



Commander's Column

Promotion guides from the past still applicable today

By: Col. Robert Brazel, 108th Contingency Response Group commander

Quite often I am asked, "what do I need to do to get promoted?"

This age-old question has been bantered about since the creation of our military. While there is no short answer, certain variables always come into play.

Having the required time in grade, appropriate professional military education (PME), passing physical test score and the available slot are givens. But the intricate nuances of being a good leader, mentor and/or supervisor are always hard to assess and put to objective meanings. I've always felt that the whole-person concept is the best way to rate an individual that may be eligible for promotion. For me, this concept has always been hard to put into words.

Recently, while I was doing some house cleaning I came across an old piece of paper from a "Commanders Guide" that had to be more than 30-years old. This piece of paper was so old it was mimeographed, which I'm sure a good majority of you don't know what that means. The title of the paper was "Expectations for Consideration for Promotion". Well, even though the guide is a minimum of 30-years old, the body of work that lay within still holds true today. In my opinion it still is applicable for today's military and has the best encapsulation of what the whole-person concept really means.

I've encapsulated the transcript for your perusal. I hope it hits a chord in each and every individual within the Wing. Substitute PME for career development courses (CDC) in bullet number nine and this guide holds true for officers as well. Take note of these expectations and when

you stand in front of the mirror, or your next promotion board, can you honestly say to yourself, "I have honored, met and achieved all the expectations required of me for promotion"?

While there are no guarantees or promises when it comes to promotions, if you follow the guidelines listed below I'm positive that it will put you in a much better position to get promoted. It will also help set a solid foundation for the increased responsibility that will come with your next promotion.

1. The desire to work above and beyond normal requirements

- a. Be willing to work through breaks, lunch and past the normal quitting time
- b. Have a strong desire for mission accomplishment
- c. Set a positive example to encourage other to share in your commitment

2. Ability to perform duties in other related areas

- a. Be well rounded in other skills to be a better asset to the Group
- b. Be a leader who is not limited to one function of the Group
- c. Be able to take charge in the absence of a more senior NCO

3. Compliance with uniform, weight and personal appearance standards

- a. You as a senior NCO are the one subordinates look up to, If you don't comply with regulations why should they
- b. You are a role model; reflect pride in yourself and your uniform

4. Ability to work with others



- a. You must stress teamwork, starting with yourself

- b. If you can't work with others, then others can't work with you and you have lost your effectiveness as a leader

5. Ability to train others

- a. We don't promote senior NCO's because they are good workers; they were promoted in the lower ranks for being a good worker. Now it's time to pass your skills on to subordinates. Train them; don't do the job for them because it's easier that way. They are our future.

6. Unit training assembly (UTA) attendance

- a. You must attend scheduled UTAs
- b. Your skills and leadership don't help if you are not present with the people

NEW FACES AT THE WING



Airman 1st Class Carlos Carcamo
108th Maintenance Squadron



Airman Jose Petthyng
108th Force Support Squadron

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you are supposed to lead

7. Job knowledge above JQS requirements

- a. Don't be satisfied doing just what's expected of you
- b. Strive to work at a higher level

8. Initiative towards self-improvement

- a. Be motivated enough to make yourself more valuable to the Section, Squadron or Group

9. Timely and successful completion of CDCs

- a. Show that you have a strong desire for up-grade by completing CDC's

on schedule

- b. Show that you retained the information gained through each volume by successfully completing the end of course exam

These nine traits/characteristics combined with a thorough understanding of AFI 36-2618 should greatly enhance each and everyone's opportunity for promotion.

One final thought, as the general always says during the promotion ceremonies, "medals and ribbons are for what you did, promotions are for what you are capable of doing." Bear that in mind during your next promotion board.

In closing, I would like to thank you for everything that you do for the 108th Wing, the state and our nation.

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A Message From the Safety Office

An Unsafe Attitude Can Lead to Workplace Woes

From the 108th Safety Office

Self-improvement professionals – from weight-loss experts to exercise gurus to motivational speakers – will tell you that attitude is everything. To make any type of positive change in your life, the change must first begin in your own mind. Unfortunately, an unsafe attitude toward workplace practices can have just as much influence on a person's behavior as a positive attitude – except for the worse. A potentially dangerous disregard for safety could lead to a serious workplace accident.

Below are listed six phrases, each reflecting an unsafe attitude that could lead to workplace woes.

Whenever you hear one of these phrases or something similar on the job, you should pay close attention to the situation at hand, you may be able to stop an accident before it has happened.

1. "We don't have time."

Investing time in safety training ultimately saves far more time than it loses for companies. Work time is lost whenever an injury or illness occurs, and that employee's expertise is removed from the workplace. If an employee dies because of a workplace accident or illness, surely that is the most tragic loss of all. There's always time to train to work safely.

2. "I know a shortcut."

People sometimes take shortcuts on the job because they are banking on the fact that nothing bad will happen. But these short-cuts can lead to complex problems.

Shortcuts can often lead to disaster. For example, a worker may decide to use too short a ladder to reach the roof of a building because he doesn't want to find and transport a longer one. A ladder should extend 3 feet beyond the top of a building, so the worker can step off the ladder onto the roof. If the worker uses one that's too short and has to climb up onto the roof, he could experience a nasty fall. On the 2005 list of OSHA's 10 most commonly violated regulations, ladders was entry No. 10, so one's choice in ladders can be a crucial decision.

3. "I think this is the right way to do it ..."

Wing Safety encourages USR's and supervisors to look up regulations



whenever they are in doubt about a safety matter. If you can't find the answer, call us and let us help you. Guessing or believing hearsay is always unwise.

4. "Regulations don't change that often."

In truth, OSHA regulations change on a fairly regular basis. Today's world is constantly changing, and each day brings new advances in technology. These changes are reflected in the regulations, T.O.s, checklists, and AFOSH standards. Regulations should be considered "work in progress," and it is up to all of us to stay updated on the rules that affect how we need to function.

5. "We'll fix it later."

No employee should be allowed to work with damaged equipment, whether it is a ladder, a maintenance stand, a high pressure hose, an electric tool with a frayed cord, a forklift or even a hammer. A broken part can fly off and injure someone – and in the case of a machine it may malfunction causing further problems. Defective items need to be taken out of commission immediately.

6. "It's not in the budget."

Some people may think replacing worn tires on an electric golf cart, repairing a fall restraint, or buying the required PPE is an expense that can be delayed or avoided altogether. But if one of our members is injured or killed in an accident, the resulting

medical expenses and possible OSHA fines would add up to an expense far greater than the cost of training or repair of that broken equipment. The cost to stay safe is always a worthwhile investment.

Ultimate benefits

Ultimately, safety training leads to greater safety awareness and positive attitudes lead to fewer work-related illnesses and accidents, which in turn means lower costs and medical expenditures, as well as happier employees. Also, a decrease in accident-related downtime results in an increase in productivity.

Some regulations may seem inconvenient or difficult to follow, but many were created because at some point, a worker experienced an injury that could have been prevented. As a result, a solution to the problem was born. When you observe the regulations, you can avoid major problems and expenses and enjoy a safer workplace."



Personality Feature

Niwore completes Rutgers security certification course

By: Maria Yates, program coordinator for Rutgers University-Camden

Due to the continuing and mutating threat of global terrorism; careers in national and homeland security will be among the fastest growing employment categories in the 21st century.

In addition, The National Security Strategy released May 27, 2010 by the current U.S. administration stresses the importance of “adapting the education and training of national security professionals to equip them to meet modern challenges...”

As a response, the Political Science Department at Rutgers University-Camden, N.J., has initiated a certification in National Security/Homeland Security. This program will be offered at the Education Center at Joint Base McGuire-Dix-Lakehurst. The certificate will be comprised of four courses. Potential students may choose from among a number of courses, but all students must take the core course: The National Security/Homeland Security Establishment. Courses leading to the certificate are offered in a 7-week sessions, and start on a regular basis.

The certificate is designed to meet the needs of those seeking to enhance their current professional development as well as those seeking to prepare themselves for future career opportunities. One of our recent graduates is 1st Lt. Anthony Niwore. He is currently assigned to the 108th Wing, a New Jersey Air National Guard at JBM-



1st Lt. Anthony Niwore recently completed the National Security/Homeland Security certification from Rutgers University-Camden, N.J. The certification course, useful to enhance a service member's professional development, can be taken through the Education Center at Joint Base McGuire-Dix-Lakehurst anytime during the year. (photo courtesy of Maria Yates, Rutgers program coordinator at JBM DL)

DL, as an intelligence officer with the 204th Intelligence Squadron. As an intelligence officer, Niwore performs and manages intelligence functions and activities that support United States and allied forces. Niwore accomplishes this by acting as a gate-keeper

professional development and knowledge of possible threats, Niwore stressed how the certificate is helpful to him, “it is an education-relevant asset in any aspect of the U.S. today. It keeps me current in today’s ever-changing job market and makes me that much more

class” because “he has an extensive military and civilian experience in the subject matter... someone who lived and breathed these concepts for years.”

Shanahan teaches part time at Rutgers University and is the Director of Government Relations, Grants, and Security for the Delaware Port Authority. Shanahan recently deployed to Afghanistan in support of Operation Enduring Freedom.

Being up-to-date on current issues increases awareness and Niwore said that the classes taught for the certificate is valuable because they are taught by people who actually “do” National Security jobs, and they teach with a high level of knowledge and expertise.

“It keeps me current in today’s ever-changing job market and makes me that much more valuable to a prospective employer.” 1st Lt. Anthony Niwore

for all military knowledge and by passing it along to decision makers and to people who are “fighting the fight.”

Niwore said the certificate is a tremendous help in his field of work.

Besides continued pro-

valuable to a prospective employer.”

One of his favorite classes was the Fundamentals in Homeland Security. The class was taught by Professor William Shanahan, and according to Niwore, he “made the

NJ ANG Commander Send-Off Letter

Commander proud of Wings, wishes them well

Maj. Gen. Maria Falca-Dodson, commander New Jersey Air National Guard

This letter is in advance of the upcoming Operational Readiness Inspections (ORIs) in both your respective Wings.

I am currently aware of all that you have on your plates as members of the New Jersey Air National Guard. You all bear the responsibilities and tasks of continuous training, multiple and lengthier deployments and ongoing, intensive inspections.

Sometimes it seems with very little appreciation. I know the sacrifices you and your families continue to make in the wake of such demands that pull you in different directions.

So this message to all of you today is about how proud I am of each and every one of you; the job you do as individuals, and collectively as a team. You are

why the New Jersey Air National Guard has the best two Wings in the Air National Guard. You are why we are at more than 100 percent strength at both Wings; in fact, we are one of only four states in the Nation with multiple Wings that are green in overall strength. You are why every deployment and mission is successful and you all come home safely.

Finally, you are why we will do well on the ORIs for both the 108th Wing and the 177th Fighter Wing, and those good results will help to assure our future going forward for both Wings.

So please continue to do what you do every day. Your ongoing dedication, perseverance and commitment does not go unnoticed and it is **appreciated**. Know that we are ready at Joint Force Headquarter-Air to support you with whatever resources you need and that we will stand with you as you head into the final lap of



preparing for these inspections and seeing the final results.

Training Airmen to be resilient

By: Staff Sgt. Armando Vasquez, 108th WG / PA

Airmen from the 108th Wing received resiliency training on Saturday, Feb. 12 at the Wing's base located at Joint Base McGuire-Dix-Lakehurst, N.J.

The training was scheduled as a means to help and educate Airmen on the challenges of mental and physical stress, as well as how to cope with relationship problems, legal issues, financial troubles, and history of mental health diagnosis.

During the resiliency training for members of the Wing staff, which was facilitated by Maj. Christopher Miller, 108th Wing chaplain, and Brig. Gen. Michael L. Cunniff, 108th Wing commander, presentations and videos were shown to identify the many channels of support an Airmen has available to them during difficult times.

Furthermore, Miller and Capt. David A. Leung-Kahler, also a chaplain at the 108th Wing provided team building exercises to accentuate the support system the Air Force has initiated with the Total Force Resiliency training. Airmen



were assigned to their section within the Wing staff and asked to write down commonality traits that were shared among themselves, as well as build a tower of balloons, and provide positive descriptive words of a person's character. All these were feats that require teamwork and cohesiveness among the group.

Because of his experience as an emergency medical technician during his high school years, he felt he had strong resiliency attributes, said Cunniff.

But he understood that others cope with stress and problems differently in their own way, said Cunniff as he wholeheartedly endorsed the training.

In February 2010, the Air Force ini-

tiated Total Force Resiliency training to be conducted in conjunction with the Air Force Suicide Prevention Program.

A presentation in June 2010 from the Department of the Air Force to the Senate Armed Services stated that these programs reflect a broad-based approach to supporting Airmen and their families, and recognizes that physical, mental, and emotional health are critical to readiness and optimal performance; and is a comprehensive approach to enhance well-being, not merely a safety net.

In addition, the resiliency program will focus on the ability of the Airmen to withstand, recover and/or grow in the face of stressors and changing demands.

Odds & Ends

Reach your potential, become 1st Sgt

The 108th Security Forces Squadron has a vacancy for a first sergeant.

Any eligible enlisted member desiring consideration should prepare a detailed resume of military and civilian experience; letter of recommendation from member's unit commander; a letter of intent and a brief statement indicating why the member desires the position.

Applications should be submitted to the 108th Force Support Squadron not later than close of business on March 11.

The first sergeant board will be held on April 10. Notification of time will be provided later.

Questions may be directed to the 108 Wing command chief master sergeant at 609-754-8510.

Senator to honor pioneering NJ women

In honor of Women's History Month, U.S. Sen. Robert Menendez (D-NJ) would like to invite you to the Second Annual Women of Distinction Award Ceremony on Monday, March 28 at 6:30 p.m. at the Performing Arts Center in Middlesex County College.

New Jersey Air National Guard's commander, Maj. Gen. Maria Falca-Dodson, will be one of the honorees for this ceremony.

The ceremony will highlight the many achievements that trailblazing women have made over the years to the state of New Jersey, and will honor seven pioneering women who have made incredible contributions in their fields of expertise.

Each woman will be receiving the "Evangeline Menendez Trailblazer Award" in honor of Menendez's mother who was an inspirational figure and role model in his life. The Senator's mother passed away from Alzheimer's disease in October 2009.

Middlesex County College is located at 2600 Woodbridge Avenue, Edison, N.J.

Space is limited to this free event, so please RSVP at <http://menendez.senate.gov/nj/events>. For any questions about this event, please call 973-645-5967.

Picatinny offers Game & Craft night

The Survivor Outreach Services (SOS) at Picatinny Arsenal, N.J., would like to invite you to "Game and Craft Night" at their new Community Readiness & Support Center on Tuesday, March 22 at 6:30 p.m.

The craft for the event will be picture frames that can be taken home or can be hung at the "Hall of Honor". So bring a picture that is not bigger than 4-inch by 6-inch of your service member, and something else to personalize it (e.g. fabric from a favorite shirt, lure for a fisherman, etc.)

In addition, there will be a Wii Resort Sport's Challenge with a prize for the winner; as well as massage chairs, game tables, cards, puzzles and schmooze will also be available throughout the event.

The Community Readiness & Support Center is located at the Army Community Services, building 119, Picatinny Arsenal, N.J.

Please RSVP to Denise Dickinson, SOS support coordinator, at 973-724-7247 or via E-mail at denise.dickinson@us.army.mil.

All ages are welcomed!

Trenton Devils invites you, family, fiends to Fan Appreciation Night

Trenton's local hockey team would like to invite all DMAVA employees and National Guard members, as well as friends and family to Fan Appreciation Night on April 1.

The Trenton Devils will host the Atlantic league-leading Reading Royals at the Sun National Bank Center and will have prizes, games, giveaway and other interactive entertainment throughout the entire game to show their appreciation of the fans support this season.

Tickets to the lower bowl sections of the rink are starting at \$6 per seat with advance purchase.

This offer will expire on March 31, so make your reservations early by calling the Devils ticket office at 609-599-9500 and ask for Brian, Megan or Jackie.

Sun National Bank Center is located at 81 Hamilton Avenue in Trenton, N.J.

VA hospital celebrates Women's History Month

The VA New Jersey Health Care System would like to invite you to their Women's History Month celebration program on Wednesday, March 23 from 8 a.m. – 2 p.m. at the VA hospital's East Orange campus.

The theme of the event "Our History is Our Strength!" will focus on the significance of women's contributions to the national defense and spotlights of the many important critical roles filled by servicewomen in the nation's Armed Forces. The event will have several guest speakers, including Maj. Gen. Maria Falca-Dodson, commander of New Jersey Air National Guard, and the first woman to be promoted to the rank of major general in the state National Guard.

The event will be held at the third-floor auditorium in building 1 of the East Orange Campus, which is located at 385 Tremont Avenue, East Orange.

Registration for this event is required. So please RSVP at 973-676-1000 ext. 3117.

A light lunch will be served for this event and door prizes will be presented to those who attend.

NJJWV annual legislative breakfast

The Department of New Jersey Jewish War Veterans will hold their 30th annual Legislative Breakfast on May 1, 2011 at 9 a.m. at Tinton Falls, N.J.

The event will honor Rep. Frank Pallone (D-NJ) and the volunteer service coordinators at the three state nursing homes and the two VA hospitals in New Jersey.

The breakfast event will be held at the Doubletree Hotel in Tinton Falls, which is just off Garden State Parkway exit 105.

The cost for this event is \$22 per person.

Anyone interested in attending the event, please contact past department commander Robert Jacobs at 732-323-8680 or via E-mail at conrailbob2003@yahoo.com to make reservations.