



# DACM Corner

QUARTERLY NEWSLETTER FOR THE ACQUISITION WORKFORCE

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## ***New NAVAIR commander stays the course***

*A. Watters, NAVAIR Corporate Communication*

NAVAIR’s new commander, Vice Adm. David A. Dunaway, intends to keep NAVAIR on course developing and delivering integrated and interoperable capabilities for the warfighter, he said during the NAVAIR change of command ceremony Sept. 20 at Naval Air Station Patuxent River, Md.

Dunaway relieved Vice Adm. David Architzel, who retired after more than 40 years of naval service.

“Architzel has set a good course and speed for you, Dunaway,” said Chief of Naval Operations Adm. Jonathan Greenert at the ceremony.

Greenert and Assistant Secretary of the Navy for Research, Development and Acquisition (ASN(RDA)) Sean Stackley, along with Rep. Steny Hoyer (D-Md.) offered their congratulations and appreciation for Architzel’s service. Gen. James F. Amos, commandant of the U.S. Marine Corps, also attended.

*For more information on Vice Adm. Dunaway and his Commander’s Intent, visit his website at [www.navair.navy.mil/commander](http://www.navair.navy.mil/commander)*



VADM David Dunaway, far left, assumes command of NAVAIR SYSCOM VADM David Architzel, second from right, retires after more than 40 years of Navy service in a change of command ceremony Sept. 20 at Patuxent River, Md. ASN(RD&A) Sean J. Stackley, back left, gave remarks as well as Rep. Steny Hoyer (D-Md.). CNO Adm. Jonathan Greenert, right, attended as the guest speaker. (U.S. Navy photo by Kelly Schindler)

## ***Fair Winds and Following Seas to VADM Architzel***



(U.S. Navy photo by Kelly Schindler)

After over 43 years of exemplary service, the Commanding Officer of Naval Air Systems Command, VADM David Architzel, has retired. As the last active duty member from the U.S. Naval Academy’s Class of ’73, VADM Architzel’s career spanned over four decades with a resume including such assignments as Principal Military Deputy (PMD) to ASN(RD&A); program executive officer for Aircraft Carriers; commander of Operational Test and Evaluation Force, Norfolk; commander, Navy Region Mid-Atlantic; commander, Naval Safety Center, Norfolk; commander, Iceland Defense Force; and commander, Fleet Air Keflavik.

At sea, Architzel served as the executive officer, USS Dwight D. Eisenhower (CVN 69) and Pre-Commissioning Unit John C. Stennis (CVN 74). He served as the commanding officer, USS Guam (LPH 9); flagship for commander Amphibious Squadron (CPR) 2; and the sixth commanding officer of USS Theodore Roosevelt (CVN 71).

VADM Architzel leaves a distinguished legacy of working hard and taking care of his people. Fair winds and following seas from the ASN(RD&A) Team and the DoN Acquisition Workforce!

**“Good on ya, Sir!”**

*For more on the Change of Command, visit <http://www.navair.navy.mil/index.cfm?fuseaction=home.NavairNewsStory&id=5128>*

# 2012 Annual Acquisition Training Symposium

*Ron Fevola, Career Management Division Head*

*Rob Praydis, Career Management*

*Naval Acquisition Career Center (NACC)*

On August 14 and 15, more than 400 Interns from the Naval Acquisition Development Program (NADP) gathered at the Crystal Gateway Marriott in Arlington, VA to attend the 2012 Annual Training Symposium.

The annual event is sponsored by the Naval Acquisition Career Center (NACC) to familiarize employees in their second year of development with the Department of Navy (DoN) acquisition program and to provide them with personal and professional development guidance.

NADP program alumna, Ms. Maura Styczynski, sang the National Anthem to kick off the first day of the meeting. Speakers throughout the day included the Honorable Mr. Sean Stackley, Assistant Secretary of the Navy, Research, Development & Acquisition (ASN(RD&A)); Ms. Carla Lucchino, Assistant for Administration to the Secretary of the Navy; Mr. Elliott Branch, Deputy Assistant Secretary of the Navy for Acquisition and Procurement; Mr. James Thomsen, Principal Civilian Deputy to ASN(RD&A), Mrs. Katrina McFarland, Assistant Secretary of Defense for Acquisition; and Ms. René Thomas-Rizzo, Director, Acquisition Career Management. The presentations focused on DoN's future, strategic initiatives, and necessary skills to achieve the overall mission to support the warfighter. As one attendee recalls, "the speakers helped us understand our roles in the positions in which we hold and the importance of the warfighter and our duty to support them as much as we can."

During the afternoon of day one, career field breakout sessions were conducted by the respective Functional National Career Field Leads along with recent graduates from each career field. The recent graduates shared success stories and lessons learned from their experiences. On day two, four training sessions were offered, each with different topics, including a brief on Fraud Awareness in Acquisition, Navigating HR systems, and a discussion with NACC Staff. The most unique and engaging session of the day was "Professionalism in the Workplace." This training offered employees a personal approach with emphasis on positive interaction, services offered, and other motivational presentations with a fun focus.

The two-day event touched on several other areas of interest, including career development, training, and networking opportunities. The symposium was very well-received, with great value added to the recent graduates' perspectives. As one employee stated, "I thought overall the meeting was great. I was very impressed and enjoyed myself, and walked away feeling like I have learned something that would help me for my career and the future."





Samuel J. Heyman  
SERVICE to AMERICA MEDALS



2012 MANAGEMENT EXCELLENCE  
MEDAL RECIPIENT

ELLIOTT B. BRANCH  
Deputy Assistant Secretary, Acquisition  
and Procurement  
Department of the Navy

## **The Navy's Elliott Branch: Getting a good deal for government.**

*Adapted from Steve Kelman's blog post for [Federal Computer Week \(FCW\)](#)*

Every year for the last decade – this is the tenth anniversary – the Partnership for Public Service has given annual awards for outstanding, results-oriented achievements by career civil servants. The award is officially called the “Service to America Medal,” unofficially known as the “[Sammies](#).”

The nickname isn't just a play on the acronym of the formal name or a reference to the Oscars. It also invokes the name of Samuel J. Heyman, the deceased original founder and benefactor of the [Partnership for Public Service](#).

Heyman, in whose honor the awards are given, had an amazing story to tell: a billionaire real estate developer and businessman, he always said his best job ever was as a junior attorney right out of law school for the Department of Justice. He left that job because his father had died, and Heyman took over the family business.

Later in his own too-short life, Heyman decided to give back by founding the Partnership, a non-profit devoted to attracting a new generation of young people to government service and to improving the quality of government management so as to create organizations for which these young people will want to work. (Full disclosure: I was recently selected as a participant in SAGE, a Partnership advisory board of former government officials who work to share ideas and give advice/mentorship on government management.)

The Partnership held its award dinner in Washington Sep. 15, and attracted a star-studded cast and helped make the Sammies at least tied for the most prestigious award given federal officials.

For the first time in several years, a career civil servant contracting professional – [Elliott Branch](#), currently the Deputy Assistant Secretary of the Navy, Acquisition and Procurement (DASN(AP)) – won a Sammie.

The thrust of what he received the award for was also interesting and sends an important signal: saving the government money through smart contracting. In this budget environment, this traditional element of the contracting culture needs to come into its own. The award notes the savings he achieved on the Littoral Combat Ship contract. In the original strategy, the ships were too expensive. Branch oversaw an effort to save money by separating ship construction from support electronics development, allowing a focused head-to-head competition on the ship itself that brought the price down considerably.

Branch has also pushed multiyear contracting, a win-win for the government and the contractor where the government commits (subject to annual appropriations and payment of termination liabilities if future construction is not funded) to a purchase program over several years, allowing the contractor to lower their prices because of the greater certainty about the level of demand that they will get.

In general, Branch is an advocate of having contracting people use negotiation skills, skills that both have a strong potential to help the government (and which contractor representatives are clearly trained in) but that also make the contracting professional's job more personally and professionally satisfying.

In a video interview in connection with his award, Branch listed several skills a good contracting professional should have, including intellectual curiosity, the ability to think critically, being results-oriented and imagination. Without putting too fine a point on it, he did not include Federal Acquisition Regulation expertise in his list. We need to continue to spread the message that contracting folks of course must know something about the regs, but if that is all they know -- or all they see their jobs as involving -- they are not only never going to win an award but never going to make a difference in creating a better-performing government.

# SYSCOM SPOTLIGHT: NAVFAC

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## The NAVFAC Leadership Development Program (LDP)

*Deborah Green, Program Analyst, NFI*

To support Navy's and NAVFAC's vision for a high-performing workforce, NAVFAC created the Leadership Development Program (LDP) to provide more robust developmental opportunities for its future civilian senior leaders. The LDP provides for the competitive selection and development of eligible personnel for future leadership positions throughout NAVFAC. Participants undertake all developmental efforts without any prior commitment of reward or promotion. The program is designed to provide deliberate development through progressive learning opportunities consisting of formal education and training, rotational assignments, and other developmental activities. Employees selected for the program are challenged to perform outside their sphere of influence and "comfort zone." NAVFAC currently has 85 program participants that were selected into the 2011 and 2012 LDP Cadre. The 2013 LDP Cadre will begin in January 2013.

The LDP program consists of three levels of development: Level 1 - GS-12/13 Non-supervisors; Level 2 - GS-12/13; Supervisors, WS-12 and above; and Level 3 - GS-14/GS-15. LDP applicants in DAWIA positions must be certified at the level required by their position and meet DoN Continuous Learning requirements to be eligible for the program.

Each Cadre member is in partnership with a mentor, supervisor, and LDP coordinator. Members must complete an intensive, competency-based development effort that includes a mix of developmental assignments which incorporate the DoN Leadership Competency Model. This provides the basis for progressive competency development.

NAVFAC's Leadership Development Program Cadre - past, present, and future - have been and will be challenged to meet the NAVFAC Strategic Plan and Guiding Principles. In meeting the Strategic Plan and Guiding Principles, the LPD Cadre are ensuring we focus on developing the skills of the workforce and recognize the need to provide developmental opportunities for our workforce and future civilian senior leaders.



*NAVFAC's 2012 LDP Cadre.*

# Career Field Corner

## Financial Management News (BUS-FM)

*Ms. BJ White-Olson (SES), DASN M&B and ACC BUS-FM Leader*

A DoD Financial Management Certification program has been mandated by the FY2012 NDAA. The OSD Comptroller and the DoD Financial Management (FM) Community is in the process of establishing the certification program. The program is modeled after the DAWIA Career Field Certification program. The intention is to establish a standard FM body of knowledge across DoD, and to provide a framework to incorporate new training for the community as needed.

Like DAWIA certifications, FM certification will include required and desired education, training, and experience, to be achieved within a certain period of time. All FM positions (05xx series for civilians) will be coded with required certification levels. Though the program is not yet finalized, a Tiger Team with representatives from OSD AT&L (DAU) and OSD Comptroller has been working to develop recommendations for a fulfillment program, where credit is given to members of the acquisition workforce for BUS-FM and BUS-CE certifications, levels 1-3, towards the DoD FM Certification requirements.

*More information on the DoD Financial Management Certification Program is available to CAC holders at <https://fmonline.ousdc.osd.mil/>.*

### HINTS FROM THE HELP DESK

#### Reminder: AWTAP – Education Development Plans (EDPs)

Workforce members need to ensure that their EDPs are updated and accurately reflect course **start** and **end** dates – especially at the fiscal year boundary.

- EDPs that are not updated at the end of the fiscal year may be **administratively disapproved**.
- EDPs that are not updated for the new fiscal are placed in a **suspended status**.

## eDACM Frequently Asked Questions



### **Q: I am MILITARY and submitting an Access Request in eDACM. When will my request be approved?**

**A:** Access requests typically take one business day or less to process. If you are in the military and are experiencing a delay, it is probably due to an incorrect pay plan, e.g. "AD". ("AD" is a civilian pay plan.) Please check your request against the following to ensure no delays.

**PAY PLAN:** E or O (Enlisted or Officer).

**GRADE:** This is the pay grade of the individual, E-6, O-4, etc .

**RANK:** This will automatically populate based on Service and Grade.

**MOS/DESIGNATOR:** Four digit Military Occupation Specialty code (USMC) or Designator (Navy); Use '0000' if you do not know yours.

**UIC:** You can get this from your LES.

### **Q: Where can I find CL points for DAU courses?**

**A:** DAU publishes CL points for all DAU courses. Check the course listing or the course concept card at iCatalog (<http://icatalog.dau.mil/onlinecatalog/tabnavcl.aspx>). CL courses are automatically registered to your DAWIA transcript upon successful course completion.

## **SECDEF Corporate Fellowship Experience**

*JT Elder, CAPT USN, NAVAIR 4.2, Military Director*



As a military acquisition professional, the Secretary of Defense Corporate Fellowship Program (SDCFP) is a great opportunity for you to learn how the DoD/industry relationship works “from the other side.” I recently completed the SDCFP for academic year 2011-2012. Our Fellowship consisted of fourteen O-5 and O-6 officers from all four services, the Reserves and the National Guard. We were sent to fourteen different companies spread across the United States. The host companies ranged from defense contractors to medical and pharmaceutical providers, information technology leaders, an electric power company, a major oil producer and a railroad. The one common link between them was that they all conduct some form of business with the DoD. This year was the first in the program’s seventeen year history that ASN(RD&A) sent two Navy acquisition professionals directly into the Fellowship with the intent of creating a better understanding between DoD and industry.

For my own SDCFP experience, I spent the better part of eleven months working inside the government support/services industry partner Booz Allen Hamilton as if I were a company employee. My experience significantly widened my perspective on just how much the contractor’s perspective in supporting a DoD contract differs from that of a program manager inside the government; I was afforded the ability to see how two drastically different incentive structures can be connected by the mechanism of the DoD procurement contract. During my tour, I was provided unfettered access to the Booz Allen leadership team and took advantage of the opportunity to sit down with many of them and have candid discussions on the business of government.

In addition to the individual experience, each Fellow is afforded the opportunity to visit about half of the host companies for a “company day” event. This is an essential element of the Fellowship year. It allows each of the Fellows to interact with the other host companies and compare his/her individual experiences to those of his/her peers. I gained nearly as much insight from my seven company day visits as I did from my entire Booz Allen experience.

In comparing our individual experiences, both similarities and differences emerged. For example, while all of the companies are highly motivated to excel in their particular market, they each have what they believe to be key differentiation strategies in their market space as well as strategies for minimizing the bottom line while still offering a superior product or service. Seeing and understanding the differences in the myriad of strategies may cause one to rethink his/her approach to the business of government. A key takeaway for me was noting that no matter how tough we (Acquisition Workforce (AWF) members of DoD) think we are on our industry counterparts, their own corporate leadership is even tougher on them to improve performance to keep their business competitive. I highly recommend taking advantage of this opportunity if it is available to you and cannot say enough about the value it added to my business perspective.

*To learn more about the fellowship, visit the website at <http://www.ndu.edu/sdcfp>*

*Also, watch for standard Navy message traffic for Fellowship opportunities and keep an eye out for the Navy DACM SECDEF Corporate Fellowship Program opportunity letter in the January timeframe.*



### **Development Opportunity for GO/Flag/SES level**

*Interested?*

*Check out page 12 for more details!*



## DoN Acquisition Supports “Team Bike Navy” in Wounded Warrior Bike Ride

*Dave Mailander, Naval Acquisition Career Center, Recruiting Division Director*

DACM  
feature

For the fourth straight year, a team of Navy and Marine Corps personnel came together to support the 2012 edition of the Face of America Bike Ride. The objective of the Face of America Bike Ride is to support the rehabilitative efforts of our wounded and disabled veterans while raising awareness regarding the challenges they face after their return from forward deployed areas. Proceeds from fundraising are applied to cover the costs for participating Wounded Warriors to ensure a safe and enjoyable event. Team Bike Navy was led by Navy Acquisition Workforce member, Captain Jerry Reid (LOG – ASN(RD&A)) and supported by several other DoN Acquisition Workforce members, including active duty, retired military and Civil Service personnel. This year’s ride took place on 28-29 April and included approximately 400 riders, of which 60 were Wounded Warriors now living with disabilities as a result of armed conflict or related service.

This year’s event was organized by World T.E.A.M. Sports (The Exceptional Athlete Matters), and sponsored by Walter Reed National Military Medical Center, Subway, State Farm, Road I.D., Revolution Cycles to name a few. The ride began at the Pentagon with an overnight stop in Frederick MD. It concluded at Marine Barracks, Gettysburg National Battlefield, PA.

Because of the outstanding leadership from Captain Reid and CDR Jason Adams (DLA HQ), the “Team Bike Navy” Roster doubled in size for this year’s event, resulting in a 50% increase in fund raising; “Team Bike Navy” provided a total of \$22,000 in funds. Throughout the ride, weather conditions remained very supportive with cool overcast conditions on day one and sunny skies at the finish line on day two.

“Team Bike Navy” members included Captain Jerry Reid (ASN(RD&A)), CDR Jason Adams (DLA HQ, Fort Belvoir, VA), Captain Michelle Skubic (CO, FLC Norfolk), Kristen Aquavella (COMNAVAIRLANT), CDR Wendy Towle, USN, CDR Geoffrey Seaver (SC Ret.), Captain Chris Vitt (SC Ret.), CDR Dave Mailander (SC Ret.), LCDR Angela Torres (ASN(RD&A)), Robert Taylor (DLA Mech), Glenn Wareham (USMC Ret.), Debbie Adriani, Ana Cunningham, Timothy Dale, Brett Graveline, Matt Holman, Jason Johnson, Daniel Madden, Dana Thompson and Dr. Jonathan Marsh (Team Doc).

*For information on Team Bike Navy please contact Dave Mailander at [DPMM@Comcast.net](mailto:DPMM@Comcast.net)*

*To view a video of the 2010 event click here: <http://www.youtube.com/watch?v=CnIzwsGhaVo>*



## DACM Chalice Recognition: DAWIA Goal 2 – Continuous Learning

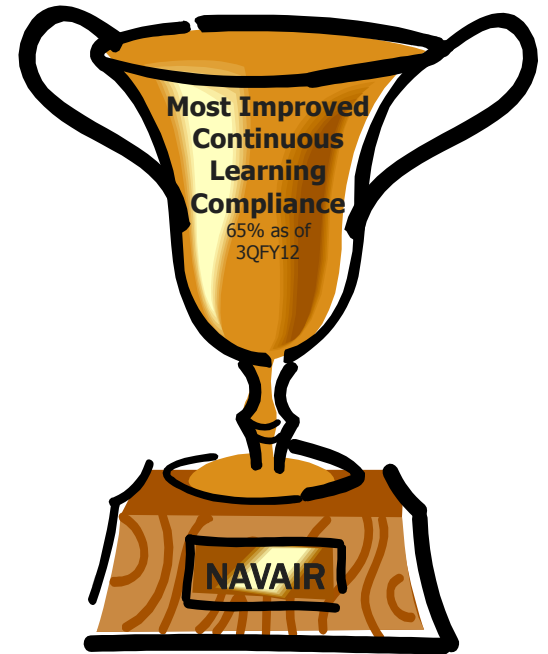
DACM  
feature

This quarter's "DACM Chalice" will be rewarded on progress towards the FY12 DAWIA Goal 2 - Continuous Learning: 80% of AT&L Workforce members should have current CL certificates.

We want to recognize and congratulate **NAVAIR** as the "Most Improved" SYSCOM, with an **11.5%** CL compliance rate increase in FY12.

Of the total **NAVAIR** AWF population, 61% have current CL Certificates and 4% are still on Initial cycle, giving them a 65% CL Compliant workforce.

Bravo Zulu to **NAVAIR** for their outstanding efforts in getting their acquisition workforce CL compliant, and ensuring their acquisition professionals are current in their career field!



## DAWIA Goal 2 – Continuous Learning: SPAWAR Shares Best Practices



We also want to recognize **SPAWAR** for significant improvement in their Continuous Learning, and share their lessons learned and best practices.

In Feb. 2012, the SPAWAR Business Board (all command leaders) agreed to augment the traditional DAWIA Management Structure:

- Command DAWIA Program Managers for each command;
- Adding Claimancy DAWIA Career Field Managers who are Level III Certified, and supporting them with designated Command DAWIA Community Reviewers and Alternates for the respective Career Fields, also Level III Certified;
- Requiring that for all Level II and III certifications, a Claimancy DAWIA Career Field Manager or one of their designated Command DAWIA Community Reviewers must be assigned as Final Approving Authority (FAA). Supervisors, even if a Level III in the respective Career Field, may NOT be FAA for an employee in their chain.

Starting April 2012, SPAWAR's DPD Dr. Sarah Rogers sent a "Delinquent Certification & CL List - monthly report" email to all employees and supervisors who were outside allowable timeframes for certification or not current in CLP.

The spreadsheet contained the status of SPAWAR's AWF members by command and included information about responsibilities as an AWF member, how to use the eDACM Tool, and a guide to enter CLP in Register Now!

*In an effort to incorporate some friendly competition and improve DoN overall achievement of meeting its FY12 DAWIA goals, the DACM and SYSCOM DAWIA Program Directors (DPDs) came up with the idea to award the "DACM Chalice" each quarter to the SYSCOM with most improved or highest achievement against the DAWIA goal categories.*

*For more on the DAWIA Goals, check out the [official memorandum](#) on the DACM website.*



## FY13 DoN DAWIA Goals Released

*Kathleen Barry, Acquisition Workforce Analyst, DACM*



Released on Sept. 21, the DoN FY13 DAWIA Goals emphasize improving performance toward achieving DAWIA requirements. Improvements were made across the board in FY12, especially in Critical Acquisition Positions (CAPs) Acquisition Corps Membership. DoN FY13 DAWIA Goals have raised the bar to achieve 95% of CAPs being filled by AC members as well as 85% for Continuous Learning currency. Additionally, a new goal has been added, increasing emphasis on the visibility of our Key Leadership Positions (KLPs). The FY13 DoN DAWIA Goals are:

- **Goal 1 – Certification Levels:** 95% of AWF members be certified to the level required by their position within allowable timeframes.
- **Goal 2 – Continuous Learning:** 85% of AWF members have current CL certificates.
- **Goal 3 – Acquisition Corps Membership for CAPs:** 95% of CAPs be filled by Acquisition Corps members at the time of assignment to the CAP.
- **Goal 4 – PMT 401/402 Compliance:** 100% of ACAT I and II PMs and DPMs complete PMT 401 and PMT 402 within six months of their PM/DPM assignment.
- **Goal 5 – Key Leadership Positions:** 100% of individuals assigned to KLPs be fully qualified.

*To see the full memo – and for other DACM related policy and guidance – visit our DACM Website pages:  
[Strategy & Policy](#) and [What's New?](#)*

*[https://acquisition.navy.mil/rda/home/acquisition\\_workforce/what\\_s\\_new](https://acquisition.navy.mil/rda/home/acquisition_workforce/what_s_new)  
[https://acquisition.navy.mil/rda/home/acquisition\\_workforce/strategy\\_policy](https://acquisition.navy.mil/rda/home/acquisition_workforce/strategy_policy)*

## UVA Darden School of Business Pilot Course: Understanding Industry

*CAPT Stephen "Steph" Armstrong, SC, USN, Chief of Staff, DASN (AP)*



The Deputy Assistant Secretary of the Navy (Acquisition and Policy) (DASN(AP)), Mr. Elliott Branch, recently collaborated with the University of Virginia Darden School of Business to develop a new graduate level course to provide participants the opportunity to understand what drives industry behavior, understand the operation and workings of American business, and to improve their ability to interact with the private sector by looking at business through the perspective of industry. The target audience is all Contracting, Acquisition, Logistics, Financial Management, and Program Management personnel at the O-4, O-5, and O-6-select level; and civilian grades GS-13 through 15.

Mr. Branch, DASN (AP), kicked off the two-week long pilot course on July 22. With 50 students attending from various Navy and US Marine Corps activities and commands, the course received much positive feedback from the students..

The course focused on interactive case discussions, providing the opportunity for participants to give and receive ongoing feedback, as well as the opportunity to alternate between case/theory and practical application. The course value was augmented by several industry guest speakers, who provided their perspective, concerns, and insights to their company operations. The course enabled the participants to:

- Look through the eyes of industry to understand what drives their behavior;
- Understand the role of cash flow, profit, risk, and contribution margin in industry decisions;
- Predict how industry will react to government proposals allowing them to structure proposals for favorable outcomes to government.

The valuable insight into private industry's view of strategic alignment, corporate governance and small business daily operations - in addition to the communication skills gained from this course - help the student to better understand the industry environment and to develop best practices with respect to the Government's business relationship with industry. This pilot course provides an excellent and unique opportunity for participants to interactively navigate the challenges of the very fluid and dynamic business battlefield of the 21<sup>st</sup> century and beyond.

*Course will be offered annually.*



# Acquisition Recognition

CONGRATULATIONS!



*Bravo Zulu to all the new ACAT I Program Managers!*

## New ACAT I Program Managers

*August 2012*

**Col Rey Masinsin** – new PM for Common Aviation Command and Control System, CAC2S, PEO(LS)

**CAPT Darren Plath** – new PM for LPD 17 Class Amphibious Program, PMS 317, PEO(SHIPS)

**CAPT(s) Douglas Oglesby** – new PM for CVN 79 Program Office, PMS 379, PEO(CARRIERS)

**CAPT Joseph Reason** – new PM for Command & Control Program, IWS 6.0, PEO(IWS)

*September 2012*

**CAPT Andrew Williams** – new PM for Multifunctional Information Distribution System, MIDS, PEO(T)

**CAPT Leon Bacon** – new PM for Naval Undergraduate Flight Training Systems Program, PMA 273, PEO(T)

## Tuskegee University Interns Graduate

*Marcus Hall, Head, Expeditionary & Maritime Systems Department, NSWSC, PCD*

Interns from Tuskegee University were welcomed aboard Naval Surface Warfare Center, Panama City Division (NSWC PCD) June 18, 2012, ready to begin ten weeks of a summer internship structured to prepare them to work as in NAVSEA's engineering Acquisition Workforce.

In 2009, NAVSEA and Tuskegee University partnered to create a unique curriculum designed to recruit those students with a systems engineering background, in order to objectively decrease the amount of time it usually takes for new hires to become acquainted with engineering practices associated with research, development, testing and evaluation. As part of the curriculum, students work at designated NAVSEA Warfare Centers the summer prior to their Master's Program. Upon graduation, students pledge three years of government service to the Warfare Center of their choice. The program has graduated 45 new hires to date, all of whom have been placed across NSWCs.



*Pictured below from left to right are: Nicoya Nobles, Marcus Fore, Breon Williams, Kirk Drummond, Bede Lemeh, Jalyssa Turner, Jerald Fyorsey, Shanita Wilburn, Holden Cella, Matthew Hicks, Douglass Carlock, Jasmine Boutte, James Bradford and Brittanie Brown. Photo by Jeff Prater, NSWSC PCD.*



# Terahertz Material Imaging

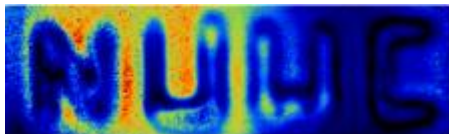
Sally Sutherland, Deputy CTO, NUWC Newport

Terahertz imaging is an exciting new technology for potential Navy applications. It is a nondestructive evaluation (NDE) technique used for nonconducting materials, which means it can evaluate properties of materials without causing damage. In addition to naval applications, this new method is being evaluated for many other applications including the pharmaceutical, biomedical and aerospace industries.

**S&T Description:** Terahertz (THz) imaging can nondestructively “see through” many materials to image objects and defects behind or inside the material. THz imaging is electromagnetic radiation spanning the frequency range between microwaves and infrared. THz imaging takes advantage of the “best of both worlds” as it is not “line of sight” limited like infrared, yet it provides much higher resolution imaging than can be achieved by microwave imaging.

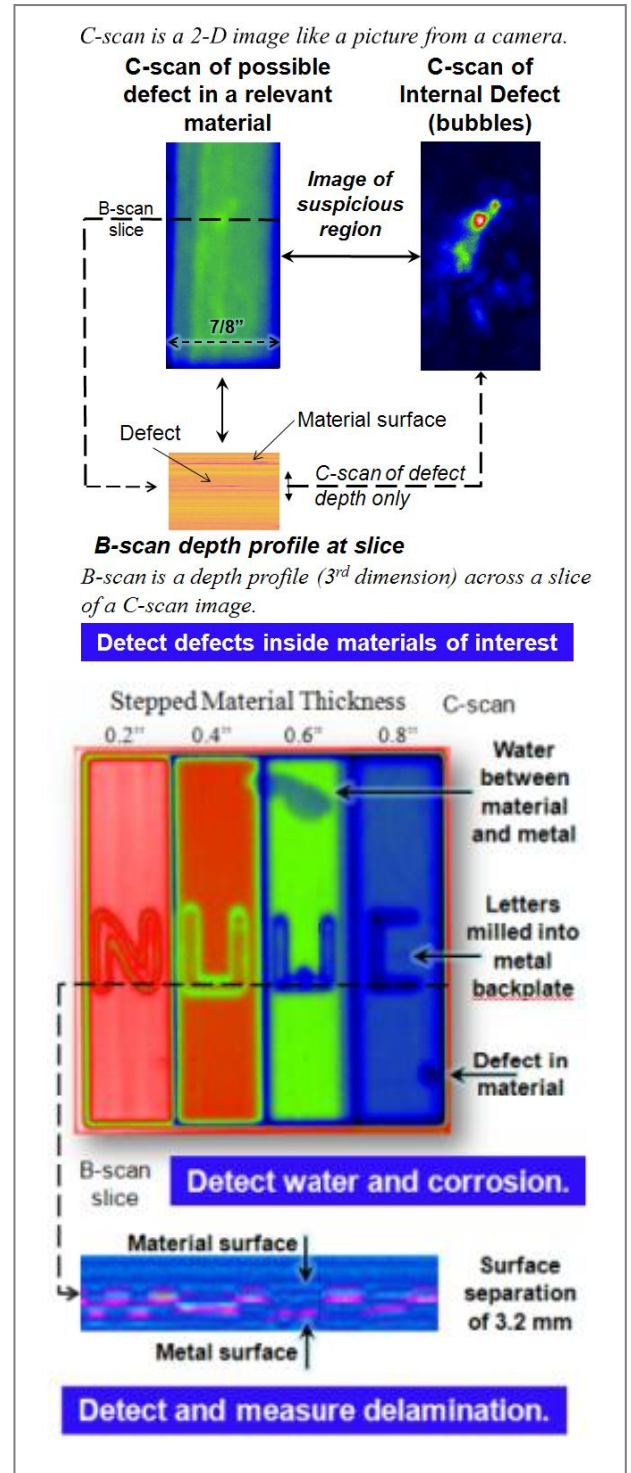
Recent studies at Naval Undersea Warfare Center (NUWC) have shown THz imaging can “see through” many materials of interest; however, THz radiation cannot penetrate two significant materials: metal and water. This sounds limiting, but it is actually beneficial. Metal reflects THz like a mirror allowing imaging through/inside material mounted on a metal surface. Conversely, water is highly attenuating. Thus, water intrusion is easily detectable (lower left image) and may indicate material degradation which can lead to corrosion.

The process for detecting internal material defects (bubbles, trapped debris, etc.) is shown in the upper left image. Examples of corrosion (represented by the milled letters in the metal backplate), trapped water detection, and depth measurement of the milled letters are shown in the lower left image. A THz image of the same milled NUWC letters imaged through a thicker sample of a material of interest is shown below:



**Potential Applications:** THz imaging is being explored as a reduced total ownership cost (RTOC) solution for noninvasive corrosion & defect detection in many marine structures and devices.

**Potential Impact:** THz imaging has the ability to revolutionize nondestructive testing (NDT) and evaluation (NDE) by providing a non-invasive method for material internal defect detection and assessment.



# DAU News



## **Better Buying Power (BBP)**

News, Links & Updates

Visit the Risk Management Center of Excellence at <https://acc.dau.mil/riskcoe>. The site contains a wealth of useful risk management material for the practicing risk manager, including over 60 risk-related informational objects, and explains in clear detail such risk assessment techniques as Monte Carlo simulation, Delphi, and Pareto.

It also offers evaluations of the capabilities of popular software risk analysis tools and provides links to other key sites in the risk management community, such as the Program Management Institute (PMI), International Council on Systems Engineering (INCOSE), and the National Aeronautics and Space Administration (NASA).

*Stay tuned for more information on an updated to **Better Buying Power. BBP 2.0** will begin rolling out this month, with a formal launch expected in November 2012.*

*For all the latest BBP news, visit <https://dap.dau.mil/leadership/Pages/bbp.aspx>*

## **Development Opportunity for GO/Flag/SES level**

### **SYSTEMS ACQUISITION MANAGEMENT COURSE – ACQ404**

Want to get the latest updates, planned and forecasted, on Acquisition matters from the policy makers themselves? Want to ask questions and have a lively discussion with Acquisition leaders and amongst your GO/Flag/SES and Industry peers on the challenges and lessons learned in today's acquisition environment? If so, you might want to consider attending the Systems Acquisition Management Course (SAMC) ACQ-404 offered twice a year in June and December.

*Upcoming course dates: December 10-14, 2012*

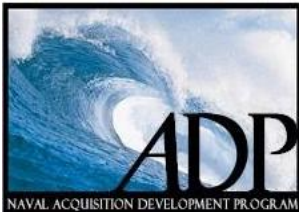
*For more information or questions regarding ACQ404, please contact: Mr. Barry Dillon, [barry.dillon@dau.mil](mailto:barry.dillon@dau.mil) or visit [iCatalog](#) for course synopsis.*

*DACM Tip: ACQ404 is also a great opportunity to earn 41 Continuous Learning Points!*

## ANNOUNCEMENTS:

The DACM Office is looking for recently graduated Naval Acquisition Interns and Associates to share their stories! Submit YOUR NAIP/NAAP experience to the DACM Desk at: [dacm.desk.fct@navy.mil](mailto:dacm.desk.fct@navy.mil)

Or contact Ms. Kathleen Barry at: [kathleen.b.barrv.ctr@navv.mil](mailto:kathleen.b.barrv.ctr@navv.mil)



## Word Bank

ASSOCIATES  
COMBAT  
CRITICAL  
DASN  
INDUSTRY  
INTERNS  
MARCOR  
MARINE  
NAVAIR  
NAVFAC  
NAVSEA  
NAVSUP  
SAILOR  
SPAWAR  
STRATEGY  
WEAPONS

# DACM Word Search

G I K C V O L J W X S L S K X Y C C D X  
F A N B M M D A A Z N P X H G O O R C C  
D I Y T G N O Y C Y F L A E W D M V W V  
W M R I E O R O L I A S T W A P B R S N  
M A T Z H R U N L C T A X S A U A Y X Z  
G U S W S O N N W L R I N N J R T L N Z  
H B U T E F H S L T D J R Q G R E F Q D  
B E D M V P V U S M R F K C V B R A N R  
A Q N X Z Y Q B P C G I C Y W S P E I E  
B N I J F W T E K F Y M A C J O O I P F  
S E T A I C O S S A A R H V G Z K A L N  
V Y I J Y R E V V R L U O I A I D R S D  
F G A S F F T T I S Z W O C M N P X T W  
R L E A L Z I N H I N I O V L X D J H C  
M M S U T P E P P J D F R O N A V F A C  
Q A V U B C U T G I Q N H R L T U U P C  
N R A P H S V D O J G I W D D G G N P K  
U C N J V W H B Z X W O Z P X I K S S S  
Y O W A A V S S I O V Q E N Q H A T B W  
A R N Y D C W E A P O N S K U T Y V R X

# Calendar & Events

October						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

November						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

December						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23/30	24/31	25	26	27	28	29

### Federal Holidays

**October 8** – Columbus Day Holiday  
**November 12** – Veterans Day Holiday  
**November 22** – Thanksgiving Holiday  
**December 25** – Christmas Holiday

### Acquisition Events

**October 15** – Registration for SLAT Opens  
**November 2** – PMT 401 Navy Service Day  
**November 13** – Packard Award Ceremony  
**November 14-15** – Senior Leaders' Acquisition Training (SLAT) Conference  
**December 10-14** – ACQ 404  
**December 13** – Acquisition Career Field Council

## Director, Acquisition Career Management

[https://acquisition.navy.mil/rda/home/acquisition\\_workforce](https://acquisition.navy.mil/rda/home/acquisition_workforce)

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