

NAVY **Future of the Fleet** RECRUITER

Navy Medicine

Recruiters of
the Year 2015

Q & A with
FORCM Knight

January - February 2016
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From the Admiral



Rear Admiral Jeffrey W. Hughes
Commander, Navy Recruiting Command

Navy Recruiting Warriors,

We continue our brilliant performance in the field, and I'm convinced that we will be as successful in FY16 as we were in FY15. The Future Sailors you have hired for service in our Navy will enable us to remain the preeminent maritime fighting force now and in the distant future. This doesn't happen by accident; it is your expertise and exceptional effort that make the difference.

Your Navy Recruiting Command leadership team remains committed to honoring your service as well. One very important way to do this is to ensure we get out to the Fleet to make recruiting the recruiters a top priority. We want to be selective in finding the right teammates for you to "sell the Navy" and attract and influence the right Future Sailors to join us in our Navy journey. Bottom line, we are pushing hard to find the most talented Navy men and women in the Fleet to step up and join the Navy Recruiting Team!

In this issue of Navy Recruiter Magazine, you'll find Q&A with FORCM Knight about our "Recruit the Recruiter" initiative. A team, including FORCM Eddie Knight, NCCM Charles Whitfield (NCR), NCCS Angela Keen (Force CCC), and

local Navy Recruiting Command leadership, is conducting meetings throughout the nation with Fleet Sailors including senior leadership and Command Career Counselors. These are important connections to make, and I ask you to be ready to support and provide assistance when they visit your area. We are looking for successful, hard-charging, extroverted Sailors interested in making a difference by becoming the first and foremost link in the recruiting chain – A Navy Recruiter!

Recruiting duty is rewarding. If you don't believe it, just ask Hull Technician 1st Class Jarrett Zubiate who is currently assigned to Navy Recruiting District Los Angeles. After being chosen the National Enlisted Recruiter of the Year for FY2015, he said the feeling was "indescribable" and that recruiting duty for him has been his "most challenging and most rewarding duty assignment" he has had since joining the Navy. To me that says it all. If you are considering recruiting duty or know someone who would be a great fit for recruiting, let us know!

Leaders, send me your best! Shipmates, seek to be the best and recruit the best to serve with you as a Navy Recruiter!

We especially need the best of the best to help us man the hard to fill rates and designators, such as medical, featured in this issue.

As the talent acquisition agent for the Fleet, we realize the importance of innovation in order to remain relevant to our Sailor and civilian workforce and customers and sustain our competitive edge in our markets. Additionally, we understand that you on the front lines have first-hand knowledge of our customer, how to engage them more effectively and efficiently, and what barriers stand in your way of accomplishing more, or are just simply counterintuitive to a healthy work-life balance. It is an organizational imperative that we connect you – who possess that front-line knowledge – with those that have the authority to affect change, specifically CNRC and the Regions through innovation workshops. Not only do these "innovation explosions" serve as innovation incubators, but they also provide that direct communication medium to accomplish exactly that.

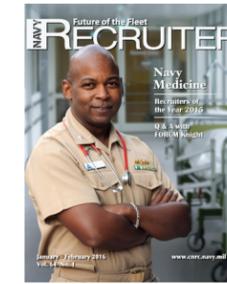
Our distinct competitive advantage is you; innovation workshops are one way to really leverage that competitive advantage. The return on investment has been immeasurable; many of the recent changes to our policies had their inception point at these "innovation explosions." We must continue to build innovation into our organizational culture and reward those who dare to shift paradigms and mitigate well-calculated risk to further the organization's efforts.

You have the answers, and we want to hear from you; and, equally as important as your leadership, we will continue to listen and take action.

The future of the Navy starts with us!
With great respect,

Rear Admiral Jeff Hughes
Commander Navy Recruiting Command

(Learn more about what it takes to become one of the Navy's Top Recruiter's by clicking on the following link: <http://www.cnrc.navy.mil/noru/html/>).



FRONT COVER:

Cmdr. Tommie Davis, currently stationed at U.S. Naval Hospital, Naples, Italy. See page 22 for his story. (Navy illustration by Kim Hyback)



BACK COVER:

Navy Medical Corps personnel are conducting humanitarian and disaster relief assistance as part of Operation Unified Response after a 7.0 magnitude earthquake struck Haiti on Jan. 12, 2010.

Rear Adm. Jeffrey W. Hughes
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www.cnrc.navy.mil/Sixty-Seconds.htm



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Navy Recruiter encourages the submission of "Letters to the Editor" and articles expressing the opinion of individuals in the Navy recruiting community. All submissions must be signed. Send submissions to: Editor, Navy Recruiter Magazine, Navy Recruiting Command, 5722 Integrity Drive, Bldg. 784, Millington, Tenn. 38054-5057 or send an e-mail to scott.bigley@navy.mil.

Top Navy Recruiters Receive Honors in DC

Story by MC2(SCW) Scott Bigley, Navy Recruiting Command Public Affairs

Navy Recruiting Command's Recruiters of the Year (ROY) pose for a photo after an awards ceremony. NRC recognized the top Navy recruiters of 2015 during ROY week held in Washington, D.C. (U.S. Navy photo by MC3 Preston Paglinawan)



Navy Recruiting Command (NRC) recognized the top Navy recruiters of 2015 during the Recruiters of the Year (ROY) ceremony held at the U.S. Navy Memorial in Washington, D.C., Jan. 27.

Attendees of the event included Vice Chief of Naval Operations Adm. Michelle Howard, Chief of Naval Personnel Vice Adm. Bill Moran, Commander, Navy Recruiting Command Rear Adm. Jeffrey Hughes, and the award recipients.

"The recruiting market is the toughest it's ever been," Moran said. "Eighty-six percent of the force comes from military bloodlines, and the veteran population today is half the size it was in the 1990s. Your charge is to keep your foot on the gas and bring in the highest quality people you can into the Navy. Keep delivering for us."

Hughes also took time to describe the caliber of person it takes to recruit the best people for the Navy.

"I can tell you that not many people outside of Navy Recruiting truly understand what Navy Recruiting is all about," said Hughes. "Very few people have the level of responsibility and accountability that recruiters have. You are the face of the Navy across the nation and around the globe."

The ceremony was just one event during a weeklong occasion held in the nation's capital city. The 13 awardees and their guests had the opportunity to visit the White House and meet with senior Navy leadership including Howard and Fleet Master Chief April Beldo, Manpower, Personnel, Training and Education.

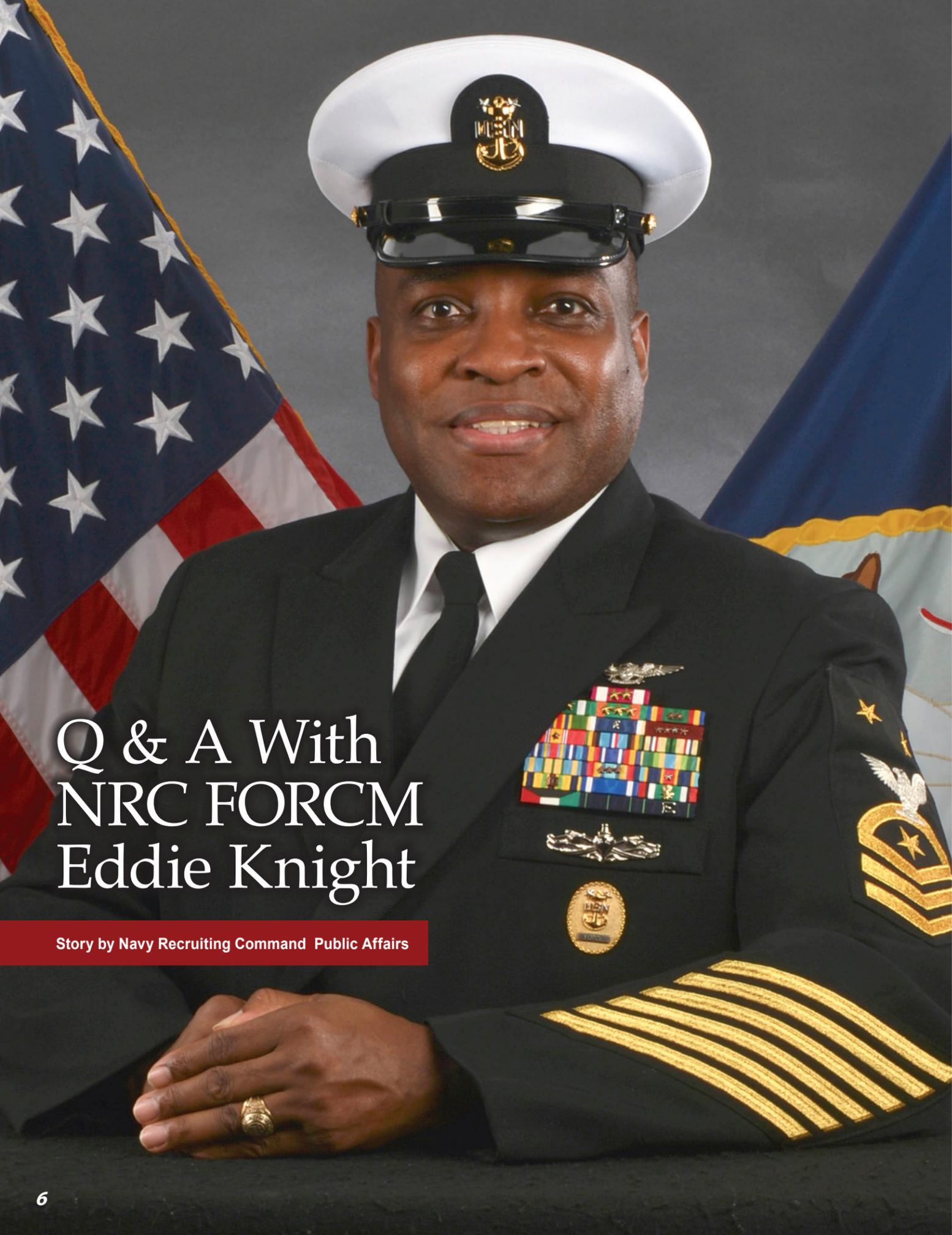
"It is an indescribable feeling to be chosen as the National Enlisted Recruiter of the Year," said Hull

Technician 1st Class Jarrett Zubiato, assigned to Navy Recruiting District Los Angeles. "Recruiting has been the most challenging but also the most rewarding assignment I have had to date."

"Recruiting has been the most challenging but also the most rewarding assignment I have had to date."

Other 2015 winners include: Navy Counselor 1st Class Ying Holiday, Enlisted Recruiter of the Year, Reserve; Lt. Cmdr. Nguyen Pham, Officer Recruiter of the Year,

Active; Lt. Cmdr. Kevin Naughton, Officer Recruiter of the Year, Reserve; Electrician's Mate 1st Class Bryan Esarey, Nuclear Field Coordinator of the Year; Navy Counselor 1st Class Selina Redmond, Station Leading Petty Officer of the Year; Personnel Specialist 1st Class Sheila Rivera, Classifier of the Year; Chief Navy Counselor Rodne Joseph, Division Leading Chief Petty Officer of the Year; Aviation Boatswain's Mate-Fuels 1st Class Joseph Hodge, Diversity Enlisted Recruiter of the Year; Chief Operations Specialist Jessica Carter, Diversity Officer Recruiter of the Year; Lt. Sasha Smith, Medical Officer Recruiter of the Year; Lt. Christopher Drost, Nuclear Propulsion Officer Candidate Recruiter of the Year; Navy Counselor 1st Class Edward Ramos, Navy Special Warfare/Navy Special Operations Recruiter of the Year; Chief Yeoman Michael Murray II, Support Person of the Year.



Q & A With NRC FORCM Eddie Knight

Story by Navy Recruiting Command Public Affairs

1.) Why did you choose to join Navy recruiting?

I chose to join Navy Recruiting for several reasons. Navy recruiting is the genesis of our very existence and I wanted to be a part of that cutting-edge team. I also enjoy interacting with other people and listening to their stories. We have recruiting throughout the nation and several other locations to include: (Alaska, Hawaii, Puerto Rico, the Virgin Islands, Guam, Japan, Italy, and Germany.

2.) What is the “Recruit the Recruiter” initiative?

The Recruit the Recruiter (RTR) initiative is an opportunity for us to provide the fleet concentrated area Sailors with face-to-face interaction to find qualified Sailors to fill various jobs in Navy Recruiting. The majority of the fleet is totally unaware of what our team does in Navy recruiting on a daily basis and the RTR initiative is a pillar that will provide invaluable insight.

3.) Why is it important?

It is important because the future of our Navy and Nation depends on it. We are experiencing reduction across the Navy, and Navy Recruiting Command is not an exception to the rule. Therefore, it is even more imperative that we are recruiting the best and brightest Sailors with an emphasis on the continuity of success with our fit vs fill environment.

A recruiter should be a well-rounded Sailor, be a team builder, be approachable, be a self-starter, be a motivator, be able to work independently and have a sincere desire to change lives for the better.

4.) Are you doing any events to support this initiative?

Yes. A small team consisting of National Chief Recruiter, Force Command Career Counselor, local Navy Recruiting Command personnel, and myself are conducting face-to-face interaction to include briefs with Q&A sessions. The target audiences for these briefs are all Sailors, senior and junior alike, including the senior leadership and Command Career Counselors. Initially we kicked it off in Navy Region Southeast (Jacksonville, Mayport, and Kings bay area). Recruiting impacts the fleet in the biggest way. Just as everything grows from the seeds we plant, in our Navy, the recruit the recruiter program is that seed.

5.) When and where are your next events?

During the next few months we are planning to launch “Recruit the Recruiter” in the Pacific Northwest (Seattle, Portland, and Bremerton area), followed by Norfolk, San

Diego, and several other Fleet Concentrated Areas.

6.) What are the benefits of being a recruiter?

Special Duty Assignment Pay, having an impact on the future of the fleet, uniform allowances, travel abilities within NRDs, education, community relations and networking, and advancement via the new Meritorious Advancement Program.

7.) Is there any evidence that supports the thought that recruiting is looked at favorably on selection boards?

The precept specifically addresses favorable consideration rendered to special programs (to include Navy Recruiting) regarding diversity and sailorization. A Sailor must also be mindful of the 5-Cs (career, collateral duties, CPO mess/CPO 365, community, and college). If each of those five pillars are inclusive on each of their evaluations and they are maintaining a sustained superior performance track record, they are in a much better position for advancement than those who do not.

8.) What attributes do you look for in a great recruiter?

A recruiter should be a well-rounded Sailor, be a team builder, be approachable, be a self-starter, be a motivator, be able to work independently and have a sincere desire to change lives for the better.

9.) Why does Navy Recruiting need rated Sailors from the fleet to recruit when there is a Career Recruiting Force rating?

Rated Sailors are on the deckplates and able to articulate experiences from the fleet and bring new and innovative ideas to help the target group relate to the Navy. This gives them an opportunity to have ownership and personally select who their shipmates will be.

Criteria to apply per NAVPERS 1306/92 and 1306/93:

1. No DUIs or NJPs within the past 36 months.
2. Must pass the Recruiter Aptitude Battery Assessment.
3. Must be financially stable.
4. Must have a National Agency Check with Law and Credit (NACLC) completed and adjudicated.
5. Must have passed the last 3 PFAs.
6. Must possess a valid driver's license with a clean driving record.
7. Tattoos must be documented and full color photographs provided.

* If you are interested in applying to be a recruiter and/or serve on recruiting duty, the Command Career Counselor should be one of your first resources.

CNRC Mentors Youth at BEYA STEM Conference 2016

Story and photo by MC1(SW/AW) Felicito Rustique, Navy Recruiting District Philadelphia Public Affairs



above: Rear Adm. Babette “Bette” Bolivar, commander, Joint Region Marianas, Guam recruiters and leadership from Navy Recruiting District (NRD) Los Angeles cut the ribbon for the opening ceremony of Navy Recruiting Station (NRS) Guam on Monday, Feb. 1. (U.S. Navy photo by MC2 Chelsy Alamina)

Eye on the Field

below: Commanding Officer, Navy Recruiting District Raleigh, Cmdr. Chris Dickerson, served as Grand Marshall during a Veteran’s Day parade held by the city of Chesnee, S.C. (U.S. Navy photo by Elizabeth Brandt)



Commander, Navy Recruiting Command, Rear Adm. Jeffrey Hughes, meets with specially selected high school students during the annual Becoming Everything You Are Science, Technology, Engineering and Mathematics Conference.

Commander, Navy Recruiting Command (CNRC), Rear Adm. Jeffrey W. Hughes, attended the “Becoming Everything You Are” (BEYA), Science, Technology, Engineering, and Mathematics (STEM) Conference, Feb. 19-20 at the Philadelphia Marriott.

Hughes highlighted his visit on the first day by talking to high school STEM students during a 2-hour evening of round-table, group-mentoring sessions. Approximately 300 students from Philadelphia, Washington, D.C., Baltimore and Virginia sat down with around 150 Department of Defense professionals, retirees, and flag officers.

The BEYA STEM Conference has a history dating back 30 years, but this time around was the first of its kind for Hughes, who assumed his post at NRC about five months ago.

“We have a wonderful past history with BEYA,” said Hughes. “The conference gives us a great opportunity to meet talented students that are pursuing careers in a STEM field, and it allows us to give them some exposure to what the Navy offers in our enlisted and officer programs.”

For the mentoring sessions, mentors and students broke up into different groups at various conference rooms. Mentors sat at tables with students to talk about

themselves, their career paths and goals, and offer advice for the future.

“This particular mentoring event gives us an opportunity to have a great conversation with young people who are trying to figure out what they’re going to do with their lives,” said Hughes. “All the people here have an interest in STEM, so with that as a foundation, we can help them make decisions to chart a path for their future in a STEM related career.”

Hughes also explained how engaging with the public’s youth during organized events like BEYA is of utmost importance for NRC’s recruiting efforts.

“Conferences like this are absolutely critical,” said Hughes. “NRC will always have a large presence because it allows us to penetrate broader markets of people who have the skill sets and exhibit the level of quality we’re looking for to operate and maintain complex systems in the Navy of the future.”

The BEYA STEM Conference also featured high school and college career fairs with Navy recruiting booths and an annual award gala honoring both active and retired African American leaders in the U.S. Armed Forces and Senior Executive Services.



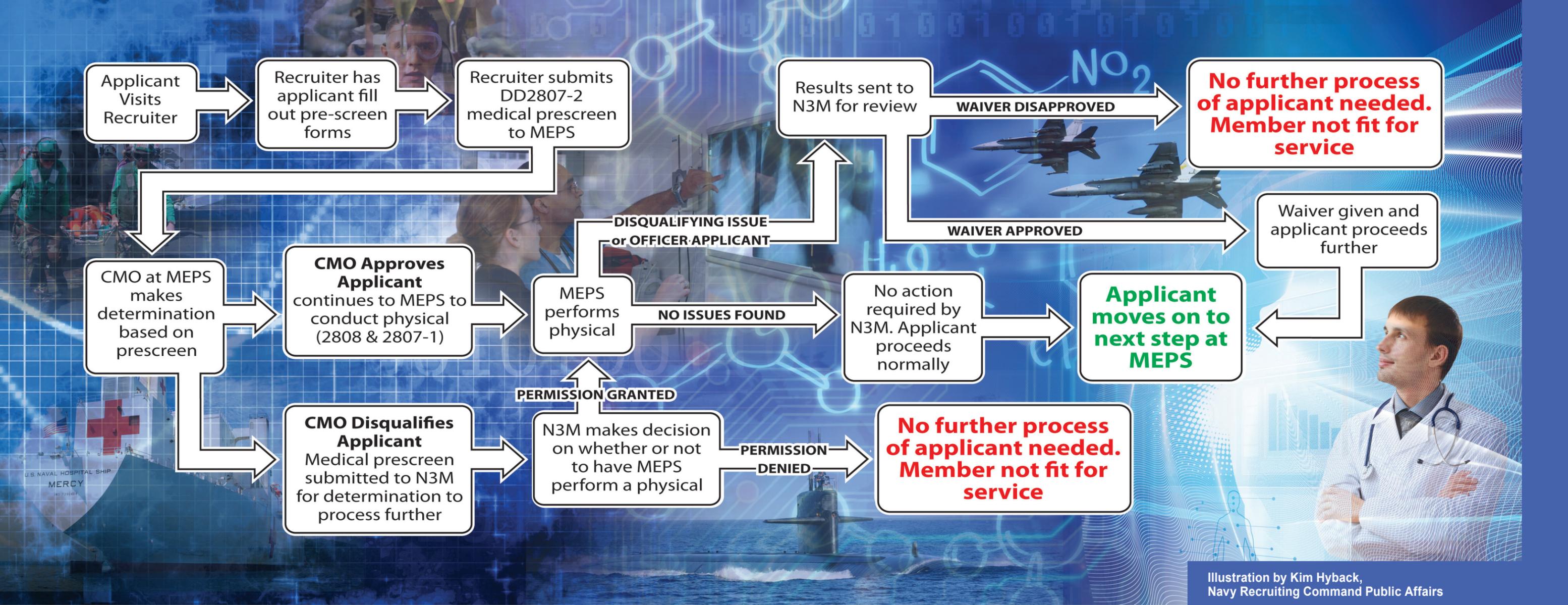


Illustration by Kim Hyback, Navy Recruiting Command Public Affairs

How a Medical Waiver Is Processed

Story by MC3 Brandon Martin, Navy Recruiting Command Public Affairs

An applicant walks into your recruiting station ready to make a huge life decision and join the Navy. You sit the applicant down and discuss everything the Navy has to offer before starting the necessary paperwork. After a few weeks, you call the applicant with a date to report to the Military Entrance Processing Station (MEPS) only to have them medically disqualified after seeing the MEPS

doctor. So what's the next step after receiving a medical disqualification?
 Recruiters know that a disqualification isn't necessarily the end of the road for an applicant and will begin the process of submitting a medical waiver request.
 A waiver of medical standards can be given to candidates who do not meet established physical standards but are projected to be able to serve without posing an undue risk to themselves or to the Navy's mission and are not projected to pose an undue burden to Navy medicine.
 "An example of a waiver of standards is an applicant who had a history of a dislocated shoulder which is a disqualifying condition," said Hospital Corpsman 2nd Class Christopher Mullins, medical waivers processor for Navy Recruiting Command (NRC). "If the applicant obtains a favorable orthopedic evaluation and meets other established physical standards, a waiver of standards can be granted allowing this applicant entry into the Navy."
 An applicant may be disqualified for medical reasons on the initial medical pre-screen which is conducted prior to the physical at MEPS. If MEPS disqualifies a candidate

based on the medical pre-screen (2807-2), then MEPS will not allow the applicant to process further. NRC's Medical Waivers department (N3M) may request the MEPS to conduct a physical if they feel the medical condition is likely to be something considered waivable.
 Once the final results of the MEPS physical and appropriate consultations are complete, the results are forwarded to N3M for adjudication.
 N3M requires the following forms: DD 2807-2, a medical pre-screen form; DD2807-1, a report of medical history; and DD 2808, a report of medical examination.
 "These documents, along with any additional medical information that pertains to the disqualifying conditions are used in waiver determination," said Mullins. "From there, N3M will make a recommendation to the current Commander, Navy Recruiting Command, on whether or not to approve or disapprove the waiver."
 The decision to approve or disapprove a waiver for any medical condition may not coincide with a private physician's recommendation.
 MEPS and N3M use the Manual of the Medical Department Chapter 15 and DoDI 6130.03 (Medical

Standards for Appointment, Enlistment, or Induction in the Military Services).
 "A private physician may fully clear an applicant with retained hardware on their collar bone and even send a letter stating that it will not interfere with military duty," said Mullins. "If this hardware is palpable by the MEPS examiner then it likely interferes with proper military equipment and duties."
 Applicants who have questions about their waiver need to contact their recruiter. The recruiter can contact N3M for additional information.
 For more news from Commander, Navy Recruiting Command, visit us on the web, www.navy.mil/local/cnrc/; on our Youtube channel, U.S. Navy Recruiter; on Facebook, www.facebook.com/NavyRecruiting; and on Twitter, @usnavyrecruiter.

CNP and CNRC Visit NRD Raleigh

Story by MC3 Brandon Martin, Navy Recruiting Command Public Affairs

Vice Adm. Bill Moran, chief of naval personnel (CNP), and Rear Adm. Jeffrey W. Hughes, commander, Navy Recruiting Command (CNRC), visited Navy Recruiting District (NRD) Raleigh Feb. 25.

CNP and CNRC kicked off their visit with a walkthrough of the recruiting district headquarters with Cmdr. Chris Dickerson, commanding officer of NRD Raleigh.

During their joint visit, Moran and Hughes had the opportunity to meet with and field questions from the civilians and Sailors at NRD Raleigh and nearby

recruiting stations.

Hughes used this time to express his gratitude for all the hard work that the personnel at NRD Raleigh do every day to support the recruiting mission.

“The best part about visiting the NRDs is getting to know and engage Sailors in their working environment,” said Hughes. “I’m so proud of our recruiting team and the amazing job they do. They are succeeding at a very tough job and these trips give me the opportunity to hear the concerns of our recruiters so I can do everything in my power to ensure they are best supported to thrive in accomplishing our vital mission.”

While at the NRD, Moran presented Sonar Technician Surface 1st Class Roland M. Swain with the Centurion Award.

The Centurion Award is given to recruiters who achieve 100 new contracts during their current recruiting tour, which is a tremendous production accomplishment very seldom achieved.

Swain is stationed as a recruiter at Navy Recruiting Station (NRS) Hope Mills, Hope Mills, N.C. While onboard NRD Raleigh, he has achieved remarkable accomplishments in the realm of Navy recruiting. He has received numerous awards in recruiting such as the Circle Award, Navy Reserve Recruiter of the Year, NROTC Recruiter of the Year, High School Canvassing Recruiter of the Year, as well as 11 Gold Wreaths and now the Navy recruiting Centurion Award.

“To have the CNP shake my hand and present me this award was the most remarkable point of my career so far,” said Swain. “We really appreciate CNP and CNRC coming all the way to Raleigh. It’s not often that we get visitors of this caliber and it’s a great opportunity for us to have them here.”

The NRD stop was the first time that many of the civilians and Sailors had seen CNP and CNRC on travel together.

Following the award ceremony at NRD Raleigh, the two admirals capped off their North Carolina trip by spending time with Sailors at NRS Raleigh and NRS Durham.

NRD Raleigh consists of approximately 270 personnel, in 54 stations and 3 MEPS across North Carolina, South Carolina, and a small part of Georgia. NRD Raleigh attained 16 of 17 enlisted categories on the Recruiting “R” award in FY15 and met all assigned enlisted goals and sub goals for 12 consecutive months.

For more news from Commander, Navy Recruiting Command, visit us on the web, www.navy.mil/local/cnrc/; on our Youtube channel, U.S. Navy Recruiter; on Facebook, www.facebook.com/NavyRecruiting; and on Twitter, @usnavyrecruiter.



STG1 Roland Swain, recruiter, Navy Recruiting District (NRD) Raleigh, is awarded with the Centurion Award by Chief of Naval Personnel, Vice Adm. Bill Moran, Rear Adm. Jeffrey W. Hughes, commander, Navy Recruiting Command (NRC) and Cmdr. Chris Dickerson, commanding officer of NRD Raleigh during a visit to NRD Raleigh. (U.S. Navy photo by MC3 Preston Paglinawan)

Recruiting a Navy Health Care Professional

Story and photo by MC3 Brandon Martin, Navy Recruiting Command Public Affairs



Most health care graduates enter the job market looking for the opportunity to help others or the prospect of financial stability. The private sector provides plenty of opportunities to accomplish these goals. But what about those graduates who are looking for a little more? To inspire and be inspired by others? What about those who dream of making a global impact? Some of those dreamers have found that they can accomplish those goals as part of the U.S. Navy Health Care team.

Lt. Cmdr. Osmel Alfonso, medical leads program manager for Navy Recruiting Command, followed his dream by serving in the U.S. Navy.

“As a Medical Service Corps officer, the best part of serving for me is the fact that everything I do is to support the delivery of care,” said Alfonso. “It truly is an honor to be a part of the process that assures Future Sailors and Marines will be taken care of by the premiere health care team in the world.”

While Alfonso decided on the Medical Service Corps (MSC), other applicants may choose to enter the Medical Corps (MC), the Dental Corps (DC) or the Nurse Corps (NC).

The NC has one student program called the Nurse Candidate Program for individuals in nursing school leading to a Bachelor’s of Science in Nursing from an accredited institution. The NC has opportunities in both the reserve and active duty depending on the area of specialization.

The MC, DC, and MSC provide two student programs (Health Profession Scholarship Program and the Health Services Collegiate Program) for active duty while in their respective schools. The three corps also have opportunities for those interested in the U.S. Navy Reserve. The U.S. Navy Reserve is primarily looking for health care professionals for the following specialties: general surgeons, orthopedic surgeons, anesthesiologists, oral surgeons and perioperative nurses.

The Health Professions Scholarship Program offers prospective military physicians, dentists, nurse practitioners, social workers, optometrists, psychologists, physician assistants, pharmacists, and veterinarians a paid medical education in exchange for service as a commissioned medical department officer. The Health Services Collegiate Program is a scholarship program designed to provide financial incentives for students in designated health care professions to complete degree/certification requirements and obtain a commission in the MC, DC, or MSC.

Recipients of the scholarships enter their respective corps which provides their own unique service to the Navy Health Care team.

Officers in the MSC are an integral component of the Navy Medicine enterprise and make up more than 2,900 active duty and reserve officers who are serving in 31 specialties ranging from clinical providers to scientists to

health care administrators.

The MC is comprised of physicians who specialize in areas such as General Surgery, Orthopedic Surgery and Anesthesiology.

The DC consists of naval officers who have a doctorate in either dental surgery or dental medicine and who practice dentistry for Sailors and Marines to ensure optimal oral health.

Those in the NC focus on the care of Sailors and Marines in a variety of areas from critical care to the operating room.

“It truly is an honor to be a part of the process that assures Future Sailors and Marines will be taken care of by the premiere health care team in the world.”

Through the Navy’s medical programs, applicants have the opportunity to gain further education and training that will pay dividends in both their professional and personal life.

“I was fortunate enough that when I enlisted I was offered to be a hospital corpsman,” said Alfonso. “Subsequently, I obtained my bachelor’s degree in health care management and was commissioned under the In-service Procurement Program as an ensign in the Medical Service Corps. My goal of going to school was exceeded by obtaining three degrees all while working full time under the Navy’s tuition assistance program. Since I was fortunate enough to use tuition assistance to obtain my degrees, my kids were given my Montgomery G.I. Bill.”

The tuition assistance program and Montgomery G.I. Bill are two of the many incentives the Navy offers to aspiring health care professionals and is a big reason many dreamers enter the service after graduation.

Ambitious health care professionals have a few questions to ask themselves following graduation. Are they interested in building camaraderie? Do they want access to the latest technology and techniques in the medical field? Is the prospect of delivering global medical support appealing? How does unmatched growth in leadership and management sound? Have they considered serving their nation while gaining experience in their area of expertise?

If they find themselves answering yes to these questions, then joining the U.S. Navy might be the right choice for them.

For more information on opportunities the Navy has to offer in the health care professional visit www.navy.com

Lt. Cmdr. Osmel Alfonso, medical leads program manager for Navy Recruiting Command, holds a display of photos over his career. Following his enlisted career as a hospital corpsman, Alfonso earned his commission in the Navy as a medical service corps officer through the In-Service Procurement Program.



above: SO1 Trevor Thompson, member of the U.S. Navy Parachute Team "The Leap Frogs," flies the American Flag during a sunrise training demonstration at Homestead Air Reserve Base. (U.S. Navy photo by SO1 Trevor Thompson)

Eye on the Fleet

below: IT3 James Ferm and Aviation BM3 (Handling) Elliot Salgado signal a CH-53 Sea Stallion assigned to Marine Medium Tilt Squadron (VMM) 166 (Reinforced) to take off aboard amphibious transport dock ship USS New Orleans (LPD 18). (U.S. Navy photo by MC3 Brandon Cyr)



above: IS3 Daniel Halasz, from Los Angeles, throws a heaving line to a Spanish tug boat while USS Carney (DDG 64) pulls into Palma De Mallorca, Spain. (U.S. Navy photo by MC1 Theron J. Godbold)

below: Lt. Karima Ayesh performs a routine dental cleaning on a patient aboard the amphibious assault ship USS Kearsarge (LHD 3). (U.S. Navy photo by MC2 Travis DiPerna)



Navy Releases Updated PFA NAVADMIN, Outlines New Rules

Story from Chief of Naval Personnel Public Affairs

The Chief of Naval Personnel released guidance Mar. 9, outlining changes to the Navy's Physical Fitness Assessment (PFA) program, announced last fall, that are critical for the fleet to understand.

The updated implementation guidance detailed in NAVADMIN 061/16 is effective immediately and lists several changes to the PFA, including specific Body Composition Assessment (BCA) procedures and measurement rules for Command Fitness Leaders (CFL), guidance for commanding officers concerning how to establish a spot check program, and new scoring tables.

"A healthier and fitter force is created by more than just a twice-a-year test," said Rear Adm. Ann Burkhardt, director, 21st Century Sailor Office. "This guidance helps establish a culture of fitness in the Navy and keeps Sailors on the best path for staying fit both now and in the future. The goal of these changes is to achieve a healthier, fitter force with more Sailors taking the PRT resulting in fewer failures and better mission readiness."

The new BCA consists of a three-step process. The first measurement uses the current height/weight tables. If in standards, Sailors will pass the PFA. If an individual fails to meet those standards, a single-site abdominal circumference measurement will be conducted. The final opportunity for Sailors to pass the BCA will be a test using the previous system of neck and waist measurements to calculate body fat percentages. Sailors will pass the BCA by meeting the DoD maximum allowable body fat limit of less than or equal to 26 percent for males or 36 percent for females.

If a Sailor fails the BCA, it will constitute an overall PFA failure. Additionally, individuals will be evaluated by a medical provider, enrolled in the Fitness Enhancement Program (FEP), and provided nutritional counseling.

Sailors who are medically cleared to take the PRT must also participate in the test regardless of BCA results, and will face separation from the Navy if they fail two PFAs in a three-year period, a change from previous rules.

Additionally, commanding officers are now empowered to conduct BCA spot check programs to ensure Sailors are staying within standards. This moves the Navy beyond a two-test-a-year system,

by giving commands the ability to identify Sailors in need of additional support without subjecting them to administrative punishments that result from an actual BCA/PRT failure.

Last, the message also explains the administrative steps that commands will take to close out the records from Cycle 2, 2015, specifically for the group of Sailors that need letters of correction for exceeding BCA standards, were in a deployed/operational status, medically waived, or pregnant during the PFA cycle.

For more information, please view NAVADMIN 061/16, at www.npc.navy.mil.

Sailors assigned to the Nimitz-class aircraft carrier USS George Washington (CVN 73) perform curl-ups while participating in the Navy-wide semi-annual physical readiness test (PRT). (U.S. Navy photo by MCSN Gregory A. Harden II)



New Year – New Career:

From Civilian Postdoctoral Research Fellow to Navy Lieutenant

Story by Doris Ryan, Naval Medical Research Center

It's been almost a year since Chase Watters was wearing a maroon lab coat as a civilian postdoctoral research fellow at the Naval Medical Research Unit – San Antonio (NAMRU-SA), San Antonio, Texas. While there, his research focused on using enzymatic debridement agents against multi-drug resistant *Staphylococcus aureus* biofilms.

"I am very thankful I had the opportunity to 'try before I buy,' though as my prior commanding officer advised me, there is no way to replicate being in the military other than being in the military," said Lt. Chase Watters. He added that the commanding officer was right in many ways, as the honor, courage and commitment he witnessed in San Antonio mirrors the environment he is now part of at the Naval Medical Research Center (NMRC).

He pointed out that during his time at NAMRU-SA he met men and women who made their careers in Navy Medicine who were strong charismatic speakers, kind and humorous leaders, and fiercely loyal veterans, and he heard inspirational stories of humanitarian efforts. He had the opportunity to work alongside others from a vast array of scientific disciplines including materials science, electrical engineering, bioengineering, chemical engineering, analytical chemistry, cancer biology, and dentistry.

"As a microbiologist these are a rare assortment of scientific backgrounds to find in one department; a collection of disciplines I would have never come across in the specialized cocoons of academia. I realized that working for the Navy would mean novelty coupled with challenges every day," said Watters.

Today he is a Naval Officer and Microbiologist in the Medical Service Corps. He is currently serving at NMRC in the Wound Infections Department, which falls under the Infectious Diseases Directorate.

"My role in the department is mainly to research and develop novel therapeutics that can combat multi-drug resistant organisms problematic to the warfighter," said Watters.

He went on to explain the projects he is now involved in focus on photodynamic therapy, probiotics, bacteriophage, and the development of an acute care covering for severely injured limbs.

Since joining the department he has collaborated and assisted in the submission of three research grant proposals working with groups from the Naval Research Laboratory, and possible collaborators in the Netherlands and at the University of Cincinnati.

"I've also submitted an Office of Naval Research In-House Laboratory Independent Research proposal and obtained funding to study the complementation of photodynamic therapy with bacteriotherapy to enhance the resolution of wound infections," he said.

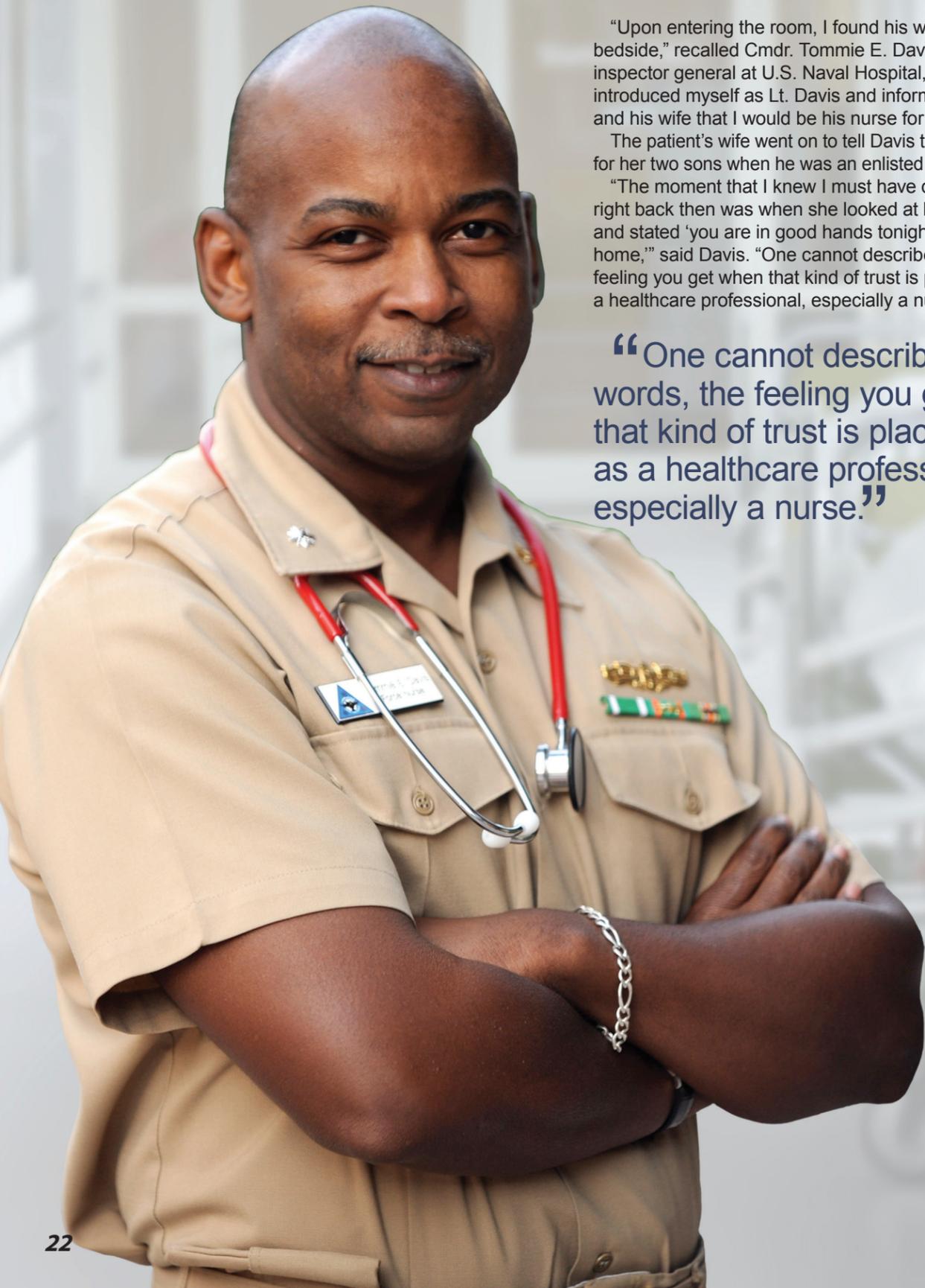
He was also excited to add that his research team found a bacterial probiotic strain that almost completely inhibited all five of the ESKAPE (*Enterococcus faecalis*, *Staphylococcus aureus*, *Klebsiella pneumoniae*, *Acinetobacter baumannii*, and *Pseudomonas aeruginosa*) pathogens tested.

"My favorite component about being a Naval Officer is that the Navy stretches you to meet the mission. You wear whatever hat the Navy needs, and this has you always changing, morphing, and evolving into a new and improved creature," Watters said. "In addition to conducting relevant research, I've inspected drug lockers, helped host chili cook-offs, coordinate command urinalyses, and mentored midshipmen with chess at the U.S. Naval Academy. Anytime, and anywhere the Navy takes me next, I stand ready."

"The Navy stretches you to meet the mission. You wear whatever hat the Navy needs, and this has you always changing, morphing, and evolving into a new and improved creature."

One Man's Path to the Nurse Corps

Story by MC3 Brandon Martin, Navy Recruiting Command Public Affairs

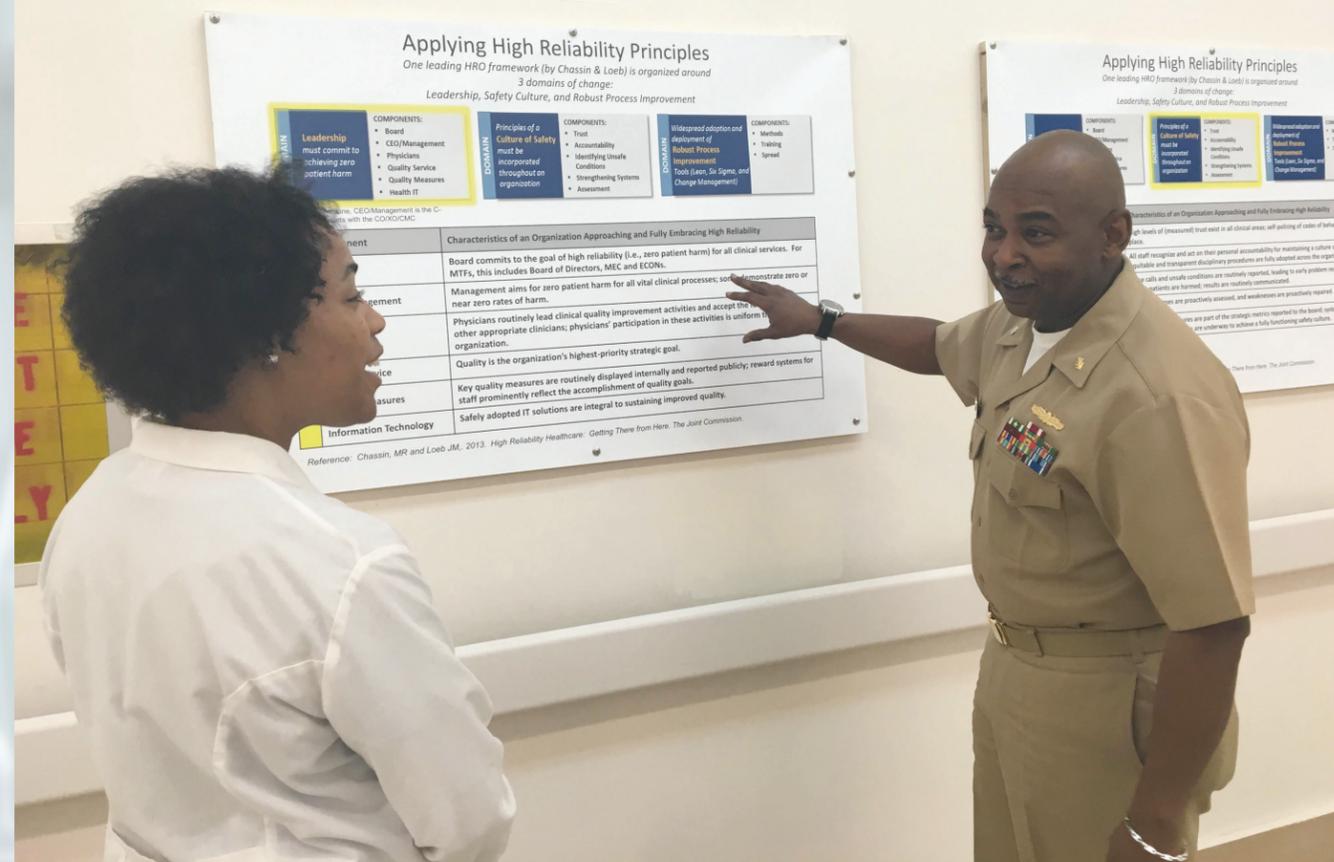


"Upon entering the room, I found his wife at his bedside," recalled Cmdr. Tommie E. Davis Jr., command inspector general at U.S. Naval Hospital, Naples, Italy. "I introduced myself as Lt. Davis and informed the patient and his wife that I would be his nurse for the night."

The patient's wife went on to tell Davis that he had cared for her two sons when he was an enlisted hospitalman.

"The moment that I knew I must have done something right back then was when she looked at her husband and stated 'you are in good hands tonight, I am going home,'" said Davis. "One cannot describe in words, the feeling you get when that kind of trust is placed in you as a healthcare professional, especially a nurse."

"One cannot describe in words, the feeling you get when that kind of trust is placed in you as a healthcare professional, especially a nurse."



above: U.S. Navy photo courtesy of U.S. Naval Hospital, Naples, Italy Public

In 1908, Congress established the Navy Nurse Corps. Today more than 4,000 active duty and reserve men and women make up the corps. They provide operational, humanitarian and traditional nursing care in peacetime and wartime under conventional and nonconventional circumstances.

With so many members comprising the Nurse Corps, there are a variety of reasons that qualified applicants are signing up to join the Navy's elite team of healthcare professionals.

"I did not want my parents to pay for college, so the military became an appealing option for pursuing my education due to the educational benefits," said Davis. "My first choice was to join the Marine Corps but since I was determined to pursue a career in the medical field that was not an option. The recruiter informed me of the option to join the Navy as a Hospital Corpsman and obtain orders to serve with the Marines which is what I did."

After Davis joined, he began to research ways to further his education with the end goal of gaining a commission as an officer in the Navy.

"It was then I started to research all available Navy commissioning programs in order to make the best decision," said Davis. "So after my research and encouragement, I finally made the decision that the Medical Enlisted Commissioning Program (MECP) was a viable

option to complete my baccalaureate degree. I applied and was accepted into the MECP, graduated with my bachelor's degree in Nursing, and have since obtained my Master of Science degree and Master of Arts from the Naval War College, all courtesy of the Nurse Corps and the Navy."

Now that Davis has obtained his goal of becoming a healthcare professional in the Navy, he has some advice for those who may be considering becoming part of the Nurse Corps as well.

"The first thing I would advise is to complete your research," said Davis. "There are many opportunities available in the Navy including progression to officer from the enlisted ranks, to school loan repayment, and other incentive programs. As with any organization, the military and Navy medicine has its challenges and a distinct culture that may not be conducive for everyone. The bottom line and what should be remembered is no matter what your reason for joining the Navy medicine team, the Navy wants you for one reason: to protect and heal our warfighters when the need arises."

For more news from Commander, Navy Recruiting Command, visit us on the web, www.navy.mil/local/cnrc/; on our Youtube channel, U.S. Navy Recruiter; on Facebook, www.facebook.com/NavyRecruiting; and on Twitter, @usnavyrecruiter.

Q & A With NRD XO, Commander Muntean

Story by NRC Public Affairs



Cmdr. Karen Muntean, executive officer of Navy Recruiting District San Antonio, speaks with mother/daughter teams during Latina Day of the 2014 Hispanic Engineering, Science and Technology Week on the campus of the University of Texas-Pan American. (U.S. Navy photo by Burrell Parmer)

1. How did you decide to join the Navy?

I initially joined the Navy as an avenue to go to college, but my intentions later changed to a career commitment due to the extraordinary people and great sense of purpose.

2. Who have your role models or mentors been that have influenced you or helped to guide you throughout your Navy career?

As an enlisted Sailor and as an Officer, the Chief's Mess has been integral in my development and decision to stay-Navy for over 28 years. At the rank of E-3, I also had a Lieutenant who mentored me and encouraged me to set measurable goals. She has followed my entire career and she placed my Command Pin when I assumed command of Navy Recruiting District San Antonio, March 2016.

3. Can you share a story about someone, perhaps someone in your family or otherwise, who has influenced you or challenged you to become more than perhaps even you ever thought you might?

I am fortunate to have a family who has always encouraged me to reach for the stars and they instilled in me a confidence that has sustained me through success and through failure. We are a family of faith and likewise, a family of optimism and resilience. I grew up in rural Tennessee, where the traditional role of a female was somewhat predestined. My family, however,

never guarded my aperture, but rather encouraged me to test the boundaries. My grandfather encouraged me in math; my grandmother taught me to fish; my father taught me carpentry and my mother taught me to be a lady, all the while whispering, "You can do anything."

4. Please tell us which past assignments are the most memorable to you and why?

Shortly after 9/11, I joined Cargo Handling Battalion TWELVE as a Division Officer and later deployed with them to Kuwait. My division was 26 strong and the largest group I had managed to date. I had served alongside many of my Sailors as an enlisted corpsman, so I had some anxieties about reengaging as their Division Officer. This group of men and women took me in and made our success a priority. Their professionalism and attitude had a life long impact on me and I am forever grateful.

5. What does being a leader in the Navy mean to you?

Being a leader in the Navy means serving people. It is the responsibility to operate with the greatest of integrity while striving for the highest competency to remain relevant in thoughts and actions as it pertains to mission and the needs of those you serve. Being a leader in the Navy is not a position, but rather a point in time when you move forward and are followed with the trust and confidence of those under your charge.



above: More than 100 future Sailors from Navy Recruiting District (NRD) Houston form up during the joint service swear-in portion of the Houston Livestock and Rodeo's Military Appreciation Day Mar. 2. (U.S. Navy photo by Billiana Tran-Le)

Eye on the Field

below: OS1 Ian Roberts, assigned to Navy Recruiting Station Poway, speaks with an applicant about opportunities and benefits of joining the Navy. (U.S. Navy photo by MCC Anastasia Puscian)



The Journey From Enlisted to Officer

By MC1(SW/AW) Timothy Walter,
Navy Recruiting Command, Nashville Public Affairs

It started with a television commercial in 1999 that had a simple slogan: "Let the journey begin."

Paul Hannam, then 17-years-old, was working at McDonald's.

He had recently moved from Jamaica to Maryland and was trying to figure out his future. As he sat on his couch, a commercial for the U.S. Navy came on and happenstance stepped in.

"It could have easily been a commercial for the Army, Marine Corps, or Air Force, but at that time it was Navy," said Hannam. "That is all it took. That commercial came on and I knew I wanted to join the military."

He admits now that he had a limited knowledge of military life but he knew that he wanted to work in medicine. The recruiter suggested the rate of

hospital corpsman. Then he took the Armed Services Vocational Aptitude Battery (ASVAB).

"I had just passed the ASVAB and the recruiter looked at me and said, 'Your score is really good. Do you want to try for something else?'" Hannam recalled. "I said, 'I want to be a corpsman.'"

For Hannam, the Navy gave him opportunity that changed his life. One that set him on path to learn, excel and, in his case, become a doctor of medicine.

"I wanted to move further in my life," said Hannam. "The Navy afforded me a way to not only learn more about myself and my limits but learn about others as well to see how the world works."

As an active duty hospital corpsman, he served at stations in Japan, North Carolina and Iraq. He also became a citizen when he said the Oath of Allegiance in Charlotte, N.C. As he served, his love of medicine grew and eventually he had to make a decision on his next step. So he applied to High Point University in North Carolina and was accepted. He continued his service in the Navy Reserve and went on to earn a degree in biology with a minor in chemistry.

He was later recalled to active duty and during that tour in Norfolk he received word that he was accepted to medical school at Meharry Medical College in Nashville. It was dream achieved and it also brought about a sacrifice. He left the Navy Reserve in 2013 in order to focus on his studies.

"I love the Navy. I didn't want to get out," he said. "I always dreamt of going back as an officer. Maybe to



left: Lt. Cmdr. Michael Krzyzaniak, left, a clinical fellow at Vanderbilt University, poses for a photo with Lt. Paul Hannam during his commissioning ceremony at Navy Recruiting District Nashville headquarters. (U.S. Navy photo by NCC Zach Raymond)

above: HM3 Paul Hannam serving in Iraq. (Photo courtesy of Lt. Paul Hannam)

help an enlisted person in the same position as me to guide them back to school to help realize their dream."

"I love the Navy. I didn't want to get out," he said. "I always dreamt of going back as an officer. Maybe to help an enlisted person in the same position as me to guide them back to school to help realize their dream."

He didn't stray from that dream either. When he completed his studies and became a doctor, he made a call to Navy Recruiting District Nashville and learned about the Training in Medical Specialty (TMS) program.

A short while later, as he spoke to the officer recruiter, he had a surreal feeling as he heard him say, "Congratulations, you got in."

He calls it a pivotal moment in his life that made him truly appreciate his journey from enlisted to officer.

"I know that from this moment on whenever I'm in my uniform, that will mean something specific to every enlisted person that I am around," he said. "It is humbling because I realize that I have a lot of responsibility not only to myself and my Navy but everyone under my command. So it's definitely something that I will wear with pride but also humility."

Recently, Hannam took the Oath of Office and was commissioned as a Lieutenant in the Navy Reserve Forces during a ceremony at Navy Recruiting District Nashville headquarters.

Now with a wife and three young boys, he is excited for the future of his own continued naval service and perhaps that of his children.

"I hope if they do join the military that they will be Sailors," he said.



NMCP Celebrates Medical Corps' 145th Birthday

Story by MC1(SW) Liz Vlahos,
Naval Medical Center Portsmouth

Naval Medical Center Portsmouth (NMCP) celebrated the Medical Corps' 145th birthday with a cake-cutting ceremony, March 3.

Capt. Lawrence Kuhn, chair of the Medical Executive Committee at NMCP, served as the master of ceremonies, reading the birthday message from 38th Surgeon General of the Navy Vice Adm. C. Forrest Faison, III, to those assembled.

"As we look to the future, the Medical Corps is paving the way in biomedical research, medical education and training, and patient care," Kuhn read. "With unprecedented board certification rates, our Navy physicians remain ready and capable to care for those entrusted to our care. They serve, often at great sacrifice, to care for those entrusted to us when they need us most."

Following the reading, the most junior and senior members of the Medical Corps at NMCP, Capt. Timothy McCullough from NMCP's General Surgery Department, and Ensign James Breuer, a medical student at Uniformed Services University for Health

Services, cut the ceremonial cake.

While reflecting on the history behind the birthday celebration, a handful of NMCP's Medical Corps personnel shared some of their insights as to why they decided to join their ranks. Lt. Cmdr. Melissa Buryk, a pediatric endocrinologist at NMCP, works with children with diabetes and other hormone conditions that may affect growth and puberty.

"I chose pediatric endocrinology because I really like working with children with diabetes and their families, and I like helping them to fit their diagnosis into their lifestyle," Buryk said. "I also found the physiology and the underlying disease processes in endocrinology interesting and stimulating."

Lt. Cmdr. Daniel McMahon, the chief resident for general surgery at NMCP, was drawn to the Medical Corps by a combined thirst for knowledge and action.

"The surgical and technical procedure-based medical field is something I've always been interested in, and one of the reasons I joined the Navy was to get some operational experience," McMahon said. "I spent a couple of years as a flight surgeon with a carrier wing in California, and I got some experience flying with F/A-18 squadrons, which was a blast."

Lt. Cmdr. Jennifer Shippy, a psychiatrist at NMCP, wanted to treat more than just the physical ailments of Sailors and their families.

"In psychiatry, we have the potential to help someone's quality of life," Shippy said. "Unlike hospitalizations for internal medicine or surgery, while they may be life-saving, there are still so many things that were unsettled as far as the patient's personal life and quality of life, and I feel that you can really delve into those things in psychiatry."

Lt. Cmdr. Vernon Mackie, an oncologist at NMCP, is inspired by the motivation he sees in cancer patients to beat this deadly disease.

"When I first became a doctor, my mentor was an oncologist, so he was really influential," Mackie said. "I also like the patients because when a patient gets cancer, a lot of the other issues they're dealing with become secondary and everybody is really focused on dealing with the cancer. Cancer is a difficult disease to treat, but patients are usually very appreciative and motivated to take part in their care."

NMCP's doctors have a deep appreciation for the Medical Corps and what it represents.

"I think the Navy Medical Corps is fantastic," Buryk said. "The Navy is a great place to practice medicine, and I just feel excited to come to work every day and take care of some awesome kids here. I think it's fantastic that the Navy Medical Corps has been around this long."

"By far, it was one of the best decisions, personally

and professionally, that I could have made," Shippy said. "Looking back over the last eight years, I've had the good fortune to take care of the most deserving patients in the world, as well as the most interesting and dynamic people I've had as my colleagues in the Medical Corps."

"The military can't function without doctors, overseas or here," Mackie added. "You want Sailors to be able to concentrate on their job without worrying about what's going to happen if they get hurt or sick. You want them to feel comfortable and confident that they're going to be taken care of. There's a lot in the Medical Corps to be proud of, whether it's patient care, research or humanitarian efforts. Everyone in the Medical Corps should be proud to be a part of it."

Established March 3, 1871, the Medical Corps is composed of 4,300 active and reserve members, with 23 specialties and nearly 200 subspecialties.

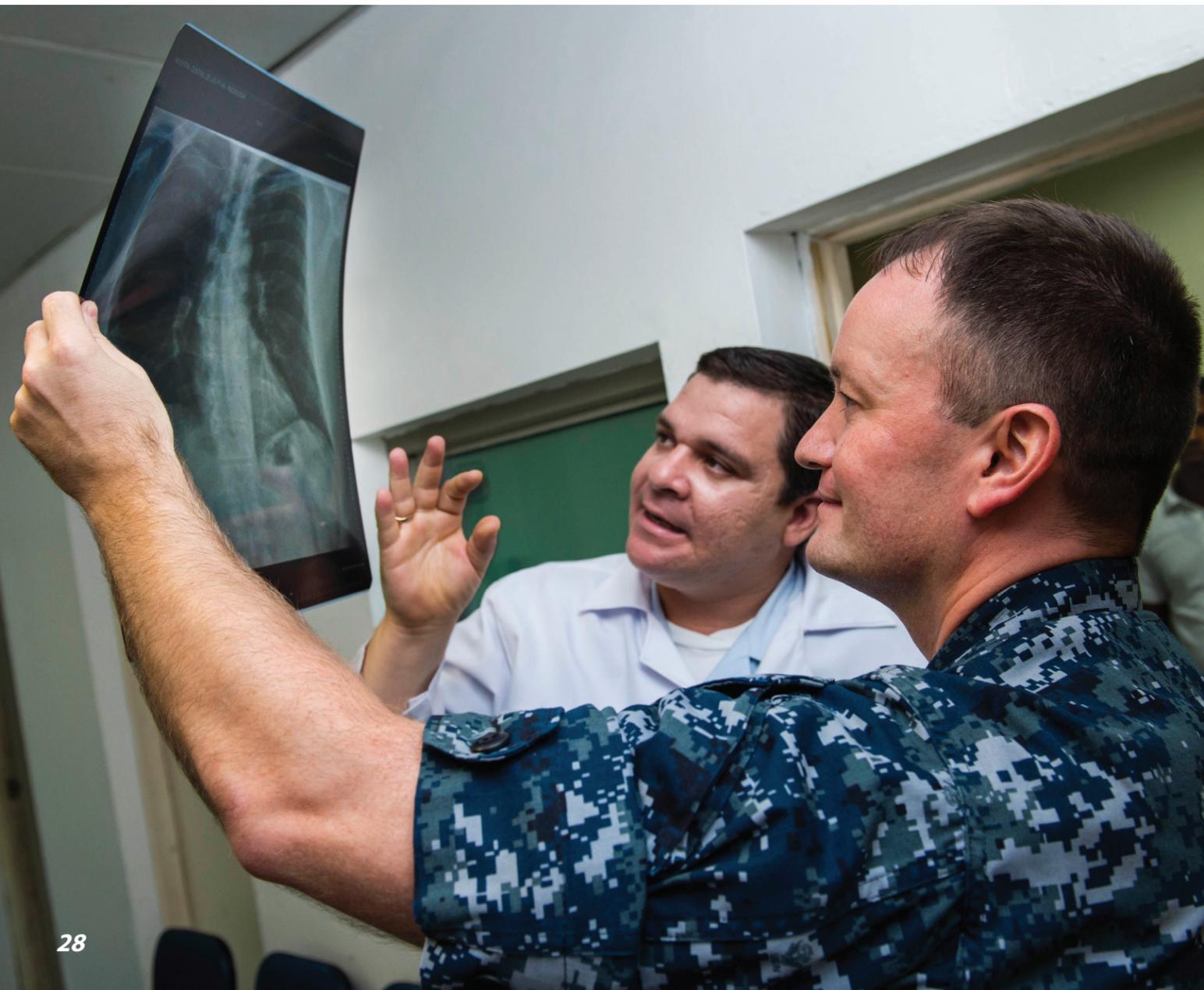
The Medical Corps has cared for service members during the Spanish-American War, World Wars I and II, and the conflicts in Korea, Vietnam, Iraq and Afghanistan, all while adding to a legacy of superb care. A few things you may not have known about the Medical Corps:

- U.S. Navy regulations once specified a unique uniform for medical officers, but they were not granted rank-equivalence with their line officers until World War I. Prior to that, medical ranks were Assistant Surgeon, Passed Assistant Surgeon, Surgeon, Medical Inspector and Medical Director.
- Former Navy Surgeon General Charles Stokes developed the wire-basket stretcher that bears his name and is still in use today.
- Capt. George Bond pioneered the study of underwater habitats with a project called SEALAB, which helped advance the understanding of the strains our Sailors can endure while undersea.

• Although there have been many designs for the Medical Corps staff insignia, the current oak leaf and acorn design reflect the desire of those within the field to enforce the idea that they are U.S. naval officers first and medical professionals second. The oak leaf symbolizes strength, and the acorn symbolizes development. Both have been used extensively, intoning those meanings throughout naval history. The oak leaf and acorn design was introduced in a General Order, Nov. 1, 1883, and went into effect July 1, 1884.

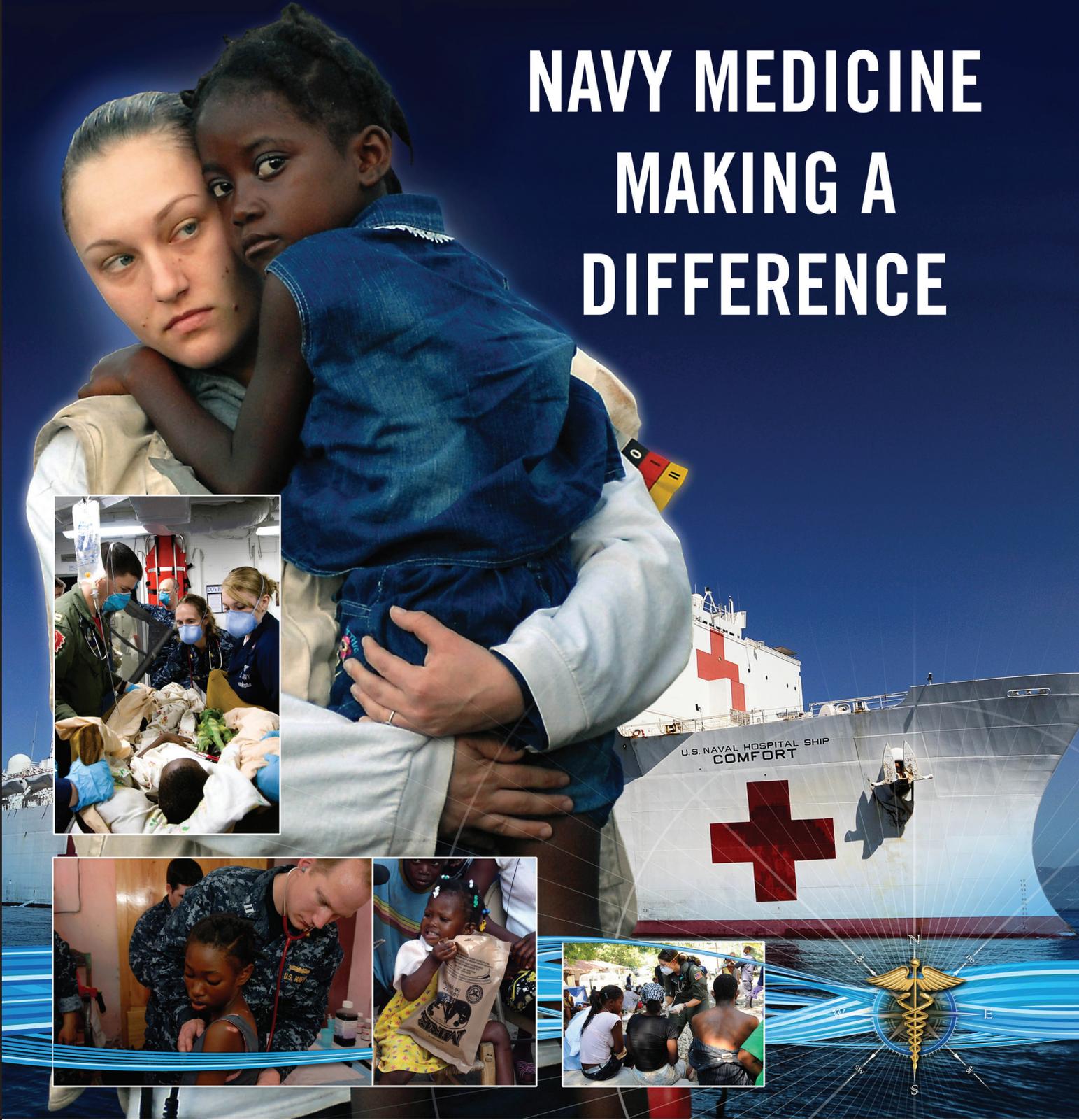
"It's exciting to think about the history of the Medical Corps, where we come from, where we've been, and where we're headed," McMahon said. "It's really neat to be working at the first naval hospital that was ever built; where it all began."

For more news from Naval Medical Center Portsmouth, visit <http://www.navy.mil/local/NMCP/>.



Lt. Cmdr. Chad Baarson, an interventional radiologist assigned to Naval Medical Center Portsmouth, Va., and a Dominican Republic physician examine an X-ray at the Central Fuerzas Armadas Hospital during a subject matter expert exchange in support of Continuing Promise 2015. (U.S. Navy photo by MC2 Derek Paumen)

NAVY MEDICINE MAKING A DIFFERENCE



CARIBBEAN SEA Navy Medical Corps personnel are conducting humanitarian and disaster relief assistance as part of Operation Unified Response after a 7.0 magnitude earthquake struck Haiti on Jan. 12, 2010.

AMERICA'S
NAVY