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**CONNECT WITH THE 110TH ONLINE!**  
**WWW.110AW.ANG.AF.MIL**

# COMMANDER

**110TH AIRLIFT WING COMMANDER**  
By Colonel Ronald W. Wilson

Members of the 110th, welcome to November UTA.

It's hard to believe that the snow has already begun to fly and we are once again on the cheer-filled edge of the holiday season. Soon begins the annual ritual of good food, spending time with friends and family, and the inevitable strain that holiday merriment has on our bank accounts. Many rely on credit cards to get through the season, spending recklessly and acquiring debt for the sake of feeling good one day of the year, inevitably paying for this decision the other three-hundred-sixty-four. Others are more prudent, making financial adjustments months in advance of the holidays, choosing to spend wisely so that the good feelings last far beyond the end of December. As a wing, we face these same kinds of decisions year-round. Whether the choice is as simple as purchasing office supplies, or as complex as how to cultivate every penny of the RPA facilities budget to ensure we get the most bang for our buck; the reality is that we have no other choice than to remain good stewards of the taxpayer's money. The recent change to our lodging policy is the most recent example of one of the ways we do this.

Something that I have learned is that no matter the decision being made, there is always someone who will be more than willing to dive headfirst into the many reasons why it is wrong—adopting an agenda of pessimism based on a hodgepodge of factual, speculative, and sometimes completely made up information. So I'm not surprised to hear that there are some folks out there who are upset about the new lodging policy. In the interest of transparency, I want to address this issue directly. Starting this month, males E-4 and below, and females E-5 and below, who want the 110th to provide for their lodging will be required to stay in the open-bay barracks at Fort Custer. This is a decision that was made in order to continue providing this very expensive benefit to those who

travel great distances for UTA. The math is pretty simple: open bays allow for us to provide lodging to the same amount of people at a decreased cost. The sacrifice—losing some of the privacies that most of us prefer.



*The great Vince Lombardi once said, "In order to succeed, this group will need singleness of purpose, they will need a dedication, and they will have to convince all of their prospects of the willingness to sacrifice."*

When it comes to lodging changes, I appreciate that some airmen are going to have to make sacrifices in order for this program to succeed. This is a reality that we all must get used to. What I want to stress is that the sacrifice does not only apply to those who will, by nature of established parameters, have to spend drill weekend in open bays. I'm also talking about all of the airmen who can choose to participate in this, or other arrangements in order to help meet the budgetary challenges we face at a time when organizational survival is inextricably connected to one's ability to remain effective and efficient with fewer resources. As our warfighting priorities shift, the notion of less encumbered spending on personnel and property must be modified. This means that there will likely be more adjustments down the road. But if we are to remain functional in the long-term, we have to continuously look for ways to push our systems and abilities beyond the conventional. For this reason, you are going to see more and more partnering and collaboration between the 110th and other organizations, both locally and at the state level. Our focus must be on cost-effective growth beyond our gates if we hope to thrive in the future.

Another pressing issue in the near future that I would like to address is the Unit Effectiveness Inspection (UEI) that is scheduled for October, 2015. I wanted to take this opportunity to again clarify the function of the new Air Force inspection program as well as layout the basic framework of what I expect

from each of you. First and foremost, we absolutely need to shift our mindset away from past processes; those days when outside inspection teams would visit the base to complete a do-or-die evaluation of our readiness, inevitably bringing with them an air of punishment that was ripe for potential deception.

In other words, if your section was not quite up to par, it was not unusual to hear about someone hiding problems with hopes of getting through the UEI without anyone looking.

Well, I am happy to say that the new Commander Inspection Program (CCIP) is quite different than what we've done before. It is an ongoing, wing commander-driven platform that allows for inspections to be done on a continuous basis, not just every couple of years. The CCIP focuses more on finding solutions, not pointing out problems. And the idea is not to punish, but instead create opportunities to dig down and detect potential risks, generating a real-time assessment of where the wing stands on any given day.

So here are my expectations. What I cannot have are false-positives; a situation in which an airman provides a positive response in MICT when we are in fact not in compliance. This does me absolutely no good when it comes time for the capstone visit next October. I do not expect perfection from anyone. What I do expect is that everyone be truthful about the status of compliance. If you are green, that's great. Just make sure you have all the pieces of evidence necessary to prove it. If you are red, that's also fine. Just make sure you have a plan to fix it. By doing this, you are giving myself and the rest of your leadership team an opportunity to identify and address risks in each of the four major graded areas today, not ten minutes before the inspection team arrives. I know that drill weekends are already busy, but I need everyone to be fully engaged in this program. We have 11 UTA's—22 days—to get it done.

*Be safe and have a great drill weekend.*

# BULLETIN



*Upcoming GKMMC meetings held at the Security Forces building 6911@1700:*

**22 Nov 2014      13 Dec 2014**

## *A few motorcycle Safety Tips:*

- Wear a DOT approved helmet.
- Ensure your headlight, taillight and brake light work properly.
- Wear high visibility clothing.
- Don't consume alcohol while riding.
- Use lane positioning to increase visibility
- Watch for turning vehicles and avoid riding in blind spots.

## PROMOTIONS

Master Sgt. Gregory Hauck (AOG)

Master Sgt. Anthony Nagy (FSS)

Tech. Sgt. Adam Magers (AOG)

Tech. Sgt. Justin Oosterbaan (AOG)

Tech. Sgt. Richard Parker (AOG)

Tech. Sgt. Kevin Taylor (CES)

## Medal of Honor Recipient Sgt. Sammy L. Davis

*Fort Wayne Base Community Council Member /  
Guest Luncheon*

**Tuesday, December 9, 2014**

**Ceruti's Summit Park, 6601 Innovation**

**Boulevard, Fort Wayne, IN 46818**

Sgt. Davis' talk will focus on sharing his amazing story of courage, bravery and selfless sacrifice during the war in Vietnam. Sgt. Davis is one of only 79 living Medal of Honor recipients and his story is truly inspirational. Lunch will be provided for all Members and Guests.

Please RSVP no later than Friday, December 5th, 2014. To RSVP, simply follow the link provided. Payment will be collected online during the reservation process.

Please provide full names, titles/ranks (if appropriate), for you and all guests at the time you RSVP. This will ensure a proper lunch count and information for the roster for all attendees of the event.

## *Why You Want to go to the Military Ball in February 2015*

- 1) Nice evening and great photo op for you and that special someone (you'll look great!)
  - 2) Good food
  - 3) Experience a military tradition at its best
  - 4) Reduced rate for a first-class hotel room in a town with a bit of a nightlife
  - 5) Plenty of advance notice to get your mess dress all set up and ready for any future events
  - 6) A chance to learn about what other people do in their service AFSC/MOS
  - 7) Support fellow Airmen and other Service members who are getting awards
  - 8) Support our leadership
  - 9) A chance to see members of the other services in their finest
  - 10) Dancing
- Next month: Tips for Getting Your Mess Dress Ready*

## DFAC MENU

### *Saturday*

Roast Turkey	Pork Chops
Stuffing	Mashed Potatoes
Steamed Rice	Mixed Vegetable
Green Beans	Clam Chowder Soup

### *Sunday*

Catfish	Herbed Baked Chicken
Mashed Potatoes	Red Beans & Rice
Corn on the Cob	Peas & Carrots

## UTA CHILDCARE

Attention 110 AW military members:

Need childcare during UTA? 6 Slots available for childcare on Saturday & Sunday of UTA 0600-1800.

Requirements: Must be attending UTA; Officer or Enlisted children can participate.

Children's age must be between 6 weeks-12 years. Child must be immunized according to American Academy of Pediatrics.

Currently, completely free. Call MSgt Tammy Zerafa with questions. 269-969-3565

## *Annual Combined Federal Campaign*

Contributions are voluntary and you choose the charity!

Each squadron has a CFC Committee member with forms to fill out. Please see your squadron committee member for details on how to donate to the charity of your choice:

Master Sgt. Lavengood/ Master Sgt. Serrano (AOG)

Master Sgt. Bowling (CES)

Senior Airman Szwet (CF)

Senior Master Sgt. Dark (SFS)

Lt. Col. Young (OG)/Tech. Sgt. Monje (OSS)

Staff Sgt. Ballard-Miller (MSG)

Senior Master Sgt. Parks (LRS)

Master Sgt. Jenney (FSS)/Tech. Sgt. Mosser (FSS/SVC)

Master Sgt. Marshall (AW, CPTF)

Master Sgt. Gillette

*(Recruiting and Co-Chair of CFC Committee)*

Two annual base fundraisers are the Chili Cook Off (Dec. 11th -details to come) and the Pancake Breakfast (0900 - Dec. 5th) to support the Food Bank of South Central Michigan.

## PROFESSIONAL DEVELOPMENT COUNCIL

The Professional Development Council invites you to attend our monthly meeting in the Wing Conference Room bldg. 6905 on Saturday of every Drill Weekend at 1000.

CLEP books and DVS are available for check out through the Base Training Office. We are currently developing a professional development library that will be housed in the Base Training Office. We are and are looking for book donations for the new library. If you have any books or DVDs or CDs that you would like to donate please drop them off there. The CLEP topics we currently have books/DVDs on are Speech, Match, Algebra, Humanities. There is one DVD on Math, one for Algebra and one for Humanities. There are some books for Speech, Math, Algebra and Humanities as well.

*Free books are available for download:*

<http://aupress.maxwell.af.mil/index.asp>

<http://skillport.books24x7.com/login.asp?ic=0>

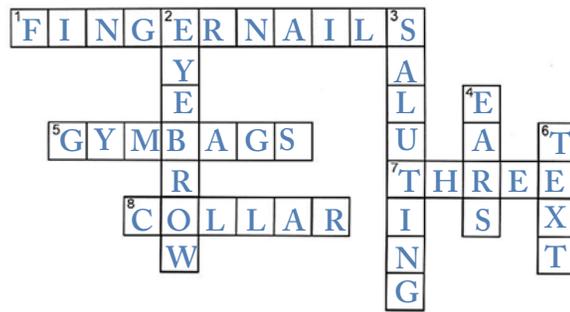
*Free Dantes CLEP practice test:*

<http://www.nelnetsolutions.com/dantes/>

We are currently working on the January Professional Development Seminar. The title this year is "Leaning Forward" it will focus on topics that take us out comfort zones. As Col. Lee Ellis (retired) taught us during his presentation at our last event, that in order learn sometimes we must go outside our comfort zone. Just as our previous event we will have a presenter in the morning followed by lunch and afternoon break outs.

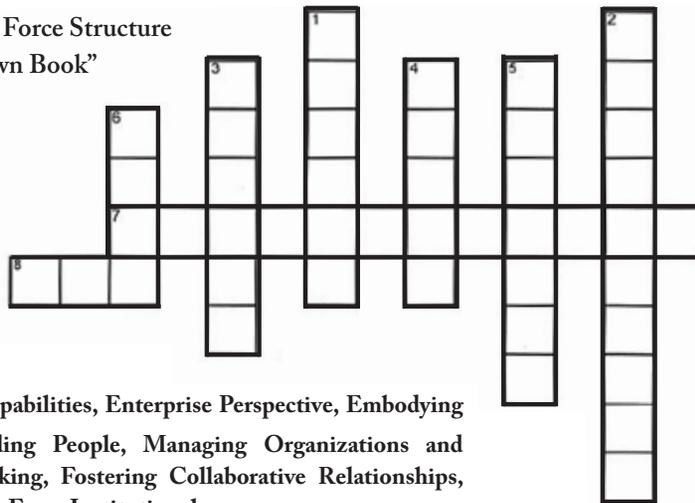
Our trainer for this year is Maj. Gen. Gregory J. Schwab (retired). He served as the Air National Guard Assistant to the Commander, Air Combat Command, Langley Air Force Base, Va. In this position he assisted the Commander, Air Combat Command, in organizing, training, equipping and maintaining Air Combat Command assigned Air National Guard forces for rapid deployment and employment while ensuring strategic air defense forces are ready to meet the challenges of peacetime air sovereignty and wartime defense. General Schwab also served as the Air National Guard Director's Liaison to the Air Combat Command Commander.

<http://www.af.mil/AboutUs/Biographies/Display/tabid/225/Article/108775/major-general-gregory-j-schwab.aspx>.



2. 36-2903 Dress and Appearance

3. 36-2618 The Enlisted Force Structure  
"Little Brown Book"



ACROSS

7 Employing Military Capabilities, Enterprise Perspective, Embodying Air Force Culture, Leading People, Managing Organizations and Resources, Strategic Thinking, Fostering Collaborative Relationships, Communicating are the Air Force Institutional \_\_\_\_\_

8 Lead and develop subordinates and exercise effective followership in mission accomplishment is a responsibility of an \_\_\_\_\_

DOWN

1 Supervisor, Non-Commissioned Officer in Charge (NCOIC), Section Chief, Flight Chief, Squadron Superintendent, Superintendent, Manager and Chief are Enlisted Duty \_\_\_\_\_

2 The three levels of \_\_\_\_\_ in the Air Force are tactical expertise, operational competence, and strategic vision

3 Accept and execute all duties and instructions, responsibilities and lawful orders in a timely and efficient manner and complete assigned tasks and accomplish the mission is a responsibility of a Junior Enlisted \_\_\_\_\_

4 The \_\_\_\_\_ Tiers of the Enlisted Force Structure are Junior Enlisted Airman, Non-Commissioned Officer (NCO) Tier, Senior Non-Commissioned Officer (SNCO) Tier

5 Chief Master Sergeant of the Air Force (CMSAF), Command Chief Master Sergeant (CCM), Air Force Career Field Manager (AFCFM), MAJCOM Functional Manager (MFM), Commandant, Group Superintendent, First Sergeant are \_\_\_\_\_ SNCO positions

6 Provide highly effective leadership, lead and manage teams while maintaining the highest level of readiness to ensure mission success and accomplishment is the responsibility of a \_\_\_\_\_

## Fast Burner or Left Behind

CHIEFS COUNCIL, 217TH AIR OPERATIONS GROUP  
Chief Master Sgt. Robert Shankleton

We've heard a lot about career planning and force management lately. Current surveys within the Wing tell us there is a lack of mentoring on base and we should do more to help others with their careers. Senior leaders are actively discussing the how's & why's of these topics and trying to figure out what to do next... as they have ever since I joined the AF. So, everything should be better soon, right?! Well, the one benefit of being around for a while is having the advantage of meeting a diversified group of people and able to see trends that only time can reveal. One trend I've noticed is the difference between people we'd call "fast burners" and those we'd call "left behinds." For years, I have worked with people who have always made the comment "...man, I should be that guy in charge. I have more time, been to more places, got the squares filled, and just get it better than that guy." When asked why they hadn't been the person selected to lead the force, the responses were oddly similar. Most of the stories continue with near identical scenarios, "...they didn't get the promotion because their boss didn't tell them that particular additional duties were good for their career, or ... (fill in the blank)." In fact, it wasn't their fault at all. Had others done more for them, they'd made Chief years ago.

Sounds like bad luck, doesn't it? This may be true for one or two of them. The problem is the rest of them will continue to blame the "other guy" for their troubles rather than reading the writing on the wall. In simple terms, the "left behinds" blame others for their problems rather than accepting responsibility for their actions, or lack of actions. What makes working with these people even more difficult is the fact they're not lying...technically. They honestly believe their stories. They really believe they aren't responsible for their work place mess.

Our job as leaders, future leaders, and wingmen is to help others understand the primary player in any airmen's career is "themselves." In your career you have to seek out a mentor you respect. You have to seek out the opportunities that best position you for advancement. You have to do the "above and beyond" to separate yourself from the masses. You have to take an active role in your future or accept that others will pass you by.

### STATE TUITION ASSISTANCE IS HERE FOR ALL ANG MEMBERS!

*A representative from Lansing will be here during UTA in the Dining Facility from 1100-1300 to talk to you about Michigan Tuition Assistance!*

- State TA is in the form of a reimbursement
- \$4,500/year, \$250/credit hour cap
- Certificates, Associate's Degrees, Bachelor's degrees, Master's or First Professional Degree
- Soldiers and Airmen may use State TA at accredited institutions with a campus or headquarters in Michigan, with some exceptions for Air personnel
- State TA will pay most fees that FTA will not pay
- Lifetime cap: 144 undergraduate credits/42 graduate credits
- Eligibility:
- HS diploma or equivalent
- 6-year contract (*On a current 6 year or have completed 6 years with any other service component*)
- All readiness items (PT/Dental/Medical/etc..) must be in good standing at application when Commanders will certify. Commanders will not need to recertify when submitting grades for payment.
- All ranks are eligible
- Some flags will suspend eligibility
- Must maintain 2.0 GPA (undergraduate)/3.0 GPA (graduate)
- No service obligation incurred

# BATTLE CREEK BASE TOUTS CAPABILITIES FOR FUTURE MISSIONS

217TH AIR OPERATIONS GROUP PUBLIC AFFAIRS  
Master Sgt. Alec Lloyd

Battle Creek Air National Guard Base today hosted staff from U.S. Sen. Debbie Stabenow to highlight its capability to perform additional missions, including ballistic missile defense, launch and recovery of unmanned vehicles and planning airlift operations.

Stabenow Chief of Staff Bill Sweeney, State Director Teresa Plachetka and Regional Director Mary Judnich attended briefings and a base tour to better understand the strengths of the site.

“Battle Creek combines a wide range of skill sets into an integrated package that can sustain everything from cyber war to disaster response,” said 110th Airlift Wing Commander Col. Ronald Wilson. “We are ideally situated to expand into providing even greater protection for our state, community and nation.”

The base is currently under consideration as a site for ballistic missile defense installation that would protect the continental United States from long-range attack. Colonel Wilson highlighted the changes already underway to improve transportation links to neighboring Fort Custer and the extensive facilities already in place as well as the geographical location of the base as key factors in Battle Creek’s favor.

“By just about every angle, we are the ideal location,” Colonel Wilson said. “We have the runway access to provide critical airlift, ammunition storage space, close links with the Army next door and we occupy a central position to protect our nation. We also provide a cost advantage over other locations. Basically we have everything needed and we can do it for less money.”

During the Cold War, Michigan was home to numerous Air Force assets charged with protecting the continental United States. K.I. Sawyer, Kincheloe and Wurtsmith Air Force bases were critical elements of American air defense. All were closed by the 1990s.

Colonel Wilson also highlighted the advantages of establishing a launch and recovery element for remote piloted aircraft at the base. The 110th is already slated to fly RPAs remotely, making having airframes on base a natural fit.

“We are very close to the gunnery range at Camp Grayling and that will allow us to provide detailed, realistic training,” Colonel Wilson said. “Having RPAs on the ramp also would allow us to use them for civil defense, such spotting forest fires or conducting search and rescue operations.”



Group Commanders from the Battle Creek Air National Guard Base, Mich., hosted staff from U.S. Sen. Debbie Stabenow to highlight its capability to perform additional missions, including ballistic missile defense, launch and recovery of unmanned vehicles and planning airlift operations, Thursday, October 30, 2014. Attending briefings and base tour was Stabenow Chief of Staff Bill Sweeney, State Director Teresa Plachetka and Regional Director Mary Judnich. (U.S. Air National Guard Photos by Master Sgt. Alec Lloyd/Released)

The base is also home of the 217th Air Operations Group, a headquarters and planning unit that provides direct, integrated support for U.S. Air Forces in Europe, based at Ramstein Air Base, Germany. Together, they are responsible for running all Air Force operations in both Europe and Africa. Recent budget cuts have eliminated the Group’s Air Mobility Operations Squadron, hampering its ability to perform its mission.

“The 217th is unique in that it is the only Air Force unit specifically assigned to cover Africa,” Colonel Wilson said. “Given the numerous missions emerging there, from Ebola containment to rising instability, it is essential that they have the personnel to help move cargo and people in and out of the continent.”

# TEAM FINANCE TAKES ON WILDERNESS CHALLENGE 2014



On October 10-11, 2014, Airmen from the 110th Airlift Wing and fellow service members gathered on a camping resort in Fayetteville, W.Va., to take on the mountainous West Virginia terrain during this year’s Wilderness Challenge, where they competed in cycling, paddling and on-foot events over a two-day span. When the final teams crossed the finish line, the competitors had completed approximately 52 miles in rainy, muddy conditions, thanks in large part to two overnight thunderstorms. The Wilderness Challenge is a race composed of five events: an 8k run and 14-miles of white water rafting on day one, and a 10-mile mountain bike course; 10-mile “duckie” paddle and 14-mile forced hike on day two. This year, for the Wilderness Challenge finale, organizers said they did their best to ensure the race was more difficult than the previous 13 years. Throughout each event, checkpoints were placed in key areas for safety, accountability and to ensure teammates were within 100 feet of each other, which is one of the important rules of the challenge. Cold, wet, shivering competitors gathered near the finish to congratulate each team that finished the race. Though winners were crowned for each individual service and the overall competition, the goal was to finish as a team. For more than a decade, teams have gathered in the mountains of West Virginia to accept the challenge, but that era has come to an end. The competitors gathered under a tent for the awards ceremony of this finale, all hoping for nothing more than a short hiatus and the return of their beloved Wilderness Challenge. The Battle Creek Air National Guard Team of 1st Lieutenant Ryan Ferguson, Senior Master Sgt. Broc Richardson, Master Sgt. Robert Richards, and Tech. Sgt. Nicky Gilbert all from the 110th Comptroller Flight placed 2nd out of four teams in the Air Force, and 8th overall.

# MICHIGAN NATIONAL GUARD PARTICIPATES IN NORTH AMERICAN INTERNATIONAL CYBER SUMMIT

## JOINT FORCE HEADQUARTERS, MICHIGAN NATIONAL GUARD

Lt. Col. William Humes

Members of the Michigan Army and Air National Guard took part in the third annual North American International Cyber Conference held yesterday at Cobo Hall in Detroit, Mich.

Maj. Gen. Gregory Vadnais, director of the Department of Military and Veterans Affairs and Adjutant General for the Michigan Guard contributed to opening the event by addressing the audience from Riga, Latvia, via Skype alongside the Latvian Chief of Defense, Lt. Gen. Raimonds Graube.

“Cyber security is an international issue,” said Vadnais. “Working together with our partners in Latvia allows us to learn from each other and be prepared for an attack from state actors.”

“We will stand shoulder to shoulder with our allies to defend against cyber attacks,” Graube concurred with Vadnais.

Following the introductions, a panel discussion was convened for the audience. Among the panel members were Lt. Gen. Edward Cardon, commander of U.S. Army Cyber Command and David Devries, the acting principal deputy chief information officer for the Department of Defense. Cardon highlighted the importance of Michigan’s cyber warriors.

“The National Guard and Reserves have a tremendous role in cyber defense,” said Cardon. “Michigan is a fore runner in those efforts.” Devries, a native of west Michigan, was also impressed with the skills of the National Guard. “We are coming to grips with the idea that the National Guard members are dealing with state issues one day and national issues the next,” said Devries.

Governor Rick Snyder also addressed the audience during the conference, using the opportunity to restate his support for Michigan’s Cyber Civilian Corps, a cyber-incident rapid-response team comprised of state government, National Guard and other public and private partners.

“The Civilian Cyber Corps is modeled like the National Guard,” said Snyder. “Citizens who could be called up to defend their country,” Snyder continued. “This has worked for the National Guard for 378 years and it can work for us.”

The conference provided an opportunity to showcase a cyber competition with two Michigan Cyber Civilian Corps (MiC3) teams from Cobo Center as well as teams from the Michigan National Guard in Battle Creek, the California National Guard, and the Latvian National Guard Cyber Division. Teams competed for control of an online city called “Alphaville.” Dr. Joe Adams, vice president of research and cyber security at Merit and the director of the Michigan Cyber Range explained the benefits of the contained network.

“The fictitious online city of Alphaville allows players to try all kinds of hacking and defending techniques without impacting the actual internet or putting actual systems at risk,” said Adams.

The cyber conference is sponsored by Governor Rick Snyder and provides an opportunity for ideas to be exchanged across public and private cyber defense sectors.



Governor Rick Snyder discusses the Michigan Cyber Corps at the third annual North American International Cyber Summit in Detroit, Mich., Nov. 17, 2014. (U.S. Army photo by Lt. Col. William Humes, Michigan National Guard/Released)

Joe Adams, vice president of research and cyber security at Merit and the director of the Michigan Cyber Range, describes the live-cyber competition at the third annual North American International Cyber Summit in Detroit, Mich., Nov. 17, 2014. (U.S. Army photo by Lt. Col. William Humes, Michigan National Guard/Released)

# BASE COLLEGE PROGRAMS



## KELLOGG COMMUNITY COLLEGE

### *Enrolling to Public Speaking (COMM 207)*

These are the steps to enrolling in Public Speaking (COMM 207) class offered by Kellogg Community College, on-base in January. The class meets the CCAF requirement and is accepted by WMU and other Universities.

#### 1. APPLY

- Apply online: <https://secure.kellogg.edu/webforms/applyadm.html>
- You will receive a student ID # (k-ID) – this will be required for the subsequent steps.
- CONFIRM RESIDENCY TO SET TUITION RATE (in-district or out of district)
- Show your driver's license on-campus. This is a one-time requirement to determine which tuition rate applies.
- <https://www.google.com/maps/place/450+North+Ave,+Battle+Creek,+MI+49017/@42.334423,-85.178336,14z/data=!4m2!3m1!1s0x8817f1783ab788ff:0x580f0dc5da24d10f?hl=en-US>

#### 2. TAKE PLACEMENT TEST:

- Take the COMPASS placement test or bring a copy of ACT results. This is a one-time requirement to ensure course pre-requisites in Reading and Writing are met.
- <http://www.kellogg.edu/admissions/testing-assessment/compass/>

#### 3. APPLY FOR FINANCIAL AID/TUITION ASSISTANCE

- Free Application for Federal Student Aid  
<https://fafsa.ed.gov/>
- Michigan Statue tuition Assistance program (reimbursement based program) <http://www.michigan.gov/ningstap>
- KCC will have representatives here Saturday during Drill at the Dining Facility to help navigate your options

#### 4. REGISTER FOR CLASSES

- Register for classes online at: <http://www.kellogg.edu/admissions/registrar/student-registration/>
- KCC will have representatives here during Drill at the Dining Facility to help you with getting into class

#### 5. PAY FOR CLASSES

- Pay online at: <http://www.kellogg.edu/admissions/registrar/facts/>
- KCC will have representatives here during Drill at the Dining Facility to help navigate payment options

## Considering Your Education?

### *What Makes Siena Heights Different?*

In light of the recent availability of state Tuition Assistance, many ANG members are looking to further their education. When exploring options, overall cost, scheduling flexibility and ease of credit transfer are all important factors in your decision making process. With so many choices, why should you consider Siena Heights University?

- Siena Heights University (SHU) is a Catholic, Liberal Arts University established by the Adrian Dominican Sisters in 1919. We are fully accredited by the Higher Learning Commission and have built a strong reputation for serving working adult students for over 35 years.
- Our seven Degree Completion Centers are located throughout lower Michigan. In addition, we offer our Distance Learning – fully online program. You can have the flexibility of traditional evening/weekend classroom venues or online courses to fit your schedule.
- Our bachelor degree model is called a “3 + 1” model, which means that we require a minimum of 30 semester hours with SHU, instead of the 45 – 60 semester hours required by traditional four-year universities. That means you are paying for fewer semester hours at the university rate....a savings of thousands of dollars in tuition.
- We are very transfer credit friendly. In addition to college credit, we consider work experience, college-equivalent military training, CLEP tests and professional training/certification when determining the number of transfer hours towards your degree.
- Most of our classes are offered in an accelerated, 8-week schedule, so that you can progress through your degree plan quickly.
- Our unique Bachelor of Applied Science (BAS) degree is well-suited for military personnel. It builds an individually designed academic degree around technical, occupational or allied health associates' degrees or certifications. Minor credentials in Management, Information Technology Management, Health Care Management, Behavioral Science, Marketing and Public Service Administration are easily “built in” to the BAS degree plan, often without requiring additional hours at SHU.
- In addition to our BAS degree, we offer six bachelor's degrees and three online master's degrees.
- In 2014 our online program was designated as US News and World Reports' “50 Best Online Programs” and one of their “Best Online Programs for Military”.
- Personal service and accountability on the part of our professional advising staff is a hallmark of our programs. When you enroll at SHU, you will have an advisor who is committed to assisting you throughout your SHU experience.
- We understand that your time and your money are precious commodities. At the same time, we know that a high quality education can be transformative. The motto of the Adrian Dominican Sisters is, “To contemplate and give back to others the fruit of that contemplation.” We seek to educate and then to encourage service from that education – fully consistent with the mission of members of the 110th Airlift Wing.

Please stop by our table at the next training weekend. We would love to get better acquainted. You can apply by visiting our website at [www.sienaheights.edu](http://www.sienaheights.edu), and clicking on the “Apply Online” link.

# COMMANDER'S INSPECTION PROGRAM (CCIP)

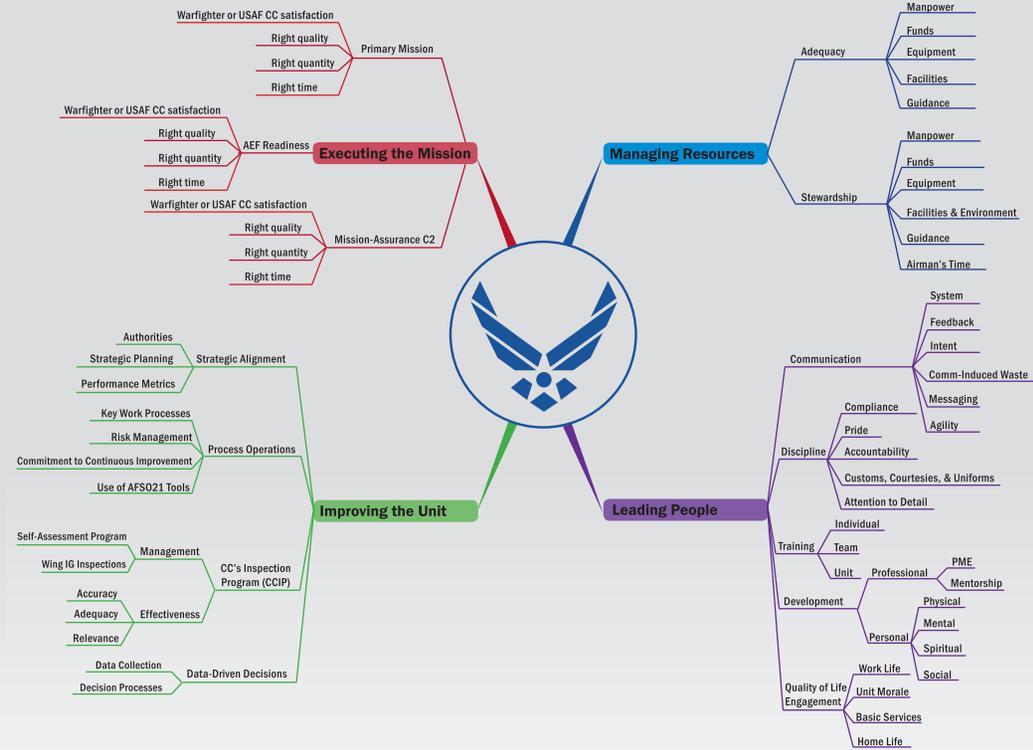
**110TH AIRLIFT WING INSPECTOR GENERAL**  
**Lt. Col. James Shay**

The October 2015 Unit Effectiveness Inspection is 11 UTAs away, less than two weeks in DSG terms. The goal of the inspection is for every unit and support function to demonstrate overall effectiveness in each of the four Major Graded Areas; Managing Resources, Leading People, Improving the Unit, and Executing the Mission [see 4 MGA graphic].

One tool the IG uses to gauge Wing effectiveness is the Management Internal Control Toolset (MICT). In spite of extensive training, and the distribution of very clear templates, MICT checklist documentation across the Wing remains very poor. The ACC IG team that will inspect our Wing in 2015 is

continuously analyzing our MICT data. There will be no time to make meaningful corrections to it in the months immediately prior to the inspection.

It is critical that every Commander, Supervisor, and Airman understand the fundamental requirements of updating MICT checklists. This includes documenting answers, assigning observations (corrective actions), conducting routine supervisor reviews, and closing corrective actions in a timely manner. If you don't know how to do this, please contact Master Sgt. Dionn Marshall at 580-3249, and request additional training.



## Coming Soon! MILLER COLLEGE

*This UTA, at the DFAC during lunch, Miller College will have specialists here to streamline admissions, enrollment & financial aid for you.*

## WESTERN MICHIGAN UNIVERSITY English Composition (ENG 1050)

*This UTA, at the DFAC during lunch, Western University will have specialists here to streamline admissions, enrollment & financial aid for you. Transcripts are helpful, but not required. Just stop-by.*

*Western is offering English Composition Saturday after UTA on the airfield. The class meets face-to-face over UTA and via internet between UTAs.*

*Western is also offering a Bachelors, based on credits you have already earned; details available from Western at the DFAC this UTA.*

Use the following procedure to enroll in the English Composition class (ENG 1050) offered by Western Michigan University at the WMU Aviation School in January. The class meets CCAF requirements for an Associate's degree.

Apply using the hardcopy for that will be provided by the WMU representatives during the 22-23 November UTA. Please do not apply using the online application. This will cause you to incur an application fee and will delay the processing of your application.

Confirm military status by providing a copy of your military ID (CAC) card or DD214 or other form of identification to the WMU representatives during the November UTA.

Submit a copy of your unofficial transcript to the WMU representative at the November UTA.

Apply for financial aid or tuition assistance. For Post 9/11 GI Bill, begin your application at: <http://www.benefits.va.gov/gibill/apply.asp> and for the Michigan State Tuition Assistance program apply at: <http://www.michigan.gov/mingstap>.

If for some reason you cannot apply for this class during the November UTA, Maj Kelly Black will have copies of the application form. Completed forms must be returned to Maj Kelly NLT Friday, 28 November in order to be enrolled in the Spring semester.



**COLLEGES HOLD PUBLIC INFORMATION FORUM** Michigan and area colleges hold a public information meeting Thursday, November 20, 2014 at the Regional Manufacturing Technology Center in Battle Creek, Michigan. In attendance were Western Michigan University, Central Michigan University, Siena Heights University and Kellogg Community College along with Battle Creek Air National Guard Base representatives Master Sgt. Geraldine Ladd, 110th Force Support Squadron, Retention Manager, and Maj. Kelly Black, 110th Airlift Wing Executive Officer. The colleges will be offering services or courses at the Air Field immediately following the normal work-day. To maintain long-term viability, courses are being offered for Air National Guard personnel; Department of Defense civilian personnel; adult family members of military personnel, military retirees, DoD personnel and local community civilians. (Air National Guard Photos by Capt. Craig Warn/Released)

<b>SATURDAY</b>		<b>22 Nov 14</b>	
<b>Activity</b>	<b>Location BLDG/Rm</b>	<b>Normal UTA</b>	<b>Training/Meeting OPR</b>
<b>Customer Service Hours</b> (FSS, SFS, CPTF, LRS, MDG) <b>(Monthly)</b>	As Applicable	0945-1200 1300-1430	110 Unit/CC
<b>Public Affairs Open Studio</b>	BLDG 6900 PA/VI	0900-1100	110 AW/PA MSgt Pawloski
<b>Immunizations</b> <b>(Monthly)</b>	BLDG 6930 Medical	0900-1100 1300-1500	110 MDG MSgt Carroll
<b>Retirement Briefing</b>	BLDG 6905 Testing Room	0900-1000	110 FSS MSgt Jenney
<b>3S0 CFETP Benefits Life Training</b>	BLDG 6905 FSS Office	1000-1100	110 FSS TSgt Mongeon
<b>Post 9-11 GI Bill Briefing / State Tuition Assistance</b>	BLDG 6905 Retention Office	1000-1100	110 FSS MSgt Ladd
<b>Resilience Training</b> <b>(Meaning-making)</b>	BLDG 6909 Student Flight	1000-1100	110 AW
<b>Professional Development Council</b>	BLDG 6905 Wing Conf Room	1000-1100	Council President
<b>BETM/UTM Training Meeting</b>	BLDG 6905 Testing Room	1000-1100	110 FSS MSgt Parks
<b>Ground Testing</b>	BLDG 6930 Med Conf Room	1100-1130	110 MDG SrA Bean
<b>Lunch - Dining Facility</b> <b>(Monthly)</b>	BLDG 6930 Dining Facility	1100-1230	110 FSS/SVF Major Heyart
<b>Com Flight Classroom Open for CBT's</b> <b>(Monthly)</b>	BLDG 6900 CF Classroom	1200-1500	110 CF/CC Major Guy
<b>Company Grade Officers Council</b>	BLDG 6930 DFAC	1230-1330	Council President
<b>3S0 CFETP Benefits Life Training</b>	BLDG 6905 FSS Office	1300-1400	110 FSS TSgt Mongeon
<b>HRE/POSH/Diversity</b> <b>May, July, Sept, Nov</b>	BLDG 7020 CE Classroom	1300-1500	110 AW Capt Poston
<b>In/Out Processing</b> <b>(Schools/Separation/Retirement)</b>	BLDG 6930 Med Conf Room	1300-1500	110 MDG MSgt Carroll
<b>CDC/PME Testing</b> (Scheduled by UTM) <b>(Monthly)</b>	BLDG 6905 Base Training Testing Room	1300-1500	110 FSS/FSD  MSgt Parks
<b>Catholic Mass</b> <b>(Monthly)</b>	BLDG 6909 Chaplin's Office	1600-1700	110 AW SMSgt Lahaie

<b>SUNDAY</b>		<b>23 Nov 14</b>	
<b>Activity</b>	<b>Location BLDG/Rm</b>	<b>Normal UTA</b>	<b>Training/Meeting OPR</b>
<b>Protestant Services (Monthly)</b>	BLDG 6909 Student Flight)	0730-0800	110 AW / HC
<b>Fitness testing</b>	BLDG 6900 Fitness Track	0730	110 FSS/SVF Major Heyart
<b>Air Force Training Course (Quarterly) Feb, May, Aug, Nov</b>	BLDG 6905 Testing Room	0800-1100	110 FSS / FSD MSgt Parks
<b>ASVAB Testing (Monthly) 3<sup>rd</sup> Thursday (Quarterly) Jan, Apr, Jul, Oct</b>	BLDG 6905 Testing Room	0745-1100	110 FSS MSgt Jenney
<b>Customer service Hours (FSS, SFS, CPTF, LRS, MDG) (Monthly)</b>	As Applicable	0800-1130	110 Unit/CC
<b>3S0 CFETP Benefits Life Training</b>	BLDG 6905 FSS Office	0800-0900	110 FSS TSgt Mongeon
<b>Airman-2-Airman Open Meeting (Monthly)</b>	BLDG 6909 AROM Club	0800-0900	Mr David Marshall
<b>Wing Drug Testing (Monthly)</b>	BLDG 6909 AROM Club	0830-1100	110 MDG Capt Diaz
<b>Newcomers Orientation</b>	BLDG 6909 Student Flight	0830-1130	110FSS/FSDP MSgt Ladd
<b>Exercise Evaluation Team (MAX 30 STUDENTS) Unit Emergency Management Rep</b>	BLDG 7020 CE Classroom	0900	110 CES/CEX SMSgt Gage
<b>Immunizations (Monthly)</b>	BLDG 6930 Medical	0900-1100 1300-1500	110 MDG MSgt Carroll
<b>Public Affairs Open Studio</b>	BLDG 6900 PA/VI	0900-1100	110 AW / PA MSgt Pawloski
<b>Quantitative FIT/Respiratory Testing (Gas Mask) (Monthly)</b>	BLDG 6930 Room 118	0900-1100	110 MDG/Bio Enviro A1C Vierzen
<b>Junior Enlisted Advisory Council (JEAC)</b>	BLDG 6905 Wing Conf Room	0900-1000	Council President
<b>Senior Enlisted Advisory Council (SEAC)</b>	BLDG 6905 Wing Conf Room	1000-1100	Council President
<b>3S0 CFETP Personnel Systems Training</b>	BLDG 6905 FSS Office	1100-1130	110 FSS TSgt Mongeon
<b>Lunch - Dining Facility</b>	BLDG 6930 DFAC	1100-1230	110 FSS/SVF Major Heyart
<b>Chief's Council</b>	BLDG 6905 Wing Conf Room	1130-1230	Council President
<b>In House AFSC Training All Individual Sections</b>	Base Wide	1200-1600	
<b>PERSCO Training</b>	BLDG 6905 Testing Room	1300-1400	110 FSS TSgt Mongeon
<b>Wing CC's Drill Hotwash</b>	BLDG 6905 Wing Conf Room	1500-1530	Wing Monitor MSgt Boyd X4210

MSA General, Human Resources, & Leadership Concentrations Cohort

Battle Creek Air National Guard cohort #1 Spring I, 2015 start date

Location		Course	Title	Term	Dates	Comment
Battle Creek		MSA 501	Managing Change with Emotional Intelligence	Spring I, 2015	1/14, 21, 28; 2/4, 11, 18, 25; 3/4	
Battle Creek		MSA 601	Organizational Dynamics and Human Behavior	Spring II, 2015	3/11, 18, 25; 4/8, 15, 22, 29; 5/6	
Battle Creek		PSC 785	Strategic Leadership	Summer I, 2015	5/13, 14, 20, 21, 27, 28; 6/3, 4	
Battle Creek		MGT 643	Human Resource Management	Summer II, 2015	6/17, 24; 7/8, 15, 22, 29; 8/5, 12	
Battle Creek		MSA 600	Foundations of Research Methods in Admin.	Fall I, 2015	8/26; 9/2, 9, 16, 23, 30; 10/7, 14	
Battle Creek		COM 561	Communication in Conflict Management	Fall II, 2015	10/21, 28; 11/4, 11, 18; 12/2, 9, 16	
Battle Creek		MSA 602	Financial Analysis, Planning and Control	Spring I, 2016	1/13, 20, 27; 2/3, 10, 17, 24; 3/2	
Battle Creek		MSA 603	Strategic Planning for the Administrator	Spring II, 2016	3/9, 16, 23; 4/6, 13, 20, 27; 5/4	
Battle Creek		MGT 649	Seminar in Organizational Development	Summer I, 2016	5/11, 12, 18, 19, 25, 26; 6/1, 2	
Battle Creek		ECO 515	Collective Bargaining and Labor Law	Summer II, 2016	6/15, 22, 29; 7/13, 20, 27; 8/3, 10	
Battle Creek		MSA 699	Applied Research Project in Administration	Fall I, 2016	8/24, 31; 9/14, 21; 10/5, 12; 12/4	
Battle Creek		MSA 604	Admin., Globalization & Multiculturalism	Fall II, 2016	10/19, 26; 11/2, 9, 16, 30; 12/7, 14	

Dates & Times: Weeknight Evenings 5:30p-10p



## How to apply to CMU for MTH 105: Intermediate Algebra\* held at the Battle Creek Air National Guard Base

\*This course is for personnel who want to complete an Associate's Degree through the Community College of the Air Force (CCAF) and need to complete the Intermediate Algebra course as a general education course in their curriculum.

Go to <http://apply.cmich.edu> and click on the undergraduate application link that is located on the right-hand side of the page under "Global Campus & Online."

When completing the application:

1. Enter your e-mail and create a password in the system.
2. Fill out the first couple sections of the application process.
3. Under "Anticipated Enrollment Starting Term – select "Spring 2015."
4. When you get to the section regarding "Center and Program," choose "**MI Battle Creek Air National Guard**" as your center and under the question "Are you interested in completing a degree or program?" select "No" and then select the option "I am applying as a guest student."
5. **VERY IMPORTANT:** CMU will waive your application fee. When you reach the end of the online application process, you will be asked your choice of how to pay the \$50 application fee. Choose the option that indicates you will be paying by **check**, and in the section that asks you "How did you hear about CMU" please type **Military** or **Veteran**.
6. You can scan and upload your **DD214** or **send a service verification letter** from your base command **OR** you can e-mail a copy of your **DD214** or **service verification letter** to [cmuglobal@cmich.edu](mailto:cmuglobal@cmich.edu). We'll need that for the waiver of the application fee, and to qualify for the Military Tuition Rate.
7. After you submit the application, you will receive an automated e-mail that reminds you to pay your application fee and submit your transcripts. Please ignore this email, since we're waiving the fee and guest students do not need to send official transcripts. Unfortunately, we cannot stop the automatic generation of this e-mail.
8. If you haven't already done so, please submit a student copy of your transcripts to Al Zainea, Director of the Undergraduate Programs at [zainelaa@cmich.edu](mailto:zainelaa@cmich.edu).

If you have any questions about this application process, please contact:

Lindsay Karmanowski  
Program Administrator for Grand Rapids/Battle Creek  
616-361-4160 or at [KarmalL@cmich.edu](mailto:KarmalL@cmich.edu).



## How to apply to CMU for the MSA Program held at the Battle Creek Air National Guard Base

Go to <http://apply.cmich.edu> and click on the graduation application link that is located on the right-hand side of the page under “Global Campus & Online.”

When completing the application:

1. Enter your e-mail and create a password in the system.
2. Fill out the first couple sections of the application process.
3. Under “Anticipated Enrollment Starting Term – select “Spring 2015.”
4. When you get to the section regarding “Center and Program,” choose “**MI Battle Creek Air National Guard**” as your center and then choose the specific concentration of the Master of Science in Administration you will be pursuing (options are General Administration, Human Resources Administration or Leadership).
5. **VERY IMPORTANT:** CMU will waive your application fee. When you reach the end of the online application process, you will be asked your choice of how to pay the \$50 application fee. Choose the option that indicates you will be paying by **check**, and in the section that asks you “How did you hear about CMU” please type **Military** or **Veteran**.
6. You can scan and upload your **DD214** or **send a service verification letter** from your base command **OR** you can e-mail a copy of your **DD214** or **service verification letter** to [cmuglobal@cmich.edu](mailto:cmuglobal@cmich.edu). We’ll need that for the waiver of the application fee, and to qualify for the Military Tuition Rate.
7. After you submit the application, you will receive an automated e-mail that reminds you to pay your application fee and submit your transcripts. Please ignore the application fee request in the letter, since we’re waiving the fee. Unfortunately, we cannot stop the automatic generation of this e-mail.
8. Please submit official transcripts for every higher education institution you have attended. If you attended CMU, we can secure those transcripts internally, so you will not need to request those.

Have your previous institutions send your official transcripts to the following address:

CMU Global Campus  
Transcript Department  
802 Industrial Drive  
Mount Pleasant, MI 48858

\*If you have any questions about this application process, please contact:  
Lindsay Karmanowski  
Program Administrator for Grand Rapids/Battle Creek  
616-361-4160 or at [Karma1L@cmich.edu](mailto:Karma1L@cmich.edu)