



BLUE RIDGER

80th Division (IT), U.S. Army Reserve

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"Only Moves Forward"

Summer/Fall 2001



**2001 Annual Training
Look What the 80th Can Do**

Follow Me

Goals are Set, Ready to Move Forward



By Brig. Gen. Douglas O. Dollar

By the time this issue of the *Blue Ridger* reaches you I already will have visited and spoken to many of you. Meeting as many soldiers of the 80th Div. as quickly as possible has been one of my first priorities since taking command.

I've also been busy visiting with as many 80th soldiers as possible to clarify what my goals should be for the next four years to make a contribution to the great history of the division. These are listed below, and while they are subject to change as I visit with more soldiers (and are never set in concrete), they will give you a very quick idea of my thinking.

Drill Sergeant & Instructor Readiness

Our military police (MP) and chemical one-station unit training (OSUT) units are unique to this division and are a matter of pride for us, but also present a great challenge in that recruiting and training the quality drill sergeants we need is very difficult.

Growing basic training drill sergeants poses a similar problem. Likewise, recruiting and training quality instructors for our Total Army School System (TASS) instructors is a challenge, especially in units like our MP instructor battalion.

I have formed a process action team devoted to drill sergeant readiness as a start. We also are also working with the 108th Division (IT) to develop a joint drill sergeant school that, by adopting a more aggressive program of instruction (POI) option, will allow us to train a drill sergeant in just over six months, if the candidate can devote the necessary time to annual training.

We will seek similar innovations for developing our qualified instructors.

Performance Improvement

Like any organization, there always is room for improvement. I sent a survey to senior leaders asking what our strengths and weaknesses are in performance. In September, I will meet with the division's eight brigade leadership teams to review the results of the survey.

We will continue this self-examination process at the Division Commander's Conference in February 2002, when the battalion leadership teams are included in the analysis and discussion. The division's new Office of Strategic Initiatives will use this process as a way to complete our performance improvement program plan.

Family Readiness

Most soldiers I've asked agree that it is time for us to give more emphasis to family readiness. We will have a major workshop during our Division Commander's Conference in which spouses will receive quality train-

ing on this subject. Spouses will be able to attend and be reimbursed for expenses through invitational travel orders. My wife, Gayla, and I look forward to meeting spouses from across the 80th.

Mission Enhancement

We will oversee and assist the TASS effort in Europe. This will be an exciting mission in which we will send soldiers to assist with instruction, certification, and other issues affecting the training organization in Europe.

Only recently I visited our new site at Fort Pickett, Va., devoted to 77F (petroleum handler) training. As I write this I am on my way to visit our new Regional Training School – Engineer at Camp Dawson, W. Va. Soon I will be traveling to Fort Leonard Wood, Mo., to visit our chemical TASS battalion in training and MP and chemical OSUT initial entry training missions there.

I could go on, but the point is that the 80th is involved in highly relevant and exciting missions today and developing more for the future.

Community Outreach

Reaching out and relating to our communities will offer worthwhile benefits to our soldiers and mission capabilities. Along these lines, I am happy to report that some of our loyal "alumni" are in the process of forming an 80th Div. Association. Retired Maj. Gen. James G. Browder is helping to lead the effort, and I know countless other present and former Blue Ridgers will want to join.

We will develop a strategic public affairs plan to maximize our scarce resources to develop a stronger public awareness of the great history of the 80th and all the great things our soldiers are accomplishing. You may be involved in civic activities in your community, and if so I want your help in promoting this division as a good community partner.

Proud To Be Here

So there you have it; my goals for the next four years, subject to suggestions you may have about where we should be headed. My door is always open, and I hope you will make some suggestions about our future. When I'm out visiting, I expect you to step up and introduce yourself, welcome me to this fine division, and give me your thoughts. I am proud to be serving in this outstanding division. Together, we will "only move forward!"



BLUE RIDGER

80th Division (IT), U.S. Army Reserve

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Submit articles, photographs, and story ideas to:

80th Division (IT)
PAO/Blue Ridger
6700 Strathmore Road
Richmond, VA 23237-1100
Phone: 804-271-5843
Fax: 804-271-5824
www.usarc.army.mil/80thdiv

Commanding General:

Brig. Gen. Douglas O. Dollar

Public Affairs Officers:

Maj. Louis J. Leto

Maj. Patricia C. Anderson

NCOIC: Sgt. Maj. Kim K. Danek

Editor: Spc. Jessica C. Harris

Lead the Way

Take the Opportunity to Improve

By Command Sgt. Maj. Michael S. Phoenix



The division has a new commanding general with new goals, but our standard of excellence remains the same. NCOs, as our front-line leaders and immediate supervisors, must set and enforce that standard. Our drill sergeants and instructors are a critical piece to these standards as they train our new soldiers and prepare existing soldiers to take on positions of increased rank and responsibility.

Recruiting qualified drill sergeants and instructors is one challenge; developing our junior soldiers into drill sergeants and instructors is yet another. Senior NCOs are responsible for ensuring the well being, education, and development of young NCOs and enlisted soldiers.

Encourage them to continue their military career so we may retain the best. Counsel them regularly on job performance and educational requirements. Assist soldiers in preparing for schools, whether they require extra assistance in land navigation, study habits, writing, or another area.

Make sure your soldiers are aware of vacancies and that they appear before promotion boards at the appropriate intervals. Above all, encourage them to strive for the highest standards instead of settling for "good enough." Develop teamwork and esprit de corps to make tasks more enjoyable. The personal satisfaction of watching our subordinates grow and develop into fine NCOs is quite a reward.

We must take care of our families and the families of our soldiers. No longer does anyone adhere to the old credo, "If the Army

wanted you to have a family, it would have issued you one." Families are now an integral part of today's military, and their welfare in an important issue that should be of concern for all leaders.

Family support groups create an opportunity for spouses and other family members to share in our experiences, learn about our mission, and network with other family members, especially during mobilization. Family support is not just bake sales and special events at December drill. Integrate family support activities throughout the year and involve family members in events when possible. In particular, spouses and family members of junior soldiers are often unaware of our mission and the resources available to them, including preparation for mobilization.

However impressive our past accomplishments and current level of readiness, we must not rest on our laurels and accept complacency. There is always room for improvement, and sometimes a critical look in the mirror will point out weaknesses we may not wish to see. These chinks in our armor must be located and repaired. Accept those weaknesses not as shortcomings, but as opportunities to improve and excel.

As the division expands and tackles new missions, allow the new tasks to serve as yet another challenge to our NCO corps. As our missions change and evolve, so must we.

Combining a shared vision and strong leadership, we will adapt and improve as we lead the 80th through the next training year.

80th Division Changes Command

General Honored to Become Part of Famous Organization

Story and photos by Spc. Jessica C. Harris

Brig. Gen. Douglas O. Dollar took command of 80th Div. from retiring Maj. Gen. James G. Browder Jr. June 3 at division headquarters in Richmond.

"I look forward to working with the fine soldiers and veterans of the division," Dollar said. "That's what makes the Army so rewarding. The 80th has a great reputation, of which I will be proud to be a part. It is a great honor to become the commander of this famous organization!

"I hope I will be seen as someone who likes soldiers and always tries to do the best for them," Dollar said.

"At the same time, the readiness of the division and accomplishing the mission must be priorities and cannot be ignored. I have no doubt the soldiers of the 80th Div. understand this and also take pride in meeting

these objectives," he said.

Dollar, who was born in Oklahoma, was commissioned as a 2nd Lt. through the Reserve Officer Training Corps (ROTC) on May 26, 1968.

He has since served for more

clusters), and the Army Commendation Medal (with two oak leaf clusters), among others.

Dollar earned a B.S. in advertising, a M.S. in mass communications, and an Ed.D. in higher education administration from

Oklahoma State University.

He is president of New Forums Press, Inc., in Stillwater, Okla.

Dollar said he looks forward to helping make the Army Reserve a rewarding experience for all soldiers, and he hopes to visit the units and meet the soldiers as soon as possible.

Since taking command, Dollar has attended workshops and visited units and brigades throughout his command.

"Serving as the commanding general is a great responsibility, and I will seek every soldier's help in doing my best in this job," he said.



Guests at the retirement ceremony congratulate Dollar on his new command.

than 30 years in active and reserve duty in the United States Army.

He began his military career on active duty, during which he served in Vietnam as Rifle Platoon Leader with C Co., 1st Bn., 52nd Infantry Regt., 23rd Infantry Div.

In 1972, Dollar was released from active duty and entered the Army Reserve as a member of 1st Bde., 95th Div.

He went on to serve in numerous assignments with the 95th Div., including assistant division commander from 1997 to 2001.

Dollar's military education includes Airborne School, Infantry Officer Basic Course, Ranger School, Special Forces Officer Course, Infantry Officer Advanced Course, Command and General Staff College, and the Army War College.

His decorations include the Bronze Star Medal, Meritorious Service Medal (with four oak leaf



Maj. Gen. Craig Bambrough, deputy commanding general of United States Army Reserve Command, passes the guidon to Dollar during the change of command ceremony.



A bagpiper provided entertainment at the ceremony with a rendition of "Amazing Grace."

Reservists Make a Difference in Sept. 11 Tragedy

Army Reservists have been on the front lines of “the first war of the 21st century” since the morning of Sept. 11.

Although most of the Office of the Chief, Army Reserve (OCAR), is located a few blocks from the Pentagon, the office of the Chief, Deputy Chief and Command Sergeant Major of the Army Reserve is in the Pentagon.

A number of OCAR staff members were in the Pentagon Tuesday morning for meetings and other business.

There was also a meeting of the Army Reserve Forces Policy Council going on in the building, which brought together a number of Army Reserve general and senior officers from various commands.

Finally, there were also Active Guard Reserve (AGR) soldiers assigned to other agencies in the Pentagon, as well as Army Reservists who hold civilian jobs in the Pentagon.

As the Pentagon evacuated following the attack, many Army Reservists moved to where they could help.

Col. Malcolm B. Westcott, Deputy Chief of the Army Reserve (DCAR), and Brig. Gen. John W. Weiss, Commanding general of the 330th Medical Brigade, Fort Sheridan, Ill., the latter at the Pentagon for the ARFPC meeting, moved to where an open-air emergency triage area had been set up on the grass near the Pentagon and started helping the injured. They knew they could help.

Other Army Reservists also did what they could to help. Command Sgt. Maj. of the Army Reserve Alex Ray Lackey and his Executive Assistant, Sgt. 1st Class Paul Mantha, formed a litter team, which included an Army lieutenant general and a colonel.

While all this was taking place at the Pentagon, there was an even greater tragedy unfolding in New York City.

Army Reservists were at “Ground Zero,” too. Among the thousands of people in the World Trade Center and the hundreds of firefighters and rescue workers lost while trying to rescue them were a number of Army Reserve soldiers.

Three days after the attacks, on Sept. 14, President George W. Bush ordered a partial mobilization of up to

50,000 reservists (10,000 from the Army Reserve Components).

“This indicates just how serious these attacks were for America,” said the Chief of the Army Reserve. “During the Gulf War, we had a Presidential Selected Reserve Call-up less than three weeks after Iraq invaded Kuwait, but a partial mobilization did not occur until five and a half months later.”

As in 1990, however, the Army Reserve was already engaged before the partial mobilization order was ordered. As of ten days after the attacks, the Army Reserve has seven units, one installation, six facilities and around 2300 personnel involved in support of operations. Most units and personnel are in a training status. As of Sept. 21, no units have been called up under the announced mobilization authority.

Among the first to respond was the 77th Regional Support Command (RSC), which is headquartered in Flushing, N.Y. Key to the 77th’s quick reaction were a trained and functioning Emergency Operations Center and responsive units

Other Army Reserve units currently supporting post-attack operations include:

4249th Military Police Co., from Pocahtontas, Iowa, 89th RSC, 375th MP Detachment, Columbus, Ohio, 88th RSC, 366th MP Detachment, Devens Reserve Force Training Area, Mass., 94th RSC, 348th MP Detachment, Fort Dix, N.J., 77th RSC, 307th MP Co., New Kensington, Pa., 99th RSC, 369th Engineer Detachment, Norristown, Pa., 99th RSC, and the 5025th Garrison Support Unit, Fort Carson, Colo., 96th RSC.

The Army Reserve has also been providing logistics support in the form of medical supplies, generators, cots, etc.

Plewes envisions calling up a limited number of units for as short a period as possible when Army Reserve call-ups take place under the partial mobilization.

Some may continue or replenish recovery operations, because many of the Army Reserve soldiers now supporting Army missions and assisting with disaster recovery are on a long-term mission. Other units will augment force protection activities at installations and other sites.

Additionally, large number of volunteers and inactive Army Reserve soldiers have stepped forward and offered to serve.

Since the first minutes of the attacks, Army Reserve citizen-soldiers have performed in the highest traditions of courage and self-sacrifice. (Army News Service)

Medics Learn More Than Basic Life Saving

Story and photos by Sgt. Maj. Kim K. Danek

In the near future when a battlefield soldier calls, “Medic!” he won’t see a medical corps soldier trained only in the basics of battlefield life saving. He will get a whole lot more.

For two weeks in July, the 5th Bde. (Health Services) ran their 91B/91C (medical specialist) students through their annual training rotation at Fort Indiantown Gap, Pa., on their way to attaining their medical MOS.

This was the last class of 91B/Cs for the division and for the Army as it begins a transition to a new breed of medical specialist, the 91W.

“Medics will be called upon to stabilize their patient and continue to care for them for anywhere from 72 to 96 hours,” said Lt. Col. Jay Lane, 9th battalion commander, 80th Medical Regt., Health Services Brigade.

This new breed of medic will have more training in life-sustaining measures like administering fluids, treating for shock and setting broken bones to keep that soldier alive for several days before evacuation may be possible.

With that in mind the Army Medical Command has been developing a new plan for the organic, unit level medics to come in line with the new more mobile Army of the 21st century.

1st Lt. Jennifer Cain is the officer in charge of the Fort Meade satellite unit of the brigade’s 91B training program. She says the 91B candidates of the past would spend 10 months of the year studying and learning their basic medical tasks during their drill weekends. Then they’d have two weeks of annual training featuring a hands-on task and a field training exercise “to see how it really works in the field.”

The new medical specialist training will be at least a



Medics load a “casualty” onto a Chinook helicopter as part of their training exercise.

two-year training program. Candidates will begin with basic emergency medical technician training that may even include ride-alongs with local fire and rescue units in the home or drill area.

They’ll continue with Basic Trauma Life Support (BTLS) training and Trauma “AIMS” (Assessment, Intubation, Medication and Shock). These are basically civilian programs that train medics “to national standards from the infant to the elderly, not just the military,” according to Sgt. 1st Class Richard Carter, a licensed practical nurse. He was at Fort Indiantown Gap this summer training to be a 91W instructor.

In order to become a medical specialist, soldiers will have to pass the medical National Standards Registry Test and successfully re-certify every two years.

For Carter, “It’s been pretty intense over the last 2 weeks. We’ve learned a lot of bookwork, but there’s lots left to learn on the actual hands on ‘scene’ portion. After this course (medical) training is much more accurate than it has been in the past.”



Medical specialists get hands-on learning as they come to the aid of a soldier.



One soldier plays the part of “the wounded” as medics load casualties into a Humvee.

Drill Sergeant Candidates Learn the Ropes

Story and photos by Sgt. Maj. Kim K. Danek

Drill sergeant candidates felt like they were back in basic training in June as they hit the exercise and maneuver areas of Fort A.P. Hill, Va., to relearn what they hope one day to teach.

The candidates started their training at home units in October 2000. All year long they spent their drill weekends learning the **Army** way to teach physical fitness, weapons handling and maintenance, military bearing, and everything else it takes to become a soldier.

They have to WANT to do this because it is not just a weekend-drill gig. Sgt. Wilbur Cooper said, “You have to have study time at home. I can barely read the newspaper and I still have to find time to study. You have to really be dedicated to do it.”

They say it’s not just that you have to learn a task



Drill sergeant candidates march into the drill sergeant school change of responsibility ceremony.



Drill sergeants at Fort A.P. Hill practice drill and ceremony before their change of responsibility ceremony.

that makes it tough, it’s “. . . trying to remember verbatim what has to be said that is the hardest part,” according to Staff Sgt. David Higgins.

“I thought (the training) would be harder. But it is extremely challenging. A lot of teamwork is required,” said Staff Sgt. Charlene Gallishaw.

They spent most of the year studying the right ways to teach the classroom portion. Then it was on to the summer active duty phase where the book learning translated to hands-on training.

They practiced drill and ceremony techniques to refresh their memories of what basic training was like. They went on foot marches, set up defensive perimeters and went through obstacle and confidence courses.

When they left their summer training they knew they

had completed everything on their road to obtaining the distinctive “brown round”, or drill sergeant’s hat. That’s when they know they can help mold today’s citizens into tomorrow’s soldiers.



One drill sergeant from the 2-320th rappels down Victory Tower during training at Fort Jackson, S.C.

Camp Dawson Soldiers Move the Earth

Story and photos by Sgt. Maj. Kim K. Danek

The soldiers of the 1st Bn., 80th Regt., 3rd Bde. had a busy summer running entry-level engineering schools as well as training NCOs basic and advanced leadership. These photos were taken during their summer annual training in West Virginia of soldiers learning to be general construction equipment operators and NCOs in their Basic and Advanced Noncommissioned Officers courses.



Sgt. Ronald Brown of the 100th Div. (IT) operates Small Excavation Equipment as part of his training to become a 62J, small equipment operator.



A Basic NCO Course student uses hand and arm signals to communicate with the scoop loader operator during his training to become a construction equipment supervisor.



Above: Staff Sgt. Bruce Nestor, Instructor of the small equipment operator course, explains to Sgt. Dawn Kelley how to dig a trench.

Above: Advanced NCO Course students at Camp Dawson, W. Va., figure rock-crusher estimates to build a new road.

Command Sergeants Major Reassignments

NAME	FORMER UNIT	NEW UNIT
Steward, Donald W.	4th Bde.	6th Bde.
McCloud, George M.	7th Bde.	4th Bde.
Henderson, Edward T.	6th Bde.	ROTC
Blanco, Luis A.	Drill Sergeant School	7th Bde.
Franklin, Harold	2-317th, 2nd Bde.	Drill Sergeant School

80th Veterans Show Respect

Story and photos by Spc. Jessica C. Harris

The 80th Div. Veterans Association held a memorial service at its 82nd Annual Convention Aug. 25.

Veterans came from around the country to show support to each other and respect to those killed in combat.

80th Div. Band and 2-318th showed their support at the memorial service by playing musical selections and posting the colors.

The division's operations section videotaped twelve interviews with the World War II veterans, who lended their insights on combat experience in the war.



Two veterans share a smile and a story after the memorial held in Hampton, Va.



Veterans caught up with one another and discussed the memorial service.



One cadet provides security while members of his platoon don gear and test the area for contaminants.

Dramatic training style captures cadets' attention



A cadet walks around after the gas chamber to rid himself of the effects of the gas.

Story and photos by Spc. Jessica C. Harris

A future Army officer is nauseous. Another has a runny nose. The next one is short of breath.

Is this sick call the morning before a PT test?

No, these soldiers are merely acting out the symptoms of a chemical attack during their summer training at advanced camp.

Dramatic and visual training was the norm as 2-319th and Hq. Co. instructors conducted training on the NBC range at Fort Lewis, Wa., for ROTC Advanced Camp there for the second year.

Their strong styles certainly made an impression on the cadets. "(The instructors are) kind of amusing. I came out (to the NBC range) skeptical. I thought it would be pretty boring, but the instructors kept our attention," said Cadet Patrick S. Khattak of Virginia Military Institute.

"We just love to teach. Instruc-

tors have to want to teach," said Senior Instructor Sgt. 1st Class Odetta J. Walker of 2-319th.

"At the beginning of each day, maybe one or two cadets are unsure, but at the end of the day, you see the look of confidence on their faces. I know (NBC training) is uncomfortable and they're at one of their weakest points, but they made it through the training," Walker continued.

Walker acknowledged that teaching under strenuous conditions was a challenge for the NCOs.

"It helps that they (senior leadership) listen to us and allow us to have our own style of teaching. We are allowed to give suggestions and are taken seriously, which improves training," Walker said.

The NBC training given by these NCOs will help prevent these cadets from experiencing the very chemical symptoms they acted out during their advanced camp.



Above: Sgt. 1st Class Teresha Willis, an instructor with Hq. Co., shows a cadet the proper way to drink water with a gas mask on.



Above: A cadet tests the area for chemical agents with M8 detection paper after donning her mission-oriented protective posture (MOPP) gear.



Above: Instructors taught cadets how to perform first aid on a victim of chemical exposure and gave them immediate feedback on their performance.



At left: A cadet has heard the signal for gas and dons his mask in 9 seconds.



At left: Capt. McDonnell guides a cadet as she makes her first steps out of the gas chamber.

Officers Write and Brief Their Way to Top

Story and photos by Spc. Jessica C. Harris

Last-minute jitters and chit-chat float around the room. Coffee in Styrofoam is picked up, sipped, then forgotten on a nearby table as the chief of staff enters the room. The staff gets quiet and faces get straight as they watch the chief calmly take her seat.

The officers were about to begin their final brief at the Combined Arms and Services Staff School (CAS3).

The brief was the final obstacle for the officers, mostly captains, before graduating CAS3 at State Military Reservation in Virginia Beach July 20.

Instructors, called “staff group leaders,” in this course, hailed from 11th Bn., 6th Bde. of 80th Div., and they provided professional development for the captains on their way to becoming majors.

“This course is designed for company grade officers with experience in the Army, preferably in a command position. When they come to us, our job is to prepare them for positions at brigade and division staff levels,” said Lt. Col. Anthony Echols, regional director of CAS3.

The officers in CAS3 went through two phases of the course. The first phase, individual duty training (IDT), required them to train one weekend per month for eight months. The training focused on communication skills – writing papers and giving briefings.

The second phase of the course was a two-week annual training in which the officers acted as a staff to plan and evaluate courses of action in two missions.

The missions had officers planning to deploy a

division from the U.S. to Europe first for combat and then for a humanitarian mission.

“Most captains have blocks on their shoulders, thinking they know how to write and brief, but (then they think) ‘here’s a lieutenant colonel tearing me apart!’ They’ve had six to eight years in the Army and haven’t seen it all,” Echols said.

But, according to Lt. Col. Jim A. Rosebrock, a staff group leader, “When CAS3 ends, they have significantly improved their skills, and it’s their first school where they’re learning about other parts of the Army.”

Rosebrock used commercial wargaming software in his class to help his students visualize how one part of a mission can affect another part. He programmed the software with courses of action and then projected it onto a screen for all to see and participate.

“Wargaming gives immediate feedback about courses of action. A nurse and a tanker all get to participate and gather data about what they’ve done. I’ve seen a better understanding and ability to go through courses of action more efficiently. And they get into it,” Rosebrock said.

CAS3 will take a giant leap into integrating computer technology in October as two of the four CAS3 classes move online for their IDT phase.

“There is some concern that by going online, something will be lost in the group dynamic, but the next generation is very open to communicating online,” said Lt. Col. Cheryle F. Hess, a staff group leader. Echols was clear about the

“next generation” taking over.

“I’m getting ready to retire! They’re going to take my place. If I have children, that means they’re about to go into the military. I’m entrusting (these officers) with some very important material!”



One officer used maps, slides, and chart paper to make his points during a course of action presentation.



One class gathered around a computer to decide what points they wanted to cover during their brief.

USAR Names Band Soldier of the Year

Story by Sgt. Maj. Kim K. Danek

This spring Staff Sgt. Bruce Patterson of the 80th Div. Band became the Army Reserve Band Soldier of the Year, was selected to become a Warrant Officer, and witnessed the birth of his third child.

For the first time, Army bands decided to find out who were their best and brightest NCOs. Bandmasters held a worldwide competition to find the top NCOs on active duty

and in the Army Reserve and National Guard.

Soldiers were nominated by their bandmasters based on areas including leadership, musical ability, physical fitness, and schooling.

Chief Warrant Officer Kathleen Landas nominated Patterson, a trombonist with the 80th Div. band, in the Army Reserve category based

Photo by Chief Warrant Officer Kathleen Landas



Patterson accepts his award after the competition.

Photo by Spc. Jessica C. Harris



Patterson plays trombone at the Division change of command ceremony June 3.

military start in the Marine Corps. But after nine years of playing in the bands, he wanted to go back to teaching music to kids. Since there are no Marine Corps reserve bands, "I came into the Army Reserves."

For his "day job" he is the Chairman of Fine Arts at the Fork Union Military Academy in Virginia. The faculty likes his drill status because the school "tries to instill military values in the cadets and having me in the reserves is a plus."

Patterson says at times it's hard to balance both the civilian and military bands, but it's worth the effort. "I've enjoyed it."

Patterson knew his packet had been submitted but was stunned by the outcome. "I was pretty surprised. Since it was the first year, it was quite an honor."

He got his

Photo by Chief Warrant Officer Kathleen Landas



Patterson is congratulated on his recent "Soldier of the Year" status.

Civilian Employer Becomes a Patriot

By Spc. Jessica C. Harris

One employer in Maryland stands out for military servicemen and women as a company that supports those in uniform.

RGII Technologies, Inc., a technology firm in Annapolis, received the “My Boss is a Patriot Award” March 9, presented by Maj. Glenwood Hence, commander of Hq. Co., 80th Div.

Staff Sgt. Terri R. Williams, a career counselor with Hq. Co., nominated her employer for the award, which

recognizes employers that practice personnel policies and support employee participation in the National Guard and Reserve.

“My employer’s support means that I feel confident that I know I have my job to come back to after any military leave, no matter how long. It also means that I am a valuable asset to the company,” Williams said.

Kathryn B. Freeland, RGII’s

chief executive officer, accepted the award. “I am delighted and honored to receive this award. RGII is committed to the men and women in the Armed Forces, both active and reserve,” Freeland said.

RGII employs more than 40 reservists that dedicate their time to the Army, Navy, Air Force, Marines, and Coast Guard.

Williams said she nominated her employer because of her CEO’s continuous wholehearted support of the

Army Reserve.

“As a retention NCO, sometimes I must travel more than four hours to get to some of the units that I visit; therefore, I like to leave work early on those Fridays to use as travel time. I never have any problems from my boss in allowing me to leave work early,” Williams said.

“I also attend conferences and workshops throughout the year. I

sometimes need more than the standard two weeks of military leave. I never feel ashamed or embarrassed to request the additional leave from my boss and am never harassed about it,” Williams continued.

“I wanted her (Mrs. Freeland) to know how much her support means to me. Many of my peers talk about how they have to fight with their bosses to get time off for Reserve. Mrs. Freeland not only supports my time, but also voices her pride in my dedication to the armed forces,” said Williams.

Companies that are recognized by the “My Boss is a Patriot” award are automatically considered for state and national recognition.

Williams, who has worked with RGII for more than five years as a network administrator, has been in the Reserve more than ten years.

“RGII has allowed me to balance my civilian and military careers for more than five years by not giving me a hard time about using leave to fulfill my military obligations,” Williams said. “Reservists must work twice as hard in managing two careers. Since we do ‘wear two hats,’ I can proudly say that RGII has made it possible to do so.”

photo courtesy RGII Technologies



Maj. Glenwood Hence presented Kathryn B. Freeland with the Patriot Award.

ESGR Rewards one of your bosses

By Spc. Jessica C. Harris

Army reservists can help recognize their civilian employers by nominating them for an Employer Support of the Guard and Reserve award.

Soldiers can nominate their employers for a “My Boss is a Patriot” certificate of appreciation by going to www.ncesgr.osd.mil and filling out the factsheet.

The ESGR committee reviews these facts when considering the employer for a higher-level award.

State and national recognition include: the “State Chair’s Award,” for those who have gone above the legal requirements for employer support, the “PRO PATRIA Award,” given to only one employer per state, and the prestigious “Employer Support Freedom Award,” presented to only one employer in the nation. It is given at a ceremony at the Pentagon.

ESGR also helps Guard and Reserve soldiers understand relevant laws, gives ideas on supporting two careers, and helps soldiers resolve conflicts with their employers.

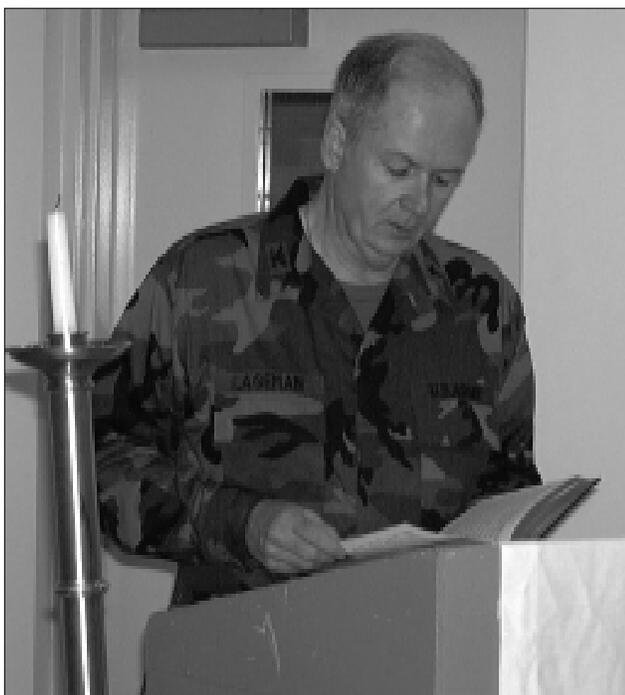
Chaplains' Services Vary Far and Wide

Commentary by Maj. Dan Harrison, 89th RSC Asst. Chaplain

A personnel officer once remarked to me, "Chaplain, most of the time I don't need you, but when I need you, I need you bad!"

So, what does a chaplain do? How can the Unit Ministry Team (UMT) help? When asked those questions, I tell them, "I hatch 'em, I patch 'em, I catch 'em, I match 'em, and I dispatch 'em."

Photo by Spc. Jessica C. Harris



Col. August Lageman, 80th Div. Chaplain, led Sunday service at a drill weekend.

Hatching: Coming into to the world or entering the Army

Chaplains can have significant roles in the lives of soldiers and family members, especially during the passages of life.

Birth is one of the most important events people experience. Parents often expect a minister to visit in the days following a birth. Many who embrace a religious system seek to dedicate their children through forms of religious expression. A unit chaplain can have a tremendous impact on soldiers and family members during this critical event.

Entering military service can also be traumatic. The usefulness of having chaplains assigned to basic training units was validated following the Aberdeen Proving Ground scandal. UMT positions had been deleted from the Table of Distribution and Allowances as a cost-cutting measure. Research from the Aberdeen situation showed chaplains and assistants were critical and were once again assigned to basic training units.

Patching: Conflict Resolution

Chaplains are assigned to battalions and are often the only personnel with counseling training. Leaders have many distractions from their already pressing duties. A chaplain of chaplain assistant is skilled in assessing needs. Chaplains counsel and intervene through a process of active listening or referral.

Chaplains may serve as a third party in a stressful environment or directly intervene if a situation warrants. The UMT is a force multiplier, enhancing readiness and providing care to soldiers and family members.

Catching: Moral Leadership Training

The chaplain is the principal officer for moral leadership training. Moral leadership addresses the full spectrum of moral concerns for soldiers. It focuses on those virtues and values that were present in the shaping of America and are still present in the military setting. The chaplain is the commander's best tool to spread Army values to soldiers at every level.

Matching: Formalizing Relationships

Chaplains don't necessarily play a part in getting people together, but they do assist in formalizing relationships. Chaplains are often called upon to conduct premarital counseling and officiate at weddings and baptisms. Chaplains help formalize relationships with couples and formalize affiliations with a church. This emphasizes the need for chaplains in units rather than contract personnel.

Dispatching: Final Honors

Finally, chaplains play an active role in rendering final honors to a service member. Chaplain involvement is both a pastoral and a staff function. We have the privilege to minister to not only the service member's family, but to the nation as well.

Rendering final honors demonstrates that committed service and honorable deeds will be remembered in a significant manner. Chaplains and chaplain assistants have experience and training in rendering final tributes.

Need to Know, Nice to Know

Electronic LES

Soldiers may access an electronic LES through the Employee Member Self Service (E/MSS) with a personal computer and a customized pin number.

Soldiers need to go to <http://www.dfas.mil/emss/> and choose the option from the account selection menu of the site. Those who have never accessed the system can do so by using the temporary pin mailed in a letter. Soldiers who do not have the mailed letter with the pin can obtain a new temporary pin by sending their name, social security number, a copy of their military I.D. with photo, a daytime phone number, and their signature by fax to (216) 522-5800 (clearly indicate E/MSS pin on the request) or by mail to DFAS-Cleveland/PMCAA, attention: E/MSS, 1240 East 9th St., Cleveland, OH, 44199.

If you encounter any problems with the procedure, you may call customer service at 1-800-390-2348 from 7 a.m. to 7:30 p.m. Monday through Friday.

Helpful Phone System

Two newly launched Interactive Voice Response (IVR) systems can help soldiers find information about the Active Guard Reserve (AGR) program, promotion boards, and evaluations.

The Army Reserve Personnel Command launched the self-service management tools to better service reserve soldiers. Soldiers can call 1-800-325-4118 to find AGR information, to request and receive instructions for AGR applications, or determine if an AGR entrance board has met.

Soldiers can gain information on promotion boards through a separate IVR system by calling 1-877-215-9834. The promotion board system allows soldiers to find out whether or not they are qualified for upcoming boards, what the date of a particular board is, whether they have been selected, and, for officer boards, determine whether the soldier was educationally qualified.

The evaluations IVR system allows soldiers to check the status of recent evaluations, including the start and end dates, received date, status, and completion date. The evaluations IVR system can be reached at 1-800-648-5484.

Army Ten-Miler Cancelled

This year's Army Ten-Miler Race scheduled for Oct. 14 and the Association of the U.S. Army Annual

Meeting slated to start Oct. 15 have been cancelled.

The decision to cancel both events was made in conjunction with senior Army leadership discussions. "We hope that all our runners will understand our support of Operation Enduring Freedom, our heightened awareness of the current situation, and our concern for the security of everyone associated with the race," said Jim Vandak, Army Ten-Miler director.

"This move also allows the U.S. Military District of Washington to concentrate its soldiers and resources on supporting Operation Enduring Freedom."

SGLI Coverage for Dependents

Beginning in November, Department of Defense will automatically provide insurance coverage for spouses and children under Servicemembers' Group Life Insurance, unless soldiers sign a form declining the additional coverage.

Soldiers will pay for their spouse's insurance coverage in their monthly payroll deduction, officials said. Those who want to cancel or reduce that insurance for their family members need to submit a SGLV Form 8286A to their command's service support center.

Spouses will be insured for a maximum of \$100,000 and children for \$10,000, through the SGLI for family members.

Children will be covered at no cost to the sponsor, said Robert Wagner, deputy of the Army's Casualty and Operations Center.

Spouses will be insured for a monthly premium of between \$9 and \$32 per month, depending on their ages and amount of coverage desired. If no action is taken, Wagner said the maximum premium will automatically be deducted from paychecks beginning in November for all soldiers, including those in the Army Reserve and National Guard.

Spouses who opt to accept the automatic life insurance policies do not have to undergo physical examinations, Wagner said. He said the spouses would, however, have to complete a document stating that they are in "good health" if they elect insurance after initially declining or decreasing the automatic coverage. Coverage for children up to age 18, or 23 if a fulltime student, is free and automatic, so long as the soldier is participating in SGLI, officials said.

More information about the program can be found at the VA Web site, <http://www.insurance.va.gov/sglivgli/sglifam.htm> and the SGLV Form 8286A is also available on <http://www.insurance.va.gov>.