



AUGUST 2020



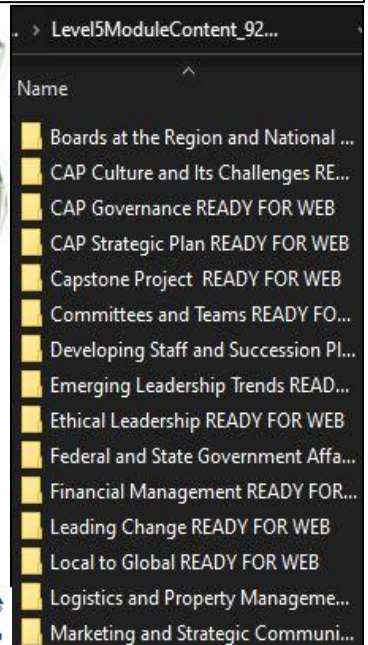
PA Wing- Civil Air Patrol Professional Development Newsletter

edited by: Capt Joshua M. Nussbaum, PAWG Assistant Director of Professional Development

VoU is Here to Stay!

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From the Editor

When was the last time you tried something new? I remember one of my high school yearbooks had the motif of “something old, something new; something black, something blue.” Our school’s colors were pitch black and turquoise blue.

Everything we do, everything we see, and everything we like- was once something new.

- The first time you ate at your favorite restaurant? You had never tried it before.
- The car you own? You had to take a first drive at some point.
- Your favorite TV show? It was new some time.
- Your career? I’m sure there was anxiety in the beginning.

Our decision to join Civil Air Patrol was once something new, as well! When we each began this journey, we all had something to spark our interest. Whether a child joined, we joined for the aerospace education, or we wanted to fly, we wanted to learn how to complete missing person searches- something intrigued us and we kept coming back.



Volunteer University, our new online learning system, is up and running. There are still minor edits being made, but the overarching product is here to stay. As E-Services was once new, VolU will be new, too. As I write this article, it is 2300 on 8 Aug and I have already begun the work on several of my modules needed for my Wilson (Level 5) and completed the entire online battery to become an assistant instructor.

As you wrap up your outstanding work on the legacy program and embark into your VolU journey, stay vigilant on remembering a time you tried something new. Please be patient, and don’t hesitate to reach out to your chain of command if you have questions. We all had questions, and we will all continue to have questions. So, let’s start that conversation and help each other grow!

Start tinkering through AXIS (if you haven’t yet done so), running reports, clicking into modules, beginning conversations with people across CAP, and remember that we are on the same team. The system was overhauled in an attempt to make everything more user-friendly, more accessible, more relevant, and more beneficial.

Semper vigilans!

Captain Joshua M. Nussbaum
PAWG Assistant Director of Professional Development

PAWG/CC Intent

SABRE

Strengthen
And
Build
Relationships
Everywhere

R^3

Refresh
Recruit
Retain

S^3

Skills
Sharpening
Strategies

MAP

Mentor
Action
Plan

PD Track Advancements

Congratulations to the newest promotions on the PD Specialty Track! Thank you for all your hard work!

New PD Officer Appointments

Welcome to the team!



New Level	Grade	Name	Unit	Date
Senior Technician	Col	Gary L. Fleming	PA-007	2-Aug
	Maj	Swee Weng Fan	PA-049	25-Jul

Grade	Name	Unit	Date
Capt	Aaron S. Attermann	PA-160	06 Aug
Maj	Laurence G. Tarr	PA-035	13 Aug
2d Lt	Mercedes O. Case	PA-080	13 Aug
Lt Col	Thomas L. Brown	PA-007	15 Aug

Cohort Requests

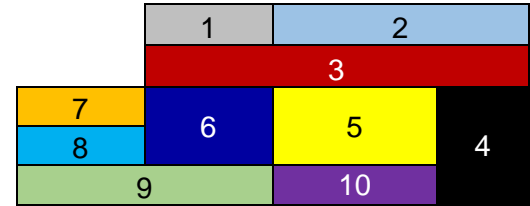
A cohort in VoU is a group of SM working at the same time on the same level nationwide in CAP. Members wishing to complete the online training for Levels 2-5 must file a cohort request in E-Services. New cohorts begin on the first Tuesday each month for each level.

For example, if you currently have Level 2, and wish to complete Level 3, and you cannot complete Level 3 under the grandfather clause, you would need to go into E-Services and request to be accepted into the next Level 3 cohort.

The cohorts currently plan for four (4) instructors and 25 students. Do not expect to begin your classes immediately at 0000L on the first Tuesday, though. The four instructors have their own tasking and coordination before students get credit for the classes, such as determining the following:

- who will teach which modules
- how/when assignments will be graded
- sending a welcome email
- creating/editing a syllabus
- meeting frequency/schedule
- establish procedures for tardiness and absenteeism

You may request to be in the cohort at any time, but every commander applicable between you and wing must approve you working on that level. For example, to be accepted into the cohort, send the request in E-Services, and then your squadron commander, group commander, and wing commander must approve you. If so much time goes by and the commander does not approve you, it is an "assumed approval" and it goes to the next approval.



Cover Art

- 1- CAP Seal
- 2- Snapshot of the Cohort Request under the new Professional Levels menu in E-Services
- 3- The Volunteer University logo, unveiled several months ago, now has a live product behind it!
- 4- Each level's modules can be downloaded from NHQ's website. In this graphic, we feature select modules for LV5.
- 5- The Professional Development specialty track badge, Technician rating
- 6- The Professional Development menu in E-Services
- 7- Members who complete the CAP SM PD program earn the Gil Robb Wilson Award. This is the Wilson Award ribbon.
- 8- The 2020 National Conference logo and theme, Sustaining Excellence.
- 9- Flight officers, officers, and non-commissioned officers (NCOs) are all welcomed and encouraged to participate in VoU.
- 10- CAP Emblem.

To request a cohort:

1. Log in to E-Services.
2. Go to the menu on the left.
3. Select Professional Development.
4. Click Professional Levels.
5. Click Cohort Request.
6. Fill out the form.
7. Click Submit.

The deadline to request a cohort is the last Tuesday of the month.

Cohorts begin on the first Tuesday of the following month.

Cohort Request Deadline

9/29/20
10/27/20
11/24/20

Cohort Start Date

10/6/20
11/3/20
12/1/20

Uploads

Modules taken in-residence (meaning face-to-face) and certain requirements across the different levels require members to upload their credentials to E-Services. Under the legacy system, PDOs enter members' conferences, people mentored to the technician rating, and service on CAP courses under the Membership System. The premise is similar with VoIU, but you must now attach a file with it.

To upload your work, follow these steps:

1. Log in to E-Services with your CAP ID and password.
2. Go to the menu on the left.
3. Select Professional Development.
4. Click Professional Levels
5. Enter your CAP ID again.
6. Select the Level housing the requirement you wish to upload.

Requirements that warrant submissions are outlined below.

Tabular Summary of VoIU Uploads			
Level	Requirement	Suggested Document*	Notes
Assorted	<ul style="list-style-type: none"> (classroom assignments) 	<ul style="list-style-type: none"> Follow your instructors' leads 	<ul style="list-style-type: none"> Different classes will require different deliverables (flowcharts, heat maps, PDFs, interviews, etc) to be submitted for credit Ask your instructors for clarification as you approach assignments for your classwork Assume that you only get one upload per class and no do-overs! Make the habit of uploading the correct, final copy in the proper format the first time!
Level 2, Part 1	<ul style="list-style-type: none"> Select your path (prior Cadet, military, new member, or career professional) 	<ul style="list-style-type: none"> Make the selections and have an evaluator approve it. 	<ul style="list-style-type: none"> The system will only let you select ONE path. Ex: if you have a prior Cadet who is also a veteran, they will need to pick one (1) of the paths to follow.
Level 3	<ul style="list-style-type: none"> Mentor a member through Level 1 	<ul style="list-style-type: none"> Screenshot image of the member's E-Services Membership Report with the date they satisfied LV1 	
	<ul style="list-style-type: none"> Attend Wing, Region, or National Conference (x2) 	<ul style="list-style-type: none"> Receipt of payment Scanned copy of the program with your name in it Participation letter Photograph of the incumbent member at the conference 	<ul style="list-style-type: none"> Members must submit proof of attending two (2) separate conferences Only one "proof" per conference may be submitted
Level 4	<ul style="list-style-type: none"> Serve on Staff at an Approved Activity 	<ul style="list-style-type: none"> Participation Letter/Course Rosters Photograph Preparation Documents (budget, suspense schedules, agendas for phone bridge prep sessions) 	<ul style="list-style-type: none"> Approved activities listed in new CAPR 40-1
	<ul style="list-style-type: none"> Presentation Requirement 	<ul style="list-style-type: none"> Note from external authority Lesson Plans (internal) Receipts 	
Level 5	<ul style="list-style-type: none"> Serve on Staff at an Approved Activity 	<ul style="list-style-type: none"> Participation Letter/Course Rosters Photograph Preparation Documents (budget, suspense schedules, agendas for phone bridge prep sessions) 	<ul style="list-style-type: none"> Approved activities listed in new CAPR 40-1
	<ul style="list-style-type: none"> Mentor a Member Through a Technician Rating in a Specialty Track 	<ul style="list-style-type: none"> Signed Technician worksheet with mentee's commander endorsement Screenshot of E-Services Membership System Module with the name, CAP ID, specialty track name, and date the rating was attained 	<ul style="list-style-type: none"> The mentee's rating must be recorded in E-Services and the dates claimed need to match. If you joined CAP in 2017 and you claim to have mentored someone to a Technician rating in 2014, your Level 5 will not be approved.

*Scanned or signed notes from the local commander certifying that the task is complete may be acceptable.

Self-Study Modules vs. The Cohort

Legend	
Q	Quiz
D	Discussion Board
A	Assignment

Waivers	
CCRSC	Chaplain Corps Region Staff College
IGC	Inspector General College
NLOC	Nat'l Legal Officer College
NSOC	Nat'l Safety Officer College
PME	Professional Military Educ'n

We all know that VoU rolled out on 4 Aug. As you can imagine, on 4 Aug and 5 Aug, and all through that first week, people were trying to hop in to VoU to complete their next level. "I don't have to go to Region Staff College. I'm gonna hop on and do all my Level 4 modules now!"

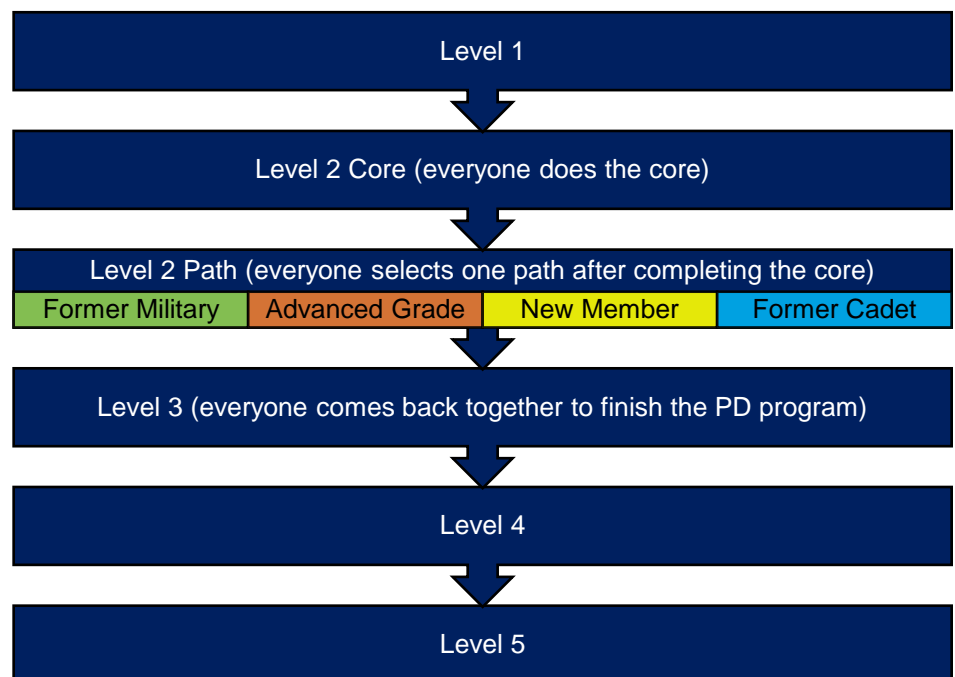
It doesn't work that way.

After you request your cohort, and you are accepted into your cohort, some classes are able to be completed online. Others must be moderated. By "moderated," I mean that you must collaborate with the students and instructors in your cohort, complete homework, and make presentations. **If you see a training module with a D or an A next to it, you cannot complete it by yourself online. These modules are indicated in red on the coming pages.**

The tables following are **unofficial and still in draft form**, courtesy of Lt Col Brenda Reed, the Dean of Online Learning. She provided the data and I rearranged it to fit in the newsletter style better.

Again, any module indicating that it has a Discussion Board (D) or an Assignment (A) requires a credentialed face-to-face moderator or an online cohort.

		Level 1			
Module		Q	D	A	Waived
1	Cadet Protection Basic Course	Q			
2	Diversity, EO, and Nondiscrimination	Q			
3	Expectations of Volunteers	Q			Mitchell+
4	Intro to CAP's Missions	Q			Mitchell+
5	Intro to Customs and Courtesies	Q			Mitchell+
6	Intro to eServices	Q			Mitchell+
7	Intro to Mentoring in CAP	Q			
8	Intro to the Chain of Command	Q			Mitchell+
9	Intro to the Safety Program	Q			Mitchell+
10	Intro to the Core Values	Q			Mitchell+
11	My Learning Path			A	
12	OPSEC and Cybersecurity	Q			
13	The Squadron Meeting	Q			Mitchell+
14	Uniforms and Where to Get Them	Q			Mitchell+
Total		13	0	1	



To read the Level 2 chart (on the next page), find your Path down the middle of the chart and follow that color the entire way down.

For example, a military veteran could follow the green column. Any module with a green cell on the spreadsheet would need to be completed for a military veteran, pursuing the military path, without using any equivalency. Follow this procedure for each track. Any white cell does NOT need to be completed.

Equivalency codes are shown on the right side of the graphic.

Level 2, Part 1 (The Core)

	Module	Former Military	Advanced Grade	New Member	Former Cadet	Quiz	Discussion	Assignment	Possible Waivers		
1	Accountability/Responsibility of the Adult Leader						D	A	PME 2-5		
2	Advanced Grade and Expectations					Q					
3	Bringing Your Service to Civil Air Patrol					Q					
4	Cadet Protection from the Senior Perspective					Q					
5	Choosing Your Duty Assignment and Specialty						D	A			
6	Customs and Courtesies					Q					
7	Professionalism					Q					
8	The SM Education and Training Program					Q					
9	Serving with Volunteers					Q					
10	Transition from Cadet Leader to Senior Follower					Q					
11	Transitions Best Practices for Former Cadets					Q					
12	Uniform					Q					
13	Unit Organization					Q					Eaker+
14	Working with Adult Volunteers					Q					
Core Total		9	9	8	9						

Level 2, Part 2: The Path

1	Aerospace Education Orientation					Q					Spatz
2	Basic Drill					Q					
3	Cadet Programs Orientation					Q					
4	CAP Communication Fundamentals					Q					Eaker+
5	CAP's Missions					Q					Earhart+
6	Core Values and Ethical Decision Making					Q			PME 2-5	CCRSC	Mitchell+
7	Drill Differences in CAP					Q					
8	ES Orientation					Q					
9	Followership					Q					
10	The History of the CAP NCO					Q					
11	The Inspector General System					Q				IGC	
12	Introduction to Recruiting and Retention					Q					Eaker+
13	Leadership Fundamentals						D	A			
14	Leading Volunteers					Q					
15	Leveraging Diversity and Inclusion					Q					
16	Mentoring					Q			PME 2-5		Eaker+
17	Navigating eServices					Q					Mitchell+
18	The NCO Structure and CC Partnership					Q					
19	Safety/Risk Management for Members					Q				NSOC	
20	Unit Activities					Q					
Path Total		17	18	18	15						

Former Military: GREEN cells only

Advanced Grade: PEACH cells only

New Member: YELLOW cells only

Former Cadet: BLUE Cells only

Level 3

	Module	Q	D	A	Waived
1	Advanced CAP Communications	Q	D	A	
2	Civil Air Patrol Publications		D		
3	Care and Feeding of a Member		D		
4	Compliance Requirements		D	A	IGC
5	Core Values for Leaders	Q		A	CCRSC, PME 3-5
6	Data-Driven Decision Making	Q	D	A	
7	Delegating	Q			PME 4-5
8	Developing Full Range Leadership	Q			PME 4-5
9	Developing Our Members	Q	D	A	PME 3-5
10	Effective Volunteer Teams	Q	D	A	
11	eServices for Leaders	Q			
12	Finance and Physical Assets	Q	D	A	
13	Generation Mgmt and Engagement	Q			
14	Leading People and Managing Stuff	Q	D	A	PME 3-5
15	Legal and Complaint Processes		D	A	NLOC, IGC
16	Meetings and Meeting Planning	Q	D	A	PME 4-5
17	Motivating and Mentoring	Q	D	A	PME 4-5
18	Planning and Decision Making	Q			PME 3-5
19	Problem Solving	Q			PME 3-5
20	Public Affairs and Branding	Q	D	A	
21	Reaching Outside the Squadron	Q	D	A	
22	Role of Boards and Committees	Q			
23	The Roles of the Sq CC and Staff	Q			
24	Safety/Risk Mgmt for Sq Leaders	Q	D	A	NSOC
25	Squadron Level Leadership			A	
26	Squadrons and the Missions	Q	D	A	
27	Working with the Cadet Adv Council	Q			
Level 3 Total		22	16	16	

Level 4

	Module	Q	D	A	Waived
1	Boards and Board Leadership	Q	D	A	
2	The CAP and USAF Relationship	Q			
3	Choosing the Right People for The Right Job	Q			PME 4-5
4	CAP Safety Program		D	A	NSOC
5	Conflict Management	Q			CCRSC, NLOC, IGC, PME 5
6	The Core Values in Action	Q			CCRSC, NLOC, IGC PME 3-5
7	Critical Thinking	Q			PME 3-5
8	Developing Personal Leadership Philosophy	Q	D	A	PME 5
9	Diversity and Equal Justice	Q			PME 3-5
10	Effective Communication with External Partners	Q	D	A	
11	Emotional Intelligence	Q			PME 4-5
12	Governance and Corporate Process Structure	Q			
13	Leadership Challenges Today	Q	D	A	
14	Maintaining High Performing Teams	Q	D	A	PME 4-5
15	Management Principles	Q	D	A	PME 4-5
16	Mentoring Skills and Program Development	Q	D	A	PME 5
17	NHQ Operations and Staffing	Q			
18	Operations at Group and Wing Levels	Q	D		
19	Planning and Leading A Major Activity	Q	D	A	
20	Prioritization and Time Management	Q	D	A	PME 3-5
21	Recruiting and Retention		D	A	
22	Shaping Cultures of Trust and Innovation	Q	D	A	PME 5
23	Staff Processes	Q	D	A	PME 5
24	Using New Media to Communicate	Q	D	A	
25	Valuing Volunteers	Q			CCRSC
Level 4 Total		23	15	14	

Definitions of Paths without the "Lingo"

Former Military: CAP members who served in the Armed Forces and wish to transfer their technical and leadership skills to CAP. These members may be currently serving in the Armed Services, and may serve CAP as officers or as NCOs. NCOs earn the PD Levels the same way officers do, but their duty performance promotion system is entirely different. See CAPR 35-5 for info.

Advanced Grade: Pilots, medical personnel, professors, etc. who arrive to CAP and begin out the gate with an advanced grade (ex: a certified flight instructor automatically begins as a 1st Lt once the unit submits the CAPF 2 and documents to NHQ). See CAPR 35-5 for details.

New Member: Joining CAP "off the street" for the first time OR joining CAP again after having been away for more than two (2) years.

Former Cadets: Members who served as Cadets, and attained the Mitchell Award or higher (C/2d Lt or higher). The different milestones each grant Cadets different credentials in the SM PD program. For example, Spatz Cadets can be awarded the Yeager Award. See CAPR 40-1, para. 11.2 for details.

Level 5

	Module	Q	D	A	Waiver
1	Boards at the Region and National Level		D	A	
2	Capstone Project			A	
3	COO and CAP-USAF Commander Perspectives		D	A	
4	CAP Culture and Its Unique Challenges		D	A	
5	CAP Governance		D	A	
6	CAP Strategic Plan	Q	D	A	
7	Committees and Teams	Q	D	A	PME 4-5
8	Developing Staff and Succession Planning	Q	D	A	PME 4-5
9	Emerging Leadership Trends	Q	D	A	PME 4-5
10	Ethical Leadership		D	A	CCRSC, PME 4-5
11	Financial Management		D	A	
12	Government Relations		D	A	
13	Leading Change	Q	D	A	PME 5
14	Local to the Global: A Broadened View of CAP	Q	D	A	
15	Logistics and Property Management		D	A	
16	Marketing and Strategic Communications		D	A	
17	Mentoring Programs		D	A	CCRSC, PME 4-5
18	The National Commander's Perspective	Q	D	A	
19	Preparing to Serve on Region or National Staff		D	A	
20	Operations at a Strategic Level		D	A	
21	Safety and Risk Mgmt for Region and Nat'l Leaders		D	A	NSOC
22	Strategic Leadership	Q	D	A	PME 5
Level 5 Total		8	21	22	

Squadron Commander (Electives)

	Module	Q	D	A	Waivers
1	Appointing and Utilizing Staff	Q	D	A	PME 4-5
2	Commander's Intent			A	PME 4-5
3	Command Responsibility in Finance	Q	D	A	
4	Communication Skills for Command	Q	D	A	PME 4-5
5	Complaint Process and Your Responsibility	Q	D	A	NLOC, IGC
6	Customs, Courtesies, and Ceremonies	Q	D	A	PME 4-5
7	How Commanders Use eServices	Q			
8	The Partnership between the CAC and the CC	Q	D	A	
9	The Role and Responsibilities of the Squadron/Flight CC	Q	D	A	
10	Stewardship and Risk Management	Q	D		NSOC
11	Taking Command	Q	D	A	PME 4-5
Squadron Commander Electives Total		10	9	9	

Group Commander (Electives)

	Module	Q	D	A	Waivers
1	Engaging and Working with the Cadet Advisory Council	Q		A	
2	eServices for Group Commanders	Q			
3	Group Staffing		D	A	PME 5
4	Membership Issues		D	A	NLOC, CCRSC, IGC
5	The Role and Responsibilities of the Group Commander	Q	D	A	
6	The Role of the Group		D	A	
Group Commander Electives Total		2	4	4	

Region Commander Training (Electives)

	Module	Q	D	A	Waivers
1	Challenging Situations and Region Command	Q	D		
2	Finances at the Region Level	Q	D	A	
3	Fleet Management	Q	D	A	
4	Linking the Region to the Strategic Plan	Q	D	A	
5	Logistics at the Region Level	Q	D	A	
6	Region Commander Roles and Responsibilities	Q	D	A	
7	Selecting Members of the Board of Governors	Q	D	A	
8	Strategic Engagement with the Cadet Advisory Council		D	A	
Region Commander Electives Total		7	8	7	

Becoming an Instructor

Any SM in CAP can become an instructor within the Volunteer University (VoIU). At the [Volu webpage](#), there is a PDF document that summarizes the process of becoming a new instructor. The webpage has more information, but in overarching steps, the process looks like this:

1. Application submitted on VoIU website
2. Resume emailed to provost
3. Application reviewed
4. Dean requests CC approval for prospective faculty member to train
5. Application forwarded to the appropriate chair(s)
6. Applicant is invited to take assorted instructor trainings
7. Member begins journey as an assistant instructor in a cohort

PAWG PD Specialty Track

Total:	177
Unrated:	111
Technician:	26
Senior:	16
Master:	20

2020 Course Graduates

The courses below have are all being reworked into the new VoIU model. The members listed below completed these courses all in the 2020 calendar year. They are no longer being offered. Thank you for pursuing these professional development opportunities, and congratulations on your achievements!

Unit Commander Course (UCC)	
Grade	Name
Maj	Broad, Jerome E
1st Lt	Evasew, Kimberly A
Lt Col	Feltis, Timothy A
Lt Col	Gardner, Robert Joseph
Capt	Gotlieb, Wayne S
2d Lt	Hansen, Jayson M
Lt Col	Notarfrancesco, Andrew R
Capt	Reeder, John A
2d Lt	Reeder, Rebecca M
1st Lt	Wood, William J

Squadron Leadership School (SLS)	
Grade	Name
2d Lt	Abramowitz, Richard P
2d Lt	Babinetz, James A
2d Lt	Bagga, Neeraj
2d Lt	Brown, John L
2d Lt	Brown, Mary L
2d Lt	Campbell, David J
2d Lt	Comstock, Christine B
SM	Connerty-Singer, Ari N
SM	Dugan, Nicholas R
2d Lt	Goldberg, Brad E
1st Lt	Hall, Galen P
SM	Hamel, James K
1st Lt	Hawkins, Brian D
1st Lt	Jekarl, Edward K
SM	Jewell, Paul E
2d Lt	Kinsey, Rachael
SM	Kraft, Jonathan P
SM	Krumbine, Sarah M
SM	Leonard, Richard L
SM	Lerner, Andrew B
2d Lt	Macdonald, Steven J
1st Lt	Manoli, Taylor B
2d Lt	Mayer, Barbara J
1st Lt	Orr, Stanley A
2d Lt	Reeder, Rebecca M
2d Lt	Rieder, Marc
Capt	Rivera, Julian J
2d Lt	Sedlak, Mark D
SM	Skavinsky, Walter J
SM	Stilwell, Debra M
2d Lt	Wagner, Rebecca D
1st Lt	Weaver-Herrera, Izaak R
2d Lt	Wilfong, William T

Corporate Learning Course (CLC)	
Grade	Name
Capt	Altenburg, Robert C
Capt	Attermann, Aaron S
2d Lt	Babinetz, James
2d Lt	Brown, John L
2d Lt	Brown, Mary L
Capt	Bubb, Andrew J
2d Lt	Corson, Stephen B
1st Lt	Costantino, Sheila B
Capt	Elias, Herbert E
1st Lt	Evasew, Kimberly A
1st Lt	Fichera, Trevor L
Capt	Graves, Curtis O
1st Lt	Hall, Galen P
1st Lt	Hall, Marvin D
2d Lt	Hansen, Jayson M
SM	Hatcher, Brenda L
Capt	Herman, Frederick T
Capt	Hulick, Nolan E
1st Lt	Ivins, Jeffrey S
1st Lt	Jekarl, Edward Kap
Capt	Jones, Nolan E
1st Lt	Kelly, Michael T
1st Lt	Kelly, Sean P
2d Lt	Kerrigan, Dana Jean
2d Lt	Kinsey, Rachael
SM	Kraft, Jonathan P
1st Lt	Kretschmar, Paul D
1st Lt	Laskowski, Richard P
2d Lt	Loftus, Joseph P
1st Lt	Manoli, Taylor B
1st Lt	Orr, Stanley A
Capt	Patel, Deepak K
Capt	Postupack, Matthew J
Capt	Reed, Daniel L
2d Lt	Ronsayro, Brian
1st Lt	Szish, Michael
TSgt	Taylor, Stephen E
Lt Col	Thompson, Bruce
Capt	Tuscher, April L
Capt	Tuscher, William F
Capt	Vitiello, Louis A
1st Lt	Weitzel, Brian C
1st Lt	Wilfong, Susan L
2d Lt	Wilfong, William T
2d Lt	Wolfe, Carl L
1st Lt	Wood, William J
SM	Wray, Austin S

Region Staff College (RSC)	
Grade	Name
Maj	Baum, Thomas M
Maj	Bordner, Ruth T
Capt	Chirik, Matthew J
Maj	Clark, Robert L
Capt	Coburn, Jane E
Capt	Elias, Herbert E
Capt	Elinoff, Beth D
Maj	Gardner, Earl H
Capt	Gironda, Cynthia M
Capt	Gotlieb, Wayne S
1st Lt	Harrison, David J
Maj	Hoadley, Katherine A
Capt	Irwin, Allison E
Lt Col	Jeffers, Daryl S
SM	Jewell, Paul E
Maj	LaMantia, Aaron J
1st Lt	Lombardo, Brian C
Capt	Matson, Margaret
Maj	McBeth, Victor S
Maj	McCormick, Anita K
Maj	Nesbitt, Ellis C
Maj	O'Meara, John G
Capt	Polasky, Bernice K
Capt	Rivera, Julian J
Maj	Rowley, Anthony J
Maj	Rubright, Gregg M
Capt	Rubright, Jennie L
1st Lt	Shatten, Uri
Maj	Steiner, Timothy A
MSgt	Tartalone, Jason A
Capt	Teal, James B
Capt	Thomas, Rodrick H
Maj	Weber, Brandon M
MSgt	Weir, Amanda M
Maj	Weiss, Heather J
Capt	Wilfong, William T
Maj	Williams, Ciara E
Capt	Williams, Dale R

National Staff College (NSC)	
Grade	Name
Lt Col	Carroll, Dane V
Lt Col	Feltis, Timothy A
Maj	Kelley, Carl L
CMSgt	Pule, Patricia A
Capt	Rivera, Julian J
Maj	Sears, Ivan K

2020 PAWG Conference



SAVE THE DATE

FIRST EVER

**2020 VIRTUAL
PA WING CONFERENCE**



**SATURDAY
10 OCTOBER 2020**

MORE DETAILS TO BE ANNOUNCED

If you would like to present or if you have an idea for a topic, please email the PAWG/CS, Maj Ciara Williams. She can be reached at cwilliams@pawg.cap.gov.

This virtual conference potentially could count as:

- one of the two conferences members need for Level 3 (under the legacy system OR the VoIU model)
- serving on the staff at a wing conference for Level 4 or Level 5
- potential requirements for assorted senior- and master-level track ratings

Cadet Programs Waiver

Due to COVID-19, coupled with the PD Program grandfather clause, it might become impossible to complete your senior or master rating in Cadet Programs since officers need to staff Cadet Programs activities.



Per CAPP 60-11:

1.6 WAIVERS In extenuating circumstances, requests for waivers may be considered. Only the basic performance requirements for a given rating and the duty assignment are eligible to be waived. The ancillary courses listed in the performance requirements and the minimum duration for service requirements will not be waived.

Process. Individuals request waivers through their unit commander to their wing commander, with a copy to the wing DCP. Wings forward endorsed requests to CAP/CP at cadets@capnhq.gov. When requesting a waiver, individuals should explain what portion(s) of the rating they believe deserve being waived and why, briefly explaining their extenuating circumstances.

This is of particular interest If you need:

- a senior rating in Cadet Programs before February to complete LV3 under the grandfather clause
- a master rating in Cadet Programs before May to complete LV4 under the grandfather clause

Col Gary Fleming	gflaming@pawg.cap.gov	PAWG/PD
Maj Ciara Williams	cwilliams@pawg.cap.gov	PAWG/CS
Maj Brandon Weber	bweber@pawg.cap.gov	PAWG/CP

As stated above, the request must go through channels. Please also copy Col Fleming, Maj Williams, and Maj Weber in these requests.

Special thanks to Col Kevin Berry, PAWG/CC and Col Gary Fleming, for your assistance on this article!

	Highest Level Attained				
	1	2	3	4	5
# of Seniors (of 896 on 31 Aug)	326	157	148	76	53

Aerospace	Yeager	Crossfield
%	48.55%	2.57%
# of Seniors (of 896 on 31 Aug)	435	23

Grandfather Clause: Reminder

Level 2

Members working on Level II, who completed Squadron Leadership School (SLS) and the Officer Basic Course (OBC) before 04 August 2020, will have a three-month grandfather period to complete the legacy program. Members working on Level II, who did not complete SLS and OBC before 04 August 2020, will transition to the new program.

Level 3

Members working on Level III, who completed the Corporate Learning Course (CLC) before 04 August 2020, will have a six-month grandfather period to complete the legacy program. Members working on Level III who did not complete CLC before 04 August 2020, will transition to the new program.

Level 4

Members working on Level IV, who completed Region Staff College (RSC) before 04 August 2020, will have a nine-month grandfather period to complete the legacy program. Members working on Level IV who did not complete RSC before 04 August 2020, will transition to the new program.

Level 5

Members working on Level V, who completed the National Staff College (NSC) before 04 August 2020, will have a nine-month grandfather period to complete the legacy program. Members working on Level V who did not complete NSC before 04 August 2020, will transition to the new program.



Motivation

"Every day, I try to say to my kids: 'I was wrong.' 'I'm not sure.' 'I don't know.' 'That was hard.' It's a small way to counter a society so focused on being right. And now? They're saying it back." -Rachel Botsman

"Never use not knowing as a reason not to learn." -Shaneé Moret

"Your career path only seems linear when you look back at it. When you are going through it, it can feel like it's all over the place." -Dr. Lisa Orbe-Austin

"Past time is finite, future time is infinite." -Edwin Hubble

"The purpose of life is a life of purpose." –Anonymous

"When you're finished changing, you're finished." -Ben Franklin

Submissions

Any SM in PAWG with something loosely related to SM PD may submit to the newsletter. The index on the right gives some ideas if what you might submit, but you do not need to feel limited to what I have listed there.

The PD newsletter is published on or shortly after the last day of every even month. It might be delayed due to personal schedules, wing events, timing of other publications, etc.

Submissions are due NLT the 15th of the month to be included. Submissions may be edited for length, grammar, spelling, punctuation, flow, layout, etc.

- If we need to make any edits to your submission, we will make reasonable efforts to contact you and alert you before we publish
- I will confirm receipt of **every single** request to publish. If you don't hear back in 48 hours, send it again.
- You can submit your work in any format you wish (drop box, link, attachment, Word document, Excel spreadsheet, PDF, JPG image, etc.). If I need it in a different format, I will let you know
- If you miss the due date and still wish to publish, email me anyway. I will do my best to fit your contribution into the PD Newsletter.

There are NO qualifications needed to publish content in the PD newsletter. Zero. You do not need to have a degree. You do not need to have been involved in CAP for X number of years. You do not need to hold a certain level in the PD program or a certain grade or a certain track rating. Please just be sure to send your content by the deadlines listed- that is the main thing.

To submit, please email Capt Joshua M. Nussbaum, jnussbaum@pawg.cap.gov.

Contact Us

Col Gary Fleming, Director	(724) 456-0151	gfleming@pawg.cap.gov
Lt Col Tom Brown	(814) 730-1278	tlbrowncap@gmail.com
Capt Joshua M. Nussbaum	(724) 816-7667	jnussbaum@pawg.cap.gov
1st Lt Uri Shatten	(412) 427-5584	ushatten@pawg.cap.gov
Capt Naor Wallach	(412) 639-2386	nwallach@pawg.cap.gov

Submission Ideas

- | | |
|----------------------------|----------------------------------|
| • advertisements | • news |
| • advice | • obituaries |
| • articles | • pictures |
| • biographies | • puzzles |
| • case studies | • questions/FAQ |
| • critiques | • quotes |
| • E-Services tips | • podcasts |
| • feedback | • recruiting and retention ideas |
| • flowcharts | • riddles |
| • games | • sample documents |
| • how-to guides | • short cuts |
| • ideas | • shout-outs |
| • interviews | • software ideas |
| • interoperability tactics | • statistics |
| • inspiration | • success stories |
| • jokes | • templates |
| • letters to the editor | • upcoming events |
| • links | • videos |
| • memes | • war stories |