



@USNPEOPLE WEEKLY WIRE

1) April is Sexual Assault Awareness Month / 31 MAR 14 [\[LINK\]](#)

By Rear Adm. Sean Buck, Director, 21st Century Sailor Office

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2) Chief Petty Officers Celebrate 121 Years of Excellence / 31 MAR 14 [\[LINK\]](#)

By Master Chief Petty Officer of the Navy Mike Stevens

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3) Fleet Master Chief Beldo Talks Female Firsts and Chiefs' Pride / 1 APR 14 [\[LINK\]](#)

By Mass Communication Specialist 2nd Class Brent Pyfrom, USS Carl Vinson Public Affairs

“Every single day, and even now, I learn something new about our organization. It took 31 years of paying attention, staying focused, knowing that I won't always get it right, that I would make mistakes but I'd learn to not make them again. This has been a process and I owe a lot to my mentors.”

4) Sailors' Opinions Sought in Sub Survey / 2 APR 14 [\[LINK\]](#)

By Chief of Naval Personnel Public Affairs

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By Ed Barker, Naval Education and Training Command (NETC) Public Affairs

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or find it online at www.navy.mil/cnp

1) April is Sexual Assault Awareness Month / 31 MAR 14 [\[LINK\]](#)

By Rear Adm. Sean Buck, Director, 21st Century Sailor Office

April is Sexual Assault Awareness Month, recognized around the world each year – both in civilian society as well as within many militaries of our partner nations.

This year, the Department of Defense will pursue the united theme: “Live Our Values: Step Up to Stop Sexual Assault.”

Sexual assault prevention and response is a priority year-round, but April brings special, focused attention to the impact and scope of sexual assault, as well as renewed attention towards effective methods of prevention.

Commands are encouraged to take time this month to review where the Navy has been over the past year – and there are many initiatives to share.

We started a program called victims legal counsel, which assigns Navy officers in the Judge Advocate General Corps directly in the service of victims; began hiring deployment resiliency counselors for our big deck ships, in order to provide continuity of care for our deploying carrier and expeditionary strike groups; and instituted roving patrols in an attempt to curb the destructive behaviors happening on our bases.

These initiatives are already making a difference. We’re controlling what we own.

Later in the month, we’ll ask you to sit down with your shipmates and co-workers, and think ahead to the next year in order to dedicate yourself to be an active bystander – to step up and intervene in potentially destructive situations.

Each installation and command will highlight this month in their own way. Get out and participate in events, meet your local sexual assault response coordinators and victim advocates, and talk to your shipmates about bystander intervention. Raise awareness, promote prevention and challenge social norms and beliefs which do not live up to our Navy values and culture. Step up to stop sexual assault.

For more information and various resources for SAAM, visit www.sapr.navy.mil. If you need help regarding a sexual assault, visit www.safehelpine.org or call the helpline at 877-995-5247.

2) Chief Petty Officers Celebrate 121 Years of Excellence / 31 MAR 14 [\[LINK\]](#)

By Master Chief Petty Officer of the Navy Mike Stevens

As the master chief petty officer of the Navy, I get the chance to talk with chief petty officers from all across the world. As I travel throughout the fleet, it is evident that chiefs are doing great things. Their Sailors are a reflection of their amazing work. Established on April 1, 1893, chiefs have led each Sailor in their charge.

No one can be under any illusions of what being a chief petty officer means. You must be “All In, All The Time.” We must live honest and humble lives because our Sailors can see between the lines. They can see through the chief who tells his or her Sailors one thing, but does the opposite on the weekends. You must live and lead consistently.

By myself, I don’t have the capacity to come up with all of the answers, but I believe that our chiefs’ mess must have common ground, something that we can all work on together. We must have a focus. This is where “Zeroing in on Excellence” comes in.

Developing leaders: Leaders are the lids to their organizations. Leadership touches us all. Leadership is also one's ability to influence others. I was in a command that made every mission, people were happy to come to work, they were proud to wear the command colors, and people wanted to be there. There was very little misconduct, or mishaps, and it was a good place to be stationed. The lid was the commanding officer and the command master chief. Nothing changed within that command except for the change of command. Within 30 days of the change of command, the command went from being world champions to the worst in the league. It took me years to understand the significance of influence our senior leaders make. Great leaders are what make great organizations. If we want to mitigate many problems we are facing, we must have the right leaders in the right place at the right time. We are investing our time, energy and effort into the problem, but the reality is that without the leadership we won't rid the problem.

Good order and discipline: I think with our young men and women who serve, their behavior is a reflection of our behavior. If you want people to do the right thing, then we must do the right thing. Across the board of senior leaders, if we live the life beyond reproach then we would highly encourage, through our actions, young men and women who serve beneath us to do the same thing. Our greatest failure has been our failure to lead by example. I'm not looking to start a program, collect data, but rather just do the right thing. Especially when it's hard because young Sailors will see you when they look in the mirror.

Controlling what we own: The greatest difference maker in life is our attitude. You can't always control what happens to you but you can control how you react. We often spend so much time complaining about some of the challenges that life has dealt us, and I'm guilty too, but if we really stood back and took a hard look, we'd realize that within those challenges, lies tremendous opportunities. With the many challenges facing our Navy today, as much or more than ever, "controlling what we own" is of utmost importance. The things that we have no control over simply cannot distract us.

I've been a chief petty officer for 19 years, and I understand the perceived history and traditions of our Chief's Mess. I've seen a lot during evolution of the way we've trained our first class petty officers. For many years, we weren't physically hurting people, but it seemed to bring out the worst in our chief petty officers. We'd do things in a group that we would never do individually. I saw people say and do things that they normally wouldn't do on their own. I just knew that if I didn't stand for what is fundamentally right, with treating people with dignity and respect, then I was just as guilty as the people I had a problem with.

If you look throughout our history of the United States, some of the greatest things we've done have created strife and discontent. We say that we are a democratic society and that the majority has the say so, but every once in a while in our history, there's a person that goes against the majority because it's simply the right thing to do.

Chief petty officers are very influential in the Navy. If we can train our reliefs with dignity and respect, then we can ultimately get it right with every Sailor we come across. Remember, when you do the right things for the right reasons, you will always prevail.

There are many young Sailors who will one day serve among the ranks as chief petty officers to continue commemorating the legacy of excellence.

I'd like to take a moment to say thank you for everything you do, every single day. Our time in these jobs as seniors is short and we must continue to make every day our masterpiece.

Be sure to follow MCPON Stevens on Facebook and Twitter.

3) Fleet Master Chief Beldo Talks Female Firsts and Chiefs' Pride / 1 APR 14 [\[LINK\]](#)

By Mass Communication Specialist 2nd Class Brent Pyfrom, USS Carl Vinson Public Affairs ARLINGTON, Va. (NNS) -- Manpower, Personnel, Training and Education (MPT&E) Fleet Master Chief (AW/SW) April D. Beldo, one of the most accomplished Sailors in the Navy today with many "firsts" in her career, reflected on the role of the Chiefs' Mess on the chief petty officer (CPO) birthday, April 1.

Her resume is filled with titles such as: the first female command master chief (CMC) of Recruit Training Command, Great Lakes, Ill.; first African-American female CMC of an aircraft carrier when assigned to USS Carl Vinson and the first female and African-American force master chief (FORCM) for Naval Education and Training Command. She is currently one of four fleet master chiefs (FLTCM) in the Navy and the first female FLTCM of MPT&E, her current position.

"This took 31 years of training. I didn't wake up one morning and boom, I'm here," said Beldo. "Every single day and even now I learn something new about our organization. It took 31 years of paying attention, staying focused, knowing that I won't always get it right, that I would make mistakes but I'd learn to not make them again. This has been a process and I owe a lot to my mentors."

Beldo began her career as an Aviation Maintenance Administrationman in 1983 and was selected for CPO in 1995. She terminated shore duty early to spend her first tour as a chief on a ship at sea, following the 1994 repeal of the Combat Exclusion Law, which allowed women to serve aboard combatant ships for the first time.

"I wanted to serve aboard an aircraft carrier, so that's what I did," said Beldo. She received orders to Helicopter Anti-Submarine Squadron (HS) 6 and embarked aboard the first West Coast aircraft carrier to deploy with female Sailors, USS Abraham Lincoln (CVN 73).

"It was awkward at times getting used to each other, males and females, and a learning experience for all of us," said Beldo.

She likened the experience to one of blending families and the adjustment to a new authority figure.

"I was on that ship as a chief," said Beldo. "I went into the work center and told Sailors they weren't doing what they were supposed to do. Now, they weren't going to talk back to a chief, but they'd look at me for three to four seconds, and I'd look back at them for six seconds so they knew I meant business. There were adjustments, but we were still able to be successful," Beldo said.

During that time, Beldo was consistently reminded by other female chiefs who worked with her, "It's not about you being a female, it's about you being a Sailor. So concentrate on your job."

That bit of instruction and the career development of her leadership helped Beldo along her way.

"After I made chief, Master Chief Aircraft Maintenceman Ibarra approached me and said, 'Let's talk about you making senior chief'. I had only been a chief for six months, so senior chief was three years away. But it was his responsibility to help me develop," Beldo said, and once again, she paid attention.

In addition to the mentors she has had and the mother she considers her rock and sounding board, Beldo attributes her success to two main character traits.

"I try very hard not to get too excited or stressed about my day-to-day challenges, especially if I can't control the situation. Humility is a beautiful attribute," said Beldo. "I also hold myself accountable, just as I would any of my Sailors."

Humility and willingness to be accountable are what define her vision for leadership. It wasn't until during a tour at Recruit Training Command in 1998 that she developed a deeper, more personal understanding of the role of the Chiefs' Mess, though.

"It was my first opportunity to meet a master chief petty officer of the navy (MCPON). I met MCPON Delbert Black, and through that encounter I really began to understand what the Chiefs' Mess was about and what the office of the MCPON was about," said Beldo.

Black, who became the Navy's first MCPON in 1967, was a representative for all enlisted Sailors. He was a "champion, and the first of a line of MCPONs who would stand in front of leadership, like the Chief of Naval Operations and the Secretary of the Navy and say, 'this is what enlisted Sailors need,'" said Beldo.

When Beldo thinks about April 1 and the CPO birthday now, she reflects on those who created the legacy for the Chiefs' Mess to carry on. She said unity will keep the Chiefs' Mess strong into the future and she is grateful for the opportunity they have to hold enlisted Sailors and the wardroom together.

She also believes she is in a position to impact where the Chiefs' Mess is headed in the future, and that credibility is what enables the Chiefs' Mess to continue to have a positive influence on the organization and the command.

"Having worn the anchors for as long as I've worn them, my expectations for chiefs are high," said Beldo. "I want chiefs to understand that just because you get to wear that uniform doesn't mean you automatically have credibility. You have automatic respect, but it's a beautiful thing to have credibility and respect," said Beldo.

Beldo's own credibility and leadership experience have helped her at her current duty station, where she attends fleet engagements with Chief of Naval Personnel, Vice Adm. Bill Moran.

"One of the things he acknowledges before he starts a visit is that he has a chief petty officer with him that makes sure he is in tune with what enlisted Sailors are talking about," said Beldo. "That's what the credibility and glue of the 121 years of chief petty officers have done."

Beldo is quick to credit the Chiefs' Mess with her success and mentioned two of the roles she is most proud of - "two CMC tours, one shore and one sea: Recruit Training Command and USS Carl Vinson," Beldo said.

"I felt like a proud parent," Beldo explained. "When visitors to the commands talked about the outstanding Sailors and the hard work they exhibited to meet the command mission, I would get pumped up!"

"But what's even more impressive, I had nothing to do with it," said Beldo. "It was the chief petty officers' mess directing the orchestra. I made it a goal to be a role model for the Chiefs' Mess and they did the rest. Poetry in motion - I was so very proud."

Beldo's proudest moments are still profoundly simple - watching young men and women make the decision to join the Navy, and seeing the excitement of young Sailors at a new command.

She knows the future is in their hands. It's why she continues to challenge herself to lead them, to show them the laser-sharp focus of a Sailor determined to demonstrate honor, courage and commitment, because of love for country.

"I want every single one of us to just act like we're asked to act from our Oath," said Beldo. "That's my expectation of a Sailor. Just do the job you volunteered to do, whatever it may be. You volunteered to do anything that's asked when you raised your right hand and took that oath. That goes for all regardless of color or gender...Sailors."

Despite advocating the same service goal for every Sailor, Beldo encourages female Sailors to be aware of the new opportunities available to them.

"We're affording every qualified Sailor, including women now, the opportunity to serve in the riverine units. And in the future, we'll have enlisted women on submarines," said Beldo. "The qualification process is still the same, the criteria are the same, but the opportunity is there. Go for it!"

For more news from USS Carl Vinson (CVN 70), visit www.navy.mil/local/cvn70/.

4) Sailors' Opinions Sought in Sub Survey / 2 APR 14 [\[LINK\]](#)

From Chief of Naval Personnel Public Affairs WASHINGTON (NNS) -- The Navy has opened a voluntary online survey to all female enlisted Sailors to understand the level of interest among women to serve aboard submarines.

A Navy task force was formed last summer to develop options for integrating enlisted women into the submarine force. The survey results will be used to help guide ongoing planning efforts.

"We seek input from professional women Sailors throughout our Navy, even if they aren't interested in serving aboard submarines," said Rear Adm. Ken Perry, a career submariner who leads the task force. "Responses to the survey questions will help shape future Navy policy and are key to getting the integration right."

Perry emphasized that all survey responses will remain anonymous. "I value honest input. Give it to us straight. All responses will remain anonymous, period," he said.

Female Sailors can access the online survey by logging on the Navy Standard Integrated Personnel System commonly known as NSIPS. Once logged on, personnel can follow these steps:

- Locate the "Employee Self Service" link in the column on the left side of the page titled "Menu."
- Expand the "Employee Self Service" link options.
- Then expand the options under the "Electronic Service Record" link.
- Click the "Tasks" link.
- Then click the "Survey Requests" link.

The survey will be visible under the "Pending Surveys" window if these steps are followed.

The survey takes approximately 15 minutes to complete. It is scheduled to remain open through the spring.

The submarine force is developing plans to integrate enlisted women following the Secretary of Defense's rescission of the 1994 Direct Ground Combat Definition and Assignment rule last year. All positions currently closed to women are to be opened by January 2016 unless granted an exception by the Defense Secretary.

Today's submarine force includes 72 nuclear-powered submarines located among seven homeports in the Atlantic and Pacific regions.

The submarine force began integrating female officers into ballistic-missile and guided-missile submarine crews in 2011. Many have since earned submarine qualifications and completed a number of strategic deterrent patrols and missions in multiple theaters of operation.

For more news from Chief of Naval Personnel, visit www.navy.mil/local/cnp/.

5) Vouchers Offer Advanced Education for Senior Enlisted Sailors / 1 APR 14 [\[LINK\]](#)

By Ed Barker, Naval Education and Training Command Public Affairs PENSACOLA, Fla. (NNS) -- The Chief of Naval Personnel announced funding for the FY-14 Advanced Education Voucher (AEV) program April 1, providing advanced education opportunities for top-performing chief, senior chief and master chief petty officers.

Announced by Naval Administrative Message (NAVADMIN) 072/14, AEV provides financial assistance to selected senior enlisted personnel (E7-E9) to complete post-secondary, Navy-relevant degrees through off-duty education.

Master Chief Electronics Technician (EXW/FPJ) Richard Simpson, enlisted education program coordinator at the Naval Education and Training Command (NETC), noted that this educational program is one of the most significant in the sea services, as the Navy invests in the future of enlisted leadership.

"For senior enlisted members interested in or pursuing advanced education, the AEV program is an outstanding resource," said Simpson. "AEV offers the opportunity to get a degree from a university without having to worry about finances or Tuition Assistance (TA) restrictions, as it pays for 100 percent of tuition, books and fees up to a specified limit."

The AEV program will fund bachelor's and master's degree completion in designated, Navy rating-relevant areas of study. Examples include: strategic foreign languages, construction management, emergency and disaster management, homeland defense and security, human resources, business administration, leadership and management, engineering, information technology, nursing, paralegal, business administration, education and training management and electrical /electronic technology. All degrees, including any not listed above, must be approved by the AEV program coordinator at NETC to validate Navy relevance.

Chief Machinist's Mate (SS) John Matthews, torpedo quality assurance supervisor for the Naval Submarine Torpedo Facility in Yorktown, Va., recently completed his bachelor's degree in Business Administration with Saint Leo University using the AEV program.

"Both my leadership and Sailors are already receiving a return on the Navy's investment by the way I communicate more effectively both up and down the chain of command," said Matthews. "It can be challenging going to work and school at the same time, but the sacrifices pay-off in the long run. I am grateful for the opportunity to achieve this educational milestone and recommend the program highly."

Eligible applicants include E7s with no more than 17 years of time in service (TIS), E8s with no more than 19 years TIS and E9s with no more than 23 years TIS. Time in service for all pay grades is computed to Oct. 1, 2014. The TIS ceilings are not waivable. Proven superior performers with continued upward mobility are encouraged to apply.

AEV will support bachelor's degree completion in approved, Navy-relevant areas of study through off-duty education, capped at \$6,700 per year for a maximum of 36 months from the date of enrollment and covers 100 percent of tuition, books, and related fees. Total program cost per student is limited to \$20,000. Qualified candidates must have an associate degree from an accredited institution or the equivalent amount of college credit applicable to the degree being sought.

The AEV master's degree program covers 100 percent of tuition, books, and related fees up to a maximum of \$20,000 per year for up to 24 months of enrollment, with the total program cost per individual capped at \$40,000. Qualified candidates must hold a bachelor's degree from an accredited institution recognized by the Department of Education. For FY-14, Navy-relevant master's degrees are required.

AEV is not authorized for courses used to earn an additional degree for the service member at the same or lower education level. Lower division or prerequisite courses may be authorized if the courses are part of a Sailor's degree program and are listed on their approved education plan.

Applicants should be transferring to (or currently on) shore duty with sufficient time ashore to complete their approved degree program. Applicants on sea duty may apply provided they submit an education plan, with commanding officer endorsement, demonstrating the ability to complete the degree program. Senior enlisted members who have already invested in their professional development by pursuing college education and those who are currently enrolled in a qualifying post-secondary degree program using TA or other financial assistance programs are eligible to apply for the AEV program. Reimbursement for any education expenses incurred prior to participation in AEV is not authorized. AEV and TA benefits may not be used at the same time.

Upon completion of or withdrawal from education for which any authorized expenses were paid, participants shall agree to remain on active duty for a period equal to three times the number of months of education completed or three years, whichever is less. This obligation is discharged concurrently with any other service obligation program participants may have already incurred. The AEV agreement does not obligate the Navy to retain the member on active duty.

The Master Chief Petty Officer of the Navy will convene the AEV Program selection board in June 2014 and program selectees will be expected to enroll in studies in the fall 2014 term.

Deadline for applying for FY-14 programs is May 24, 2014. Applications should be sent to Naval Education and Training Command (N523), 250 Dallas Street, Pensacola, FL, 32508-5220. See NAVADMIN 072/14 for specific requirements and application guidelines. Packages must be endorsed by the applicant's commanding officer and command master chief.

For more information on the program, call Master Chief Electronics Technician (EXW/FPJ) Richard Simpson, AEV and enlisted learning and development coordinator (NETC N523) at (850) 452-7268 (DSN 459).

The AEV program is a supporting element of the Enlisted Learning and Development Strategy, which includes post-secondary education as an integral part of the career roadmap for each rating career track.

Additional information about the AEV program may be viewed on the Navy Knowledge Online (NKO) Web site www.nko.navy.mil. After logging on, click the 'learning' tab, then go to the 'quick link' -learning master link for AEV located on the left hand side of the page.

For more information from the Naval Education and Training Command, visit <https://www.netc.navy.mil/> and www.navy.mil/local/cnet/.