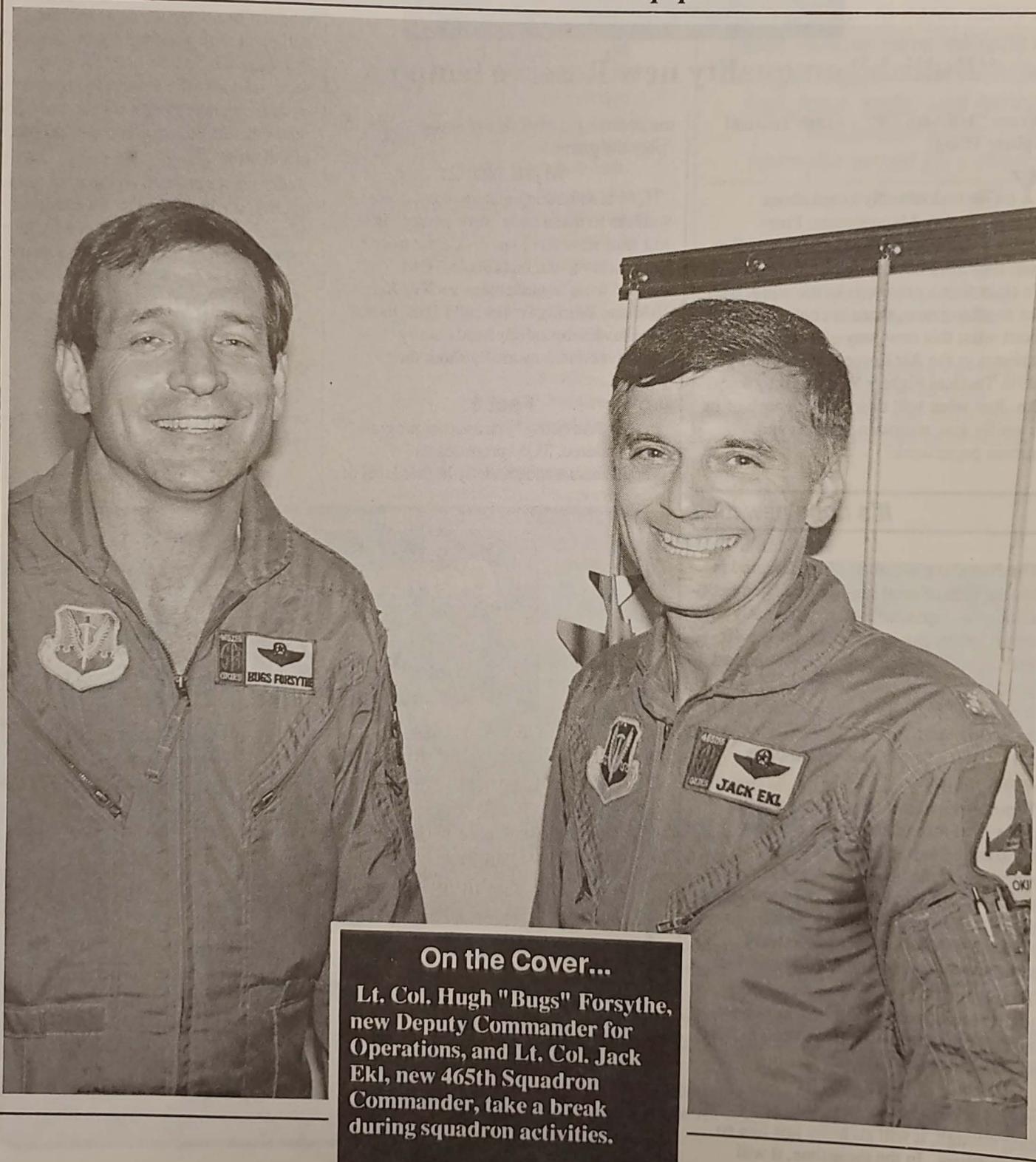


An Air Force Reserve Newspaper



On the Cover...

Lt. Col. Hugh "Bugs" Forsythe, new Deputy Commander for Operations, and Lt. Col. Jack Ekl, new 465th Squadron Commander, take a break during squadron activities.

Quality Talk

By Brig. Gen. F.S. Winebarger

"Bullish" on quality new Reserve tempo

(From "HEADS UP" - 419th Tactical Fighter Wing)

You've undoubtedly heard about it-Total Quality Management. From comments at commander's calls to videos from the Chief of the Air Force Reserve, it's clear that a change is in the wind. But like anything new, there is confusion about what this new way of doing business in the Air Force Reserve and the 419th Tactical Fighter Wing will look like. Just what will this mean to each of us as we fly jets, maintain engines and process paperwork?

It's not a new idea

The first thing we must all understand is that the idea of total quality management is not new. Japanese industry formally started practicing its basic principles 40 years ago. But it has only been in the last decade that American business and most recently the U.S. Air Force realized that it can no longer do things the "old way" and still remain a formidable world-class power.

Top-down authoritarian management styles, win-lose relationships between workers and supervisors and little concerns for the needs of customers must go the way of the dinosaur. Mastering this new attitude toward the way we do business will radically improve work environment and customer relationships. To fully grasp the significance of the quality initiative, this is a first in a series on TQM principles. First we need to start by separating myth from fact.

Myth No. 1:

TQM is just another program. If we wait long enough, it will go away just like so many others. In the meantime, it will

mean more paperwork and square-filing to "play the game."

Myth No. 2:

TQM is something management gives to workers to make them work harder. It's just another effort to motivate the troops. Let's listen to the facts about TQM learned from organizations such as Xerox, IBM and Florida Power and Light- those who have successfully used quality initiatives and universally shout their praises.

Fact 1:

Rather than being "just another program" to be endured, TQM promises its practitioners a substantially higher level of

effectiveness in the work they are already tasked to do. It provides the tools, techniques and philosophies of management that make the possibility of "working smarter, not harder" more than just wishful thinking.

Fact 2:

TQM begins by teaching us that the best indicator of success for any enterprise is whether or not our "customers" are delighted with what we do for them. This is always the bottom line. Quality organizations take the time to find out what their customers want and need and then meet those requirements 100 percent of the time.

Folks, as we embark on the road toward quality, it's important that we keep in mind that we are looking at a very long march ahead of us. If private industry experience is any hint, it will be seven to 10 years before major changes start to show up. This commitment to quality must become a part of every person's thinking in the 419th.

Quality must be everyone's basic operating procedure, everyone's first priority and everyone's responsibility.

Congratulations To...

...Col. Clio A. Harper, 507th Medical Squadron Commander, for being selected as 10th Air Force's Outstanding Reserve Physician for 1990.

...MSgt. Hiroko Yates, 507th Medical Squadron, for being selected as 10th Air Force's Outstanding Medical Air Reserve Technician NCO in a Category A Unit.

...Second Lieutenant's Johanna Adams, Rex Clifton, Charles Gaines, Dennis Sivert and Darryl Williams on their commissions.

...The members of the 403rd Combat Logistic Support Squadron for their selection by 10th Air Force's for the 1991 Air Force Outstanding Maintenance Effectiveness Unit Award - Non Flying Unit.

...SSgt. Sheri Wiley and TSgt. William Oakes for their selection by 10th Air Force selection as Outstanding Air Force Transportation Airman and NCO of the Year.

NEWS AT LARGE

War Cost Rises

the war, but they still owe millions to the defense cooperation account, Williams said.

"Kuwait averages about \$700 million a month," he said.

"At that rate they will probably complete their contributions by the end of the year." Saudi Arabia's average monthly payment is \$500 million a month.

At the end of last year,

Kuwait offered \$2.5 billion, the United Arab Emirates-\$250 billion, Japan-\$376 billion and Germany-\$337 million.

During the war, the United States had to ask Congress for more money to cover additional costs. A supplemental appropriation for fiscal year 1990 was approved for roughly \$1.9 billion, but it did not fully cover the \$2.7 billion needed for airlift, sealift, supplies and fuel price increases.

Likewise, the Pentagon asked its allies to share the responsibility of supporting Desert Storm. Many nations offered

contributions of varying amounts, and some in particular made major contributions to support the operation.

In addition to cash, many of these nations gave millions of "in-kind" support that included fuel, food, water and general assistance where there normally would be a charge.

Private citizens and organizations also made contributions to the war effort, and at war's end more than \$6 million had been received in contributions to the Desert Storm account.

The Pentagon is still getting reports from various military units on war costs incurred after the war, and said it will be some time before the final costs will be known.

New senior enlisted advisor appointed at Air Force Reserve

ROBINS AFB, Ga. -- CMSgt. James A. Rossi became the Air Force Reserve's senior enlisted advisor Sept. 1, 1991.

Prior to his appointment, Rossi was transportation manager for the 445th Military Airlift Wing, Norton AFB, Calif. He replaced CMSgt. Charles F. Joseph, now the senior enlisted advisor for the Assistant Secretary of Defense for Reserve Affairs.

Rossi's new office may be at Headquarters AFRES, but he says he won't spend a lot of time in it. "I consider myself a people person," said the 41-year-old chief.

"I like face-to-face meetings and don't like to talk over the phone, so I won't be behind the desk a lot."

He joined the Air Force Reserve in 1969 as a member of the 729th Military Airlift Squadron. Next, Rossi transferred to the 730th MAS as an air reserve technician in 1971. He later

became the standardization/evaluation loadmaster for the 445th MAW. In 1984, he landed the more down-to-earth job as wing transportation manager.

The chief said that job helped prepare him for the Reserve's top enlisted position.

"As the command SEA, I will listen to the concerns of our enlisted folks, such as their suggestions on better ways to get the job done. If a situation can't be changed, we owe it to our people to explain why. However, we will look at what's best for the Reserve, not the individual."

Rossi sees keeping enlisted people informed and motivated as the greatest challenge facing him as the Reserve's eighth senior enlisted advisor.

"We cannot afford the loss of trained people. When good people stop participating, the Air Force loses its investment in training time and money."



CMSgt. James A. Rossi, AFRES Senior Enlisted Advisor

Electronic Wizards help pilots see



into the future

By SSgt. Stan Paregien
507th Public Affairs

Merlin never had it so good. While that mythical wizard muttered enchantments and peered into his crystal ball to see past the mists, F-16 pilots today have a clear picture of what lies ahead -- thanks to modern avionics and the skilled technicians behind the scenes.

Avionics is responsible for troubleshooting the F-16 radar systems and keeping them humming.

The section is made up of six shops. Their work includes radar, inertial navigation systems, instruments and automatic flight control systems, communication navigation systems and penetration aid systems.

What's the most strenuous aspect of avionics? According to CMSgt. Bruce Carlisle, "Everything!"

In the Chief's office there is a poster on the wall showing an F-16 loaded with all the armaments and special defensive gear it can carry. One not-so-noticeable piece is called the ECM, or electronic counter measure pod.

The ECM is a jamming device used to thwart enemy radars that are getting ready to relay firing information used to shoot down our pilots. Anyone who watched the television reports during Desert Storm may remember these jammers as extremely effective against the enemy.

According to Chief Carlisle, the 507th was the first Air Force Reserve unit to receive the ECM pods for the F-16.

"We have had a lot of guys in this unit with experience on the pods. One reservist has been here since 1967 and three have been here since 1972. The pod we originally had with our F-4s

was pretty much just for training. It really didn't do much," the chief said.

The avionics area also checks the black boxes that fill the F-16 from nose to tail. These boxes contain special electronics and computer chip technology that all relay information back to the pilot in the cockpit. There's no need for mirrors or magic spells here.

Electronics is one area where the F-4 and F-16 differ greatly, the chief said.

"If I had to compare the two birds, I would say the F-4 is like an old 1950's tube type television. The F-16 is a solid state systems using computer chips," said MSgt. Doyle Garrison.

"The F-16 was designed to be a 'parts change' plane. You simply go through a series of tests to find a problem. Find the problem and replace the part," said Sergeant Garrison.

That doesn't necessarily mean it is any lighter though. "Some parts are still very heavy. The avionics folks get their exercise," Sergeant Garrison said.



Radar/EO Display

"The F-16 is one big flying computer."

"Our radar is designed for finding an airborne target and destroying it," said Chief Carlisle.

The F-16 has other big avionics advantages over the F-4 in maneuverability, bombing, strafing, and overall ability to survive a conflict with enemy aircraft or ground fire, the chief said.

For instance, if the F-16 were fired on by missile, it could pull a 9 G turn that missile couldn't follow. An F-4 couldn't get away that easily.

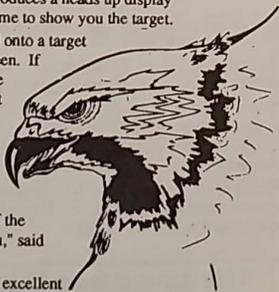
"Our F-16's radar produces a heads up display about like a video game to show you the target.

"The F-4 just locked onto a target as a blip on your screen. If other aggressors were around you might not know it.

"But the F-16 can lock onto a target, pick out new targets at the same time, and still keep track of the original target for you," said Sergeant Garrison.

The F-16 also has an excellent air to ground capability. After dropping a bomb, an F-16 pilot can also have the choice of switching to dogfight or air to air missile mode. The system will automatically lock on and take over. The pilot just decides when to shoot.

Merlin can keep his crystal ball. As long as the 507th avionics technicians are here, our pilots won't need it.



EDUCATION

Nominations needed for ROA scholarship

The Reserve Officers Association will begin accepting nominations this month for a new scholarship program.

The program offers two \$150 scholarships, one to 507th member and another to a 507th dependent.

The scholarship program was created in September by ROA's local Chapter 66, consisting of officers from the 507th Tactical Fighter Group, 403rd Combat Logistics Support Squadron and 72nd Aerial Port Squadron. This will be the first scholarship award being offered by the local chapter and includes reservists

and dependents from the 507th TFG, 403rd CLSS and 72nd APS.

According to Lt. Col. Don Shaw, ROA member, "We saw this scholarship program as a new way to serve the people of the 507th."

The chapter sponsored a fund-raising "kissing" booth during the unit's Family Fair Day, raising \$348 towards the program. The booth sold chocolate kisses and also offered free airline passes as door prizes to participants. The ROA's "KISS" program, or Keep In School Students, will continue within the unit

with chocolate kisses being sold or donations taken throughout the year. During the October meeting chapter members voted to donate additional chapter funds into the program.

"We're very excited about this program and hope to continue it," Colonel Shaw said. The chapter will accept one nomination a piece from each qualified reservist or reserve dependent, he said. Nominations will be placed in a container and the scholarship awards will be drawn at the January ROA meeting.

Colonel Shaw stated a drawing was decided upon as best selection process. "We want to eliminate any possibility or perception of favoritism for this program," he said.

How to Apply

*Qualified applicants for the reserve scholarship must be reservists in good standing within either the 72nd APS, 403rd CLSS or 507th TFG.

*They must be registered as a full-time student at a college or university.

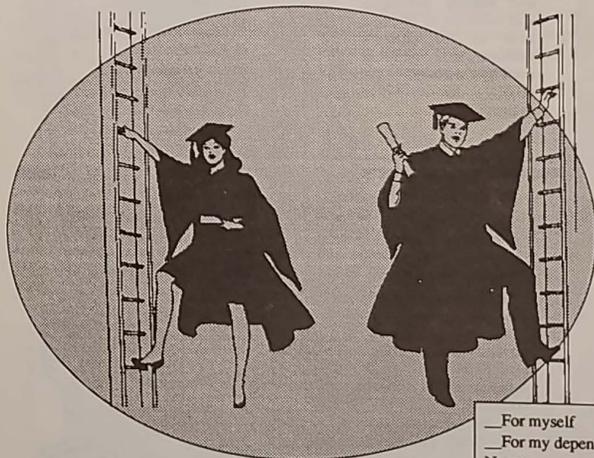
*Only one nomination per individual will be accepted.

*In the case of more than one dependent, each dependent may be nominated.

*Nominations will be accepted prior to the beginning of each fall and spring semester.

*Winners are eligible to resubmit for the next semester.

In order to apply for the program, reservists should fill out the application form on this page or ask any officer within their squadron for a nomination form. The form may be turned in to any officer within your organization or sent to the 507th Tactical Fighter Group's Public Affairs Office, Tinker Air Force Base, Oklahoma 73145-5000 prior to December 31st.



For myself
 For my dependent
Name:
Dependent's Name (If applicable):
Unit:
Home address:
Phone:
College/University:

New AF uniform unveiled

Air Force Chief of Staff Gen. Merrill A. McPeak unveiled the new Air Force uniform last month during a press conference at the Pentagon.

The new service dress uniform was designed with quality, producibility, style, and affordability in mind. Key changes from the current service dress include the following: elimination of the name tag, epaulets, metal insignia and outside pockets, addition of a braided rank on the sleeve for officers, similar to

that used by the British Royal Air Force and U.S. Navy, bigger and bolder rank insignia for the enlisted force, incorporation of a full inside lining, and use of a polyester/wool blend instead of 100 percent polyester.

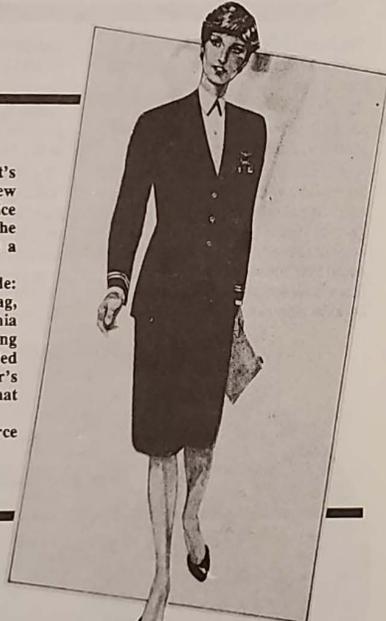
The prototype uniform should begin the testing phase in 1992. If the six-month test is successful, officials estimate the new uniform should be available for wear by 1994. After a phase-out period, the uniform would become mandatory by 1999.



New Look

Here is an artist's conception of the new (male/female) service dress uniform. The dark blue uniform is a polyester/wool blend.

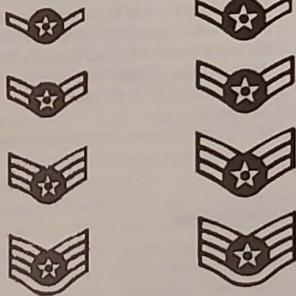
Key changes include: elimination of name tag, epaulets, metal insignia and outside pocketing and addition of braided rank on the officer's uniform, similar to that used by the Navy. (U.S. Air Force artwork)



New Ranks

At the left are the new small and large insignia for airman, airman first class, senior airman, staff sergeant and technical sergeant.

At the right are the new small and large insignia for master sergeant, senior master sergeant, chief master sergeant and chief master sergeant of the Air Force



Combat headquarters named

WASHINGTON (AFNS) -- Langley AFB, Va., has been named the future headquarters for Air Combat Command, one of two new commands to be created as the Air Force dissolves Tactical and Strategic Air commands, as well as Military Airlift Command.

Air Force Chief of Staff Gen. Merrill A. McPeak announced the selection at the Air Force Association Symposium in Los Angeles Oct. 24.

"The merger of SAC, TAC and MAC eliminates the artificial distinction between tactical and strategic airpower," McPeak said. "It will organize us in peacetime to be ready for the integrated use of airpower during conflict."

When operational, ACC will carry out deterrence, air superiority and global power taskings, while the other new command, Air Mobility Command, will be assigned global reach missions.

ACC resources will include fighter, bombers, ICBMs, and some tankers and bombers.

Association needs members

The Air Force Sergeants Association began a membership campaign November 1. The membership drive will



continue through April 30, 1992.

Membership is open to all enlisted active duty and reserve members of all grades. Among the association's charter goals is to help improve benefits for enlisted members. Members also receive the monthly Sergeant's magazine. For more information contact CMSgt. Lee Adams at extension 45101.

Medal is approved

More reservists in the Air Force Reserve unit program will wear a medal for their service during the Persian Gulf Crisis.

By executive order, the president authorized award of the National Defense Service Medal for all members of the National Guard and Reserve who were part of the selected Reserve in good standing during the period from Aug. 2, 1990, to a date to be determined.

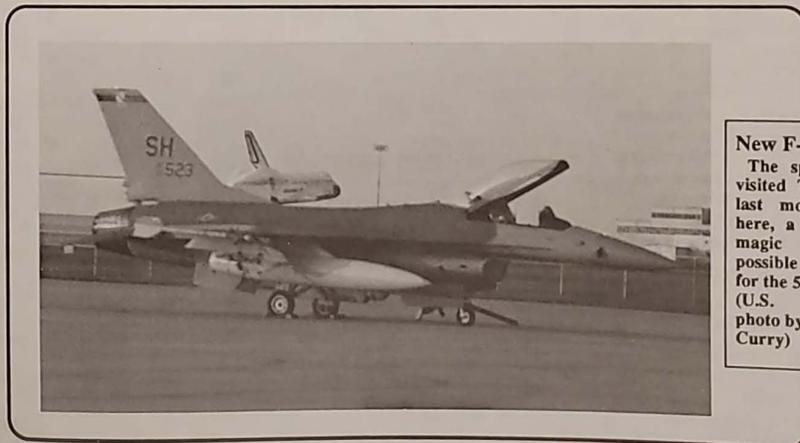
In the past, reservists earned the award for serving on active duty, other than for training, during periods for which active military service merited special recognition.

The executive order signed in October recognizes members of the selected Reserve who were not called up but continued their regular weekend and annual training programs.

Reservists should not wear the medal until the Air Force issues revised implementing instructions for the award.

When the instructions are published, reservists who were eligible to wear the medal for service before the Persian Gulf Crisis will indicate their subsequent award by adding a bronze service star to their ribbon.

During Desert Shield and Desert Storm, nearly 228,000 guardsmen and reservists were called to active duty.



New F-16 Role?

The space shuttle visited Tinker AFB last month. While here, a little photo magic provides a possible new mission for the 507th TFG. (U.S. Air Force photo by 1st Lt. Rich Curry)

Reserve News you can use

Changes affect t-shirt wear

After January 1, 1992, the crew neck and t-neck undershirt may not be worn with service uniforms. Men must wear either the v-neck, u-neck, or athletic style undershirt with all service uniforms.

Wear policy for the battle dress uniform remains unchanged; If the undershirt shows when wearing BDUs, it must be green or brown. The v-neck undershirt became an issue item at basic military training on October 1. All other reserve airmen will not be issued the v-neck undershirt.

Montgomery GI Bill benefits increase

Full-time rates for the Montgomery GI Bill assistance increased last month from \$140 to \$170 per month.

Benefits for the three-quarter rate went up from \$105 to \$128 and half-time assistance jumped from \$70 to \$85 per month.

In addition, the Department of Veterans Affairs has the option to increase rates for inflation in fiscal years 1994 and 1995.

The law also amends Title 38, making the Persian Gulf conflict a "period of war" for certain VA benefits. These benefits include:

- *Guaranteed housing loans for veterans who served on active duty for 90 days or more and any time during the Gulf war.
- *Health benefits counseling to veterans who served on active duty after May 7, 1975, in an area where hostilities occurred, within the limits of VA facilities.
- *Outpatient dental services and treatment to veterans for service-related disability. The period of active-duty service required to qualify for this benefit changed from 180 days to 90 days for veterans who served during the Gulf war.

Call the Department of Veterans Affairs office in Oklahoma City at 270-5184 for more information.

ROA plans meetings

Chapter 66 of the Reserve Officers Association has set their meeting agenda for the next few months.

The ROA is a non-profit volunteer organization of military officers gathered

Time to share the spirit

As the holiday season approaches, 507th members will once again be asked to participate in Operation Christmas Spirit and other holiday assistance programs.

According to Chaplain (Capt.) Joel Clay, the collection of gifts for two Christmas projects will begin this month.

The first program is called "Toyland" and is operated by KOCO, Channel 5. Collection points for new toys will be located at orderly rooms of various squadrons. You may purchase a NEW toy and place it in one of the "5 Alive" boxes. The "Toyland" drive begins on November 7 and concludes on December 13. UTA Sunday, November 17th, will be the last day for most reservists to be a part of this program.

The second program is Operation Christmas Spirit. Money contributions from unit members make it possible to assist Air Force families in need, including reservists. This project is done in conjunction with the Base Family Service Center. Collection of these offerings will be held at most sign in-sign out locations on November 16th and 17th and December 14th and 15th.

December 15th is the deadline for both money gifts and nominations of deserving airmen, to whom this aid is directed.

Contact your supervisor for more information on how to nominate a needy family.



to support military policies for the United States that provide adequate national security and defense.

All officers, active duty or reserve are invited to attend.

The chapter will meet at 4:45 p.m. November 16 at the break room in building 1048. A short meeting is planned and will be followed by refreshments.

The ROA will meet from 11:30 a.m. to 12:30 p.m. Saturday, December 15 at the Western Sizzlin' on 29th and Sunny Lane. During the January meeting, the chapter will hold its annual elections. All officers are encouraged to attend the election.

Blood drive readied

The 507th will hold a blood drive from 9 a.m. to 11:30 a.m. and 1 to 4 p.m. on Saturday, November 16.

A bloodmobile from the Sylvan N. Goldman Center (Oklahoma Blood Institute) will be parked outside the maintenance hangar on that date.

According to a spokesman for the Institute, donations can provide the unit with credits for donations. When donating, ask the staff to credit the donation to Group 13.

Christmas on wrap

The Optimist Club of Moore, Oklahoma will provide gift wrapping to shoppers at the Wal-Mart stores on 74th and South Pennsylvania and South 19th in Moore each weekend of December. All proceeds are used to purchase clothes for needy children within the Moore Schools.

For more information on contact MSgt. Cody Smith Jr., President at 734-2014 or 794-8654.