



# WINGSPREAD

JOINT BASE SAN ANTONIO-RANDOLPH

No. 20 • MAY 20, 2016



## 99th FTS continues legacy of Tuskegee Airmen PAGE 8

Maj. Ryan Scott (left), 99th Flying Training Squadron "A" flight commander and T-1A Jayhawk instructor pilot, and 2nd Lt. Aimee St. Cyr (right), 99th FTS instructor pilot trainee, prepare to take off in a T1-A Jayhawk May 16 at Joint Base San Antonio-Randolph.

Photo by Airman 1st Class Lauren Ely



Courtesy photo

Legal office garners award, page 3



Photo by Senior Airman Stormy Archer

Navigating legal processes, page 4



Asian American & Pacific Islander Cultural Festival

Tuesday, May 24  
11:30 a.m. to 1 p.m.  
at the Religious Activities Center

Asian American, Pacific Islander festival, page 5

**COMMENTARY****JBSA Makes Cent\$ helps ensure every dollar counts****By Brig. Gen. Bob LaBrutta**

502nd Air Base Wing and Joint Base San Antonio commander

Did you have an idea on how to eliminate waste?

Don't let that idea get away, because the 502nd Air Base Wing and Joint Base San Antonio needs you to identify any wasteful practice you see via a JBSA Makes Cent\$ submission.

If we can make an adjustment to, or eliminate waste in, what we're doing, save resources and still accomplish our mission – then we want to hear about it.

Submitting and getting suggestions approved on the JBSA Makes Cent\$ websites can now benefit you. In addition to the saving opportunities you bring to JBSA, you can earn time off for your approved ideas.

"1" Approved idea – Certificate/time off award (2 hours)

"3" Approved ideas or more than \$5K saved – certificate/coined by 502 ABW/CC/time off award (4 hours)

"5" Approved ideas or more than \$10K saved – certificate/time off award (8 hours)

Visit [http://www.jbsa.mil/Resources/JBSAMakesCent\\$.aspx](http://www.jbsa.mil/Resources/JBSAMakesCent$.aspx) to learn more about what is going on around the command as well submit your ideas.

**Next Level Instruction: Zero cost institutional improvement in Air Force****By Lt. Col. Mark Schmidt**

435th Fighter Training Squadron

**and Maj. Ryan Slaughter**

435th Fighter Training Squadron

It was a privilege to serve as commander of the 435th "Deadly Black Eagles" over the past two years.

During that time we sought out techniques and principles to improve as instructors and leaders. Our improvement efforts were captured in a program called "Next Level Instruction," or NLI.

In January, nine of our reserve and active duty instructors briefed NLI to the Secretary of the Air Force and the incoming Chief of Staff of the

Air Force as a method of improving productivity, climate and culture.

NLI is founded on three principles that serve as pillars for the development of our Airmen. The first pillar was creating an environment where our wingmen were thrivers verses survivors.

To understand if our wingmen were survivors or thrivers, our instructors were asked to think critically about what the student's mental state was: "Is this student thriving or surviving?"

The thriving student is comfortable in the learning environment, excited about the training and motivated to take on the next challenge.

Conversely, the surviving student feels like an outsider to the organization, is

just trying to pass the next event, and fails to recognize the value of the training. The survivor's only objective is to pass the ride.

Our wingmen arrive at the 435th Fighter Training Squadron excited about their future as fighter pilots.

Over the course of the training program, short-term setbacks can be devastating to their mental state. Our instructors recognize the impact they have on each student's 'thrivers' or 'survivor' status. No matter what the setback, our instructors continue to convey they are bought-in to the students and their training.

**See INSTRUCTION P12****JBSA-Randolph officials post Memorial Day holiday gate hours**

The Joint Base San Antonio-Randolph Memorial Day holiday gate hours for May 27 and 30 are:

Main Gate – open 24 hours; East Gate – closed; West Gate – closed; South Gate – open 6 a.m. to noon.

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# JBSA-Randolph legal office wins AETC Award

By David DeKunder

Joint Base San Antonio-Randolph Public Affairs

Over the last year, members of the 502nd Security Forces and Logistics Support Group Office of Staff Judge Advocate at Joint Base San Antonio-Randolph have had to adjust to several changes, including several of their personnel being called to temporary duty.

Despite those changes, the 502nd SFLSG/JA legal office continued to perform their duties with distinction, including providing legal assistance to active-duty service members and retirees, prosecuting criminal cases and participating in community outreach programs.

Members of the 502nd SFLSG/JA legal team were recognized for their efforts by being selected as the 2015 Air Education and Training Command Outstanding Legal Office of the Year in the small office category.

Maj. Todd Swensen, 502nd SFLSG/JA acting staff judge advocate, said the award was well deserved for the 15-member legal office.

“We have worked very hard in the of-

rice,” Swensen said. “With a lot of turnover and changes during 2015, our office was good at being flexible, picking up other jobs we don’t normally do and stepping in for each other. A lot of extra hours were worked because of the personnel changes.”

The AETC award is based on three criteria: accomplishments, office leadership and professional development and base and community involvement and outreach.

The 502nd SFLSG/JA legal office puts together wills and estate planning for active-duty service members and retirees, works on cases involving issues with civilian employees at JBSA-Randolph and provides legal advice for the leaders of the 502nd SFLSG, 12th Flying Training Wing and JBSA-Randolph tenant units including the Air Force Personnel Center, Air Force Recruiting Service and AETC.

In addition, the members of the legal office worked on cases involving courts martial, discharges, Article 15s, prosecuted several cases in federal magistrate court, including assaults and drug



Courtesy photo

Members of the 502nd Security Forces and Logistics Support Group Office of Staff Judge Advocate are recognized as the 2015 Air Education and Training Command Outstanding Legal Office of the Year in the small office category May 12 at Joint Base San Antonio-Randolph.

possession, and investigated accidents involving Air Force trainees.

The 502nd SFLSG/JA legal office also worked with the 12th FTW on issues concerning development and

encroachment near JBSA-Randolph.

Within and outside the JBSA-Randolph community, the legal office helped set up

See **LEGAL OFFICE P7**

## JOINT BASE SAN ANTONIO FRONT AND CENTER

# Airman helps fellow military members navigate legal processes

By Senior Airman Alexandria Slade

Joint Base San Antonio-Randolph Public Affairs

For Tech. Sgt. Danyall Bowie, the Office of Airmen's Council disability paralegal manager, each day is an opportunity to help Airmen navigate the process of participation in their medical and physical evaluation boards.

"On a daily basis as a paralegal, we give clients arriving at Joint Base San Antonio-Randolph an initial briefing to make them aware of their rights and what to expect while here with us and afterward," Bowie said. "We also help clients go through their medical records, set them up with attorneys and prepare them for their court hearing."

As the only unit of its kind in the Air Force, Bowie and her team at the OAC offer their legal services to all Airmen, including Air National Guard and Air Force Reserve members.

Bowie has been an advocate of Airmen with the OAC for more than three years at JBSA-Randolph.

"This job is one where I wake up every day and I'm excited to come to work," Bowie said. "I enjoy meeting and getting to know so many different Airmen and their stories during this process."

Bowie initially joined the Air Force as a munitions specialist and then cross trained into the paralegal career field.

"The knowledge and experience I gathered in the

six years I served in the Air Force before becoming a paralegal gave me the tools I needed when it came to dealing with cases and special situations within my job," she said. "Regular Air Force experiences ultimately helped me help my clients. I'm still the same Airman with the same aspirations. Now the only difference is that I have more experience, job knowledge and have been molded by a lot of great leaders in the hopes of following in their footsteps."

Another pillar of Bowie's job performance is her childhood experiences and family life.

"My parents instilled the foundation of who I am today and joining the Air Force continued to build on that foundation," Bowie said. "I was raised with morals, discipline and taught to work hard and to never give up. My values and the things I believe in are important in everything I do."

Bowie believes even when successful, one should still look for ways to improve.

"Outside of work I do a number of things to better myself," Bowie said. "I always ensure I am spiritually, mentally and physically sound. These things are my foundation and I work overtime to keep them solid. I constantly look for ways to grow personally and professionally."

To contact the Office of Airmen's Council, call 655-0739 or 855-MEB-JAGS.



Photo by Senior Airman Stormy Archer

Tech. Sgt. Danyall Bowie, the Office of Airmen's Council disability paralegal manager, counsels an Airman Tuesday at Joint Base San Antonio-Randolph.

## JBSA-Randolph pools post summer hours

Joint Base San Antonio-Randolph pools are set to open May 22 with the following hours:

Center pool:

- Monday, Wednesday, Thursday and Friday: 1-8 p.m.
- Tuesday: Closed
- Saturday: 11 a.m. to 8 p.m.
- Sunday: 1-6 p.m.

To contact the Center Pool staff, call: 652-2060

The South Pool near the Rambler Fitness Center opens June 8 with the following hours:

- Monday through Thursday: 8 a.m. to 8 p.m.
- Saturday: Private pool parties from noon to 8 p.m.
- Friday and Sunday: Closed

To contact the South Pool staff, call 652-2053. All children younger than 10 must be accompanied by an adult. Children ages 11-13 must pass a swim test before swimming alone. For questions about fees, swimming lessons and parties call 652-5268.

Emily Norman (left) and Ryan Stevens, Joint Base San Antonio-Randolph lifeguards, clean the Parr Club pool May 20, 2015, at JBSA-Randolph.

Photo by Melissa Peterson



# JBSA-Randolph to host Asian American festival Tuesday

By David DeKunder

Joint Base San Antonio-Randolph Public Affairs

Performances, displays and a fashion show are the activities scheduled for the Asian American and Pacific Islander Cultural Festival from 11:30 a.m. to 1 p.m. Tuesday at the Joint Base San Antonio-Randolph Religious Activities Center, building 975.

The festival is being held in recognition of Asian American Pacific Islander Heritage Month in May, which commemorates the contributions of people of Asian and Pacific Islander descent in the U.S. The event includes 16 cultural displays of Asian countries, Pacific islands and the Hawaiian Islands, performances by a Filipino folk and Pacific Islander dance groups, a fashion show of Asian and Pacific Islander costumes and food.

Senior Master Sgt. Catherine Gaco-Escalera, 359th Medical Support Squadron superintendent and JBSA-Randolph Asian American Pacific Islander Heritage Month Committee chairperson, said attendees at the festival will get to learn and experience the culture, traditions and customs of Asian Americans and Pacific Islanders.

"They will learn more about the culture," Gaco-Escalera said. "We are able to bring the culture here without service members and their dependents having to go overseas."

In 2015, 250 JBSA members attended the festival at

the JBSA-Randolph Youth Center.

One of the most popular activities at the festival is the performance of the Filipino folk dance group, which showcases cultural dances, Gaco-Escalera said.

The folk dance group will perform the tinikling, the national dance of the Philippines that includes bamboo poles as part of their performance.

"A lot of Filipino-American children have never seen the folk dances," Gaco-Escalera said. "We like to provide them the opportunity to be educated about the folk dances. They are amazed and want to learn more about it."

The performers in the dance groups and models in the fashion show are active-duty members, family members or retirees.

Gaco-Escalera, first generation Filipino-American, said having festivals and events expose younger generations of Asian-Americans and Pacific Islanders to their culture and customs.

"I learned about my culture through festivals like this," Gaco-Escalera said. "That's why these festivals are important."

On May 23 members of the JBSA-Randolph Asian American Pacific Islander Heritage Month Committee will be at Randolph Elementary School to read books on Asian-American and Pacific Islander culture, heritage and history to children. In addition, they will participate in several activities with the children, including paper

fan folding and Japanese origami, folding paper into several shapes and designs.

Other Asian American Pacific Islander Heritage Month activities held at JBSA locations included a 5K run/walk May 14 at JBSA-Randolph Heritage Park and a celebration at JBSA-Fort Sam Houston Military and Family Readiness Center May 13.

The celebration at JBSA-Fort Sam Houston, which the 106th Signal Brigade hosted, included remarks by Charles Bunch, United Services Organizations San Antonio site manager. Bunch's speech was based on the theme of Asian American Pacific Islander Heritage Month: "Walk Together, Embrace Differences and Build Legacies."

Service members of Asian American and Pacific Islander descent make up eight percent of the armed forces, according to <http://www.statista.com>. Asian Americans and Pacific Islanders have fought and served in several wars, beginning with the War of 1812 when Filipinos fought alongside General Andrew Jackson in the Battle of New Orleans.

In World War II, 21 of the 24 Medal of Honor recipients were Japanese-Americans serving with the 442nd Regimental Combat Team, making it the most decorated unit in the history of the U.S. armed forces.

According to the U.S. Department of Veterans Affairs, a total of 31 Asian American and Pacific Islanders have received the Medal of Honor for their actions in both war and peacetime.

## Asian American & Pacific Islander Cultural Festival

Tuesday, May 24  
11:30 a.m. to 1 p.m.  
at the Religious Activities Center



Featuring cultural performances and displays,  
a fashion show and food sampling

"Walk Together, Embrace Differences, Build Legacies"

# Del Toro inspires others during Invictus Games, earns gold at shot put

By Shannon Collins

Department of Defense News  
Defense Media Activity

Air Force Master Sgt. Israel Del Toro is all about smiles and inspiring others as he competes at the Invictus Games at the ESPN Wide World of Sports Complex in Orlando.

Throughout the week, more than 500 wounded, ill and injured service members from 15 nations have been competing in 10 sporting events as they are cheered on by thousands of family members, friends and spectators.

Del Toro's competition began with powerlifting.

"I knew I wasn't going to win anything because I just got cleared for my shoulder about three weeks ago, so I wasn't at my top peak," he said. "Mostly, I did it so other people could see that this guy with no fingers and part hands is able to lift 200 and something pounds of weight and still be out there; that was my biggest goal."

Del Toro said he had never weight lifted before as a sport before his injury, just in conjunction with playing baseball, football and soccer in high school and college, and while in the Air Force.

"There could be a guy out there thinking he can't do this because I was like that. I thought I would never be able to get under another bar and bench press until the coach got me under there," he said. "If I'm able to do that for somebody else like they did for me, then I did my job."

Del Toro, a tactical air control party member, was injured by an improvised explosive device detonation during a deployment to Afghanistan. His body took most of the blast, and nearly 80 percent of his body was burned. Though he is disabled, he is still able to serve in the Air Force.

"I am missing some of my muscles, so it's a little harder in training but I just keep at it, and I just keep going to try and get as strong as I can," he said. "Some of the items I use to adapt can't hold as much weight so that must be a good thing, if I'm able to break my bands. I must

be doing something good."

He said he went from barely being able to lift any weight to lifting 215 pounds.

"Sometimes I look back at some of the pictures of when I first got hurt, of when I couldn't do anything, couldn't even move my arms, to where I'm at now, competing at cycling, powerlifting, rowing and owning records. It's just amazing to see how far I've come," he said with a big grin.

Del Toro said his strongest sport is field. He earned a gold medal in the men's shot put in his disability category.

"It was great to win a medal but the biggest thing was just to come out here and show the world that we're still out here pushing and enjoying life and playing sports," he said.

In cycling, Del Toro placed fifth in the men's recumbent criterium and seventh in the men's recumbent time trial in his disability category. He said he felt good about the races.

"I was pushing it pretty hard," he said. "With the time trial, you just go as hard as you can until you've got to puke."

Del Toro recommended adaptive sports to service members and veterans who may still be struggling with their disabilities.

"I'm still active so I still have that camaraderie with my teammates but a lot of these guys are out so they're able to use sports and get together," he said. "It's the closest they'll come back to being in the military and have that camaraderie."

Del Toro said it can also be very calming. He goes out for a ride or shoots an air pistol or air rifle.

"It's very soothing. I can just focus on that target and hit it, get that perfect 10.9. It's nice," he said. "My son will come out with me and tell me, 'Stay strong, finish strong.'"

Del Toro said in the end, it will be up to the service member or veteran to seek help but he encourages them to do it.

"Like the song says at Invictus, you are the captain of your soul. You determine what you want to do in life. Don't let the odds determine what you're going to do. You do that. You create your own fate," he said.



Photos by E.J. Hersom

Master Sgt. Israel Del Toro throws a shotput May 10 during the 2016 Invictus Games in Orlando, Fla. He earned a gold medal in the men's shot put in his category.



Former President George W. Bush (center) speaks during the opening ceremony of the 2016 Invictus Games with Master Sgt. Israel Del Toro and his family May 8 in Orlando, Fla.

# JBSA-Randolph M&FRC hosts session on Social Security

By Robert Goetz

Joint Base San Antonio-Randolph Public Affairs

A briefing next month at Joint Base San Antonio-Randolph will untangle the complexities of Social Security benefits and help attendees understand the options that can maximize their retirement income.

"Social Security and You" will be presented from 10-11:30 a.m. June 1 at the JBSA-Randolph Military & Family Readiness Center by Oscar Garcia, who retired from the Social Security Administration after a long career as a public affairs specialist and claims representative.

"It is critical for people to know the role Social Security benefits will have during their retirement years," he said. "Social Security is complex because it presents people with a multitude of options for benefits on their own record and their spouse's record. Some people even have additional options based on an ex-spouse."

Garcia's presentation will address numerous topics, including how to qualify

for Social Security benefits, making the best decision on when to start drawing benefits, options to maximize benefits, spousal benefits and the ability to work and still receive benefits.

He will also discuss the different aspects of Medicare, including the enrollment periods, how coverage works and resources people can use.

Garcia said Social Security is one of the most importance sources of retirement income but the one often overlooked until the time people are ready to retire.

"The majority of people tend to start their Social Security benefits at an earlier age and, therefore, receive a smaller percentage of it for the rest of their lives," he said. "Social Security deserves more attention because, for most people, it represents one of the top sources of their retirement income."

Garcia brings years of experience to the presentation, said Bobby Williams, JBSA-Randolph M&FRC community readiness consultant.

"He is well grounded in Social Security policy and how the program works,"

he said. "He has the ability to share his knowledge and tell people how to make Social Security work for them."

Like Garcia, Williams said the age at which people start drawing Social Security is an important consideration.

"If you start taking it early, at age 62, you will get 75 percent of what you'd be getting at 66," he said. "Every year you hold off it goes up 8 percent. That's a great return on an investment."

However, drawing benefits earlier may be necessary because of health or other reasons, Williams said.

"When to take it depends on the person," he said. "There are issues you have to take into consideration."

Williams said active-duty members and Department of Defense civilians would benefit from the briefings.

"They all pay into Social Security, so it's important to understand how the system works and how to utilize the system to their advantage," he said.

Williams said the briefing is not just for those nearing retirement: Airmen and civilians early in their careers should also

learn about Social Security.

"When you're young, Social Security is the furthest thing from your mind, but it's important to learn about it," he said. "It's money coming out of your pay. You should know what it's for and how it will benefit you years later. It becomes an important part of your financial sustainment."

A Social Security briefing conducted March 9 drew a standing-room-only audience, so the June 1 session will be held at the M&FRC ballroom to accommodate more people, Williams said.

Garcia said it's important for people to know all their Social Security options.

"Without understanding all these options, people can make a decision that costs them a considerable amount of money over their lifetime," he said. "When to start receiving Social Security benefits will be one of the biggest retirement decisions people make. The briefing at JBSA-Randolph will better prepare them for this important decision."

Call the JBSA-Randolph M&FRC at 652-5321 to register for the session.

## 359th Medical Group Clinic officials announce 2016 sports physical appointments

From 359th Medical Group

The staff at the 359th Medical Group Clinic is continually working to improve how they do business.

In a continued effort to improve customer satisfaction, scheduling for annual sports physicals began May 16. This year, sports physicals are June 11 and July 9. These exams are by appointment only from 8-11 a.m. for children ages 10-18 who are empanelled to the 359th MDG at Joint Base San Antonio-Randolph.

Last year, mass appointments for sports physicals were offered on two different occasions and the feedback was positive. The medical group conducted be-

tween 300-400 sports physicals at the time.

This year, the 359th MDG clinic anticipates offering more than 300 sports physical appointments on these days combined.

If your child has any other medical issues, such as asthma, ADHD or medication refills, this will not be included in the sports physical. Schedule a regular well appointment to address these medical needs. Also, EKGs will not be performed at this event.

Sports physicals can be booked by calling the central appointment line at 916-9900 Monday to Friday from 6:30 a.m. to 4:30 p.m. Parents are advised not to wait until the last minute to accomplish this school requirement.

### Required forms:

- Completed sports physical forms from the school or downloaded from: <http://www.uiltexas.org/files/athletics/forms/preparticipation-physical-evaluation.pdf>
- The child's immunization record that may be printed from <https://imr.afms.mil/imr/MyIMR.aspx> (CAC enabled) or a current copy of shot records

### Additional requirements:

- Participants should wear athletic attire.
- Participants under 18 years of age must be accompanied by a parent or guardian (18 years of age or older) and siblings under 18 years of age will not be allowed to chaperone younger family members.

## LEGAL OFFICE from P3

the IRS tax center to help active-duty members and retirees with their income tax filings. Office paralegals did volunteer work for the San Antonio Legal Aid Clinic, providing pro bono assistance for clients in need.

Other community activities included putting on a law day at Randolph High School with 250 students attending to learn about the functions of the legal office, giving tours to local high school students of the 502nd SFLSGJA legal office and courtroom located in the Taj Mahal and holding mock trials for students in the court room.

"We think it's important to reach out and educate the public and school children on military law and what we

do in the military," Swensen said. "We get lots of high schools and home school programs that reach out to us and who want us to come and educate them about military law."

Until May, the 502nd SFLSG/JA office was led by Lt. Col. Justin Trumbo, 502nd SFLSG staff judge advocate who is retiring.

Col. Polly Kenny, AETC staff judge advocate, said the 502nd SFLSGJA legal office received the award because of their ability to work together to serve their clients and the Air Force.

"They are a fantastic group that works really well together to help execute the mission of JBSA and the 12 FTW," Kenny said.

Kenny said members of the legal office provided legal assistance to 2,600 clients, including active-duty service members, family members and retirees, and drew up 540 wills, saving clients \$526,000 in legal fees.

The JBSA-Randolph legal office was also active in the community by chairing the JBSA-Randolph Retiree Appreciation Day, benefiting 250 retirees, and teaming up with the Federal Bar Association to host a continuing legal education seminar in which 30 civilian, military and Department of Defense attorneys were able to meet their licensure requirements, Kenny said.

"They are definitely an outstanding legal office that has great leadership built on shoulders of the whole team," Kenny said.

# 99th FTS carries on Tuskegee Airmen legacy, trains 'world's best instructor pilots'

By Airman 1st Class Lauren Ely  
Joint Base San Antonio-Randolph Public Affairs

During World War II, a group of pilots from the 99th Fighter Squadron made a name for themselves as being experts in the sky abroad, while also breaking racial barriers at home. With red-tailed aircraft by their side, bombers could rest assured they would return from a mission, and young

African American children with a dream to serve their nation now had heroes to look up to. Although the legendary Tuskegee Airmen took to the skies 75 years ago, the 99th's mission didn't end with the war. Their legacy continues on today with the 99th Flying Training Squadron's mission statement of training the world's best instructor pilots and combat systems operators in the T-1A Jayhawk. Lt. Col. Christopher M. Duffett, 99th FTS commander,

said it's important to be reminded of the Tuskegee Airmen heritage, but also to reflect on what it stands for and how it affects the mission today. "We spread the message of overcoming adversity and rising above because I think those are not only Tuskegee messages, those are American messages," Duffett said. "That's partially what we're trying to get across to our students as they come through, that if they apply themselves, they can achieve anything. "By being instructors, they're going to be able to inspire the next generation of pilots as they go through undergraduate pilot training. If we can do that, that in and of itself honors the legacy of the Tuskegee Airmen." The 99th FTS has been located at Joint Base San Antonio-Randolph for the past 23 years, and is currently home to 17 T-1A, a medium-range, twin-engine jet. Instructor pilot trainees combine to fly 8,500 hours a year and 80 sorties every week. A team of approximately 65 people, including 35 active duty instructor pilots, are responsible for graduating nearly 100 instructor pilots and 10 instructor combat systems operators per year. "We train the T-1A instructors who in turn train approximately 75 percent of the entire pilot force," Duffett said. "That makes up our heavy combat air forces pilots,

as well as our mobility air forces. It's a great impact, and it's a great responsibility because we are influencing the next generation of pilots for potentially the next 20 years plus." Second Lt. Aimee St. Cyr, 99th FTS instructor pilot trainee, is one of those pilots. St. Cyr came to pilot instructor training as a first assignment instructor pilot. Pilots chosen to attend PIT directly after undergraduate pilot training, where they also fly the T-1A, usually finish in the top three in their class and wear a distinct patch labeled "FAIP Mafia." St. Cyr said the biggest difference from UPT to PIT is being expected to start making aircraft commander decisions instead of solely focusing on flying the aircraft. "It's a big responsibility they put on us, but also a great honor to be given the opportunity to be one of the FAIPs who is teaching brand new pilots who are going to continue to fly for the Air Force for years to come," St. Cyr said. "It's not something any of us take lightly." Every day St. Cyr puts on her dark green flight suit and walks the halls of the 99th FTS, she is met with murals, artifacts and countless framed photographs that represent the Tuskegee Airmen and their heritage. "It's a reminder every day when you walk around

and see the pictures on the wall that this squadron does have a very rich heritage, and it comes from a very important mission," St. Cyr said. "You have a mission that's not just you; it's bigger Air Force, and there's something more to give." St. Cyr isn't the only one motivated by something bigger than herself. Maj. John Schwartz, 99th FTS chief instructor pilot, said it's rewarding to see the progression of instructor pilot trainees. "What I do every day is driver's ed. in the sky," Schwartz said. "But it's more than that to be a productive instructor. It's being a teacher and in it so they can learn from you." graduate as instructor pilots.

After moving past qualification, instructor pilot trainees enter the air mobility fundamentals phase, where they are taught formation, low-levels, air-drops and simulated air refueling. Finally, the last phase, the instructor phase, takes all those skills and enables trainees to instruct others, Duffett said. The Tuskegee Airmen, once identified by the red tails of the P-47 Thunderbolt and later the P-51 Mustang, are now honored by the red tails on the T1-A. Each day as instructor pilot trainees take to the skies and each year as more instructor pilots master their craft, they exemplify the 75 years of rich history and a legacy that continues to live on, Duffett said. "Our squadron mascot is a panther," Duffett said. "You look back at our 75 years of history, and we see how all of us as panthers have been able to stand on the shoulders of those giants, the Tuskegee Airmen, and overcome adversity. "The legacy of the Tuskegee Airmen is being continued day-to-day, but it's being continued by our panthers in how we train the world's best instructor pilots in the T-1."



Photos by Airman 1st Class Lauren Ely  
Top left: Maj. Ryan Scott, 99th Flying Training Squadron "A" flight commander and T-1A Jayhawk instructor pilot, and 2nd Lt. Aimee St. Cyr, 99th FTS instructor pilot trainee, take off in a T-1A May 16 at Joint Base San Antonio-Randolph. Bottom left: Maj. Ryan Scott, 99th FTS "A" flight commander and T-1A Jayhawk instructor pilot, checks the instrument panel of a T-1A before a training mission May 16 at JBSA-Randolph. Right (from left): Maj. Ryan Scott, 99th Flying Training Squadron "A" flight commander and T-1A Jayhawk instructor pilot; Maj. Brian Boettger, 99th FTS T-1A Jayhawk instructor pilot; Capt. Brad Davis, 99th FTS instructor pilot trainee; and 2nd Lt. Aimee St. Cyr, 99th FTS instructor pilot trainee, are transported to their aircraft May 12 on the flightline of JBSA-Randolph.

III, C-5 Galaxy or KC-135 Stratotanker.

## The 502nd Communications Squadron hosts the Joint Base San Antonio-Lackland 2016 Technology Expo 9:30 a.m. to 1:30 p.m. June 8 at Mitchell Hall, JBSA-Lackland

This event is open to all Department of Defense ID cardholders.  
Pre-registration is available at <https://fdaexpo.com/register.php?id=195>.

## Joint Base San Antonio-Randolph News Briefs

### JBSA Aerobathon

The Joint Base San Antonio Aerobathon is Saturday from 8 a.m. to 1 p.m. at the JBSA-Randolph Rambler Fitness Center. The free event includes fitness classes conducted by instructors from all JBSA locations and two workout sessions conducted by Tony Horton and more. Registration is required for the Tony Horton workout sessions. For information, call 652-5763. To register for the Tony Horton workout sessions, send an email to [502fss.fsk.jbsacommunityevent@us.af.mil](mailto:502fss.fsk.jbsacommunityevent@us.af.mil).

### AAFES service station operational status

The following is an overview of the projected timeline to return the JBSA-Randolph AAFES Service Station to full operational status:

- AAFES repair of fuel tanks projected dates: May 18-26. Once complete, all pumps and all fuel grades will be available.
- 502nd Civil Engineer Squadron repair of asphalt surface around the service station takes place in two phases:

Phase 1: Projected dates: May 19-25. The area behind pumps 4 and 5 and all pumps will be accessible.

Phase 2: Projected dates: June 6-25. The area

behind the service station. This will impact traffic flow, but all pumps will still be accessible.

### Marathon training seminar offered

The JBSA-Randolph Rambler Fitness Center is offering a seminar on marathon training at the Health and Wellness Center inside the fitness center Tuesday at noon. During this class, tips and suggestions on training for a marathon will be discussed. For more information, call 652-7263.

### Street construction planned

The 502nd Civil Engineer Squadron is conducting a re-pavement project on 5th Street West, including replacement of existing pavement, curbs and sidewalks from F Street West to C Street West. Demolition and construction will occur in various phases and will require street and parking closures on 5th Street West for the time periods below:

- Current – Friday: 5th Street West will be closed from D Street to C Street.
- Repaving, May 21: 5th Street West will be closed from F Street to C Street for paving. Detour routes will be marked. Call 652-1224 for details.

## JBSA Sexual Assault Prevention, Response

To report a sexual assault, call the 24/7 Joint Base San Antonio Sexual Assault Prevention and Response Hotline at 808-7272 or the Department of Defense Safe Helpline at 877-995-5247.

# AF names top analysts: AETC team, individuals take home top honors

By Ashley Palacios

Air Education and Training Command Public Affairs

Air Education and Training Command's Battlefield Airmen Physical Fitness Study Team and three AETC individuals took home top Air Force level awards in the 2016 Air Force Analysis Award Competition.

Winners are: Battlefield Airmen Physical Fitness Study Team, Air Force Analytic Innovation Award; Capt. Kimberly Hale, 2016 Air Force Company Grade Analyst of the Year; Maj. Katherine Batterton, Air Force Field Grade Analyst of the Year honorable mention; and 1st Lt Sara Roberts, Air Force Outstanding Junior Analyst of the year honorable mention.

## AIR FORCE TEAM AWARD

AETC's Battlefield Airmen Physical Fitness Study Team was presented with the inaugural Air Force Analytic Innovation Award May 4. The award recognizes an outstanding research team that uses unique and innovative techniques to conduct their research.

The team championed an Air Force study that encompassed a major objective of the secretary of defense-directed Women in Service Review.

"This is a transformational moment for the DOD, the Air Force and for women in service. While most career fields in the Air Force were open to women, there were still a few career fields from which women were excluded. The Women in Service Review was aimed at helping the secretary of defense decide if those exclusions should continue or be removed," said Lt. Col. Murphy, AETC Studies and Analysis Squadron commander.

While all Airmen must regularly complete a standardized physical fitness test, some career fields require a more specialized physical fitness test, known as a Tier 2 PT test. The Battlefield Airmen Physical Fitness Study Team developed a prototype PT test that is indicative of the physical capabilities needed for combat. In other words, this prototype test could be used to determine if an Airman is physically well suited for some of the more rigorous AF career fields, such as tactical air control party or pararescue.

Determining those results was no easy task.

The team had to develop innovative new scales and measurements to collect and analyze the physical test data.

Using simulations and controlled environments, the team conducted tests, analyzed the data, developed new scales and proposed standards.

"This test is predictive," said Murphy. "The analysis is rigorous and transformative. Not compromising combat capability is the main concern – you don't want to make sweeping changes that you don't fully understand. This study allows the Air Force to make those sweeping changes without fear of reducing combat capability. The results of this study allow us to defend our decision to allow women into combat roles."

Dr. Neal Baumgartner was the team's lead. As chief of the Air Force Exercise Science Unit and exercise physiology consultant for Headquarters Air Force, Baumgartner is responsible for determining the physical fitness tests and standards for the Air Force.



Photo by Capt. Jose R. Davis

A female subject wears a 20-pound vest and 50-pound rucksack while lifting a 185-pound simulated casualty, June 19, 2015, as Dr. Baumgartner (right) and researchers from the Air Force Fitness Testing and Standards Unit ensure her safety.

"Our job was to design a test that predicts physical success in the operational environment," Baumgartner said. "There are many aspects of operational readiness – emotional, mental, physical, motivational, etc. – but our job is to help determine the physical component of readiness. When you make decisions based on science and research you know you're giving the best product to the Airmen and that you're getting the best Airmen in these career fields. It gives the Airmen and their leaders the confidence to know that they can physically handle their combat mission."

Baumgartner compared the study's relevance to a fighter aircraft. "You wouldn't want to send a jet into combat that isn't designed or fully capable of carrying out the combat mission. In the same way, we wouldn't want to send our Airmen into combat roles when they aren't operationally capable."

## AETC's Battlefield Airmen Physical Fitness Study Team includes:

Neal Baumgartner, Civ (Team Leader)  
Maj. Katherine Batterton  
Staff Sgt. Erin Flerlage  
Capt. James Graves  
Master Sgt. Matthew Gruse  
Capt. Kimberly Hale  
Lt. Col. Ryan Logan  
Lt. Col. Eric Murphy  
1st Lt. Sara Roberts  
2nd Lt. Luis Vieyra

## INDIVIDUAL AWARD

Capt. Kimberly Hale was recognized as the Air Force Company Grade Analyst of the Year for her work not only on the Battlefield Airmen Physical Fitness Team Study but on other research projects she spearheaded for the Air Force. While attending the Air Force Academy, Hale was selected to attend Pardee RAND Graduate School where she earned her Ph.D. Now, Hale is a flight

commander at SAS.

Hale is the lead for AETC's involvement with RAND's Project Air Force. She selects the studies that get funded while making sure AETC's needs are being met. She is involved in study design, survey design, and recently gave a talk on innovational survey analysis, which was lauded by Headquarters Air Force Studies, Analysis, and Assessments, at the Military Operations Research Society Symposium. She also recently helped design, administer and analyze a survey for Air Force Recruiting Service that led to 140 policy recommendations.

"She's an absolutely stellar leader – both in terms of analysis and also as an officer. She teaches analysts, helps them grow as officers, and helps them understand what it means to be an Airman in the Air Force," said Murphy.

## HONORABLE MENTIONS

Receiving honorable mentions were Maj. Katherine Batterton and 1st Lt. Sara Roberts.

Batterton, director of operations & chief scientist at SAS, received an honorable mention for the Air Force Field Grade Analyst of the Year.

"Major Batterton took on many additional responsibilities that weren't expected of her when she arrived. I have never met a better military analyst in my almost 20 years in the Air Force. She's spectacular – she's going places," said Murphy.

Roberts, who is currently assigned to Pacific Air Force, was given an Honorable Mention for the Air Force Outstanding Junior Analyst of the Year. She was an integral member of AETC's Battlefield Airmen Physical Fitness Study Team as well other AETC projects during her time at AETC.

# Plan ahead on how to escape house during fire

By Ricardo S. Campos

Joint Base San Antonio Fire Emergency Services  
Public Fire and Safety educator

It's the middle of the night. You and your family are sound asleep when suddenly the smoke alarms in your house go off. It's dark and the house is filling quickly with smoke. You cannot see your hand in front of your face. Family members are screaming and panicking.

Fire experts say you have about two minutes to get out safely. Would you and your family know what to do?

By planning ahead, everyone would know what to do and where to go if there is a fire, since you may have only a few minutes to get out safely once the smoke alarm sounds.

What to do ahead of time:

- Make a home escape plan. Draw a map of your home showing all doors and windows. Discuss the plan with everyone in your home.
- Know at least two ways out of every room, if possible. Make sure all doors and windows leading outside open easily.
- Have an outside meeting place – like a tree, light pole or mailbox – a safe distance from the home where everyone should meet.
- Practice your home fire drill at night and during the day with everyone in your home, twice a year.
- Practice using different ways out.

- Teach children how to escape on their own in case you can't help them.

- Close doors behind you as you leave.

If the alarm sounds:

- If the smoke alarm sounds, get out and stay out. Never go back inside for people or pets.

- If you have to escape through the smoke. Get low and go under the smoke to your way out.

- Call the fire department from outside your home.

Home escape plan facts:

- According to a National Fire Protection Association survey, only one of every three Americans households have actually developed and practiced a home fire escape plan.

- While 71 percent of Americans have an escape plan in case of a fire, only 45 percent of those have practiced it.

- One-third of American households who made an estimate thought they would have at least six minutes before a fire in their home would become life-threatening. The time available is often less. And only eight percent said their first thought on hearing a smoke alarm would be to get out.

To learn more about escape planning visit the National Fire Protection Association website at <http://www.nfpa.org/education> or contact the Joint Base San Antonio fire prevention offices. For JBSA-Fort Sam Houston, call 221-2727; JBSA-Lackland, call 671-2921; and JBSA-Randolph, call 652-6915.



## INSTRUCTION from P2

This buy-in leads to confidence that helps overcome setbacks and builds thrivers.

Our students must know how confident we are in their ability to learn and perform in our challenging training environment. In turn, students become open to instruction, and give instructors permission to identify their weaknesses. This permission is a vulnerability that must be treated with dignity and respect. When students see their vulnerability handled with respect, they are more open to instruction.

The second pillar of NLI is feedback. Feedback compels personal improvement for everyone in the squadron, students and instructors. We went outside the Air Force to understand feedback by studying the works of Harvard professor Dr. Sheila Heen, a world-renowned feedback expert. Although challenging, Heen suggests leaders must be the most open to feedback to ensure organizational improvement. When the leaders of an organization are able to receive and incorporate feedback, the entire organization will benefit from improved feedback channels and emulate the leader's behavior.

Feedback is comprised of two diametrically opposed concepts: the desire to improve, and the desire to be accepted in your current state. With

these conflicting human desires, opening the discussion for honest and productive feedback is a challenge. To overcome this challenge we asked our instructors to end the debrief with a two-part question "What was most beneficial about my instruction and what part of my instruction was least beneficial?"

As these young Airmen recognized how our instructors were willing to accept feedback, they emulated that behavior.

With feedback channels open, the squadron saw better instruction and improved student performance. We also revealed more of our own faults and areas for improvement. This unanticipated benefit led us to the development of the third pillar of NLI.

The third pillar of NLI was an instructional shift from a squadron of evaluators to a squadron of coaches.

Once again, we looked outside the Air Force to glean lessons learned on coaching and evaluation. In an interview with leadership expert Bill Hybels, we were surprised to find we were mixing two types of feedback: coaching and evaluation.

Hybels explained to us that combining coaching and evaluation is a poor method for productive feedback.

He described evaluation as the most "emotionally loud" type of feedback that drowns out the improvement-driven feedback – coaching.

By creating a demarcation between evaluation and coaching, we realized we were a squadron great at evaluation and needed work on coaching. Our mind-shift brought about improved performance in our course and in their follow-on training.

As leaders, we are obligated to identify "survivor" wingmen and buy in so they become "thrivers." We must lead by example and accept feedback as instructors to create a more receptive environment for feedback.

Identifying when to coach and evaluate and separating the two types of feedback creates a climate and culture of self-improvement and act as an impetus for positive change.

The three principles of NLI can be applied to any environment involving the training and leading of Airmen. In terms of resources, NLI is free. In terms of results, NLI works. We invigorated a culture of excellence and mutual respect. Best of all, our students graduated with more excitement, confidence and ability to excel as fighter pilots in today's Air Force. I'm so proud of those rascals!

# Training prepares AF medics for real-world encounters

By Staff Sgt. Michael Ellis  
59th Medical Wing Public Affairs

The study of human anatomy has helped further medical science since the third century B.C. Often reserved for medical students or researchers, today, cadaver training is helping medical technicians build confidence and hone critical life-saving skills at the 59th Medical Wing.

The new breed of warrior medics is testing the concept by verifying the effectiveness of incorporating cadaver training into the Sustainment for Trauma and Resuscitation Skills Program, according to Staff Sgt. Reginald Gilchrist, STARS-P NCO in charge.

"The high fidelity medical simulators we utilize during the course are some of the most advanced on the market, but still do not compare to working on cadavers," Gilchrist said.

The training environment is also a safe place for students to experience the gamut of emotions that come from being in a situation where someone's life may depend on how a medic reacts.

Unless you have worked in a trauma unit, "most medics don't get to observe and treat patients with life-threatening injuries until they deploy. Most will experience it for the first time when they get to a combat environment," Gilchrist said.

"This hands-on training was very beneficial, especially considering I have never deployed," said Airman 1st Class Edward Robinson, 559th Medical Operations Squadron aerospace medical technician. "Now, I have a mental picture of what to expect and won't freeze up from the shock of seeing something like this for the first time."

"We want the students to understand that when you're in the field you're going to have a visceral response, and I rather they have a controlled emotional reaction in the classroom setting," said Gilchrist.

It gives us the opportunity to go through the steps and talk about what we can do for the patients, along with what we can do for ourselves to prepare psychologically for these encounters," he added.

Another student described how the shock and uncertainty from not knowing what to do turned into self-confidence after she completed the course.

"This training gets rid of the shock and anxiety, so when the time comes I can hit the ground running and be ready to perform," said Tech. Sgt. Frances Hodge, 433rd Aerospace Medicine Squadron NCO in charge of physical exams. "Ultimately, all the hands-on experience I can get will just make me a better medic."

Gilchrist called the transformation students make once they attend the course, a rewarding experience.

"You'll see someone hesitantly walk in the room, feeling nervous and not wanting to even look toward the operating table," Gilchrist said. "Later, that same person will perform with confidence and take the initiative as we go through the various procedures learned during the course."



Left: Staff Sgt. Reginald Gilchrist (left), NCO in charge of the Sustainment for Trauma and Resuscitation Skills Program, teaches Airman 1st Class Kasey Bober how to palpate for proper placement of intraosseous needle prior to fluid therapy April 21 at the Wilford Hall Ambulatory Surgical Center at Joint Base San Antonio-Lackland.

Below: Staff Sgt. Reginald Gilchrist (right), NCO in charge of the Sustainment for Trauma and Resuscitation Skills Program, demonstrates the anatomy and physiology of the upper airway and the importance of proper insertion and securement of an advanced airway device, such as the laryngeal mask airway, April 21 at the Wilford Hall Ambulatory Surgical Center at Joint Base San Antonio-Lackland.

Photos by Staff Sgt. Michael Ellis

