

YOUR FRIENDLY IG QUARTERLY

Office of the USAFA Inspector General

Newsletter Date: January 2024



General Inquiries?



Complaints?



Col Storm's Newsflash

The reorganization of USAFA's Inspector General capabilities is complete!

We set out with **3 goals** during this restructuring: 1) provide the Superintendent with more visibility on risk across the entire institution; 2) increase Mission Element leaders' voices in their inspections & reporting processes; and 3) provide inspection/exercise support equitably across all MEs (risk detection & accountability).

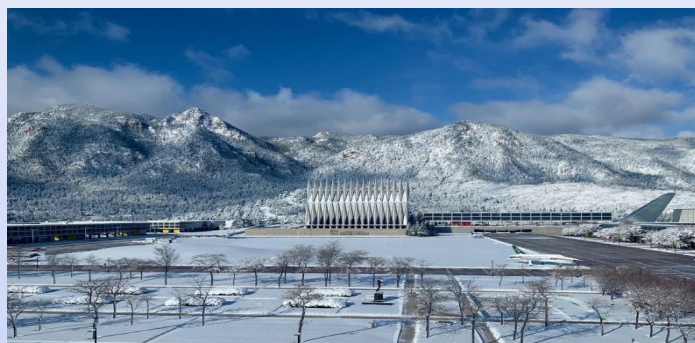
Our **mission** is to assess and report all facets of USAFA's mission capabilities regarding readiness, economy, efficiency/effectiveness, and discipline as they pertain to Developing Leaders of Character. The primary **method** to improve ME inspection support is through our ME Inspection Managers (MEIMs). Each MEIM is a badge-wearing IG, assigned to USAFA/IG, who will work closely with their ME leadership and ME Self-Assessment Program Manager (SAPM), to provide the necessary resources for a ME-unique inspection program.

We look forward to these new partnerships which will lead to a more effective and efficient Air Force Academy Inspection System.

USAFA Horizontal Inspections (HI) vs. Unit Effectiveness Inspections (UEI)

The UEI is a large-scale inspection that assesses mission effectiveness of an AF wing every 2 years. The 10 ABW traditionally fell under the UEI construct, however with the IG capability reorganization, USAFA will fall under a new Academy Inspection System (AFAIS) and no longer conduct UEIs. Instead, mission effectiveness will be measured horizontally (i.e., simultaneously) across all the Mission Elements (ME) and the HQ staff. It's not that the UEI wouldn't work for our mission; it's just that they require too many resources. Imagine each ME having a UEI every two years!

This will provide us the opportunity to assess efficiently while still providing leaders with appropriate risk data on mission effectiveness. For example, when we inspect funds management, we will no longer just inspect USAFA/FM. Instead, we will assess FM functions across the MEs based on risk factors their self-assessments uncover, ME leaders' priorities and the Superintendent's strategic priorities.



Reprisal

Many complainants visit the IG office because they feel they have not been treated fairly. There is a fine line regarding fairness that is very important to the Inspector General, which is Reprisal. Protection from reprisal commonly referred to as "Whistleblower Protection". It ensures people have the freedom to speak up about wrong doing without the fear of retaliation.

When a complainant alleges Reprisal, we look for two things: a **protected communication** (PC) & a **personnel action** (PA). A PC is any communication made to a member of Congress or an IG; but further, to the staff of a member of Congress or of the IG; any audit, inspection, investigation, law enforcement agency, equal opportunity, family advocacy, or any person in your chain of command, provided the communication involves a violation of a law or regulation. Everything you say to any member of Congress or to an IG is 100% covered as a PC. Without a PC, there is no Reprisal.

The 2d element is the PA. This is either taking, or threatening to take, an unfavorable PA or withholding, or threatening to withhold, a favorable PA. These unfavorable PAs are part of your official record and may affect your career. LOCs, LORs, Articles 15, withholding a promotion, a referral EPB, OPB or unfair downgrades, or cancelling a PCS are all examples of unfavorable PAs. Without a PA, there is no Reprisal.

If you believe you have been a victim of Reprisal, or need further clarification concerning an individual incident, please contact us. You have up to 1 year from the date of the PA to file a Reprisal allegation.



SEL/SEA Corner

Documentation

Just about anyone within the military has heard the phrase "if it's not documented, it didn't happen" or a variation of it. Most members who have been through any sort of IG inspection (Vertical, Horizontal, UEI, etc.) has probably been asked by an inspector "can you show me where that is located."

So why is documentation important? Documentation is a crucial aspect of efficient and effective project management, development, and collaboration. It plays a key role in ensuring clarity, knowledge retention, and the overall success of a project or organization.

This is typically done to prove currency or up-to-date information is being followed for the inspected program/area. Additionally, it helps combat the age old expression we all love to hear: "this is how we have always done it."

In summary: document, document and document!



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