



NEW AG VISITS VA ANG UNITS

The new adjutant general of Virginia's National Guard, Major General Carroll Thackston, visited Virginia Air National Guard units during the July 16-17 drill weekend.

General Thackston succeeded Major General John G. Castles as Virginia's adjutant general upon General Castles' retirement July 1. General Castles had served as the adjutant general for 12 years. During that time, General Thackston served under General Castles as

the Army Guard deputy commander for the State Area Command.

General Thackston went to the State Military Reservation at Virginia Beach on July 16 to be briefed on current activities at the 203d Red Horse Flight. He met with the 203d commander and his staff, and was briefed on

See VISIT on p. 4



VISITING GENERAL - During his July 17 visit, Virginia's new adjutant general of the National Guard, Major General Carroll Thackston, stopped to take a closer look at a 192d Fighter Group F-16, following a briefing at state headquarters. Major General Thackston also visited the 203d Red Horse Flight the same weekend. Photo by Staff Sgt. Carlos Claudio.

**FAMILY DAY
PREPARATIONS
BEGIN; SEE SURVEY
ON PAGE 5.**

New Commanders Series

HICKS APPOINTED LOGISTICS COMMANDER

Beginning in July, the Vanguard began printing interviews with newly appointed commanders. Lieutenant Colonel Steve Hicks, 192d Logistics Group Commander is featured this month.

Lieutenant Colonel Steve Hicks began his military career January 1970 in mobile communications as a member of the North Carolina Air Guard. Since then, he has served as a technical control specialist, pilot, training coordinator, engineer, proposal administrator, and field support analyst.

According to Lieutenant Colonel Hicks, he agrees with the advertising campaigns which suggest that the guard is "more than just a job--it's an adventure and great experience." He says he's had the opportunity to do challenging and important work, go to exciting places, and be associated with dynamic, professional people.

"The key to our future success will be our ability to work as a team performing quality work."

Lieutenant Colonel Hicks understands both the "full time" and the "part time" guard perspectives. For 15 years he flew the F-105 and A-7 as a "traditional" guardsman, but has been full-time with the 192d since May 1988, responsible for airspace management and training with the A-

7 and for scheduling/standardization evaluation with the F-16.

"The key to our future success will be our ability to work as a team performing quality work. TQM [total quality management] is a program which will help us achieve this goal. The focus is on teamwork, planning, customer focus, process ownership, and continuous improvement," he said.

"Work in the private sector is very different from work in the military. Businesses survive based on profit incentive--the bottom line. Military people have a mission--a very important mission--lives depend on how well we perform that mission.

"Watching the D-Day ceremonies on the 50th anniversary of that event...it makes me proud to wear the military uniform. We owe it to the honor of so many who served and sacrificed to do the very best job possible." About his current position, Lieutenant Colonel Hicks added, "A 20 million dollar F-16 is a beautiful piece of design and engineering, but without spare parts and skilled mechanics, it soon becomes a relatively useless hunk of metal, or composite material."

Lieutenant Colonel Hicks and his wife, Ann, have a son, Justin, and a daughter, Stephanie. In his spare time, he enjoys quail hunting.

On this AUGUST date in history: Official signing of Declaration of Independence, 1776. Iraq invades Kuwait, 1990; 7 - President George Bush orders commencement of Desert Shield, 1990. Explorer VI transmits first picture of Earth from space, 1959. U.S. War Department established, 1789; 13 - East Germany closes border between east and west Berlin, and later in the week a concrete wall goes up, 1961; 17 - Union troops begin shelling Fort Sumter in Charleston, S.C., 1863; 24 - British forces invade Washington, burning Capitol, president's house and other public buildings, 1814; 25 - French and U.S. troops enter Paris, ending German occupation, 1944.

COMMANDER'S CALL

Colonel Bill Jones, 192d Fighter Group Commander

FACTS, RUMORS, OTHER NEWS *RIF...Reduction in force...An acronym and a phrase none of us likes to think much about. The "bad" news is that as of July 1 of this year, our unit was put on "specific notice" meaning that specific individuals were informed that their positions will be terminated on 1 October 94 (effective date 3 October). So far, 14 unit members have received letters to this effect.*



Governor George Allen appointed Major General Carroll Thackston to Adjutant General of the Virginia National Guard with the July 1 retirement of Major General John G. Castles. Photo by Staff Sgt. Carlos Claudio.

Now for the "good" news: All 14 individuals affected by the RIF policy will be reassigned to vacant positions. In other words, NO ONE is losing a job. Although the specific notice action applies only to full-time technician employees, the reduction certainly has an impact on all unit members. So far, all downsizing in our unit has been managed through attrition. I consider that a real plus for the Virginia Air National Guard and a major goal achievement.

What does the future hold? I think it's fair to say that no one knows for sure. Upon accepting the position of Adjutant General of the Virginia Air National Guard—also effective July 1 – Major General Carroll Thackston remarked that the "defense drawdown is certainly going to be a challenge." I can only echo General Thackston's concern, as well as his desire that all reductions have as little impact as possible both on the individuals affected and on the mission of the Virginia Air National Guard.

Rumors and misinformation are inevitable developments in such challenging times. More reductions? Fewer planes? Unit relocation? Indeed, every time I think "I've heard it all," I hear yet another "guess" about what the future holds. Probably (notice I said probably) all options are open and being discussed at

very high levels. As far as I'm concerned, our future as a fighter unit will be bright so long as we remain focused on the mission, work as a team toward continuous improvement, and treat each other with dignity and respect. I am committed to doing just that. I am asking for your commitment as well.

Radial Keratotomy Still A Bar to Enlistment

From American Forces Information Service

Ads promising the end to a life behind glasses or contact lenses are springing up in newspapers and magazines like wildflowers after rain. But, say all the service surgeons general offices, any photorefractive surgery bars individuals from enlistment and – if unsuccessful – could end a member's career.

No services accept individuals who have had the surgery -- also known as radial keratotomy -- for enlistment, commission or flight training, including entrance to the service academies. The Army and the Air Force warn active duty members they may have to pass a medical board to remain on active duty after the surgery.

Radial keratotomy was refined in 1972 by a Russian ophthalmologist. In the former Soviet Union the operation quickly became more common than prescriptions for glasses. In the United States, however, the surgery is still controversial, according to Air Force officials.

Radial keratotomy corrects nearsightedness

with tiny incisions in the cornea that flatten it and change the way it focuses. The incisions radiate outward like wheel spokes from a central area of the cornea that remains untouched. But the incisions must be precise. If the cornea is flattened too much, the eye will become farsighted. If it is not flattened enough, the patient will still be nearsighted.

According to some Air Force doctors, the Air Force disapproves of radial keratotomy for several reasons. First, there can be a loss of night vision, severe glare problems in sunlight, and severe day-to-day fluctuations in visual acuity. Because of these fluctuations, some patients found their vision was fine in the morning but deteriorated to 20/70 or worse later in the day.

Second, the cornea is weakened by these procedures, which increases the possibility of a rupture of the eye during any physical trauma. The operation also increases the risk of retinal detachment.

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VISIT - from p. 1

the 203d's military readiness, personnel, training, deployments, and equipment.

On July 17, General Thackston visited the Virginia Air Guard state headquarters for a briefing concerning the 192d Fighter Group, 200th Weather Flight, and the state headquarters. Topics discussed included: flying status, personnel issues, command interest issues, and budget concerns. Colonel Bill Campenni, state headquarters deputy chief for operations and maintenance, presented the briefing,

After closing comments, General Thackston said, "I'm happy to be here today. I'm proud to be

associated with such an outstanding unit. I look forward to working with you. General Castles was proud of you and worked hard to make sure Virginia National Guard forces had all of his support. I know General Castles' standards and I'm committed to uphold them. As we deal with personnel and budget cuts, we have our work cut out for us to make sure we maintain a high-caliber force. I look forward to seeking you on a regular basis."

Following the briefing, General Thackston briefly toured VaANG facilities in Sandston, including a 192d Fighter Group F-16.

VaANG PROMOTES THREE TO FULL COLONEL

During a special ceremony June 11, the Virginia Air National Guard promoted three "traditional" Guard members to the rank of colonel.

The three lieutenant colonels promoted to colonel include: William M. Campenni, state headquarters deputy chief of staff for operations and maintenance; Conrad L. Slate, ST HQ deputy chief of staff for support services; and Dr. James E. Jones, Jr., commander of the 192d Medical Group. They met the colonel promotion board in June 1993; however official announcement of their promotions had to await Federal Recognition, which came through only recently. Their date of promotion will be retroactive to June 1993.

Before family and staff, the officers traded in their silver leaf clusters for the eagles of a full colonel during a "pinning" ceremony officiated by Virginia's new deputy adjutant general for air, Col. John R. Metz. Colonel Metz congratulated the officers and commended them on the hard work and many sacrifices each of them have made during their military careers. He also extended his sincere gratitude to the promotees' family members, "Part of their success is due to the support and sacrifices you have made. We would not be able to meet our military commitments without the strong support of our

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FAMILY DAY: "OPEN THE DOORS IN '94"

The 192d Fighter Group will sponsor a "Family Day" on Sunday, October 16 as part of the October UTA. All shops and workcenters will be open, equipment will be on display, and there will be operational demonstrations for the unit members and their immediate family. Activities are planned for the children and a "Child Care Center" will be available where infants and younger children can stay while the parents enjoy the activities. Lunch will be served, free of charge to all unit members and their families.

Begin making plans to show your family what we do on a UTA weekend and to show them know how much we appreciate the sacrifices on their part. Additionally, anyone interested in volunteering to work on one of the Family Day Committees may contact Major Denson at ext. 6878. ***We need your assistance in determining how many we can expect for lunch. Please complete the survey below, detach, and turn to your Orderly Room during the August UTA. You may also bring the survey to room #4 in the O & T building.***

NAME/UNIT _____

Please indicate below the number of **IMMEDIATE** family members that will be attending "Family Day" in October. (Please exclude neighbors or others who are not members of your immediate family)

What are some of the activities/displays you would like to see at our Family Day?

ADULTS # CHILDREN # INFANTS

COLONELS - from p. 5

The three colonels represent the breadth of professional activities in today's traditional Guard force.

family members. The Guard really appreciates everything you have done to support our troops."

The three colonels represent the breadth of professional activities in today's traditional Guard force: Colonel Campenni is a command pilot; Colonel Jones is a doctor; and Colonel Slate is an executive officer.

Colonel Campenni's military career began when he enlisted in the Pennsylvania Air National Guard as an administrative clerk, Sept. 25, 1965. Two years later he was commissioned a second lieutenant and a year after that he entered pilot training. While serving with the PA ANG he flew C-97, U-3, F-102, and P-33 aircraft. In 1973 he transferred to the Texas ANG, 111th Fighter Squadron, Ellington Field, where he flew the F-102. In 1974 the aircraft commander transferred to the Virginia ANG where he has flown F-105, A-7, and F-16 fighters. The colonel served in a variety of positions, including operations group commander, with the 192d Fighter Group before being appointed to his current position on Jan. 1, 1993.

According to Colonel Campenni, the high point of his military career was his tenure as operations group commander. "It was an exciting, challenging time; the 192d Fighter Group was transitioning from the aging A-7 to the state of the art F-16. During the four years I was operations commander, we successfully completed the conversion to F-16s, participated in six overseas deployments, and took part in Operation Just Cause. In civilian life, Campenni resides in Herndon, Va., where he runs his own engineering and construction business.

Colonel James E. Jones, Jr., began his military career in 1971 as a second lieutenant after completing the Air Force Reserve Officer Training Corps commissioning program. He served on active duty for 14 1/2 years, before joining the VA ANG in July 1986. He became commander of the 192d Medical Squadron on Dec. 4, 1988. He was the first African-American appointed to a command position within the Virginia Air National Guard, and is also the first African-American promoted to colonel.

Colonel Jones was born to Mary and James E. Jones, Sr, in Norfolk, Va. The doctor earned his medical degree from the Medical College of Virginia, and completed his residency in obstetrics and gynecology at Wilford Hall Medical Center, Lackland AFB, San Antonio, Texas.

Thus far, the high point of his military career was completing the Aerospace Medical Primary Course, certifying him as a flight surgeon in March 1992. "Becoming a flight surgeon fulfilled my dream of becoming a pilot," he said. "I had wanted to be an Air Force fighter pilot since I was young, wearing the wings of a flight surgeon, being in the blue suit and flying with aircrews as a flight surgeon was a dream come true for me." In private practice, the doctor has an OB/GYN office in Richmond. He lives in Midlothian with his wife, Jacqueline, and their two sons, C. Justin and C. Javin.

Colonel Conrad L. Slate began his military career in 1968 as a military police in the Army Reserves out of Nashville, Tenn. In 1970 he transferred to the Tennessee Air National Guard and the 134th Air Refueling Wing, Knoxville, Tenn., and two years later completed the Academy of Military Science and was commissioned as a second lieutenant. A civilian job move brought him to Virginia in 1975. He joined the Virginia Air National Guard and served the state headquarters as public affairs officer and chief of disaster preparedness prior to being appointed to his current position Jan. 1, 1990.

Colonel Slate describes his promotion to colonel as a "very humbling experience." "It is something a non-rated (non-flying) officer doesn't expect. The support I've gotten from my family, especially my wife, has allowed me to pursue my military career. My wife's support over the years has been tremendous. She has pinch-hit for me in lots of ways. Her support and encouragement are a great source of pleasure to me."

In civilian life, Slate does advanced business and estate planning work for The Brokerage Agency in Knoxville, Tenn. Slate his wife, Brenda, and their family reside in Knoxville.

EYES - from p. 4

Army Dr. (Col.) Francis La Piana, an ophthalmologist at Walter Reed Army Medical Center in Washington cautioned, "Military life is eye-hazardous in peace or war, and military members should not jeopardize their eyesight."

A new type of eye surgery – called photorefractive keratectomy – may provide a ray of hope for people

who have trouble wearing glasses or contacts. The new surgery uses a laser to flatten the cornea's contours. Researchers are optimistic that this surgery may be safer than radial keratotomy, because the laser does not weaken the eye. Also, the procedure is highly automated, with a computer doing most of the work. Because of this, results may be more predictable and consistent. Navy doctors currently are testing the new procedure, but results are still pending.

VIRGINIA AIR NATIONAL GUARD

Headquarters, 192d Fighter Group

Richmond International Airport, Sandston, Virginia 23150-6109

Special Order M-8-Va

21 Jul 94

1. UP Sec 502, Title 32, USC Sec 206, Title 37, USC, ANGR 50-01 and 192TFGR 50-01. All members of the 192d Fighter Group are hereby ordered to attend all unit training assemblies shown on this training schedule unless attending a split UTA (SUTA), or rescheduled UTA (RUTA) at Richmond IAP, Sandston, VA 23150.

UTAS: 13 Aug 94
14 Aug 94

DEPLOYMENTS: 19-23 Sep 94, AGOS, Eglin AFB, FL;
10-24 Nov 94, Air Warrior II, Barksdale AFB, LA; 11-25
Mar 95, AFT, Savannah, GA.

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|------------------------|----------------|----------------|----------------|----------------|
| SCHEDULED UTAS: | 17 & 18 Sep 94 | 15 & 16 Oct 94 | 5 & 6 Nov 94 | 3 & 4 Dec 94 |
| | 7 & 8 Jan 95 | 4 & 5 Feb 95 | 25 & 26 Feb 95 | 8 & 9 Apr 95 |
| | 3 & 4 Jun 95 | 15 & 16 Jul 95 | 12 & 13 Aug 95 | 16 & 17 Sep 95 |

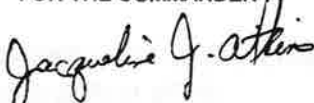
2. AM assemblies will be 0800-1200 (Sat) 0700-1100 (Sun) and PM assemblies will be 1300-1700 (Sat) 1200-1600 (Sun), with the following exceptions: Assembly for one flight of Food Services Personnel: AM 0630-1030 (Sat) 0530-0930 (Sun), PM 1100-1530 (Sat) 1000-1430 (Sun). Additional duty hours to cover special work requirements such as pre-flight, post-flight, etc. will be scheduled by each unit as required. Each UTA will be no less than four hours duration excluding lunch periods.

3. Uniform will be lightweight blues or BDUs, as directed.

4. Commanders may utilize RUTAs to achieve training objectives using maximum availability of equipment and full-time personnel resources that cannot be achieved during UTAs and SUTAs. A RUTA must be requested, approved and documented in advance of the missed period.

5. Equivalent Training (EQT) may be authorized by commanders for personal attendance problems if requested in advance. EQT with pay must be performed within 30 days of the missed UTA and within the same fiscal year. EQT without pay (retirement points only) may be authorized when the individual is unable to make an EQT in pay status.

FOR THE COMMANDER



JACQUELINE J. ATKINS, GS-7, VaANG
Records Manager

DIST 'A' Plus 1 Ea: ACC/ADUBO; Chief, ACC/
CRFG; 9th AF/CRFG, CV & IC; NGB/XOS & TE;
1913th ISG/CC (AFCC); 1 FW/DO; 1 FW/LGSPC;
113th FW/SC; 1 CGS/DPMD; HDQ/TCD/RF, Langley
AFB, VA 23665-8343.

VANGUARD

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MENU - AUGUST UTA

SATURDAY

Pork Chops Mexicana
Spaghetti w/Meat Sauce
Peas and Carrots
Rice/Mashed Potatoes

SUNDAY

BBQ Ribs
Baked Chicken
Steamed Green Beans
Rice/Parsley Potatoes

Church Services: Catholic Mass, Sat. 9:30 a.m.;
General Protestant, Sun. 8:00 a.m.

The Immunization Clinic will be open for all general immunizations Saturday, August 13 from 9 a.m. until NOON. Yellow fever will be given from 8:30-9:30 a.m.

Flu season will soon be here! Beginning in September, look for information in the Vanguard about the time and place of flu shots, which are required for all guard members.

SAM'S CLUB MEMBERSHIP – All members of the Air National Guard now qualify for ADVANTAGE membership at Sam's Club. According to parent company Wal-Mart Stores, Inc., this program enables you to purchase name brand merchandise at a low price. The yearly fee for the program card is \$25, with an additional card costing \$10. Any questions about the program should be directed to Mr. Jeff Stover at Sam's Club, 520-2112 or 520-0508.

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Virginia Air National Guard
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