or by phone.

Your Managed Care Support Contractor's website also has a "Find a Provider" link with a directory, contact details, and the providers' specialty areas. Remember, if you find yourself in an emergency situation, for example, an individual believes he or she will harm himself, herself or others, go to the nearest emergency room or call 911.

To schedule your first eight mental health appointments, go to:

- North Region: Health Net Federal Services, Mental Health Care (1-877-874-2273)
- South Region: Humana Military, Mental Health Care (1-800-700-8646)
- West Region: UnitedHealthcare Military & Veterans, Mental Health Care (1-877-988-9378)
- Overseas: International SOS

Keep in mind, nine or more appointments require authorization from your PCM. All appointments with pastoral counselors and supervised mental health counselors must have prior authorization. Active Duty Service Members (ADSM) must seek mental health care in their military treatment facilities, but can participate in family therapy sessions with TRICARE authorized mental health providers. Learn more on the Covered Treatments page in the Mental Health Care section of the TRICARE website.

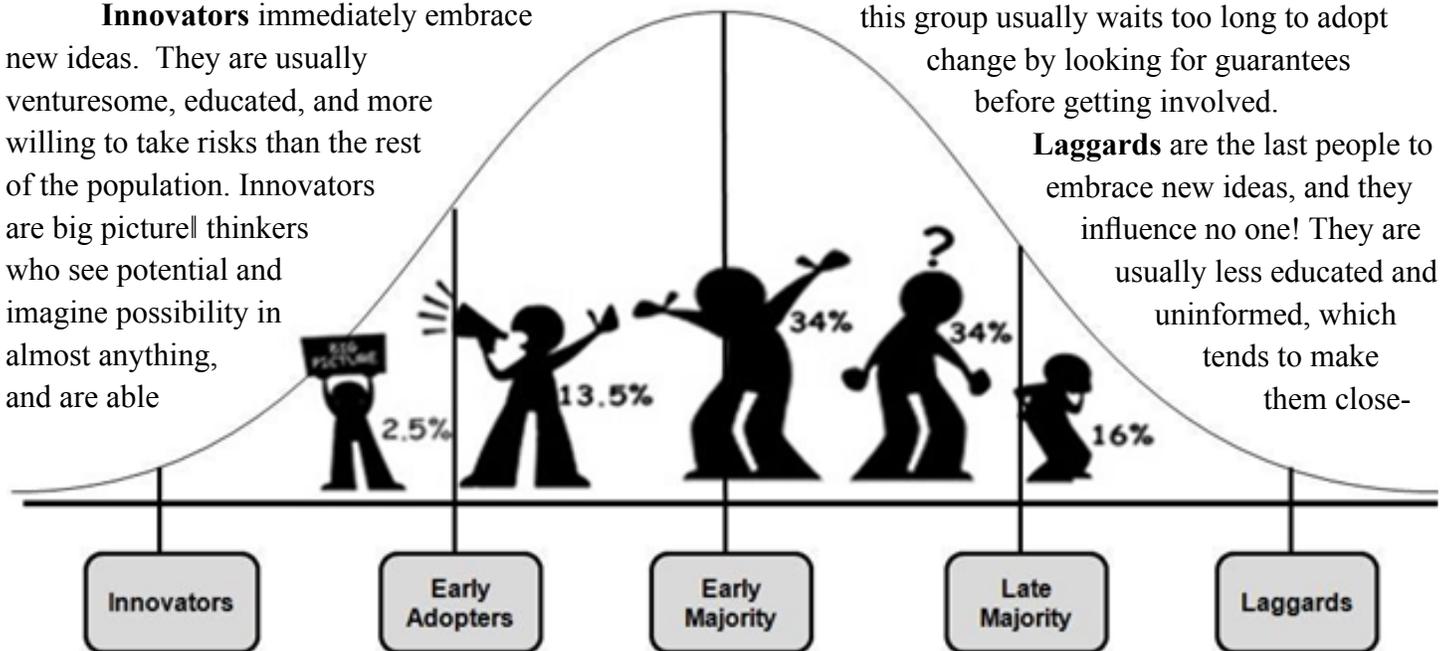
Commander's Comments cont.

CHANGE, from page 3

change. Ever notice how some people are always trying to shake things up, while others avoid change as if it were a disease? Guess what? Your ability and willingness to accept change is based entirely on your personality. Sound familiar?

Individual Reactions to Change: displays the five levels or reactions to change otherwise known as diffusion of innovation.

Innovators immediately embrace new ideas. They are usually venturesome, educated, and more willing to take risks than the rest of the population. Innovators are big picture thinkers who see potential and imagine possibility in almost anything, and are able



Diffusion of Innovation Histogram

to put both into action.

Early adopters are usually social and opinion leaders who are often popular, educated, and able to see a competitive advantage in adopting new ideas early. They are very effective in spreading acceptance of new ideas because they generate the respect of their peers who look to them for guidance.

Early majority makes up one of the largest groups of people, providing an important link in the change process because they tend to represent mainstream thinking. They slowly follow with

calculated willingness to adopt innovations, and tend to deliberate for some time before completely adopting new ideas. Unlike the early adopters, they are seldom looked to as opinion leaders because they tend to get involved only after something has become big or successful.

Late majority is the other large group in the middle of the curve. Most people in this category are hampered by feelings of insecurity and skepticism, which prevent them from taking risks. As a result, this group usually waits too long to adopt change by looking for guarantees before getting involved.

Laggards are the last people to embrace new ideas, and they influence no one! They are usually less educated and uninformed, which tends to make them close-

minded and afraid of change.

They rely mainly on neighbors and friends as their main sources of information, and have no desire for new ideas or personal success.

So what does all this mean to you? Do you want people who embrace and even initiate change, or do you want people who run and hide at the first sign that something is changing? Take a moment and consider which category you belong to.

183FW News cont.

BLAST, from page 5

After being held up in local customs for three weeks, the blast fence finally arrived a few days before concrete work was finished. The delivery itself was a big undertaking. The team, led by Tech. Sgt. Eric Horn, TC-B's S4, had to inventory every piece of metal and every nut and bolt to ensure they received all of the parts required to complete the fence.

While waiting for the final pads to cure, the



team began fence layout and assembly. Engineering Assistants, led by Staff Sgt. Andrew Lanning, laid out the locations for 210 concrete anchors, while other airmen began assembling the arched frames. Next Staff Sgt. Rashad Benson and Senior Airman Jonathan Perry drilled the 210 holes. After the holes were drilled, airmen set the drop-in concrete anchors and then bolted 60 arched frames to the pads. The crew then used 1,380 bolts to mount 113 corrugated steel panels onto the arched frames. After multiple inspections by Quality Control NCO Staff Sgt. Travis Littig to insure all 1,974 bolts were properly tightened, the project was accepted by the 386 ECES and subsequently turned over to Airfield Management for use.

The aircraft blast deflector fence provides an area for C-130s and C-17s to safely perform maximum power engine runs. Before the completion of the project, aircraft maintenance personnel had to tow aircraft to the taxiway centerline to perform engine runs so they didn't dust out and damage other parked aircraft and spread FOD on adjacent aprons.



Safety cont.

MOTORCYCLE, from page 10

4. Ride Within Your Limits: Do not ride faster or longer than your abilities allow.
5. Be a Lifelong Learner: Regularly return for refresher rider training courses to brush up on skills and knowledge.

For car drivers and other motorists.

1. Look Out for Motorcyclists: Use your eyes and mirrors to see what's around.
2. Don't Be Distracted: Hang up and drive (No talking OR texting), put down the food, the pet, the personal grooming gear, the MP3 player, and the reading material and save it for later.
3. Give Two-Wheelers Some Room: Do not tailgate or get too close.
4. Use Your Turn Signals: Signal your intentions. It's also the law.
5. Keep it in the Car: Do not throw trash out the window, and secure cargo that can fall out on the road and become a deadly hazard.



All of these are doable, real-world actions that will cut down crashes and fatalities

right now. Above everything else, it's about the human element, the attitude, the mind-set that motorcyclists and motorists have, and the choices they make out there on the road. Until next time be safe!

AFIS, from page 7

- **Commanders:** Understand and support the intent, components and benefits of the new AFIS and their CCIP authorities, roles and responsibilities.
- **IGs at All Levels:** Understand the intent, components and benefits of the new AFIS and their implementation and communication roles and responsibilities.
- **Airmen:** Awareness of the intent, components and benefits of the new AFIS and its focus on mission readiness versus inspection readiness.
- **Media:** Understand that the new AFIS improves the effectiveness, compliance, readiness and surety of Air Force units (and saves taxpayer dollars) by focusing on mission readiness versus inspection readiness.

Hopefully you have heard some of this information before, whether through training, conversations with other members or during a commander's call. AFIS doesn't go without challenges. One challenge is to change the mindset about inspections and how they were conducted in the past compared to the new system. One goal of the AFIS is to reward accurate, honest reporting and long-term commitment to process improvement and as mentioned previously, to discourage inspection preparation, inaccurate reporting and wasted resources, such as man-hours. Educating yourself with the new system and knowing and embracing your role in it, will help ensure continued and improved 183d mission effectiveness.

As with any new system, comes new terminology and of course, more acronyms! Located on page XX are a few of the most common terms and acronyms associated with the AFIS.

Next month we will provide more detailed information on the system portion of AFIS, and the methods and types of inspections we can expect.

The 183d FW/IG Internal Inspections office is located in Bldg. P-1, Room 202. Feel free to stop by or call at 757-1453, anytime if you have questions regarding the new AFIS or your role in the program. You can also email us at: 183fw.igomb@ang.af.mil.

TERMS:

Critical Deficiency: Any deficiency that results

in, or could result in, widespread negative mission impact or failure. Regarding nuclear inspections, a critical deficiency results in, or meets the criteria for an "UNSATISFACTORY" condition as described in paragraph C-2.b. in CJCSI 3263.05.

Deficiency - A validated inspection discrepancy, finding, inadequacy or observation.

Integrated - Those inspections that are conducted by and under the purview of the IG; these inspections will be conducted by the IG (when the expertise is organic to the IG team) or by a subject-matter expert working for the IG as an inspector augmentee; the Functional is responsible for identifying inspection requirements to the IG for inclusion in Attachment 3.

Limited Inspection - An inspection with a reduced scope and scale. Limited inspections do not reset the clock for maximum inspection intervals.

Major Graded Area (MGA) - Key processes, procedures, or requirements based on by-law requirements, executive orders, DOD directives (DODD), Air Force, MAJCOM, or applicable Air National Guard Instructions.

No-Notice Inspection - An inspection conducted with less than 72 hours' notice to the inspected organization.

Strength - An area that far exceeds compliance directives or mission requirements and/or expectations.

Wing Inspection Team (WIT) - Refers to a team of subject matter experts that augment the Inspector General staff while executing a Commander's Inspection Program. Duty assignment to the WIT is normally an additional duty.

Acronyms:

AFIS - Air Force Inspection System

CCIP - Commander's Inspection Program

CCIR - Commander's Critical Information Requirements

IG - Inspector General

MGA - Major Graded Area

SAC - Self-Assessment Checklist

SME - Subject Matter-Expert

TIG - The Inspector General (SAF/IG)

TIGIRS - The Inspector General's Inspection Reporting System

UEI - Unit Effectiveness Inspection

WIT - Wing Inspection Team

Announcements



CAPTAIN

Holly A. Shelton 183FSS

1st LIEUTENANT

Chad M. Kale 183AIS
Spencer P. Oberg 183ACOS

CHIEF MASTER SERGEANT

Danielle R. Vice HQ/ILANG

MASTER SERGEANT

Mark B. Lipinski 183AMOS
Jessica A. Klomps 183FSS

TECHNICAL SERGEANT

Alexander H. Mercer 183LRF
Maria L. Jefferson 183FSS

SENIOR AIRMAN

Alexander W. Biermann 183AIS
Ciera C. Bryant 183FW



Lt. Col.	Michael D. Bolwitt	183AOG
Lt. Col.	James P. Homan	183FW
Chief Master Sgt.	Aaron F. Gatterdam	HQ/ILANG
Senior Master Sgt.	Todd C. Clark	183ACOMS
Senior Master Sgt.	Mark L. Hendricks	183FSS
Senior Master Sgt.	Kevin M. Keyfauver	217EIS
Senior Master Sgt.	Rachel L. Rakey	183FW
Master Sgt.	Robert D. Johnson	183SFS
Master Sgt.	Vance E. Thomas	183CES

Maj. David P. Keck	183AOS
Maj. Michael J. Zenk	183AMOS
Maj. Scott N. Zwiers	183ACOS
Capt. Stacy L. Burg	183MDG
Capt. Caleb A. Crouch	HQ/ILANG
Master Sgt. Amanda G. Stewart	183FW
Staff Sgt. Tyler D. Payne	183ACOS
Staff Sgt. Antonio Williams	217EIS
Staff Sgt. Devin M. Arndt	183CES
Airman 1st Class Brittin P. Domonousky	183CES
Airman 1st Class Matthew B. Grigsby	183SFS
Airman 1st Class Dalton S. Mancini	183ACOMS
Airman 1st Class Katlee E. Melton	183MDG
Airman 1st Class Logan A. Neville	183MXS
Airman 1st Class Tyler J. Shaw	183MXS

AFIS Inspection Positions Available

In order to comply with the new Air Force Inspection System (AFIS) requirements, the Wing Inspector General's office has positions open for qualified personnel to become full time or part time AFIS Inspectors on the Wing IG staff.

Currently, positions available are 0-5, 0-4, E-8 and E-7. Two full time positions are also available at this time. Please contact Lt. Col. William Wheeler at (217)757-1374, for further details.

As always, the retirees gather on the first Tuesday of each month to share breakfast and talk about the good ol' days. We have now moved back to our previous location inside **KINGPIN LANES**, 3115 E. Sangamon Ave. Join them Tuesday, June 2nd. They say they meet at 8 a.m. but if you are not there by 7:30, the early birds have taken the good seats!

Announcements



Sixth Annual “Run to Remember” 5K Walk/Run

Sunday, June 7, 2015
10:00 a.m. Start Time

Come out and help us remember those of the 183rd we have lost over the years.

Registration: Registration will be open to current Air and Army Guard members, retirees, and family. All personnel not in military status will be required to sign a waiver. Registration will be open until the day prior to the race.

Registration is \$20 (Race shirt not guaranteed if registered after May 22nd).

Alternate Date and Time: Time and date subject to change due to mission requirements and weather.

Course: Will consist of an invigorating lap the around the 183rd FW.

Amenities: Technical race shirt, water and sports drink at the half-way and finish line, fruit and bagels at the finish line.

Awards: Overall male and female winners will receive a \$20 gas gift card. Male and female age group winners will receive \$10 gas cards. Age groups will be as follows:

17 and Under	40-49
18-29	50-59
30-39	60+

Contact: Msgt Stults at ext. 353 Msgt Amy Stults at ext. 495
Msgt Weishaar at ext. 227 or SSgt Stroupe at ext. 432



Hosted by:
NCO Academy Graduates Association

Name: _____

Circle One: Military Retiree Family

Age on 06/07/2015: _____

Sex: Male Female Shirt Size: S M L XL XXL

Payment: Cash Check

(Please make checks payable to NCO Academy Graduates Association)

Thanks for your Support

Signature: _____



Announcements

**OFFICER VACANCY ANNOUNCEMENT
183D FIGHTER WING
3101 J. DAVID JONES PARKWAY
SPRINGFIELD, IL 62707-5001**

TITLE: Wing Inspector General

AFSC: 87G0

UNIT OF ASSIGNMENT: 183d Fighter Wing (C81CFL5S)

AUTHORIZED GRADE: Lieutenant Colonel /O-5

OPENS: 11 January 2015

CLOSES: Open until filled

SELECTION BOARD: TBD

SELECTING OFFICIAL: Col John E. Patterson, 183 FW/CC

REMARKS: Applicant must; be either a Major/O-4 or Lieutenant Colonel/O-5, meet physical fitness requirements IAW AFI 36-2905, have demonstrated ability to prepare written reports, have No Unfavorable Information File, civil convictions (other than minor traffic violations), or open IG investigations.

WHAT TO SUBMIT: All interested applicants must submit the following documentation:

- **Resume:** include information pertaining to past/present military & civilian work experience
- **Record Review:** available on the virtual MPF or by contacting your CSS
- **Current Air Force Fitness Test**

SUBMIT APPLICATIONS TO:

Lt. Col. William L. Wheeler

183 FW/CCE

3101 J. David Jones Parkway

Springfield, IL 62707-5001

Questions about interviews or selection should be directed to:

Lt. Col. William Wheeler

Comm: (217) 757-1374

DSN: 892-8374

william.wheeler@ang.af.mil

Announcements

WING INSPECTOR GENERAL

1. Special Duty Summary. Plans, directs, conducts, and manages all Wing Inspector General (IG) programs. Provides policy guidance, procedures, planning, oversight, and direction for implementing the Air Force Inspection System, Complaints Resolution Program, and Fraud, Waste, and Abuse (FWA) Program and the Commanders' Inspection Programs (CCIP) at wing/wing equivalent level. Related DoD Occupational Group: 271200.

2. Duties and Responsibilities:

2.1. Directs, conducts, and leads all Wing IG activities. Operates and manages the Wing Office of the Inspector General, responsible for overall operation, administration, and management of Wing IG inspections, Complaints Resolution, FWA Program, and Commanders' Inspection Program (CCIP).

2.2. Organizes IG activities. Develops, establishes, and controls methods and procedures to implement IG policies and programs. Provides oversight and policy guidance concerning IG programs, plans, requirements, management, education and awareness initiatives.

2.3. Provides IG support. Maintains liaison with MAJCOM/IG and SAF/IG where appropriate to receive, process, refer, and manage Wing Inspection information, resources, assets, and activities to support operation and management of the Air Force's Inspection and Complaints Resolution and FWA Programs. Certifies Wing IG personnel and evaluates IG programs and activities.

3. Special Duty Qualifications:

3.1. Knowledge. Knowledge of Air Force Inspection objectives, leadership and management concepts and their relationship to mission accomplishment is mandatory.

3.2. Education. For entry into this SDI, a Master's degree in management, industrial management, education, psychology, criminal justice, public administration, or business administration with a major in management is desirable.

3.3. Training. For retention of this SDI, completion of the Air Force Basic Inspector and Installation Inspector General Training Course taught by SAF/IGQ is mandatory. Wing Inspectors General assigned to Nuclear Certified Units must also attend the Air Force Nuclear Inspectors Course.

3.4. Experience. Previous IG and command experience at the unit, wing or MAJCOM is highly desired.

3.5. Other. The following are mandatory as indicated:

3.5.1. For entry into this specialty, recommendation by unit commander.

3.5.2. For entry and retention of the SDI:

3.5.2.1. Must meet requirements listed in Chapter 8 of AFI 90-201, The Air Force Inspection System.

3.5.2.2. No Unfavorable Information File, civil convictions (other than minor traffic violations), or open IG investigations.

3.5.2.3. Demonstrated ability to prepare written reports.

Family Readiness

HELP WANTED

The 183d Family Readiness and Support Group needs your help. We are trying to recruit members, both new and old and we would like your input. From previous members; what worked and what did not. From new members; what do you have to bring to the group and what you would you like to see incorporated into the group? So, let's band together, combine our ideas, and build a Family Support Group that we all will want to participate in. Please see me, Mrs. Toni Clark, Family Readiness Assistant for Volunteer Sign-up Forms.

Volunteer Sign-up Form

Unit: _____ E-mail Address: _____
Name: _____ Specialty: _____
Address: _____ Phone Number: _____
City: _____ State & Zip Code _____

Please return to: 183d Family Readiness Group, 3101 J. David Jones Parkway, Springfield, IL. 62707-5001
Phone: 217.757.1569 email: toni.clark.ctr@ang.af.mil

If you have a member of your family that is a past or current member of the 183d, or have information that a current or past member of the 183d has passed away recently, please contact Mrs. Toni Clark, Family Readiness Assistant. We want to ensure that no one is forgotten for the annual Wreath Laying Ceremony commemorating all past and current members that have lost their lives each year. The Family Support Group is still sending sympathy cards to all deceased members' families as well, but once again, we need the information. You can contact Mrs. Toni Clark by e-mail at: toni.clark.ctr@ang.af.mil or by calling 217-757-1569.

- 1. AUTHORITY:** U.S. Code: Title 10, Subtitle E, Part I, Chapter 1007, Section 10204, and other subsets of Title 10.
- 2. PURPOSE:** To collect the information necessary to process the action indicated by the form you are completing
- 3. ROUTINE USES:** This information will not be disclosed outside the Department of Defense.
- 4. DISCLOSURE:** Voluntary. However, failure to provide the information requested will result in the form not being processed, and may result in a denial of the intended action.

Vacancies

To inquire about the following vacancies, contact Master Sgt. Matt Allen at 217-757-1292 / DSN 892-8292.

ENLISTED

1C852	Airfield Systems	13S3A	Space and Missile
1N151A	Geospatial Intel	14N4	Intelligence
2A571	Aircraft Maintenance	15W4	Weather
2A751	Aircraft Mtl Technology	17D4Y	Network Operations
2A651C	Aerospace Propulsion	17S4Y	Cyber Warfare Ops
2A652	Aerospace Ground Equipment	32E4	Civil Engineer
2F051	Fuels	43H3	Public Health
2F071	Fuels	43H4	Public Health
2S051	Materiel Management	48A3	Aero Med Spc
2T071	Traffic Management	48R3	Res Trnd Flt Surg
2T171	Vehicle Operations	51J4	Judge Advocate
2T351	Veh/Veh Equ Maint	61A4	Ops Research Analyst
2W051	Munitions Systems	87G0	Wing IG
3A151	Administration	87I0	Wing Inspections
3D151	Client Systems	87Q0	Complaints Resol
3D152	Cyber Transport Systems		
3D174	Spectrum Operations		
3E052	Elec Pwr Production		
3E151	Heat/Vnt/AC/RFG		
3E251	Pave/Contr Eqpm		
3E351	Structural		
3E451	Water/Fuel Sys Maint		
3S373	Manpower		
4N071	Aerospace Med Svc		
6F071	Financial Management/Comp		

OFFICER

11B4Y	Bomber Pilot
11F3Y	Fighter Pilot
11F4B	Fighter Pilot
11F4H	Fighter Pilot
11F4U	Fighter Pilot
11F4Y	Fighter Pilot
11M3T	Mobility Pilot
12B4Y	Bomber CSO
12F4W	Fighter CSO
12F4Y	Fighter CSO
12M3T	Mobility CSO
12M4S	Mobility CSO
13B4B	Air Battle Manager