

Medical Soldiers OUTLOOK



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Army Medical Department Enlisted Training News

Summer 1998

Attention 91D soldiers

Graduates of the U.S. Army 91D program will not be eligible to take the surgical technology certification exam after 1 March 2000. After this date, only graduates of an accredited surgical technology program will be eligible to take the exam. Pending AMEDDC&S program accreditation in 1999, only individuals who graduate after the date of accreditation will be able to take the certification exam after 1 March 2000.

If you plan to someday seek employment as a civilian Surgical Technologist, some civilian institutions may require certification as a condition of employment and some institutions may pay higher wages to certified employees.

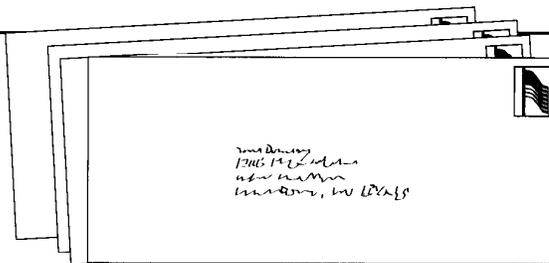
Plan to take the examination soon. For information about the exam, contact the Association of Surgical Technologists at: LCC-ST Office, 7108-C South Alton Way, Suite 125, Englewood, CO 80112-2106. The phone number is 1-800-707-0057, and their Internet address is <http://www.ast.org>. For more information, contact: CPT Whelen, Operating Room Branch, DSN 471-0660/2427 or (210) 221-0660/2427.

DS Program Looking for Volunteers

The AMEDD is always looking for highly motivated NCOs in the grades of SSG and SFC to volunteer for the prestigious duty of training our young soldiers. The Drill Sergeant (DS) Program is not for everyone, but if you are a high caliber, physically fit NCO with a desire to train soldiers, we encourage you to submit a packet. Packets must include:

- DA Form 4187 requesting DS Duty
- Copy of DA Forms 2A/2-1
- Copy of DA Form 705 with recent PT score
- Mental Evaluation Statement
- Commander's Evaluation Checklist (LTC or higher)
- Over 40 physical (if over age 37)

For questions concerning the DS Program refer to AR 614-200, Chapter 8. For more information, contact: SSG Velez, DS Manager's Office, DSN 471-4701 or (210) 221-4701.



Obsolete Correspondence Course subcourses

The Correspondence Course Program of the Academy of Health Sciences has designated the following subcourses as superseded or obsolete. To receive credit for work completed, student answer sheets must arrive for grading at Fort Sam Houston no later than 15 Sep 98.

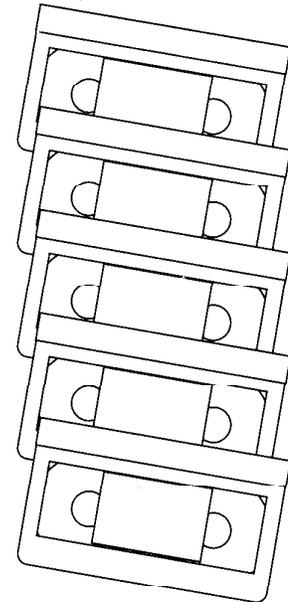
Subcourse	Edition	Title
IS7036	1	The Role of the NCO in Leadership, Part III
IS8718	7	Training and Training Management, Part I

Contact: Nonresident Instruction Branch, DSN 471-5877, (210) 221-5877, or 1-800-344-2380.

Dental videotapes now available

The Department of Dental Science has new or updated training videos for Dental Assistants and Preventive Dentistry Specialists. The following videotapes are available at your local Training Support Center or Visual Information Support Center:

TITLE	PIN NUMBER	RUN TIME
Rubber Dam Application	710899	15:05
Hand Activated Dental Equipment: Anterior Sextants	710978	08:57
Hand Activated Dental Equipment: Posterior Sextants	710977	07:15
Principles of Hand Activated Dental Instruments	710986	06:18
Infection Control in the Dental Facility	710897	15:52
Use of Dental Instrumentation	710990	09:33
Ultrasonic/Sonic Scaling & Air Abrasive Procedures	710988	09:46
Body Positioning	710895	03:51
Chair, Unit and Handpiece Maintenance	710989	14:40
Amalgam Polishing	710898	08:34
Dental Scaling Instruments	710987	04:44
Coronal Polishing & Topical Fluoride Procedures	710896	14:07
U.S. Army Dentistry: A History of Success	710756	37:23



For more information, **contact:** LTC Bruce, DSN 471-7714 or (210) 221-7714 or SFC Hopkins, DSN 471-8982 or (210) 221-8982.

Hospital Food Service Specialist course revised

Effective 1 Oct 97, the three-phase Hospital Food Service Specialist (Basic) Reserve Component Course will change to a two-phase course. Phase 1 is 62 hours of correspondence courses that students must pass prior to requesting a seat for Phase 2. Phase 2 is 2 weeks of resident training at

the AMEDDC&S that includes clinical dietetics management skills, therapeutic diet preparation, and training with the Medical Field Feeding System in an FTX environment.

Individuals who successfully completed Phase 1 and 2 prior to 1

Oct 97, but had not completed Phase 3, will be "grandfathered" for Phase 3 completion. Units will be contacted to award MOS 91M to these soldiers. For more information, **contact:** Mrs. Gross, Chief, Nonresident Instruction Branch, DSN 471-5877 or 1-800-344-2380.

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SAM HOUSTON, TX 78234-6150. Questions can be directed to the Editor at DSN 471-7326. 13,000 copies of the newsletter are distributed through official channels. Use of funds for printing OUTLOOK was approved 25 May 1984 by Commander, Health Services

Command, IAW AR 25-30. The views and opinions expressed are not necessarily those of the Army or of the AMEDDC&S. Commander: MG James B. Peake Chief, Department of Academic Support: Neta T. Lesjak Editor: Donald W. Aldridge

AMEDD READINESS STARTS HERE!

From the Top

Part of the following conversation was recently overheard in the halls of Madigan Army Medical Center (MAMC):

“... Do you think a soldier can be a born leader?”

“I think that some soldiers develop quicker than others into leaders.”

“Yeah, I think that some soldiers are just intuitive and instinctive leaders.”

“How about managers?”

“Hmmm ... managers, on the other hand, are not born. I think they need to be given the necessary tools and education to be effective. There is an absolute process that everyone must go through, to some degree, to develop into a good manager ...”

That dialogue, while sounding normal enough, planted a seed in the minds of the Command Sergeant Major and several senior NOCs at MAMC. The result was a great deal of discussion and assessment. Army doctrine espouses leadership and focuses on the principles and traits that need to be incorporated into an Officer and NCO to be a successful leader. The leadership at MAMC constantly strives to develop junior and mid-level NCOs in the tenets outlined in FM's 22-100, 22-101, and 22-102. Programs are in place insure that MAMC soldiers receive training in Army leadership doctrine.

The environment that our leaders are placed into here at MAMC is a unique but common one throughout the AMEDD: in order to survive, we have shifted to a business approach and soldiers need to have the organizational skills and knowledge to be effective managers. Fiscal management, civilian personnel, scheduling...these are the requirements to keep the organization humming along, and many of our junior and mid-level NCOs expressed frustration in dealing with these and similar issues.

A core group of senior NCOs at Madigan assessed a need to provide the skills and knowledge to foster middle management techniques. The aforementioned seed grew into a quality action team and eventually flourished into the MAMC Enlisted Skills Enhancement Program (ESEP).

The ESEP is a voluntary course for soldiers SPC through SFC assigned to MAMC. We concentrate on leadership and now it equates into a management setting versus the “Follow Me” mentality which we are accustomed to. Potential candidates are soldiers projected for leadership schools, soldiers occupying initial leadership positions, and soldiers going to, or coming from, TOE assignments. Classes for this

course include, but are not limited to. Leadership, stress management, Army ethics, counseling, CPO, Timecards, and TRICARE. The instructors, who also were volunteers, received something from the course. “It’s a good feeling for a student to come up to you days later and say, ‘I’m in that situation now, can you give me more information on what to do.’ The students are really out there retaining the information and applying it.”



Walter R. Scott
CSM, USAMEDCOM

As with any military school, a lot of networking occurred naturally among these NCOs. “One of the really positive things was that we took 20 diverse personnel, put them together for 40+ hours, and they exchanged a wealth of information. There was a variety of experience levels and with open discussion during class and at breaks, the NCOs really learned from each other.”

One participant stated, “This was a good course with a good concept. In today’s medical environment, with the staff integration of about 90% civilian, you have to change your counseling and bargaining style. This course provided for it. The best part of it was developing middle managers. CPO, infrastructure, and counseling are things that will help a lot. Many of us (students) would like to teach some of the classes to ensure it goes on.” Another indicated that, “The course reinforced that the NCOs are a big part of the organization and responsible for ensuring the smooth running of the organization. It was refreshing to have a strong reminder that we are NCOs and leaders, although we may not be directly in charge of someone. We are charged with getting jobs done and knowing where to look for guidance. It gets you fired up on what needs to be done and you want to just go out there and do it.”

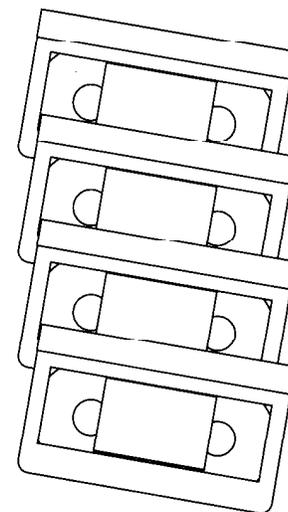
The evolution from the idea of ESEP to graduation, far exceeded any expectations. After 25 years in the Army, the faces let you know if soldiers are getting anything out of the course and if they enjoyed it. I knew while teaching on the last day and at graduation that the “growing pains” were well worth it. The 20 soldiers who went through the course will carry the torch and ESEP will become self-perpetuating.

AMEDD READINESS STARTS HERE!

New AMEDD videotapes available

The AMEDDC&S has completed the following videotapes. They are available through your supporting Training Support Center (TSC), Visual Information Support Center (VISC), the AMEDD website, www.cs.amedd.army.mil, or the Internet at www.redstone.army.mil/davis. This list contains the title, running time, and the production identification number of videotapes for use in your unit training.

- Same Day Surgery: What to Expect, 13:55 (711047)
- Dolphin Necropsy, 46:32 (710648)
- Coronal Polishing and Topical Fluoride Procedures, 14:07 (710896)
- Dental Operator and Patient Body Positioning, 03:51 (710895)
- What to Expect After Delivery: Maternal and Newborn Care, 22:18 (710929)
- DEPMEDS – Tent Extendable Modular Personnel – Temper, 50:20 (707920)
- U.S. Army Baylor University Graduate Program, 07:11 (50449)
- CONUS Medical Mobilization, 28:27 (709884)
- EMT Skills Series: Perform Patient Assessment, 08:46 (710465)
- Basic Principles of Arthropod Surveys: Adult Mosquitoes, 60:00 (708577)



A catalog or listing of other Department of the Army videotapes may be obtained at your supporting TSC or VISC. For MEDCOM personnel needing information on medical-specific videotapes, **contact:** Health Sciences Media Division, DSN 471-3111 or (210) 221-3111.

Apply now for Dental Hygiene Program

The Department of Dental Science is accepting applications for the 1999 Dental Hygiene Program at the University of Texas Health Science Center (UTHSC) at San Antonio. The application deadline is 1 Dec for the class starting Aug 99. The program is open to active duty and reserve component soldiers with 91E training. It is limited to the ranks of E2-E5 with a minimum service time of 36 months remaining after graduation. The program requires:

- At least 3 semester hours with a minimum of “C” in college English, Sociology, and Psychology.

- At least 4 semester hours with a minimum of “C” in college Chemistry, Microbiology, Anatomy, and Physiology. (Anatomy and Physiology may be a combined course, but all science courses must include laboratory training.)

You may submit an application without having completed all requirements, but you must show that they will be completed before the program starts. For more information, **contact:** LTC Bruce, DSN 471-7714 or (210) 221-7714 or SFC Hopkins, DSN 471-8982 or (210) 221-8982.

MOS 91B Instructor Requirements

Effective Oct 98, noncommissioned officers in grades E6/E7 arriving at the AMEDD Center and School with an instructor assignment for MOS 91B training are encouraged to be EMT qualified. EMT qualified personnel **MUST** bring verification of their national EMT certification with them when inprocessing. **This change is to eliminate additional training delays faced by AMEDDC&S when new instructors are assigned.** The AMEDDC&S will assist those individuals needing recertification, as required, upon arrival. For more information, **contact:** CSM Kidd, DSN 471-4843 or (210) 221-4843.



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