

# Commissioned Personnel Center CYBERFLASH



April 01, 2011

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## Director's Message

The [NOAA Corps Leadership Development Framework](#), under Leading Others, defines listening as follows:

*Listening* – Leaders are active listeners, asking question to clarify information. They are receptive to the messages conveyed through body language and tone of voice. Leaders respect speakers by being patient and non judgemental.

Listening well is an essential component of good leadership. Active listening is a critical component of leadership. Working relationships become more solid, based on trust, respect, and honesty. Active listening involves six skills: paying attention, holding judgment, reflecting, clarifying, summarizing, and sharing. Each skill contributes to the active listening mind-set and includes the various techniques. Leaders who seek to improve their ability to actively listen may face a number of barriers. These barriers are image of leadership, silence as agreement, external pressure, lack of know-how, individual makeup, time and place, emotion, and cultural differences. Active listening is not an optional component of leadership. It is essential. I will go into more detail on the six active listening skills and barriers in the next several CyberFlash messages.

A handwritten signature in blue ink, appearing to read "Raymond C. Slagle".

CAPT Raymond C. Slagle, NOAA  
Director, Commissioned Personnel Center

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## Officer Records for Promotions

As a reminder all OPFFix for the upcoming Officer Personnel Boards for promotion, must be in by Monday 04 April. Also, new this week to the Online OPF is the "Education Summary" page. This page lists the degrees that you have received. Please review your "Education Summary" to ensure all degrees that you have are included and listed correctly, submit an OPFFix, from Personnel File page, or email to [opffix.cpc@noaa.gov](mailto:opffix.cpc@noaa.gov), for any corrections or updates to your records.

## CPC Services- Assignments

CPC personnel are available to provide guidance on personnel issues, professional development, and career advice. As Chief, Officer Assignments Branch, LCDR Nathan Hancock is available to discuss the assignment process, available billets, and provide insight on timing and other factors involved in assignment decisions. CPC's role is to facilitate and manage the assignment process, explore options, and make recommendations to OAB members and NOAA Corps

leadership that best balance the needs of the service, programs, and the individual officer. It is important to remember that CPC personnel are non-voting members of the Assignment Board. Line Office Liaison Officers are voting members; therefore play a major role in the assignment process, including assignments for O-3 and below. Inquiries for future assignments should involve dialogue between the billet's rating chain, Line Office Liaison Officer, and Chief, Officer Assignments Branch. Feel free to contact LCDR Hancock ([AssignmentBranch.CPC@noaa.gov](mailto:AssignmentBranch.CPC@noaa.gov)) for more information on the assignment process.

## Uniforms: ODU Transition

The deadline for converting from Tucked to Untucked ODU's will be extended beyond 01 May. There have been supply issues with the Coast Guard Uniform Distribution Center. A majority of sizes are available for purchase, however due to the delays in availability, the new date for discontinuing Tucked OCU's will be 15 June 2011. Additionally, there have been some questions as to the authorized boot to be worn with the ODU. Beginning 31 December 2012, steel toe boots will no longer be authorized for Coast Guard and NOAA Corps ODUs. The Coast Guard Uniform Distribution Center has a selection of boots that will comply with this change, however there are several other suppliers where boots can be purchased. ODU Boots must comply with the American Society for testing Materials (ASTM) Document number ASTM-2413-05 (as updated on (3/11/05)). [More information](#)

## Deepwater Horizon Reimbursements For NOAA Corps Officer Labor

Recently, CPC has received questions regarding reimbursements for NOAA Corps Officers involved in MC-252 Deepwater Horizon (DWH) response and recovery efforts. Officers should be sure to check with their supervisors to ensure that their time served for DWH participation is not included in reimbursement funds for any Line Offices other than OMAO. OMAO pays NOAA Corps salaries and is seeking reimbursement for all NOAA Corps time related to DWH. If your supervisor has any concerns please have them contact the Director, CPC, at [director.cpc@noaa.gov](mailto:director.cpc@noaa.gov).

## This Month in History- Profile in History

Commander George E. Morris was born April 5, 1906, in Regina, Saskatchewan. He graduated from the University of Minnesota in 1927 with a degree in Civil Engineering and joined the U.S. Coast Survey. Following several assignments surveying portions of the Inner Passage and Glacier Bay, he was assigned to the Philippines, taking his wife, Kay, and daughter Mary Ann. After arrival, their son Scott became the last American to be born in Manila before the Japanese invasion. Commander George E. Morris, surrounded by death during World War II in the Pacific maintained a positive outlook and a sense of humor. Having many of his own encounters with death, he survived to tell the story of two fellow fallen officers, Commander Morris was able to give accounts of two other fellow officers that died during the war, Commander George Cowie (CyberFlash 08OCT2010) and LTJG Joseph Stirni.

"The Coast Survey had the only copy of the nautical almanac in the Philippines...CDR Cowie had made arrangements with the Philippine government printing office to duplicate this for the use of the Navy...He wanted me to go with him to get these duplicates...I didn't go with him. They bombed the building that the printing room was in while he was in there, and he was killed."

CDR Morris fled up to command USCGS Ship Research. A Japanese bomb hit a launch moored alongside the gangway. The crew put out the fire which caused warping of the side plates. Later that night, the Army gave orders to scuttle the ship. With no ship or crew, CDR Morris became an Army map liaison for the Navy

until his capture on Corregidor on May 9, 1941. His wife and the children were also captured and interned in Santo Tomas Internment Camp until liberated by American Forces in February, 1945.

CDR Morris's philosophy in captivity was to do what the captors asked, just enough to satisfy them and stay out of trouble. Some of the men would get into trouble, and they'd get hit. One punishment they'd give was to make two people to stand up and slap each other. If they didn't slap hard enough, the guard would take one of them and slap him hard enough to almost take him off his feet.

Food and clothing were in short supply, "usually you'd see a bunch of G.I.s lined up along the fence waiting to clean the Japanese cooking pots...so they could get the scrapings." Clothing was scarce as well. "Basically, we had what we were captured with. For the work details I cut the legs off of some trousers and had the tailor make me a G-string out of the legs. That's what I wore all day long. I had one pair of shoes the whole war. I made others out of two by fours with a strap across the instep."

The bed bugs were pretty bad at times. "We'd get boiling water from the galley and pour it on their hiding places."

CDR Morris humorously recounts, "I was sitting with some of the guards I'd been out with on details for years. I knew them quite well. We started talking about the Enfield rifle that they were using for arms. They complained about them. The Enfields were captured from the Philippine Army. The guards kept saying what terrible rifles the Enfields were...so I said, "If it's such a terrible rifle, why don't you sell it to me." So this one guard says, "O.K., how much?" and I said "One peso." I took out a peso and he...gave me the rifle. There were half a dozen guards around there and they... were afraid one of their officers would see this. They kept telling him "Get that rifle back! Get that rifle back!" So I said, "Well, this is a pretty good rifle, you know, but I'll sell it to you for two pesos." He said, "But I don't have two pesos!" This went on for a little while, and I finally said, "Well, you're a good friend of mine, so I'll sell it to you for one peso."

"We did get Red Cross packages occasionally. The first Christmas, 1942, when we were in Camp One, we got a Red Cross package apiece. We still had a bunch of the sick from the Death March the previous April, and were having burial details every day. I don't know whether it was Christmas or New Year's Day, but that was the first day we didn't have a burial. But on that Christmas, we had half a dozen men who sat down and ate their whole Red Cross package, and died."

To Be Continued...

On the Horizon

April 4-29, 2011 (Travel 03 & 30 April)	REFTRA- Kings Point, NY
April 5, 2001	Uniform Awards Board
April 11, 2011	Cutoff Date for Submitting Documents to OPF/OMF (not including OER) for FY 2011 Promotion Zones
April 18, 2011 (week of)	Promotion Selection OPB for Grades: O-6, O-5, O-4 and O-2
May 3, 2011	Uniform Awards Board
May 14, 2011	DC Metro Area ACO Dining Out
June 7, 2011	Uniform Awards Board
October 1, 2011	Promotion Selection OPB for Grade: O-2

Approve Resignations, Separations, and Retirements

The following officers have approved retirements, resignations, or separations. Be sure to thank them for their service to NOAA and nation and wish them the best the next time you see these officers!

LT Katherine Peet	April 15, 2011
LT Natasha Davis	April 30,2011
LT Shawn Maddock	May 1, 2011
ENS Tamera Reul	May 10,2011
LTJG James Falkner	May 31, 2011
LCDR Demian Bailey	June 1, 2011
LT Jason Seifert	June 1, 2011
CDR Carl Groeneveld	June 1, 2011
LCDR James Illg	July 1, 2011
CAPT Michael Francisco	August 1, 2011
CAPT Michael Gallagher	August 1, 2011
LT Elizabeth Crapo	October 30, 2011