

Fiery research: Computer models for propellant fires

By Sue Major Holmes



Walt Gill of Sandia's Fire & Aerosol Sciences Dept. 1532 calls it a pancake — a disk more than a foot in diameter covered with what looks like the debris you'd scrape off a particularly messy barbecue grill. It's actually a crunchy, baked-on mixture of aluminum, aluminum oxide, carbon, and other chemicals that coats everything after a rocket propellant fire.

The gritty material is part of a study Sandia is doing under a three-year contract signed with the Jet Propulsion Laboratory (JPL), California Institute of Technology, with funding from NASA. The propellant fire modeling project began in February and expands beyond the risk analyses the Labs already does for DOE. A presidential directive requires DOE to assess the risk to the public of launching NASA space missions that carry radioactive material for power sources. It contracts with Sandia for those assessments.

A propellant fire is one of the major risks in launch-

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FIERY STUDIES — Sylvia Gomez-Vasquez and Walt Gill (both 1532), in the burn chamber in Coyote Canyon, demonstrate the early stages of sample analysis of crusty pieces of burned debris such as might occur after a rocket propellant fire. Sandia signed a three-year contract with the Jet Propulsion Laboratory (JPL), California Institute of Technology, with funding from NASA, for a propellant fire modeling project.

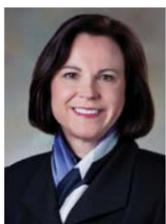
(Photo by Randy Montoya)

Functional alignment to benefit Sandia, employees, EVP Kim Sawyer tells town hall

By Sue Major Holmes

About 150 Sandians working in Mission Support organizations will be assigned, in late September, to other divisions and centers that better fit the jobs they do.

Kim Sawyer, deputy Labs director and executive vice president for Mission Support, says functional alignment will pull together people with common capabilities,



KIM SAWYER

"... We can have a stronger organization, we can improve the quality of the services that we deliver to the Laboratory, and strengthen our bench in terms of who we can rely on and develop."

ties, interests, and professions and allow them to collaborate.

The result will be that "we can have a stronger organization, we can improve the quality of the services that we deliver to the Laboratory, and strengthen our bench in terms of who we can rely on and develop," she told a town hall audience last week that consisted mostly of people who are being functionally aligned.

Affected employees will do the same or similar jobs as they do today and won't even move their offices. Although they'll report to a new manager in their functional profession or organization, they'll be matrixed to the organization where they currently work. Thus, the

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Sandians Stan Atcitty and Dan Sinars honored by President Barack Obama for early career accomplishments

Sandia researchers Stan Atcitty (6121) and Dan Sinars (1648) have been named by President Barack Obama as recipients of the Presidential Early Career Award for Scientists and Engineers (PECASE). This is the highest honor bestowed by the US government on outstanding scientists and engineers who are early in their independent research careers.

Stan and Dan are among 96 researchers — including 13 from DOE laboratories — from 11 federal agencies named PECASE recipients this year. A variety of DOE's program offices are funding the work by the department's recipients.

In making this year's announcement, President Obama said, "Discoveries in science and technology not only strengthen our economy, they inspire us as a people. The impressive accomplishments of today's awardees so early in their careers promise even greater advances in the years ahead."

Energy Secretary Steven Chu offered his congratulations to DOE's recipients, encouraging them "to continue on their paths to becoming the next generation of innovators, who will help America stay competitive in a rapidly advancing world. Their cutting-edge research is helping to meet our energy challenges, strengthen our national security, and enhance our economic competitiveness."

In addition to a citation and a plaque, each PECASE winner is continuing to receive department funding for up to five years to advance his or her research.

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"Discoveries in science and technology not only strengthen our economy, they inspire us as a people. The impressive accomplishments of today's awardees so early in their careers promise even greater advances in the years ahead."

— President Barack Obama

"I congratulate these award-winning young researchers . . . Their cutting-edge research is helping to meet our energy challenges, strengthen our national security, and enhance our economic competitiveness."

— Energy Secretary Steven Chu

Employee recognition

This year, 49 individuals and 74 teams have been honored with Sandia's prestigious Employee Recognition Awards. The Laboratories will celebrate their accomplishments at a dinner Aug. 18 at the popular Tamaya resort. Photos and citations begin on page 8.



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Generally inspired

Maj. Gen. Garrett Harencak, commander of the USAF Nuclear Weapons Center, was keynote speaker at the fourth graduation of the Business Leadership Program. He told the graduates to "be the boss you always wanted to work for." Story on page 12.



That's that

Congratulations to the folks in Sandia's Safety organization. A couple of weeks ago, they brought in a speaker, former construction laborer Eric Giguere, who gave the most memorable and effective safety talk I've ever heard. In a measured and matter-of-fact way, Giguere described a 2002 accident in which he was working in a pipeline trench that collapsed on top of him, burying him under tons of dirt. He survived. A lot of construction workers don't. I can't recommend the video strongly enough. You can watch it on Sandia's internal web at <http://tiny.sandia.gov/4hian>. I would be stunned if you aren't moved and inspired by it, just as many Sandians who have already viewed the presentation have been. Safety Engineer Danny Donald, who was instrumental in bringing Giguere to Sandia, says several Sandians have told him directly that the presentation has fundamentally changed the way they think about safety. It certainly reinforced my own perspective, about which I'll go into more detail below.

Giguere, a 30-something working stiff who has found a new mission in life talking about his accident, recounted the events and the decisions of that day, decisions that would haunt him for years. The pipeline team had been making good progress on a big job and didn't want to be slowed down by safety procedures. On the morning of the accident, the six-foot-deep trench Giguere was in should have incorporated several OSHA-mandated safety measures. But, the team in effect said, safety, shmafety, yeah, yeah, yeah. Everything was going good; they'd already opened and closed a lot of trench over the past few weeks and the ground was stable. Just plugging ahead would save them the extra five minutes it would have taken them to do things the right way, the safe way. Hey, Giguere thought, the bad stuff always happens to some other guy, right? Except this time, it happened to him. Just like that – he snaps a finger – the trench collapsed on him. He was buried, unable to move, cut off from all light and sound, in the blackest, deapest space you could ever imagine. He lay there, thinking about his bride of six days – six days! – and realized he would never see her again. In replaying the last few moments, he realized that no one actually saw the collapse and would therefore have no idea he was in trouble. He struggled for life, fought for life, but the weight of the wet, sticky dirt had crushed his lungs, had filled his mouth and nose. Whatever that force is that makes us alive, this dirt was squeezing it out of him. He estimates that after about a minute and a half – the worst and longest minute and a half of his life – he died. Luckily, his fellow workers, who hadn't seen the actual collapse, quickly figured out what had happened. Turning to the last-resort, dangerous, least-worst option at hand, they used the heavy back hoe blade to scoop off the top several feet of dirt. Shovels in hands, Giguere's buddies leapt into the still-dangerous trench, dug like fury, and uncovered him. Too late! Too late! Remarkably, emergency response personnel were able to re-boot him on the way to the hospital.

What followed for Giguere was a long, harrowing ordeal of physical – and more importantly, psychological – therapy. He was afraid of the dark. He couldn't stand to be covered by blankets. He had nightmares. Nightmares so bad he was scared to even try to go to sleep. He was burdened by depression and profound sadness. His young wife stood by him for several years but finally, she couldn't take it any more. The two divorced a couple of years ago. Giguere holds no grudges, doesn't really blame her. He understands that the man who went into that trench 10 years ago never came out.

His theme, ultimately, is that the decisions you make about your safety don't just affect you; they affect everyone who cares about you. Everyone. Says Giguere, "I don't want anyone to ever have to pay the price I paid."

On a personal note, Giguere's comments really struck a special chord with me. It was at the bottom of a ditch when I was 27 years old that I decided to go back to school, get a degree, and become a newspaperman. And that decision led me to Sandia. My trench story had a happier ending than Giguere's. I was 10 feet down, and back in those days there was no such thing as OSHA guidelines on trench safety. No shoring. No hardhats. Nothing like that. Anyhow, there I was, deep in a cool, moist space, a slice of sky directly overhead and a big machine rumbling away almost right on top of me. Shovel in hand, I was working gravel under a new water main pipe. A few yards up the line from me, the trench walls, which had been holding fine for days – the surface tension of the clay-rich soil tended to hold things in place – gave way with a suddenness that was, if anything, faster than the snap of a finger. The ditch literally slammed shut. I could hear the air being forced out like a clap.

That collapse was the last straw for me. I climbed out of the trench and never looked back. Ahead of me were all the good things that my life has enjoyed: Marriage to a remarkable woman. A daughter. A son. Behind me was an accident I almost had and a life that might not have been.

See you next time.

– Bill Murphy (505-845-0845, MS0165, wtmurph@sandia.gov)

Attention Sandia Retirees:

Annual Retiree Social scheduled for September 5



In 2011 more than 1,500 Sandia retirees and their guests attended the annual Retiree Social. The 2012 event is expected to host even more attendees, as Sandia experienced a record number of retirements in 2010 and then again in 2011. More than 650 retirements were processed last year. Due to our increasing retiree population and the increased attendance at the Retiree Social, Sandia pursued several options for securing a venue for this year's event. The Albuquerque Convention Center was selected as this year's venue, as this location has adequate indoor space to allow for gathering of friends, good food, reminiscing, and catching up, all within the same banquet room. This year's event will include a presentation from senior leadership and presentations from Sandia's Corporate Archives and History Program.

When: Sept. 5

Time: 11:30 a.m.-2:30 p.m.

Where: Albuquerque Convention Center

Note: Sandia will also provide a park-and-ride service from Hoffmantown Church

An invitation with event details will be sent to retirees via mail in early August. Information on the California Retiree Social will be announced in a future edition of *Lab News*.

(Photos from 2011 Retiree Social. Photos by Lloyd Wilson)



19 children of Sandians win Lockheed Martin scholarships

Nineteen high school students who are children of Sandians have won prestigious 2012 Lockheed Martin National Merit scholarships and Lockheed Martin academic scholarships. Across the Lockheed Martin Corp. 100 students won scholarships in 2012. The Sandia-connected students and their parents are listed here:

National Merit Lockheed Martin Academic Scholarship

Katherine Dai	Steve Dai (1832)
Andres Eras	Kenneth Eras (2624) and Berlinda Baca Eras (5961)
Christopher Harms	Gary Harms (1384)
Katherine Herrmann	Mark Herrmann (1640)
Kesha Hanne Hietala	Vincent Hietala (5638)
Clarissa Jordan	Jay Jordan (5338) & Sabina Jordan (6612)
Sarah Otts	Bradley Otts (5964)
Katherine Price	Laura Price (6624)
Peter Sinclair	Michael Sinclair (1816)
Patrick Skelly	Michael Skelly (6324)
Sophie Tran	Hy D. Tran (2541)
Brian Wyss	Gregory Wyss (6612)

Lockheed Martin Academic Scholarship

Emma Grazier	John Grazier (1831)
Joseph Jacobus	Mark Jacobus (5954)
Britney Lau	Ming Lau (8230)
Madeline Quinn	Margaret Quinn (3555)
Megan C. Shyr	Lih Jenn Shyr (6631) & Ann Iyiin Chang (2669)
Nicholas Walther	Howard Walther (2991)
Jonathan Yocky	David Yocky (5962)



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Saturday, August 11, 2012

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Slow and steady loses the weight

By Patti Koning

In the fall of 2011, Simon Scheffel (8226) was turned down for an increase in his life insurance policy because of his weight. "It wasn't a complete surprise, but I felt pretty insulted," he says. "I decided it was time to get healthy."

This wasn't the first time Simon had tried to lose weight. He'd participated in several wellness programs in the past, like the Healthy Heart class, but even with those tools he didn't have the motivation to stick with a weight loss program.

This time was different. In about a year, Simon lost 50 pounds, weight he'd been carrying since college. A big difference this time around, he says, was technology — specifically, using the My Fitness Pal iPhone app to track eating.

"These apps give you access to a huge catalog of food and make it so easy to track what you eat," says Simon. "Everything is in there. I've never had a problem finding menu items from restaurants. They even have Sodexo sandwiches."

Making changes

Simon made small changes to his eating habits. The biggest was simply being aware of everything he was eating. "His eating habits weren't bad," says his wife, Karen Scheffel (8231). "But he wasn't very mindful of portion size or caloric tradeoffs between different foods."

He's also eating more frequently and making sure he has access to healthy and filling snacks like Greek yogurt, Kashi bars, fruits, and vegetables. "I still eat the foods I really like but just less often and less of it. It's easier for me to feel full," Simon adds. "We still eat our frozen yogurt, but only once a week."

Simon increased his physical activity as well. He lifts weights, jogs, and plays ultimate Frisbee. He's also, as he puts it, gotten "mildly obsessed" with his pedometer. His goal is 12,000 steps a day.

Those gradual changes, says health educator Morgan Edwinton (8527), are the keys to Simon's success. Most people who diet return to their old ways within a year.

"At Simon's first health assessment, he was surprised with the risks he was facing, for heart disease and diabetes," she explains. "But he took his time and adapted his lifestyle very slowly. He has a really good chance of making this weight loss permanent. His wife, Karen, also fully supports him."

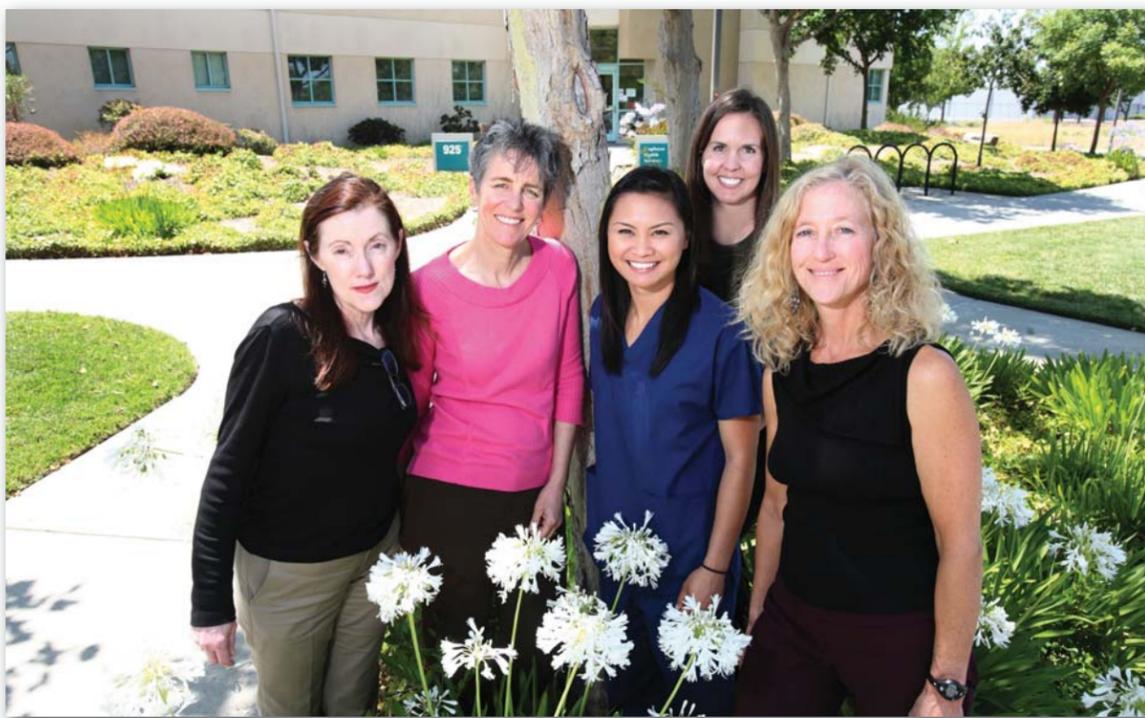


REGISTERED DIETITIAN Rachel Connors (8527), right, explains to Jasmine Garcha (8521) how to use the Body Gem mouthpiece for the resting metabolic rate (RMR) test. The Body Gem uses indirect calorimetry (oxygen consumption) to measure RMR. (Photo by Dino Vournas)

Morgan describes the "pink cloud" of making healthy lifestyle changes that typically lasts two to four weeks. "After that initial period, dieting becomes a grind and that's when you start making exceptions and cheating," she explains. "You have to find a way to motivate yourself through that grind. Simon found that through concerns about his health and the embarrassment of being denied life insurance."

Simon has continued to avail himself of Sandia's wellness resources. He's worked with site dietician Rachel Connors and trainer Emily Thompson (both 8527), and taken the resting metabolic rate (RMR) test several times.

The RMR is the number of calories one burns while



NURSE MAUREEN MORELLI, physician Stephanie Ball, nurse Michelle Valencia, dietitian Rachel Connors, and health educator Morgan Edwinton (all 8527) work as a team to support participants in the California site's pilot medically managed weight loss program. (Photo by Dino Vournas)

at rest. Several factors play a role in determining a person's RMR: body size, muscle mass, gender, age, genetics, and level of exercise. Larger people typically have a higher RMR than smaller people, and muscle mass can also elevate RMR. Youth also plays a factor — as you age, your RMR tends to drop.

"It's a simple test that basically measures how much energy your body needs to maintain basic metabolism," explains Morgan. "This is a bar you don't want to go below because that could cause your body to respond by becoming more efficient and your RMR will go even lower. This is why restrictive diets typically don't work. The key is to combine a healthy diet with exercise."

Exercise can raise your RMR, but only if you add significant muscle mass. Regular exercise can temporarily elevate your RMR for up to an hour after completing a workout. Exercise, of course, aids weight loss by increasing your overall energy expenditure.

The RMR test is offered at the California site for a \$20 fee. To schedule a test, contact Rachel at 294-3783 or email saludca@sandia.gov. Several metabolic processes can alter the results, so there are some guidelines to prepare for the test, such as avoiding meals, significant water intake, and particularly strenuous exercise prior to the test. Complete instructions are provided when scheduling the RMR.

Simon was pleased to find that even as he lost weight, his RMR went up slightly. "It means my muscle mass increased and I'm burning more calories than I did when I was heavier," says Simon. "Usually one's RMR goes down as you lose weight."

He would like to lose another 10 to 15 pounds, but he's also in no hurry. "I'm okay with the plateaus every once in a while because I don't want this to feel like a job," he says.

Medically managed weight loss

The California site recently initiated a medically managed weight loss program. In designing the program, the California team drew on the experience of Dr. Linda Macdonald and nurse Johanna Grassham (both 3334) of New Mexico's health services department.

The California program is intended for obese people who have failed repeatedly to lose weight, are considering an invasive procedure such as gastric bypass surgery, or both. Participants first go on a liquid diet, and then gradually make the transition back to regular meals while working through their food-related issues. Exercise is also a key component of the program.

Sandia California News

A liquid diet has been generally counter to Morgan's beliefs about successful weight loss because at some point one has to resume eating regular food. "I was working with someone who was considering gastric bypass surgery. A liquid diet is part of the recovery process for these procedures," she explains. "I thought, if this person really wants to go that route, let's try this out first. You have to try what works, as long as it is safe and ultimately brings the person to a healthy lifestyle."



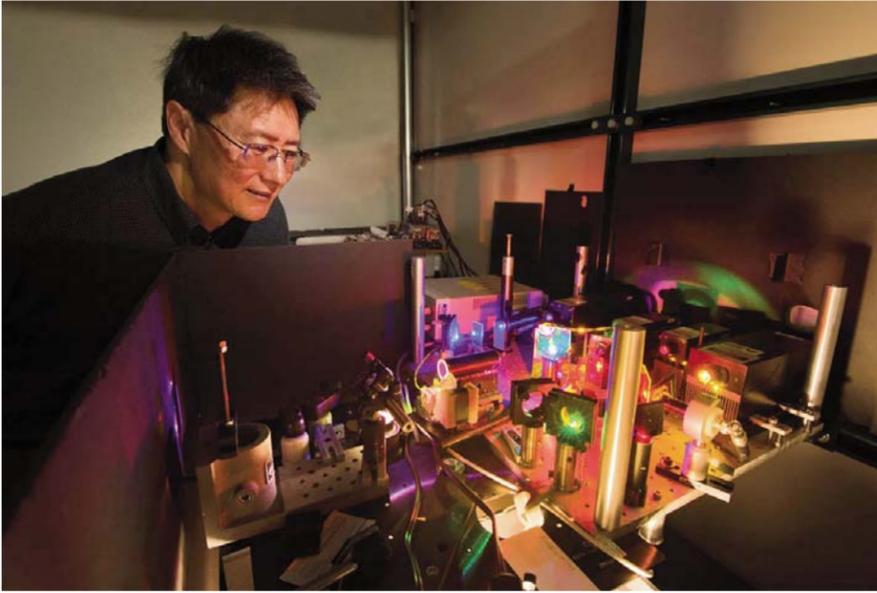
SIMON SCHEFFEL does some stretching prior to participating in a competitive run. It's all part of his long-term weight-loss program. (Photo by Dino Vournas)

She cites national statistics showing that obesity rates are continuing to rise. "We need to look at different strategies. This is a last-ditch effort to help participants lose weight and keep it off after everything else has failed," says Morgan. "If it doesn't work, participants will be better prepared for surgery gastric procedure, if they choose to go that route."

Physician Stephanie Ball, dietitian Rachel Connors, nurses Maureen Morelli and Michelle Valencia (all 8527), and Morgan work as a team to support participants. Only three people have participated in the pilot program, which has been a success so far. "We have moved those individuals from being obese to overweight. That's huge from a health perspective," she explains.

But the pilot is far from over. Participants need to make at least a one-year commitment and Morgan expects they will stay in the program in some form of support and follow-up for years. "We can't say someone is done when they lose the weight," she says. "It takes years to make this kind of change."

Authors reprise 2010 paper showing increased productivity from more efficient lighting



JEFF TSAO (1120, above) and colleagues have published a follow-up paper in the journal *Energy Policy* regarding the productivity gains to be realized with LED lighting. The paper came after an initial article published in 2010 was misinterpreted in some media sources. (Photo by Randy Montoya)

By Neal Singer

In an unusual follow-up to the publication of a scientific paper, two researchers have reprised in the journal *Energy Policy* their groundbreaking finding that improvements in lighting — from candles to gas lamps to electric bulbs — historically have led to increased light consumption rather than lower overall energy use by society.

The same unexpected result they predicted in 2010, might also apply to light-emitting diodes (LEDs), poised to take over from the Edison light bulb as the next, more efficient light source of choice.

Increased light equals increased productivity

But the main point of Jeff Tsao (1120) and Harry Saunders (The Breakthrough Institute in Oakland, Calif.) was that, as three centuries have shown, increased light availability leads to increased productivity. Workers are no longer forced to stop shortly after nightfall, as they had in primitive, candle-

illuminated huts, but instead could continue producing through the night in homes, offices, factories, and even at outdoor locations not serviced by power lines.

Thus, the original paper drew attention to the increased productivity made possible by better lighting, rather than societal energy-savings mistakenly cited as a feature of improved lighting technologies.

But misinterpretations of the original paper by the

widely read *Economist* magazine and the *New York Times* led to the confusion that Tsao's team had shown that lighting efficiency improvements were not improvements at all. This is because no reductions in overall energy usage or overall lighting costs would occur.

The researchers' upcoming article, titled "Rebound Effects for Lighting," opens, "Our 2010 article on solid-state lighting in the *Journal of Physics* with several colleagues (Tsao et al, 2010) has generated considerable interest (and confusion, unfortunately) in the popular press and in the blogosphere. This communication seeks to clarify some of this confusion for the particular benefit of energy economists and energy policy specialists."

The original article was titled "Solid-state Lighting: an Energy-Economics Perspective."

The new article appears under "Articles in Press" on the *Energy Policy* website at <http://www.sciencedirect.com/science/journal/aip/03014215>.

"We were motivated to publish something, even if short, in *Energy Policy*, because that journal serves a community very different from that served by the *Journal of Physics*, where our original article was published," Jeff says.

"We thought that many in the energy economics community were still unaware of the work, and of the benefit — even when there is no direct energy-use savings — of energy efficiency and other welfare-enhancing technologies."

Other authors of the 2010 article included Mike Coltrin, Jerry Simmons and Randy Creighton (retired). Harry Saunders is also associated with Decision Processes Inc. in Danville, Calif.

The work was supported by Sandia's Solid-State Lighting Science Energy Frontier Research Center, which is funded by DOE's Office of Basic Energy Sciences.

Mission Support Functional Alignment announced

(Continued from page 1)

crucial customer relationship, the employees' job, and their work schedule should not change.

Functional alignment is designed to improve Sandia's ability to provide more customer-focused service, leverage expertise, reduce bureaucracy, foster greater consistency in implementing policies, and make operations more cost-effective. It also will help ensure that members of the workforce who have similar skills get the support and training they need to do their jobs and develop their careers.

Benefits of a peer population

Kim told the employees they will benefit from being part of a peer group that can help identify needs and techniques to help them do their jobs and from being able to bounce ideas off people with similar backgrounds. "You have the benefit of having a peer population that can speak the same language," which will foster collaboration, she says. "You'll be able to identify what new things you could potentially do or what innovations you could introduce to the work that you're doing to do it more effectively."

The plan involves about 5 percent of the 2,750 Mission Support members in job families such as communications and marketing, human resources, facilities, security, ES&H, information technology, general business management, project management, and quality. If at least 70 percent of a person's job is within one of those job families, he or she will be aligned with the Mission Support division or center that is structured to provide the direction and oversight for the function. Functional alignment applies to regular full- or part-time employees and non-Sandia employees such as staff augmentation contractors.

The restructuring takes effect Sept. 21 with the start of the new fiscal year and performance management cycle. There are no staff reductions or increases planned as part of this initiative.

Sandia successfully carried out functional alignment in 2008, when Business Operations and Human Resource Business Partners were aligned.

Bonnie Apodaca, VP of Business Operations and CFO, told the town hall that experience taught three lessons: Plenty of communication needs to flow in both directions so people remain part of an integrated team; managers need to be sensitive to hot spots such as performance evaluation; and organizations must

have a plan to make sure the alignment improves both the talent and the work done.

Functional and matrixed managers will meet with each other over the next two weeks. Newly aligned employees will meet with their functional and matrixed managers in August. Kim says that will let them work out employee concerns and hear ideas.

A Mission Support all-hands meeting is also set for Aug. 29.

This year's performance and compensation review won't be affected by the change, but Kim says managers with aligned employees will team up on the review in the future. Next year, the functional manager will work with the manager where the employee is assigned to set performance objectives and expectations for both organizations and to do a performance review.

Additional information is available at <http://info.sandia.gov/functional-alignment/>

Recruiting with pride at Albuquerque PrideFest



PROUD TO SERVE — Volunteers from Sandia and NNSA staff an official Sandia recruiting booth at Albuquerque's annual Pride Parade and PrideFest in late June. Pictured are, from left, Kasimir Gabert, Kevin Eugene Tracey, Adam Spriggs (NNSA), Aseneth Lopez (front), Matthew Allen (back), Nicholas "Nick" Hudak, Andres Sanchez, and Joe Justice.

Retired California VP Mim John kept her hand in the air on a stellar Sandia leadership journey

By Nancy Salem

There's a test that sheds light on what you should do with your life. It measures and charts interests and aptitudes. Where the two overlap is career



paydirt, the place where what you're interested in and what you're good at come together.

Mim John took that test while an undergraduate at Rice University in Houston, unsure of a major.

"I was in a crisis," Mim said. "My mom said she knew just the person to help. One of her

old professors gave me a battery of tests. He came back and said he'd never seen a profile like mine. It was flat. He said that, basically, I was interested in everything and had decent aptitude to do whatever I wanted, but probably wouldn't be great at anything."

He ended up being right — and wrong. Mim put together a career that touched on everything from solar energy to nuclear weapons. But she was hardly mediocre.

In 28 years at Sandia/California, Mim rose from technical staff to VP of the site, a position she held for seven years until her retirement in 2006. She went on to serve on countless national boards and committees, including DoD's Defense Science Board, the National Research Council's Naval Studies Board, and the California Council of Science and Technology. She's also a sought-after consultant.

Making your own opportunities

"When I left Sandia, people asked me what I was going to do. I said sleep," Mim said. "But then the phone started ringing."

Mim was the guest speaker July 12 at an event hosted by the Sandia Women's Action Network. She talked about her leadership journey and what she learned along the way.

"I would say I've enjoyed an enormous amount of luck," Mim said. "But I also believe you have to make your own opportunities."

Mim was raised by a guidance counselor mom and football coach dad. "They were not techies," she said.

"When I told my dad I was elected to Phi Beta Kappa at Rice, he said, 'That's great, baby, now who are you playing this Saturday in football?' But they were very nurturing and their only demand on me was that I do my best. Wherever it took me was OK with them."

Mim earned a bachelor's degree in chemistry from Rice, a master's in chemical engineering from Tulane University, and a doctorate in chemical engineering from Princeton University. After a post-doc in Mexico, Mim had to look for "real work and a real job."

"Then there was this fabulous place called Sandia that had 24 days of vacation," Mim laughed. "And when they asked where I wanted to locate, the Bay Area sounded like a good choice. It was an easy decision. At that moment I never could have expected what would happen over the next 28 years."

Mim said she and Sandia were a match made in heaven. True to the forecast of that long-ago test, Mim started out in systems analysis and changed direction every two to three years. She worked in nuclear weapons, chemical and biological defense, missile defense, and solar energy, to name a few. She led Laboratory programs in energy, national security, and homeland security. She was promoted through the management ranks, reaching the top job at Sandia/California in 1999.

"Total change characterized my career," Mim said. "People said, 'She'll do anything.' Anything, that is, except move to New Mexico."

Mim said turning down offers at Sandia/New Mexico limited her career, but that family kept her in California. She said the choices she made all along her leadership path let her be comfortable with who she was.

"By some criteria I might not have been completely successful, but if I'm not happy in the total package — family, location, opportunities — then I'm not going to do anybody any good," she said.

A lesson she learned was to trust her intuition. "Very few decisions are black or white. You can do a rational analysis, rack and stack the pros and cons in a systematic way," she said. "But if the answer doesn't come out as something you know you can live with, it probably

isn't right. Trust your gut."

Make it your own

She said women often ask how she got so much responsibility. "The answer is I raised my hand," she said. "Women have different styles by nature. If you wait to be asked, it's in the nature of your male colleagues to grab the opportunity. If there's something you want to do, do it. Go get it. Make it your own."

Mim said she was fortunate to work with a series of executives, including Tom Cook, Ted Gold, and Dick Claassen, who wanted women to succeed at the Labs. "They were standard-bearers for technical women," Mim said. "There was a whole string of leaders at Sandia who were committed to having women advance and do well. They gave us opportunities and we didn't hesitate to take them."

Mim said she balanced job and family with support from her husband and from Sandia, which put in place policies, such as flex time, that made work more



FORMER SANDIA VP MIM JOHN addresses attendees at a recent event sponsored by the Sandia Women's Action Network. (Photo by Lloyd Wilson)

manageable. "The women's network in California brought the issues and the solutions to the management team," she said.

She said it was important on her leadership path to recognize what she could change and accept what she couldn't, without getting discouraged.

And she said she sought out mentors, some long-term and others for specific issues.

"I was promoted early and made many mistakes," she said. "But I always had people I could talk to, and they always helped."

'Toxic' political discussions limit climate response, says invited speaker at Sandia

By Neal Singer

The inability of natural and social scientists to devote their full energies to win on "the roulette wheel we're spinning over climate change" puts humanity at "extreme risk," said MIT management professor Henry Jacoby, co-director of the MIT Joint Program on the Science and Policy of Global Change.

He spoke in late May as the eighth invited speaker for Sandia's Climate Change and National Security Speaker Series.

The difficulties in using science to push for mitigation strategies, he said, are more political than scientific, a fitting view perhaps for the director of the social sciences component of the Joint Program's Integrated Global System Model. He mentioned examples that stretched from the dead end reached by the Kyoto protocols, signed by President George H. W. Bush but never ratified by Congress, to the Heartland Institute's startling Chicago billboard featuring the face of Unabomber Ted Kaczynski accompanied by the words, "I believe in climate change. Do you?"

While Jacoby said he thinks climate discussion "has become toxic in US political discourse," he is part of a comprehensive effort to gain a wider perspective on the complicated problem of Earth's climate and what it is doing. The effort integrates MIT's departments of electrical engineering, computer science, chemistry, geology, chemical engineering and economics with the Woods Hole Oceanographic Institute, the MIT Sloan School of Management, and the MIT Energy Initiative.

"The motivation to integrate the disciplines was because they were 'stovepiped' and didn't talk to each other," Jacoby said. The joint cooperative research structure is funded 55 percent by government grants and the rest by industry.

He cited a now-familiar list of problems either caused by or expected soon to be caused by climate change. These include risk to coastal infrastructure and

water resources, increased storm intensity, and rises in sea level and overall temperatures. However, his group's global systems model adds to these the growth in gross domestic product, energy use, and agricultural and health impacts, because "humans are part of Earth's system, maybe the most important part now."

To more quickly handle problems appearing in the rapidly proliferating data, he looks to develop "an apparatus that can do uncertainty analysis in 30 hours, not 30 days," he said.

"We're facing larger and larger risks: We can mitigate, adapt, or suffer," he told his audience.

But the real questions and solutions lie in "the complexity of cross-cultural dialogue between science and politics," he said.

Jacoby told one questioner that "a lot of the opposition to climate change is not about science at all, but the role of government in society."

While New York City's Mayor Michael Bloomberg has a team of 20 people working out adaptations that would counter "a severe possible [ocean] surge in the Bowery [the lowest part of Manhattan]," he said, there's not enough planning that could be adopted nationally, "though such work intersects with Sandia's interest in infrastructure security."

Posing the question, "How do we change our economic basis to address climate change," he suggested taxing the production of carbon dioxide, "the greatest source of overall temperature rise."

"The alternative is the [piecemeal] way we're going," he said. "We can't handle the issue nationally so we do it individually: cash for clunkers, restrictions on utilities. It all adds up but [is] more expensive and less effective than a national program. We're just chipping away."

The Climate Security lecture series is funded by Sandia's Energy, Climate and Infrastructure Security Strategic Management Unit and hosted by Rob Leland, director of Computing Research and of Sandia's Climate Security Program.

Propellant fire

(Continued from page 1)

ing space missions with radioactive material, says Ron Lipinski (6223), team leader for the risk analysis. Consider, for example, if fiery fragments from a launch accident landed on top of nuclear batteries and burned at a temperature high enough to melt one of the containment boundaries.

Ron's team needs information to assess overall risks, and this year JPL teamed with Sandia's fire sciences group to provide technical information on propellant fires for what's called the databook, a report on potential accidents that could occur during launch. JPL is managing the activity.

Advanced modeling is key

Walt says the key to Sandia's contribution is advanced computer modeling focusing on characteristics of propellant fires.

"It would be a combination of experimental data and model results that would work together to give them the information they need," he says.

The databook becomes the foundation for assessing risk. "Sandia is able to use our broad range of expertise, from experiments with various environments to modeling to our risk analysis process and safety analysis," Ron says.

The work builds on tools the Labs created in nuclear weapons programs, including data from propellant fires it has studied since the 1970s, Walt says. "What Sandia has contributed that's original into this whole mix is the idea of putting test data together with multi-physics high-fidelity models and looking at them as one piece," he says.

Coupling experimental data with high-fidelity modeling in the databook hasn't been tried before, so researchers in Advanced Nuclear Fuel Cycle Technologies Dept. 6223 are building an interface between Sandia's physics-based computational model of a fire environment and DOE's radiological response model.

The interface is one of three parts to the project. The team also will update the computer model and add features to predict how things will behave in a propellant fire, then develop experimental data to validate the model. Tests will be done in the contract's final year.

"That's what sets Sandia apart," Walt says. "We model, predict, experiment, compare. The Sandia way

is we make the model first. ... It's like the scientific method; you come up with a hypothesis and test it."

At a very basic level, Anay Luketa (1532) likens modeling and simulation to a high school algebra function with a value in and a value out. "From an engineering perspective, modeling requires the development of equations that approximate physical processes we're interested in. Once developed, they are put into computations where the inputs are in the form of geometry, material characteristics, boundary conditions, and initial conditions, and the outputs are such quantities as temperature and velocity."

The complexity of this particular problem is increased by the makeup of rocket propellant, which has an oxidizer, a rubber binder, and aluminum powder for fuel. Under conditions representative of a launch accident, aluminum powder burns slowly, melts on the surface of the propellant, and is lofted up into the flame, where it burns like droplets and leaves gritty deposits on everything, Walt explains.

The risk assessment is interested in the chemical makeup of the deposit and the temperature in its layers, says Walt, hefting a large clear plastic bag of ashy-looking chunks. "This stuff comes from the aluminum that is burning in the flame. It hits the surface, goes out. It becomes really thick."

Sandia is improving its overall model by focusing on models for the droplets and the coating's chemical makeup.

Walt unrolls a poster showing a microscopic analysis of a 2 cm slice of the material. He points out different parts of what looks like a cross-section of a rock: "The white is aluminum. Gray is aluminum oxide and lighter gray is hydrochloric acid and more aluminum. The dark spots are empty space."

Burl Donaldson, a New Mexico State University professor who worked at the Labs for a dozen years, studied what aluminum does in an atmospheric burn when he was at Sandia in the mid-70s.

Comparing Rocstar and Fuego

"We have the same problem 35 years later," says Burl, a part-time researcher on the team. "I don't think anyone represents that we will put this issue to rest, but we hope to learn more about it."

Anay says it's one thing to study a single aluminum droplet — there are numerous technical papers on that — but it's another to study it in the complex physics of a propellant fire.

"It's very hard in a real propellant environment to

capture the true dynamic behavior experimentally," she says.

She's been studying a code called Rocstar, developed by the University of Illinois under a DOE-funded Advanced Simulation & Computing program. It's designed to run massively parallel and has been tested through a rigorous verification and validation process similar to what Sandia applies to its codes. She'll spend much of the summer seeing if Rocstar will meet the project's needs. Sandia also has its own fire modeling code — called Fuego, Spanish for fire.

Walt says the team wants to run both programs and compare them.

The team also can leverage ongoing work on weapons systems involving melting and burning aluminum to study how materials respond, he says. Anay says much of the outside data on aluminum doesn't deal with high temperatures or fire environments.

Bill Erikson (1516) says the model has to capture convection, or the flow of hot gases over a surface; thermal radiation transfer; and the thermal loading associated with the accumulating grit with its varying particle sizes and distribution.

Burning aluminum particles are extremely hot, reaching about 4,940 degrees Fahrenheit or more, Bill says. As they radiate out, countless tiny, very hot particles slam into surfaces, leaving the gritty chemical buildup.

Integral validation

Sandia researchers have designed models for the heat transfer occurring with the deposition, and they've added changeable properties to account for growing deposit layers, Bill says. Still, he says, the models don't yet capture such things as chemical reactions where molten aluminum hits other surfaces.

Eventually, the team's work will be added to large codes. "It's one thing to understand; it's another thing to make them predict something," Walt says. "This is the result of a lot of work by a lot of people to give us these big machines and these big models."

The team also will do integral validation — validating a model by putting all the pieces together, such as through an accident scenario.

"You do the calculation, predict what it's going to do, and then you do the experiment and see if that's what happened. You put everything in there, not just one part," Walt says. "So these experiments can get large and complex. It might take six months to set up and a minute to do it."

Long-term relationship finds 2 Sandians working together again

Sandian Walt Gill (1532) and retired Sandian Burl Donaldson first worked together at the Labs in the mid-1970s, when Burl was doing propellant work and Walt came to work as an intern.

It's a connection that survived changes in jobs and locations, and now, years later, the two are working together again on a Sandia propellant fire study for DOE and NASA.

The relationship predates their Sandia careers.

"It goes way, way back to the '60s," Walt says.

Back then, Burl was a graduate student at New Mexico State University and Walt was an undergraduate. Walt says he didn't know Burl then but knew who he was because Burl also was a teaching assistant. That was a big deal — "we didn't even talk to those guys," Walt jokes.

Burl says he and Walt shared a professor who headed their respective NMSU dissertation committees, Ahmad Shouman. Eventually, they started cooperating on projects. After Burl joined Sandia in 1969, he says, he published a paper on explosive theory with Shouman, who also got Walt involved. Burl ended up on Walt's dissertation committee.

Walt joined Sandia as a student intern, receiving a stipend from DOE's predecessor, the Energy Research and Development Administration, through the Associated Western Universities. As he remembers it, "I ran around here living on \$300 a month while I worked for Burl and wrote my dissertation."

Burl became Walt's mentor at Sandia while the two worked in the area of propellants and explosives. Walt was hired as a

full-time staff member in 1979, working in Tech Area 3. Burl by that time was in Tech Area 1, but they remained in touch.

Burl, who worked for three different groups during his Sandia career, left the Labs in 1981 to join a commercial enterprise that he says was one of Sandia's first technology transfer ventures, "although it wasn't called tech transfer back then." He remained with that business for eight years. He then went to Qatar, where he headed the chemical engineering department for the University of Qatar and taught for two and a half years.

Walt left Sandia for Brazil in 1984 to work for the Brazilian Space Agency, Instituto Nacional de Pesquisas Espaciais (INPE), as division supervisor of its combustion laboratory and professor in its graduate program.

He returned to Sandia in 1989, and a while later, Burl joined the faculty of New Mexico Highlands University. The two men reconnected, and graduate students studying with Burl started working with Walt as Sandia interns.

That arrangement continued when Burl joined NMSU's faculty. "The whole idea is to engage them in the work," Burl says. "We have provided thesis topics for at least a half dozen MS students through this arrangement while the projects at Sandia get the benefit of their work."

The relationship is further strengthened through Sandia's visiting faculty program, as Burl contributes on a part-time basis to propellant fire research performed on-site at Sandia's Thermal Test Complex.

"He's there and wants to work on things, and we get along," Walt says.



LONG TIME COLLEAGUES Burl Donaldson, left, and Walt Gill, third from right, who have a professional relationship dating back to the 1960s, are working together again on a Sandia propellant fire study for NASA. Joining the two colleagues are, from Burl's left, Jonathan Height, Sylvia Gomez-Vasquez, Walt, Richard Simpson, and Randy Foster. The group examines burned debris from a fire involving rocket propellant. Sandia began a propellant fire modeling project in February, expanding its work beyond the risk analyses the Labs already does for DOE in NASA space launches that carry radioactive material for power sources.

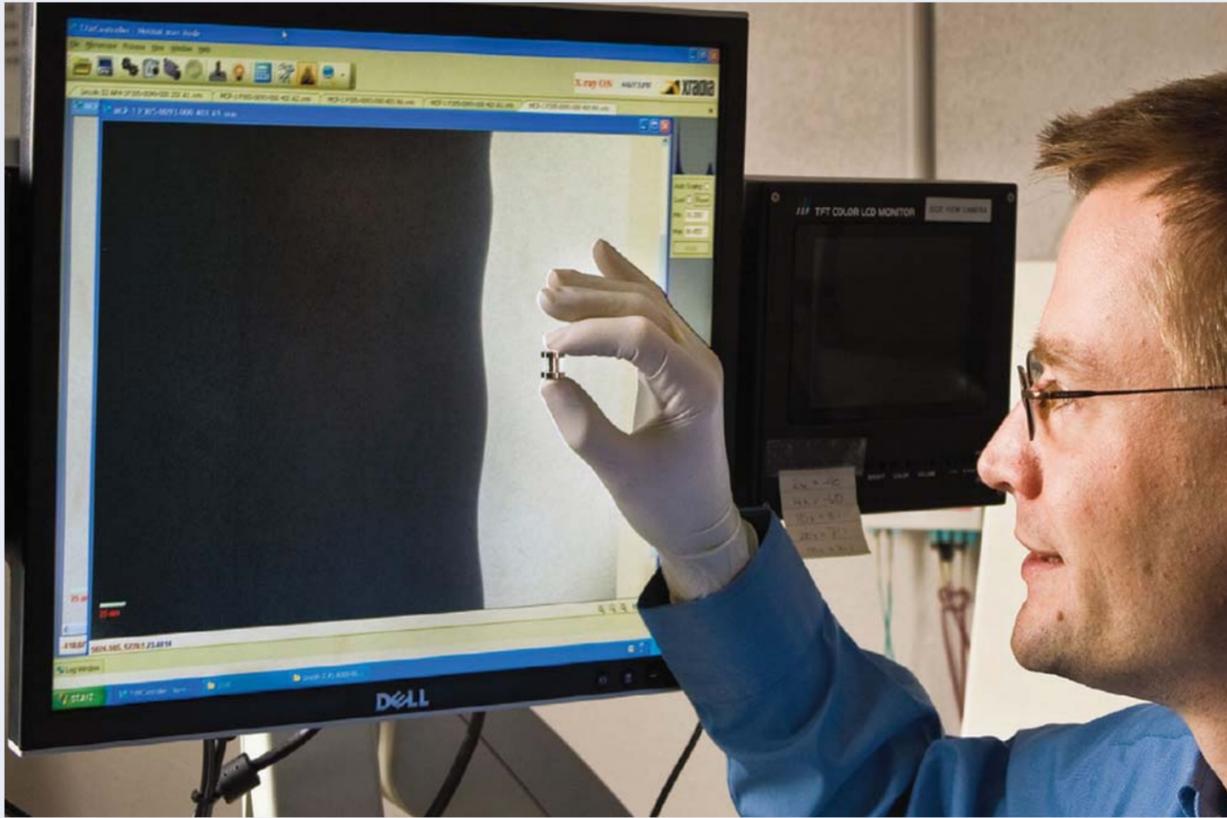
(Photo by Randy Montoya)

Dan Sinars

The PECASE award is the culmination of years of work. When I hired into Sandia in 2001, the Pulsed Power Sciences Center was just finishing the construction of the Z-Beamlet laser for use with inertial confinement fusion experiments on the Z facility. I was interested in using the laser to study z-pinches, and worked with my colleagues to develop an X-ray optical imaging method to do so. Continuous improvement of this imaging capability and our ability to do high-quality experiments led to our recent work studying cylindrical metal “liner” implosions. These provided data on the important magneto-Rayleigh-Taylor instability and have validated our understanding of the complex physics involved.

This honor was made possible because of the many talented people I have worked with in Center 1600. I am particularly grateful for the mentorship and guidance I have received from Mike Cuneo, John Porter, and Mark Herrmann. The overall quality of the science done on Z has improved every year since I joined, and I’m betting on increasingly exciting results for years to come.

— Dan Sinars (1648)



Sandia's PECASE winners

Presidential Early Career Award for Scientists and Engineers

• Photos by Randy Montoya •

(Continued from page 1)

Stan was nominated for the PECASE award by DOE's Office of Electricity Delivery and Energy Reliability “for advances in power electronics for the electric grid, including the development of a high-temperature silicon carbide power module and an ultra-high-voltage silicon carbide thyristor, for research on grid integration of energy storage, and for mentorship in the Native American community.”

Stan's work on the high-temperature silicon carbide power module and on the high-voltage silicon carbide thyristor were honored with prestigious R&D 100 awards in 2009 and 2011 respectively. The semiconductor device allows next-generation “smart grid” power electronics system to be built up to 10 times smaller and lighter than current silicon-based technologies.

Dan was nominated by DOE's Office of Science “for developing innovative techniques to study the properties of instabilities in magnetized-high-energy-density plasma, enabling quantifiable comparison between experiment and simulation needed for validating cutting-edge radiation-hydrodynamics codes, and for demonstrating substantial leadership qualities in high-energy-density-laboratory-plasma physics.”

In 2011, Dan was awarded a DOE Office of Science Early Career Research Program

award of \$2.5 million over a five-year period for measuring fundamental instabilities in magnetically driven Z-pinch explosions.

Dan's team was the first to capture, in a series of 3-D images separated by nanoseconds, the undesirable but apparently unavoidable appearance of a damaging instability (called Magneto-Rayleigh-Taylor, or MRT) in Z-pinch magnetic fields otherwise known to create conditions that fuse atoms for possible electrical energy generation.

Sandia President and Labs Director Paul Hommert said, “I congratulate Stan Atcitty and Dan Sinars for this prestigious award. I'm sure everyone at Sandia shares my pride in their accomplishments. Those of us at Sandia who have watched their careers develop over the past few years are hardly surprised by this high-level recognition from President Obama, but we are very gratified. Their recognition, along with that of colleagues from throughout the DOE enterprise, is testimony to the quality of research in DOE's national laboratories.”

The PECASE awards were established in 1996, and are administered by 11 federal agencies. Besides DOE's Office of Science and NNSA, the other nominating agencies are the National Science Foundation, NASA, Department of Veterans Affairs, Department of Health and Human Services, Department of Defense, Department of Agriculture, Department of Education, Department of Commerce, and the Smithsonian Institution.

The awards will be presented at a White House ceremony on July 31.

Stan Atcitty

It's an exhilarating feeling for me to be a member of the Navajo tribe and to be a contributor to the world's scientific community. I am so grateful to be recognized for developing technologies that have the potential to improve the quality of life around the world. The opportunity Sandia provides to work in world-class facilities, beside world-class colleagues, has created an outstanding environment for success and innovation. I'm also grateful for the support from Dr. Imre Gyuk and the DOE Energy Storage Program. These are the things — along with the unwavering support from my family — that have defined my career.

I really enjoy working with students, especially American Indian students. Watching them grow and find success, especially in math and science, is near and dear to my heart. If this PECASE award inspires them to reach a little higher, stretch a little farther, then I will consider it a true high point of my career. — Stan Atcitty (6121)



49 individuals, 74 teams

2012 Employee Recognition Awards program honors teams, individuals for exceptional contributions

More than 300 Sandians — individuals, team representatives, and their guests — will gather Saturday, Aug. 18, at the Tamaya Resort for the 2012 Employee Recognition Night, Sandia's annual celebration of exceptional service, leadership, technical accomplishment, and teamwork.



This year, the awards honored 49 individuals and 74 teams for their contributions to Sandia's mission success.

Labs Director Paul Hommert wrote in the awards program, "I congratulate you on your achievements, both as individual contributors and as members of outstanding teams. . . . It is especially important that we celebrate with family members of our outstanding contributors, who are part of our larger Sandia family, and I welcome and thank them for their support."

"As we celebrate, I know that you will remember that your achievements are part of the Laboratory-wide effort contributed by every member of our workforce to provide exceptional service to the nation. We are proud of you and grateful for your excellent work."

The individual recipients are pictured here and on the next two pages. A complete listing of team winners and team citations and the names of individual team members begins on the right. Individual citations are on TechWeb.

Not pictured among individual winners: Amy Woolley

Individual honorees



Kristin Adair
6131



Richard Baird
9542



Yvonne Baros
3335



Melissa Betz
8539



Matthew Blain
1725



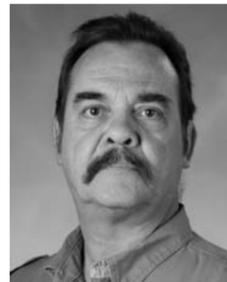
Debbielee Campos
2111



Casey Deccio
8966



Jared Dove
5964



Steven Etherington
4234



Carla Forrest
10661

Team honorees

Executive Support Division

AIS Release 1 Development Team

For technical excellence and exemplary teamwork in developing and deploying the Assurance Information System Risk Module and Assurance Reporting Site.

Team members: Cecilia Brown, Ana Lopez, Jane Zingelman, Roberta Jaramillo, Phuong Tran, Keith Vigil, Alfred Lorber, Dallas Theobald, John Hellier, Derek Trumbo, Shirley Bailey, Gail Beach, Greta Congable, James Fernandez, Sean Lee Hendrickson, Tameka Huff, George Kaempf, Lisa Milmine, Daniel Naru, Mary Nation, Regina Trujillo, Jennifer Turgeon

Hispanic Outreach Committee Core Team

For providing exceptional service beyond job responsibilities to assist fellow employees to perform better, recruit talent, and contribute to the surrounding community.

Team members: Miquelita Carrion, Roberta Rivera, Julie Cordero, Erika Barraza, Jessica Montoya, Melissa Martinez, Elizabeth Lopez, Deborah Montoya, Rebecca Lopez, Anthony M. Baca, Liz Huffman, Janice C. Martinez, Israel L. Martinez, Monica Putnam, Emily M. Baca, Patrick Ortiz, Matthew J. Brito, Bernard J. Gomez, Esther S. Hernandez, Machelle Karler, Erin Longoria, Mike R. Lopez, Jaime L. Moya, Jesus Ontiveros, Valerie Peyton

Division 1000

Aberration-Corrected Scanning Transmission Electron Microscope (AC-STEM) Realization Team

Realization of state-of-the-art materials characterization capability with the AC-STEM from specification through purchasing, lab modification, instrument installation and acceptance, all on schedule and within budget.

Team members: John Norwalk, Ping Lu, Candle Turner, Blythe G. Clark, Paul Kotula, M. Anthony Chavez, Charlie Tomlin, James Burt, Carolyn A. Williams, Nancy S. Davis, Khalid Mikhiel Hattar, Douglas L. Medlin, Joseph R. Michael, Joshua Daniel Sugar

Aerial Cable Facility Restart Team

For exceptional service in successfully completing resumption of energetic operations at the Aerial Cable Facility.

Team members: Hazel Barclay, Richard T. Ivey, Luke Lebow, Peter Renslow, Stephen Coffing, Steven Samuels, Michael J. Vigil, Kevin Jameson, Bob Kalan, Michael Fleigle, Luis A. Abeyta, James F. Arnold, Jeffrey G. Bobbe, Thomas D. Brown, Timothy L. Brown, Edward Bystrom, Randy Colgrove, Byron Demosthenous, Pamela K. Evans, Thomas V. Faturros, Edward G. Garavaglia, Christopher Jonathan Hall, Danton B. Humphries, Kimball O. Merewether, Mark R. Nissen, Ronald D. Pedersen, Linda A. Swaving, Alice Ann Vandevender

Cavity SGEMP ASC V&V L2 Milestone Team

For significantly advancing both computational and physical simulation tools needed for a validated predictive capability for cavity SGEMP.

Team members: Thomas A. Zarick, Brent Jones, Keith L. Cartwright, C. David Turner, Tim Flanagan, Timothy D. Pointon, Cliff Drumm, David Ampleford, Shawn Pautz, Bob Clancy, Wesley C. Fan, William J. Bohnhoff, Gary Chantler, William Ginn, Randall Romero

Cryogenic Gas Experiments on Z

The team developed cryogenic systems and conducted experiments to provide definitive data on shock response of Ar, CO₂, Kr, ethane, and an ethane/Xe mixture.

Team members: Seth Root, Andrew J. Lopez, Ray Lemke, Katie Moore, Michael E. Cuneo, Devon Dalton, Mike R. Lopez, Rudolph J. Magyar, Thomas Mattsson, Charles Meyer, Keegan Paul Shelton, Luke Shulenburger, Jose Manuel Villalva

DOI Laser Development Team

For delivering a high-quality laser system that enabled demonstrating TRL-4 readiness of the DOI fireset concept.

Team members: Anthony J. Coley, Ted Winrow, Nate Zamoski, Mike Wanke, Geoff Brennecke, Staci Martin, Alvaro A. Cruz-Cabrera, Kenneth Noice, Joe Mulkern, Nancy Kinney, Erik Zeek, David J. Bossert, Arthur J. Fischer, Allen D. Gorby, Aaron M. Ison, Jeffrey W. Martin, Paul A. Miller, Michael Pack, Randal L. Schmitt, Richard N. Shagam

Game-Changing Innovations in Renewable Energy and Energy Efficiency Technology Development

Invention of disruptive, game-changing concepts in energy efficiency and renewable energy technologies — photovoltaics, solar thermal, solid-state lighting,

heat transfer, electric motors, and geothermal.

Team members: Mark Grubelich, Gregory Nielson, Tony Lentine, Jeff Nelson, Jose Luis Cruz-Campa, Murat Okandan, Cliff Ho, Jeffrey P. Koplow, William C. Sweatt

MESA Fab Facilities (FMOC/1741) Natural Gas Outage Team

MESA Fab Team who safed and cared for the fabs through the gas outage crisis in Feb. 2011.

Team members: Christopher Grosso, John Klem, Kevin C. Baucom, John Norwalk, Ken Collier, Leroy James, Tommy Jewell, Jon Snell, Pat Archer, Dale Hetherington, David Garcia, Jayne Bendure, Ross Hanold, Bob Timon, Bruce Penfold, Javier Chavez, Major Monochie, Clark Davis, Eric Burns, Rodney Jeff Griego, Ron Shaw, David L. Blagg, Mario Garduno, William J. Tierney

Novel Railgun Design Team

For excellence in merging computational simulation and materials expertise to develop a unique rail design for the Navy Electromagnetic Railgun Program.

Team members: Scott Roberts, Guglielmo Scovazzi, Scott M. Davison, Chris Siefert, Michael T. Dugger, Randy Schunk, Christopher J. Garasi, Pavel B. Bochev, David M. Hensinger, Allen C. Robinson

Postdoc Professional Development Program (PD2P)

The PD2P team created and expanded technical and professional development opportunities to improve research capabilities and career prospects for Sandia postdocs.

Team members: Marie L. Garcia, Laura Biedermann, Dorina Sava, Summer R. Ferreira, Andrew Miller, Jose Luis Cruz-Campa, Lisa Hall, Nedra Bonal, Lisa Anne Gray Corcoran, Isaac Ekoto, Heather F. Jackson, Xiaohua Liu, Yanli Liu, Stephanie Teich-McGoldrick

RH TRU Waste Repackaging and Characterization

The remote-handled transuranic waste team repackaged and characterized legacy TRU Waste at the Auxiliary Hot Cell Facility for shipment and disposal at WIPP.

Team members: David Siddoway, Todd Erenstein, Donald Hanson, Nancy Collins, Christopher Barth, Norm Schwerts, Michael Torney, Walen Mickey, Matt Burger, Ed Finley, Richard Aguilar, Steven Martin Bonadore, Mitchell Callahan, Jolene Davenport, Paul Dixon, George H. Hoskison, Maryla Aleksandra Olszewska-Wasiolek, Paul S. Raglin, Shelly Ann Siddoway, Warren R. Strong

Timberwolf Team

The Timberwolf Team achieved an important engineering accomplishment.

Team members: Kelly Ann Wiegandt, Amy D. Bowen

Z Uranium Team

For engineering and operations excellence in reestablishing the capability to perform experiments with uranium samples on Sandia's Z Pulsed Power Facility.

Team members: Katie Moore, Jeffrey W. Gluth, Amy Laspe, Matt Christison, Matthew Martin, Todd Culp, Eric Wayne Breden, Joshua Bernard Cordova, Lisa Cordova, Devon Dalton, Jean-Paul Davis, Aaron Edens, Dawn G. Flicker, Heath L. Hanshaw, Steven Hellemann, Peter Andrew Jones, David Justus, Raymond W. Lemke, Elaine T. Marshall, Thomas D. Mulville, Seth Root, Kelly Gene Seals, Brian Stoltzfus, Michael Alex Sullivan, Peter Eric Wakeland

Division 2000

Advanced Hypersonic Weapon Telemetry System Team

Design, development, certification, and successful flight of the telemetry system for the Advanced Hypersonic Weapon.

Team members: Steven Greene, Jarod Wallace, Joseph Burnside, Thomas Sanchez, Clarence Marquez, Daniel Jackson Peacock, Roderick Stanopiewicz

B61 Option 3B System Design Team

This team created a new overall system design during the B61 LEP Phase 6.2 that meets revised customer requirements in an order of four weeks.

Team members: Brandon James Moore, Merlin Decker, Jeff Whitlow, Christine Mitchell, Scoti Hagerman, Thomas Togami, Joe DiMambro, John Sichler, Hal Radloff, Matt Kerschen, Douglas Weiss, Jeffrey Braun, Alexander Waters, Phillip R. Bryson, Jeffery L. Cherry, Thomas A. Denman, Todd N. Hinnerichs, Jeanne G. Lewis, Cristina M. Munro, James T. Nakos, David E. Peercy, Rashad Raynor, Shelly Ann Sanchez, Louis S. Weichman, David E. Weigand

B61-LEP Product Definition Team

This team represents the realization and integration of the WR, JTA and

(Continued on next page)



Martin Fuentes
432



Ramona Gauna
9542



Sylvia Gomez-Vasquez
1532



Eric Goodman
9515



Michael Gutierrez
4021



Sidney Gutierrez
4100



Sil Han
9317



Roger Harmon
1678



David Harmony
5342



Zach Heath
8958



Jane Hillman
10617



Todd Hinnerichs
433



Nicole Lee Humphrey
1932



Kendall Key
5415



Jeffrey LaChance
6231

(Continued from preceding page)

TYPE instances of the B61-LEP System for Phase 6.2.

Team members: James K. Daniels, Wilbur Martin, Brandon Moore, Jerry Adams, Beth Brems, Lisa Holden, Shayne Dilworth, Thomas Togami, Anthony Keffler, Austin Beerwinkle, Colin Turner, Ron Henry, Rick Chavez-Hatton, Fran Current, Kevin Shaw, Brandon Welch, Edward M. Young

Explosives Storage Review Process Development Team

For successful development and implementation of the Sandia corporate-wide Explosives Storage Review Process.

Team members: Ronald O'Hara, Stephen C. Chrisman, Christopher A. Gresham

KDP Development Team

For exceptional teamwork and commitment in developing the system-on-chip Key Data Processors, obtaining NSA certification, and supporting integration into single-chip GPS receivers for military applications.

Team members: Samuel C. Martinez Jr., David Ther, Janelle Tuggay-Deen, Eileen Snyder, Linda Ainsworth, Debby Jensen, Vivian Kammler, Russell D. Miller, Bill Cavanaugh, Norman Kolb, T.J. Mannos, Margaret Hug, Glenn Russell, Don Gallup, Gary McGovney, Theresa Keener, Michael Holmes, Robert Lovejoy, Elmer W. Collins, Lu Fang, James R. Hudgens, James Ewers Levy, Russell E. Mikawa, Jason Millard

PT3700 Qualification Team

For exemplary team efforts in expanding the capabilities of the PT3700 tester to evaluate current FENGs in the stockpile, current production, and NGs in development.

Team members: Tran Lai, R. Joann Gomez, Robin Ohlhausen, Saskia King, Elmer Klavetter, Randolph Dillard, Ken Morris, Chris O'Malley, John P. Lopez, Mark Anderson, Edward G. Bujewski, Bobby G. Baca, Debra S. Browitt, Steven T. Gentz, James Kajder, Carlo Nunez, Susan Pollard-Walker, Michael Shortencarier

Sandia W-76 Weapon System Alternate Release Assembly Qualification Team

The team successfully completed W76 qualification for deployment on the Alternate Release Assembly in support of improved safety, security, and logistics objectives at Navy facilities.

Team members: Jennifer Franklin, John Saylor, Gerald Gurule, Shivanne Haniff, Matt Sneddon, Tyler Schoenherr, Michael Taylor, Brian Helfrich, Dan Vortolomei, Kenneth Gwinn, Brent A. Blankenship, Ronald G. Coleman, Rex I. Eastin, Gerald A. Garcia, James B. Godfrey, Brian Keith Kinler, Christopher R. Landry, James Metzler, Rudy Chavez Sedillo, Todd W. Simmermacher, John L. Zubersky

Stronglink MC2935 SFI and AAR Support Team

For outstanding service in completing a science-based characterization of the MC2935 stronglink to guide system decisions pertaining to the state-of-health of the stockpile.

Team members: Melissa Martinez, Larry Lukens, Jon Myatt

The ISE Project Management Team (PMT)

For exceptional performance in planning and executing a PMO for Group 2950. The team's efforts have enhanced the project management capabilities across the ISE community.

Team members: Brenda Senseney, Marie Warner, Diane M. De La Cruz, Janice C. Martinez, Teresa Garcia, Dan Sherman, Nicolette Bauer, Walter Heimer, Kerry Kay, Josh Parsons, Sue Brandt Johnson, Elizabeth Anne Keys, Robert Thoesen

The Nuclear Explosive Safety Workshop Team

For outstanding teaming in the coordination, planning, and execution of NNSA's annual Nuclear Explosive Safety workshop.

Team members: Shawn Littleford, Maxine Norton, Elizabeth Gallegos, Diane Miller, Janet Philippsen, Andrew Clark, Samuel Calvillo Martinez Jr.

W80 WETL Tester Implementation Team

For implementing the QU3173 WETL Tester, correlating results to the old W80 System Test Equipment tester and incorporating mechanical conditioning of test beds at WETL.

Team members: David Sawayda, Rosalinda Vargas, Colleen Koenig, Fred Kline, Mike Walker, Biu So, Wendel Keith Clements, Jason Cochran, Edilverto Fuentes, Cary Pratt, Michael Phelan, Mark Watkins, Maria E. Armendariz, James D. Berg, Patricia C. Bonham, Jose S. Castillo, Sue Brandt Johnson, Robert L. Kinzel, Dean E. Martin, Amos E. Martinez, Devan K. Myers, Steven D. Neff, Anna L. Otero, Bryant Sterling

Division 3000

HBE Incentive Management Program Implementation Team

This HBE team implemented the Virgin HealthMiles Incentive Management Program to motivate, encourage, and support daily exercise and optimal health of the workforce.

Team members: Kayleen Vahle, Peter Keegan, Terry Lee Graff, Renee Holland, Morgan Edwinton, Deborah J. Nunez, Jennifer L. Perea

Bargaining Teams for 2011 MTC and OPEIU Labor Negotiations

Challenged to align health and pension benefits, team members collaborated to achieve key objectives, and negotiated and communicated fair offers; bargaining unit members ratified new agreements.

Team members: Barbara Sandoval, Rich Newman, Marlene Johnson, Victor Lovato, Margaret Harvey, John E. Kelly, Lori Messex, Donna Kao, Marc A. Montoya, Justin Poore, Kim Maxwell, Linda Worden, Art Ratzel, Tim Gardner, Kelly O'Bryant, Mary Romero Hart, Heather Clark, Mark S. Crawford, James Danneskiold, Karen E. Daus-Gardner, Stephanie L. Holinka, Darrick Hurst, Jeffrey W. Kallio, Jolyn Mahearas, Nancy Muller

Division 4000

Aragonite Project

An inter-departmental team enabled the shipment of 37,500 pieces of legacy classified magnetic media to an out-of-state public facility for incineration. The operation was successful.

Team members: Steven Feador, Claudette Medina, Nancy D. Aldridge, Amy Cogswell, Steven A. Etherington, Cynthia Estrada, Dan Baca, David Castillo, Karen Y. Dalton, Valerie J. Gonzales, Analisa Martinez, Justin Cruz McNeely, Jason W. Morris, Edward Sikorski

Center 4100 Administrative Team

For taking the initiative to become STAR achievers by increasing productivity and effectiveness at the administrative staff level so our organization can be more productive.

Team members: Kim Hussong, Jessica J. Rogers, Judy Harger, Margaret Palumbo, Cathy Ehgartner, Sue Kline, Denise Fleming, Johanna Anez, Susan Caffery, Edna Rodriguez

Earned Value Management System Recertification Team

For tirelessly working 11 months to obtain Sandia's Earned Value Management System recertification and ensure future capital construction funding.

Team members: Pam McKeever, Vicki Frahm, Gilbert Aldaz, Greg Mace, Dave Hendrick, Wallace T. Wheelis, Paul Schlavin, Jim Smith, Art Ratzel, L. Lynnwood Dukes III, Jeffrey W. Kallio, Carol L. Meincke, Charles E. Meyers, Polly E. Owens, Raylina DeAnn Robertson, Teresa Diane Tencza-Eggers

Laboratory Analysis Consequence Management Fukushima Reactor Response Team

The team actively responded to the nuclear reactor failures directly related to the tsunami in Japan while maintaining operations of the Laboratories.

Team members: Sonoya Shanks, Brenda Maes, Nina Poppelsdorf, Nicole Zayas, Karen Pruet, Alex Horvath, Luis Valdivia, Robert Reese, Helen A. Bailey, Rose Preston, Denise Fleming, Sean D. Fournier, Arthur Shanks, John P. Kilbane, Kenneth Sansone, Karen Schoendallier, Joseph Zigmund

Lovelace Respiratory Research Institute Transuranic (TRU) Waste Repackaging and Shipment Team

Lovelace Respiratory Research Institute TRU waste, contaminated with high-specific activity, respirable PU-238, Cm-244 particles: repackaged, shipped, under budget, no safety issues resulting in certifiable TRU waste.

Team members: David Siddoway, Leroy G. Duran, Kraig Deike, Michael Spoerner, Pam Schorzman, Jeff Jarry, Rafe Campbell, Walen Mickey, John P. Kilbane, Ed Finley, Martin J. Brennan, Matthew J. Burger, Stephen A. Coffing, Jolene Davenport, James R. Duncan, Michael Enghauser, John T. Ford, Michael Ryan Greutman, Christina Beth Hanson, George H. Hoskison, Robert Miltenberger, Kathleen Moore, Shelly Ann Siddoway, Michael A. Torneby, Phillip W. Zelle

Operation Return from the Deep Freeze

Division 4000 responded proactively to February 2011 Arctic conditions minimizing physical damage to the New Mexico site and achieving return-to-work with minimal impact to mission delivery.

Team members: Robert Griego, Mario V. Ramirez, Robert Washington, John Norwalk, N. Bess Campbell-Domme, Jeremy Michaels, Israel L. Martinez, Anthony M. Baca, Chuck Crawley, Michael Rocco, Mike Rymarz, Mike Allred, Lynnwood Dukes, Michael Knazovich, W. T. Wheelis, Brian Bielecki, Gary Bultmann, Chris LaFleur, Eugene E. McPeck, Josh Konetzni, Perry E. D'Antonio, Herman Gomez, Darell M. Rogers, Daniel T. Stephens, William J. Tierney

Sandia National Laboratories Water Conservation Team

In recognition of the need and desire to save water, this team implemented several water efficiency projects, reducing consumption by 30 percent.

Team members: Freeman Learning, Marti K. Adams, Israel Martinez, Christopher A. Evans, Jack H. Mizner, David Rabb, James A. Smith

TTR Security Transition Team

Recognition for completing a 2-year effort resulting in the successful transition of security back to the USAF at the Tonopah Test Range.

Team members: Lee Post, Ajoy Moonka, Linda Socha, Gene Littlefield, Patricia Gray, Richard Scarine, Robert C. Sherwood, Angela Marie Saxton

Division 5000

2011 Team for SABRS Mission Processing on USNDS ICADS Build 6

Team advanced ICADS mission processing capability of SABRS payload data from the research stage to on-orbit test readiness.

Team members: Larry Ray, Sue Phelps, Bill Lawry, Roger Byrd, Mary Anna McWherter-Payne

ARGUS Radar Operations/Data Collection Team

The team planned and executed a highly successful field test at Eglin AFB resulting in provision of a world-class set of multi-mode, Ka-band data.

Team members: Scott Devonshire, Grant J. Sander, David W. Harmony, Dale F. Dubbert, Dale Lipke

BRAZOS Analysis Team

Brazos Team succeeded in delivering exceptional results for a very challenging and important national security problem in a very short period of time.

Team members: Andrew Collins, Anna Lujan, Nancy Orlando, Judy Neff, Tim Drummond, Luke Feldner, Michael R. Garcia, William M. Miller, Richard A. Neiser, Laurie L. Bergeron, Denise R. Bleakly, Edward Jesse Cancilla, Steven M. DeBlasie, Kristopher J. Hearrean, Ryan Falcone Hess, Gina S. Rightley

Burst Detector Processor Enhancement Project

For exceptional and innovative technical excellence in conceptualizing, creating, and implementing a software enhancement to the BDP, thereby enabling a new on-orbit capability.

Team members: Randy Jannusch, Steven Yearout, Stephanie Eras, Lewis C. Reif, Christopher D. Garrett, Randy Longenbaugh, Leonard Convissor, Dan Porter, Richard Spalding, Joseph C. Chavez, Dale Clayton Jackson

Development and Operational Field Test and Deployment Team

Hardcore, extreme development/operational field test and deployment support in response to a critical national need.

Team members: Cory W. Ottesen, Adam Ferguson, Jesse Lai, Daniel McMurtrey, Jason R. Podgorski, James Michael Bowen, Dennis J. Wilder

Hydra

For providing a rapid, coordinated, and multi-center response to an accidental exposure of extremely sensitive data.

Team members: Kandy Phan, Melissa Garner, Anna M. Larez, Constance Koch, Ben Anderson, F. Mitch McCrory, Ray Parks, Johnny K. Giere, Ryan Custer, William Atkins, Jennifer M. Depoy, Russell Edward Graves, Han Wei Lin, Frank L. Lucero, Dwight J. Stockham, Howard Edward Walter, David R. White, Micah Yates

ICADS Project Information Assurance Team

For outstanding dedication to excellence in ICADS security design and documentation, resulting in a DIACAP IATT accreditation and a successful Security Test and Evaluation milestone.

Team members: Dorthe Carr, Amy Sundermier, Audrey Martinez, Bettina K. Arpin, Betty Chen, Betty Roush, Elyse Lluncor, Phyllis Garcia, Loren Jayne, Jen Zinner, Patrick Demoss, Sunita Moonka, Cathy Peterson, Linda Dubbert, Kevin Heck, Paul Attermeier, Susan Jean-Pierre, Sean T. Stroud, Mark Vickers, David M. Sears, John Ball, Chris Harmon, Kuan Chen, Diana Jackson, Charles Keller,

(Continued on next page)



Joan Lane
10549



Ronald Lipinski
6223



Frances Martinez
98



John Nguyen
2712



James Eugene Ortega
2547



Andrew Petney
5338



Yvonne Petrova
10508



Mark Poiles
2736



Justin Poore
11100



Joseph William Pratt
8366



Joseph Puskar
1822



Cindi Reyes
5515



Joseph Ruthruff
8954



Sonoya Shanks
4121



Eric Shields
5712



Stewart Silling
1444



Steven Spahr
5742



William Tierney
4826



Mark Tucker
6632

(Continued from preceding page)

Nazim Elmazi, Max Chang, Bill Lawry, Ken Munoz, Arthur Bazan, Jeremy Goold, Randy Comer, Matthew Greene, Tom Artale, Stephen Pettinato, Denise Estelene Coleman, Peter Karl Espen, Glyn Evans, Phillip Garcia, John Iverson, Richard J. Komeinek, Robert K. Zaring

Infrared Focal Plane Array Anomaly Team

The team resolved multiple anomalies with infrared focal plane arrays by utilizing expertise across the laboratory and external partnerships.

Team members: Michael Rye, Paul G. Kotula, Michelle L. Griffith, Bonnie McKenzie, Gary Whitlow, Anthony Perlinski, Paul T. Vianco, Ryland Lloyd Hubka, John P. Cresap, Greg Ten Eyck, N. Glenn Rackley, Dennis E. Clingan, Irene A. Bentz, Monica Luz Espinosa, Erik Fosshage, Jose L. L. Guillen, Randolph R. Kay, Jeffrey L. Rienstra, Jose L. Rodriguez, Grant Soehnel, Sara S. Sokolowski, Christopher R. Sorensen, John R. Williams, Robert D. Yawakie, Walter J. Zubrzycki

Project Moonwasp Team

For successfully teaming to complete an intricate, multi-country, classified assessment of significant national security importance in the face of tight schedule and resource constraints.

Team members: Betty E. Biringner, Gail A. Finley, Edward J. Cancilla, Susan Longley, Rubel F. Martinez, Brad Smith, Dennis R. Southwick, John Franklin, Laurie L. Bergeron, Kimberly Suzanne Herrmann, Todd E. Owen

Satellite Sensor Integration Team

The Satellite Sensor Integration Team completed the arduous build of a multi-hundred million dollar payload and delivered it on time.

Team members: Florentino Rosetta, Walter English, Jim Brown, Joe Siebert, Lori Hengeveld, Roger Siros, Antonio Silva, Anthony Perlinski, Ted Winrow, Gary Whitlow, N. Glenn Rackley, John Cresap, Jimmy Lloyd, Alina Ferguson, Colin McConnell, Daniel L. Wilcox, Rick Glaspy, Kathy Lane, Ronald L. Akau, Arden Anderson, Derek S. Anderson, Dennis E. Clingan, Michael Jay Dusseau, Mary Lyn Groves, Marc Ronald Lee Jobe, Jeffrey Alan Meador, Richard Allan Ross, Christopher R. Sorensen

Strawman III

The Strawman III team went above and beyond to provide extraordinary results in two main thrust areas in under 4 months.

Team members: Jason Gale, Shelley Leger, Brad Gabel, David McGrogan, Vincent Hietala, Denis Bueno, Arlo L. Ames, Joe Quinby, Michael J. Collins, Danny Loffredo, Philip Merton Callow Jr, Justin Childs, Todd G. Fine, Adam J. Flynn, Daniel Garcia, Adam Goldhammer, Eunsil Han, Christopher Hoff, Brian R. Kellogg, Bryan C. Kennedy, Hamilton E. Link, Timothy L. Meisenheimer, Brian Podolny, David Paul Schnizlein, Jeremy D. Wendt, Micah Yates

The Advanced Hypersonic Weapon Flight-1A Project Team

The first successful test of a hypersonic boost-glide vehicle designed to fly within the earth's atmosphere at hypersonic speed and long range.

Team members: Pat Hebert, Molly T. Smith, Marc Kniskern, Heidi Ruffner, Greg Shelmidine, Brent Sims, W. Rusty Escapule, John D. Gonzales, Earl Creel, Roxie Salazar, Eric Schindwolf, Kenneth Chavez, David E. Outka, Mark Pilcher, Robert Brown, Gary Polansky, Steven Lautenschleger, Mark T. Ensz, Basil Hassan, Leslie J. Krumel, George D. Leuenberger, Lloyd R. Payne, Vincent P. Salazar, Margaret R. Scheffer, Patricia A. Thomas

TP2 Ground Support Team

This team provided exceptional support for the HiFes Test Plan 2 activities over an aggressive 9-month period.

Team members: Ron L. Schmidt, Brian Hacs, Nancy Irwin, Scott Strong, Mike Grow, Christopher Walker, Ernie Helmer, Erik L. Ellis, Dave Bodette, Jake Jones, Sherman M. Begay, Judy I. Beiriger, Jeffrey A. Brooks, David Adam Cunningham, Timothy E. Eriksson, Mark Henley, Steve Kubica, Stephen R. Lindsay, Thomas A. Loughry, Tian J. Ma, David J. Miller, Jeffrey Stuart Sallade, Jeffrey Shaddix, Robert S. Warrick, Stephen Young

Zodiac

The Zodiac team developed and executed a novel process that delivered a one-of-a-kind result and supported a timely sponsor mission.

Team members: Amelia J. Harrison, Rudy Sandoval, Riley Kilgo, Michael Rye, Tu-Thach Quach, Tim Draelos, Benjamin Hamlet, Jeffrey Sniogowski, Stephen Montague, J. Joseph Clement, Robert Mills, Matthew Areno, Bradley Gabel, Christopher Dyck, Antonio Gonzales, Kurt W. Larson, Gregory Paul Salazar, Jeffrey Stevens

Division 6000

Gulf Nuclear Energy Infrastructure Institute

For successfully conducting a semester-long pilot course on nuclear safety, security, and safeguards in the United Arab Emirates for energy, regulatory, and security officials.

Team members: Amir Mohagheghi, Faraj Ghanbari, Brian C. Thomson, Scott Struve, Adam Williams

Liquefied Natural Gas Cascading Damage Modeling and Analysis Team

The team conducted a 3-year study, developing innovative testing and modeling approaches to assess damage to liquefied natural gas ships during a large spill.

Team members: Anay Luketa, Tim Miller, Sam Subia, Thomas Blanchat, Vicki Porter, Victor Figueroa, Carlos Lopez, Mike Hightower, Frank Dempsey,

Robert Kalan, Jason Petti, Tara J. Olivier, Luis A. Abeyta, Bonnie R. Antoun, Kevin Connelly, Martin W. Heinstein, Paul H. Helmick, Amarante Martnez, Charles Morrow, Kendall H. Pierson, Allen Joseph Ricks, Daniel Villa

OPUS Development & Production Team

The OPUS Development & Production Team developed and produced robust hardware that greatly improves the safety, security, and logistics of secure nuclear weapon transportation.

Team members: Henry Duong, Jason Schneider, Larry Zamora, Fred Snoy, Chad E. Davis, Tim Brown, Michael L. Hobbs, Bob Waters, Steve Heffelfinger, Stephen Attaway, Christopher A. Aas, Marc W. Ahlen, Marco Alvares, Brian P. Cass, Thomas Clark Jr., Dean Dobranich, Lee Druzman, Natasha Lenora Genson, Mark C. Higuera, Brian Keith Kinler, Anh T. Lai, Kurt E. Metzinger, Thomas Reecer, Derek Wartman, Jason Wilke

Photovoltaic Regional Test Center Development Team

The Photovoltaic Regional Test Center Team has greatly extended Sandia's core capabilities by defining new approaches to performance and reliability validation of large photovoltaic systems.

Team members: Joshua Stein, Jennifer Granata, Carol Bicher, Bill Kolb, Craig Carmignani

Project Ion

A nationally important sensor evaluation project involving many organizations for a high-visibility customer that required exceptional quality, value, and safety on a tight timeframe.

Team members: Chuck Rhykerd, Kevin J. Fleming, Tracy Armijo, Paul Smith, Nathan Peterson, Jason Phillips, Matthew Hankins, Jim Phelan, Brandon Gutierrez, Shannon McConkey, James Bailar, Mark Naro, Ed Vieth, Stephanie Fitchett, David R. Gardner, Gilbert R. Gonzalez, Michael Heister, J. Bruce Kelley, Robert G. Knowlton, Terry L. MacDonald, Peter Montoya, Ronald Hideo Mori, John E. Parmeter, Ron T. Parsons, Eric A. Staab, Edward V. Thomas, Edward Steven Virostko

Resilience STAR Program Team

For developing a technical basis for the DHS launch of the Resilience STAR Program, the first-ever building resilience certification program.

Team members: Joe Hardesty, Munaf Syed Aamir, Prabhudha Sanyal, Barbara J. Jennings, Eric D. Vugrin, Deborah K. Belasich, Haoran Deng, Sharon L. O'Connor

Security System Analysis & Engineering Team for US Air Forces in Europe (USAFE) and NATO

Team USAFE/NATO exemplified professionalism and delivered exceptional engineering support to Headquarters, US Air Force in Europe, and four NATO nations supporting dual-capable aircraft missions.

Team members: James Rivera, Dale W. Murray, Steven L. Weddle, Daniel R. Griego, Lorenzo Abeyta, Elizabeth Ann Affeldt, Jacque Lynne Anderson, Michael J. Benson, Matthew Brewer, Eric R. Curtis, Robert P. Cutler, Robert C. Elder, Frank W. Griffin, Jason Ronald Guldán, Michael J. Hamill, Arthur V. Houghton, Chad Eric Jackson, John Jungels, Matthew Kiesling, Jeremy Michaels, Rick A. Ramirez, Melissa J. Sisneros, Dale T. Vandongen, Paul A. Wayne, Matthew J. Wingle

SNL Consequence Management Fukushima Reactor Response Team

This team actively responded to the nuclear reactor accident at the Fukushima Daiichi Power Station working around the clock for several weeks.

Team members: Terry Kraus, Steve Farmer, Sarah H. Goke, Thomas Laiche, Hans Oldewege, Brian Hunt, Doug Osborn, Arthur Shanks, Helen A. Bailey, Sean Donovan Fournier, Nikki R. Lobato, Karen D. Pruett, Robert P. Reese, William G. Rhodes III, Kenneth Sansone, Karen Schoendaller, Sonoya T. Shanks

Division 8000

8513 Energy Conservation Team

For the team's proactive effort to lessen energy consumption at the Sandia National Laboratories/California Site.

Team members: Richard Sequeira, Mike Barthman, Mike Frisch, Bobby Smith, Preston Oliver

Extended Network Disconnect Team (8000)

For overcoming technical and quality challenges and long-distance troubleshooting obstacles through close coordination between California and New Mexico staff to secure Sandia networks.

Team members: Tony Valencia, Miriam L. Maldonado, Carlos A. Quintana, Rich Gay, Steve Carpenter, Casey Deccio, Andrew J. Ambabo, Jennie L. Lebow

Global Nuclear Detection Architecture Outreach

For working with the Domestic Nuclear Detection Office to promote an internationally collaborative environment, enabling foreign partnerships, and developing guidelines related to nuclear detection architectures.

Team members: Daniel Sinto, Stacy Mui, Benjamin Bonin, Chad Haddal, Jason Christian Reinhardt, Janson Wu

Integrated Surety Solution for Payload Transporter - New Mexico Team

For exhibiting exemplary energy, teamwork, and passion in demonstrating PT surety solutions, realizing a fully integrated system from concept in just one year.



Leah Tuttle
1525



Edward Virostko
5434



Daniel Wesolowski
2547



Jeffrey Young
10265

Team members: Steve Highland, Paul C. Haddock, Edward G. Rankin, William D. Morse, Carlos Lopez, Titus Appel, Steve Sanderson, Luis Hernandez, John Hatley, Robert Tooley, Elaine Lai Yang, Todd Barnett, David Council, Jacques Kvam, Raymond F. Prior Jr., Blake D. Reece, Steven F. Rice, Marisa Ruffolo, Edward Sikorski, Ryan B. Sills, Kenneth Wallace, John A. Warmouth Jr., Jason Wilke

Partnership Enrichment Program

For commitment and dedication to developing and implementing the Partnership Enrichment Program for Sandia/California.

Team members: Noel Richmond, Kelly Doty, Tracy Bartholomew, Kristi Falvey

RapTOR Grand Challenge Team

For exceptional technical excellence in the development of the RapTOR system to identify and characterize unknown pathogens in clinical samples.

Team members: Pamela Lane, Mary Tran-Gyamfi, Deanna Curtis, Numrin Thaitrong, Todd Lane, Kamlesh Patel, Joseph Schoeniger, Ron Renzi, Victoria Vandernodt, Kelly Williams, Mike Bartsch, Owen Solberg, Josh Crawford, Zach Bent, Steve Branda, Bryan Carson, Hanyoung Kim, Elisa La Bauve, Stanley Alan Langevin, Elebeoba May, Robert Meagher, Milind Misra, Nicholas D. Pattengale, Amy Jo Powell, James Bryce Ricken

Sandia Women's Connection Math & Science Awards Program Team

For working together seamlessly to run the Sandia Women's Connection Math & Science Awards Program honoring young women for excellence in mathematics and science.

Team members: Marilyn Hawley, Seanna Crouch, Cathy Branda, Donna Blevins, Deneille Wiese-Smith

WSEAT L2 Milestone: Organic Material Decomposition and Breach Data in Abnormal Thermal Environments

The milestone team delivered organic decomposition and failure data for pressure vessels and threaded joints in support of safety-related breach assessments in abnormal thermal environments.

Team members: Bonnie R. Antoun, Kevin Connelly, Amanda B. Dodd, Frank Dempsey, Vicente Romero, Enrico Quintana, Bill Scherzinger, Charles Hanks, Dann A. Jernigan, Bion Shelden

Division 9000

National Security Computer Center Solutions Delivery Team

Analyses conducted by this team resulted in changes in US Foreign policy when briefed to the president.

Team members: David A. Crawford, Leah W. Tuttle, Stephen Attaway, Geoff McGirt, Bob Schmitt, Shane Schumacher, Jeromy Hollenshead, John P. Korbin, Jeffrey Brandon Ogden, Joseph C. Sanders, Robert J. Weir

Production Tools Team

For an exceptional and innovative approach to developing DiGS, an enterprise-wide application that provides a comprehensive view of the user's cyber footprint at Sandia.

Team members: Robbie Evanoff, Russell Clark, Andrew H. Steele, Kyle Hayden, Ramona K. Gallegos, Scott Dean Griffin

Sandia's Network Revitalization Project

This team modernized Sandia's unclassified network to provide users a faster, more reliable network while significantly reducing the overall cost of maintenance and operations.

Team members: Joseph Brenkosh, Glen Roybal, Rita Sanchez, Janice M. Vaughan, Jimmie Wolf, Joseph Maestas, Phil Ayala, Troy Holley, Carlos T. Garcia, Michael Sherwood, Rick Davis, Marc M. Miller, Luis Martinez, Ron Moody, Vicki K. Williams, Eric Barboa, Phyllis Teague, Henry Garcia, David Sanchez, Tony Tyler, Jim McPhee, Roger Adams, Steve Gossage, Keith Carpenter, Diana Eichert, Jerry Davis, Jason N. Flesher, John Abbott, Chris Slater, Glenn A. Jensen, Timothy M. Berg, Irene E. Allen, Robert M. Cahoon, Daniel R. Garcia, Michele Elizabeth Leshner, Miriam L. Maldonado, Patrick L. Manke, G. Kelly Rogers

Division 10000

Explosive Waste Disposition Team

For demonstrated teamwork, partnership, and collaboration in establishing a new process to dispose of explosive waste at Sandia National Laboratories.

Team members: Pamela M. Puissant, Tom Pfeifle, Catherine Green, George Peters, Paul Yourick, David Castillo, Timothy J. O'Dea, Lyman Lindstrand, Richie Spangler, Jeffrey F. Jarry, Fredrick Dawson May

NA-22 Business Support

The NA-22 business support team provided exceptional service by serving as the model business team in the NNSA complex under the NA-22 program.

Team members: Javier Ruiz, Carla Moncayo, Delfinia L. Salazar, Valerie C. Cotinola

Procurement Contract Closeout Team's One-Stop Shop

Contract Closeout Team's numerous improvements have reduced buyers workload and resulted in the yearly return of millions of dollars in excess funding.

Team members: Chrystal Sandoval, Richard Baird, Patricia Gutierrez, Mellie R. Cannady

Strategic Sourcing of Energetic Components

The team redesigned its approach to acquisition planning to aid the customer in successfully delivering War Reserve product to the stockpile.

Team members: Garrett Weisenel, Cody Steele, Roger W. Kite II

Business Leadership Program Team

For exceptional performance in planning and executing the Business Leadership Program. The team's efforts have enhanced the leadership capabilities across the Sandia business community.

Team members: Becky Hunter, Valine A. Griego, Margaret Lovell, Sidney Lee, Theresa A. Carson, Isaac Romero, Greg Deneen, Todd Dunivan, Evan Ashcraft, Nathan Sommer, John R. Brewer, Kyong Burnett, Rebecca A. Burt, Michael P. Cassidy, Roberta M. Lomadofkie, Philip C. Montoya, Sheila A. O'Neill, Douglas E. Otts, Lynette Jeri Ramirez, James M. Riley, Evelyn M. Serna, Krista Nuttall Smith, Karen J. Tafoya, Lisa W. Teraji, Frank A. Villareal

Corporate Contract Management Team

The Corporate Contract Management Team resolves and advises Sandia on a variety of issues that emanate from the complex, voluminous DOE/Sandia Prime Contract.

Team members: Camelia Pearson, Deborah Bateman, Anna Gibson, Jo Cunningham, James Eanes, Jacquelyn Silva, Steve Bauck, Trent A. Duffney, Stephen Parker, Karen Alaniz, Renee M. Escamilla

Sandia Classified Ads Sandia Classified Ads Sandia Classified Ads Sandia Classified Ads

MISCELLANEOUS

WEDDING DRESS, strapless, corset-style, w/embroidered flowers, size 14-16, \$150 OBO. Plummer, 505-358-6450.

ROCKING CHAIRS, Cracker Barrel, oak, natural finish, very good condition, retail \$140, asking \$50 ea. Kazmierczak, 332-4640.

TWIN BED, mattress, box spring, frame, \$50; lawnmower, electric start, \$175; 5-drawer metal file cabinet w/lock, \$25 OBO; sleeper sofa, \$100; natural gas BBQ, \$35. Berman, 296-5640.

COFFEE TABLE, oval, marble, 2'4" x 4', beautiful wood base, very old, \$175. Gray, 265-6211.

COLOR PRINTS, 2, Maimon, 24" x 36", black frames, w/1/16" plastic, 1 vertical, 1 horizontal, nice, \$25/both. Marchi, 291-9681.

DRESSER, w/mirror, \$100 & 5-drawer dresser, \$100, both gold; dining table, w/6 chairs, 1 leaf, brown, \$400; china cabinet, \$250. Aragon, 265-9109.

TIMESHARE WEEK, anywhere in US/world that is available, must begin stay by Sept. 30, \$450 OBO. Lloyd, 298-6490.

ELECTRIC GUITAR, Ibanez, fairly new, w/amp, guitar strap, cord, carrying case, \$185. Lucero, 505-298-1524.

POOL TABLE, oak, 7-ft., \$1,000; Kenmore gas dryer, \$200; Kenmore dishwasher, \$100. McCrory, 505-220-8550.

WOOD JOINTER, 6-in., 1-hp motor, \$350. Bobbe, 350-9544.

LOOM, Ridge Heddle, for beginning weaver, up to 20-in. wide material, w/free lesson, \$45. Dykhuizen, 281-6892.

COUCH & LOVESEAT, \$500; glass-top coffee & end tables, \$150; photos available, excellent condition. Bell, 505-269-3957.

FAMILY TENT, 12' x 12' x 7', Eureka, freestanding dome, very good condition, \$75 or donate to Boy Scouts. Kramer, 281-8516.

ENTERTAINMENT ARMOIRE, Kessler, handcrafted, patina finish, pocket doors w/floral design, holds 32-in. TV, \$500. Montano, 505-821-1235.

LAWN MOWER, 20-in., engine has carburetor issues, free. Dye, 897-0304.

WOODWORKING TOOLS: 6-in. jointer, \$300; 2-hp shaper, \$600; dust collector, \$200; edge sander, \$400; OBO. Blacker, 505-990-1520.

MULTI-SPORT SHOES, women's 39, Vibram FiveFingers KSO, hardly used, \$45. Garcia, 238-0169.

ARMOIRE, classic Southwestern, dried pine w/iron handles, 78" x 50" x 25", excellent condition, \$150. Field, 505-797-0113.

UNM MEN'S BASKETBALL TICKETS, seats 1 & 2, row 31, section N, deadline Aug. 1, \$854. Drebing, 293-3335.

GOLF RANGEFINDER, Nikon Callaway ID Tech, \$250. Spray, 505-385-2442.

TREADMILL, NordicTrack, 5 yrs. old, excellent condition, will deliver in Albuquerque, \$300. Ortiz, 505-506-7881, ask for Bobbi.

BOX SPRING, full size, good condition, you pick up, free. Juarez, 505-927-2981.

ZEBRA FINCHES, all colors, \$7 ea. Crouch, 400-9143.

OUTBOARD MOTOR, Sears Gamefisher, 3.5-hp, \$40. Bentz, 857-0728.

TWIN BED, twin trundle, \$150; used structural brick, red/orange, \$0.20 ea. Getz, 299-4865.

PSC CAM BOW, 70#, 16 arrows, arrow case, quiver, \$190. Flores, 296-7919.

BABY CRIB/TODDLER BED, w/rails, for full bed, w/mattress for crib/toddler bed, paid \$650, asking \$200. Hoyt, 505-350-8341.

SEASON TICKETS, men's Lobo Basketball, chairback, pair, great seats, at cost, \$1,119. McDonald, 821-3215.

DRAFTING/ARTISTS TABLE, vintage Hamilton, professional, oak, adjustable top, cast iron hardware, photos available, \$250. Wymer, 281-0424.

GAS DRYER, LG, brand new, never used, cherry red, call for full description/photo, \$850. Trahan, 821-1124.

MOTORCYCLE SMALL CARGO FRAME, size is suitable to mount a car top carrier, \$50. Willmas, 281-9124, ask for Jack.

iPHONE 4, 3G, w/accessories, Otter Box, 8 GB, 6 mos. old, \$300; iPhone 4 car charger, \$20. Smith, 268-5392.

REFRIGERATOR, microwave, college-size, \$65/both or refrigerator \$50, microwave, \$25; Alpine subwoofer, 6-in., \$100. Lopez, 291-0010.

ALFALFA HAY, 25 bales min. 2nd cutting, Peralta, \$8/bale. Greenwood, 869-0153.

BEDROOM FURNITURE: queen bed, pine spindle, w/mattress, 2 night stands, \$450; 2 antique dressers, \$250 ea; girl's desk, drop-leaf, new, \$250. Starkweather, 379-5006.

ELK ARCHERY PERMITS, unit 4 ranch on river south of Chama, high success rate unit, discount for 2. Marron, 345-4006, ask for Jack.

WASHER & DRYER, Maytag washer, oversize-capacity, Kenmore Dryer, white, great condition, \$275/set. Cates, 292-6294.

ROYAL DOULTON LAMBETHWARE, Marbella, brown/gold pattern, 8 place settings, full serving dishes, etc., \$300. Williams, 299-3108.

40-YR. CLASS REUNION, DNHS, Class of 1972, Oct. 6, call or email for more info. Apodaca, 505-247-2202, leave a message, tapod38861@aol.com.

FURNITURE: sofa & loveseat, Durapella fabric, tan, \$200; twin bed, metal, black, \$90; all good condition. Hietala, 610-1252.

SURROUND SOUND RECEIVER/AMP, 5.1, Onkyo, front, rear center speakers, subwoofer, DVD player, \$250. Maranville, 249-7955.

How to submit classified ads
DEADLINE: Friday noon before week of publication unless changed by holiday. Submit by one of these methods:
 • EMAIL: Michelle Fleming (classads@sandia.gov)
 • FAX: 844-0645
 • MAIL: MS 0165 (Dept. 3651)
 • DELIVER: Bldg. 811 Lobby
 • INTERNAL WEB: On internal web homepage, click on News Center, then on Lab News link, and then on the very top of Lab News homepage "Submit a Classified Ad." If you have questions, call Michelle at 844-4902. Because of space constraints, ads will be printed on a first-come basis.

- Ad rules
1. Limit 18 words, including last name and home phone (If you include a web or e-mail address, it will count as two or three words, depending on length of the address.)
 2. Include organization and full name with the ad submission.
 3. Submit ad in writing. No phone-ins.
 4. Type or print ad legibly; use accepted abbreviations.
 5. One ad per issue.
 6. We will not run the same ad more than twice.
 7. No "for rent" ads except for employees on temporary assignment.
 8. No commercial ads.
 9. For active Sandia members of the workforce, retired Sandians, and DOE employees.
 10. Housing listed for sale is available without regard to race, creed, color, or national origin.
 11. Work Wanted ads limited to student-aged children of employees.
 12. We reserve the right not to publish any ad that may be considered offensive or in bad taste.

EXERCISE EQUIPMENT, Total Gym 1000, w/all accessories, excellent condition, \$75. Woods, 720-8492, woodsr@asme.org.

TRANSPORTATION

'01 BMW 740i, 4-dr. sedan, loaded, excellent condition, 2nd owner, 89K miles, \$18,000 OBO. Romero, 505-917-7066.

'01 FORD EXPEDITION, Eddie Bauer, red, new brakes & tires, good condition. Romero, 505-306-8815.

'02 AUDI QUATTRO, 5-sp., loaded, 158K miles, needs new tires, good first car, NADA \$7,550, asking \$6,500 OBO. Snyder, 505-440-9764.

'00 CHEVY SILVERADO 2500 LS, 6.0L V8, ext. cab, 2WD, silver, factory tow pkg., 160K miles, \$5,400. Beervinkle, 405-929-0400.

'01 AUDI ALL ROAD, 2.7L V6, AWD, 136K miles, excellent condition, clean, immaculate maintenance record, \$6,500. Capetillo, 385-3978.

'00 FORD F150 XLT, 4x4, ext. cab, manual, AC, camper shell, 120K miles, original owner, \$5,000. Carmignani, 839-4203.

'09 HONDA FIT SPORT, Automatic, Silver, 33K miles, excellent condition, single owner, \$14,900. Rajan, 505-323-6633 or 714-356-4760, ask for Nisha.

RECREATIONAL

'57 BEECH BONANZA, 1/5 share, 5 member partnership, hangered at Sunport, annual February 2012. Payne, 299-5966.

650 C TIME TRIAL BIKE, Litespeed Saber, titanium/carbon, 53 cm, full Dura-Ace drivetrain, plus extras, excellent condition, \$1,600. La Grassa, 505-228-0497.

CRF450R, many upgrades & aftermarket parts, comes w/extras, \$2,800 OBO. Montoya, 505-515-9266, call after 5 p.m. M-F, anytime Sat. & Sun.

'07 GULFSTREAM AMERILITE LE, travel trailer, ready for camping, excellent condition, \$10,500 OBO. Barreras, 604-8671 or 246-8285.

GLENN FOWLER'S CAL 25 SAILBOAT/TRAILER, stored inside, immaculately maintained, Heron Lake buoy, \$10,000 or less. Rea, 505-286-0286, ask for Jim.

'07 YAMAHA 100 V-STAR CLASSIC, great condition, garage-kept, very low mile, \$5,200 OBO. Knight, 908-1318.

'09 HONDA CRF100F, low hrs., very good condition, purchased new in Dec. 2010, great beginner's bike, \$1,600. Zarick, 306-6477.

'09 KAWASAKI KLR-650, blue, clean, only 6.4K miles, book value, \$3,500-\$5,600, asking \$4,000 firm. Miller, 275-8154, ask for Mark.

'07 CONQUEST BY GULFSTREAM, Lite Travel Trailer, 20-ft., new tires, like new, see on Craigslist. Vigil, 856-3558.

'06 FLEETWOOD JAMBOREE MOTORHOME, class C, 27-ft., model 26Q, 21K miles, Ford 450 6.8L V10, 18-ft. awning, 4-KW generator, \$30,000. Castle, 293-8379.

'09 HARLEY NIGHTSTER, 1200N, Fuel-Pak, Vance & Hines Shortshots, orange & black, 2.8K miles, like new, needs nothing, \$8,400. Kendall, 377-3121, ask for Doug.

MOUNTAIN BIKE, women's Trek 830, 17-in. frame, good condition, \$75. Hammond, 821-0284.

SAILBOAT, West Wight Potter, 15-ft., like new, galvanized trailer, electric motor, many extras, \$5,000. Thoesen, 269-3070.

'81 HARLEY-DAVIDSON FXWG WIDE GLIDE, low mileage, excellent condition, \$8,500; '00 Harley-Davidson FLHT Electraglide, low mileage, good condition, \$8,500. Julian, 505-710-1103.

FLIGHT CLUB MEMBERSHIP, 1/7th share, Piper Cherokee 180C for \$5,500, \$190/mo. includes flight time. Harrison, 505-228-1563.

REAL ESTATE

2 ACRES, The Woodlands, Sedillo Hill, views, flat, paved roads, 20 min. to Sandia. Duncan, 271-2718.

5-BDR. HOME, 3-1/2 baths, ~3,900-sq. ft., updated baths/kitchen, Glenwood Hills area. Ortiz, 505-459-7217.

4-BDR. HOME, 2 baths, 1,960-sq. ft., foothills, 10 min. to KAFB, newer refrigerated AC/furnace/H2O/windows, stainless appliances, spa, \$255,000. Laslo, 505-235-6982.

3-BDR. HOME, 1,700-sq. ft., large master suite, Ladera Heights, model home, easy commute, fully landscaped, immaculate, appliances, MLS# 736900. Garcia, 505-699-4740.

3.5-ACRE HOME SITE, Sandia Park, level, well, electric, phone, new road, perfect distance from N 14, mountain views, \$155,000 terms. Mihalik, 281-1306.

4-BDR. HOME, 3+ baths, 3,010-sq. ft., corner lot, Los Lunas, beautiful, MLS# 738150, \$285,900. Archuleta, 505-514-9382.

TOWNHOUSE, foothills, near biking, hiking, beautiful mountain views, many upgrades, short commute, \$230,000. Hamilton, 379-0339.

CUSTOM HOME, 2,800-sq. ft., East Mountains, gated, 5-wooded acres, passive solar, office, sunroom, extremely efficient. Netz, 281-3202.

WANTED

LEGOS, no Mega Bloks, donate to Our Lady Of Assumption school for after school program. Archibeque, 505-850-7617 or tazart09@yahoo.com.

GOOD HOME, male cat, 10 yrs. old, Maine Coon & Tabby mix, extremely loving. Monson, 298-1924.

GOOD HOME, male dog, neutered, 3-1/2 yrs. old, lab/chow mix, great family dog, Romero, 869-2307 or 916-9306.

ROOM TO RENT, responsible young woman, NE or NW area, <\$200/mo. Roseth, 856-6964.

ROAD BIKE, 56 cm or med./large compact frame, Leukemia lymphoma fall 2012 fund raiser ride. Sotelo, 298-0358.

PART TIME BOOKKEEPER, 12-14 hrs./wk., home office, flexible hrs., Wathen, 266-8818.

PRE-SEASON FOOTBALL TICKETS, 3, Oakland Raider/Detroit Lion, Aug. 25. Trujillo, 263-0817.

PING PONG TABLE, good to excellent condition. Bell, 286-8275.

GOOD HOME, female, chocolate lab/terrier mix, 5 yrs. old, kennel trained, spayed, people & kid friendly. Hodges, 505-450-1456.

BASS DRUMMER, for bagpipe band, instruction provided, no experience needed, see HSPD.org for info. Appel, 505-350-5834.

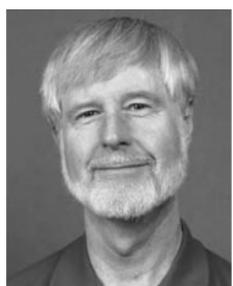
BOXES, clean moving boxes, all sizes & wardrobe if available. Zender, 505-294-8210.

Mileposts

New Mexico photos by Michelle Fleming



Steve Allen 30 5345



Michael Furnish 25 1646



David Gallegos 25 5540



Joselyne Gallegos 25 110



Greg Haschke 25 5332



John Klem 25 1742



Andy Ambabo 20 9342



Tammy Eldred 20 5574



Jim Griego 20 4844



Susie Rodriguez 20 3520



Daniel Sherman 20 2958

Retirement

Retiring and not seen in the Lab News pictures: Debra A. Lujan (5761), 23 years.

Business Community grooms a new flock of leaders



MAJ. GEN. GARRETT HARENCAK, commander of the Air Force Nuclear Weapons Center, was keynote speaker June 26 at the fourth graduation of the Business Leadership Program. He told the graduates that leadership is easy. "Be the boss you always wanted to work for," he said.

"What were the things the great boss did that motivated you? Do those things. What were the things the bad boss did to de-motivate you? Don't do those." He said the No. 1 leadership trait is loyalty. "In the leadership business, loyalty begets loyalty," he said.

Story by Nancy Salem
Photos by Randy Montoya

Jac Pier was enthusiastic when he heard he was part of a leadership training program lasting 10 days over four months. Then it dawned on him: 10 days. The rookie manager of ES&H Business Ops Dept. 10641 was as busy as a person can be.

"Sometimes as a new manager you don't even know your own name," Jac says. "It's a big time commitment on top of everything I was learning."

But Jac says the program was well worth the effort. "It was great," he says. "We covered so much about the Labs, about leadership. They brought in VPs and directors. We did awesome tours. And a huge thing was meeting people and networking. As a new manager, that's really important."

Jac was one of about 100 people in the Business Leadership Program (BLP) for new managers and senior managers in Business Operations Div. 10000 and Independent Audit, Ethics and Business Conduct Center 800.

"With retirements and so many new managers coming into the ranks we needed a thoughtful approach to help them develop leadership skills and network with others," says Josh Parsons, manager of Performance Excellence & Assurance Management Dept. 10223, who was project lead of two of the four BLP classes along with Terry Owen, manager of Contract Audit Dept. 851. "We wanted to develop stronger leaders earlier on and create networks that could be leveraged to contribute to the success of the Laboratories."

Open house spotlights SS&TP companies

The Sandia Science & Technology Park (SS&TP) will hold an open house where people can meet representatives of the park's companies and organizations and learn about their businesses, technologies, and opportunities for collaboration.

The event is Tuesday, July 31, from 11 a.m. to 2 p.m. at the Steve Schiff Auditorium. Participants include Air Products, Analytical Solutions, Applied Technology Associates, EMCORE, FASORtronics, GAITS, Mazda Computing, MCAD Technologies, MOOG Inc., MOOG-CSA Engineering, New Mexico School for the Blind and Visually Impaired, RED Inc. Communications, Raytheon Ktech, and TEAM Technologies.

The open house is co-hosted by Sandia's Small Business Utilization Department and the SS&TP Program Office, and will provide an opportunity to strengthen ongoing partnerships and initiate new ones. Contact Linda von Boetticher (1933) at 844-9462 or lvonboe@sandia.gov with questions.



SANDIA SCIENCE & TECHNOLOGY PARK



BUSINESS LEADERSHIP PROGRAM graduate Jane Farris (10520) spoke on behalf of the class, saying "leadership is a journey, not a destination." She said the class learned foremost that people matter. "Put people first," she said. "We have to empower, value, empathize with, and accept our people."

Each class consisted of four modules presented over four months. Each module ran two to three days. The program ran from January 2011 to June 2012, when the fourth class held its graduation ceremony.

Building networks

Bonnie Apodaca, VP of Business Operations and CFO Div. 10000, was the program's team champion, and included it in her division's strategic planning. "We felt it was critical to build the talent of the people in our organizations," Bonnie says. "And we wanted to start with our managers."

As a new director nearly a decade ago, Bonnie had participated in a similar program, the Leadership Academy. She came away with an appreciation of the importance of developing a leadership style and of making connections at the Labs.

"It was very impactful for me and for a lot of the people who attended it," she says. "I saw people in that program keep their networks intact. It was a connection point for different parts of Sandia keeping in contact with each other and relying on

"It was a connection point for different parts of Sandia keeping in contact with each other and relying on those relationships to get things done."

Bonnie Apodaca,
VP of Business Operations
and CFO Div. 10000

those relationships to get things done."

The Leadership Academy faded away but the idea didn't, and work began in 2010 to develop materials and a schedule for the new Business Leadership Program. The core teaching is based on the book *The Leadership Challenge* by Jim Kouzes and Barry Posner, which describes Five Practices of Exemplary Leadership: Transform values into actions, visions into realities, obstacles into innovations, separateness into solidarity, and risks into rewards.

International Leadership Associates (ILA) of Cincinnati, which offers training based on the Kouzes and Posner book, customized the program to Sandia and Lockheed Martin's 360 leadership approach. Steve Coats of ILA helped develop the Sandia-specific curriculum and presented the first module, teaching core concepts around relationships and team-building, and setting the tone for later modules led by Sandians.

The internally led modules focused on Strategic Management Units and mission in addition to leadership. Two SMUs were studied in each module. "We did a tour and brought in a panel of directors, the VP, and the VP's deputy," Josh says. "We met the senior leaders."

The curriculum also covered Full Spectrum Leadership, Speed of Trust, and Servant Leadership. And presenters and participants gave their leadership stories, offering different approaches to leadership.

Leadership for all

"What is unique about this material is it envisions leadership that happens at any level," says Greg Deneen (10629), project manager of the third and fourth classes. "It's not just about leadership by managers or people in positions of authority. It's about leadership from where you are, from a passion and enthusiasm for getting something done that you feel is important."

Jane Farris, senior manager of Pension Fund & Savings Plan Management Dept. 10520, says the program inspired her. "There were two really wonderful things about it," she says. "One was the opportunity to hear from Laboratory directors and VPs about their leadership experiences and about their organizations. The second was getting to network with other people at the manager and senior manager level."

Terry says the participants learned from each other. "We learned who they were, what function they performed, their problems, their issues, their successes," he says. "I now know who to pick up the phone and call when I don't know the answer to something."

Bonnie says BLP more than met expectations and will likely be offered every other year as new managers take their places.

"We want to keep it alive," she says. "I have really enjoyed listening to people talk about what they got out of it no matter how long they'd been at the Labs. You don't know what you don't know."

"What is unique about this material is it envisions leadership that happens at any level."

Greg Deneen (10629)