

The National Guard ON GUARD

January 1989

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Top ARNG Recruiters Are presented 'Chief's 50' Awards

The top recruiters in the Army National Guard were named in ceremonies in December during which Lt. Gen. Herbert R. Temple, Jr. presented each state's top recruiter the Chiefs 50 award.

The **Chiefs 50 winners** this year also included SFC David A. Popper from New Jersey who was receiving his **fourth** Chief's 50 award, and several recruiters who were receiving their third.

Receiving their third Chief's 50



CHIEF'S FIFTY WINNER — SFC Sallie P. Jones from the District of Columbia receives her Chief's 50 award from Lt. Gen. Herbert R. Temple, Jr., Chief, National Guard Bureau.

award were: SFC Gary D. Chase, Kansas, SFC Gregory T. Rickards, Maryland, SFC Francisco Martinez, Puerto Rico, SFC Donald L. Lynch, Washington, and SFC Barry M. Hamm, West Virginia.

Three women made the Chief's 50 roster this year including SFC Sallie P. Jones, District of Columbia, SSgt Karen A. DiIullo, Nevada, and SFC Judy D. Haste, Virginia.

Other Chief's 50 winners included, SFC Clyde Wilson, Alabama, SSgt Frank Conrad, Alaska, SFC Michael E. Holmes, Arizona, SFC Larry N. Rankin, Arkansas, SSgt Kevin S. Garrett, California and SFC John K. Scofield, Jr., Colorado.

SSgt William C. Bernard, Connecticut, SSgt John T. Codd, Delaware, SSgt Craig E. Dean, Florida, SFC Elze H. Kennedy, Georgia, SFC Peter J. Nauta, Guam, Sgt Calvin K. Naipo, Hawaii.

SFC Thomas J. Blagburn, Idaho, SFC Stephen D. Buck, Illinois, SFC Robert G. Cubel, Indiana, SFC Charles L. Jones, Iowa, SSgt Ray G. Jones, Kentucky, SFC George M. Moreilli, Louisiana, SFC Mark R. Burnett, Maine.

SFC Eugene L. Brice, Massachusetts, SSgt Dominic L. Morales, Michigan, SFC Harold B. Clayton, Minnesota, SFC Robert C. Styron, Mississippi, SFC Richard L. Grant, Missouri, SFC Donald G. Lucas, Montana, SFC John F. Meyer, II, Nebraska and SSgt William L. Meenan, New Hampshire.

Sgt Adolfo M. Serna, New Mexico, SSgt Edwin Munoz, New York, SFC Furney L. Register, North Carolina, SSgt Russel D. Kroshus, North Dakota, SFC John Stricklin, Ohio, SFC Clifton L. Barger, Oklahoma, SSgt Charles E. Yonker, Oregon.

SFC Stanley W. Jones, Jr., Pennsylvania, SFC Edward P. Kane, Rhode Island, SFC Ronald O'Donald, South Carolina, SFC Randy L. Schauer, South Dakota, SFC Robert D. Johnson, Jr., Tennessee.

SFC Samuel Y.D. Kanouse, Texas, SFC Mark H. Peters, Utah, SFC Richard F. Hurd, Jr., Vermont, SFC Gilroy E. Miller, Virgin Islands, SFC Frederick I. Phelps, Wisconsin, and SFC Michael J. Schrader, Wyoming completed the Chief's 50 winners list.

**Martin
Luther
King Jr.**



Born Jan. 15, 1929

Saluting: a time-honored professional Greeting of peaceful intentions

Imagine two medieval soldiers, their armour clinking loudly, each eying the other warily as they raised their right hands in greeting, their palms open to show that they held no weapons.

This is how early professional soldiers greeted each other to show their peaceful intent, and is the origin to the modern-day salute.

Today, few U.S. military people carry weapons regularly, but the open-handed "salute" of the past has remained a tradition that has evolved over the centuries to become a greeting of respect to our flag, the president, senior officers and warrant officers.

But when, where and whom do military members salute?

By regulation, military personnel salute the flag during the playing of the national anthem at outdoor ceremonies, at parades or retreats. They also salute the president as the national leader and commander in chief of U.S. armed forces.

Military members are also required to recognize, by their salute, flag-rank or general officers, and other senior officers who are riding in appropriately marked vehicles. It is appropriate, but not mandatory, to salute any officer, when recognized, in any vehicle, whether the officer is in military or civilian clothes.

All military members recognize and pay respect to Medal of Honor recipients by rendering a hand salute. In all other cases, the officer junior in rank initiates the salute.

Military members also recognize superior officers and warrant officers of U.S. forces and friendly forces by saluting.

In a group, the first person to see an approaching officer should call the others in the group to "Attention," and then all members



should face the officer and salute. If the officer stops to talk, a salute should be rendered again upon his departure.

When an officer approaches a work detail, only the senior member of the detail is required to salute. In formation, the group

leader should call the formation to attention; then only the leader salutes.

Saluting indoors is done only during formal ceremonies such as a change of command, awards ceremony or when reporting to a commander.

The salute should be rendered with the fingers and thumb pressed tightly together and the palm flat. Raise the right hand crisply until the tip of the middle finger touches the lower part or brim of the headgear or forehead above and slightly to the right of the right eye. The forearm, wrist and hand should be straight, not bent or limp.

The salute should be **done smartly**, not quickly, and **rendered with** the same **enthusiasm** as a friendly handshake. Saluting is a greeting of respect not only for each other, but for the country we serve and the uniform we wear.

(Courtesy of Air Force Logistics Command News Service)

Handicapped hiring is stressed by NGB

Maj. Gen. John B. Conaway, Vice Chief, National Guard Bureau has challenged each state to increase the employment of persons with disabilities wherever possible as part of the National Guard's effort during the final years of the Decade of Disabled Persons, a period identified by the White House ending in 1992.

In a recent memorandum to each adjutant general, Conaway stressed his pride in noting the progress the National Guard has made in "enhancing the employment and recognition of a very special and productive group of individuals," the disabled. Conaway also stressed his full support of the Defense

Department's goal of achieving 2 percent DoD-wide goal for hiring persons with disabilities by the year 1992.

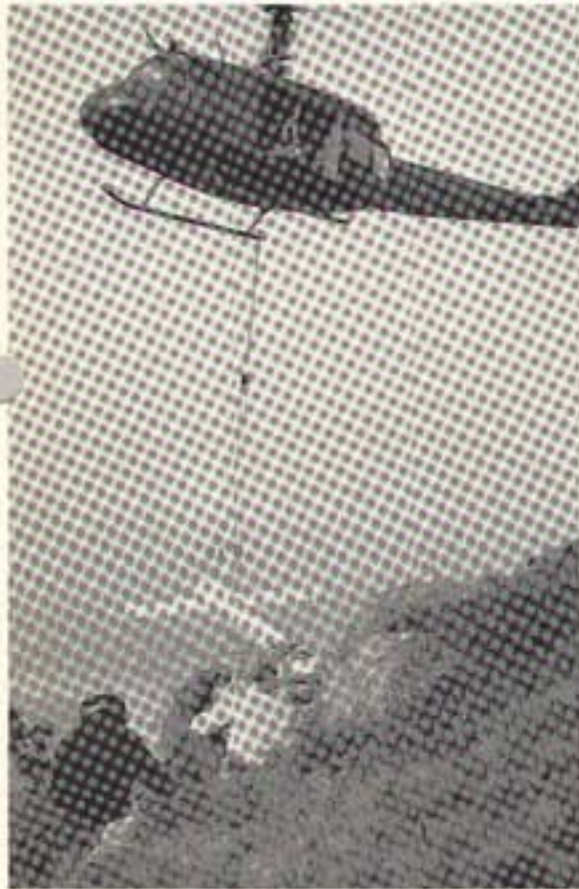
In pursuing the goal with the National Guard, Conaway noted, "I recognize that we are dealing with a relatively small base of positions that can be used for this purpose; however, I urge you to pursue this goal through your local affirmative action programs and hiring efforts."

Conaway also expressed his appreciation in, along with Secretary of Defense Frank C. Carlucci, honoring the National Guard's Outstanding Handicapped Employee for FY88, Ms. Shannon Keenan-Kennedy at recent DoD ceremonies in the Pentagon.



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Lt. Col. Pete Wiro, Editor; Capt. Phyllis Phipps-Barnes, Associate Editor



MAKING IT EASY — Maine Army Guard members use a UH-1H helicopter to replace a 24-foot cross commemorating the death of 11-year old Eleanor French in 1864, atop Maiden's Cliff in Camden recently. (Maine Army National Guard photo).

Maine ARNG helps Replace cross

Members of the 240th Engineer Group aviation section from Bangor, Maine recently helped the Camden Parks and Recreation Department restore a 24-foot cross atop Maiden's cliff after vandals had toppled it from the site in May this past year.

CWO's Jeff Peterson and Eric Nelson along with crew chief SSgt. Henry Deshaine worked together to carefully guide the sling-loaded cross into position where a ground crew including SSgt. Philip E. Flagg secured the cross to its base.

The cross commemorates the death of 11-year old Eleanor French who fell from the cliff in 1864. A cross was erected at the site soon after her death and has remained since that time. In 1980, the Maine National Guard placed a cross at the site. That cross stood until May when vandals forced it to topple from its base.

Logistics NCO course offered

The U.S. Army is revitalizing the NCO Logistics Program (NCOLP) as a way to prepare Army National Guard soldiers to assume key logistics positions worldwide while strengthening the Total Army's Logistics System.

NCOLP is an Army-wide program taught at the Quartermaster School at Ft. Lee, Va. Senior Logistics NCOs (E-6 to E-9) are cross-trained in all areas of logistics, enhancing their units' knowledge base and mobilization preparedness. The curriculum is multi-faceted, touching on key areas of logistics operations to include supply, maintenance, transportation, and facilities.

Upon completion of the program, Army Guardmembers are awarded an SQI (K) qualification code which identifies them as soldiers trained and ready to assume key logistics management positions.

By the end of the six-week resident course, NCOLP graduates walk away with valuable knowledge and application of logistical techniques as well as sharpened leadership and managerial skills. An additionally attractive feature for Guardsmen is the fact that NCOLP may

also be completed through correspondence courses administered by the U.S. Army Institute of Professional Development.

Eligibility

To be considered for NCOLP, qualified soldiers must have completed five years in their primary logistics Military Occupational Specialty (MOS) or a related MOS in the same career management field, must be physically qualified for unrestricted worldwide assignments, and must possess or have requested a security clearance of secret or higher.

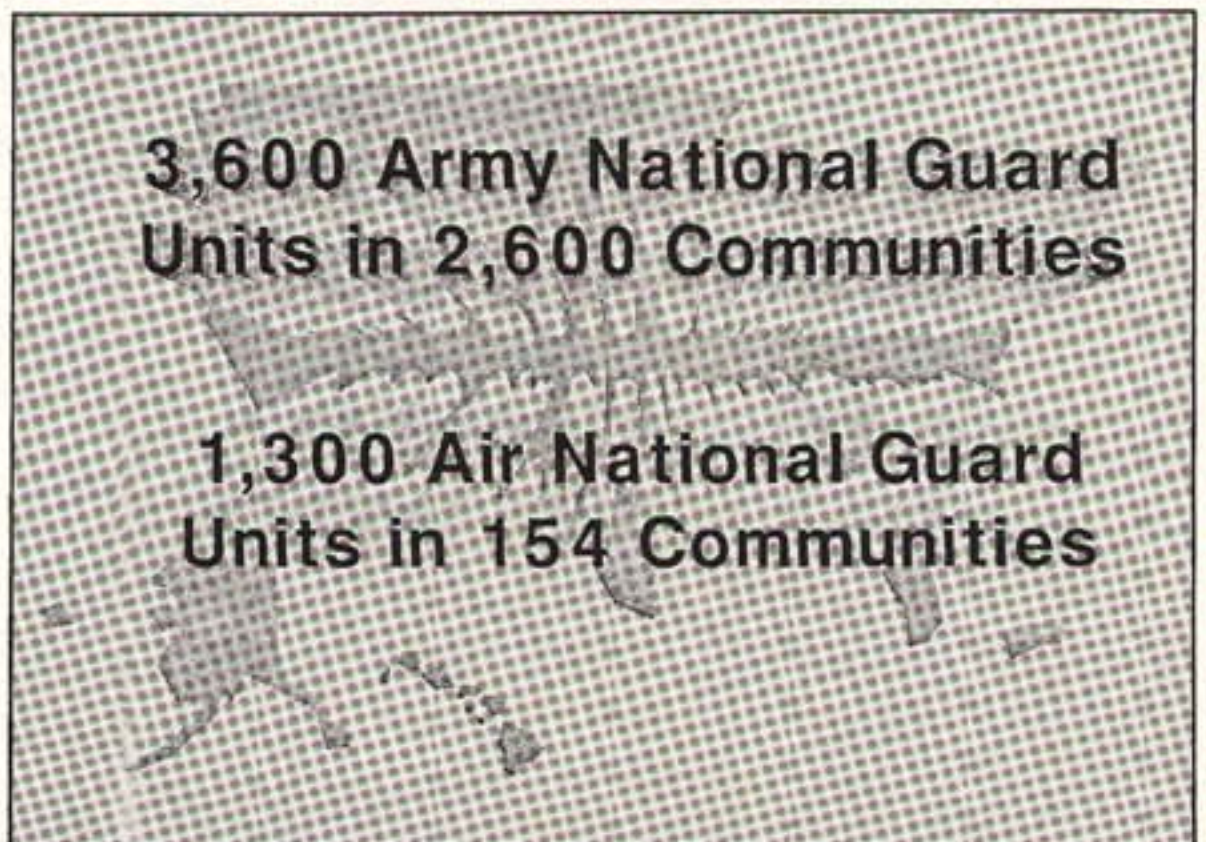
AR 614-200, chapter seven, details application procedures for interested Guardmembers. Qualified applicants may also contact the NCOLP staff monitor for their state or command, or talk to their personnel staff NCO.

For more information on logistics, technical content of the program and position authorization procedures, interested Guardmembers may contact SGM Chris Williams at HQ, U.S. Army Materiel Command AV 284-9683 or Commercial (202) 274-9683.

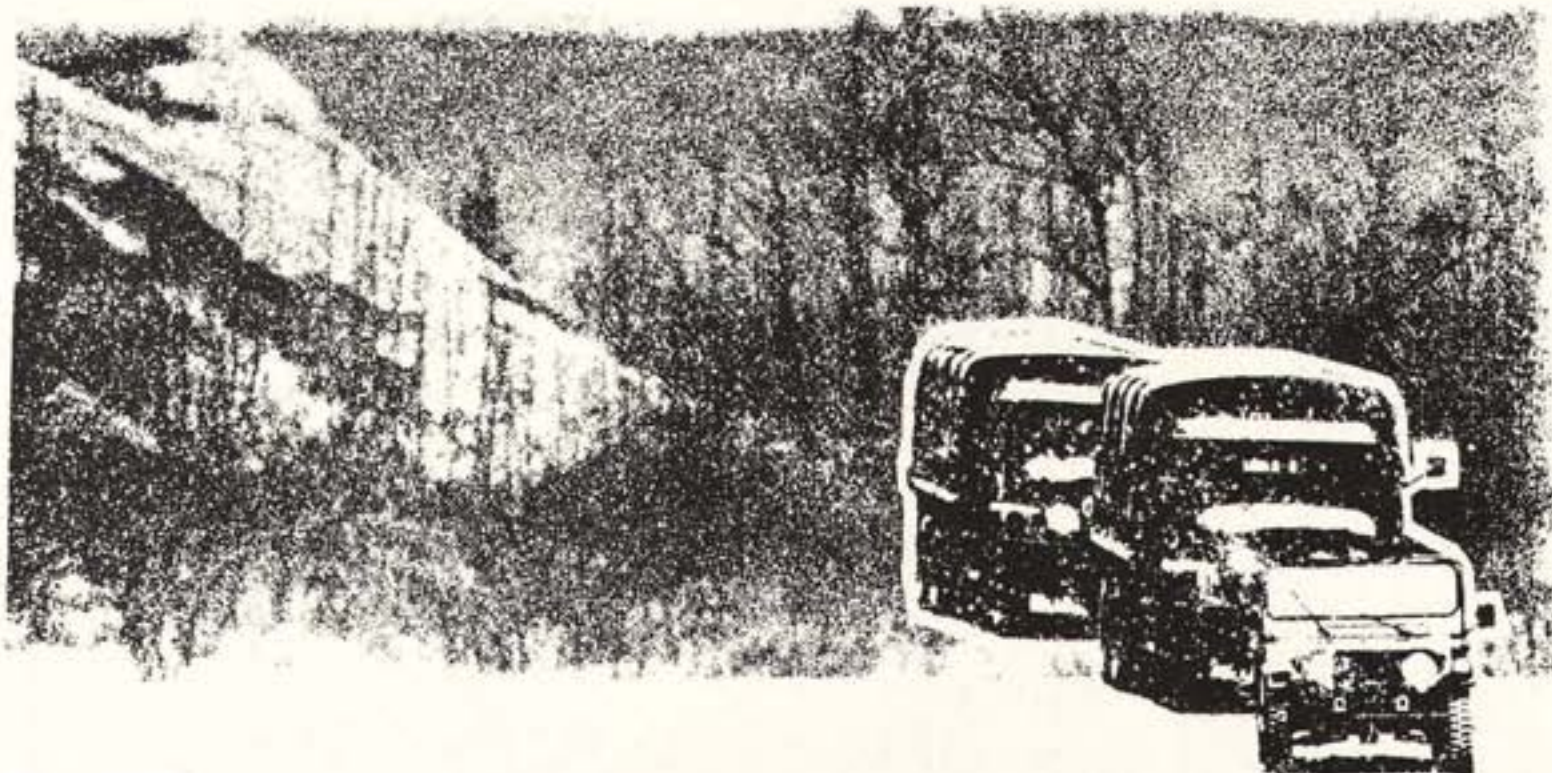
Did you know?

3,600 Army National Guard Units in 2,600 Communities

1,300 Air National Guard Units in 154 Communities



Countermeasures for winter weather To ensure your driving safety



While progress has been reported in many aspects of motor vehicle accidents, during the winter, especially when ice, snow and sleet are factors, the need for caution to prevent safety mishaps and possible injury or death is vastly increased.

Here are some examples of motor vehicle accidents from the Army's Safety Corner, along with the countermeasures which may have prevented them.

Example 1

A soldier driving a 5-ton truck with two 600-gallon fuel pods slowed down coming into a town, but hit a patch of ice off the right side of the road, causing the truck to slide off the road, hitting a brick wall, then going airborne before overturning, sliding back across the road and finally slamming into a garage, spilling 350 gallons of diesel fuel.

Countermeasure:

Think ICE, Anticipate ICE. Anytime the temperature is near freezing, drivers should expect to encounter isolated patches of ICE. Don't assume a section of roadway that looks wet is water. It may well be the so called "black ice" a thin treacherous film of ice that occurs most often on bridges and shady areas of a road, but could occur almost anywhere.

Example 2:

While approaching a right-hand curve during a heavy snowfall, the driver looked around the government van for the radio missing from the

dashboard. When he looked forward again, he found the tractor trailer ahead of him had slowed drastically to make the curve, so the driver jerked the wheel to the left to avoid hitting the trailer. Instead, because of ice that had built up between lanes, he was unable to get back into the right lane and collided with an oncoming vehicle.

Countermeasure:

Concentrate on the roadway and its surroundings. Be especially alert during periods of bad weather.

Example 3:

When the driver of a M882 truck crested a hill on a dirt road covered with packed snow and ice and saw two POVs in front of him, he panicked, locking the brakes on the truck causing him to slide into the two other vehicles.

Countermeasure:

Don't panic! Perform every driving function with caution and methodically. Especially, keep a steady, moderate pressure on the accelerator to cut down on the need to brake on snowy, icy roads.

Example 4:

The driver of a utility truck failed to turn his lights on when entering a tunnel at about 35 mph, did not see that the road was covered with ice, and lost control of the truck, spinning it around before it slammed into the wall of the tunnel.

Countermeasure:

Before setting out, be sure windows, mirrors, windshields and lights are clean and that the windshield wipers are in good working order. You have to be able to see a problem before you can avoid it.

Example 5:

The driver of a 2½ ton truck tried to "beat" an oncoming car by turning into the right-hand lane from the median of a divided highway. Attempting to avoid the truck, the driver of the car slid sideways on the icy road slamming into the back of the truck.

Countermeasure:

Don't take chances, especially on icy roadways. Wait until there is a safe "window" in traffic before pulling onto a highway and be certain you make your intentions known to other drivers.

These are just a few examples and countermeasures to avoid traffic mishaps, possible injuries and worse during the intensely difficult winter driving period. Other suggested safety measures include **using safety belts** to reduce the risks of injury if there is an accident, taking a few minutes before moving out to **install chains** thereby adding a safety factor in your favor, and **taking things slowly** making it easier to maintain control of your vehicle.

Chaplains train, prepare for 'combat ministries'



BATTLE MINISTRY — In full MOPP gear, nonetheless, a chaplain's team ministers to a "fallen" soldier during a recent exercise at Camp Blanding, Fla. (Story and photo by SFC George C. Mirabal)

"Men of the cloth" tackled the challenges of men in combat recently as part of a 2nd Army exercise for 115 chaplains and chaplains' assistants from an eight state area which was held at the Florida National Guard's Camp Blanding.

SGM Stephen Croft from 2nd Army Headquarters explained the purpose of the exercise was to "Provide the chaplains and chaplains' assistants with the skills necessary to minister to soldiers in a combat situation."

Second Army staff Chaplain (Col.) Austin Moon noted, "This is the first time we've tried this. This is an excellent form of training. We're training for mass casualty situations, ethics in the modern battlefield and individual battlefield survival techniques."

Florida Army Guard Chaplain (Capt.) Steve Hess said, "We're beginning to realize how much influence we can have on war and morality. The consequences of war - military and civilian, to administer the ministry under battlefield conditions is mind-boggling."

Florida's Chief Army Guard Chaplain (Col.) Paul Johansen commented, "The new doctrine of 'Forward Thrust' is to get the caring team (of chaplain and chaplain's assistant) to the spiritual welfare of its soldiers to the front edge of the battle area. The chaplain is committed to help the commander accomplish his mission."

How C-C-C-Cold Is It...?

Wind Chill Table
Source: National Oceanic and Atmospheric Administration

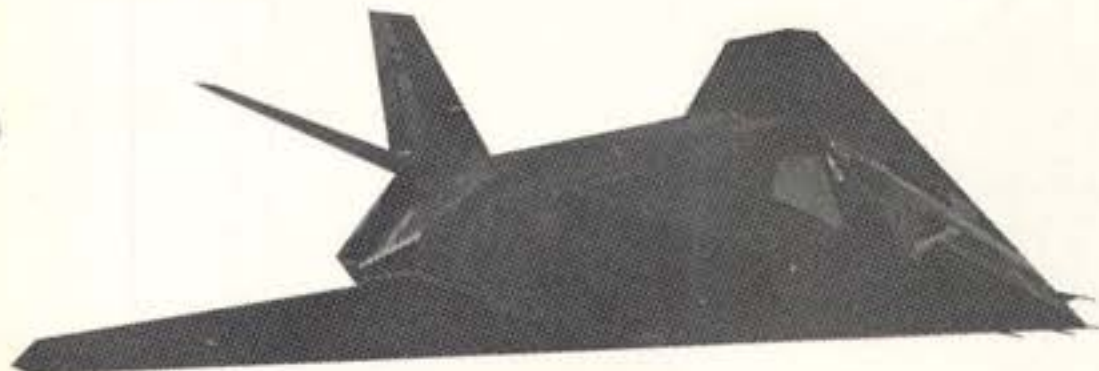
Degrees Fahrenheit	35	30	25	20	15	10	5	0	-5	-10	-15	-20	-25	-30	-35	-40	-45
Wind Speed (mph)	0	5	10	15	20	25	30	35	40	45	50	55	60	65	70	75	80
0	35	32	29	26	23	20	17	14	11	8	5	2	-1	-4	-7	-10	-13
5	33	30	27	24	21	18	15	12	9	6	3	0	-3	-6	-9	-12	-15
10	31	28	25	22	19	16	13	10	7	4	1	-2	-5	-8	-11	-14	-17
15	29	26	23	20	17	14	11	8	5	2	-1	-4	-7	-10	-13	-16	-19
20	27	24	21	18	15	12	9	6	3	0	-3	-6	-9	-12	-15	-18	-21
25	25	22	19	16	13	10	7	4	1	-2	-5	-8	-11	-14	-17	-20	-23
30	23	20	17	14	11	8	5	2	-1	-4	-7	-10	-13	-16	-19	-22	-25
35	21	18	15	12	9	6	3	0	-3	-6	-9	-12	-15	-18	-21	-24	-27
40	19	16	13	10	7	4	1	-2	-5	-8	-11	-14	-17	-20	-23	-26	-29
45	17	14	11	8	5	2	-1	-4	-7	-10	-13	-16	-19	-22	-25	-28	-31
50	15	12	9	6	3	0	-3	-6	-9	-12	-15	-18	-21	-24	-27	-30	-33

(Wind speeds greater than 40 mph have little additional chilling effect)

How Cold Is Cold? Both temperature and wind affect the heat loss from the surface of the body. The effect of these two factors is expressed as "wind chill temperature," which approximates the cold temperature which would have the same cooling effect as the actual temperature combination. For example, from the table above, a winter temperature of 20°F with a wind of 20 mph has the effect on exposed flesh as the temperature of -10°F with no wind.



'shorttakes'



STEALTH FIGHTER — The Air Force's F-117A Stealth Fighter, operational since October 1983, was recently unveiled. Fifty-two of the single-seat, twin-engine aircraft are based at the Tonopah Test Range Airfield in Nevada. Seven more are being built by the Lockheed Corp. (Air Force photo)

AF Secretary leaves

Air Force Secretary Edward C. "Pete" Aldridge, Jr., departed his top AF post Dec. 16, 1988, after serving with the Reagan administration for more than seven years. In 1981 he became Under Secretary of the Air Force and was appointed Secretary in June 1986.

AGRs 20-plus

Selected Army Guard officers on AGR tours may continue their duty beyond 20 years of active federal service with a waiver approved by the Secretary of the Army. These are normally short term extensions until the incumbent AGR officer can be replaced by another AGR officer with the required expertise. Requests for waivers must be forwarded to National Guard Bureau Manpower Division (NGB-ARM) along with results of the most recent Army Physical Fitness Test, Officer Efficiency Reports for the last three years, DA Form 2-1 and a recommendation from the adjutant general indicating that the individual is the only officer available at the current time to accomplish the specific mission. The decision will be based on the fact that the officer is not only the best available, but the only one available. Requests must be submitted upon the AGR officer's completion of 19 years of active service.

Media winners

Three **Air National Guard** entries took third place honors in the 1988 Air Force Media Contest. Vermont's "Green Mountain Sentinel," published by the 158th Fighter Interceptor Group, placed third in the Funded Mimeo/Multilith Newspaper category. Missouri's "On Base," published by the 131st Tactical Fighter Wing, was third in the Magazine-format Newspapers category, and Arizona's SSgt. David Crocker's cartoons for the 162nd TFG's "El Tigre," earned him third place for published cartoons.

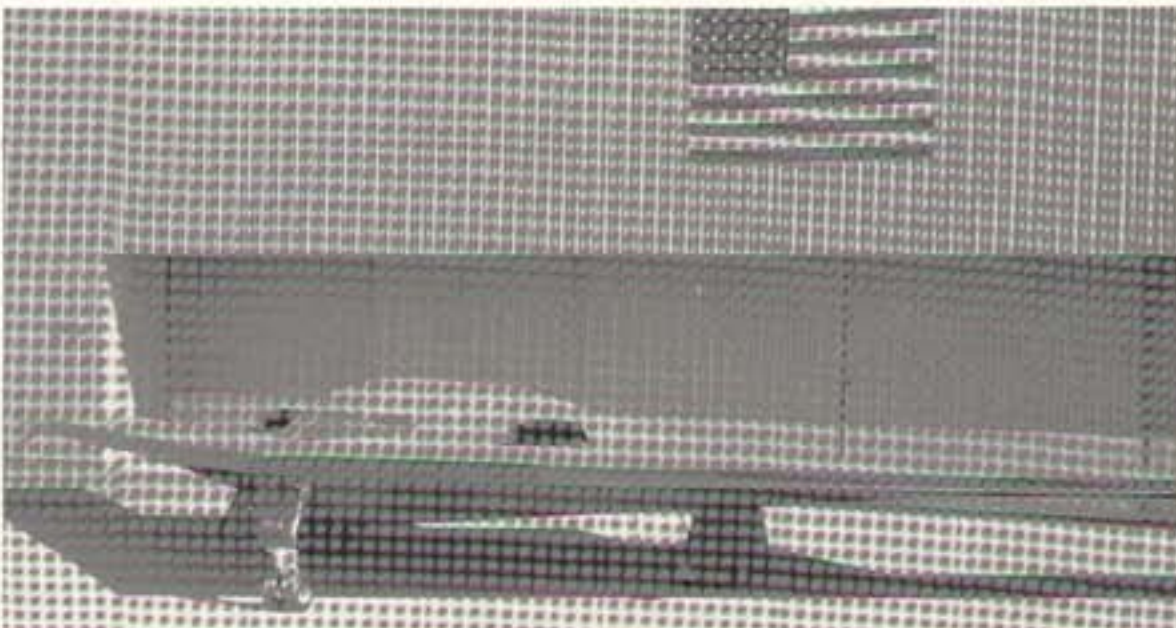
Four **Army Guard entries** were selected as winners in the Army's Keith L. Ware media competition. The "Maine Beacon" published by the 121st Public Affairs Detachment, Augusta, Maine, tied for third place in the Photocopied or Multilith Newspaper category with the "Army Dollar" published by the Finance and Accounting Center, Fort Harrison, Ind.

The "Evergreen", published by the 122nd Public Affairs Detachment, Tacoma, Wash., placed third in the News or Newsmagazine category.

Individual winners included SFC Joe Zambone, 122nd Public Affairs Detachment, Washington, who placed first in the Editorial and Commentary category, and 2nd Lt. Philip Thornton, 105th Public Affairs Detachment, Kansas, who placed third in the Graphic Art category.

Audit office

The National Guard Bureau's Internal Audits Office (NGB-IA) was transferred from the Army National Guard directorate to the NGB joint staff on Nov. 1. Additions to this office will soon include the Air National Guard and Automated Data Processing capabilities. The changes were made to strengthen and improve services to the states and territories and to provide the capability for internal audits of the NGB joint staff, ARNG and ANG directorates.



STEALTH BOMBER — The Air Force unveiled its B-2 advanced technology bomber Nov. 22. The unique radar-evading stealth aircraft is designed to deliver large payloads of weapons with devastating accuracy on any target, anywhere. (Air Force photo)

Army Guard tackles nurse shortages, Challenge: 'recruit one more'

Responding to a nationwide shortage of nurses, especially operating room nurses and nurse anesthetists, the Army Guard has intensified its recruiting efforts and marketing strategies.

Following the lead of Brig. Gen. Clara Adams-Ender, Chief, Army Nurse Corps, who has asked each of her nurses to recruit one new nurse, Col. Pat (Patsy) Thompson, chief nurse of the Army National Guard, has asked each Guard nurse to also recruit one more.

Bolstering this personal recruiting effort, are several incentives to encourage nurses to join and stay in the Army National Guard including the following:

- Increasing to 46 the maximum age for entry of nurses into the Reserve Components (RC) thus making it possible for nurses to retire at age 66 with 20 years of service.
- Reducing to 20 the number of hours a week a nurse must work in a civilian nursing job to qualify for a commission.
- Permitting nurses to receive credit for experience, thus enabling many to enter as 1st lieutenants.

The Army Guard still accepts two and three-year nursing school graduates, but requires them to earn a bachelor of science degree in nursing before they may be eligible for promotion to major.

Once "on board," several schooling incentives are available including the following:

- The **Specialized Training Assistance Program (STRAP)**, pays a \$678-a-month stipend for a full-time student for as long as the nurse is in school. Repayment is made through service in the National Guard, at the rate of two years of service for each year of assistance. This program is currently available to operating room nurses and nurse anesthetists.

- The **Health Professionals Loan Repayment Program (HRLRP)**, pays \$10,000 a year, up to \$20,000, for specific areas of study such as operating room nurses, nurse anesthetists and medical-surgical nurses and is available to nurses commissioned between Oct. 1, 1985 and Oct. 1, 1990, and requires repayment of the loan.



CRITICAL SHORTAGE — Nurse-anesthetists are a high priority for Guard medical recruiters. Here an ARNG nurse supervises the insertion of a laryngoscope, one of the first steps in anesthetizing a patient.

- The **Nurse Anesthetist Civilian Education Program** which provides for fulltime training duty status for up to two years, with all school expenses paid, in exchange for a six-year obligation to the Army Guard upon graduation.

To address the critical shortage of **operating room nurses**, Army Guard nurses are encouraged to attend the **Operating Room Course** which is offered in two phases: the first, being taught in eight weeks in Denver, Colo.; with the second phase completed either in Denver during a one-month extension, or at the individual's home.

There is also a **Flexible Training Program** that permits nurses alternatives for maximum participation with minimal professional inconvenience while achieving their training requirements.

Managed by each state adjutant general, the program allows nurses to work at local civilian hospitals or state public health hospitals in lieu of a portion of their training with their units. Split training assemblies may be used to provide credit for IDT at the rate of one unit training assembly (UTA) for each four hours of work at the local hospital.

This program also permits nurses to attend several AT periods of less than 15 days each year, but, requires them to train a full 15-day AT period with their assigned unit at least every three years.

"A benefit, little talked about," said Thompson, "is that of retirement. Retirees enjoy additional financial benefit at a time in their lives when income is reduced. This can mean additional financial security for later years."

'Guard' incentives stressed for ANG nurses to meet shortages

Faced with nurse recruiting challenges of her own, Lt. Col. Margaret (Maggie) Woods, Chief Nurse for the Air National Guard, talks about incentives for recruiting ANG nurses, she emphasizes the benefits to which all Guardsmen are entitled such as commissaries, exchanges, SGLI insurance and retirement.

"It's the best of two worlds with very different aspects. There are some unique career opportunities" she said. "We have the opportunity to develop a network of professional relationships and friendships. You can meet nursing leaders at conferences that you might never meet otherwise. And there is just plain patriotism."

Incentives for Air Guard nurses are similar to those for the Army National Guard. Potential Air Guard nurses may receive credit for their civilian experience and education, allowing them to be commissioned up to the rank of captain or major. They may also join the Air Guard with two or three years of schooling. However, the emphasis is on **professional military education** rather than a civilian degree at promotion time.

New nurses attend Military Indoctrination for Medical Services Officers Course, a two-week course held at Sheppard AFB, Texas. They may attend in Annual Training (AT) status.

Air Guard nurses may also attend the **Nursing Service Management Course** for Air Reserve Forces, a two-week course designed primarily for chief nurses, which is open to other nurses when space is available.

Air Guard nurses must train in accordance with their units' training schedules. However, commanders may exercise some latitude in scheduling the training.

Annual Training, for example, may be performed in several ways depending on the needs of the unit. A nurse may serve with the unit at its

home base, serve with the unit at a U.S. Air Force stateside hospital or overseas, or attend approved national nursing symposia and conferences to satisfy AT requirements. Flight nurses may perform Annual Training with an active duty Air Force aeromedical evacuation unit.

Because flight nurses must undergo additional proficiency training, they receive additional incentives. For example, a second lieutenant receives an additional \$1,500 per year for training.

Major vacancies for nurses in the Air National Guard are in the 10 aeromedical evacuation units located in **New York, California, Tennessee, Wyoming, North Carolina, West Virginia, Delaware, Mississippi, Minnesota** and **Oklahoma**.

Air National Guard nurses must:

- Graduate a school of nursing accredited by the national or state professional agency recognized by the U.S. Department of Education and acceptable to the U.S. Air Force Surgeon General.
- Have passed the State Board Test Pool Examination in Nursing and possess a current registration in at least one state (or territory).
- Have at least six months appropriate full-time professional experience or be pursuing additional education in nursing within the year before applying for appointment.
- Be less than 47 years old.
- Be in good physical condition.
- Be of high moral character.

Nurse candidates must be actively engaged in nursing practice in order to achieve continuing education credits.

The Air National Guard presently has four types of nursing positions open: They are: **nursing administrator, clinical nurse, primary care nurse practitioner** and **flight nurse**. Most nurses join as a clinical or flight nurse, but flight nursing requires additional formal training.

To enter as a flight nurse, applicants need 12 months experience in intensive care, coronary care or pediatric nursing and must meet additional physical standards in addition to meeting basic eligibility requirements.



PRE-FLIGHT CHECK — A flight nurse from West Virginia's 167th Aeromedical Evacuation Flight, supervises the loading of a patient aboard specially-equipped C-130.