

# The National Guard **ON GUARD**



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## Lt. Gen. John B. Conaway, Chief, NGB

WASHINGTON, D.C.—Lt. Gen. John B. Conaway was pinned with the three-stars of his new rank Feb. 7th in ceremonies in the Pentagon following Senate confirmation for his promotion and assignment as Chief, National Guard Bureau (NGB) on Monday, Feb. 5th.

Conaway, 55, succeeds Lt. Gen. Herbert R. Temple, Jr. who retired Jan. 31st. He is only the second Air National Guard officer to become Chief, NGB. The first was Maj. Gen. Winston P. Wilson who served in the post from 1963 through 1971. Conaway is first Air National Guard officer appointed to three-star rank as Chief, NGB.

General Conaway was born on August 23, 1934, in Henderson, Ky., attended the University of Evansville, (Ind.), and received a bachelor of science degree in business administration in 1956, continued graduate work at the University of Louisville School of Business and the University of Kentucky School of Business, and, in 1975, received a master's degree in management and human relations from Webster College, St. Louis.

General Conaway has completed U.S. Air Force Commanders Safety School, Air Command and Staff College, the Air University Commanders School, and the Industrial College of the Armed Forces. In 1986, he received an honorary doctor of laws degree from his alma mater, the University of Evansville, and, in 1988 was elected to the Board of Trustees of the University of Evansville.

The general was commissioned a second lieutenant in the U.S. Air Force in June 1956. He completed basic pilot training at Greenville Air Force Bass, Miss., in 1957, attended advanced combat crew training at Perrin Air Force Base, Texas, graduating in 1958, and was assigned as an F-102 fighter interceptor pilot in the Air Defense Command at K.I. Sawyer Air Force Base and Kincheloe Air Force Base, Mich.

In 1960, General Conaway joined the West Virginia Air National Guard as a SA-16 pilot, flying a special forces operations mission. In 1963 he transferred to the Kentucky Air National Guard's 123rd Tactical Reconnaissance Wing in Louisville, as an RB-57 pilot, and, in 1965, became an air technician flight training instructor in operations, flying RF-101s.

He was called to active duty with the Kentucky Air National Guard in January 1968 and served in Alaska, Panama, Japan, and Korea. Upon deactivation in June 1969, he returned to the Kentucky Air National Guard as operations officer.

In October 1972, General Conaway was appointed air commander of the Kentucky Air National Guard, and, in December 1974 was appointed vice commander of the 123rd Tactical Reconnaissance Wing which had units in Ken-

tucky, Arkansas, Nevada and Idaho. His other assignments have included duty as wing director of operations, wing chief of safety, wing chief of standardization and evaluation, group commander, group deputy commander for operations, and squadron operations officer.

General Conaway was recalled to active duty as Deputy Director, Air National Guard in April 1977 and in April 1981, was named Air National Guard Director. He was reappointed to that position in April 1985 and was named to be the first Vice Chief, National Guard Bureau on July 20, 1988.

The general is a command pilot with more than 6,000 hours in the T-34, T-28, T-33, C-47, C-54, T-29, C-131, F-86, F-102, RB-57, RF-101, RF-4C, F-15, F-16, C-130, KC-135, T-39, C-21, T-43 and C-22 aircraft.

His military decorations and awards include the Air Force Distinguished Service Medal, Legion of Merit, Meritorious Service Medal, Air Force Commendation Medal, Army Commendation Medal, Air Force Outstanding Unit Award with one oak leaf cluster, Combat Readiness Medal with three oak leaf clusters, Air Force Organizational Excellence Award, Air Force Recognition Ribbon, National Defense Service Medal with one bronze service star, Armed Forces Expeditionary Medal, Armed Forces Reserve Medal with hourglass device, Air Force Training Ribbon, Small Arms Expert Marksmanship Ribbon and Kentucky Dis-



**Lt. Gen. John B. Conaway**

tinguished Service Medal.

He is also the recipient of the Air Force's Eugene M. Zuckert Management Award and the Air National Guard's Order of the Sword.

### Women in the National Guard ...

This issue focuses on women in the National Guard, their numbers, their roles, their milestones, dedication, professionalism and contributions. They include, among others, women such as Staff Sgt. Karen Cosby, assigned to the 161st Air Refueling Group, Arizona Air National Guard shown here providing security for a B-1B Bomber. (Photo by Mike Hariden)



# A special theme focus on NG women

Secretary of Defense Richard Cheney has announced March as Women in the Department of Defense month with special emphasis on the contributions which women make to the defense effort.

This issue of "On Guard" is a "special feature" issue focusing on women in the National Guard. It addresses, in some fashion, most of the topics usually noted when the subject of women in the military arises, with particular emphasis on the contributions of women in the National Guard and their heritage of service.

This issue does not debate the so-called combat-exclusion policies, although they are noted in detail. It does, however, identify National Guard women who have been "trail blazers" for their peers, and that may very well include men as well as fellow women Guard members. A special effort has been made to present many facets of women in the National Guard, from enlisted women to officers, from the so-called "traditional" roles for women in the military to some "non-traditional" roles, as well.

## Why?

One. This is an ideal time to do so.

Two. The roles women have played have increased to the point where there can be no mistake concerning the significant contributions they make, from day to day, in the effort to recruit, train and maintain a well-prepared National Guard.

The Guard remains, in fact, increases as an important partner in the defense of the nation. Women in the National Guard remain, indeed have increasingly become, indispensable in the overall scheme of things. This is true whether they are the nurses or doctors who treat the sick or injured from a conflict like "Just Cause" in December, or take part in a medical readiness exercises in some foreign and distant country to help its populace gain a foot hold on good health. It applies to women who are truck drivers or

Women in the Army National Guard			
Year	Officer	Enlisted	Total
1988	3,074	23,644	26,718
1987	2,697	22,622	25,319
1986	2,435	21,397	23,832
1985	2,209	20,586	22,795
1984	2,073	20,465	22,538
1983	2,027	19,538	21,565
1982	1,917	20,514	22,431
1981	1,646	17,790	19,436
1980	1,353	15,336	16,689
1979	1,039	13,595	14,634
1978	817	12,898	13,715
1977	608	12,300	12,908

Source: Annual Review, Chief, National Guard Bureau

Women in the Air National Guard			
Year	Officer	Enlisted	Total
1988	1,176	13,010	14,186
1987	1,088	12,510	12,598
1986	988	12,030	13,018
1985	874	11,334	12,208
1984	808	10,455	11,263
1983	700	9,501	10,201
1982	652	8,858	9,510
1981	614	8,320	8,934
1980	553	7,654	8,207
1979	493	6,704	7,197
1978	453	5,933	6,386
1977	430	4,867	5,297

Source: Annual Review, Chief, National Guard Bureau

security police, who are clerks or unit commanders. Though relative small in number, their significance has grown and their contributions have become increasingly evident.

So, to the women who have paved the way and for those who serve today and the future, this issue is dedicated to the women in the National Guard.

This special issue of "On Guard" was greatly enhanced by the help of two very talented and dedicated Guardsmen. Special thanks to Maj. Martha Smyth, 161st Air Refueling Group, Arizona Air National Guard, for her contributions in researching, organizing and writing about "Women in the Guard." Maj. Smyth piloted this project from start to finish compiling immeasurable facts that will benefit future publications.

Providing graphic support for charts and layout and enhancing our training program for the McIntosh system was Spec. Daniel Allen, 33rd Military Police, Headquarters Battalion, Illinois Army National Guard. Spec. Allen's knowledge, proficiency and application of our equipment saved valuable time.

We salute all who supported this issue from the field. Your submissions of facts, stories and photo's made this issue possible. Thank you!



**Maj. Martha Smyth**

## Special 'thanks' to ...



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Lt. Col. Pete Wyro, Editor; 1st Lt. Phil Blahut, Associate Editor

## **Idaho hero honored**

Idaho's highest award for bravery was awarded recently to Tech Sgt. Gary Reid, a member of the 124th Consolidated Aircraft Maintenance Squadron, Idaho Air National Guard, for his quick-thinking efforts to help a fellow Guardsman who was choking on a piece of food lodged in his throat.

Staff Sgt. Stan Thornton had difficulty breathing after a piece of food became lodged in his throat, and was about to lapse into unconsciousness when Reid came to his rescue.

Reid got behind Thornton, wrapped his arms around his choking friend and performed the Heimlich maneuver to dislodge his airway.

It worked. And, within minutes, the friends were almost unaware of what had happened. Others, however, took special note of the fast action on Reid's part and he was presented with the Idaho Cross by Maj. Gen. Darrell V. Manning, Idaho Guardsman to receive the award. The first was awarded to Tech Sgt. Michael Fenske for his actions in saving a girl from drowning.

## **Maintenance winners named**

Air National Guard Director Maj. Gen. Philip G. Killey recently named the recipients of the Air National Guard Outstanding Maintenance Personnel awards who will compete with their Total Air Force counterparts for the Lt. Gen. Leo Marquez awards.

Senior Master Sgt. Lester L. Townsend of the 184th Consolidated Aircraft Maintenance Squadron, Kansas Air Guard was tops in the Supervisor-Manager category, while Technical Sgt. Ronnie J. Egan, assigned to the 163rd Consolidated Aircraft Maintenance Squadron, California Air National Guard was tops in the Technician-Supervisor category.

Both men were recognized for their contributions in improving maintenance operations.

## **Second Incomes Taxable**

Internal Revenue Service officials remind taxpayers with second incomes that the additional income is taxable, regardless of its source.

The guiding principle for the IRS is: Income from any source is taxable whether it is received in cash, property or services, unless it is specifically excluded by law.

Taxpayers may have to pay estimated tax if no tax is withheld from the second job. If the extra income is from self-employment, the taxpayer generally should report it on Form 1040, Schedule C, "Profit or Loss From Business."

Expenses to produce the additional income (such as uniform expenses or union dues) are usually deductible on itemized returns.

For more information on reporting taxable income and deducting work-related expenses, get IRS Publication 525, *Taxable and Nontaxable Income*, and Publication 529, *Miscellaneous Deductions*. Both may be ordered free by using the order blank in your tax package or by calling toll-free (800) 424-3676.



**PINNING THE CHIEF**—The new Chief, National Guard Bureau, Lt. Gen. John B. Conaway received his third star during a formal pinning ceremony at the Pentagon, February 7th. Doing the honors were General Monroe W. Hatch, Jr., Vice-Chief of Staff, United States Air Force, and General Conaway's wife, Linda. (Photo by: Guilym Hughes)

## **Montanan is named top ARNG recruiter**

Montana Army National Guard Sergeant 1st Class Stena M. Schilling has been nominated as the Army National Guard Recruiter of the Year for 1989 for the Secretary of the Army Recruiter of the Year award. Schilling becomes the second Army Guard woman recruiter to be selected for the nomination in two years. The 1988 nominee was Virginia's Sgt. 1st Class Judy Haste.

Sergeant Schilling was assigned to the Montana Army Guard fulltime recruiter force as an administrative specialist in May 1982, where she proved to be a versatile and talented individual, according to information submitted with her nomination. She was subsequently chosen to be the Advertising/Sales Promotion NCO in August 1985, in part because of her outgoing personality and strong desire to develop community involvement and public awareness of the National Guard.

Working with Chambers of Commerce, media outlets and personalities, Sgt. 1st Class Schilling produced award-winning videos which enhanced efforts to tell the story of the National Guard and increase awareness. By 1987, she had won the Montana ADDY award for television production advertising for the Montana Army National Guard, and she received a personal letter from then Vice President George Bush in 1988 for her work in open houses, air shows and military awareness weeks aimed at "selling the military."

On Oct. 1, 1988, she became a production recruiter, surpassing her mission in the first year while averaging over five enlistments each month, and training her replacement as the advertising and promotion NCO during the same period.

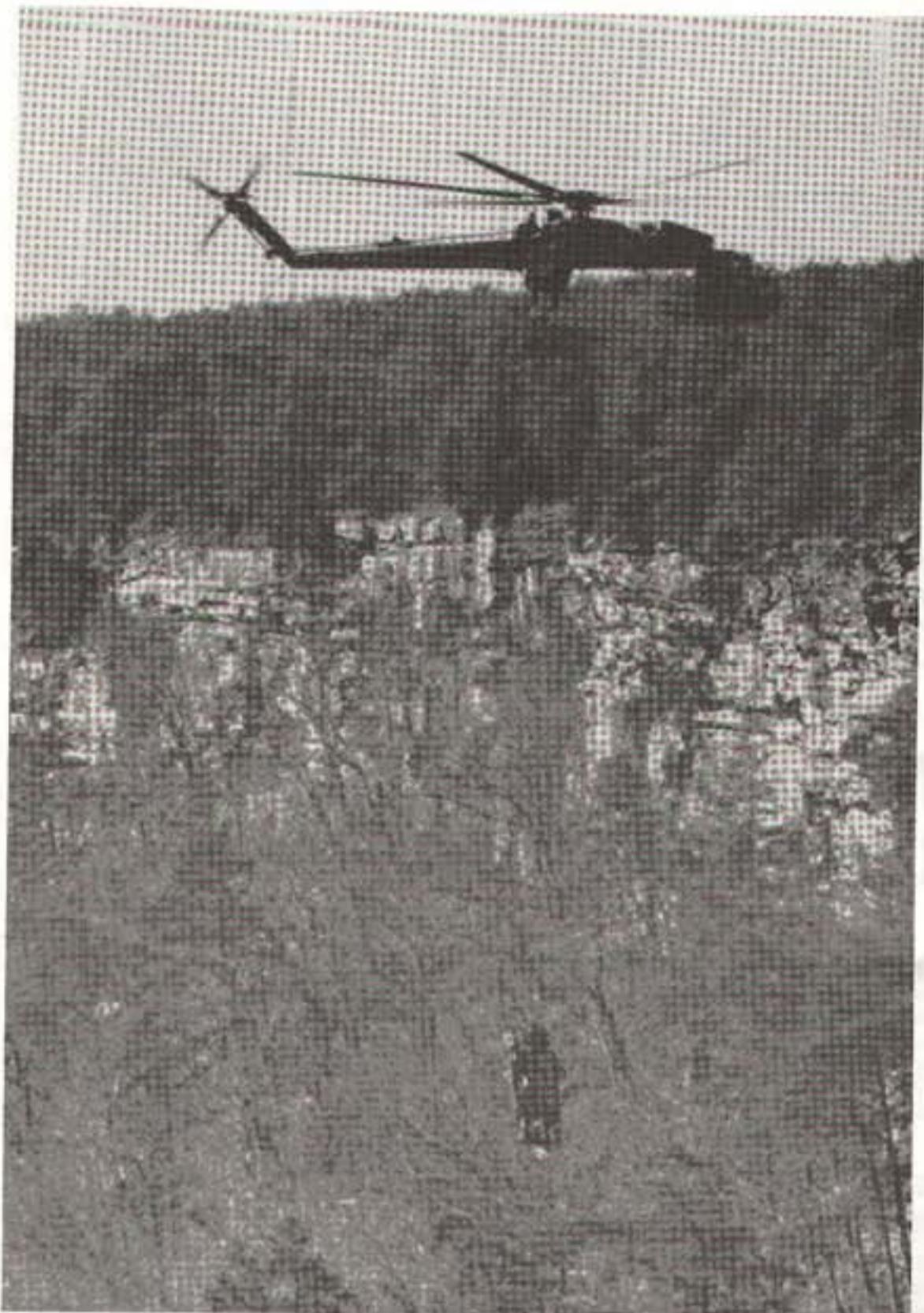
She was the first woman to become a recruiter for the Montana Army National Guard and set a record unsurpassed for first-year recruiters in the state, becoming a "Chief's 50" winner as the state's top recruiter, as well.



**Sgt. 1st Class Stena M. Schilling**

Sgt. 1st Class Shilling has "worked her way through recruiting and set the standard at each step—from Administrative Specialist, to Advertising and Sales NCO to Production Recruiter," noted Brig. Gen. Gary C. Blair, Montana Adjutant General in recommending her selection.

"Our first female recruiter, she overwhelmed the male oriented, combat targeted units, commanders and enlistment applicants. She is aggressive, but with tact and understanding. She is extremely talented, but not self-centered. She is a soldier and a recruiter of unlimited potential and value to the National Guard and the Army," the general added.



**LIFT OFF**—A Skycrane from Alabama's Company F, 131st Aviation Battalion lifts a junked car from the floor of Little River Canyon in a joint effort with members of the 151st Engineer Company to clear the canyon of abandoned cars. (Photo by Staff Sgt. Norm Arnold).

## Alabama engineers, pilots help clear river gorge

by Staff Sgt. Norm Arnold  
Alabama Army National Guard

Members of Alabama's 151st Engineer Company and Company F, 131st Aviation were instrumental in cleaning part of the Desoto State Park of the wreckage of cars which had been stolen or simply pushed into the 28-mile long, deep gorge of Little River Canyon in recent years.

In some cases, the cars had been shoved into 700 ft. deep crevasses whose high walls posed an obstacle to the CH-54 Skycranes of the 131st Aviation.

Enter the 151st Engineer company and especially Sgt. Jackie Freeman who rappels as a hobby, and Spec. Mike Holmes who had received

rappelling training while working to become an emergency medical technician.

Freeman and Holmes taught a quick course in rappelling to 16 other unit members who then dropped down the cliffs into the deepest parts of the canyon and attached cables suspended beneath the Skycranes to the junked automobiles.

Weather forced the first mission to be aborted, but within four days, two Skycranes helicopters and the rappelling engineers were back in the canyon clearing out the rusted heaps of cars to the delight of onlookers.

In two days, 102 cars were extracted from the canyon through the efforts of the engineers and Skycrane pilots which included Maj. Clarence Duckworth and CWO's Joe D. Holland, Larry Jones, Jim Mitchell and Ed Myers.

## Combat Arms Course Set by CCAF

Air Force combat arms instructors and gunsmiths can not only shoot a bull's eye on the range but in their personal life as well.

The Community College of the Air Force (CCAF) has a tailored two-year degree program to meet the needs of Combat Arms Training and Maintenance, or CATM, career field members. This is a one-of-a-kind program which was started with the 1989/90 CCAF General Catalog which lists all career field related degrees.

"Our research section in the college did a study and found that the CATM community wanted and needed a program just for the 753XX career field. A look at civilian institutions revealed that very few programs were available nationwide which would support the unique mission of the CATM specialist."

"In fact, only four programs, all vocationally-oriented gunsmithing programs, could be found in the U.S. We at CCAF decided to fill the need and we have with the Small Arms Training and Maintenance degree program," said Senior Master Sgt. Tom Brinkman, a program administrator of CCAF's Services Branch.

### DESCRIPTIVE TITLE

The small arms title was chosen because it is both descriptive and easily recognizable to the civilian education community. This is important since many of CCAF's students seek to have their Air Force technical training recognized by other learning institutions in the form of transfer credit.

CCAF's charter is to offer career-relevant degree programs to each enlisted member and after talking with CATM specialists in the field at the Air Force Military Training Center at Lackland AFB, Texas, and the Air Force Office of Security Police, Kirtland AFB, N.M., CCAF program administrators began work on the degree.

"This degree was introduced January 1989, and CATM specialists are taking advantage of it. The course content emphasizes a unique mixture of marksmanship, instructional, and gunsmithing skills. This gives graduates the distinction of holding a one-of-a-kind degree."

"There are nearly 200 CATM specialists pursuing the degree, however, many of the 900 eligible students are still registered in the old versions of the Instructional Technology program. Most of these students would be better served by the more career-relevant small arms degree," he said.

### FIRST GRAD

The combat arms program celebrated its first graduate in the April 1989 class—Staff Sgt. John C. Percell of the New York Air National Guard. In his civilian job, Percell is a corrections officer with the New York State Department of Corrections.

Percell is a combat arms instructor assigned to the 152nd Tactical Support Group, Hancock Field, Syracuse, New York. He operates a 14-point firing range and conducts marksmanship training on the M-9, 9mm pistol; M-16 rifle; and other weapon systems.

"I feel the program is an excellent opportunity," said Percell. "I've enhanced my job knowledge, and become a more professional noncommissioned officer."

## Mass. 'Buddy' platoon helps recruit women

The Massachusetts Army National Guard has succeeded in recruiting an entire platoon of women called a "buddy" platoon in an effort to increase female enlistments throughout the state.

Buddy platoons consists of 30 members and are an extension of the buddy system in which two or more individuals can join the armed forces and attend basic training together. The systems, permits either all-men or all-women buddy platoons and was designed to encourage enlistments by allowing friends to remain in the same unit throughout basic training, according to Massachusetts Army Guard Recruiting Officer Lt. Lisa Saunders.

The idea of the buddy platoon was the suggestion of the National Guard Bureau. The all-woman platoon is part of a program called Women In the National Guard (WING). In addition to the buddy platoon, WING has implemented advertising, research, and guidance counselor programs for recruiting women which are targeted at selected vocational schools. The WING program is

designed to increase the awareness of women and their roles in the National Guard.

Lt. Col. John Pumphrey, Massachusetts State Area Command believed that women were a large target audience for recruitment that was not being reached. This was partly due to the fact that the majority of Army Guard units are combat arms units in which there are limited assignment possibilities for women. So, Pumphrey assigned Lt. Lisa Saunders to research the demographics of the units in state, and determine how many positions might be open to women.

According to Lt. Saunders, there were 3,800 "interchangeable" positions within the state which meant either men or women could fill them. Lt. Saunders also found that the western portion of Massachusetts had no positions which could be opened to women. Following her report, the state relocated a signal platoon in the western part of the state to encourage female enlistment in that area.

## D.C.'s 276th, 471st MPs prove invaluable in VI.

Military Police from two District of Columbia Army National Guard units were among the first of their kind sent to train and provide assistance in the Virgin Islands following the restoration of civilian control in the islands in the aftermath of Hurricane Hugo.

The 276th Military Police Company deployed to the tropical training site Nov. 18th and was followed by the 471st Military Police Company Dec. 2, 1990.

Working primarily at the Christiansted area at the north end of St. Croix, the Guard MP's conducted foot and motor patrols during the day and helped the Virgin Islands civilian police enforce an

11 p.m. curfew.

For most of the MP Guardsmen, the deployment found them working at traditional military police duties, one of the most notable of which was traffic control. The importance of this task was underscored by the fact that the storm had virtually eliminated any traffic signals in the islands.

The Guard MP's also provided escort security for visiting dignitaries, all the while maintaining their presence and aiding the local police in keeping the peace which had been severely tested in the period immediately following the storm's onslaught and departure.



**PATROL PREPARATION**—Corporal Loriann Demelis, a member of the 276th Military Police Company, District of Columbia National Guard, checks her log book before conducting a patrol in the Virgin Islands in the aftermath of hurricane Hugo. Her unit directed traffic and helped enforce curfews as the citizens of the islands worked to recover from the devastation of one of the most powerful hurricanes of this century. (D.C. National Guard photo).



**Command Sgt. Maj. Clement Hew**

## HI has new CSM

by Staff Sgt. Stephen M. Lum

Command Sgt. Maj. Clement Y.F. Hew is the new State Command Sergeant Major for Hawaii, serving as the adjutant general's senior enlisted advisor.

Maui-born Hew joined the Hawaii Army National Guard more than 40 years ago, while still a junior at Kaimuki High School. He retired from the Public Works Division of Engineering, City and County of Honolulu, in 1986, after more than 33 years of service.

He was the Hawaii Guard's 1971 Guardsman of the Year, was first sergeant and command sergeant major for the 1st Battalion, 487th Field Artillery, and was Command Sergeant Major for the 29th Infantry Brigade (Separate) for the three years before his new assignment.

## 116th TFW gets 7th AFCU

The 116th Tactical Fighter Wing, Dobbins Air Force Base, Ga. recently received its seventh—that's right, seventh, Air Force Outstanding Unit award, an accomplishment reportedly claimed by only one other unit.

The wing, which now flies the F-15 "Eagle" fighter, received a series of "excellent" ratings on combat readiness inspections, was the first Air Guard unit to attain superior ratings on operational inspections, and became the first Air National Guard unit flying the F-15A to represent the Air Force at "William Tell" air-to-air weapons competition.

# NY Long Range Surveillance Detachment ‘Weekends’ in Florida’s Everglades

**Story and photos by Capt. Paul Fanning**

Soldiers of the Long Range Surveillance Detachment (LRSD), 1st Squadron, 101st Cavalry, New York Army National Guard, Staten Island, accomplished advanced operations nearly 1,100 miles from home during a “normal” drill weekend in January 1990... in the Florida Everglades!

Highlights of the weekend included a military airlift from McGuire Air Force Base, N.J. to Homestead Air Force Base, Fla., and return, two parachute drops of 30 soldiers each, evasion and surveillance training and operations, a night bivouac, survival training, waterborne training, tactical communications in both AM and FM modes, and numerous opportunities for small unit and junior leadership development.

It was a grueling schedule which started at the Staten Island armory Thursday evening and ran non-stop until all 42 soldiers returned to the armory at 6:30 p.m. on Sunday.

“I’d do this kind of training for free,” said Pfc. Ramone Chinea, a scout-observer, reflecting a common attitude among detachment members.

The LRSD is a unique unit with a very special purpose and has its roots deep in ranger tradition. It was re-introduced to the Army in 1984, with the goal of establishing such a unit in each infantry division. In 1987, the LRSD for the 42d Infantry (Rainbow) Division was formed.

“Our mission is to infiltrate far behind enemy lines to recon and observe the enemy and provide intelligence to our command,” said Capt. Guy Sands, the unit commander. “We practice tactical operations to include silent movement, camouflage and all aspects of evasion to avoid detection. To be in the unit all members must be willing to become airborne qualified. Presently, most of our personnel are. We also have some soldiers who are ranger qualified.”

“I’d guess that as many as 70 percent of the unit has a working knowledge of a second lan-



**MOVIN' OUT**—Members of Long Range Surveillance Team 1, from the New York Army National Guard use a rubber boat to move through the Florida Everglades during recent “weekend” training. (Photo by Capt. Paul Fanning, New York Army National Guard).

guage,” said Hungarian-born Sgt. Gerald Kollath. He now speaks four languages, including English, his second language, and is learning Chinese.

Sgt. John Tuohy, Assistant Communications sergeant, works as an Emergency Medical Technician (EMT) while studying to be a nurse at St. Vincent’s Medical Center in Staten Island. “We’ve trained with Long Range Surveillance teams from the 101st Airborne and 10th Mountain Divisions and the ‘Queen’s Own Rifles’ from Canada. They don’t believe we’re National Guard... they think we’re active.”

“The only soldiers we keep in this unit are STRAC,” states Sgt. 1st Class Robert Jenks, the unit first sergeant who is also a Jump Master, and a firefighter from Mount Vernon. “To keep up with the training and to accomplish our wartime role, each team member has to be in shape, well

organized and completely committed.”

Sgt. Shawn Hall, a transplanted New Yorker who now lives in Woodbridge, Va. commutes from Washington, D.C. to attend drill. “The shuttle flight from Washington National to LaGuardia costs me \$100 round trip. I don’t make much after drill pay. I’m here because I love the unit.”

Future training this year for the LRSD includes operations at Ft. Bragg, N.C. with the 82nd Airborne Division Long Range Surveillance (LRS) Unit and training with the Canadian Army’s “Queen’s Own Rifles.” Future changes will add a parachute rigger section and a mess section. “With a rigger section we will be able to maintain our own chutes. Today, we have to get parachutes from Camp Dawson, West Va., a distance of 600 miles from here,” states Capt. Sands.



**CHECK EQUIPMENT!**—Staff Sgt. William Richter and Spec. Yue-Han Chiu rig their gear for their jump into Florida during a recent “weekend” drill that saw them deploy from their New York “home” to the Everglades for non-stop training and then return. (Photo by Capt. Paul Fanning).



**THOROUGH CHECK**—Sgt. Asa Prince, jump master for the Long Range Surveillance Detachment of the 42nd Infantry Division gives a thorough check to a fellow unit member.

# Combat Exclusion policies explained

by Maj. Martha Smyth

Recent military actions throughout the world have shown the active involvement and vital role of the Army and Air National Guard and units and personnel. Deployments to potentially hostile and, in the case of Panama in Operation Just Cause, actually hostile areas have raised the issue of the role of women in possible combat areas. So, which rule is applied when determining the risk to women?

A policy statement issued by the Department of Defense in 1985 stated:

**"Military women can and should be utilized in all roles except those explicitly prohibited by the combat exclusion statutes and related policy. The combat exclusion rule should be interpreted to allow as many as possible career opportunities for women to be kept open."**

The legal requirement for combat exclusion arises from two separate statutes, one applying to the Navy and Marine Corps, and one to the Air Force:

**Title 10, U.S.C. 6015** stipulates that "Women may not be assigned duty on vessels or in aircraft that are engaged in combat missions nor may they be assigned to other than temporary duty on vessels of the Navy except hospital ships, transports, and vessels of similar classification not expected to be assigned to combat missions."

This is obviously the rule that applies to the assignment of women in Navy and Marine Corps units.

**Title 10, U.S.C. 8549** states, "Female members of the Air Force, except those designated under section 8067 of this title, or appointed with a view to designation under that section, may not be assigned to duty in aircraft engaged in combat missions."

## DoD Task Force Report

The Department of Defense Report Task Force on Women in the Military, January 1988, included additional policy concerning the assignment of women.

There is no statutory provision that applies explicitly to the Army. However, the Secretary of the Army has developed policies which exclude women from routine engagement in direct combat. The implied Congressional intent behind the Navy and Air Force statutes is cited by the Army as the basis for its exclusion policies.

Considering the statutes affecting women of the Air Force and Navy, the Secretary of the Army developed the Direct Combat Probability Coding System (DCPC) in 1983. Under the DCPC, each position in the Army is evaluated based upon the duties required by its Military Occupational Specialty (MOS) or Area of Concentration (AOC), and the unit's Mission, tactical doctrine, and location on the battlefield. Each position is then coded based upon the probability for engaging in direct combat, with P1 representing the highest probability and P7, the lowest. DCPC restricts women from serving in P1 positions.

Federal law, in Title 10 U.S.C. 8549, states that female members of the Air Force may not be assigned to duty in aircraft engaged in combat missions. The Air Force interprets the law and defines combat in AFR 35-60, which precludes the assignment of women to the following:

- Aircraft whose principal mission involves aerial combat, which is further defined as:

- (1) Delivery of munitions or other destructive material against an enemy, or,
- (2) Aerial activity over hostile territory where enemy fire is expected and where risk of capture is substantial.
- Duties or units where there is probability of exposure to hostile fire and substantial risk of capture.
- Instructor or staff positions where training or experience in combat aircraft is a prerequisite.

## 1989 Task Force

In the fall of 1989, the Defense Advisory Committee of the Women in the Armed Services (DACOWITS) asked for a status report on combat exclusion. Excerpts from this latest DOD Task Force Report included:

"... definition of Combat Mission: 'A task, together with the purpose, which clearly requires an individual unit, naval vessel or aircraft to individually or collectively seek out, reconnoiter and engage the enemy with the intent to suppress, neutralize, destroy, or repel the enemy.'

The Army conducted an evaluation of all positions to include the Army National Guard and the Army Reserve, and reviewed the use of battlefield location as one of the criteria (unit mission, Military Occupational (MOS) duties, doctrine) for Direct Combat Probability Coding (DCPC).

Based on the Army's recommendation, the Army Secretary approved opening Military Occupational Specialty 52G (Transmission and Distribution Specialist); positions in Headquarters and Headquarters Companies of certain divisions; Headquarters elements of Corps Chaparral Air Defense Artillery battalions and Signal battalions in certain Light Infantry Divisions; and Division Rear Area Operation Centers. This resulted in 11,138 additional positions being open to women.

In terms of occupational specialties these positions represent 87% of all enlisted Military Occupational Specialties (MOS), 91% of all Warrant Officer MOS', and 96% of all Commissioned Officer Specialties. Military Occupational Specialty 52G is being transferred to the Reserve

## Positions Open to Women by '89 Task Force

### Army

Active Army . . . . .	3,128
Guard/Reserve . . . . .	8,010
Total . . . . .	11,138
Air Force	

Active Air Force . . . . .	2,796
Guard/Reserve . . . . .	4,992
Total . . . . .	7,788

components and will be deleted from the Active Component. Presently, there is one woman in this MOS in the Army National Guard and authorizations exist within the Guard and Army Reserve for 292 positions.

Upon the completion of the Air Force brief to the Secretary of Defense in July 1988, Red Horse and the Mobile Aerial Port Squadrons were opened to women. By opening these two organizations to women, 97% of all enlisted positions throughout the Air Force were now open to women. Additionally, an Air Force review of aircraft which had been closed to women indicated that the risk associated with the TR-1, U-2, TU-2, EC-130 (all missions), and the C-29 (Flight Check Mission) was slightly less than the risk of associated combat aircraft. This resulted in the opening of these noncombat aircraft to women. Together, these actions resulted in opening 7,788 additional positions in Air Force Reserve, Air National Guard, and the Active Duty Air Force units.

## Combat Exclusion Policies

### Army

Set by Secretary of the Army. Based on Direct Combat Probability System (DCPC).

DCPC is based on MOS duties, Area of Concentration, unit mission, tactical doctrine, and battlefield location

Seeks to preclude assignment to positions in units which have specific, intended missions of engaging an enemy force, or which have a high probability of engaging an enemy.

### Air Force

Based in Federal Law. Title 10, U.S. Code, Section 8549. Precludes assignment of women to aircraft engaged in combat missions. Combat defined by AFR 35-60 as:

- (1) Delivery of munitions or other destructive material against an enemy.
- (2) Aerial activity over hostile territory where enemy fire is expected and the risk of capture is substantial.
- (3) Duties or units where there is probability of exposure to hostile fire and substantial risk of capture.
- (4) Instructor or staff positions where training or experience in combat is required.



Col. Shirley L. Jones



Lt. Col. Cheryl A. Brown



Maj. Alicia C. Lashbrook

## Army Guard women representatives

The following women are representative of the key positions which are being filled today by women in the Army National Guard. They have been identified because of the significance they have played in the readiness and operations of today's Army National Guard.

There are, of course, others, but these serve to typify the contributions being made by Army Guard women today.

### Editor

#### Colonel Shirley L. Jones

Col. Shirley L. Jones is Chief Nurse for the Army National Guard Surgeon's office, working from offices in the Bureau's Park Center building.

A former commander of the 125th Medical battalion, she is an Arkansas Army Guard member who began her military career in July 1972 as a medical surgical nurse with the 148th Evacuation Hospital of the Arkansas Guard.

Prior to commanding the 125th, she was the senior staff nurse for the Arkansas State Area Command.

In her first six months with the National Guard Bureau she established a Nursing Research Committee to study the effectiveness of patient care, and a Nursing Quality Assurance Policy.

Col. Jones plans to conduct an Annual Training seminar for Army Guard Nurses at the Professional Education Center at Camp Robinson, Ark. in June 1990.

#### Lt. Col. Cheryl A. Brown

Lt. Col. Cheryl A. Brown currently serves as Chief, Programs Branch, Office of Plans, Program Analysis and Evaluation, at the National Guard Bureau. She is a member of the Alabama Army National Guard.



Maj. Ann Nelson-McNeil

Maj. Ann Nelson-McNeil is Chief, Army National Guard Advertising Branch at the Recruiting and Retention Management Center (NGB-ARP-RRMC) in Falls Church, Va.

She enlisted in the New Jersey Army National Guard in 1975 and received her commission in 1980. She served as the New Jersey Recruiting and Retention Specialist until she became a Captain in 1984.



Capt. Cathi A. Kiger

In her present assignment, Maj. Nelson-McNeil manages a multi-million dollar national advertising budget, works closely with the National Guard Bureau contract advertising agency to produce coordinate Army National Guard's nationwide advertising campaign as well as advertising assistance for the 54 states and territories.

#### Capt. Cathi A. Kiger

Capt. Cathi A. Kiger is the State Public Affairs Officer for the Indiana National Guard, and is a member of the Indiana Army National Guard.

She enlisted in the Army National Guard in 1974 and received her commission after completing Officer Candidate School in 1982.

In her current assignment, she excelled as a Public Affairs Officer with her deft handling of the intense news media interest in the National Guard service of Vice President Dan Quayle during the Presidential campaigns of 1988.

#### Captain Paula A. Nunez

Captain Nunez is currently Officer Personnel Manager for the Louisiana Army National Guard and is also Company Commander for the 159th Mobile Army Surgical Hospital located at Jackson Barracks, New Orleans, Louisiana. She received her commission from the Louisiana Military Academy in August 1980, and was one of the first women to complete the Louisiana Officer Candidate School.

She is one of only two female officer personnel managers in the Army National Guard and is the first female to hold this position in the Louisiana Army National Guard. She was also the first AMEDD recruiter assigned in Louisiana.



Capt. Paula A. Nunez

# ANG 'Key' women representatives

The following biographical sketches are representative of the contributions being made by women in today's Air National Guard.

While other women also contribute to the continued readiness and operations of the Air National Guard, these have been selected to provide a cross-section of the overall effort being made by women on behalf of the Air Guard today—

## Editor

### Col. Irene Trowell-Harris

Colonel Irene Trowell-Harris is Air National Guard Nurse Advisor to the Chief, Air Force Nurse Corps, Headquarters, United States Air Force (USAF), Office of the Surgeon General, Bolling Air Force Base, Washington D.C.

She began her career with the New York Air National Guard in 1963 when she joined the 102nd Aeromedical Evacuation Flight (AEF) at Floyd Bennett Field in Brooklyn, N.Y.

In March 1986, she became commander of the clinic and became the first nurse in the Air National Guard History to command a medical clinic.

### Col. Nancy A. Graf

Col. Nancy A. Graf is Executive Support Staff Officer, Headquarters, Michigan Air National Guard (ANG), Lansing Michigan.

After four years of active duty in the United States Air Force, she joined the Michigan Air National Guard as Chief of Information.

Upon completion of a short active duty tour at the ANG Academy of Military Sciences, she returned to Selfridge ANG Base as Wing Base Administrative Officer and Executive Support Officer. She transferred to Battlecreek ANG Base, Michigan, and served as Chief of Administration, Squadron Commander for the 110th Combat Support Squadron, and was then given the dual assignment as Deputy Commander of Resources and Commander, 110th Resources Management Section. In 1986, she was assigned to her current position.

### Lt. Col. Mary Small

Lt. Col. Mary Small, a member of the Texas Air National Guard, is Air National Guard (ANG) Advisor to the Commander, Air Reserve Personnel Center at Lowry AFB, Denver, Colorado.

She enlisted in the U.S. Air Force in 1961 and received her commission in 1963 with the last class of the Air Force Officer Candidate School.

Lt. Col. Small successfully petitioned the Air Force to allow women with minor children to serve in the Reserve Forces, and in 1972, became the first woman with a minor dependent child to join the Air National Guard.

Lt. Col. Small served in the Texas Guard and was selected for active duty in 1981. She was assigned to the Air National Guard Support Center as Recruiting Officer and was later assigned as Chief of Military Personnel. She began her present assignment in November 1985.

### Lt. Col. Carol D. Boone

Lt. Col. Carol Boone is the Air National Guard Advisor to the Director of Personnel Plans (DCS/Personnel), U.S. Air Force, Washington, D.C. She has served as Chief, Total Force Policy Branch (DCS/Personnel) and also as Chief of the Recruiting and Retention Branch for the Air National Guard (ANG) Support Center at Andrews Air Force Base, Maryland, Commander, 150th Combat Support Squadron, New Mexico Air National Guard, and Chief, Consolidated Personnel Office, 150th Combat Support Squadron, New Mexico ANG.

A former active Air Force officer, Boone has completed the Industrial College of the Armed Forces, the Air Command and Staff College, and Squadron Officers School.

### Lt. Col. Judy L. Troyer

Lt. Col. Troyer is Chief, Air National Guard Military Personnel Policy Branch, National Guard Bureau (NGB). She was commissioned in the Idaho Air National Guard (ANG) in 1976 and entered active duty at the National Guard Bureau in 1978.

During the next six years Troyer held various assignments within the Manpower and Personnel Division. She was instrumental in developing the initial Active Guard/Reserve ANG program and authored the first regulation governing personnel assigned in Air Guard/Reserve status in ANG units.

Lt. Col. Troyer graduated from Air Command and Staff College in 1988, and was then reassigned to the NGB staff as Chief, Military Personnel Actions Branch.



**Col. Irene Trowell-Harris**



**Col. Nancy Graf**



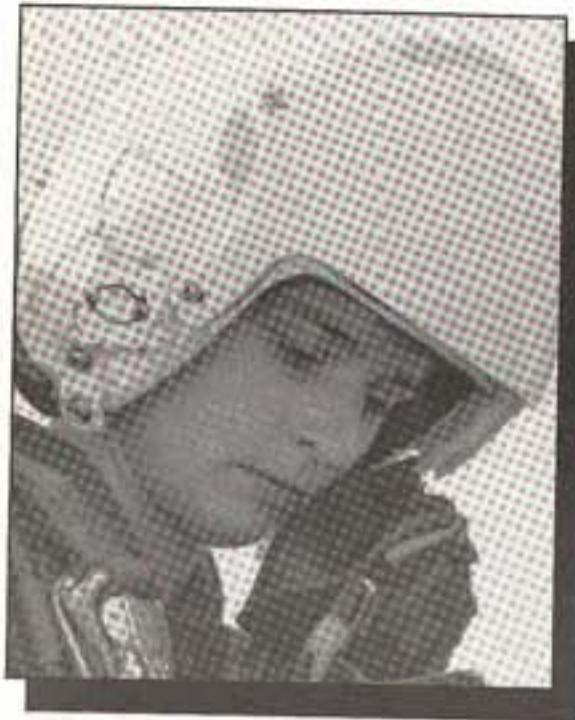
**Lt. Col. Judy L. Troyer**



**Lt. Col. Carol D. Boone**



**Lt. Col. Mary Small**



## Milestone-maker

**2nd Lieutenant Marilyn Koon** (shown above) would be a Milestone maker twice! Once as the first Air National Guard woman pilot to complete the second Air Force undergraduate training class open to women and later, as a captain when she was the aircraft commander of the first all-woman flight crew to refuel A-7's over Arizona.

## Another first

**Colonel Marleen Ausen** became the first Air Guard woman promoted to that rank while assigned to the office of the Air Force Surgeon General. Col. Austen died from cancer in the fall of 1988.

## Milestone woman

**Chief Master Sergeant Frances Arnold**, of the Texas Air National Guard was the first woman to be assigned as a unit "first sergeant" in the Air National Guard and was also the first woman to attain the rank of Chief Master Sergeant in the Air Guard.

## National Guard women - Milestone makers

**1956**

Public Law 845 allows women nurses to join Guard. Capt. Norma Parsons joins the 106th Tactical Field Hospital, New York Air National Guard. 1Lt. Irene H. McEllistrim, joins the 143rd Evacuation Hospital, California Army National Guard.

**1967**

Public Law 90-130 allows Air National Guard to enlist non-medical women after July 1, 1968.

**1968**

Prior service woman, Reannie Pocock, joins 146th Military Airlift Wing, California Air National Guard. First non-medical, non-prior service women to enter the Air National Guard were Airman Kathy Kovacs and Airman Michele Kuttan, 126th Air Refueling Wing, Illinois Air National Guard. 25% of the Army Guard's units were open to women. Presently, 45% is available.

**1971**

1st Lt. Nancy Graf, a member of the Michigan Air National Guard becomes the first female Air Technician in the Air Guard. The first affirmative action programs for women were initiated in the National Guard. The Army Guard's first prior-service, non-medical woman joined the Washington Army Guard in October.

**1972**

In May, non-prior service women became eligible to join the Army National Guard.

**1973**

June-Imogene Anspach, a member of the Colorado Army Guard, was the first woman to be promoted to the rank of Colonel. Flight training is opened to Army Guard women.

**1974**

The first female warrant officer in the Army National Guard was, again, appointed in California in August 1974. Today, Karin Niemann is a Chief Warrant Officer 3. The Air National Guard was no longer appointing warrant officers by the time women were permitted to join.

**1975**

Chief Warrant Officer 2 Diane Dowd, Connecticut Army Guard's 143rd Aviation Company, became the first female National Guard pilot, flying UH-1 Huey Helicopters.

**1976**

Flight training opened to Air Force/Air National Guard Women.

**1977**

The Texas Air Guard was the first to appoint a woman first sergeant. She is Senior Master Sgt. Francis Arnold of Headquarters, Texas Air National Guard.

**1978**

2nd Lt. Marilyn Koon, a member of the 161st Air Refueling Group, Arizona Air National Guard became the first female ANG pilot to complete the second Air Force undergraduate pilot training class opened to women. Col. Irene McEllistrim, California Army Guard, retired at the rank of brigadier general, making her the only known woman to achieve that rank at the state level. In June, Francis Arnold achieved another important milestone when she was the first Air Guard woman to be promoted to Chief Master Sergeant.

**1979**

1Lt. Ann Sabock Taylor, a member of the 160th Air Refueling Group, Ohio Air National Guard, is the first female ANG navigator to complete the second Air Force Navigator course open to women.

**1981**

Lt. Col. Nancy Graf becomes the Air Guard's first female Deputy Commander.

**1984**

In June, the first all-female Air National Guard flight crew—from Arizona's 161st Air Refueling Group—refueled A-7's over Arizona. The crew members were Capt. Marilyn Koon, Capt. Carol Russell Donohoe, 1st Lt. Gabrielle Thorp, 2nd Lt. Janice McBreen, and Staff Sgt. Sharon L. Abraham.

**1985**

November-Ardyce Marlene Austen, a Virginia Air National Guard Nurse assigned to the Air Force Surgeon General, was the first Air Guard woman to be promoted to the rank of colonel. Sgt. Maj. Willella T.

Williams assigned to Troop Command, District of Columbia Army National Guard, was the first woman to be promoted to sergeant major the Army Guard's highest enlisted rank.

**1986**

In May, Nebraska has the first Army Guard all-female flight crew to fly as a medical team. Four crew members for that historic flight were: 1Lt. Jan Harrington, Warrant Officer 1 Joanne Votipka, Sgt. Linda Plock and Sgt. Laura Mruz, flight 24th Medical (air ambulance) Company, UH-1H, at Fort Chaffee, Arkansas.

In November, Lt. Col. Nancy Graf was the first woman to be assigned as Executive Support Staff Officer to the Adjutant General for Air, Michigan Air National Guard Headquarters. During this assignment, she became the first line officer to be promoted to colonel.

**1988**

The Department of Defense opens greatest number of jobs and units to women in the Air National Guard in history. Sgt. 1st Class Judy D. Haste, Virginia Army National Guard in Norfolk, was chosen by the Secretary of the Army as "Army Guard Recruiter of the Year." Master Sgt. Roxanne L. Erickson, 126th Air Refueling Group, Illinois Air National Guard, was selected "FY88 Recruiter of the Year."

**1989**

In March, Spec. 4 Michelle M. Fischer, 297th Supply Service Battalion, Hawaii Army National Guard, was selected Hawaii "Soldier of the Year" for 1989 from 3,200 enlisted personnel. In June, Capt. Deborah L. Booth, 118th Tactical Airlift Wing, accepts the Adjutant General's Ribbon of Valor from Maj. Gen. Carl D. Wallace, Tennessee Adjutant General, in recognition of her efforts to save the life of a college coed who had been struck by a truck. Pvt. Carol Hazelwood, 134th Medical Company, Iowa Army National Guard, became the first member of her unit to receive the Iowa National Guard Legion of Merit for administering CPR and saving a child's life that was choking.

# Serving, too! Key enlisted women

## **Sergeant Major Shirley S. Duncan**

Sergeant Major Shirley S. Duncan, a member of the North Carolina Army National Guard, is the Senior Staff NCO in Marketing and Advertising at the Army National Guard Recruiting and Retention Center, Falls Church, Va.

She transferred from the Army Reserve to the North Carolina Army National Guard in 1974, and served as a traditional Guardsmen at the North Carolina Military Academy, first with the State OCS program and later with the NCO Education Program.

Sgt. Maj. Duncan has completed several assignments with the Recruiting and Retention Center. In 1987, she was selected to attend the resident course, U.S. Army Sergeants Major Academy, Fort Bliss, Texas, graduating in July 1988.

## **Sgt. 1st Class Velda Fields**

Sgt. 1st Class Velda Fields is Area Retention NCO for the District of Columbia Army National Guard working in the D.C. Armory.

She joined the Arkansas Army National Guard in 1973 as a Radio Relay Carrier. Upon transferring to the Washington, D.C. area, she joined the District of Columbia Army National Guard and was assigned to the 260th Military Police Group.

Sgt. Fields was selected the recipient of the District of Columbia Command Sergeant Major Career Counselor Award for 1989, based on her demonstrated excellence and dedication.



**Sgt. Maj. Shirley S. Duncan**

## **Sgt. 1st Class Karen A. Diiullo**

Sgt. 1st Class Karen A. Diiullo is currently assigned to the East Las Vegas Recruiting office as Station Commander for the Nevada Army National Guard.

Diiullo has graduated from the Army Military Police School, Fort McClellan, Ala., PDLC Fort Ord, Calif. 1987 where she was on the Commandant's List, and the Military Police Basic NCO Course Fort McClellan, Ala., again, on the Commandant's List.

After completing the ARNG Recruiting School, Ft. Harrison, Ind., she returned to the Las Vegas Area Recruiting Station where she was the "Chief's 50" award winner for FY88 with 48 enlistments, and again in FY89 with 52 enlistments.

## **Chief Master Sgt. Pauline Ralston**

Chief Master Sgt. "Pat" Ralston is a member of the 113th Tactical Fighter Wing, D.C. Air National Guard. Presently, she is Manager, Awards and Decorations in the Military Personnel Branch at the National Guard Bureau.

She enlisted in the United States Air Force in 1968. She served as a Medical Service Specialist and later became the Equal Opportunity and Treatment Specialist for the 177th Air Base Wing, D.C. Air National Guard as a Drug and Alcohol Abuse Technician.



**Sgt. 1st Class Velda Fields**

In 1988, she completed an assignment as Personnel Superintendent and started her present assignment in Awards and Decorations.

## **Staff Sergeant Carolyn J. Kolaz**

Staff Sgt. Carolyn J. Kolaz is Weapons Control System Technician, 191st Fighter Interceptor Group, Selfridge Air National Guard Base, Michigan.

A Michigan Air Guard member since September 1960, Sergeant Kolaz is a recognized authority on the highly technical F-4C/D simulator digital computer system. Her work on the simulator mini-depot team has been credited by the Air Force Logistics Command with saving the Air Force \$2.5 million.

## **Sgt. Laurie J. Enright**

Sergeant Laurie Jane Enright is an Intelligence Specialist with the 107th Tactical Control Squadron, Arizona Air National Guard in Phoenix.

She joined the 107th Tactical Control Squadron in 1985, and now serves as both its Intelligence specialist and Operations Security NCO.

She earned the Air Force Commendation Medal and the Tactical Air Command Inspector General's praise for her development of the 107TCS OPLAN 88-1 Intelligence Annex which was used during the unit's 1988 Operational Readiness Inspection.



**Sgt. 1st Class Karen A. Diiullo**



**Chief Master Sgt. Pat Ralston**



**Staff Sgt. Carolyn J. Kolaz**



**Sgt. Laurie J. Enright**

## Nebraska, Washington journalists are TJ award finalists

"Three times is the charm."

That statement may have been one of many that two National Guard members, one from Nebraska, the other from Washington, were saying after being named second place finishers in the Defense Department's worldwide and prestigious Thomas Jefferson media awards, recently.

Named the second place finisher in newspaper category A was Nebraska's "Prairie Soldier" published as a "Joint" Army and Air Guard newspaper by the Nebraska National Guard Public Affairs office.

Maj. Bonnie Hallman was the principal contributor and editor at the time the newspaper was submitted in National Guard Bureau judging before it was submitted as one of two NGB finalists to the Army's Keith L. Ware competition where it was named the top newspaper of its kind, finishing first in its category among all Army newspapers.

Sgt. 1st Class Joe Zambone from the Washington Army Guard's 122nd Public Affairs Detach-

ment may have to add "TJ Award finalist" to the whimsical columns which won him tops in the Army's Keith L. Ware competition for editorials and commentary, and which resulted in his selection as the second place finisher in that category from worldwide Thomas Jefferson competition. Zambone's column appears in the "Evergreen," and is noted for the flair with which he captures the essence, not just of military service, but, in particular, service within the National Guard. In 1988, Zambone placed third in the Army-wide editorial competition.

The Thomas Jefferson awards are sponsored each year by the Assistant Secretary of Defense (Public Affairs) and are intended to recognize outstanding accomplishments of military journalists throughout the military services. The competition pits Army and Air Force competitors against the top journalists from Navy and Marine Corps public affairs organizations.



**SWITCH ON**—Lieutenant Caroline Adams toggles the switches in her helicopter. She was the first woman to become a helicopter pilot in the Vermont Army National Guard. (Vermont National Guard photo).



**Captain Kay L. Henderson**

### **Capt. Henderson, an I.G. Brown Contributor**

Capt. Kay L. Henderson is currently assigned to the I.G. Brown Air National Guard Professional Military Education Center (PMEC) located at McGhee Tyson Airbase, Knoxville, Tenn. Capt. Henderson has been a member of the Center staff for the past five years and is currently assigned as a Section Chief in the Educational Support Branch where she has responsibility for developing, coordinating, and managing all academic support in the areas of audio/visual, graphic arts, and the library. Additionally, she serves as the budget manager for the Educational Support Branch of the Center.

Prior to her assignment as Officer in Charge (OIC), Academic Support, she served four years as a Faculty Advisor in the Academy of Military Science, the Air Guard's precommissioning program located at PMEC. She is the author of an Awards and Decorations Writers' Course that, to date, has trained over 500 individuals at field units to properly prepare awards and decorations recommendations.

She currently serves as the manager of this Outreach Program conducted by PMEC. Capt. Henderson is a graduate of ANG Academy of Military Science. Prior to her assignment at PMEC, she served with the 114th Tactical Fighter Group, Sioux Falls, South Dakota.

## Transportation Awards

Air National Guard members from Iowa and Pennsylvania were recently named the top individual transportation award winners by Maj. Gen. Philip G. Killey, Air Guard Director.

The Air Guard Transportation NCO of the year for 1989 was Technical Sgt. Howard C. Metcalf, assigned to the 132nd Resource Management Squadron, Iowa Air Guard.

Named the top Senior Transportation NCO was Senior Master Sgt. John E. Campbell who is assigned to the 171st Resource Management Squadron, Pennsylvania Air National Guard.

The two will receive their awards at the Air Force worldwide transportation conference in April at Homestead Air Force Base, Fla.

# DACOWITS—a DoD advisory council

The Defense Advisory Committee on Women in the Services (DACOWITS) was established in 1951 by the Secretary of Defense. It is composed of civilian men and women who are selected on the basis of their outstanding reputation in business, the professions, public service, and their records of civic leadership, with due regard to equitable distribution of fields of interest and geographical location.

DACOWITS members are appointed by the Secretary of Defense. The term of membership is 3 years, and the members serve as individuals, not as official representatives of any group or organization with which they are affiliated.

## TO ASSIST

The purpose of DACOWITS is to assist and advise the Secretary of Defense on policies and matters relating to women in the military services. In carrying out its purpose, the committee serves to inform the general public the need for and the role of women as an integral part of the Armed Forces; it encourages public acceptance of military service as a "citizenship" responsibility and as a career field for qualified women in the Services; and, it provides a vital link between the Armed Forces and civilian communities.

The Committee has been particularly effective in the recruitment and retention of Servicewomen.

Within their particular field of interest and geo-

graphical area, each DACOWITS member works to assist recruiting programs by obtaining publicity in the local media and by endorsing military careers during speaking engagements. In its recommendations to the Secretary of Defense, the committee concentrates on areas which affect the retention rate, housing, pay and allowances, job opportunities and the identification of institutional barriers that limit the full utilization of military women. Its recommendations are valuable in considering and in seeking changes in policies and laws.

## REGULAR MEETINGS

The committee meets formally in the spring and fall of each year, usually in April and October. Additional meetings of subcommittees and task groups are held, as necessary, in response to tasking by the Chair. Travel, hotel, and incidental expenses for these meetings are paid for by the Department of Defense. The recommended voluntary visits to military installations/organizations are conducted by individual members so they may be fully informed on current military activities and policies. The expenses for these visits are assumed by the DACOWITS members themselves.

Secretary of Defense Richard (Dick) Cheney selected Meredith Neizer to Chair the committee in 1990. Ms. Neizer is an assistant manager with the New York and New Jersey Port Authority.



**Ms. Meredith Neizer**

## DACOWITS MEMBERS

### Class of 1988

Chair - Dr. Connie Lee

Judy Dunaway	Columbus, Miss.
Betty Easley	Tallahassee, Fla.
Mary Jane Galer	Columbus, Ga.
Eunice S. Groark	Hartford, Conn.
Frances Mossman	Honolulu, Hawaii
Martha Mullett	Morgantown, W. Va.
R. James Nichoson	Englewood, Colo.
Meredith A. Neizer	Jersey City, N.J.
Mitzie Purdue	Salisbury, Md.
Patricia O. Sheffels	Bellvue, Wash.
Patricia A. Wyatt	Lee's Summit, Mo.

### Class of 1989

Chair - Ms. Meredith Neizer

Lenora C. Alexander	Washington, D.C.
Linda G. Bison	Concord, N.H.
Mary Moses Cochran	Indianapolis, Ind.
Catherine C. Colgan	Virginia Beach, Va.
Becky Costantino	Rock Springs, Wyo.
Ming Hsu	Newark, N.J.
Viola M. Lopez	Santa Fe, N.M.
John B. Shales	Bethesda, Md.
Donna W. Sternberg	Baton Rouge, La.
Thuy Van Lee	Los Angeles, Calif.

Eleven additional members will be selected in 1990.



**AWARD CEREMONY**—Sgt. 1st Class Charla Shull, Missouri Army National Guard, receives the State Service Ribbon from Missouri's Governor John Ashcroft for her participation in Panama during Operation Just Cause. (Missouri Army National Guard photo)

# MP's doing the 'real thing'

by Capt. Phil Blahut

They came from several states to meet at the crossroads of Central America, Panama. What was supposed to be overseas training became a wartime reality.

Geared up to train for the "real thing," members of the 1136th Military Police Company (Guard), Missouri Army National Guard experienced the shift from a training mode to "real action" when "Operation Just Cause," the U.S. military invasion into Panama to overthrow the Noriega regime and bring about democracy, suddenly changed its role, over night.

The 1136th's unit designator (Guard) indicates that guarding prisoners is their primary mission. So, the guardsmen soon found themselves doing exactly that at the El Renacer prison, 20 miles north of Panama City. There, they soon became involved in assisting, advising and training Panamanian prison guards in methods of humane treatment of prisoners, operations and security.

El Renacer prison was taken over by U.S. soldiers during "Operation Just Cause," in December. It has been used by former Panamanian dictator Manuel Noriega to hold both political prisoners and criminals. When fighting broke out, Noriega-backed forces destroyed the prison records causing the prisoners to be further detained until court records could be researched to determine their status.

## TIMELY ARRIVAL

The 1136th unit arrived in Panama with approximately one-half of the 80-person company on Jan. 6. The remainder of the unit replaced them in late January.

Senior noncommissioned officers and junior officers in the first group worked at the Panamanian prison where they found inhumane conditions and treatment of the prisoners. This however was quickly ended and the prisoners were provided three meals a day, medical attention and basic human rights.

"The 1136th was not there to run the prison. We guided the new Panamanian prison staff in prison operations," according to 2nd Lt. Brent Pope, a law clerk for the U.S. Attorney's office in East St. Louis, Ill.



**FOR REAL**—Staff Sgt's. John Beardslee (left) and Dino Orlando (right) discuss plans to properly secure a camp, where captured Panamanian military and civilian were detained. (Photo by Staff Sgt. Brian Kappmeyer, U.S. Army Reserve.)

Two of the four squads who were in the first group went to work at a detainee camp providing around-the-clock surveillance and treatment. The camp held Panamanian military and civilian detainees captured during "Operation Just Cause."

## TRAINING PAYS OFF

There each guardsmen worked one-on-one with an active Army soldier, according to squad leader Staff Sgt. John Beardslee. "We were well received and work well with them."

Beardslee said he enjoyed being able to actually perform jobs that, in the past, were only training scenarios. "The training we did back at the unit helped us tremendously. We were prepared to hit the ground and step right into any role they could have given us here," he said. "But, you can only simulate so much. This is the real thing."

The other two squads worked as gate guards and physical security police at Fort Clayton. Spec. Tom Lewis, a correctional aide at the St. Charles County, Mo., Sheriff's Department, said that his two-week annual training at Fort Clayton actually helped the active Army soldiers.

"A lot of these soldiers were there for three or

four weeks and they had worked 12 hour days. We gave them a chance to get a few days off," he said. "They were really appreciative."

## DODGING BULLETS

Observing Panama from a different angle was Capt. Anthony Powell, a military police commander, from the Maryland Army National Guard.

Powell, a computer printer salesman in his civilian occupation, spent his Christmas holidays dodging sniper fire during the United States military action in Panama.

A resident of Washington, D.C., Powell volunteered to serve six months in Panama as a liaison officer to National Guard units. Normally, he met National Guard units at Howard Air Force Base when they arrived from the United States, arranged their housing and evaluated much of their training.

"Unpredictable" was the word Powell used to describe his "holidays." Powell was up all night on Christmas eve. "I was at an emergency operations center where we received various reports of enemy activity. We would then make sure the appropriate units were informed of the activity so that they could take action," he said.

# A real-life Panama experience

*Editor's Note: The following article is a first hand account of one's woman's experiences during "Operation Just Cause," the invasion of Panama.*

by Senior Master Sgt. Diana M. Meyer  
Texas Air National Guard

I had deployed with the 136th Tactical Airlift Wing (TAW) Volant Oak rotation in December 1989 as the unit first sergeant. During the first week, our C-130 flew cross country flights and local air drop missions. However because of heightened tensions in the area, we were instructed to stay on Howard Air Force Base as much as possible.

## DECEMBER 16, 1989

A few of us ventured to Albrook Air Base to meet with fellow rotation crews. Upon our return to Howard that evening, we learned that the Bridge of the Americas that we had just crossed had been closed following reports of military personnel being attacked. We felt lucky!

## December 19, 1989

Increased numbers of Military Airlift Command (MAC) C-141's, C-130's, and C-5A's began landing, bringing with them increased amounts of cargo and personnel.

## December 20, 1989

0100 hours—I woke up to pounding on my door and I was told to stay inside my room with lights out. "Blackout Condition" was now in effect and "Operation Just Cause" was in full swing. Within minutes, I looked out the window to see fires burning and heard the sounds of distant fighting in Panama City. Helicopters were flying overhead every few minutes, and they were so low the walls in my room began to shake. Several of us on the same floor gathered in one room to try and watch news updates so we could keep informed on the conditions around us. These conditions remained prevalent and intense for the rest of the night. Needless to say, none of us could sleep that night.

## December 20, 1989

By dawn, the base was completely silent in the living quarters area. However, the hangar areas were a beehive of activity. Numerous aircraft were everywhere, even where cars used to be parked and along the fences. I also work in an Airlift Control Element where personnel and aircraft are usually plentiful, but I had never seen anything like this.

Our unit's aircraft and crews were on an alert status and were awaiting their missions. During this stand-by time, a few of us went to the other end of the flightline to try and help out.

Volunteers were badly needed in the Medivac tents and we wanted to help. Our group was immediately briefed and began to help carry litters of wounded as they arrived.

The helicopters seemed endless as they came in and dropped off the wounded. We would rush out, pick them up, and bring them back to the tents, where triage would be performed to determine how badly they were wounded. Then, we would place them in different tents based on the severity of their wounds.

Quickly, the tents became so full that we didn't have room for anyone else. As a result, a C-130 from my unit was brought in to medivac patients to Kelly Air Force Base, Texas. However, more room on the aircraft was needed, so we began coordination immediately to get the airplanes rigged for litters and ambulatory patients. Eventually, the aircraft were loaded and departed for the United States.

On the ground, more hours of coordination and tasking were still left behind for us to accomplish. They included flying local missions within Panama to transport soldiers, supplies, and detainees that had been captured at Rio Hato, Panama.

## December 23, 1989

The 136 TAW prepared to rotate back to Texas. That evening, we packed our gear and loaded the aircraft. Finally, at 2300 hours, our aircraft was ready to leave Panama.

On board were other passengers being evacuated to the states. Some of them had been hostages of the Panamanian Defense Forces (PDF) and several had been robbed and left with nothing but the clothes on their back. Finally, we departed homebound for Dallas, Texas.

# Army announces proposed changes

Among the proposals for Army force structure changes and base closures or realignments announced Jan. 29, 1990 were several involving the Army National Guard.

In announcing the proposed changes, Army officials stressed the FY91 budget submission reductions represented the first step in a transition to a more versatile posture shaped to meet the requirements of the 1990's and beyond.

"The Army's plan for the future will reshape both Active and Reserve Component forces by making balanced reductions based on doctrine and warfighting requirements," officials noted adding that Reserve Component force reductions will also be taken in combat and support forces with Total Army force structure reductions possibly reaching 270,000 in authorized strength by the end of FY94.



## Army Guard Changes

Pending results of a Total Force Study, proposed Army Guard changes include the inactivation of one brigade of the 50th Armor Division in New Jersey and one brigade of the 42nd Infantry Division in New York. These changes are expected to facilitate the consolidation of the 42nd Infantry Division, 50th Armor Division and the 26th Infantry Division into one heavy division in FY92 or 93.

Reductions in the Army National Guard force structure allowance programmed for Fy 90 and FY 91 by state include the following:

<b>New Jersey .....</b>	<b>3,590</b>
<b>New York .....</b>	<b>4,978</b>
<b>Rhode Island .....</b>	<b>535</b>
<b>Puerto Rico .....</b>	<b>221</b>
<b>Florida .....</b>	<b>166</b>
<b>Arkansas .....</b>	<b>38</b>
<b>Delaware .....</b>	<b>238</b>
<b>Oklahoma .....</b>	<b>191</b>
<b>To be determined .....</b>	<b>43</b>

The total Army Guard reductions from FY92 through FY94 will be 66,000 soldiers, according to the Army officials, with additional reductions to support units to be taken based on doctrinal requirements.

## Air Force officials reveal proposed future changes

In a memorandum for Pentagon news correspondents Jan. 29th, Air Force officials outlined worldwide force structure adjustments being driven by budgetary constraints and reassessments of strategic concerns, including several which were identified as affecting the Air National Guard.

In announcing the re-structuring actions, the Air Force addressed the following proposed changes in its U.S. basing posture which included Air Guard units or bases:

- Reduction of the 162nd Tactical fighter Group, Tucson International Airport, Ariz. by 15 A-7 aircraft, with nine being retired in early 1990 and the remaining six in early 1992. The unit will gain ten F-16 aircraft, four in late 1990 and six more in early 1992 as a result of changing Air Guard and Air Force Reserve training requirements as more units transition to the F-16. The 162nd will also begin conducting training for Royal Dutch pilots in early 1990 and, as a result, will gain 39 full time and 118 civilian manpower authorizations.

- The 163rd Tactical Fighter Group at March Air Force Base, Calif. will **not** convert to the OA-19 aircraft as previously announced. Instead, the unit will convert from 24 F-4E to 18 RF-4C aircraft resulting a reduction of 12 full time, 95 drill and 29 civilian authorizations at the base.

- The 183rd Tactical Fighter Group, Capitol Airport Air National Guard Station, Ill., will receive six additional F-16A/B aircraft starting in mid-1990, with a resulting increase in four full time, 65 drill and 20 civilian position authorizations.

- At Hulman Regional, Ind., the 181st Tactical Fighter Group will convert from 18 F-4E to 18 F-16A/B aircraft in mid-1992, with a resulting decrease in manpower authorizations of eight full time, 89 drill and four civilian positions.

- The 114th Tactical Fighter Group, Joe Foss Field, S.D. will convert from 18 A-7D/K aircraft to 18 F-16A/B aircraft with corresponding reductions in five full time positions, but a gain of 54 drill and eight civilian positions.

In other changes to coincide with streamlining of Air Force subordinate commands, some missions currently performed by active Air Force units will be transferred to the Air Guard.



One of those mission shifts proposed is for the 190th Tactical Reconnaissance Squadron at Boise Air Terminal Air National Guard Station, Idaho, to gain six RF-4C aircraft from the 12th Tactical Reconnaissance Squadron at Bergstrom Air Force Base, Texas in early 1990, with the corresponding responsibility for Specialized RF-4 training transferred to the Air Guard. The transfer will result in an increase of 18 drill and 60 civilian position authorizations.

## Army Guard



## Tour Notes

### MEDICAL TOUR

Title 10 AGR Long Tour Announcement (#3-90) dated January 10, 1990 invites the nomination of qualified officers to serve as Medical Corps Officers, Office of the Army Surgeon, National Guard Bureau (NGB-ARS-MS), Alexandria, Va. This is an occasional tour, limited to three years in length.

The tour announcement provides specific information regarding the conditions of application, description of duties, and prerequisites. All applications will be screened by the appropriate State/Territory Headquarters and forwarded directly to NGB-ARP-CT to arrive not later than April 1, 1990.

### ARCHITECT

Title 10 AGR Long Tour Announcement (#5-90) dated January 20, 1990 invites the nomination of qualified officers to serve as Senior Architect, Installations Division, National Guard Bureau (NGB-ARI), The Pentagon, Washington, D.C.

The tour announcement provides specific information regarding the conditions of application, description of duties, and prerequisites. All applications will be screened by the appropriate State/Territory Headquarters and forwarded directly to NGB-ARP-CT to arrive no later than April 15, 1990.

Applications must be available for duty on or about May 1, 1990.

## 'On Guard' is now protected by trademark

"**On Guard**" became the registered trademark of the National Guard Bureau-published newspaper on Dec. 19, 1989 giving it exclusive use of the words "**On Guard**" in the title of the newspaper.

The United States Patent and Trademark commission issued certificate of registration number 1571903 to "**On Guard**" following an application from Guard Bureau officials in 1989 to seek the protection and exclusive use rights which were afforded a registered trademark.

National Guard officials sought the trademark when it was learned that private organizations were publishing newspapers entitled "**On Guard**" and using them as a means of spreading their own particular political views.

Under the terms of the trademark, no other publication may use the words "**On Guard**" as the title of their publication without written permission from the National Guard Bureau.

Units presently using the words, "**On Guard**" as the title of their publication should submit a written request seeking permission to continue to do so. Requests should be submitted to the Command Information Team, NGB-PAC, 4501 Ford Avenue, Alexandria, Va. 22302-1456.

## Alaska recovers WWII vintage aircraft parts

by 1st Lt. Mike Haller  
Alaska National Guard

Alaska Air Guard members from the 176th Composite Group were instrumental recently in helping recover World War II-vintage P-38 "Lightning" and P-40 "Warhawk" aircraft parts which had been left by the 11th Air Force from their wartime assignments.

The Guard members used the opportunity from a recent training airlift to literally pull together a load of parts for the World War II-famed aircraft and deliver them to the Alaska Transportation

## Question: Why wasn't our article published?

If you're one of several individuals and units who have submitted an article or photograph to "**On Guard**" for publication but haven't seen it, more than likely it's for one or more of the following reasons. If you correct them, you increase your chances of being published.

**On Guard** is indeed dedicated to serving the information needs of the National Guard in two ways. First, as a source of information, when we're aware of it, concerning programs and policies which every Guard member needs to know. Second, to act as a showcase for the worthwhile accomplishments of National Guard members and their units with particular emphasis on the accomplishments of junior to mid-level enlisted members and officers.

So why is it that one of your articles has not been used?

The number one reason is that the information is either incomplete or unverifiable. By this we mean you may have submitted a photo which did not identify the individuals in the photo by rank, complete name and unit, in most cases, or you submitted a photo of a large group of personnel, in which case, we selectively cut them out in favor of photos that feature no more than three individuals. We do this because we believe the Guard story is best told by individuals who represent the accomplishments of their units or classes or groups.

A second reason is the lack of someone's name and day time phone number that we can contact if we have questions. With only two people working on each issue, and with submissions from an average of 20 units for each issue (especially since we went to our new "newspaper" format), we use the stories and articles which can most easily be included into an already busy process. The less we have to re-write or confirm an article, the more likely it is to be used.

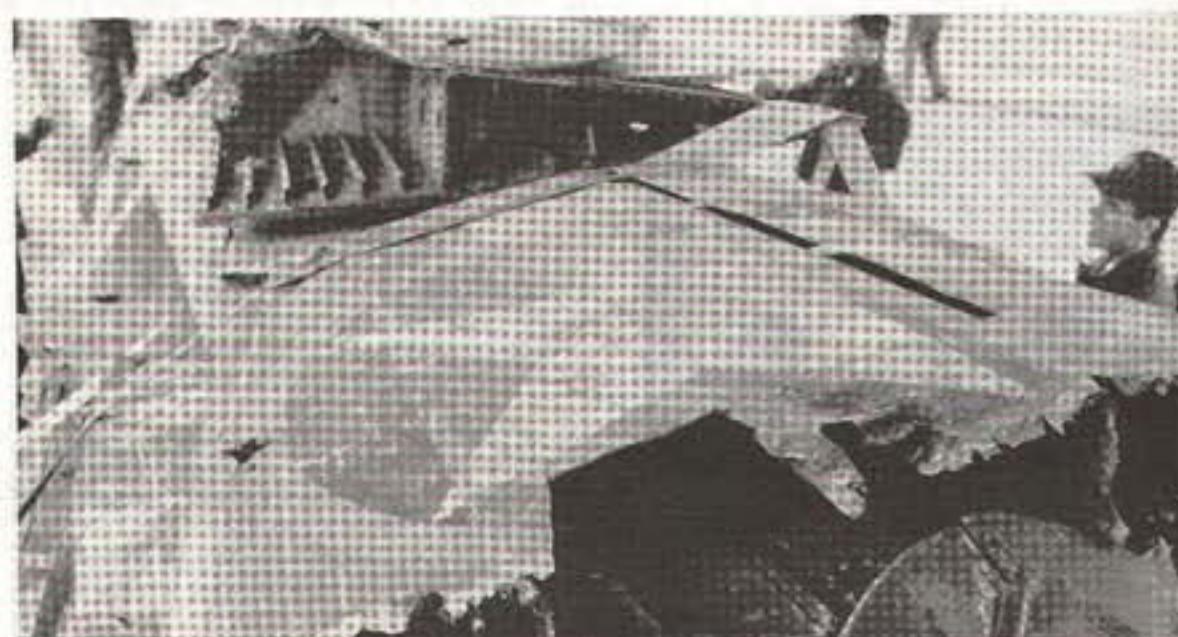
Finally, each issue takes on its own characteristics and the time clock starts moving early. This means that if you submitted an article in January we'd consider it for the February issue, and if it was not used, put it back into the consideration "bin" for the March issue. But it must "compete" against other stories for each issue, and, if after two months it has not been selected for use or to be "fixed" for use, it will probably not be seen in print.

We don't wish to slight any unit or individual from well deserved recognition, and we do everything we can to use your articles, especially in recognition of the work and consideration you showed in submitting them to us. We'll do our best to use your material. Bear with us and keep them coming.

Editor



TEAM WORK -Army Guard Command Sergeant Major G. Steven Blackwood stresses team work at a recent Attrition Management conference.



HERE'S ONE PART—A damaged, but clearly U.S. Air Force wing section catches the eye of one Alaska Air Guard member who is helping prepare the parts of two types of vintage aircraft for delivery to the Alaska Transportation Museum following their recovery from the Aleutian Islands during an recent Air Guard training mission. (Alaska National Guard photo).

## ARNG studies attrition

Army National Guard Director Maj. Gen. Donald Burdick emphasized the need for good, caring leadership at the second annual Army Guard Attrition Management Conference held in Orlando, Fla. recently.

"Good retention is the direct result of caring leadership and must be incorporated into all levels of command," Burdick said to the more than 250 Army Guard Retention NCOs, Family Support Coordinators, command sergeant majors, spouses and families at the three-day conference which examined how a team effort could be used to enhance retention.



## Guard Women: Serving with PRIDE!

**HONOR GUARDS**—The Vietnam Veteran's Memorial dedication ceremony in Arizona.

**P**rofessionalism  
**R**ealism  
**I**nitiative  
**D**edication  
**E**xcellence

**EYES RIGHT!**—1st Lt. Marsha Stephenson, a member of the Civil Engineer Squadron, leads the troops in the Veteran's Day Parade.**COMMUNICATIONS**—Staff Sgt. Barbara M. Vaughn, a telecommunications operations specialist, Florida Air Guard, records a message in the Command Post of a Joint Airborne Communications Center.**OPERATIONS**—Major Carol Donohoe, Arizona Air Guard, pilots a local refueling mission with the "Thunderbirds".**HELICOPTER PILOT**—Warrant Officer Eileen Kuncz, Vermont Army Guard, completes her preflight duties.**GUARD BEGINNINGS**—The Nee family left to right, Catherine, Mary, Patricia, and Elizabeth. Sisters all started in the Guard except Mary, she is on active duty with the Air Force.**MEDCAP**—An Army Guard member of the 201st Combat Support Hospital, Puerto Rico, examines a young patient during a Civic Action project.