Winter 2002

ED NEWSLETTER

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IN THIS ISSUE

CVN 77 GETS A NAME

CAPT Tom Moore

Former President George Bush flanked by CNO, SECNAV, Senator Warner and CMC during naming ceremonies for the USS GEORGE H. W. BUSH (CVN 77)

One of the benefits of working in the Pentagon is that you often get to meet people and participate in events that you otherwise only get to read about in the newspapers or watch on TV outside the Beltway. One of those events occurred on 9 December 2002 with the naming of CVN 77, the Navy's newest carrier, currently under construction.

The Secretary of the Navy is responsible for the naming of all Navy vessels. Each year, the Secretary receives inputs from the Naval Historical Center and other organizations on potential ship names. The NIMITZ class is unique in that several of the ships of the class were named for individuals who were still living at the time of naming. This list includes USS CARL VINSON (CVN 70), USS JOHN C. STENNIS (CVN 74) and USS RONALD REAGAN (CVN 76), which is scheduled to commission on 12 July 2003. The tradition of naming carriers after living individuals started

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MESSAGE FROM THE SENIOR ED RADM KATHLEEN PAIGE

The first "All Captains' Seminar", hosted by your ED Flag Officers last September, was exciting. It was a rare and wonderful opportunity for ED Captains and Flags to connect in a relaxed working forum to further unite the community's senior leadership. As I shared in my last ED Newsletter article, the Seminar allowed us to focus on alignment with CNO's vision as articulated in Sea Power 21. Now is definitely the time and the opportunity to reconfirm our vital role within the Navy, and the Seminar gave us the framework to begin doing so.

In this article, I want to provide status of the action items resulting from the seminar.

RDML Bryant is leading the working group which is completing the capabilities-based gap analysis work begun at the Seminar. There, one group looked at the strengths and weaknesses of the ED Community and a second group analyzed the strengths the ED Community would need to effectively support CNO's vision of Sea Power 21. This was a great start; now the working group is

taking an in-depth look of where we are as a community and where we need to be. The team consists of a Core Group which provides the focus and integrates the efforts of an Adjunct Group which provides the perspective from across the breadth of the community. The team members are: Core Group - CAPTs Geary and Rodriguez as the Co-Leads, CAPTs Bush, McCoy, Camelio, and Roey. Members of the Adjunct Group are CAPTs Townsend-Manning, Bradley, Krueger, Wilkins, and Hiddemen, and CDRs Hill, Stanton, Muggleworth, Bourassa, Pope and Oglesby.

This team is considering such questions as:

- What are the defining characteristics of this community -- what do we offer that others don't or will likely not develop? How are we able to uniquely contribute?

- How do we as a community stay effectively "connected" to the operational line community that we support and the rest of the materiel community with whom we work to do so?

- Do any recommended changes in billet distribution ensure that the "feeder paths" for key senior billets are sound and adequate?

- Do our Subspecialty Quotas match our requirements? Do any ED approved curricula need program adjustments?

RDML Baugh is leading a working group which is developing an engineered approach to measuring readiness on surface ships and developing a maintenance productivity measurement. This may sound redundant to ShipMain and related ongoing initiatives, supported by the Thomas Group, Booze-Allen,

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MESSAGE FROM RADM WILLIAM R. KLEMM NAVSEASYSCOM (SEA 04)

Maintenance Planning is one of the critical core competencies of the EDO profession. Our ability to program and plan for the fleet's maintenance needs directly impacts fleet readiness on a daily basis. In order to meet this continuing challenge, a new initiative, the SHIPMAIN program, is being introduced to the fleet to bring new efficiencies into the ship maintenance planning process.

"What was needed was a more efficient maintenance planning process that would ensure a high state of fleet readiness while also freeing up funds for other uses such as recapitalization," said VADM Timothy LaFleur, Commander of Naval Surface Forces, and the chief executive officer of the SHIPMAIN process improvement team.

"Currently surface maintenance organizations lack the tools to systematically make the changes necessary to accomplish the goal. SHIPMAIN will allow us to identify best practices and standardize them across the spectrum of ships' maintenance institutions."

Targeted to improve the efficiency of surface ships' maintenance process at the Intermediate and Depot level, the SHIPMAIN initiative is a program that will impact the waterfront from the deckplate sailor to flag officers. The program will address the ship maintenance planning proc-

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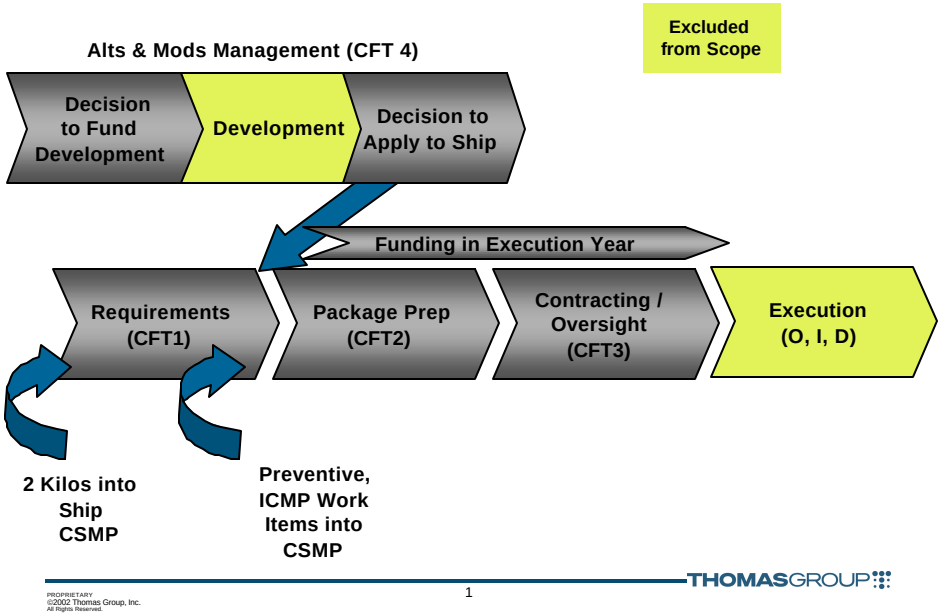
Process Scope of SHIPMAIN



MESSAGE FROM RADM PAUL E. SULLIVAN NAVSEASYSCOM (SEA 05)

When I wrote my last article, I had just reported aboard. I mentioned how lean and dedicated the engineers of SEA 05 were. One year later my appreciation for their work is even greater. I am now dedicated to ensuring that the technical expertise of these professionals is recognized and sustained. Under the current NAVSEA organization, we are responsible for Ship Design, Integration and Engineering. We typically discuss our work by our three "customers": Current Navy, Next Navy and the Navy after Next. There are 19 EDs assigned to SEA 05, and most of them have recently reported from fleet jobs, taking care of the current Navy. Positions ranged from TYCOM staffs to Fleet repair officers but all focused on keeping today's Navy in fighting condition. The waterfront perspective they bring to headquarters is of great value to all three "Navies". I will focus on some of the work they are doing today.

Our directorate is actively engaged in defending today's Navy from an anti-terrorism perspective. At least three of those 19 officers are working with multiple agencies in this area. One of those actively involved in ATFP is LCDR Brian Tait, who is

the Project Manager for a comprehensive multi-phase, multi-year, CNO-chartered survivability study resulting from the COLE incident. The COLE Survivability Review Group is a multi-million dollar effort encompassing all surface OPNAV sponsors, involving interaction with a wide array of key senior officers and civilians in NAVSEA, the surface program office, the Pentagon, the fleet, and industry. The group has recommended over 100 specific ship design changes to enhance the survivability of our warships based on their review. This directly affects in-service and future ships designs.

Ship design and construction is a major part of NAVSEA's responsibility to the Next Navy and the Navy after Next. Ship Design Managers (SDM) assist in taking ships from concept to concrete design and building. Junior EDs assigned to SEA 05 work as SDMs alongside top-notch engineers to bring the plan together. CVN 76 (RONALD REAGAN) has had several SDMs because of the 10 year timeline from contract design to delivery, but CDR Fred Longenecker will finish delivery and plan her PSA. He routinely interfaces with people in the Program Office, the new construction Supervisor of Shipbuilding, the shipbuilder, other systems commands, various PARMS, along with other technical experts in helping resolve technical issues which could prevent delivery of a capable platform on schedule.

CVN 76's design incorporated numerous modifications to the standard CVN 68 class aircraft carrier, including: a larger bulbous bow (changing the underwater hull form which will require additional sea trials), installation of six newly designed 800T air conditioning plants (replacing the eight - 363T AC plants) along with increasing the size of the chill water mains, a major redesign of the island structure (relocating the radar tower (aft mast) to the island), relocation of upper the aft end of the island, weapons eleva-

(Continued on page 14, **Sullivan***)*

MESSAGE FROM RADM JOHN D. BUTLER PEO SUBS

What are Warfare Centers? Why do we have them? How relevant are they in this day and age of Sea Power 21?

The Navy is, of all the armed services, the most technology-intensive department in DoD. Only the Navy maintains a significant operational posture in all four battlefield environments – undersea, surface, air, and space. As such, the Navy relies on its research and development, test and engineering (RDT&E) capability, both in-house and in the private and academic sectors, to a degree far in excess of what is seen elsewhere.

The Navy maintains several major activities for its in-house RDT&E needs. Called Warfare Centers, they provide the Navy with essential science and technology (S&T) capability, and provide critical support to the fleet for fire control, sensors and weapons systems. One particular task has become the hallmark of these Warfare Centers – the development and transitioning of new technology to the fleet. In this capacity the Centers have the unique function of controlling and coordinating R&D efforts across all three sectors of the economy – public, private, and academic.

Understanding how these RDT&E "megacenters" came to be is an engaging intellectual exercise, to be sure. In order to better understand the present day, it is instructive to look at the past.

From the Navy's perspective, one can travel back some distance in time to find where the Centers came from, and why they were created in the first place. The need for a Navy-specific technology base became apparent during the Civil War – no conflict in history had seen the introduction of so many different technological solutions to the basic premise of warfare…to kill people and break things. Naval research and development gained its foothold as part of the infrastructure back in 1869 with the establishment of the Naval Torpedo Station at Newport, RI. The original mission of the Torpedo Station was to serve as the Navy's experimental center for the development of torpedoes and torpedo equipment, explosives, and electrical equipment. The management of the Torpedo Station, and all the R&D activities that came after it, came under the aegis of the Naval Bureaus, and continued that way for over a century.

In 1966, the Bureaus were replaced by six Systems Commands (SYSCOMS), which had been charged with conceiving, developing, acquiring and logistically supporting Naval platforms and weapons. These in turn reported to the Naval Material Command (NAVMAT). Technical support was provided by Naval R&D activities, typically commanded by military officers but staffed predominantly by civilian scientists and engineers, and university laboratories. This Navy laboratory and R&D sys-

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Rapid Manufacturing Comes to Keyport – By CAPT Mary Townsend-Manning, Commander NUWC Division, Keyport and Mike Lehman, Head of Applied Technology Division, NUWC Division, Keyport

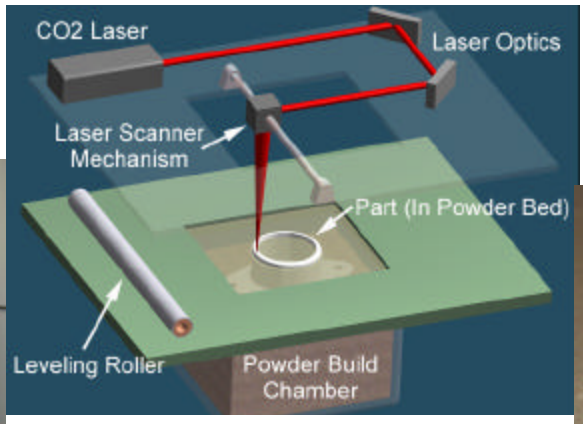
If it can be drawn, it can probably be made! Naval Undersea Warfare Center (NUWC) Division, Keyport, in Washington State, is involved in a new technology, which produces parts directly from models of parts created using computer aided design (CAD) software. Stereo Lithography machines that can make parts from CAD models have been available for several years, but recently the types of machines and materials available for "printing parts" have blossomed. To take advantage of this new technology, Keyport recently purchased a Vanguard Selective Laser Sintering (SLS) System made by 3D Systems.

The sintering process starts by creating a 3D model of the desired part with computer modeling software. Then the file is saved in a special file format optimized for Stereo Lithography machines. The SLS machine then takes this information and dissects the part into paper-thin layers. To build the part, the machine lays down a layer of powdered material, about as thick as a piece of paper, and a laser melts the powder to form the first layer of a part. The build stage drops down to make room for the second layer, and more powder is spread over the top of the first layer. The laser then melts the second layer to itself and to the first layer. The process repeats until all parts are complete. Because the machine uses powder, the unfused powder supports the parts around it, eliminating the need for support structures. Within the 18"x15"x12" build volume, the machine can produce one part, or a hundred identical parts, or a hundred different parts. Parts can even be added in the middle of the build.

The Vanguard has the capability to make plastic, rubber, metal, and wax parts. In the case of metal parts, each grain of stainless steel metal powder is encapsulated in glue, so the laser melts the glue to hold the "green" part together. After the part is sintered, it is placed in a kiln, where the glue is burned off and the metal powder is sintered together. At this point, the material is approximately 60% dense. A second furnace cycle is performed to infiltrate the part with bronze. The liquid bronze wicks into the part just as coffee is drawn into a sugar cube via capillary ac-

(Continued on page 16, **Manufacturing***)*

Vanguard SLS System



Selective Laser Sintering (SLS) uses a 100 watt CO2 laser to selectively draw a cross section of an object on a layer of powder – sintering the powder as it moves, creating a solid layer that represents one cross-section of the part. The system spreads and sinters layer after layer until the part is complete.

Nylon SLS part for checking F14 Elevation Difference Torque Motor Armature with 91 contacts

FROM THE DETAILER SHOP... BY CDR John Armantrout

Greetings from Millington! We hope you had a great spring and are looking forward to a fun summer! There are just a couple notes for this newsletter.

There will be a new sheriff in town as of 15 May! Please send CDR Gregg Baumann a "welcome aboard" email after that date! He will be your Detailer for the next two years. He is heading here from NAVSEA HQ in the Diving and Salvage Office. He has also served in two different SUPSHIPs and at SRF Sasebo, so he brings a diverse background to the shop. You can use the standard detailer email address (p445b@persnet.navy.mil) because we'll have it forwarded to his NMCI account once that is set up. Make sure you provide him with your latest contact info – especially if you have a 2004 PRD! The phone number will not change: 901-874-3994.

Speaking of the new Detailer, let me review the 2004 slating process for you. As part of our turnover, we'll be compiling the 2004 jobs list and sorting it by priority of the job fill. After a second review and by the first week in June, CAPT Hiddemen will email it to her distirbution list and CDR Baumann will email it to everyone with a 2004 PRD. If you have a 2004 PRD or "need" to move in 2004 for career progression, you should start your networking on

CDR John Armantrout

what jobs you might be interested in once you receive the jobs list. You should provide CDR Baumann your preferences by about the middle of July. Notice I said "preferences" (plural). You should look at 3 or 4 jobs you are interested in – not just one! Also, if you are currently in a job at a command where there is an EDO CO/MPM (commands like SUPSHIP, SSC, NSY, NSWC, NAVSEA, SPAWAR, or any PEO) than you should consider a Fleet job (afloat, INSURV, FTSC, TYCOM, Fleet Staff, CNSG, RSG, TRF, ASN or OPNAV) or a broadening tour (Detailer or ED School) next. The Fleet jobs are our #1 priority fills and we won't be able to write orders for any other jobs until those are filled at 100% by CNO direction. Those officers heading to their ED Qualification tour in 2004 should be working with LCDR Shannon Terhune on career plans and communicating preferences to him.

From about the middle of July to just before Thanksgiving, CDR Baumann will be working the fills, in priority order of the job, and getting orders issued… Just like in 2003, we expect there to be PCS funding issues in 2004 – there is a big push to decrease PCS expenditures by 10 to 20%, maybe more – this will impact our community! But, we won't extend folks unless it is career enhancing.

Please visit the ED Homepage (http://www.bupers.navy.mil/edo) for all the latest information, the Master slate, and (once prepared) the 2004 jobs list! We also have a "Detailer" section on the NKO website – if you haven't registered there yet, you should do that

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A NOTE OF THANKS FROM YOUR "ED MOM"

Patsy Morgan

I can't believe it's been a year since I retired. My days are certainly busy, and as most retirees say, "I can't believe I ever had time to work." I want to thank everyone who attended my retirement luncheon on Apr 3, 2002. I had a wonderful time and hope you did too. I also want to thank all the ED Flag Officers for their kind words and all the wonderful gifts; Doug Rau for emceeing the event; everyone who contributed to making the video and Jerry Reina for putting it together; Nora Sibert for giving the invocation; and Robin Hiddemen and all her many helpers who put the luncheon together, and the Memphis team who all came to bid me farewell.

My retirement gifts have been stored for the past year, and I now finally have time to "redecorate" the rec room into the Patsy Morgan Navy Museum. As I look at each gift and those from the mentor groups, the various field activities, individual EDs, my office mates, Robin, Bob, Monique, Jennifer, plus many others, I am truly overwhelmed by your generosity. I do truly thank each person who gave me a gift and attended the retirement party.

I have been "on the road" quite a bit since retiring and have had opportunities to visit favorite places for extended periods of time. In June 2002 I took my retirement trip to the Northwest part of the U.S. (Utah, Idaho, Wyoming, Montana, Washington) and Canada, plus a cruise to Alaska with three ports of call and cruising time in Glacier Bay. Every two to three weeks I am traveling Interstate 81 to Knoxville, Tennessee to see my Mother for long weekends. She is doing well, and celebrated her 89th birthday on Feb 3. I also had an opportunity to return to the office for about 80 hours in the Jul-Oct 2002 timeframe and help the with Captain's Seminar and Promotion Planning. I appreciate Bob Klocek asking me to participate in these events.

Thanks so much for your friendship over the years. I was truly blessed during my 35 years with the ED Community.

Patsy and friend Ellenor Llewellyn, greeted by their hero, the bald eagle, as they come ashore from the VOLENDAM in Ketchiken, Alaska, June 2002.

MEET TEAM EDO (SEA 00PZ) - Jennifer, Monique and John

THE STEALTH ED SPEAKS – Ms. Jennifer Baker

Hello ED community. My name is Jennifer Baker and I have been a part of 00PZ since late 1990. Until now I have been the "Stealth ED". When I came into the office Captain Evans was my first ED supervisor along with Ms. Patsy Morgan. Over the years I have worked with Paulette Allen and Ms. Ida Thompson, in the immediate office. It's sad to say all of the above

named people have long since retired; leaving me to train their replacements. Monique, your newsletter editor, was perfect from the start! Don't worry Bob is a work-in-progress….

Watching the office change along with my co-workers has been exciting. The experiences I've had have been more than unforgettable. If you are ever in the Washington area please stop in and say hello.

Mile 22 at the Marine Corps Marathon. (October 2002)

EDITOR ON THE RUN – Ms. Monique Perez

Hello ED Community! Well here is my first article in YOUR newsletter.

First, let me introduce myself, my name is Monique Perez. I replaced Ms. Ida Thompson, who retired in October 2001. You may remember me from the Engineering Duty Officer School where I began working with the ED Community in April 1996. Since arriving to the ED Plans and Policies Office it has been non-stop action. Coming from a command of eight to a command of 5,000 can be overwhelming but I do believe I have a handle on how the command works, but most importantly where to find a parking space.

One of my jobs is putting YOUR newsletter together. Please let me take this opportunity and extend an invitation to contribute to YOUR newsletter. If you are a current or a retired ED we want to hear from you. I would like to develop a "Where are They Now?" column so the community can see what previous ED Officers are doing these days. If you know anyone please forward the link to this newsletter. Articles can be sent to **perezmr@navsea.navy.mil**. Remember if you include pictures be sure to include a caption.

Along with the newsletter, I also get involved with the EDQP Program, ED Dolphin /Submarine Qualified Program, redesignations of lateral transfers, strength planning, and any other taskings for special events.

On a personal note, as you can tell by the picture, I like to run! EDO School can attest to this since a group of us would go out and do local area runs together; sometimes a few students would even join us. Everyone set personal goals and it was a fun time for everyone. Now that I am in Washington DC, I'm carrying on the tradition. Recently, CAPT Joe Giaquinto, CAPT Tom Moore, LCDR Chris Mercer and I completed the Cherry Blossom Ten Miler . The next big race is the Annapolis Ten Miler, registration opens up in June. Enough time for anyone to start training!

TEAM EDO CONTINUED...

LIFE AFTER RETIREMENT– JOHN REISINGER

Hi EDs! I am John Reisinger and I have been associated with the ED Community since 1968. At that time, while serving as Weapons Officer in ENTERPRISE, I was told by my detailer that I was slated to be the Executive Officer of TRUXTUN. Well, to be able to execute these orders meant completing the Engineer's Course at SHIPS 08. This terrified me because I barely passed the Nuclear Power Plant Operator's Course at West Milton, New York. Also, having previously served as Executive Officer at NPTU Idaho Falls and been reprimanded many times by VADM Rickover, I expected the first question he would have asked me when I reported to SHIPS 08 to be "How did I like the ENTERPRISE's power plant?" to which I would have to respond " I never set foot in any of the engineering spaces".

CAPT (Ret) John Reisinger

So to escape those orders I applied for Ordnance EDO (1700 designator). Being a Commander at the time I needed a waiver to be accepted. Eventually I received orders to the Bureau of Ordnance in Washington D.C. I had been avoiding duty in Washington; I figured one tour there and on to other places, so I rented a home. For the next 35 years I have lived in the Washington area. (I did eventually buy a home, however!)

Enroute to the Nation's Capital my orders were changed to report to the Naval Material Command. I was assigned as Weapons Project Officer and my job was to get familiar with every weapons and fire control program in NAVORD (the new BUORD) and to keep the Chief of Naval Development, RADM Tom Davies, and Chief of Naval Material, VADM Ike Kidd, apprised of potential problems.

In 1971 I was transferred to BUPERS as the Ordnance ED Detailer. That's where I met Patsy Morgan who was just getting acquainted with the Ships ED Community. In addition to becoming familiar with all the EDO officers, I provided an input to the ordnance curriculum at the new EDO School, handled the military personnel issues associated with the merger of NAVORD and NAVSHIPS, and most importantly composed the plan to merge the Ordnance EDs into the Ships ED Community. This latter task kept me in BUPERS for a third year.

In 1974 I was ordered to NAVORD as the Director of the Field Activity Division of the Ammunition Directorate. My most significant accomplishment" there was to turn over Naval Ammunition Depots McAlaster and Hawthorne – and the ammunition functions at Naval Ammunition Depot Crane – to the Army. To do this I spent the better part of a year at the Army's Rock Island Arsenal.

I retired in January 1977 and went to work for the American Ordnance Association. Although it was an exciting job – because I got to travel all over the country holding technical seminars for nine different divisions, and getting to meet many senior government officials and heads of industry, there was no room for advancement. My boss was a retired Army Major General and when he left the Association

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CVN 77

Continued from page 1)

back in 1973, when Secretary of the Navy John Warner proposed the idea to Secretary of Defense Melvin Laird. They both went to see President Nixon with the idea, who according to now Senator Warner (R-VA) said "Go ahead and float it. If it floats, it's my idea, if it sinks it's yours". Thus, on March 15, 1980, Carl Vinson became the first living American to have a U.S. Navy ship named after him.

Most of you are probably well aware of who Ronald Reagan is, but may not be nearly as familiar with either Carl Vinson or John C. Stennis. During Carl Vinson's unparalleled tenure of fifty plus years in the House of Representatives, he completed a record breaking twenty-nine years as Chairman of the House Naval Affairs and Armed Services Committee. In that position, Congressman Vinson forged and moved through Congress the landmark Vinson-Trammel Act that provided authority for the eventual construction of ninety-two major warships, and the birth of the two-ocean Navy. At age 96, he attended dedication ceremonies for the USS CARL VINSON at Newport News, Virginia. Former U.S. Senator John C. Stennis served with eight presidents, beginning with Harry Truman in 1947 and ending with Ronald Reagan in 1988. The senior Senator from Mississippi, he was elected President Pro Tempore of the Senate for the 100th Congress. As Chairman of the Senate Armed Services Committee from 1969 to 1980, Senator Stennis consistently supported a strong U.S. military and gained the honorary title of *"the father of America's modern Navy."*

It was from this tradition that the name for CVN 77 was born. With Chief of Naval Operations Admiral Vern Clark, Commandant of the Marine Corps General James Jones and Senator John Warner (R-VA) looking on, Secretary of the Navy Gordon England proudly named CVN 77 the USS GEORGE H. W. BUSH, citing not only his service to the country as President, but his service to the country as a Naval Aviator and pilot during World War II. The former President and First Lady Barbara Bush were present for the ceremony. The President's remarks were marked with humor and sincere appreciation for the honor. He remarked that when someone asked him how he became a hero he said "They shot my plane down" and went on further to say, turning directly to the CNO and Commandant, that although people often refer to his generation as The Greatest Generation, he has seen first-hand the men and women who serve today, and that they are every bit as great. The 78 year-old former President concluded his remarks by pointing to the shipbuilder and saying "I have a message for you, work quickly, start now" which brought wide laughter from the audience. It was a great ceremony.

The USS GEORGE H. W. BUSH is now under construction at Northrup Grumman Newport News Shipbuilding. If you drive by the north end of the yard today, you can see large sections of the hull that will one day come together to form CVN 77 sitting in the lay-down area next to the 310 Ton Super Lift Crane which towers over Dry Dock #10. The keel laying for the ship will likely be late-summer, early fall of 2003 with the commissioning scheduled for 2008. Stay tuned.

President Nixon, Secretary Warner, Rep Carl Vinson (D-GA) and Secretary of Defense Melvin Laird announce the name of CVN 70 as USS CARL VINSON.

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(Continued from page 2)

Hamilton, and others, but quite the contrary. RDML Baugh intends to bring the collective power of the ED's experience and expertise to bear in support of the ShipMain initiative.

One approach RDML Baugh discussed with VADM Konetzni (Deputy, CFFC), is to determine surface ship maintenance based on an engineered approach using similar concepts used to develop the submarine or CVN maintenance strategy where a Surface Ship URO/MRC process could be developed. All work in these areas could be assessed, work packages developed, DFS issued where standards are not met and could lay out a driving technically based requirement. This is just one idea to foster others. Additionally, in the way of engineered readiness metrics, Ship Material Condition Metrics process, which has been applied to MCM class ships, has shown promise of providing a relative real time readiness metric.

Members of this working group, which has already met twice, are CAPTs Schulze, Mowery, Peters, Deacon, Chesterman, Sychterz, and Barbour, CDRs Kiel and Bracco, LCDRs Leary, Laverghetta, Tom Anderson and Volweiller.

A third working group is developing opportunities to collaborate with APs and URLs. Members of this group include CAPTs Eccles, Cramp, Hooper, Foley and Patterson, and CDR Surko.

The Seminar also resulted in an action for all Captains to host an out-brief of the seminar for EDs within their cognizance. All EDs in target rich environments have had an opportunity to attend an out-brief. If you have not had this opportunity, please call CAPT Hiddemen (901-874-4090) and she will be able to provide a summary of the Seminar.

All mentor groups have been re-energized since the Seminar. If you do not know who your mentor is, please call CAPT Hiddemen and she will connect you with your mentor. All ED Options have also been assigned a Captain mentor.

The mentor groups have established a plan for regular meetings with the detailers and with their Flag sponsor. In an effort to minimize stovepiping officers, mentor groups have formalized linkages with other mentoring groups.

All Captains have been asked to establish a "shadow the boss" and "shadow another ED" program. Linked mentor groups can facilitate a path for LTs/LCDRs to cross-deck with other officers in other organizations. LTs/LCDRs in this program will be asked to provide a one-page write up on their experience and submit to their mentor. If you are interested in this opportunity, contact your mentor.

Finally, there were many enthusiastic officers who volunteered to visit forty NROTC units across the country.

We will continue to discuss progress on these initiatives in future Newsletters and through your mentors. If you want to participate in any of these initiatives, please contact CAPT Hiddemen. Don't wait to be asked.

Program Scope of SHIPMAIN

		CVN	CVN		
	CV	Nuclear Propulsion	Other	Surface	Sub
Decision to Develop ALT				CFT4	
ALT Development					
I.D. ALT Requirements				CFT4	
I.D. Repair Requirements				CFT1	
ALT/Repair Package Prep				CFT2	
Placement & Oversight				CFT3	
Execution					

Included - Active
Included - Assessing
Not Included

2

THOMASGROUP

SHIPMAIN

(Continued from page 3)

ess from the point where the work has been identified by the ship's force through planning and contracting of the work to start of execution. The SHIPMAIN Team is comprised of senior maintenance leadership who are aligned to make this initiative a Navy wide priority. The commanders of Naval Surface Forces Pacific and Atlantic, Naval Air Forces, Naval Sea Systems Command, as well as flag officers from the Chief of Naval Operations staff and program executive officers for ships and aircraft carriers will lead this overarching effort.

As part of the SHIPMAIN process, Cross Functional Teams are being formed to address the early integration of modernization/ship alteration in the maintenance planning process. The ability to measure the critical process drivers of cycle time, first pass yield quality and productivity/ cost will help to focus, balance and prioritize the process improvement initiatives. This overall process is broken into four cross-functional teams. RADM Entyre (CNSL) and RDML Bryant (OPNAV 43B) will head up the CFT 1 Requirements Team. RDML Brooks (CPF N43) and Mr. Ryzewic (CPF 43B) are leading the CFT 2 Package Preparation team. RDML Baugh (CLF N43) and RADM Edwards (N76B) are in charge of the Placement & Oversight CFT 3 team.

As part of the SHIPMAIN process, CFT 4 is being formed to address the early integration of modernization/ship alterations into the maintenance planning process. RDML Sullivan and RADM Dwyer lead the Alteration and Modernization Team (CFT 4). Their focus will begin on integration into the scheduled CNO availabilities

The SHIPMAIN team is facilitated by the Thomas Group, a management consulting firm that helps major clients improve their financial and operational results through process improvements and cultural change. The Thomas Group had great success in helping the naval aviation community improve their processes in pilot training and interdeployment readiness.

"The SHIPMAIN program represents a profound shift in how the Navy will perform ship maintenance," said RADM Klemm, Deputy Commander, Logistics, Maintenance & Industrial Operations Directorate (SEA 04). "I'm excited about the road ahead, and believe our efforts will result in a ship maintenance process that is not only more efficient, but also more responsive to the maintenance needs of the waterfront."

Sullivan

(*Continued from page 4)*

tor #3 into the aft end of the island, installation of 3 vice 4 arresting gear sets, arresting gear engines capable of retrieving heavier aircraft, and installation of an integrated communications and advanced network (ICAN). Each of these changes, along with many others, has provided numerous opportunities to resolve technical problems and provided CDR Longenecker with experience he could not get anywhere else.

USS RONALD REAGAN (CVN 76) under construction at Northrup Grummand Newport News Shipbuilding. Builders's sea trials will be conducted the week of 5 May 03. CDR Fred Longenecker is Ship Design Manager for the project.

Another ED who works with both current and future Navy issues is LCDR Chris Mercer, our Total Ship Power Division Officer. LCDR Mercer directs the efforts of nine electrical, mechanical, and systems engineers in support of power and electric plant design for all future ship designs including aircraft carriers and submarines. Working with OPNAV N7 and N8, PEO Ships, ONR, NSWCDD, SEA 53, NSWC Dahlgren, Naval Reactors, PEO Carriers, PEO Subs, and DARPA, he is coordinating the development of a cost effective, Navy wide approach to Electric Warship technology from early Discovery and Invention, through Science and Technology, Research and Development, and transition to surface ship, aircraft carrier and submarine platforms. This plan has been briefed to the highest levels in the Navy and is central to the CNO's Transformational Roadmap. LCDR Mercer is also the DD(X) Integrated Power Systems (IPS) Project Officer and the DD(X) Test Ship Coordinator. He leads the start-up of a three year, $279M development program to design, build and test the integrated electric propulsion plant for future surface combatants. An integral part of the DD(X) development is the at-sea testing of advanced technologies associated with the IPS, VSR/SPYIII Radar, and Human Systems Integration elements of the Total Ship Computing Environment. LCDR Mercer also leads the development of concepts and plans to decomission, inactivate, and modify USS ARTHUR W. RADFORD (DD 968) to per-

LCDR Chris Mercer and his DD(X) T&E IPT inspect the full- scale proof of concept 36.5 MW Permanent Magnet Motor housing.

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Sullivan

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Artist concept of the next generation in Naval Warpower. CDR(sel) Rich Blank is Ship Design

form this critical at-sea testing.

Working on another case of the Next Navy is LCDR Rich Blank, currently assigned to SEA 05D2, but matrixed to PMS 500, where his primary responsibility has been the conduct of the Ex-CARON Fire Spread Weapon Effect Tests (WET). These tests require an enormous amount of coordination of various test organizations as well as fleet assets. The data gathered and lessons learned from these events will benefit the DD (X) and future Navy ships for years to come. Specifically, this data will be used to reduce risk and design the launching system and fire suppression Engineering Development Models (EDMs) for the DD(X). Additionally, LCDR Blank develops the Test and Evaluation Master Plan (TEMP) and Live Fire Test and Evaluation Management Plan (LFT&E MP), as he is directly involved with major testing and indirectly involved with most of the developmental testing. The TEMP and LFT&E MP require frequent interface and approval by DOT&E, OUSD (AT&L) and COMOPTEVFOR.

Early in FY 2002, Chief of Naval Research requested assistance from NAVSEA in staffing a small project office for the design and construction of X-Craft, a high speed research and development vessel. CDR Mark Thomas was detailed to ONR as the Deputy Project Manager to provide the needed acquisition and technical expertise for this "Navy after Next" project. X-Craft is an aluminum catamaran displacing approximately 1100 tons that will be used for hydrodynamic experimentation and evaluation of modular mission concepts. It will be capable of 50+ knots in calm seas, 40 knots in sea state 4 (using an active ride control system) and will have a 4000 nm unrefueled range. Nigel Gee, the UK-based naval architect for the project, is currently nearing the end of the contract design phase. Titan Corporation of San Diego, the sole-sourced prime contractor and system integrator, is in the process of selecting a US shipyard for the construction phase. Titan is primarily a developer of weapon and C4I systems and will likely use X-Craft as a test platform for some of its proprietary systems, such as the Affordable Weapon (a low-cost cruise missile) and a COTS-based phased array radar. Although Titan has no prior shipbuilding experience, they have hired an experienced program manager and have formed an alliance with Lockheed Martin's Marine Systems Division. X-Craft's extremely aggressive design and build schedule will have it ready for initial sea trials by June 2004.

Acquisition of capabilities relies on distributed, highly networked sensors, weapons, combat, and support systems through integrated architectures for optimized interoperability. As a result, we brought to our surface ship design group a new team of expertise in cross platform technology and systems integration. Heading this division is CAPT Dean Pedersen. Under his tutelage, SEA 05D6 will proactively liaison across DoD industry, and academia to promote and support technology transition opportunities and common systems engineering processes integration for ship systems to improve warfighting capabilities, enhance interoperability, and increase effectiveness in the Current Navy, the Next Navy, and the Navy after Next. They are working closely with SPAWAR, NAVAIR, and MARCORSYSCOM personnel to implement a "single virtual SYSCOM." The focus is on development of a framework of common systems engineering processes, practices, and policies to ensure common integrated architectures and engineering tools across Navy commands, which will improve nteroperability, and ensure the engineering of cost effective and supportable systems of systems delivered to the Fleet. This approach will also help to standardize design and maintenance guidance within acquisition strategies. SYSCOM alignment is a big task, but we're working together to make a difference for the Navy & Marine Corps team.

Working on the three "Navies", Current, Next and Navy

Manufacturing

(Continued from page 6)

tion, eliminating all of the porosity. The metal material is a stainless steel/bronze composite, with properties very similar to cast iron.

Although these machines can't yet make parts in all conventional materials, the extensive design freedom SLS allows makes this process useful in many applications. Features one would never dream of incorporating into a design for machining, such as holes that curve through the part and following cavities or hollow sections with reinforcing ribs, can be made utilizing this technology. All that is required for hollow sections is a small hole for draining the unbound powder. We have used the material for cable potting molds, custom tools, enclosures and concept visualization.

For Keyport, working with this technology provides valuable experience in the transition from rapid prototyping to rapid manufacturing. It provides a valuable tool for supporting fleet maintenance requirements by providing us the capability to quickly produce complex direct replacement parts and prototype parts. It supports the growing reverse engineering business, quickly providing parts for concept analysis and customer approval. With this machine, Keyport continues to be at the forefront of Naval applications for Laser manufacturing technologies.

NSWC

(Continued from page 5)

tem operated under the oversight of the Director of Navy Laboratories (DNL) – a loose but comfortable system for the needs of the day.

Things continued along this path for nearly 20 years. For most of this time life was good, and S&T funding was relatively plentiful. It was during this time that technologies were developed and transitioned for advanced systems such as the Aegis Combat System, towed arrays, GPS, laser-guided projectiles, reactive weapons, and directed energy technology. The situation changed, however, with the end of the Vietnam War, Watergate, and the near complete collapse of the economy in the latter half of the '70s. The Naval R&D community took a beating, from a variety of directions. S&T funding dropped sharply, and the attraction of government service faded as the private sector began to aggressively compete for engineering talent. For those scientists and engineers in the public sector, the pace of progress dipped lower than it had ever been in memory. The community was thoroughly shaken up in 1985, when Navy Secretary John Lehman disestablished the Naval Material Command, assigning oversight and management of the Navy's R&D activities to the Office of Naval Research (ONR). That turned out less than satisfactory, and these activities were then placed under the newly created Space and Naval Warfare Systems Command (SPAWAR). Actually managing these engineering and testing activities and the laboratories was a task that SPAWAR was ill equipped to pursue.

Everyone recognized that fundamental change was needed if Naval R&D was to rise from its moribund state. And change did happen, in 1992, with the consolidation of thirty-six separate activities into four "megacenters" – Warfare Centers with explicit areas of responsibility. The Naval Air Warfare Center (NAWC); the Naval Surface Warfare Center (NSWC); the Naval Undersea Warfare Center (NUWC); and the Naval Command, Control and Ocean Surveillance Center (NCCOSC) were created to consolidate all Naval R&D, T&E, fleet support activities and engineering organizations into four broad-based warfare centers, separated by discipline. A con-

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REISINGER

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there would be another Major General in his place.

In May 1979 I was hired by VSE Corporation and moved back to Crystal City supporting a Navy Program Manager in charge of the development of SEAFIRE, an electro-optical fire control system. Then in September 1981 RADM Chang arrived as SEA 06 (Weapons Directorate) and told me he needed my help to "get arms around ordnance community". Ever since I have been working military personnel issues for SEA 06, PEO SD, PEO TAD, PEO SC/AEGIS, PEO TSC, PEO CLA, PEO Carriers, PEO EXW, PEO IT, SEA OOC and BMDO(MDA). During this time I moved from VSE to Management Support Technology Inc., and finally, in January 2000 to Tri Star Engineering.

In January 2003 I reported to Bob Klocek as a replacement for Mike Erkel and Paul Skolaski who, in 1995 and 1993 respectively were the last civil servants directly responsible for maintaining all the subspecialty system records within the NAVSEA claimancy and the engineering and technology billets Navy-wide. I am presently preparing a letter to the military manpower claimants requesting their help in updating their subspecialty requirements (send me copies – most of the "pile" handed to me are of the 1997/98 vintage) so that we are prepared for the FY04 zero-base review of subspecialties.

I am privileged to still be here working in the military personnel arena. I am in Room 4E-4620 of Building 197 in the Washington Navy Yard. In late May I anticipate moving back to Crystal City in Crystal Plaza One, Suite 405, (703) 414-0036. Look forward to seeing you when you come to town.

ENGINEERING DUTY OFFICERS QUALIFIED IN SUBMARINES

CDR LUTHER B. FULLER, III	PORTSMOUTH NSYD
LCDR BRADFORD P. BITTLE	PUGET SOUND NSYD
LCDR ADAM MASTEN	PEARL HARBOR NSYD & IMF
LCDR TIMOTHY SPICER	NORFOLK NSYD

NSWC

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solidated and streamlined corporate laboratory was also created – the Naval Research Laboratory (NRL).

The rush to consolidate capabilities and infrastructure soon resulted in the realignment of the Naval Air Warfare Center from its original incarnation as an independent entity within NAVAIR. The R&D and S&T activities were reorganized into NAVAIR aircraft division at Patuxent River, MD, and a NAVAIR weapons division at China Lake and Point Mugu, CA.

Similarly, in 1997 the component activities of NCCOSC were integrated into SPAWAR, and its identity as a Warfare Center as defined five years earlier ceased. The NCCOSC mission is now primarily served by the Space and Naval Warfare Systems Center San Diego. Only the Naval Surface Warfare Center and the Naval Undersea Warfare Center remained, along with NRL.

This Warfare Center/ NRL structure is essentially where we are today. The two remaining Centers are now entering their second decade of operation, and their missions have evolved to fit with the times, perhaps more successfully than what was expected. From a management standpoint, one of the most significant accomplishments of this reorganization was one of mission purification and consolidation.

This was no easy task – when coupled with the Base Realignment and Closure (BRAC) process during the nineties it became an almost brutal procedure; more than a few rice bowls were taken away or reassigned. The mission purification process, under the direction of the Navy Laboratory/Center Coordinating Group (NLCCG), dictated a number of major intercenter transfers of technical work spanning numerous program areas. Purification, consolidation, and the elimination of redundant capability resulted in a substantial loss of RDT&E infrastructure; since this was one of the primary goals of the reorganization, then by that measure the creation of the Warfare Centers was a rousing success.

Relative to the state of affairs during the Cold War, the Warfare Centers today are lean, providing a higher value for their services than at any time since World War II. Operating in relatively strict areas of responsibility, the Centers are able to respond rapidly to fleet needs, and are far more nimble in their ability to create, adapt, and transition new technology than their predecessor organizations could ever have hoped to be. This is particularly true in light of the Sea Power 21 doctrine that was put forth by the CNO last summer. Sea Power 21, with its triad of three major components of Sea Strike, Sea Shield and Sea Basing, all tied together through a communications architecture we call Force Net, sets forth nothing less than a total reinvention of how the Navy does things, and how we plan to fight and win the battles of the 21st Century.

It is my opinion that today's Warfare Centers are tailor-made to answer the requirements set forth by the CNO. Central to much of what Sea Power 21 demands is the ability to identify promising technological solutions and disruptive technologies, matching high risk to high payoff. The Warfare Centers are ideally suited to this task, having rid themselves of much of the institutional burdens and stovepipes of legacy system support that came into existence during the Cold War. Both Warfare Centers have evolved to the point where it is much easier to shed non-performing programs and ave-

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NSWC

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nues of research that do not lend themselves to the central tenets of Sea Power 21. While fleet support and "cradle to grave" support for legacy systems will continue (these are essential services), they are now coupled with a new forward-looking vision to define Tomorrow's Navy and the Navy After Next. This is particularly true for the Naval Undersea Warfare Center.

Both Warfare Centers are tasked with providing science and technology solutions to the Navy, and they maintain strong ties to industrial, academic, and scientific R&D communities to fulfill this mission. It is this partnering relationship with the private and academic sectors that has revitalized much of what the Warfare Centers do – it gives NUWC and NSWC the ability to encourage independent research and development (IR&D) with those we collaborate with.

This has proven to be a strong incentive to expand partnering – everyone benefits from such an arrangement. With public sector involvement, it lessens the risk and increases opportunities for funding for the private and academic sector. It also allows the Warfare Centers to guide the direction of IR&D efforts both internal and external to the Navy, and fortifies our position as the "honest broker" to the Secretariat and Congress in evaluating the potential for future capability solutions.

In a similar vein, this unique position of being the honest broker for technological solutions plays itself out on the acquisition side of the fence. Both NUWC and NSWC serve the Navy as the "smart buyer" – with intimate knowledge of the technology needs of the Fleet, the Warfare Centers become the acquisition professionals in purchasing these solutions from industry. The ultimate beneficiary of this arrangement is the Taxpayer – getting the most value for the dollar is a core capability that the Warfare Centers provide.

Today we live in a world that changes significantly on a daily basis – and this drumbeat of change is setting the tone for the Navy's Warfare Centers. Political and economic realities snap at the heels of those who continue to dream of development cycles for ship's systems that are measured in decades. To meet the military requirements set forth in Sea Power 21, while remaining competitive for talent and resources in today's market, requires a new approach to how the Navy does business. The current organizational structure of the Warfare Centers is far better equipped to take advantage of today's acquisition and budget processes, with an infrastructure that takes advantage of uniqueness and has rid itself of much of its Cold War heritage. Today's Warfare Centers are ideally positioned to take advantage of this opportunity.

ENGINEERING DUTY OFFICER SCHOOL

03S-1 SENIOR COURSE – 10 -21 March 2003

First Row (l to r): CDR(S) Thomas Tomaiko, CDR(S) Larry Clawson, CDR David McGee, CDR(S) Robert Johnson, CDR(S) Leon Stone, CDR Frank Thorngren, CDR Steven McPhillips, CDR Rick Seraiva, RADM William Klemm (Guest Speaker) **Second Row (l to r):** CDR Jon Hill (Staff), RADM Anthony Lengerich (Guest Speaker), CDR Brian McGinnis, CDR Peter Yarger, CDR George Sutton, CDR James Ivey, CDR(S) Bill Graham, CDR David Myre, CDR Barry Payne, CDR(S) Rodney Luck, LCDR Scott Heller (Staff) **Third Row (l to r):** CAPT Frank Camelio (Commanding Officer), CDR(S) Frank Zinni, CDR(S) Michael Gill, CDR(S) Andrew Rowe, CDR(S) Patrick Costello, CDR(S) Kurt Crake, CDR David Bishop, CDR David Myers, CDR(S) Chris Holmes, Dr. Mary Davidson (Staff)

03B–1 BASIC COURSE & 03R-1 RESERVE COURSE - 6 Jan 03 - 17 Jan 03 / 6 Jan 03 - 14 Feb 03

First Row (l to r): LCDR Philip Malone, LT Michael Smith, LT Stephen Melvin, LT Michael Snelling, LT Maria Silsdorf **Second Row (l to r):** CDR Jon Hill (Staff), LT Andrew Smith, LT Patrick Michael, LCDR Michael Pawlowski, LT Terry Lewis, LT Gregory Elkins, LT Lynn Fodrea, CAPT Frank Camelio (Commanding Officer) **Third Row (l to r):** LCDR Kurt Crake (Staff), LCDR David Petri, LCDR Mark Oesterreich, LT Sean Harrington, LT Ethan Proper, LCDR John Dien, LCDR Michael Dufek, Dr. Mary Davidson (Staff), LCDR Scott Heller (Staff)

ENGINEERING DUTY OFFICER SCHOOL

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7 Apr 03 - 18 Apr 03 / 7 Apr 03 - 16 May 03

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LCDR ZACHARY M. SCRUTON	PORTSMOUTH NSYD	LT BRIAN A. METCALF	SUPSHIP NEWPORT NEWS
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LT JAMES K. KALOWSKY	NORFOLK NAVAL SHIPYARD		

CHANGE OF DUTY

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CAPT	WHITE, EDWARD	SWFLANT KINGS BAY	DEC-02
CDR	SUSBILLA, ROBERT	SSP – SP 22	NOV-02
CDR	REIMERS, STEPHEN	SOS PUGET SOUND	NOV-02
CDR	CHISUM, JAMES	NAVSEA	NOV-02
CDR	DOUGLAS, STEPHANIE	NAVSEA 04X2B	NOV-02
CDR	VICTORY, CHARLES	COMNAVSURFPAC	NOV-02
CDR	KINNUNEN, MARIA	COMNAVAIRPAC	NOV-02
CDR	MURPHY, BRIAN	PEO IWS PMS 461E	DEC-02
CDR	SCHUPP, PETER	COMNAVSURFGRU	NOV-02
CDR	SWENSEN, KEITH	PREINSURV	DEC-03
CDR	ZINNI, JEROME	SOS PASCAGOULA	JAN-03
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CHANGE OF DUTY

RANK	NAME	TO	RPT DTE
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Fair winds and following seas. . . . .

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COMMANDERS

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LCDR	GILDERSLEEVE, JOSEPH S.	PREINSURV SAN DIEGO	MAR-03

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LT	WEBSTER, MARK	NNPTC CHASN SC	JAN-03

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