A greater chance to thrive

5 percent pricing preference gives bidding advantage to NM small businesses

By Michael J. Baker

Offering developing New Mexico small businesses additional opportunities to compete and grow, Sandia has launched a 5 percent pricing preference for qualified companies.

"Sometimes it’s challenging for small New Mexico businesses to compete with out-of-state companies or larger businesses," Labs Director Steve Younger says. "We’re committed to New Mexico, and we want to give our small businesses a hand." The preference could apply to about $100 million in subcontract awards for New Mexico small businesses to compete for during the first year of the program, says Definia Salazar, senior manager of the Labs’ Supply Chain Integration department. The subcontracts would represent a wide range of services, including research and development, customized equipment, professional services, commercial items, and information technology.

By Michael Padilla

Sandia’s Mk21 Fuze Program is on track to deliver upcoming key program milestones, including launching flight test unit 1 (FTU1), finalizing the prototype design review, and conducting the preliminary Department of Defense independent peer review.

Preparing for the first flight test

According to Elaine Yang, who oversees the systems work for Sandia, the Mk21 Fuze team is excited to execute the program’s first flight test, scheduled for later this year.

"The objective is to show functional compatibility between the replacement arming and fusing assembly, reentry vehicle, and Minuteman III missile in an operational flight in the Pacific," says Elaine. She notes that the Mk21 Fuze Systems team in California has been focusing on designing, fabricating, and testing the vehicle to ensure its readiness for flight.

Testing the ground test unit

The ground test unit (GTU1) was built to be almost identical to FTU1. GTU1 was then subjected to rigorous mechanical and electrical testing. The mechanical tests, across transportation, preflight, powered flight, and reentry environments, were conducted at Sandia.

Five Sandians honored with 2018 Black Engineer of the Year awards

(Photos by Randy Montoya)
In lieu of our next "regular" edition of the Lab News, we will be publishing our annual Labs Accomplishments issue. The regular Lab News will return April 19.

I've been involved with the production of Labs Accomplishments since the very first year I started at Sandia back in 1995 and it's always been one of my favorite recurring projects. In my earliest days at Sandia, the Labs Accomplishments issue was, more than any other single factor, really brought home for me the vast scope and incredible depth of what we do here on behalf of the nation.

I did a little digging and learned that the Lab News has been publishing the Labs Accomplishments since 1981. In its first incarnation, it was called Technical Accomplishments, with a strict focus on the Labs'-unclassified mission work. Beginning in 1988 and continuing today, the scope of the publication was expanded to include accomplishments from almost all of Sandia's mega-class organizations. Today, Technical Accomplishments became Labs Accomplishments, a recognition that success in our mission work is intimately tied to what we now call mission services; that is, the more effective we are at running the business of the laboratory, the more effectively we can deliver on our mission.

In 1981, then-Lab News editor John Shunny spelled out the initial vision for Technical Accomplishments:

With this special supplement, distributed only within the Labs, Lab NEWS introduces the plan we plan to carry with the advent of each new year. Technical Accomplishments 1980 has a two-fold objective: to document in one place, unclassified, the principal technical accomplishments of the Labs for the year just past; secondly, to inform Sandians of what the other Sandian is doing. In a laboratory with interests as far ranging as those of Sandia, many if not most of us have scant knowledge of what's going on beyond our own organization.

I'd like to think that over the years since 1981, our awareness of what our colleagues in other organizations are doing is perhaps not as stagnant as it was in 1981. And I think that maybe the annual publication of Labs Accomplishments has something to do with that. But quibbles aside, if you were to ask me today why we continue to produce the Labs Accomplishments issue, my answer would be right in line with what John wrote 37 years ago.

The 2018 edition of Labs Accomplishments will be distributed in Lab News racks across the campus beginning around March 29. I hope you get a chance to pick up a copy, remembering as you look through it that reflects only the work we can discuss publicly. Much of our best work may not see the light of day for years, if ever.

A final word and personal note: After 23 years at the Labs, 12 years as editor of this publication, and 10 years as the writer of this column, I am saying goodbye to Sandia. Thanks for reading my missives over the years. I've always loved to write these commentaries as though I am speaking to each of you one-on-one, as a friend. And I've loved hearing from you when you share your thoughts about something I've written. I've been given a lot of latitude by my management to write about whatever has captured my fancy at any given moment in time and I appreciate that. It's been a rare privilege, one I've never taken for granted and one I won't forget any time soon.

I was watching a classic John Wayne movie called Red River the other day when a line near the end of the film jumped out at me. In the scene, Wayne's young protégé has just completed a thousand-mile cattle drive from south Texas to Abilene, Kansas. The cattle broker in Abilene says to the young man: “There’s three times in a man’s life when he has a right to yell at the moon: when he marries, when his children come, and when he finishes a job he had to be crazy to start.” I think in this context, “yelling at the moon” is a good thing, an expression of unrestrained joy. It’s like a young man saying, “And when he finishes a job he had to be crazy to start.” It’s a good thing, an expression of unrestrained joy.

So I’m saying goodbye to Sandia and will be returning to Texas to Abilene, Kansas. The cattle broker in Abilene says to the young man: “There’s three times in a man’s life when he has a right to yell at the moon: when he marries, when his children come, and when he finishes a job he had to be crazy to start.” I’m saying goodbye to Sandia and will be returning to Texas to Abilene, Kansas. The cattle broker in Abilene says to the young man: “There’s three times in a man’s life when he has a right to yell at the moon: when he marries, when his children come, and when he finishes a job he had to be crazy to start.”

— Bill Murphy
Dori Ellis participates in 2018 California Labs Day in Sacramento

Div. 8000 Associate Labs Director Dori Ellis recently took part in the 2018 California Labs Day in Sacramento. The event was spearheaded by the California Council on Science and Technology. The purpose of the event was to educate state leaders on the many contributions that federal labs bring to California. This included economic impact, scientific research, and acting as a trusted resource.

Dori was joined by her colleagues from Lawrence Livermore National Laboratory, Lawrence Berkeley National Laboratory, SLAC National Accelerator Laboratory, NASA Ames Research Center, NASA Jet Propulsion Laboratory, and the National Renewable Energy Laboratory.

Before meeting with Gov. Jerry Brown and Ann Gust Brown, the group met with the both the secretary of the Natural Resources Agency and the California Environmental Protection Agency, discussing ways California can better work with the federal labs and benefit from their capabilities.

LUNCH WITH THE GOVERNOR — Representatives from top research laboratories and organizations across the state of California joined Gov. Jerry Brown for lunch last month at the Governor’s Mansion in Sacramento as part of California Labs Day at the state capital. Pictured here are, from row one from left, Amber Mace, California Council on Science and Technology; Anne Gust Brown; Gov. Jerry Brown; Bill Goldstein, Lawrence Livermore National Laboratory; Chi-Chang Kao, SLAC National Accelerator Laboratory; Dori Ellis, Sandia. In the back row are Charlie Kenkel, California Council on Science and Technology; Martin Keller, National Renewable Energy Laboratory; Mike Wilsher, Lawrence Berkeley National Laboratory; Michael Watkins, Jet Propulsion Laboratory; Eugene Tu, NASA Ames; and Jim Sweeney, California Council on Science and Technology.

Mk21 fuze flight test

(Continued from page 1)

California facilities managed by Larry Carrillo.

Once the mechanical-testing phase ended, the vehicle was brought to Boeing for extensive electrical testing.

These electrical tests, which took place in the integrated test bed with Minuteman III missile system hardware in collaboration with Boeing, Lockheed Martin, Boeing and the U.S. Air Force, were a joint effort among Sandia, Boeing, Lockheed Martin, and the US Air Force.

“The results of all these tests indicate that the design is ready for flight,” Elaine says, adding that the team is currently building and assembling the flight test vehicle.

A Herculean cross-site team effort

Elaine says she believes the success of this project can be attributed to the teamwork and dedication of many Sandians, both in California and New Mexico. She explains, “This work is a large, multi-year, multi-million-dollar effort, where everyone has just one piece of the puzzle.”

The Mk21 Fuze Systems core team appreciates all of the crucial contributions and support from many other organizations across the sites, including Telemetry, Health and Safety Plans, Machine Shop, Test Assembly Group, Environmental Test, Design Definition, Mechan-

Sandia researchers named Fellows of the Combustion Institute

By Michael Padilla

Sandia researchers Robert Barlow and Jacqueline Chen are among 125 members who have been named as inaugural Fellows of The Combustion Institute.

As dedicated members of the international combustion community, Fellows are recognized by their peers as distinguished for outstanding contributions to combustion, whether in research or in applications. Fellows are active participants in the institute, as evidenced by the publishing of papers in the institute’s affiliated journals, attendance at the International Symposium on Combustion, and attendance at the institute’s section meetings.

Robert was recognized for brilliant developments and applications of optical diagnostics for scalar measurements in turbulent jet flames, providing insights into turbulence-chemistry interactions. Jacqueline was recognized for groundbreaking direct numerical simulations elucidating fundamental processes in turbulent flames in different modes of combustion.

“I am extremely proud of the accomplishments of Robert and Jacqueline. Being named as part of the inaugural class of Fellows of The Combustion Institute is a testament to their hard work and commitment to Sandia,” says Bob Huang, director of Sandia’s Chemistry, Combustion, and Materials Center. “They represent the best in our outstanding combustion research community.”

Former Sandia staff members James Miller, Stephen Kiplinger, Robert Kee, Simone Hochgreb, Mitchell Smooke, and Reginald Mitchell, retired Sandia staff member and manager Donald Hardesty; and former Sandia postdoctoral appointees Evatt Hawkes and Fei G were also announced as Fellows. The Combustion Institute is an international, nonprofit, educational, and scientific society. Founded in 1954, the institute promotes and disseminates research activities in all areas of combustion science and technology for the advancement of many diverse communities around the world.

Mk21 fuze flight test

(Continued from page 1)


“The extraordinary quality of the teams has allowed us to keep this program on time, while meeting customer needs,” Elaine says. “With a program so large, setbacks are inevitable. I have been so impressed by the team’s resilience, positive attitude, and motivation. They have dealt with setbacks by understanding lessons learned and focusing on moving forward.”
Sanford celebrates Women’s History Month

By Lindsey Kibler

March is Women’s History Month and Sandia’s outreach program, SWAN (Sandia Women’s Action Network), will host its annual Women’s Leadership Panel March 21.

This year’s theme, “Lead From Where You Are” (JFWYA), looks at how best to empower, develop, and set high expectations for every member of the workforce, regardless of their position. The all-women panel, with participants ranging from Associate Labs Director to staff members, will engage in a candid and lively discussion about their leadership journeys, the ability for anyone to be a leader, and recommendations for transitioning into management.

“You don’t need to have the title of leader to be one’

As senior manager for the program planning and control group and a member of the March 21 panel, Jericah Townsend is responsible for developing and executing the program management improvement plan and steering the Corporate Project Management Office, PMO. The PMO is responsible for ensuring Sandia has a holistic project management competency that provides the workforce with the knowledge, skills, and abilities to effectively manage projects.

Jericah has spent 14 years at Sandia working in project controls, project planning, and project management. For the past three years she has served in several management positions, which is why this year’s panel theme is one that resonates with her.

“For me, leaving from where you are means to have a vision and then personally execute, or inspire and guide others to execute that vision,” she says. “It really drives home the idea that you don’t need to have the title of ‘leader’ to be one.”

“Lead From Where You Are” (JFWYA) comes from a cost-effective Sandia-focused leadership program of the same name. It is supported through the Talent Management Steering Committee, and according to program co-lead Donna Kao is facilitated by a team of managers with a passion for leadership development and Sandia’s future.

Fueling connection, abolishing mediocrity and taking ownership

There are, however, several traits Jericah believes are important for leaders to possess, including empathy, authenticity, and accountability.

Jericah says she learned a lot about the importance of empathy from listening to Brené Brown, a qualitative researcher at the University of Houston with a doctorate in social work. In one of her talks, Brown explains how behaviors of others around them at the expense of their position. The all-women panel, with participants ranging from Associate Labs Director to staff members, will engage in a candid and lively discussion about their leadership journeys, the ability for anyone to be a leader, and recommendations for transitioning into management.

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— Jericah Townsend

Another person, staying out of judgment; recognizing emotion in other people; and then communicating that.

“[I deeply value empathy, and it’s very important for leaders to understand the difference between empathy and sympathy],” says Jericah. “Being able to understand the perspective of others is invaluable when leading and managing people, and working with stakeholders. Focusing first on empathy keeps us from being defensive and allows us to receive feedback from others, which is required of leaders.”

Being an authentic leader is just as important as allowing others to be, Jericah says. When she was growing up, Jericah says she looked up to her parents, the leaders of her family. She remembers her parents as “always positive and authentic,” which are skills she learned to apply to every aspect of her life.

“I am often heard telling others: ‘Id rather be the best version of myself than a mediocre version of you,’ and I want everyone around me to feel the same way. They shouldn’t feel as though they must replicate the behaviors of others around them at the expense of being the best version of themselves.”

For Jericah, accountability is two-fold. It’s committing to support outcomes and following through with promised deliverables, but also being able to own mistakes.

“If something goes wrong, admit your mistake,” she says. “Don’t blame others for your shortcomings.”

Perhaps the most important thing Jericah encourages potential leaders to do is first assess why they want to pursue a formal leadership role and, second, ensure the role matches up with their passions.

“When you are passionate about what you do, you work hard and enable the success of others.”

By Valerie McKinney

The county water authority recently recognized Sandia for maintaining an exceptional level of wastewater permit compliance.

The Albuquerque Bernalillo County Water Utility Authority (ABCWUA) Industrial Pretreatment Program presented DOE and Sandia and its Wastewater Program with Gold Pretreatment Awards for the 2016-2017 pretreatment year for each of its six Wastewater Discharge Permits, one award for each of the Labs’ stations/basins.

“Gold awards are bestowed annually to permit holders for demonstrating 100 percent compliance with their permit requirements for both reporting and permit discharge limits, as well as zero Notices of Violation.”

Wastewater is defined as discarded, non-potable water such as sanitary sewer effluent from the elimination of human waste, laboratory process waters, personal wash water from showers and sinks, or effluent from industrial operations.

“Every year—or day for that matter—we strive to ensure compliance with our regulations and our team works hard to meet those requirements,” says Andrew Gough, team lead. “From the hands-on field work to the individual lab assessments and communications with the line, all facets of our program complement each other.”

Characterization of the wastewater stream starts with line input with internal water waste discharge permits. This step enables the wastewater team to plan and assist a line organization to ensure regulatory compliance. This means, says manager Darrell Fong, that the award really is for the entire lab.

Sandia produces 750K gallons of wastewater a day, and the flow is continuously monitored electronically, 24/7, 365 days a year. Field technologists respond immediately should pH limits drift out of the range of the ideal acidity and alkalinity for water, which falls between 5.5 and 11.5. Wastewater samples are collected semiannually to ensure Sandia is within the ABCWUA permitted maximum daily composite limits.

Sandia’s Environmental Compliance and Monitoring organization, of which the Wastewater Program is a part, is responsible for collecting environmental samples and assessing the potential environmental impacts of Sandia operations.

The team partners with and assists line organizations to improve understanding of the impacts of work activities, ensuring mission work can continue without delays.

Wastewater that contains such pollutants as heavy metals or other toxic substances in excess of regulatory limits is prohibited by federal law and the ABCWUA ensures compliance.

“Maintaining regulatory requirements throughout the site is our imperative,” says Darrell.
Full STEAM ahead

Sandia hosted nearly 50 northern New Mexico middle school students last month for a day of interactive science, technology, engineering, and math activities that focused on the Labs’ global security work.

The event was part of the New Mexico Mathematics, Engineering, Science, Achievement Inc. NM MESA, STEAM Extravaganza. NM MESA selected middle and high school students from across the state and invited them to Albuquerque to participate in immersive experiences in science, technology, engineering, art, and mathematics, or STEAM, according to the organization.

“We’re excited to open our doors to these students. We want them to see the wide range of opportunities available to them when they study and work in STEM and to benefit from the expertise we have right here in our state,” says community relations specialist Katrina Wagner. Sandia was one of 15 organizations that partnered with NM MESA for this event.

Students from Mesa Alta Junior High in Bloomfield and Española’s Carlos Vigil Middle School learned about Sandia’s national security mission during a tour of the Training and Technology Demonstration area at Sandia’s Center for Global Security and Cooperation. The area showcases technologies that can be cooperatively applied to a range of monitoring applications across the globe in areas such as nonproliferation, combating terrorism, and arms control.

Groups then rotated through four stations that featured a wide range of Sandia’s research and development work, including chemistry, cognitive science, and eye tracking, delay technologies designed to provide physical security of facilities, environmental protection, and other Sandia work. The Sandia researchers explained to the students the scientific concepts on display and discussed their own career paths.

Students learn about Sandia’s global security work during state STEAM event

By Lindsey Kibler • Photos by Randy Montoya

Read to Me!

Sandia Associate Labs Director Mark Sellers visits local school to celebrate reading

Mark Sellers, Associate Labs Director for Mission Assurance Div. 9000, enjoys reading his favorite children’s book, Miss Twiggley’s Tree, to local elementary students in celebration of Read Across America, an annual reading motivation and awareness program that calls for every child in every community to celebrate reading on March 2, the birthday of beloved children’s author Dr. Seuss. The program, sponsored by the National Education Association, was launched in 1998. It is the largest celebration of reading in the U.S. According to the Read Across America website, “Motivating children to read is an important factor in student achievement and creating lifelong successful readers. Research has shown that children who are motivated and spend more time reading do better in school.”
**Mileposts**

New Mexico photos by Michelle Fleming

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**Recent Retirees**

New Mexico photos by Michelle Fleming

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[Learn more at livesafe.sandia.gov](#)
Black engineering awards

(Continued from page 8)

MISCELLANEOUS

ELLIPICAL TRAINER, airdyne, w/ attachments, gently used, $150. Stuley, 821-9598.

PROJECTOR, Epson, 822-m, in excellent condition, $200. 503-918-7820.

CAR SEAT, Safety 1st Continuum 3-in-1, manufacturer date Aug 2016, used once to fit 120 lb, retail $150. Graham, 271-1377.


SHAMANAS, Shima, arranged by mother, no credit, $119. 406-962-1640.

STAR TREK MONKEY GEAR GAME, kids, 26 x 26 x 12, Stubbins, 265-3146.

CORE PERFORMANCE, Ironman, 600-c, Delta Deluxe 37-in. 505-259-8919.

TOY STORY MONOPOLY GAME, kids, 4-6 yrs., new, $10. 406-962-1640.

DIE CAST ADESTABLE BED FRAME, queen, w/tautwell, w/underbed, great condition, $250. 505-228-5367.

STATION WAGON, black, excellent condition, $7,500. 505-980-4137.

STATION WAGON, brown, w/overhead compartment, good condition, $2,950. 505-342-2160.

MOTORCYCLE JACKET(s), low Rock, yellow-w/blue, size 2XL, excellent condition, $75. 505-228-1996.

STATIONARY EXERCISE BICYCLE, Schwinn Airdyne, black, $25. 505-901-8800.

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Cycling Shoes, men’s size 8-1/2, 15 BMW 328i, low miles, 26K, $26,000. Huesman, 293-4148.

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Black engineering awards conference honors 5 Sandians

**Five Sandia employees are recipients of 2018 Black Engineer of the Year awards:**

- **David Samuel received an Outstanding Technical Contribution award**
- **Mark Martin, Imani Adams, and Shauna Adams received Modern-Day Technology Leader awards.**
- **Christopher Collins received an Outstanding Achievement as a Science Spectrum Trailblazer award**

**BEYA is a program of the national Career Communications Group, an advocate for corporate diversity, and part of its Science, Technology, Engineering and Math (STEM) achievement program. The awards recognize the nation’s best and brightest engineers, scientists, and technology experts. The five honorees received their awards at the 2018 BEYA STEM conference in Washington, D.C., in February.**

By Kristen Maubh  
Photos by Nicholas Kerekos

David Samuel

David has worked at Sandia for 41 years, and for the past 20 he served in a critical role as Tech Area 5’s sole mechanical designer, responsible for CAD design, product definition, and fabrication for test fixtures and handling equipment for research and development experiments at the Labs. “As a trusted expert, David understood the importance and creativity in his unique designs,” Richard Graham, a Sandia manager, says. “He works closely with his team to thoroughly understand the product form, fit, and function requirements while including safety, security, and quality in his designs.”

David is passionate about his work and has a philosophy that drives him to excel: “Good parts make good test results possible, and good test results lead to good data,” he says. “From good data, you can make good, informed decisions.”

David says one of his most interesting projects was developing a shutter array for holding cobalt-60 sources in a circular arrangement for radiation testing. His array lets the user adjust the intensity of the radiation field around the pins by expanding or shrinking the diameter of the array. This design improves the fidelity of experiments, gives researchers more options, and extends the useful life of the cobalt-60 pins.

“I was a judge for a student Electric Car Challenge, volunteers with Habitat for Humanity, and is an active member of Albuquerque’s SolidWorks users group. His work has been honored through numerous Sandia Employee Recognition Awards and NNSA Awards of Excellence.**

Mark Martin

Mark’s 28-year career at Sandia has focused on reliability engineering, component design, development and testing, classification, nuclear material control, and management.

“As he climbed the ranks from an undergraduate student to a manager, Mark has proven time and again that he is an innovator and leader,” Sally Lietzbecker, senior manager of safeguards and security, says. “As a system and component reliability engineer, Mark exceeds the performance for multiple non-nuclear components in the nuclear weapon stockpile, including strong-link switches and neutron generators. He worked to develop sampling plans to evaluate the performance of weapon components that are still being used today. He earned the Aspire to Excellence Award from DOE for his support in assessing component reliability.”

Mark participated in Sandia’s Weapon Intest Program in 2000 and then became a product realization team lead for Sandia’s neutron generator monitoring work. Among the career accomplishments he is most proud of, Mark cites his work to develop a new modernized neutron generator monitor for the W70 Joint Test Assembly Weapon Program being qualified on the Minuteman missile.

“I had to redesign a monitor with unique challenges, and in doing that process, we found there were issues with the output of the neutron generator that were affecting our measurements,” Mark says. “We had to figure out how to reduce the noise so we could get accurate measurements. It was a unique challenge that we accepted and overcame.”

black engineer of the year awards 2018 recipients, from left, Imani Adams, Christopher Collins, David Samuel, Mark Martin, and Shauna Adams. Sandia’s President Quality Awards in 2005 and 2006 and NNSA Defense Programs Award of Excellence for significant contributions to the Stockpile Stewardship program.

Mark joined the classification office where he became the manager and also served as the transmissibility reviewing officer for the Direct Release Program at Sandia, a role that supports the Mutual Defense Agreement between the United States and the United Kingdom. Inspection of Sandia’s Direct Release in 2015 found that Sandia has an exceptional training program that was managed by Mark.

In addition to his work, Mark recruits for Sandia by visiting universities, doing tech talks, and talking with students about career decisions, how to create a resume, and how to interview for a job. Mark enjoys worshiping at the church his family attends, going to movies, and vacationing with his wife, Peggy.

Christopher Collins

During Christopher’s 15 years at Sandia, he has contributed technically and led projects in support of national security. He has performed award-winning research on projects related to satellite communications, tagging, tracking, and locating, and nuclear weapons flight testing and production capabilities. Chris is also a graduate of the Weapon Intern Program.

“I enjoy being able to work on cutting-edge projects with great people,” Christopher says. “I like being part of Sandia’s mission and contributing to that mission. The work has a sense of accomplishment to it — it’s fulfilling work.”

In addition to his technical contributions, Christopher is heavily involved in recruiting and mentorship activities, especially in support of minorities seeking science, technology, engineering, and math (STEM) careers.

“Chris has distinguished himself as a technical contributor, a leader, a mentor, and an active supporter of the laboratories’ recruiting efforts,” Daniel Bland, a systems analysis and decision support senior manager, says. “He has repeatedly demonstrated his commitment to Sandia’s mission, is dedicated to addressing the minority of national security challenges, and is passionate in his support of minorities seeking science and technology careers.”

Christopher is the recruiting chair for Sandia’s Black Leadership Committee and has presented at several universities focused on the nation’s need for students to pursue STEM careers.

“Chris built a pipeline between historically black colleges and universities and the student intern program at Sandia, and through that effort, initiated recurring interactions with executive leadership to foster continued support,” Kent Meeks, director of strategic plans and policies at Sandia, says. “The number of African-American students hired by Sandia has significantly increased due entirely to Chris’ dedication and tenacity.”

Christopher says he became interested in engineering in high school, attending classes in the morning and working at the Applied Research Laboratory at the University of Texas (Austin) in the afternoon. He worked on modeling and simulation software to analyze radio frequency communication links and predict electromagnetic propagation in the atmosphere. He says that time and mentorship with engineers and scientists encouraged him to pursue a degree and career in

Christopher Collins

**E ach year, the BEYA STEM Conference brings professionals and students from a wide variety of STEM-related fields together for three days to share their experiences and information. You’ll see attendees from around the country network while participating in seminars and workshops exploring every facet of STEM career paths.**

**The goal of the BEYA Conference is to create connections between students, educators and STEM professionals while facilitating partnerships with individuals and their local STEM resources.**

**MARK MARTIN**

**CHRISTOPHER COLLINS**