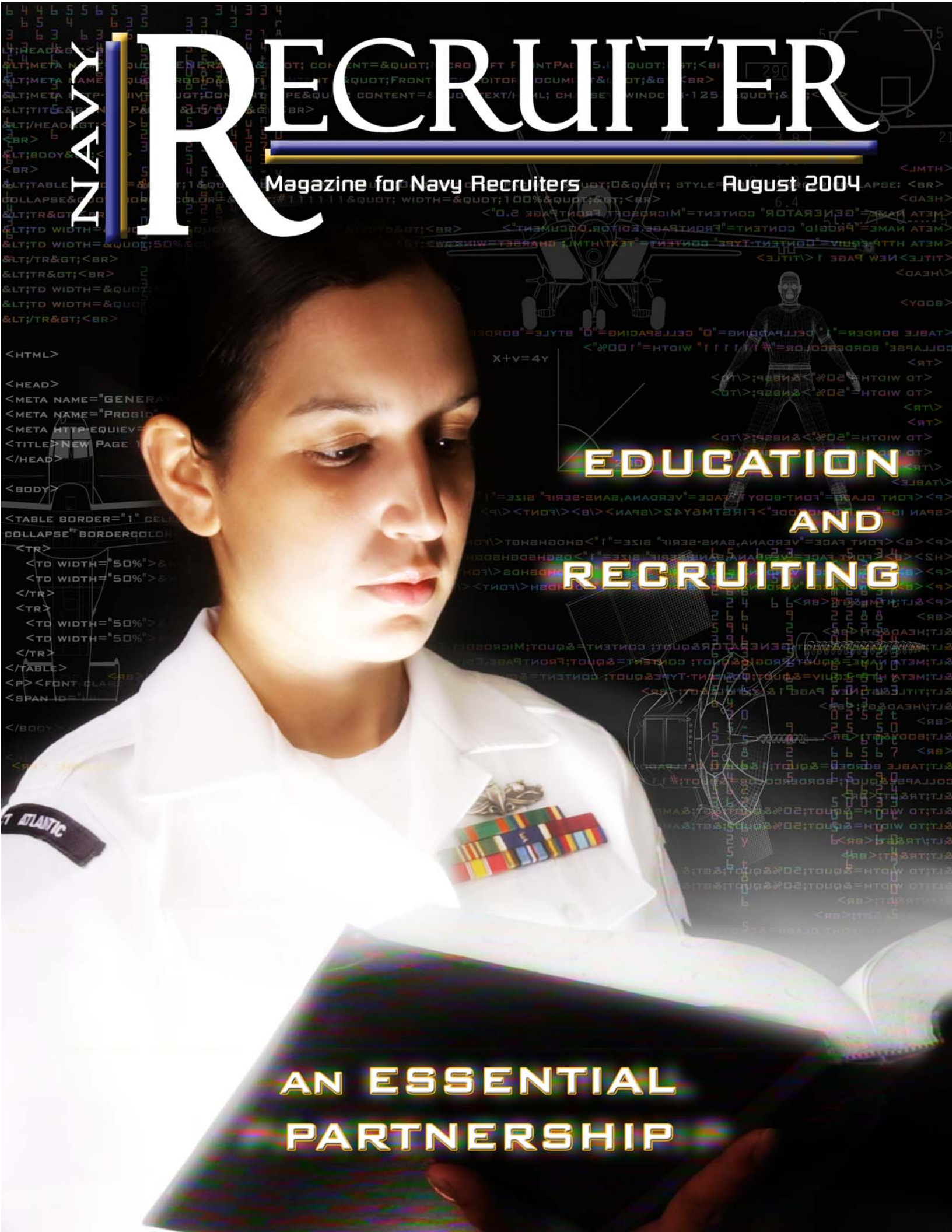


NAVY

RECRUITER

Magazine for Navy Recruiters

August 2004



EDUCATION AND RECRUITING

AN ESSENTIAL
PARTNERSHIP

NAVY RECRUITER

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Chief
reenlists at
Pocono race
(NRD
Pittsburgh)



7
Navy makes big
showing at
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Navy Recruiting: Partners in education

One of the most appealing benefits recruiters can offer potential recruits is the opportunity for additional education. Research indicates 95 percent of our target market, the Millennial Generation, believes they will achieve their goals. (See the July 2004 issue of *Navy Recruiter* magazine for more about the Millennial Generation.) These young people are well aware that education and training are key elements in helping them achieve their goals. The box on page 12 of this issue gives a brief description of educational programs that can help meet your prospects' needs and plans.

Fortunately, several groups of partners within our organization are available to help recruiters make the most of the Navy's educational benefits. One of these is our Education Services Specialists (ESSs). The 42 ESS professionals at our recruiting districts perform a variety of education related tasks including verification of education credentials for officer and enlisted programs, improving access to local high schools, community colleges and universities, organizing and sponsoring Educator Orientation Visits (EOVs) to Navy assets, and interpreting and explaining

school ASVAB scores as they relate to military and civilian careers. For additional ways ESSs can assist recruiters, see "Education Services Specialist: Helping CNRC make the grade" on page 9 of this issue.

Another group of professionals closely linked to education programs are our Campus Liaison Officers (CLOs). CLOs can ease recruiters' access to college campuses and help them



Photo by JO1 Sonja Chambers
Rear Adm. Fowler meets with Education Services Specialist(ESS), Dr. Innocent Duru, ESS for NRD Houston, during the ESS Conference held at CNRC June 15-16.

establish advantageous networks within campus and community organizations. Because CLOs often occupy leadership positions on academic boards, they have opportunities to participate in conferences, conventions, and seminars where they can spread the word about the Navy's educational opportunities and how

tours, and youth and educator visits in these two Fleet concentration areas. Contact information for our RSCs is contained in the article "Building the future" on page 12 of this issue. Don't overlook what RSCs can do to help you clinch the deal with your prospects and their



Rear Adm. Jeffrey L. Fowler
Commander, Navy Recruiting Command

Navy recruiters can help college students achieve their educational goals. CLOs also can arrange for recruiters to address audiences at career fairs and other campus events. The article "CLOs recruiting for the future" on page 9 of this issue further explores the world of our CLOs.

Navy Recruiting Command also has two Recruiting Support Coordinators (RSCs). Located in Norfolk, Va., and San Diego, Calif., these active duty Sailors arrange and coordinate all trips,

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FOWLER, from page 3

families.

Our Chief of Naval Operations has tasked us – today’s recruiters – with finding young men and women who possess the talent that will be needed for the high-tech Navy of the future. Sailors of the 21st century will have to be tech-savvy, highly disciplined, and extremely flexible. They will operate in learning-intensive environments where multi-tasking will be the daily norm. To use the CNO’s words, the Fleet of the future will be smaller and smarter. Smaller and smarter is

echoed in our current recruiting mission. Though our accession goals today are smaller than those of previous years, the officer candidates and prospects we seek must be smarter, better skilled, and have proven themselves academically. For recruiters, that means finding quality officer candi-



Photo by Tommie Horton

Rear Adm. Fowler (center) stands with Capt. Mary Kolar (left), former Region South commodore, and Capt. George Myers, Region South commodore, during the Change of Command ceremony on June 8. Myers is the first reservist to be a Navy Recruiting Region commodore.



Photo by JO1 Michael Hatfield

Rear Adm. Fowler awards NRD Kansas City Zone Supervisor, SKC(SW/SS/AW) Dave Iltzsh, the Admiral’s Accelerator Award for his top performance during the First Quarter FY04 on June 23. Iltzsh wrote 175% net new contracts, 100% diversity, and 200% upper mental group.



Photo by Lt. Aaron Shoemaker

Rear Adm. Fowler visits NRS Crenshaw during his visit to NRD Los Angeles. Pictured from left to right; Cmdr. R.J. Gaines, STG2(SW) Nicholis, YN2 Johnson, NCCS Evans, Fowler, HMC Robbins, and SH3 Alarcon.

dates and prospects with the right skills, or the aptitude to learn the skills, needed to operate the Navy’s complex, high-tech ships, submarines, aircraft, and equipment of the future. These talented young people are out there and ready to serve. It’s our job to find them and

show them how Naval service can help them accelerate their lives by offering educational opportunities that meet both their personal and professional goals. Be sure to make Navy educational programs part of your recruiting tool box, and keep charging!



Continue learning to build on core values

“Knock off ship’s work. Dinner for the Crew!” Though we were not onboard a Navy ship, the words rang true all the same.

I have often said, “If you don’t bring groceries to the table, you sure can’t make a feast.”

I just returned from the Principle-Centered Leadership Week (PCLW) in Salt Lake City, Utah, where all had a feast. I went there with a bag full of groceries: hunger for knowledge and growth (personal and professional); an appetite for principle-centered and visionary leadership; and a strong desire to learn how to give back to our Sailors what great, effective leaders have given to me.

The Stephen Covey Team, Dr. Blaine Lee, Mr. Pace and Mrs. Kimberly Walker,

along with all the students, did an awesome job creating an environment where learning was abundant. Certainly, in a physical sense, the chef outdid himself. However, in

the emotional sense, the learning was what I imagine it was like in the days of old when two fish and five loaves fed 5,000. For this opportunity, I am eternally grateful.

One lesson I found particularly helpful was *How to Honor—Ten Principles of Power*. The principles are persuasion, patience, gentleness, teachability, acceptance, kindness, knowledge, discipline, consistency and integrity.



Photo by JO2(SW) Stephanie Soderlund

CNOCM(AW/SW) Evelyn Banks, CNRC CNO Directed Command Master Chief, stands with the senior enlisted leadership during a visit to NRD Dallas May 24-26. Pictured left to right: NCCM Keith Milo, Chief Recruiter, NRD Dallas; Banks; NCCS Martin Brezoic, Chief Recruiter, Naval Reserve Area South; NCC William McGuire, Assistant Chief Recruiter, Naval Reserve Area South; and CMDCM Steven Harbers, CMC, NRD Dallas.

Obviously, my goal is not to share every detail of the course, rather to communicate to all of you just how important it is to continue learning—building on

our basic processes and core values. With the upcoming CPO Mentoring and Training Season fast approaching, I encourage you to reflect upon the core competencies of a Chief Petty Officer: leading, developing, communicating, and supporting our Sailors.

Until my next article, I honor you and remain humble by all you continue to do for mission success and combat readiness. Let’s get some groceries!



CNOCM(AW/SW) Evelyn Banks
CNO Directed Command Master Chief



A New Jersey Public Television and Radio crew videotape NRD New York's CO, Cmdr. T. Charles Davis and Navy Recruiter, STS1(SS) Rob Cacchiola as they help East Brook Middle School students make "goodie bags" for distribution to deployed Sailors.

Photo by JOC John Harrington

Recruiters, students' partnership makes it to prime time

Story by
JOC John Harrington
 NRD New York

NRD New York's partnership with the students and faculty of

East Brook Middle School was one of the highlights of a New Jersey Education Association's (NJEA) Classroom Close-Up television program. The 30-minute weekly show

broadcasts innovations in education within New Jersey public schools and airs on public television throughout New Jersey. The partnership episode, which was videotaped on

March 18 and ran through June, presented the students' high-tech commemorative presentations along with some of the Sailors that inspired them.

East Brook students, led by 33-year veteran computer teacher Jane Cosco, created elaborate multimedia graphics presentations in honor of the U.S. Navy as their class project. Student presentations depicted downloaded photographs of Sailors performing all aspects of their jobs, often in combat, against a backdrop of thoughtful text and rousing music. The NJEA video crew recorded a school assembly of several new presentations, along with Sailors and students interacting in the classroom and working on projects together.

The presentations, which initially began as a September 11, 2001

See STUDENTS, page 13



Photo by JO1(SW) Joshua Hudson

NASCAR Reenlistment

Storm clouds loomed overhead the Pocono Raceway in Long Pond, Pa., June 13, but the thunder was under the hood of the 600 horsepower engines that rumbled

in the pits. It was another race day for NASCAR Nextel Cup fans, and some of its biggest fans are service members of the armed forces. NCC(SW) Charles Matthews, zone supervisor for the Pocono area in NRD Pittsburgh, was prospecting with his fellow recruiters before the race in the grandstands. This day wasn't just about getting the word out about the "world's finest Navy" for Matthews. Today was special. "How often do you get to re-enlist in front of millions of your closest friends?" asked Matthews. "It is special for me because now I am part of NASCAR history and so is the Navy." Adm. William J. Fallon, Commander, U.S. Fleet Forces Command, an invited guest of honor for the race, was the re-enlisting officer. "This puts the Navy in every race fan's mind," said Fallon's aide, Cmdr. Jim Szerba. "When we can accommodate someone's re-enlistment wishes, it allows us to demonstrate to the Sailor and to the world how important our people are to the Navy."

Navy makes big showing at Milwaukee Mile

**Story by
JO2 Chris Conklin
CNRC**

The Navy was in the spotlight on and off the track for the Allen Kulwicki 250 at the Milwaukee Mile Speedway in West Allis, Wisc., as Sailors and the Navy-sponsored Motorsports Racing team were on hand to treat spectators with a taste of Navy pride and good racing competition.

Sailors at the track were given V.I.P. treatment as the Milwaukee Mile opened its doors on an exciting weekend of racing with a variety of pre-race events featuring Navy Sailors and demonstrations units. The Navy color guard team for nearby Naval Station Great Lakes kicked off the weekend on Friday with a drill team performance.

Saturday at the track was replete with Navy events. The Navy rock band "Horizon" performed for race patrons in the fan walk area. Those fans could stop by the Navy booth to meet Navy recruiters and try their hand at racing in the full-motion NASCAR simulator, a replica of the No. 14 Navy "Accelerate

your life" Chevrolet Monte Carlo.

Casey Atwood, the driver of the No. 14 Navy car, was on hand for an early autograph session for waiting Navy and race enthusiasts.

"The Navy was really involved in the pre-race ceremonies at Milwaukee," said Atwood. "It means a lot to the team that the Navy makes such a big effort to be a part of the race. We really get pumped-up by the flyovers. It was cool to see the Admiral on the stage at driver intros. That was a nice surprise. It shows they're really committed to supporting what we're trying to do on the track."

The Navy personnel and officials from the track were pleased with the cooperation and the success of the weekend's events.

"We have had a long standing relationship with the Navy," said Mark Perrone, Vice President and General Manager of the Milwaukee Mile Raceway. "We thought this would be a great opportunity to showcase the assets the Navy has. Several years back we started with a color guard and it has now developed



Photo by Lt. Cmdr. Scott M. Allen

More than 60 students and staff assigned to Training Support Command (TSC) Great Lakes, Ill., participated in a flag unfurling during pre-race ceremonies at Milwaukee Miles race track during the NASCAR Craftsman Truck Series "Black Cat Fireworks 200" and Busch Series "Alan Kulwicki 250" races June 26.

into an all-Navy weekend, and every year it keeps getting better and better."

The Navy's Great Lakes Ceremonial band performed traditional military standards for the crowd in the grandstands. Sailors from Great Lakes unfurled a 60-foot American flag on the front stretch while MU3 Sharalee Wirt sang the National Anthem. She was followed by a flyover of four vintage training aircraft from the Lima, Lima squadron based in Oklahoma.

Navy Recruiting also had a strong showing at the event as recruiters

manned the Navy display kiosk and participated in race events. Future Sailors in the Delayed Entry Program (DEP) took their oath of enlistment while spectators in a filled grandstand looked on.

The support was appreciated from the highest officials in Navy recruiting. "We truly appreciate the support of the Milwaukee Mile in highlighting Navy opportunities and showcasing the Navy's professionalism and teamwork," said Rear Adm. Jeffrey L. Fowler, Commander, Navy Recruiting Command.

Upcoming NASCAR Events featuring the No. 14 Navy "Accelerate your life" Chevrolet Monte Carlo

7 Aug.
21 Aug.
27 Aug.
4 Sep.
10 Sep.
25 Sep.

Indianapolis Raceway Park
Cabela's 250
Food City 250
Californiaspeedway.com
Funai 250
Dover International Speedway

Indianapolis, Ind.
Brooklyn, Mich.
Bristol, Tenn.
Los Angeles, Calif.
Richmond, Va.
Dover, Del.

Make the most of school visits

Story by JO1 Sonja Chambers
CNRC

Summer is coming to a close and potential applicants will be heading back to school to continue their education. Both high schools and colleges are rich in new talent the Navy is looking for, and recruiters can get the biggest benefit from each school by making the most of visits.

“The key to [school visits] is planning,” said NCCM David Duncan, a Policy Analyst for CNRC’s Operations Department. “If you have a plan of attack when you get there, your school canvassing plan is going to be a whole lot more effective than if you try to wing it.”

Every recruiting station has a school canvassing plan for all schools in its territory. These folders have minimum requirements that recruiters need to accomplish month by month for each school.

NCCM A. J. Bronkema, CNRC’s National Chief Recruiter, who has been in recruiting for more than 23 years, said that consistency is another significant aspect of school visits.

“If your plan is [to visit] every Wednesday at 2 p.m., be there. The more activities you do in the school such as NROTC, Nuke power and Sea Power presentations, the more the students get to see and know you,” Bronkema said. “You really need to get beyond the guidance counselor’s office and meet as many teachers as you can. They are the ones that know the students best.”

“But as you establish your plan for the year, it may need to be a

little bit more aggressive in the schools that have been less cooperative in the past,” Duncan said. “Get the Education Specialist involved in helping you go out there and break doors down.”

District Education Services Specialists (ESS) can help by introducing recruiters to staff and faculty at schools.

“You’d be surprised some of the walls and barriers you can break down and some of the information you can find out about

“If your plan is [to visit] every Wednesday at 2 p.m., be there. The more activities you do in the school such as NROTC, Nuke power and Sea Power presentations, the more the students get to see and know you.”
-NCCMA.J. Bronkema,
CNRC’s National Chief Recruiter

people if you make your recruiters go out and communicate with those folks,” Duncan said. “In a lot of cases there are ex-military folks at the school that the recruiter isn’t even aware of.” These contacts will be invaluable to the recruiter.

“During the initial visit, let the educators and counselors know that you are available for the school,” Duncan said. “We can get people to come out and do presentations like DARE. Stations have a lot of resources on hand and in a lot of cases recruiters don’t put themselves out there to do those type of presentations because they may not know that they have that kind of information available to them.”

Formal presentations aren’t the only kinds that can benefit recruiting.

“At one school, a culinary

specialist gave a cooking demonstration and got asked to judge the pie baking contest for the cooking class,” said Dr. Judith Arcy, CNRC Education Services Specialist. “It got the uniform there one more time and the class saw him doing something fun, so they knew he wasn’t one of the stuffy guys in uniform. A lot of kids think that if you join the military, you can’t have any fun. It showed the human side of recruiters. The final result was getting directory information from that high school for the first time.”

Duncan, a former RINC and Zone Supervisor, offers this advice to recruiters.

“In my experience, the biggest thing that I’ve seen is recruiters are afraid to ask for help. By just going out there and asking for help, you’ll be amazed at how many people are willing to go out of their way to get

you what you want,” Duncan said. “Some of the educators in the school may not know that the recruiter was experiencing difficulties within the school. When the recruiter goes out and says I need help with this, the next thing you know, [the educators] are leading the way for them.”

Bronkema said that recruiters shouldn’t ignore their own educations while on recruiting duty.

“Recruiters really need to take advantage of their time on recruiting to attend college. They can attend as part of their work day in uniform and use Tuition Assistance to pay for it,” he said. “It puts them right in the market that we are looking for and makes a good testimonial as to the Navy’s support and interest in our Sailors’ higher education.”



Photo by JO1 Sonja Chambers

Education Services Specialists(ESS) met during a conference at CNRC June 15 -16.

Education Services Specialists: Helping CNRC make the grade

Story by JO1 Sonja Chambers
CNRC

Educated recruits are more vital to the Navy than ever before as CNRC seeks more high school diploma graduates and applicants with college experience. The Education Services Specialist (ESS) help CNRC find those people.

ESSs are a group of professional educators that assist CNRC with education issues and educators in local high schools and colleges. They provide support to many different facets of the recruiting process.

“ESSs work with every other department within the NRDs,” said Dr. Judith Arcy, CNRC ESS. “They deal with both enlisted and officer education issues such as verifying a college degree or determining if someone is eligible for advancement to the next paygrade. They also represent the Navy to the civilian education community via educator conferences, ASVAB interpretations and career and job fairs.”

ESSs had a conference at CNRC June 15-16 to train on new programs and policies. Rear Adm. Jeffrey L. Fowler, Commander, Navy Recruiting Command, was on

hand to discuss the critical role of ESSs. He emphasized that ESSs need to be out in high schools and community colleges opening doors for recruiters. Those markets are the keys to CNRC’s continued success, and ESSs need to make that happen.

ESSs help out recruiters in many ways. ESSs go on station and school visits and hold training with recruiters as well as educators. They teach zone supervisors, RINCs and recruiters educational strategy, policy, and other education-related topics, such as public speaking.

Providing Navy awareness is another major job for ESSs. They take educators and administrators from high schools and colleges on Educator Orientation Visits (EOV) to operating naval facilities to see what everyday Navy life is really like.

“They will tour different commands and ships and give them an opportunity to speak with Sailors,” said Arcy. ESSs in different parts of the country have various tasks.

“A lot of what ESSs do is region and district specific,” said Arcy. “Recruiting in a metropolitan area is much different than in a rural area. Education styles vary and must be evaluated to ensure our applicants meet the needs of the Navy.”

CLOs recruiting for the future

Story by JO2 Chris Conklin
CNRC

Navy Recruiting Command is using a time-tested program to help recruit to its diversity target market on college campuses.

The Campus Liaison Officer Program (CLO) allows for college administrators and professors to be on college campuses in Navy uniforms, helping to generate Navy awareness and help local officer and enlisted recruiters recruit minority officers and enlisted members.

Those who serve in the CLO program are considered Naval Reservists and are allowed to use their time in uniform on campus as drill time. These officers also have the opportunity to drill with local reserve units to take part in their annual two-week drill period.

Capt. Alex Martinez, a Naval Reservist since 1965, has been a member of the CLO program for much of his time in the reserves. Martinez, who is the superintendent of the Main Consolidated School District in northern Arizona and adjunct professor for Northern Arizona State University and Arizona State University, believes that the CLO Program is essential to having the Navy officer corps reflect the face of American society.

“When I was a young petty officer in the fleet, I noticed there were very few officers who were of a diverse background,” said Martinez. “In the back of my mind, I kept saying there was something wrong with this picture,” he said.

See CLO, page 14

From Job Corps to the Navy and back again

Story by Javier Solano
McNeely Pigott and Fox

From the deck of USS Jarrett (FFG 33), GSM2 Casey Cox felt the tension leave his body as he inched closer to the pier where his wife and 4-year-old son were standing. Finally, after six months in the Gulf, their reunion was at hand.

Almost five years to the day had passed since Casey and Cedar Cox met at Wolf Creek Job Corps Center in Glide, Ore., where both were

Job Corps is the nation's largest and most comprehensive residential, education and job training program for at-risk youth, ages 16-24. Since its inauguration in 1964, Job Corps has provided more than 2 million disadvantaged young people with the integrated academic, vocational, and social skills training they need to gain independence and obtain quality, long-term jobs or further their education. According to National Job Corps Association statistics, more than 2,000 Job Corps graduates enter the military every year.

looking for skills, self-esteem and direction. They found each other and ultimately a career path to the Navy.

Now back from his third

deployment, Cox hopes to make the path easier for others as he prepares for his new assignment as a Navy recruiter assigned to NRD Portland and working in Salem, Ore.

"The whole reason that I am where I am today is because I went to Job Corps in the first place," Cox, 27, said. "It was the stepping stone or the starting point of where my life really changed for the better.

"What my wife and I try to do to give back is every time we go up to Oregon, we always go up to Wolf Creek, walk around the center, talk to the kids who are there, let them know what it did for us, and try to encourage them to use it to the full extent. Take full advantage of everything they offer you."

Job Corps is a U.S. Department of Labor program that provides vocational skills training, education and counseling in a residential setting to economically disadvantaged youth ages 16 through 24. There are 118 Job Corps centers nationwide. Some students, like Cox, are high school graduates. Others left early and are working toward their diplomas or GED certificates at Job Corps. All are committed to improving themselves.

More and more, Job Corps graduates are turning to the Navy for careers. In the four years



Photo by USS Jarrett Public Affairs
GSM2 Casey Cox reenlists onboard the USS Jarrett. Cox joined the Job Corps and found a new way of life.

(1998-2001) leading up to military operations in Iraq, Job Corps military enlistments increased by 77.4 percent. Those figures flattened in 2002 and 2003 but are back on the rise in 2004. Job Corps reported 374 military enlistments in January and February alone, which sets the pace for a record-setting year.

"It has been a great source for recruiting for us, especially in high-need areas that require technical skill," said Lt. Cmdr. Pam Holland, Head of Policy Division at CNRC. "We always have a need in certain areas, and Job Corps has been able to provide that for us."

Charles Diggs, Education Programs Manager at CNRC, has been recruiting Job Corps graduates since the early '80s. He remembers the welcome sign at the Gary Job Corps Center in San

Marcos, Texas: *If you're not here for business, you have no business here.* No wonder heavyweight boxing champion George Foreman was a Job Corps graduate, he noted.

"He came from a rough part of Houston," Diggs said. "For a guy to be a champion and still looking for one more fight says a lot. And I think this petty officer [Cox] is doing the same thing."



Photo by JOC(SW/AW) Monica Hallman

Honorary Pit Crew

YN1(SW) Richard Cortez (left) assists Navy car pit crew member Joe Weldon with portable fuel tanks. Cortez, who was selected as NRD Philadelphia's Sailor of the Year 2003, was an honorary pit crew member for the Busch series race at Dover Downs. The Navy-sponsored number 14 Chevy Monte Carlo with Casey Atwood at the wheel completed 28 laps before the race was postponed due to rain.

New travel system streamlines requests, claims

Story by JO1 Sonja Chambers
CNRC

Traveling is an everyday part of the military. Whether it be for training or an inspection, the people of CNRC are on the move, and the new Defense Travel System (DTS) will help make the entire travel process smoother.

“DTS has been in the making for 10 years,” said Lt. Cmdr. Kevin Van Notric, CNRC Supply Officer. “The old travel system was not customer friendly and was very expensive to run.”

According to the DTS website, the system will make the travel process faster, easier and better than ever before for the 3.5 million active duty military, reserve and civilian employees of the Department of Defense.

“DTS is an automated version of the travel system,” said DK1 (SW/AW) Charles Atkinson, CNRC Travel Specialist. “What used to take 10-15 days, now takes 72 hours. Travel claims will be paid by DFAS every Wednesday and Friday.” The new system eliminates the need for travel claims to go through the local PSD.

Travel requests and claims are

electronically routed through the chain of command reducing the amount of paper work to be kept on file.

“The requests are verified by email and digitally signed,” Atkinson said. “Travel clerks will have to keep paper copies of receipts in case DFAS does an audit.” Digital scanning will be available in the future when new updates become available.

DTS will allow travelers to book their own travel according to their needs.

“The system has great flexibility,” said Atkinson. “The people are accountable for their own travel. The Authorizing Official (AO), usually a department head, receives email notification of requests awaiting approval. The AOs can see how much money the trip will cost and be able to manage their money better.” The current travel system provides only estimates on travel costs.

On the DTS website, travel is booked in real time, so it is very similar to civilian travel websites in that if a room or flight shows up, it is available at that time. The request still goes through the local government travel office though if

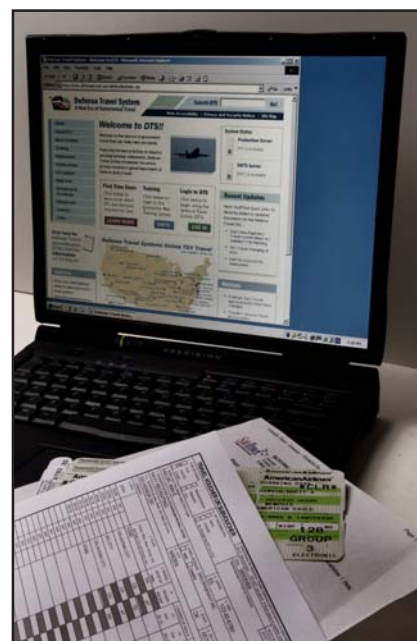


Photo by PH2(AW) Brett Dawson

The new Defense Travel System (DTS) will help travelers get paid for claims in a timely manner.

there are any itinerary changes within 10 days of the trip.

Eventually everyone in the military will have to use the system. The Program will be DOD-wide, and the entire Navy is slated to be on DTS by FY06.

“Currently, NRDs Richmond, Philadelphia and Pittsburgh and NORU are up and running on DTS,” said Atkinson. “All commands on DTS have seen their travelers getting paid in 72 hours or less.”

To learn more, check out the website www.defensetravel.osd.mil/dts/site/index.jsp



Photo courtesy of Lt. Cmdr. Breckenridge Morgan

Blood Runs Navy Blue

Lt. Cmdr. Breckenridge Morgan, CNRC Head of Military Human Resources, executes the commissioning ceremony for his nephew, Ensign Rob Given, who recently graduated with Class 1504 from Officer Candidate School. “He’s always been more like an older brother,” said Given about his uncle. “He never pushed me [to enter Navy service]. He just informed me and supported me. He was more of a mentor,” said Given. Morgan said administering this oath was different than the 14 people he commissioned while OPO at NRD Indianapolis. “With Rob, it was special. I had seen him grow up and become a good and honest young man. I knew that both he and the Navy were going to benefit from his service.” Given recently reported to the Navy’s Nuclear Power School in South Carolina for training.

Educational Programs

- **Enlistment Bonus (EB):** Available to recruits who agree to enlist in over 30 designated programs/rate. Enlistees receive between \$1,000 and \$12,000 for completing the training in the program/rate in which they enlisted.
- **Enlistment Bonus for College Credit (EBCC):** Available to recruits in any program/rate who provide official college or vocational/technical transcripts prior to shipping to basic training. EBCC amounts range from \$2,000 (for as little as 24 semester hours) to \$8,000 (for a bachelor's degree).
- **Loan Repayment Program (LRP):** Navy will repay a designated amount of a recruit's federal education loans (qualifying loans such as Stafford Loans, Perkins Loans, William D. Ford Direct Loans, and Parent Loans for Undergraduate Students (PLUS), up to \$65,000. LRP participants may use their MGIB benefits as long as they reenlist for a 2nd term.
- **Montgomery G.I. Bill (MGIB):** Available to all first-time enlistees, who must sign up for the MGIB when enlisting in the Navy. Enlistee agrees to pay \$100 a month from their paycheck during the first 12 months of enlistment, then get up to \$35,000 to use toward college.
- **Navy College Fund:** Available to those who sign up for the MGIB. A high school graduate who scores a 50 or better on the ASVAB, and qualifies for certain Navy jobs or apprenticeships, can get more than \$15,000 in addition to MGIB money for education.
- **Navy College Assistance/Student Headstart (CASH):** The Navy CASH program is available for the motivated high school or college student who qualifies for the enlisted nuclear field program. The program allows recipients to receive full Navy pay and benefits while attending college for up to 12 months.
- **Naval Reserve Officers Training Corps (NROTC):** Young men and women can apply for this competitive scholarship program before attending college. If awarded a scholarship, worth up to \$150,000, applicants can choose from one of 60 civilian colleges and universities and take a normal course load. Upon graduation, will be commissioned as an officer in the Navy or Naval Reserve. <https://www.nrotc.navy.mil/>
- **Baccalaureate Degree Completion Program (BDCP):** College students interested in becoming a naval officer when they graduate can apply for the Baccalaureate Degree Completion Program (BDCP). Qualified technical majors can receive a salary of approximately \$1,500 per month for up to 3 years prior to graduation and qualified non-technical majors can receive this salary for up to 2 years prior to graduation.
- **Program for Afloat College Education Program (PACE):** Allows Sailors to attend free college courses aboard ship. PACE network includes 1,250 colleges. All undergraduate and graduate courses are from regionally accredited institutions.
- **Navy College Program (NCP)** allows Sailors to earn credits for the training they receive in the Navy. Additionally, Navy college counselors are available to facilitate college degree planning. For more information visit the NCP website at www.navycollege.navy.mil.
- **Tuition Assistance** pays for up to 100 percent of the tuition for courses taken by Sailors on their own time (off-duty) at accredited institutions.
- **Naval Academy.** Offers a full four-year scholarship to the United States Naval Academy in Annapolis, Maryland for 1,200 candidates each year. Candidates must receive a nomination to attend the Academy from a senator or congressman and must undergo a demanding approval process. www.usna.edu
- **Associate's Degree Completion Program** allows for current community college students to have Navy pay for remainder of degree. Graduates enter the Navy upon graduation from community college.
- **Navy Tech-Prep** is an educational program geared toward high school prospects interested in pursuing an associate's degree through technical training. Through the program, students still in high school take preparatory courses at participating colleges at no cost to the student. Tech Prospects study advanced science and math courses in high school, enlist in the Navy's Delayed Entry Program (DEP) and continue at a community college for one or two semesters, and then enter the Navy's training pipeline in one of 17 different job opportunities.

Building the future

Story by JOC(SW) Will Borrall
NRD Richmond

It's not a very large room, just a small corner of a building on Norfolk Naval Station. The walls are made of cinderblock, and there's a window-mounted air conditioner growling away, keeping the temperature at a decent level. Every spare inch of the place is packed with fax machines, computers and phones, leaving just enough room for a desk and a chair for the single occupant to work. It doesn't look very impressive, but the Sailor who works out of this little office is helping to develop the future of the Navy.

SHC (SW/AW) Ronald Hurt spends a lot of time out

on the road, coordinating visits as part of his job as Recruiting Support Coordinator East. This billet, along with its partner on the West Coast in San Diego, is an essential part of the national recruiting mission. Hurt's job is to liaison with youth groups, DEPpers, VIPs and Educators providing them with the ability to visit local bases and facilities, and to coordinate tours of local units, all with an eye toward increasing awareness of Navy career opportunities among today's youth.

"I plant the seed for the future," said Hurt as he explained what his function is. "I'm not in production, trying to get people into the Navy today. My job is to sell the Navy to American youth, and to their adult leaders."

The major way Hurt does this is by arranging tours and events for youth groups such as the Boy and Girl

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RSC, from page 12

Scouts, church groups and Sea Cadets. By working closely with local Public Affairs Offices and Navy base PAOs, he is able to schedule, plan and conduct visits for more than 200 young people every month.

"I work with AIRLANT, SUBLANT, SURFLANT, Dam Neck and Oceana PAOs; whoever I need to find to arrange the visit," he said. "I have to give them enough time to arrange the event schedule. I'll also call the local Combined Bachelor Housing, and the galley, so I can house and feed our guests." Another important part of the trip,



Photo courtesy of BSA Troop 65

Recruiting Support Coordinator East, SHC(SW) Ronald Hurt, arranges visits such as the one above for Boy Scout Troop 65 from Mt. Lebanon, Pa.

security and pass issues, are worked out with the host base's security office. Once the visit is scheduled, it requires Hurt to follow up constantly to

he said. "And I have the self-satisfaction of knowing what I do today is having an impact on the leadership of the Navy as much as 10 years from

make sure everything happens as scheduled.

According to Hurt, it's a great job.

"I get to work independently, and help in the recruitment of qualified young people for the Navy,"

now." His tours reach a large number of young people every year, and increase Navy awareness, not just in those who go on the tours, but on the local community as well. With this one Sailor's hard work, hundreds of lives are being affected.

If you would like to find out more about coordinating a tour in the Norfolk area, contact Hurt at (757) 445-5524 or e-mail at rsceast@cnrc.navy.mil. For tours in the San Diego area, contact SH1(SW) David Mansfield at (619) 532-1942 or e-mail at David.Mansfield@navy.mil.

STUDENTS, from page 6

tribute to firefighters and other first responders, have grown in both scope and focus, encompassing the U.S. armed forces and, in grand scale, the Navy. The project effectively teaches computer proficiency and along the way has created a strong bond with local Sailors and left the students with a greater appreciation of self-sacrifice and duty.

"They're learning about the concept of service," said NRD New York CO, Cmdr. T. Charles Davis. "That's not specific to the Navy, certainly, or even the armed forces. It's the idea that any of them can, even in a small way, contribute to their community.

"That's what they will carry with them throughout life, the concept of selfless service," Davis continued. "It's a part of what we do in the Navy, but, clearly, that's manifested in any number of ways."

Perhaps dressing up as "Twinkie Boy" is an unusual manifestation of service, but it's one 8th grader James Clark was happy to do. He portrayed the mini-mascot to support a school

fundraiser to provide morale support to deployed Sailors.

"I think the biggest thing I've learned from the project is, if you can, always help people," said Clark. "You will definitely get something in return, whether protection for your country or just happiness in yourself in general."

The special bond between the Navy and East Brook began with a chance meeting between Jane Cosco and Davis during a K-9 Rescue Dog presentation held in lower Manhattan. Since then, NRD New York representatives have visited the school numerous times to view presentations and interact with students. Likewise, East Brook students and faculty were welcomed at an NRD New York All Hands event where the presentations were shown to everyone assigned to the command and awards were given out to school representatives. In addition, with the assistance of NRD New York and Military Postal Service Atlantic, East Brook students have donated more than 1,000 "goodies bags" containing candy



Photo by JOC John Harrington

Navy Recruiter SK2 Jessica Concepcion gets a sneak peek at one student's multimedia presentation.

and handmade games to the crews of seven deployed Navy ships.

Though young, East Brook students understand the effect that their efforts are having on those far away from home serving their country, and perhaps this is the greatest lesson to learn.

"It feels just so great because I know I'm shipping stuff to Iraq that I know people are going to be happy for," said Clark. "They aren't only going to get mail from their families, but they're also going to get mail from us, so that's going to make them feel even better."

CNRC congratulates Recruiting Excellence Incentive Program promotees

NRD Atlanta

MM2 Christopher Davis
AO1 Craig Donald
AZ1 Milton James
CS1 Gregg Thompson
SK1 Jeffrey Tookes

NRD Buffalo

MM1 Stephen Diamond
EM1 Miguel Hutchinson
CTT1 Mark Labarr
OS1 Diana Moyer

NRD Chicago

ABF1 Luis Cervantes
CTO1 Latesha Robinson
CTO1 Paul Smith

NRD Dallas

OS1 Devin Brown
AZ1 Terry Gore
ET1 Christopher Rich
BM1 Michael Warren

NRD Denver

OS1 Jeffrey Hammond

NRD Houston

YN1 Rogelio Acuna
AO1 Phillip Durio
DK1 Nurudeen Frimpong
SK1 Miguel Laramaya
YN1 Therese Perry
EM1 Michael Reed

NRD Indianapolis

AM1(AW) Marvin Vinluan

NRD Jacksonville

CS1 Evon Daley

OS1(SW) Robert Harvey
SM1(SW) Steven Hood
GSE1 Tremane Mason
AD1(SW) William Rodriguez
MU1 Christopher Vlangas
MM1(SS) Gary Walker

NRD Los Angeles

DK1 Alexander Avilesavile
GSE1 Adam Duranceau

NRD Miami

NC1 Marcel Blanfort
GSM1 James Byrne
HT1 Damon Crooks
NC1 Arthur Miller
CS1 Christopher Rainey
YN1 Hector Rodriguez
DC1 Marco Valencia

NRD Michigan

MM1 Brian Darnell
AD1 Jason Ferrell
AO1 Joshua Ryan

NRD Minneapolis

AM1 Joshua Dickey

NRD Montgomery

BM2 Michael Burse
ABF2 Scott Sammons
OS1Darrick Sly
MM1 Robert York

NRD Nashville

MM1 Joshua Ellison
EM1 Derrick Kpodo-Klegeson
OS1(SW) Derek Lovell
OS1 Lederrick Noel
MM1 John Townsend

NRD New England

DC1 Rodolfo Barrera
AE1 Stephen Burke
GSM1 Erik Esancy

NRD New York

OS1 Thomas Lawler

NRD Ohio

AM1 Gerald Allchin
GSM1 Todd Patton

NRD Philadelphia

MM1 Steven Baker
AM1 Garland Carter
BM2 Robert Hollins

NRD Phoenix

SK1 Michael Lukachie
CM1 Earnest Scroggins
IT1 Geoffrey Wolkis

NRD Pittsburgh

ET1 Terry Russell
CS1 Bryan Syster

NRD Portland

STS2 Aurangzaib Ali

NRD Raleigh

CTO2 Jeremy Green
AZ1 Elizabeth Haley
AM1 Thomas McVicker
OS1 Chauncey Patterson
UT1 Sarah Vela

NRD Richmond

CS1 John Azaltovic
EM1 Charlene Coard
AM1 Christopher Dean

PC2 Adrian Dicks
DK1 Crystal Draper
MM1 Bryan Harris
SH2 Joyce Harris
GSM1 Marshall Jones
BM1 Norman Vest
ABH2 Keary Young

NRD San Antonio

IS1 Jeffrey Arnold
HM1 Ingrid Cortez

NRD San Diego

MT1 Carlos Cano
ABE1 Robert Cummings
BU1 Demar Machuca
OS1 Jonathan Montoya
AS1 Thao Tang

NRD San Francisco

AW1 Xipe Brooks
FC1 Jesse Conyers
ABH2 Lawrence Huntley
SK1 Vernita Julien

NRD Seattle

AE1(AW) Vincent Arkills
MM1(SS) Ryan Erwin
CTR1 Christian Garrett
GSM1(SW) Jaycee Killian
GSM1(SW) Travis Wolf

NRD St. Louis

OS1 Nikita Barnes
FC1 Michael Lemmons
OS1 Willie Martin
MM1 Brian St. George

CLO, from page 9

This program, according to Martinez and his fellow CLOs, is a great opportunity for the Navy to reach into the college market, learn how to navigate through the college campus political environment and have success in gaining minority accessions in the officer ranks.

“This allows me to do exactly what I wanted to do, which is become an advocate for diversity,” said Martinez. “It also allows me to reach students and tell them about the wonderful educational and professional opportunities that are out there in the Navy.”

Martinez also feels the program allows for CLOs to encourage centers of influence in their community to be

supportive of their local Navy recruiters.

Martinez feels the CLO program is making a difference in the Navy and the program will influence the leadership of the Navy for years to come.

“I see the efforts of Navy recruiting in relation to diversity and see what it is doing to the face of the Navy,” said Martinez. “I was

on USS Constellation about four years ago and as I looked up and down that flight deck, I saw diversity. I saw young female junior officers who were diverse lining-up jet planes. I felt that I played some part in that; maybe not directly in those officers - but I know I was responsible for getting other individuals in the Navy.”



Admiral's Five-Star Recruiters

May 2004



NRD Atlanta

ABE2 Marcus W. Burgess
NRS Columbia

NRD Buffalo

NC1(SS) Timothy J. Corelli
NRS Batavia

NRD Dallas

BM2(SW) John W. Kerr
NRS Arlington
OS2(SW) David L. Brown
NRS Irving
CTR1(SW) Robert W. Chambers
NRS Plano
FC2(SW/AW) William S. Riley
NRS Fort Worth
OS1(SW) James T. Stinson
NRS Garland

NRD Houston

DT3 Jovan E. Rodriguez
NRS Deerpark

NRD Jacksonville

EM1(SW) Donnie Williamson
NRS North Jacksonville

NRD Los Angeles

FCC1 Michael M. Ganong
NRS Pearlridge

NRD Minneapolis

ET2 Anthony W. Dulac
NRS Madison

NRD New England

DC2(SW) Rodolfo Barrera
NRS Worcester

NRD Pittsburgh

SH2(SW) Jason S. Zarcone
NRS Scranton

NRD Raleigh

SH1(SW) Quincey L. Packer
NRS Rocky Mount

NRD San Antonio

MS1 William F. Germer
NRS South Corpus Christi
ET1(SW) Ronald Lyons
NRS Lubbock

NRD San Diego

AZ1(AW/SW) Patricio Pinlac
NRS Las Vegas East
AM1 Jerrick Martinez
NRS Las Vegas West
CE2(SCW) Rolando Cayetano
NRS National City
MR1(SW) Albert Dionisio
NRS Escondido
EM1(SW) Angel Cruzcruz
NRS Anaheim

NRD San Francisco

AD2(AW) Roberto Quito
NRS Fremont
HT1(SW) Abe Macadangdang
NRS Stockton

Area Pacific

IT1 John Marullo
NMCRC Moreno Valley, CA

Area Northeast

NC2 Kimberly Cuz
NAR Norfolk, VA
OS2 Gale Turner
NAR Norfolk, VA

Area Central

HM2 Erwin Amar
NRC Great Lakes, IL

Area West

NC2 Steven Powell
NRRS Arrowhead, AZ



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May 2004

Region South

Small Station
NRS Georgetown
NRD Atlanta

Region West

Small Station
NRS Clairemont
NRD San Diego

Region North

Small Station
NRS Clinton
NRD Raleigh

Region Central

Small Station
NRS Irving
NRD Dallas

Reserve Region

Small Station
NMCRC Tallahassee, Fla.
Area Southeast

Medium Station

NRS Madison Heights
NRD Michigan

Medium Station

NRS Fremont
NRD San Francisco

Medium Station

NRS Kaiserslautern, Ger.
NRD New England

Medium Station

NRS Plano
NRD Dallas

Medium Station

NRRS Temecula, Calif.
Area Pacific

Large Station

NRS Veterans
NRD New Orleans

Large Station

NRS South Corpus Christi
NRD San Antonio

Large Station

NRS Middletown, NY
NRD Buffalo

Large Station

NRS Mesquite
NRD Dallas

Large Station

NAR Norfolk, Va.
Area Northeast

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