J. BARTON 5021

NAWC Aircraft Division
NAVAL AIR WARFARE CENTER

Reflector

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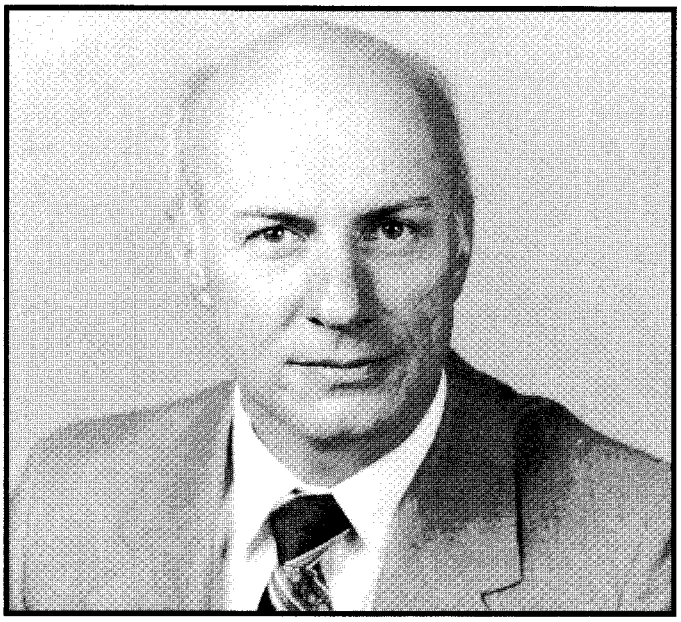
Vice Adm. Martell Award presented to Castaldi



Thomas W. Castaldi
Executive Director

Thomas W. Castaldi received the Vice Adm. Charles B. Martell Award for his outstanding contributions in the field of scientific research and development of systems/subsystems pertaining to the advancement of antisubmarine warfare (ASW). He was cited for more than 30 years of dedicated service as a civilian scientist in the Department of the Navy.

The award was presented by the Undersea Warfare Committee (UWC) of the National Security Industrial Association (NSIA) at the Thirty-Fourth UWC Conference in San Diego, Calif.

The award stated that Castaldi distinguished himself as a nationally recognized expert and true leader in the area of airborne ASW. He sustained a level of accomplishment seldom seen at the laboratory level and his contributions have had a profound and long-lasting impact on the Navy's ASW programs. His accomplishments span the spectrum from developing and introducing into the fleet major air ASW weapons systems to managing extremely complex and technologically advanced concepts in airborne ASW sensor systems.

Castaldi's individual contributions include such items as

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New competency aligned cost division stands up

The Warfare Systems Analysis Department at the Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR) proudly announced on April 4, the establishment of the Advanced Concepts and Enterprise Activities Division, Code 304. This is the first technical division to implement the competency alignment in the NAWC Aircraft Division. The function of this new division is cost analysis for aircraft advanced concepts and aircraft systems.

The Naval Aviation Systems Team plans to integrate all NAWC sites into a seamless competency aligned organization (CAO) to better serve customers and remain vital and viable in the new post-Cold War environment. All divisions are preparing to stand up as a CAO by October 1994. The new division will comprise the Cost/Affordability Branch at Warminster and the newly formed Aircraft Cost Analysis Branch at Patuxent River, Md. (PAX).

Just as the Human Resources Office (HRO) Warminster is now working as a division of NAWCADHRO, the new division will work the same way, as a single organization located at two sites. Competency alignment will remove the geographic boundaries. The new cost division will work aligned under Dave

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Aircraft Division Reorganization - Why now? Why us?

Capt. William L. McCracken

I'm sure many of you are thinking that the last thing we need now is another change and disruption to our work environment. We are all being confronted with the impact of the transition to Patuxent River, the closure of the Warminster site, the threat to our own jobs/career plans due to the "rightsizing/ downsizing" of the government workforce, the possible effects of the proposed defense budget reductions on the work we are currently doing, the realignment into the NAWC Aircraft Division, and now - a major reorganization. Each time another announcement is made, the questions I constantly hear are: "Why us? Why now? Why are THEY doing this? It doesn't make any sense. How can I make all the personal career and family decisions that must be made when everything is in a constant state of change and transition?" Many times I ask them myself.

I truly believe that the Aircraft Division reorganization is a necessity if naval aviation is to survive. We are being driven to this in the same way that the Navy was and continues to be driven to make hard decisions during the Base Realignment and Closure (BRAC) process. The world political climate has changed - the Soviet Union is in a state of political and economic turmoil and the Berlin Wall has fallen. The national political climate has changed - the United States is so far in debt that it has almost driven itself to bankruptcy and yet we still don't seem to adequately subsidize programs for our own citizens such as education, welfare, social security, etc. Priorities have changed, and the Department of Defense is no longer a top priority. The direction is clear: we must continue to be able to defend ourselves, but at a much lower cost and with fewer resources, both personnel and facilities. This means that our way of doing business must also change.

The Competency Aligned Organization was selected because it seems to be the best way to continue to get quality products and services at a lower cost. It is being used successfully by numerous commercial businesses. I know that for many of you, it would be more convenient if we could wait until after the transition to Patuxent River. While in the midst of so many personal decisions, it would be nice if you could count on your current supervisor and tasking to stay the same, at least over the short run. Unfortunately, this is not an option. In order for the Aircraft Division to stay viable and support its customers, the change must take place as soon as possible. There are too many threats to our business base to delay - we must remain competitive.

I wish there was an easy answer - that I could turn the clock back five years to the time when you felt totally in control of where you would be working, who you would be working for, and where you would be living. But, given the current situation, each one of us must struggle through the decision making process based on what we want and what we know. What I can promise you however, is that I will make every possible effort to keep you informed of what is happening and the options available to you. A Reorganization SITREP has been added to the Warminster SITREP to keep you abreast of the direction that the Aircraft Division is heading. We will be offering training on managing change to help you to cope with the changes, stress, and decisions that you are facing. There will also be training on the skills and knowledge you will need to operate in the new organization - team building and Competency Aligned Organization philosophy and operations.

We have worked together successfully in the past and I believe we can do so again. I hope that you will make the decision to support this new organization - we need you.

Capt. William L. McCracken
Commanding Officer

Military Spouse Appreciation Luncheon

May 26
Lady Luck Club
Noon to 1 p.m.

The cost is $5 a person.
Tickets are on sale at the Duty Office and the Command Master Chief's Office.

Engineers stealth soda cans for class competition

Supervisors and managers at the Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR) concerned about coffee or soda breaks may have to develop advanced radar in order to detect soda cans coming into their division. The Fundamentals of Antennas training class, taught on site, has been working on a stealth design project that could have far reaching applications for thirsty employees. The antenna class is learning stealth technology via their radar cross section (RCS) reduction project.

Frank Plonski, Microwave Techniques Branch, Code 5021, has taught the Fundamentals of Antennas for five years. Plonski is a "roll up your sleeves - get your hands dirty" type guy. He is a firm believer that experience is the best teacher. In addition to presenting antenna and electromagnetic wave theories, he often demonstrates theories with lab experiments. With the completion of the new training center at NAWCADWAR, Plonski saw the opportunity to expand the scope of his teaching. With antenna measurement facilities located just down the hall from the training rooms, the class was encouraged not only to witness actual tests being conducted, but to design, build and test a Yagi TV antenna.

The class was also introduced to other technologies that utilize the same fundamental theories, such as RCS technology. The students developed stealth designs for a competition requiring RCS techniques to make a soda can look like a mosquito on radar. The students applied stealth technology that hides B-2 bombers.

John Passfeld, RCS Technology Branch, presented a lecture on the area of 'stealth' or 'low observable' technology that deals with RCS reduction theory. The term 'stealth' refers to technologies that enable a vehicle to 'blend into' a combat environment to reduce the probability of detection and therefore increase the probabilities of success and survival. Unfortunately, these terms are frequently used hand-in-hand with radar cross section reduction (RCSR). This is probably due to a close association of a stealth vehicle (F-117A fighter, B-2 bomber) with the most obvious feature — its shape. In fact, RCSR is just one element in the stealth equation. Other important elements include: suppression of visual signature (optics, contrails, etc.) plus suppression of infra-red (IR) signature (engine, skin heating), acoustic signature (engine noise), vehicle RF emissions (communications, navigational radar) and laser cross section signature. While RCSR is a countermeasure to radar detection, RCS technology also deals with augmentation of trying to make a target more easily detectable to radar (enlarging or "making a mountain out of a molehill".). Applications include land/sea rescue operations, radar calibration and decoys.

Each member of the class was challenged to reduce the RCS of a soda can by shaping only. Effective shaping techniques can go a long way toward achieving low RCS levels while minimizing other costs, such as applications of radar absorbing materials. The cone shape redirects the radar return signal. Applied to missile technology, the enemy radar signal would be redirected, never returning to enemy radar.

Engineers John Tepper, Adrian Honer, Al Canavo, Bob Bello, John Metzer, Joe Gunchenko and Frank Malchman met the challenge to design, build and test "fly" their soda can past the radar. Evaluation criteria included RCS performance and weight.

To insure practicality of each design, students had to be able to drink the soda once it was enclosed in the stealth design (just as pilots would need access to the cockpit). With the submission of each design, measurements were taken, results compared and finally a winner was chosen. All of the designs worked, some better than others. Creative utilization of lightweight materials (cardboard, foam, foil, etc.) was also a key to success. Passfeld explained to each participant how they could improve their designs. This practical application of theory helped all participants learn from their own and other's mistakes.

Adrian Honer's design succeeded in fulfilling all of the parameters and tough criteria to come out on top in the competition. Special thanks to John Cunningham, branch head Code 5021 and William Ailes, branch head Code 5025, for cooperation on the use of the measurement facilities.

John Markow, Employee Development division head, requests that other employees possessing skills and knowledge they could share with others on site contact him regarding instituting other training classes. He can be reached at ext. 1026.

Joan Marie Brown
Public Affairs Office

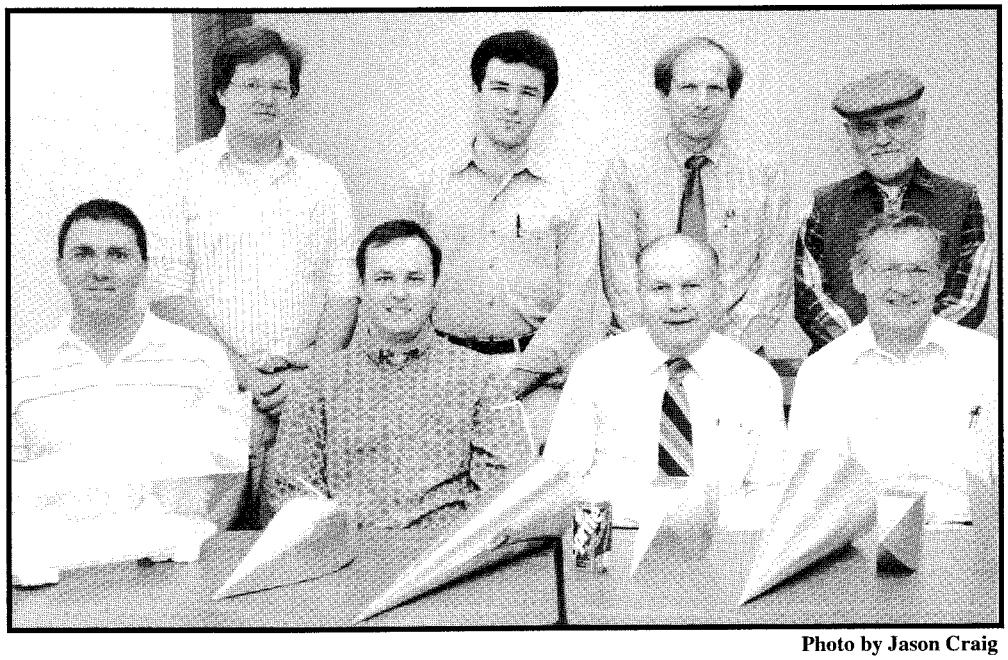

Photo by Jason Craig

Engineers (L-R) front row: John Tepper, Adrian Honer, Al Canavo, Bob Bello. Back row: John Passfeld, Joe Gunchenko, Frank Plonski, Frank Malchman with their stealth design.

Competency aligned cost division

(continued from page 1)

Burgess as technical representative from the Naval Air Systems Command (NAVAIR) on site at PAX and Dan Carbo from Warminster as acting division head.

An obviously enthused Dan Carbo explained that he and Dave Burgess will be working closely to ensure the division functions as a competency aligned unit. Employees from the various sites will work as integrated teams providing cost analysis products and reviews on programs in various phases of the acquisition cycle. One employee from NAWCAD Trenton, two to three Warminster employees and three to four individuals already at PAX will be accepting new assignments to staff the new branch at the PAX site. They are looking forward to getting the new division aligned and functioning as part of the CAO. "The people at PAX could not be more cooperative as we go through some of the growing pains," said Carbo. "We are very hopeful that this works well. Our new work space at PAX looks good; it's exciting seeing it all happen. The initial funds are already in place. We will meet the logistic challenges with continued cooperation."

The Warfare Systems Analysis Department pioneers in this competency alignment effort have been working toward alignment since September 1993. At that time Bob Becker, Code 30 department head at NAWCADWAR began working with Dave Burgess of NAVAIR-524. Their efforts are highly visible across the NAWC. Carbo likened it to "re-aligning in a fish bowl, with everyone else following our progress, hopefully avoiding the potholes we may hit."

The high level of interest in this new cost division was evidenced by the presence of Guy Dilworth, deputy commander NAWCAD, Lew Lundberg, executive director NAWC, Noreen Bryan, division director Cost Analysis NAVAIR and Denny Distler, executive director NAVAIR at the ribbon cutting ceremony on April 8 in Building 1489 at Patuxent River, the location of the new division. Also attending the ceremony were: Dave Burgess, technical representative from NAVAIR 524, Dan Carbo, acting division head NAWCADWAR 304, Richard Kohn, NAMO acting branch head NAWCADWAR 3042, Bruno

(continued on page 5)

Photo by PH1 Bill Oosterink

In attendance at NAWCAD Cost Analysis Branch ribbon cutting were (L-R) Terry Fazio, Dan Carbo, Dave Burgess, Noreen Bryan, Sonia Sharkey, Richard Kohn, Carlos Falcon, Denny Distler, Guy Dilworth, Lew Lundberg, Chris Miller, Mac Clabaugh and Bruno Cavallo.

No more SF-171?

Standard Form 171, the form federal job-seekers love to hate, may be on its way out.

Roberta Peters, who heads the Navy's Office of Civilian Personnel Management, said the National Performance Review recommended "sunsetting" the federal employment application form when it expires June 29, 1994.

If the Office of Personnel Management (OPM) does not ask the Office of Management and Budget to reauthorize the form by that date, it automatically expires.

"We don't know what will replace it," said Peters. "We expect employers will ask for materials appropriate to the position being filled. People will still be asked to address questions related to the knowledge, skills and abilities needed for the job. They may also submit resumes. For certain hard-to-fill jobs, applicants may even apply by phone."

However, "there will probably be a grace period during which applicants will still use the SF-171," said Peters. She believes the form is useful for entry-level applicants but is too cumbersome for experienced workers trying to change agencies or get promotions.

Sharon Wells, a spokeperson for OPM confirmed the agency is strongly committed to "sunsetting" the SF-171. However, OPM will consult with personnel officials in other agencies, including the Department of Defense, before deciding. Some agency personnel officials resist the idea, and OPM wants to address their concerns.

Evelyn D. Harris
American Forces Information Service

Competency aligned cost division

(continued from page 4)

Cavallo, deputy, Warfare Systems Analysis Dept. Code 30A, Cmdr. Scott Palmer, department head Code 30, Carlos Falcon, operations research analyst Code 3031, Sonia Sharkey, management assistant, NAWCADWAR Code 3001, Renae Davis, electronics engineer NAWCADWAR Code 1062, Dr. Terry Fazio, operations research analyst NAWCAD, Chris Miller, aero-engineer PAX, Mac Clabaugh, operations research analyst PAX, and Donald Harris, aero-engineer, Trenton.

"The AIR-524 Division Director, Noreen Bryan has been very supportive with Dave Burgess actively pursuing the business base required to support the new division," stated Bruno Cavallo, deputy director of Code 30. "Ongoing support from Dr. A. Somoroff, deputy commander of NAVAIR is appreciated."

As the new cost division sails this uncharted sea, operating at two sites with a NAVAIR technical representative on site at PAX, good communication and coordination will be the keys to success. The new acting division head is confident his division will work toward clear communication within the competency, making sure work is reviewed sufficiently. "AIR-524 will be trusting the new division for credible quality work. Emphasis on cost has become paramount in the new defense environment," said Carbo. " A good working relationship with AIR-524 is already established," he added.

Carbo continued, "This CAO philosophy has to work, despite geographic boundaries initially." The PAX River air shuttle, the invaluable FAX machine, computer connectivity and video-teleconferences between the multiple sites will ensure the CAO philosophy will work regardless of geographic location.

Despite uncertainties some employees may have with realignment and moving, this first step toward a Naval Aviation Systems Team has planned for a smooth transition. NAWCAD and NAVAIR management support and permanent change of station funds are in place to ease the transition. Carbo said, "The commitments to the employees entering the competency are extensive: full support for relocation and extensive on-the-job training for an excellent long term career outlook in this very visible area. I feel very confident we will be able to provide quality work to customers and be economically viable."

The first key programs the Cost Division people will work on are the T-45, Navy Jet Training System, SH-60, AV-8B, and the Joint Advanced Strike Technology program in cooperation with the Air Force. The new competency will frequently be working tri-service programs in the future.

A special thanks is extended from Dan Carbo, acting division head, to all the employees from PAX River who worked diligently in support of the stand up for the new Code 304. "Without the support of the following individuals, our job would have been much more difficult: Naval Air Station Pax River Executive Director Tim Smith, Nancy Potanka, Don Poe, Bob Lynch, Jay Dameron and Robbie Hall from Public Works, Mike Judd, Shelby Wathen and Charles Fenwich in Building 1489, Brenda Norris and Mary Lou Wimberly, Supply, Lew Brown, Brad Edict, Bonnie Bowes and Susan Love for their help with the computer connectivity, Bob Carter, Alice Briscoe, Debbie Lee, Pat King and the AT&T technicians for the telephones, Karen Owens, comptroller and all others who helped in any way.

Joan Marie Brown
Public Affairs Office

Leave-sharing made easier

The Office of Personnel Management (OPM) recently made the leave-sharing program more flexible. The interim rules are effective immediately.

Now, agencies have independent authority to set up both leave transfer programs and leave banks. Before, agencies had to ask OPM's permission to set up a leave bank program.

Agencies also can have both leave banks and leave-transfer programs and eligible employees will be able to take leave from both programs during the same medical emergency. Through both programs, employees can now transfer leave to employees in other agencies if they wish, as well.

The new rules make it easier to qualify as a leave recipient. Before, program administrators had to consider the amount of advanced leave an employee had available in addition to earned annual and sick leave. Now, only earned annual and sick leave will be considered.

Finally, when employees deplete the leave donated to them, they can use any annual or sick leave they accrued while in a shared-leave status.

"The program creates a family-friendly workplace and gives agencies the flexibility they need to be responsive to their employees," said OPM director Jim King, who announced the changes.

In both programs, contributors can donate annual leave directly to a specified employee facing a personal or family medical emergency.

Leave banks work as a sort of insurance policy. Employees donate annual leave to their agency leave banks when they are healthy. If they later have personal or family medical emergencies, leave bank members can apply to use leave from the bank.

For more information about the leave-sharing program at Warminster, contact Mike Markle at ext. 3607.

Evelyn D. Harris
American Forces Information Service

DoD issues rule on revitalizing closure communities

WASHINGTON (NNS)- On April 6, the Department of Defense (DoD) released its interim instruction concerning revitalizing base closure communities. This instruction implements provisions of the 1994 Base Closure Community Assistance Act, which supports President Clinton's five-part economic reinvestment program announced on July 2, 1993. The general public has 90 days to provide the DoD written comment on the instruction prior to DoD publishing its final regulation this fall.

The interim instruction was prepared in coordination with the President's National Economic Council. It should help communities impacted by base closures by stimulating and encouraging community reinvestment and rapid job creation.

A complete copy of the DoD announcement of the DoD interim instruction can be obtained electronically through the CNO Navy Leadership Policy Bulletin Board or via the Internet from the Navy Public Affairs Library.

DoD Public Affairs

Vice Adm. Martell Award

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pioneering work in the field of digital signal processing, air sonar detection and classification in-bouy signal processing, array concepts of sonobuoys and the design and development of numerous passive and active sonobuoy systems.

The citation read, "Your unique understanding of military requirements and implementing technologies, coupled with an ability to resolve complex issues, has contributed materially to the strength of the Navy and to our strong ASW posture," signed Nils Ericson, Chairman, UWC and James R. Hogg, President, NSIA.

In a letter from Rear Adm. Barton D. Strong, Commander, Naval Air Warfare Center Aircraft Division he said, " receiving the Vice Adm. Martell Award is a great honor for a fine person."

Castaldi is currently the executive director here. He joined the Naval Air Development Center in 1962, with a bachelors degree in electronic physics and worked as an engineer in the Acoustics Processing Division progressing from project engineer to branch head.

Castaldi attended the Naval War College, Newport R.I., in 1976 and graduated with distinguished honors. He is a member of the American Defense Preparedness Association and the Institute of Electrical and Electronic Engineers.

In 1989 he was presented the Presidential Rank Award of Meritorious Senior Executive for his many outstanding contributions to the management of the Navy's programs.

JO2 Terry S. Wingate
Public Affairs Office

EEO volunteers honored by center

1993 EEO Award Winners.

From (L to R) Thomas J. Shopple, Associate Executive Director, Janet Russell, Equal Employment Manager, S. Danny Rajan, Sonia Sharkey, Ruth Pickering, Marge Russo and Capt. William L. McCracken, Commanding Officer.

The Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR) held its annual Equal Employment Opportunity (EEO) awards ceremony recently to honor nominees for individual accomplishments and a group for their outstanding support to the Center's EEO program.

Sonia Sharkey, management assistant in the Warfare Systems Analysis Department received top honors for her individual efforts. As a member of her departments EEO Committee and the Federal Women's Program Committee (FWPC) for several years she served as alternate department EEO representative as well as recording secretary for the Administrative, Secretarial and Clerical Group. Sharkey have actively supported various command EEO Programs including involvement with all FWPC yearly activities. She also demonstrated a commitment to these programs by helping in the planning of breakfasts, luncheons, selling tickets and offering assistance in any capacity.

Sharkey has demonstrated interest outside the Center through her involvement with A Women's Place, the Bucks County shelter for abused women. She setup and ran an exercise program there and conducted regular aerobic classes. She was also instrumental in helping the FWPC to collect toiletries and paper products for donation to the shelter.

Through her many activities, Sharkey has shown personal interest, compassion and resourcefulness toward the needs of others.

The Mission Avionics Technology Department (MATD) and the FWPC took top honors in the EEO group category. MATD was recognized for innovative ideas and suggestions relating to the EEO concerns of all employees.

One example was, addressing the issue of female representation of high grade levels and the need to facilitate the transition from technical specialist to manager. They drafted and submitted a proposal suggesting work rotations at Patuxent River for females in the technical field.

Another important part of the MATD Committee has been suggesting solutions for the needs of the disabled, an employment group targeted by the Department of the Navy as part of its

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NAWCADWAR supports operations in the Arctic

Dr. Arthur Horbach of the Mission Avionics Technology Department (Code 50) has just returned from a two week field assignment in support of the Navy's P-3 operations in the Arctic during the ice exercise ICEX-94. Maritime aviation crews, based out of Thule Air Base, Greenland conducted ASW operations. Under the guidance of WINGSLANT / WINGFIVE, eight aircraft were assigned: three from NAS Brunswick, two from NAS Jacksonville, two from the Canadian Maritime Patrol Forces and one from the Royal Netherlands Marine Forces.

Dr. Horbach had been asked to support this effort because of his years of experience in Arctic Air ASW. For over ten years he has flown periodically in P-3 aircraft in the Arctic and he has participated in conducting research in a number of ice camps on the frozen Arctic Ocean.

The purpose of his participation was to support ASW operations by briefing aircrews, providing in flight guidance on the use of sonobuoys and geobuoys in the Arctic, and advising on the scientific aspects of efforts being conducted by the air community during the exercise.

Dr. Horbach's participation in ICEX-94 was jointly supported by his department (Missions and Avionics Technology) and the "Quick Response" program of the Fleet Interface Office (Warfare Systems Analysis Department). The "Quick Response" program responds to fleet requests for immediate, short-term, technical support for the NAWCADWAR's scientists or engineers.

Part of the tasking was to validate techniques of launching sonobuoys into fractures between ice floes and to avoid launching them into thinly refrozen leads. Dr. Horbach's experience was used to train the aircrews to be able to select areas in which to deploy sonobuoys. In addition, his knowledge of, and experience with a device called a geobuoy was also sought. A geobuoy is an experimental acoustic sensor used when there are no openings between ice floes. These units are launched from the aircraft and implanted into an ice floe using their momentum. Selection of an appropriately thick floe, clear of pressure ridges, requires some training.

In addition, the geobuoys behave differently in their characteristics as well as their acoustic and electrical response. For these reasons, WINGFIVE called upon the experience resident here at NAWCADWAR.

The WINGFIVE is trying to keep air operations capability in the Arctic alive and is seeking ways to support other missions, such as environmental data collection for P-3 aircraft. This other use for P-3 aircraft has been explored in previous ice exercises,

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EEO Awards

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affirmative employment program. They also produced another proposal on outplacement of employees with disabilities and developed an outreach program to expose disabled students to science and engineering, organizing tours and participating in providing work experience for students accepted into the Volunteer Disability Internship Program.

By working with special interest groups here, they are developing an innovative approach to the issue of cultural diversity through a creative employee production

Ruth Pickering and Marge Russo graciously accepted the other group award for their work with the FWPC. The accomplishments of FWPC are especially noteworthy as they have demonstrated a well-balanced approach to addressing the needs of women in the workplace as well as the community.

One of the major goals of FWPC has been to provide education and career enhancing opportunities designed especially for women in the workplace. This was accomplished through on-site training programs such as Self-Esteem and Peak Performance and lunchtime speakers on practical topics such as Street Smarts, Carjacking and Heart Disease.

During the annual Women's Equality Day Luncheon to honor the recipient of the Excellence Award, the FWPC continued its success by providing a dynamic speaker, the Commanding Officer of the Philadelphia Naval Base, Rear Adm. Louise C. Wilmot. The Naval Air Warfare Center Aircraft Division Patuxent River EEO Advocacy Committee attended and commented that the speaker and the luncheon were excellent. The FWPC also recognized the importance of solid working relationships among women and sponsored a number of social activities designed to spark a mutual sharing of experiences, problems and solutions.

As a community outreach activity, FWPC continued its support of A Women's Place, the local shelter for abused women and their families. In 1993 FWPC collected $30,000 in supermarket register tapes and sponsored a drive to collect numerous household items for donation to the shelter. FWPC's commitment to EEO has been simply outstanding.

The other 1993 nominees were: Individual Accomplishments; James Alper (Code 6043), William Arnold (Code 6051), J. Grant Bunting (Code 7011), Estrella Forster (Code 6023), Marie McPartland (Code 2021): Group; Black Interest Group and the Air Vehicle and Crew Systems Technology Department EEO Committee.

Congratulations to all of you for your dedication to the command's EEO Program.

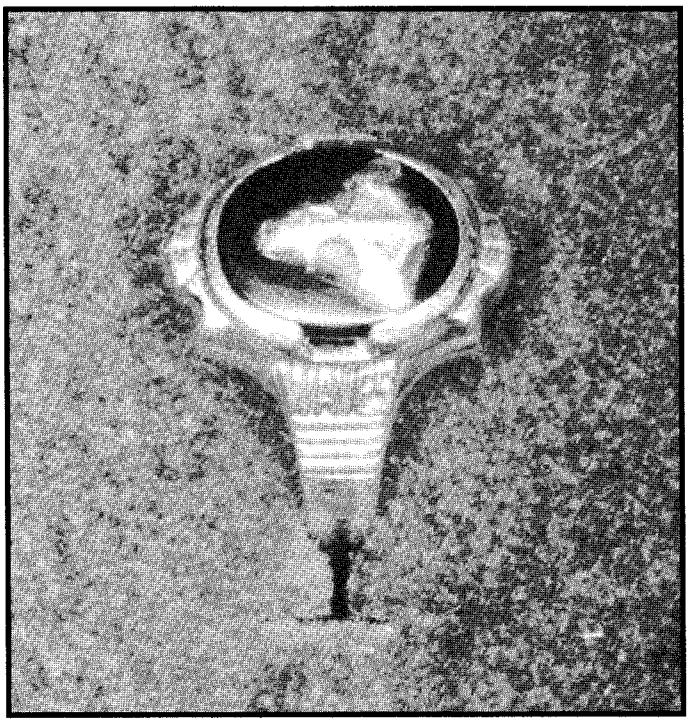
JO2 Terry S. Wingate
Public Affairs Office

Former Navy WAVE loves job here

It is a lucky and happy person who loves their job. Harriet Stulmaker, travel clerk, Personnel Support Detachment Willow Grove is one such person working at the Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR). Stulmaker, a former Navy WAVE, makes travel reservations for military personnel. "I have combined my two loves—the Navy and travel—working at NAWC," said Stulmaker about the work she has done for the government since 1987.

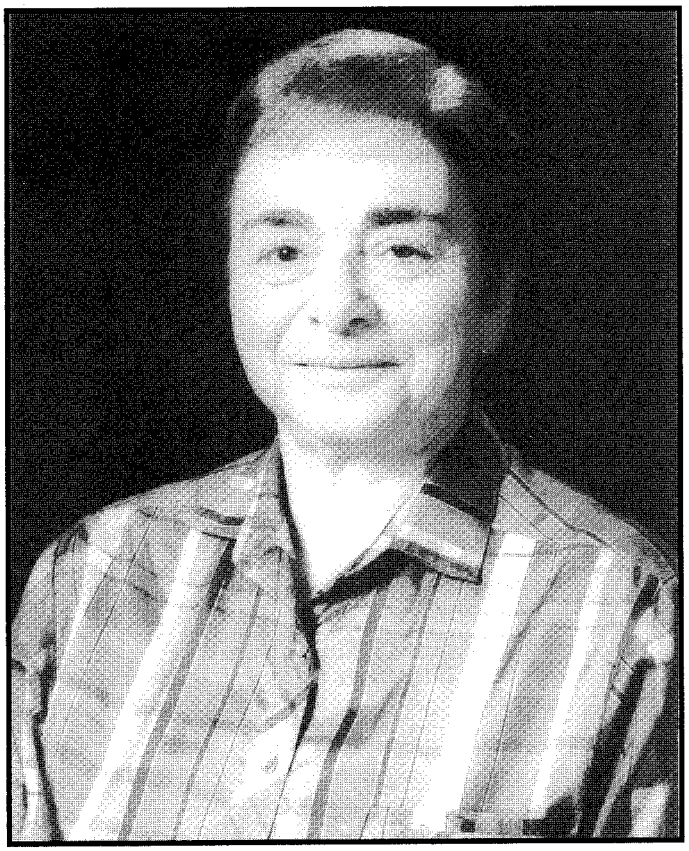
Stulmaker grew up in Atlantic City, N.J., graduating from Atlantic City High School in 1951. Attending college was out of the question financially, so she decided to join the military. Her cousin was in the Navy WAVES (Women Accepted for Volunteer Emergency Service) during World War II. The age for females recruits was lowered to 18 years during the Korean War, so Stulmaker went off to boot camp right after high school. "Joining the WAVES was an excellent experience, very little of what you'd think of boot camp. The Navy was a special place for women back then." she said, "Women were treated with great respect. Although we were not considered equal with male sailors, we were treated as competent and special recruits."

After boot camp, Stulmaker attended Class 'A' Radio school in Norfolk, Va. As the Korean War continued, she was assigned to the Naval Air Station Quonset Point, R.I. literally as a "short radio WAVE" she joked. Working with all forms of communication, Stulmaker handled incoming and outgoing messages between aircraft as well as ships.



WAVE ring purchased in 1952

The term WAVE is no longer used in today's Navy. Every recruit is considered a sailor. Stulmaker never felt inferior or second class at a time when women did not share equality with men in the military. She knew first hand that women were just as capable as they are today and she is glad that now women are getting the same opportunities as men in the military as well as in the civilian workplace.



Harriet Stulmaker

"I would not trade my early military experience for a million dollars," she said, "nor would I do it again for 2 cents (at this time in my life)." Stulmaker gained a strong sense of competence, personal independence and a feeling of camaraderie among other military people during her Navy career. She felt good about serving her country. "Young people today could benefit from a stint in the military," she says. "I favor mandatory military or community service for all young people following high school."

Stulmaker's love of country is evident. She feels all citizens owe this country a great deal. "I listen to world news: riots and terrorism in Hebron and the West Bank in Israel, upheaval in South Africa during elections and news from all the other trouble spots, it makes me realize that ours is a wonderful country and we should safeguard it." She is wary of the severe downsizing of the

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Take time to recognize people who do good work

Something that cost little, but worth so much, usually takes less than a minute to say. It's also something not heard enough, it's taking the time to tell someone they did a good job.

Supervisors often think it's part of the job to do it well-a requirement of the total task performance. This is true, however, it's also a responsibility of those who supervise to ensure the men and women who work for them realize a job completed in a timely manner and done well is expected and appreciated. The appreciation part may be something small, nevertheless important, as a "pat on the back." This can be expressed in many ways such as telling someone "Thanks for the extra effort" or "You and your people made it happen," to an actual "Pat on the back."

Recent surveys, by the Navy, revealed that the number two dissatisfier named by people leaving the Navy is lack of recognition. Surprisingly enough this is something that is correctable and cost little or nothing to accomplish, all you need is some concern and initiative.

Most supervisors fall victim by assuming the good performers are of course professionals, therefore require no motivation or incentive to continue to do well. This is not entirely true, many times the medals and award letters hit the target and the proper recognition is there. But, the daily, weekly or monthly accomplishments that really do not meet the medal or special letter criteria go unrecognized, but are also just as important to recognize. Most often the people needed most are the ones least likely to receive praise. A concentrated effort to recognize people responsible for superior performance on a day-to-day basis proves to be beneficial for the worker and supervisor.

Recognition improves morale, stimulates initiative and increases production. It's something that is contagious and it spreads with enthusiasm. Retention also improves for it sparks a feeling of being needed and appreciated.

Recognition is something easy to do, all it requires is to know the people you work with and take the time.

JO2 Terry S. Wingate
Public Affairs Office

WAVE loves

(continued from page 9)

military. Reigning the budget is one thing, but being prepared in the event of war is another, she feels. Another concern of hers about the future is how severely downsizing will affect individual men and women in the military.

When the Korean War ended, Stulmaker left the Navy for her second career as wife and mother. She married another sailor, Arthur, who she had dated in high school. When the children were grown, she started working in the travel industry as a travel agent. In 1980, she started her own travel agency in Bensalem, Pa. with a partner. During that time she traveled extensively, from the Great Wall of China to the Wailing Wall in Israel. In 1987, she decided to combine her two loves working for the Navy at Willow Grove in the travel department. After six months of settling claims, she was advanced to work in the official travel office at Naval Air Development Center (NADC) making reservations and travel plans for employees.

"All my travel experience and agency ownership, plus my love of the Navy, gave me a wealth of expertise in the area of government travel. Plus, after the rigors of business ownership, NADC was a pleasure," she said.

Recently, Stulmaker joined WAVES National, a group of woman veterans who have all served in the Navy. Their volunteer work benefits the Veterans Nursing Home in West Philadelphia, Pa. with visits, treats, card games and letter writing for patients, many whose families live in other parts of the country. WAVES National will also march in Memorial Day parades this May as usual.

"My fondest memory was the 50th reunion celebration of the WAVES in Norfolk in 1992. I attended the festivities and had the opportunity to meet Rear Adm. Louise C. Wilmot, who is now the Commander of the Philadelphia Naval Base," she recalls. "When I entered the Navy, the highest ranked woman was a captain!"

There has not been a time in our nation when women did not serve in the military. Women were involved in the Revolutionary War, they dressed as men to serve in the Civil War, and Stulmaker is glad they now receive full recognition. Women fill all positions, are assigned to all duties, do all jobs. There is no distinction between men and woman in the military today. "We've always been equally capable, and now women are getting equal opportunities," she concluded.

If Stulmaker has her way, she intends to stay with the Navy as long as possible. Although she could retire next year, she would miss her association with the military, with travel and with the many co-workers she has come to enjoy. "They could get me out of the Navy, but they could never quite get the Navy out of me," she said.

Last year the Stulmakers cruised on the "Majesty of the Seas" to celebrate their 40th anniversary. They would like to revisit Hong Kong before 1997. "I loved Hong Kong; it's my favorite city: aesthetically beautiful, good food, great shopping and the Chinese people are very cordial," she said. She stated how they enjoy freedoms not possible on mainland China and that she is saddened at the prospect of Chinese rule in Hong Kong after 1997. That thought should make all cherish and appreciate the value of freedom in our own nation and the value of all those who serve their country in the military.

Joan Marie Brown
Public Affairs Office

Community assists PW with water emergency

Late in the afternoon on April 7, a contractor removing fuel tanks behind Building 1 ruptured a 125 pounds-per-square-inch (psi), 10-inch fire main setting off an emergency situation. The Public Works (PW) department tradesmen were called in from home, many before they had eaten their dinner. The Fire Department also responded and they, with assistance from the PW plumbers, were able to isolate the break stopping the flow of water. PW personnel got out a gasoline pump and pumped the water out of the pit so that the damage to the pipe could be assessed. At that point, three main sprinkler systems in Building 2 were off line along with the entire Building 70 system. It was imperative that repairs be made before morning so that those buildings could be safely occupied by Center personnel the next day.

After seeing the extent of the damage to the pipe, a plan was formulated for the repair. The only problem was that neither the contractor or the PW had the correct clamp in stock. The Public Works Officer, Cmdr. D. Scott Bianchi and the Deputy Public Works Officer, Nelson E. Bruce made phone calls to our friends in neighboring communities.

William Washnock of the Upper Moreland Hatboro Joint Sewer Authority and the former Public Works Officer at the Center responded and personally delivered a repair clamp, but it proved to be just a little too small for the 50-year-old pipe.

Bianchi then contacted Karl Spatz of the Warminster Municipal Authority and he had the correct size clamp. He went to his shop at the Municipal Authority and opened it at approximately 10 p.m. Bianchi went to the Spatz shop with our Maintenance and Utility Division Director, Harry Davis and picked up the clamp. Meanwhile the military duty section supplied a generator powered lighting trailer so that the area of the repair would be well lit.

Temporary repairs were made by the contractor with guidance from Bill McKenna of PW. Sprinkler lines were charged and by 11:30 p.m., workmen went home and employees of the Center reported to work the next morning without any interruption to this Center's mission.

Our Public Works team turned a major emergency into a minor inconvenience. A good all-hands effort depicted the Naval Air Warfare Center Aircraft Division Warminster's Total Quality Leadership efforts at its best!

Public Works Department

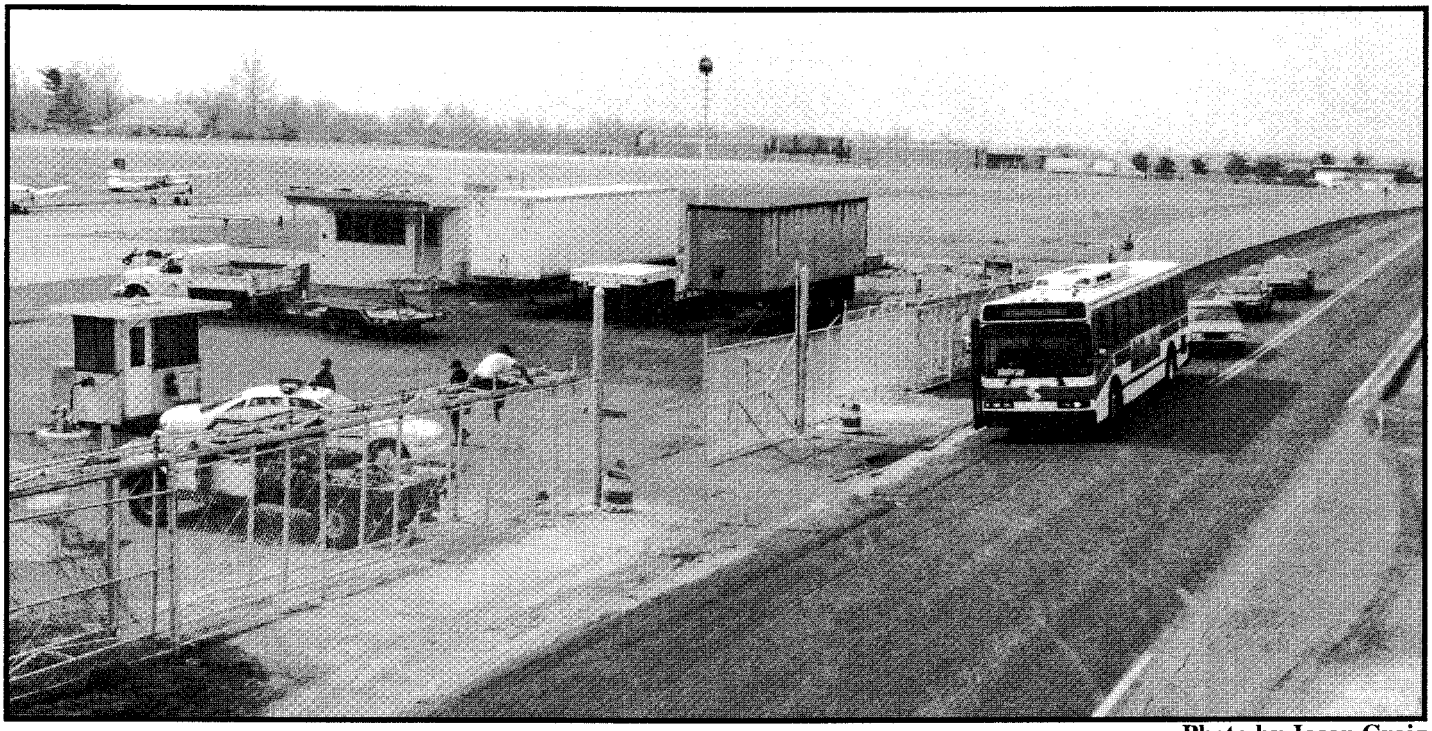


Photo by Jason Craig

Gates 9 and 30 closure with new traffic pattern....The Security Programs Division has closed Gate 9 and 30 with a new traffic pattern. The gate closed on May 2. According to the Security Manager, "a new route and traffic pattern was established to access the airfield hangars and the Navy Exchange through Gate 33. Monday through Friday the Parking Lot inside Gate 30 will be used for parking via Gate 33 with access to the skywalk. For more information about the Gates 9 and 30 closing, contact Security at ext. 2298.

Navy-Marine Corps Relief fund drive begins

The 1994 Navy-Marine Corps Relief Fund Drive will be conducted from May 4 to June 6, 1994, commemorating the anniversary dates of the Battle of the Coral Sea and Midway.

The Navy-Marine Corps Relief Society provides assistance to sailors, Marines and their families in time of need. In the Pennsylvania area, loans totaling $710,000 were disbursed, as well as grants totaling $33,000 in 1993. The majority of these loans and grants provided financial relief during unforeseen emergencies.

In addition to financial assistance, the Navy-Marine Corps Relief Society provides budget counseling, post-secondary education scholarships and loans for dependent children of active duty service members, dispenses complimentary layettes or junior seabags to new parents, administers a visiting nurse program and thrift shops, as well as identifying a variety of other resources to clients.

Donations are accepted in the form of payroll deductions (allotments), checks or cash. Service members are encouraged to contribute by allotment since the donation can be spread over a 12-month period, thereby minimizing the financial impact on a member's budget. For those unable to make a monetary donation, the society would be pleased to have your assistance as a society volunteer.

This year's fund drive at Warminster will include a myriad of activities and events which should capture everyone's interest. Direct all questions about this year's NMCRS fund drive to Cmdr. Mark Handlan at ext. 3760 or your division keyperson.

Shectman received Meritorious Service Award

Howard D. Shectman, project engineer at the Naval Air Warfare Center Aircraft Division (NAWCADWAR) recently received the Navy Meritorious Civilian Service Award for his significant efforts in leading a joint Navy\contractor team for the development of a hardware and software replacement for the aging CP-901 computer for the P-3C Update III aircraft. This replacement, the AN\ASQ-212, is being retrofitted into all existing P-3C Update III aircraft. It provides a ten-fold increase in computing power for the aircraft's central computer and vast amounts of growth potential for the next 20 years, the expected remaining life for these airplanes.

Photo by Jason Craig

Howard D. Shectman, Antisubmarine Warfare Systems Department received the Navy Meritorious Service Award from Capt. William L. McCracken, Commanding Officer, while his wife Rose looks on.

"Your individual efforts have undeniably been a major factor in the overall success of this program. Your technical sharpness and your responsiveness to all issues, both large and small are noteworthy," said Capt. William L. McCracken, the commanding officer. "Your engineering skills, combined with your grace and agility in working with people made it possible for you to become established as the 'focal point' for all technical issues for the four year development of the AN\ASQ-212 computer. Through a combination of leadership and teamwork, you achieved a level of cooperation between the Navy and the prime contractor, Paramax, that is rarely attained with Department of Defense acquisitions."

"Your effectiveness in dealing with your Naval Air Warfare Center engineering team members, Center management, the Naval Air Systems representatives and contractor personnel is something that others can learn from."

Capt. McCracken emphasized that Shectman's professionalism epitomizes all that is right with the Naval Air Warfare Center and the Naval Aviation Systems Team.

"It is entirely fitting that you are recognized with one of the Navy's highest award for your contributions to this command, the project, the Navy and the country," stated Capt. McCracken.

JO2 Terry S. Wingate
Public Affairs Office

Alternative Dispute Resolution makes things easier

You probably don't realize how often you confront conflict in your everyday life. The give and take involved in negotiating the price of a car, or acting as a third party mediator when your children are arguing over who gets a window seat in the car. Conflict also carries over to the workplace. Unfortunately, most employment disputes are more complex than these examples, but the same techniques can assist the parties in arriving at a quick and satisfactory resolution. Are we living in a society that advocates conflict? The statistics sure seem to support this. There is an abundance of graduating law students, the courts are bulging at the seams, and more and more television programs revolve around the courtroom.

In the federal government alone, there are two times the amount of lawsuits today than there were just twenty years ago. By the time the dispute reaches the courts, the complainant's patience grows shorter, the years grow longer, and too often the complainant walks away dissatisfied once the final court decision is rendered. After all, the judiciary process is based on a win-lose system; one party wins, and the other loses.

The Administrative Dispute Resolution (ADR) Act passed in 1990 clearly promotes prompt, expert and inexpensive means of resolving disputes as an alternative to litigation in federal courts.

Can't both parties walk away winners, or at least both be satisfied with the outcome? Although we may not be able to limit the number of disputes that arise, we can attempt to expedite satisfactory resolutions. The Administrative Dispute Resolution (ADR) Act passed in 1990 clearly promotes prompt, expert and inexpensive means of resolving disputes as an alternative to litigation in federal courts. When faced with a dispute in the workplace, federal agencies are encouraged to use one of several methods: negotiation, mediation, peer review panels, arbitration, fact-finding, and ombudsmandry. Although any of these methods may assist in arriving at a quick resolution, they are varied in their application. Negotiation is generally defined as communication for the purpose of persuasion and mediation is similar except that a neutral third party assists the parties in arriving at a solution.

Peer review is a jury of your peers who renders a decision and arbitration is one person rendering a decision. Fact-finding is fleshing out facts to be organized into a report later used as a basis for settlement negotiations. And an ombudsman is a designated neutral who will counsel and advise concerned employees on available options.

More and more federal, state and regulatory agencies are jumping on the bandwagon to adopt ADR programs of their own as favorable results are pouring in from already practicing agencies. The Environmental Protection Agency (EPA) uses ADR when businesses are upset with EPA after announcing a new regulation on toxic emissions. Originally, EPA would issue a regulation as a cold business decision without any regard to its impact. Public interest groups now work directly with EPA in mediating the best alternative when initiating a new emissions rule. Consequently, EPA does not find itself tied up in litigation suits as often as before. The Department of Labor uses ADR in Occupational Safety and Health Administration violation issues. The penalty for these violations can be so financially devastating that the business is threatened with bankruptcy. The Department of Labor wants to promote business growth under safe and healthy conditions, not to shut them down. Mediation has proven to be successful in arriving at appropriate financial penalties in return for agreements ensuring safety of the business operations.

ADR is also becoming a prominent form of resolving discrimination charges. The number of employment discrimination charges filed with the courts and the Equal Employment Opportunity Commission has been rising steadily and has reached as high as 87,000 in 1993. This number is expected to increase as the Civil Rights Act of 1991 and the Americans with Disabilities Act of 1990 have provided for additional causes of action.

The Department of Navy has incorporated ADR into its new Discrimination Complaints Process allowing employees to choose between the traditional process and ADR. Other agencies that have piloted ADR programs within their discrimination complaints process are pleasantly surprised with the overwhelming success and improvement of employer/employee relations among those who were willing to experiment with one of the techniques.

The Department of Health and Human Services settled more than half of its complaints last year using ADR. The Federal Executive Board agencies in Seattle resolve 87 percent of their cases via mediation. And NAWCAD Indianapolis proudly reports that 80 percent of all discrimination disputes are resolved through ADR.

Admiral Barton D. Strong firmly supports ADR and is anxious to implement ADR programs throughout the Aircraft Division. It is inevitable that disputes arise in the workplace. In this time of change and turmoil for NAWCAD employees, offering a more efficient means of resolving disputes couldn't be introduced at a more opportune time. Here's your opportunity to make the system work for you. Stay tuned for more information about the progress of ADR at Warminster.

For more information about the ADR, contact Joanne Ferrara at ext. 3062

Joanne Ferrara
Equal Employment Opportunity Office

NAVAL AVIATION SYSTEMS TEAM Talk

Governor Chiles honors Beverly Rossiter

JACKSONVILLE, FLA — Beverly Rossiter of the Naval Aviation Depot (NADEP) Officers' Wives Club was surprised recently by a personal letter from Florida Governor Lawton Chiles. The plaque cited her for dedicated service to the NADEP work force.

The letter, in the form of a plaque, was presented to Rossiter by Aircraft Division Superintendent Aubrey Nix during the recent "Just Because We Care" (JBWC) reception held in Hangar 140.

Rossiter, along with other members of the NADEP Officers' Wives and Civilian Executive Group Spouses, have been conducting JBWC receptions on a quarterly basis since late 1992. Each quarter the group prepares and offers free home-baked goodies and punch to employees at selected plant locations. According to Rossiter, "This is their way of thanking depot employees for all the hard work they do."

In his letter, the Governor call Rossiter's efforts in organizing and coordinating the events "great morale boosters to the entire plant." Your unselfish efforts Chiles said, "Have produced seven marvelous receptions since September 21, 1992. Your superb leadership and generous gifts of time and energy have made these activities perfect successes and are now an anticipated highlight for the work force who enjoy referring to you as ß'Ms. Mom.'"

Rossiter was delighted to receive the award, but credited the other club members, who, "worked so hard to put together the receptions." She added that, "Without their contributions, the receptions would have never happened."

Since the first reception, over 2,700 NADEP Jacksonville employees have enjoyed the cake, cookies and other goodies provided by the JBWC sponsors.

Ed Hartwell
NADEP Jacksonville
Public Affairs Office

NADEP Norfolk wins safety award

NORFOLK, VA — The Naval Aviation Depot Norfolk won the Naval Aviation Systems (NAVAIR) Industrial Safety and Occupational Health Award for fiscal year 1993. Depot employees were recognized for their efforts to improve depot's safety program; the leadership role they have taken in introducing Total Quality Management into the back injury, accident and illness prevention efforts; their injury reduction programs, their successful use of ergonomics technology to effect improvements in both work environments and work processes; and for their willingness to share process improvements with others. The NADEP has also been nominated by NAVAIR for the Secretary of the Navy safety award in the industrial category.

Evelyn Odango
NADEP Norfolk
Public Affairs Office

Depot begins new work schedule

CHERRY POINT, N.C. — On Sunday, April 3, the Naval Aviation Depot began a recently approved prototype work schedule (CWS), the new schedule enables employees to work nine hours daily Monday through Thursday and eight hours every other Friday. In return, the alternate Friday will be a scheduled day off for employees. The scheduled day off will occur each payday.

Jackie Randall
NADEP Cherry Point

First production F-4G "Wild Weasel" completed at NADEP

CHERRY POINT, N.C. — The Naval Aviation Depot recently completed its first production U.S. Air Force F-4G "Wild Weasel" aircraft to undergo Programmed Depot Maintenance (PDM). The aircraft, serial number 69-7208 was returned to the 561st Fighter Squadron at Nellis Air Force Base, Nev., April 2. An estimated 89 other Air Force F-4s are expected to be inducted over the next five years for PDM. A Depot Maintenance Interservice Support Agreement (DMISA) between the Navy and the Air Force calls for an average of 18 aircraft annually to receive PDM during the five-year period. The depot is the only Department of Defense repair site for the F-4 Phantom, as well as the J79 engine, which powers the F-4.

Jackie Randall
NADEP Cherry Point

NAWC Training Systems Division, NASA, Kennedy Space Center launches agreement

Another milestone in the continuing sharing of information and technology between the Naval Air Warfare Center Training Systems Division (NAWCTSD) and NASA's Kennedy Space Center (KSC) was reached in late March.

During a ceremony before key players of NAWCTSD and NASA, KSC, a new three-year Memorandum of Understanding (MOU) was signed by Capt. Chris L. Addison, NAWCTSD commanding officer and Robert Crippen, director of NASA's John F. Kennedy Space Center. The signed MOU initiated the fourth year the two organizations have responded jointly to the tenants of the Federal Technology Transfer Act of 1986 which

"encourages federal research and development laboratories to optimize the investment of tax dollars in research and development programs by transferring knowledge and products gained to other organizations, both public and private."

The latest MOU renews the partnership between NAWCTSD, a world leader in advancing simulation, training technologies and methodologies and NASA, which continues its role in meeting the challenges of scientific and space exploration, while developing a broad spectrum of technologies that have wide application.

Among other responsibilities agreed to, NAWCTSD will provide advisory and consulting services in the areas of simulation, training methodologies, technologies, analyses and evaluations. NASA similarly will provide services in the areas of emerging and existing technologies including voice technology, artificial intelligence and virtual reality.

Both parties will work toward further collaboration of efforts in training technology and methodologies, including joint research or specific projects whenever possible. All exchanges of information and technology between NAWCTSD and NASA must meet the criteria of being mutually beneficial and contributing to missions of both activities.

NAWCTSD Public Affairs Office

Cherry Point depot inducts second CH-53

CHERRY POINT, N.C. — The Naval Aviation Depot recently inducted CH-53D Super Stallion helicopter, serial number 157170 - the second of four prototypes planned for induction during fiscal year 1994. The CH-53 workload is being transitioned from NADEP Pensacola. Full production is scheduled to begin in October and as many as 38 CH-53 are planned to undergo standard depot level maintenance for fiscal year 1995.

Jackie Randall
NADEP Cherry Point
Public Affairs Office

LDO and CWO opportunities open to senior enlisted

WASHINGTON (NNS) — Opportunities to obtain a commission for top performing first class, chief, senior chief or master chief petty officers continues to be excellent through the Limited Duty Officer (LDO) and Chief Warrant Officer programs (CWO).

The fiscal year 1995 selection board selected 446 senior enlisted personnel for the two programs and despite downsizing, the number is expected to increase in fiscal year 1996.

The LDO and CWO programs provide the Navy with officer technical managers and specialists who exercise leadership in key positions throughout the service. LDO's and CWO's make up more than 10 percent of the Navy's officer corps.

Applications for the fiscal year 1996 programs are due to the Bureau of Naval Personal (PERS-251) by August 1, under the new BUPERS instruction 1131.1 dated August 10, 1993.

More information is available from NAVADMIN 057/94. Information on application procedures and helpful feedback from previous boards are available in the instruction and from the July through September 1993 issue of Link magazine.

Lt. Dan Bates
BUPERS Public Affairs

NAS Willow Grove Youth Swim Team 1994 Season

An organizational meeting will be held on May 14, at 6 p.m. in the Admin Conference Room, Bldg. 1 at NAS Willow Grove.

Open to boys and girls 4-18 years of age
Practice during June and July
Swim meets held Tuesdays and Thursdays at 6 p.m.
Inexperienced swimmers welcome
Low, low cost!!!

For more information, call any of the following people:
Jim Pritchard 443-6496 (W), 957-5129 (H)
Mark Heinrich 697-4033 (W), 745-1147 (H)
Ben Viellieu 697-3757 (W), 953-8202 (H)
Nancy McKay 657-3263 (H)
Mary Galetti 657-2763 (H)

Media visits Pax for briefings

More than 20 national and international newspaper and magazine reporters as well as local media representatives, visited the Naval Air Warfare Center Aircraft Division (NAWC) recently for briefings and an update on the revolutionary V-22 tilt-rotor aircraft.

The day's events began with a welcome for the Flight Test and Engineering Group (FTEG) by Capt. Raymond Dudderar, FTEG director. He explained that FTEG is part of the Integrated Test Team (ITT) responsible for developmental testing of the controversial aircraft. Capt. Dudderar expanded his welcome and overview of the Patuxent River Naval Air Station (NAS) and FTEG to include an explanation of how the NAS and FTEG fit into the big picture of the NAWC and the Naval Air Systems Team.

Marine Col. Bob Garner, the Naval Aviation Systems Team program manager for the V-22 also spoke to reporters and brought them up on how the testing is progressing and some of the goals the program office is looking to meet. Colonel Garner said, "He believes that the V-22 will be produced at a price tag in the 30 millions." He emphasized that cost is his biggest concern and he believes the cost will not be cut to the program goal of $29.4 million. That figure is based on 614 aircraft at a calculated production rate of five per month. He also told reporters that design improvements for the full scale development are being studied for future production models.

Stu Dodge, the V-22 program manager for Bell-Boeing also talked about the cost issue. He said there are 72 integrated product teams working to reduce weight and cost of the V-22. Unlike Col. Garner, Dodge believes the flyaway cost will be cut to $31.9 million. Previous cost estimates went as high as $38 million.

Lieutenant Colonel Bob Price, one of the military test pilots in the V-22 program, presented a pilot's perspective about the V-22 development testing program.

All presenters echoed the value of the ITT concept. Under the ITT philosophy, contractors and government pilots, engineers and technicians work together on a unified set of test plans and objectives to develop the aircraft quicker, more efficiently and with less expense.

The media event concluded with a question and answer session which followed by a walk through in the hangar area where two V-22 aircraft are stabled at the NAWC Patuxent River.

Similar media events are expected to be held at Pax River as the program progresses.

Public Affairs Office
Patuxent River, Md.

Contractors for the Public Works Department conducted delayed smoke testing of under-ground sewer line.

Photo by Drew Schmith

Navy's first ground-source heat pump at Pax

Patuxent River Naval Air Station takes a step in a new direction when it comes to heating and cooling its buildings. The Naval Air Station recently installed what is believed to be the Navy's first geothermal, closed loop, ground source heat pump in one of its buildings.

Dave Shizak, the engineer in charge, says, "This system will reduce energy consumption by 40 to 50 percent and save about $250 per year." The lower cost means lower overhead expenses for the station which will increase our business marketability.

The difference between the ground-source heat pump and the normal air-to-air heat pump is that this area stays 55 degrees year around. This allows greater heating in the winter and greater cooling in the summer.

Another difference is in the equipment life, which is 19 years compared to 12 years for the air-to-air. Philip Branson, the head of the design division of Public Works said, "The ground-source heat pump eliminates some of the air-to-air heat source problems, like aesthetics, noise, cold draft sensation, space and maintenance expenses. Hopefully we will continue to find new applications for the technology and will replace our oldest mechanical systems with these systems."

Public Affairs Office
Patuxent River, Md.

Exercise

(continued from page 8)

and most recently during a special science cruise (SCICEX) of a U. S. submarine under the ice last autumn.

Dr. Horbach flew seven missions while supporting this exercise, during which a variety of passive sonobuoys were deployed in order to obtain performance comparison data, with and without an acoustic source present. Directional commandable active sonobuoys were also used in both the passive and the active mode; and data was obtained on under ice reverberation.

Dr. Horbach believes that his participation may provide other avenues to gain support for using P-3 aircraft for science studies. These studies would not necessarily be restricted to Arctic regions, but would have application elsewhere. He would like to continue his relationship with the people at WINGSLANT, WINGFIVE, the Canadian Forces, and the VP community to support efforts in maintaining an Arctic capability for the Navy's P-3 aircraft, and, he would like to pursue all avenues that could lead to using P-3's for non-traditional roles such as science data acquisition, data which could be used in environmental and global monitoring, as well as specific Arctic studies.

Dick Bromberger
Warfare Systems Analysis Department

Armed Forces Day

May 21, 1994

"Let's salute the people who protect the colors that never run."

Give the gift of life

On June 1 and June 2

DONATE BLOOD

(300 units are needed)

Public Works Lunch Room

8 a.m. to 4 p.m.

Bicycle riders need to wear helmets

In the United States laws are being passed requiring bicyclists to wear bike helmets. Ten states, as well as many cities and countries, have already enacted legislation. But it shouldn't take a law to motivate parents to consider bike helmets a house rule for every family member. Kids need to be convinced from start that bike helmets are just another part of their cycling equipment. Here are some reasons why:

Each year nearly 400,000 children are treated in emergency rooms for bike related injuries. Approximately 300 of those injuries resulted in death—most from head injuries. Many of the non-fatal cases of head injury resulted in permanent disability. Bike helmets can reduce the risk of head injury by 85 percent, according to the American Academy of Pediatrics.

What to look for in a helmet – While helmets can provide increased safety, they need to be properly fitted and chosen for maximum efficiency, like other sports equipment. Helmets should be tried on. Correct fit means your child cannot slip the helmet off when the straps are properly tightened

- Seek hard-shell models to provide optimum protection for children.

- Look for an inner liner of expanded polystyrene foam cushion impact and three sets of sizing pad inside the customize fit.

- Look for a quick-release buckle

Helmets which have been in a crash should be examined carefully. The polystyrene liner crushes in a crash as it absorbs the impact. Once this happens, it will no longer protect your child. Some manufacturers will replace damaged helmets free of charge.

What should you pay for a good helmet? – That brings up a subject near and dear to most parents' hearts—cost. A good helmet can cost $35 or more. Some organizations have started to buy in bulk and make helmets available at cost. The bottom line is: a bike helmet could save your child from serious brain injury—a condition that might require lifetime care—or it could save your child's life. That makes a bike helmet the cheapest insurance you can buy.

By the way, aside from the added protection from head injuries, adults set an important example for their children by wearing a helmet every time they ride. If you ride a bike, invest in a helmet. If your children ride, make sure they have helmets, too.

Navy News Service

Photo by Drew Schmith

Captain William L. McCracken addressed the U.S. Naval Academy Midshipman during their recent visit to the Center. Approximately 80 students from the graduating class of 1995 attended the day-long event which included morning departmental briefings followed by afternoon tours.

Thanks given for a job well done

The following employees were awarded Letters of Appreciation from the Commanding Officer:

Robert J. Zaleski (Warfare Systems Analysis Dept.): For the outstanding support you provided to the Navy Science Assistance Program Office.

Gerald Ferguson (Mission Avionics Technology Dept.): For your support in organizing and presenting the infrared countermeasures program at the recent Office of Naval Research Electronic Warfare Program Technical Review.

Lawrence Boden (Test and Evaluation Group): For your contribution to upgrading the recording system for the F/A-18D aircraft deployed at the Aviano Air Base in Aviano, Italy.

Paul Meserole (Systems and Software Technology Dept): For your commitment and diligence displayed in consulting with and providing assistance to the Software Engineering Institute.

Walter Leyland (Tactical Air Systems Dept.): For your technical skills and superb team effort while participating in CMASS V.

Mark E. Gindele (Warfare Systems Analysis Dept.): For your support of the Tactical Combat Training proposal evaluation.

Otto Kessler (Missions Avionics Technology Dept.): For the superb individual contribution to the Viking Week East Professional Symposium 1993 and for your outstanding presentation to the fleet operators at the 1993 S-B3 Viking Operational Advisory Group Working Committee meeting.

Mike Mocenter and S. Danny Rajan (Mission Avionics Technology Dept.): For the time and effort you took to share your knowledge with the United States Marine Corps Amphibious Warfare School.

Lt. Cmdr. Dave Angrisani and John Porter (Tactical Air Systems Dept.): For the time and effort you took to share your knowledge with the United States Marine Amphibious Warfare School.

Cmdr. Paul Young (Antisubmarine Warfare Systems Dept.): For the time and effort you took to share your knowledge with the United States Marine Amphibious Warfare School.

Carol Keller (Code 00): For the time and effort you took to share your knowledge with the United States Amphibious Warfare School.

Joan Marie Brown (Public Affairs Office): For the time and effort you took to share your knowledge with the United States Amphibious Warfare School.

Lt. Cmdr. Mark Baysinger, Jack Eyth, Chris Heine, PRCS Dave Kunkel, Brian Bohmueller, John Quartuccio, Paul Tihansky, Joe Bulvin, Dan Schmidt, Greg Askew, Al Hellman, Carl Pierce, Julie Gross, Guy Frick and John Yannaccone (Aircraft and Crew Systems Technology Dept.): For the time and effort you took to share your knowledge with the United States Marine Corps Amphibious Warfare School.

Greg Folts (Air Vehicle and Crew Systems Technology Dept.): For your outstanding effort in assigning the Naval Air Systems Command in the Navy Standard Tow Target System program.

AFCM James A. Robinson (Executive Officer Dept.), **PRCS David G. Kunkel** (Air Vehicle and Crew Systems Technology Dept.): For your outstanding efforts as the military director for Mr. Robert N. Becker's funeral. This was not an easy task. You performed your duties with decorum and your demeanor was most professional.

AMH2 Ronald W. Shirley, PR2 Richard W. Reiman and AO3 Paul W. Loop (Test and Evaluation Dept.): For your outstanding efforts as a driver for Mr. Robert N. Becker's funeral. This was not an easy task. You performed your duties with decorum and your demeanor was most professional.

ET1 Stephen F. Lewis and HM2 Joseph M. Bender (Air Vehicle and Crew Systems Technology Dept.), **AD2 Brian J. Scharold and AE3 Christopher Kutra** (Test and Evaluation Dept.), **AW2 Robert L. Berry, AW2 Robert J. Rymsza, AW2 Christopher W. Rengert, AT2 Neil Spoentgen** (Antisubmarine Warfare Systems Dept.): For your outstanding efforts as one of the Pallbearers for Mr. Robert N. Becker's Funeral. This was not an easy task. You performed your duty with decorum and your demeanor was most professional.

AT1 Jeffrey H. Eden and AMH1 Steven E. McKim (Test and Evaluation Dept.), **AT2 Richard E. Hiltz** (Antisubmarine Warfare Systems Dept.), **MS3 William C. Hilty** (Command Administration Dept.): For your outstanding efforts as part of the Color Guard for Mr. Robert N. Becker's funeral. This was not an easy task. You performed your duty with decorum and your demeanor was most professional.

Sounds of Freedom Airshow

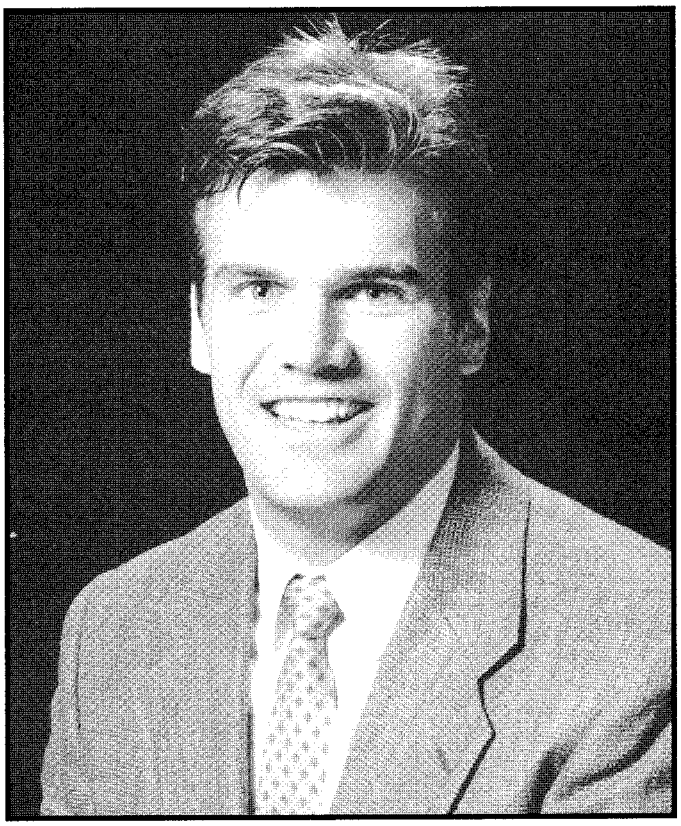
NAS Willow Grove

June 18 - 19

The United States Air Force Thunderbirds will perform both days.

For more information, contact Ensign Kendra L. Kewak at 443-1776.

Meet John Porter, Tactical Air Systems Dept.



Name: John Porter

Hometown: East Stroudsburg, Pa.

Birthday: April 26

Position: Systems Engineer

Years of government service: 6 years

Previous assignment: Industrial Engineer

Last book read: The Hidden Life of Dogs

Strongest attribute: I'm drawing a blank

Worst flaw: Procrastination

Work philosophy: Plan as if you'll live forever; live as if you'll die tomorrow; work only when you have to.

Favorite food: Pizza

Unfulfilled dream: To play an International Rugby match with the USA Eagles

Goal in life: To retire on a beach

If stranded on a deserted island, other than the basics, what three things would you like to have: My dogs, Pongo and Cody and a surfboard

How your tombstone should be read: "Do Not Disturb"

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