

# It's Lockheed Martin: DOE Secretary Abraham visits Sandia to announce five-year contract extension

**He praises Labs, says decision is based on recognition of outstanding performance**

By Bill Murphy

Asserting that DOE should operate on "the very simple premise . . . that outstanding performance will be rewarded," Secretary Spencer Abraham announced on Dec. 13 that DOE intends to extend for five years Lockheed Martin's contract to manage Sandia.

"Your performance has had an important influence on my decision concerning the future management of this lab," Abraham said.

Speaking to a standing-room-only audience of Sandians in the Steve Schiff Auditorium and flanked by Sens. Pete Domenici, R-N.M., and Jeff Bingaman, D-N.M., Rep. Heather Wilson, R-N.M., NNSA Acting Administrator Linton Brooks, and Labs Director C. Paul Robinson, Abraham praised Sandia's performance during the nine-plus years under Lockheed Martin's management.

The new contract — some of the details of which are still being negotiated — will take effect Oct. 1, 2003, and be in place until Sept. 30, 2008. Lockheed Martin's current management contract began Oct. 1, 1993. The management fee has been approximately \$16 million per year for Lockheed Martin.

"I take it by your response that you're happy" with the contract decision, said Abraham as the



DOE SECRETARY SPENCER ABRAHAM announcing the contract extension. (Photo by Randy Montoya)

several hundred Sandians in the audience burst into applause at his announcement.

"You have been best in class or among the

best in managing your national security laboratories during a very challenging period for nuclear weapons labs," Abraham said. "The performance of your senior management, led by Paul Robinson, has been outstanding, [as has been] the technical quality of your work. [Also] your managers have made a series of very solid business decisions to support our national security mission."

(For more comments from Abraham about Sandia's performance, see "DOE Secretary Abraham praises Labs' achievements," on page 5.)

Abraham said he has worked closely with Brooks to assess the merits of the various options that might be pursued regarding the Sandia management contract.

"I must tell you that I am in principle a strong proponent of competition in most areas of life," Abraham said. "It weighs heavily in my thinking concerning the management of the Department of Energy complex. Competition can yield management improvements and of course it can help government achieve cost

(Continued on page 4)

DOE Secretary Abraham praises Labs' work, staff. Extended excerpts from his Dec. 13 remarks on page 5.

## Sandia 2002 President's Quality Award winners

Ten teams from across the Labs, selected from among the "strongest applications ever," will be named recipients of Gold Sandia President's Quality Awards in a Jan. 15 ceremony. Eight Silver Awards and five Turquoise Awards will also be awarded. The PQA program, now in its 10th year at Sandia, encourages the application of well-established quality principles in the workplace. Read about the winners in Chris Burroughs' story beginning on page 6.

## Sandia honors royalty awards recipients

Sandia/New Mexico honored royalty-producing inventors and authors at the annual celebration held Dec. 5. About 250 Sandia employees and guests, along with the Labs' Leadership team and representatives from Technology Ventures Corp. and DOE, attended Royalty Awards 2002, hosted by the Corporate Business Development & Partnership Center at the Sheraton Uptown Hotel.

This year's event, "Celebrating the Power of Imagination," featured keynote speaker Dick Rutan, world-renowned aviator, adventurer, and visionary. Retired Lt. Col. Rutan gave an inspiring talk that received an immediate standing ovation. The event also featured talks by David Goldheim, Director of Corporate Business Development & Partnerships Center 1300; Sandia President and Labs Director Paul Robinson; Al Romig, VP for Science-Technology and Partnerships 1000, as well as personal comments from the inventors and author award recipients.

The California site will recognize its royalty-producing accomplishments by hosting employ-

(Continued on page 4)

# Sandia LabNews

Vol. 55, No. 1

January 10, 2003

Managed by Lockheed Martin for the National Nuclear Security Administration



## Researchers cited for two of top nine developments in 2002

**C&E News recognizes Labs' materials achievements**

By Neal Singer

In an emphatic recognition of Sandia's research, the Dec. 16 *Chemical and Engineering News* (C&E News) — the widely distributed weekly publication of the American Chemical Society — designated two Labs developments among the nine most interesting materials achievements of 2002.

Ann Mattson and Dwight Jennison (both 1114) were cited for providing a method to mathematically calculate adhesion energies that successfully matched experimentally measured values. Remarkably, the match holds true regardless of the particular density function used for the computation. The method offers scientists what may be the first firm handle on computing bond strengths and adhesion energies at interfaces.

Says Dwight, "I'm pleasantly shocked that C&E News would pick a theoretical advance to be among the top material achievements of the year."

"The theoretical success promises, at least, some understanding of the elusive bonding

mechanism at such interfaces," said Charles Campbell, professor of chemistry at the University of Washington at Seattle and the editor of the journal *Surface Science*.

The finding was the subject of the first Perspective (Continued on page 4)



RESEARCH conducted by Joe Cesarano (1843) and colleague Jennifer Lewis of the University of Illinois at Urbana-Champaign and honored by C&E News was featured as the cover story in the ACS journal *Langmuir*.

VP Don Blanton keeps Sandians in the loop on polygraph issue 2

Get a move on! New move process saves time, money 8

Latest organization chart reflects VP and director-level changes 9

# What's what

Holidays are great. You get a little rest, visit with family and friends, give and get some gifts, and maybe travel a little – and always overdo with all the yummy stuff we don't make all that often. But that overdoing the food business is not all bad; it can be an age gauge. And you know you've crossed the line when you have a choice of nutmeggy eggnog or the robust aroma of a great coffee or the pop of a cork from a great cabernet sauvignon or a buttery chardonnay or the cinamomny warmth of a spiced cider but nothing sounds better than the plop-plop, fizz-fizz of an Alka-Seltzer.

\* \* \*

I spent the holiday shutdown and then some with children and grandchildren in New Orleans and with a brother, sister-in-law, and longtime friends in Destin, Fla., and I learned a few things.

I've always loved peel-and-eat shrimp but never realized there's a right way to peel 'em. One of those long-time friends – suffering as his Tennessee Volunteers were being Peach Bowled-over (clever, huh?) by Maryland – watched as I carefully peeled a shrimp. He snorted and offered a lesson. Instead of peeling from the head end – as I had always done – he demonstrated peeling from the last shell section forward of the tail, then gripping the tail section and pinching it as you pull the shrimp out of the tail shell. You can eat a lot more shrimp that way!

And before that, I learned that you can perambulate a 2-month-old grandson to a table at a Decatur Street cafe in New Orleans' French Quarter and finish off a muffaletto before your host can find a parking space – way before – then get to the Café du Monde and have a double order of beignets on the way before he can actually park the car.

\* \* \*

Serving as the lab webmaster is a mostly routine drill of answering e-mail queries from students writing papers, directing other researchers to Sandians who can answer their questions, and such, but the reward for dealing with the mundane is the occasional bit of hilarity that pops over the e-transom. Just ahead of the holidays, the webmaster got the following holiday note from the organizers of a January conference in Prague: "The Conference Organising Committee of the EFEE 2nd World Conference on Explosives and Blasting wishes you a Merry Christmas and many achievements in the New Year 2003!" Unquestionably a group of fine people doing fine work – it's just that exploding and blasting is somehow not quite the right note for the start of the holidays.

\* \* \*

I wondered recently why more of us don't capitalize the name of our planet (I do) and whether our star and satellite have proper names. A few answers showed up, including the following from Gene Voelker (8727): "Surely you jest! A word-wringer can't remember Sol, as in solar power, solar eclipse, solstice, etc., or Luna as in lunar eclipse, lunatic, etc.! And, yes, the blue/green/brown/white globe we live on is the Earth; plants grow out of earth."

Right-on, Gene! But "word-wringer? . . ."

– Howard Kercheval (844-7842, MS 0165, hckerch@sandia.gov)

# Letter to Sandians about review of polygraph program

The following letter from Don Blanton, VP for Human Resources and Protection Services, was distributed electronically to all Sandians Dec. 20. The NAS/NRC report he refers to was summarized in the Oct. 18, 2002, Lab News. — Editor

Dear Sandians:

Many of you probably have read news stories this fall about the report on polygraphy prepared by the National Research Council, an arm of the National Academy of Sciences. The report was commissioned by the Department of Energy. The 17-member panel of the NRC conducted the most exhaustive review to date of published studies on polygraphs and current government polygraph procedures. You can read the full report on the National Academies' Web site at: <http://www4.nationalacademies.org/news.nsf/isbn/0309084369?OpenDocument>.



DON BLANTON

Sandia has been actively discussing the report's findings and potential next steps with representatives of the DOE, National Nuclear Security Administration, and the other two weapons labs. At present, the law requires that the DOE complete a review of the polygraph program and develop a proposal regarding its continuation within six months of release of the NAS/NRC report. The six-month deadline is April 8, 2003. Currently, the program continues in place as required by law. Congress mandates the polygraph program and neither DOE nor Sandia National Laboratories have the authority to suspend it during this review process.

It is important that you know that Sandia is fully engaged in this issue. We have taken the results of the National Academy study seriously and have expressed our concerns to the DOE.

As long as the polygraph program continues, as mandated by the current legislation, we want to ensure that all Sandians are able to obtain information regarding polygraph tests and that concerns can be expressed in an organized and effective way. If you have concerns about the polygraph program and the way it is administered, I encourage you to share these concerns with your management. If you are not comfortable in doing so, Wendell Jones, our Corporate Ombudsman, has been designated to serve as a point of contact for this effort. Please feel free to call on him if you do have concerns or questions. In addition, Sandians are encouraged to review the updated polygraph Web site on Sandia's internal Web for information and review of DOE's program, procedures, and employee rights. The address is: <http://www-irm.sandia.gov/polygraph/>

We will keep you informed as the review of the program moves forward.

Sincerely,

Don Blanton  
VP, Human Resources and Protection Services  
Division 3000



## For the record

In the short piece on the Mentor Protégé Program in the Nov. 29 Lab News, the Phil Rivera listed as a new mentor should have been Felipe (Phil) A. Rivera (12142).

In the Milepost photo section in the Nov. 29 issue, we misspelled the last name of Michael Hannah (5010).

# Sandia LabNews

## Sandia National Laboratories

<http://www.sandia.gov/LabNews>  
Albuquerque, New Mexico 87185-0165  
Livermore, California 94550-0969  
Tonopah, Nevada • Nevada Test Site • Amarillo, Texas •  
Carlsbad, New Mexico • Washington, D.C.

Sandia National Laboratories is a multiprogram laboratory operated by Sandia Corporation, a subsidiary of Lockheed Martin Corporation and a prime contractor to the US Department of Energy.

**Ken Frazier**, Editor . . . . . 505/844-6210  
**Bill Murphy**, Writer . . . . . 505/845-0845  
**Chris Burroughs**, Writer . . . . . 505/844-0948  
**Randy Montoya**, Photographer . . . . . 505/844-5605  
**Nancy Garcia**, California site contact . . . . . 925/294-2932

**Contributors:** Janet Carpenter (844-7841), John German (844-5199), Neal Singer (845-7078), Larry Perrine (845-8511), Howard Kercheval (columnist, 844-7842), Will Keener (844-1690), Iris Aboytes (Milepost photos, 844-2282), Rod Geer (844-6601), Michelle Fleming (Ads, 844-4902).

Lab News fax . . . . . 505/844-0645  
Classified ads . . . . . 505/844-4902

Published on alternate Fridays by Media Relations and Communications Dept. 12640, MS 0165



## Recent Patents

Terrence Aselage (2525) and David Emin (1120): Beta Cell Device Using Icosahedral Boride Compounds.

William Chambers (9831), Philip Rodacy (2552), James Phelan (6131), and Ronald Woodfin (ret.): Detection of Explosives in Soils.

David Hayward, James Buttz, and David Shirey (all 15252): Tandem Robot Control System and Method for Controlling Mobile Robots in Tandem.

David Keicher, Clinton Atwood (1314), Donald L. Greene (14184), Michelle Griffith (14184), Lane Harwell, Francisco Jeantette, Joseph A. Romero (2525), Lee Schanwald, and David Schmale (1851): Energy Beam Driven Rapid Fabrication System.

Richard Toth (15331), Guillermo Loubriel (15333), Larry Bacon (15333), and Robert D. Watson (11500): Detection of Contraband Using Microwave Radiation.

Frank Peter (2614), Larry Dalton (2662), and David Plummer (2330): Mechanical Code Comparator.

David Shirey, David Hayward, and James Buttz (all 15252): Mobility Platform Coupling Device and Method for Coupling Mobility Platforms.

Kenneth Peterson (14171) and Robert D. Watson (11500): Sealed Symmetric Multilayered Micro-electronic Device Package with Integral Windows.

James Moreno, Charles Andraka, and Scott Rawlinson (all 6218): Dish/Stirling Hybrid Receiver.

# Mentoring from life lessons makes a chapter for Sandia's Linda Blevins

By Nancy Garcia

Linda Blevins (8361) keeps a small, well-traveled book on her desk that contains practical advice and strategies for launching a scientific career. Although she began her own career relatively recently, she loans out the book regularly to new researchers who visit her office and is no newcomer to career mentoring.

Indeed, she had been one of five original staff members of a graduate mentoring program in engineering of women at Purdue University, where she received her doctorate in mechanical engineering in 1996. Author Emily Wadsworth, the mentoring program originator, invited Linda

## **Sandia** CaliforniaNews

and 11 other participants to each contribute to a chapter in a book on this subject, *Giving Much/Gaining More: Mentoring for Success*, just published by Purdue University Press.

A compilation of what Linda calls "life lessons that can apply to people in any field," the book is organized into chapters examining polarities that the author and contributors have experienced. The polarities were identified by Wadsworth, who approached each contributor to write about one set.



**BOOK SIGNING** — Contributors to the mentoring book reunited at a weekend honoring engineering alums at Purdue. From left are contributors Sabrina Hood Myrick, Leah Kennelly, Linda Blevins of Sandia, and Siddika Demir.

The final chapter, contributed to by Linda, revolves around the polarity of "Gracing/Alienating."

"Whenever you feel the most alienated," Linda says, "you're ready to learn about grace." For her, that has meant encouraging others, choosing to let go and seek new settings, and participating in mutually supportive activities, such as a networking group of other professional women in various careers who meet for a weekend together once a year.

Each contributor found something meaningful to say about the suggested topic. "Everyone just opened up and poured out their hearts," says Linda.

She was touched that a co-author of her field's most prestigious textbook on heat transfer, David DeWitt, contributed an endorsement to the back of the dust-cover jacket, calling the book "an inspiration to . . . higher values . . . from which lifetimes of successful relationships may be built."

Linda and eight other contributors gathered for a book-signing at Purdue in November, at a weekend honoring engineering alumni. "It was wonderful," she says, "because graduate school was so stressful, to replace that with good feelings about Purdue. The dean and provost were really nice to us. They really appreciated us. It feels good to look back."

Now mentoring an undergraduate in engineering at Purdue through MentorNet, an online resource for technical women, Linda also signed up for Sandia's mentoring program shortly after her new-hire orientation here a couple of years ago. Her mentor, Rene Bierbaum (8205), has a couple of copies of the book and has met Wadsworth, who recently retired after a decade of



THE NEW BOOK to which Linda Blevins contributed examines polarities experienced by contributors and the author as they faced personal or professional challenges. In graduate school, Linda served as a staff member in an engineering mentoring program that the author, Emily Wadsworth, began at Purdue University.

*"Many of us had been experiencing some isolation in trying to reach our goal. You don't even realize what you're missing, necessarily."*

administering the Purdue student-mentoring programs for women in engineering.

Originally supported through a grant by the Alfred P. Sloan Foundation, the mentoring programs continue with support from the university and corporations, Linda says. She found working as a five-person team to organize the program activities a helpful way to learn from a new perspective instead of just tending to concerns like academic achievement and trying to work harder to tackle them.

The award-winning graduate engineering mentoring program attracted about 50 participants per year. "We got to meet a lot of other women trying to do a lot of the same things we were," Linda recalls. "Many of us had

been experiencing some isolation in trying to reach our goal. You don't even realize what you're missing, necessarily."

The program evolved from paired matches (the "grooming model" of mentoring) to groups of three or four individuals (the "networking model"), who provided mutual support with guidance from a more-experienced member. This seemed more successful overall than matching pairs.

Going back for the book signing allowed her to revisit some of that mutual support, catching up with recent alumnae who shared common experiences. "It was the best day I've had in years," Linda says.

She believes she was asked to join the initial staff group partially because she'd been encouraged at Purdue to seek a two-year fellowship from the Henry Luce Foundation's Clare Booth Luce Program, designed for women pursuing higher education in science, engineering, or math. The fellowship included outreach activities, which she learned to enjoy doing.

In March, she anticipates giving a seminar at a regional Society of Women Engineers meeting with a Purdue colleague who is now at Bechtel.

Lately Linda has been conducting ad hoc outreach on the book, which will be reviewed in engineering society magazines and is available through Amazon, Barnes and Noble, Borders, and Bookmasters (800-247-6553). A copy will also be available to check out from the Sandia library.

Linda purchased 24 discounted copies of the book (each contributor also receives five for free), and is sending them to such people as Catherine Didion of the Association of Women in Science, Shirley Malcom of the American Association for the Advancement of Science, Eleanor Baum of the Cooper Union for the Advancement of Science and Art, and several life mentors. Jane Daniels, who was the founding president of the Women in Engineering Programs and Advocates Network while in the Women in Engineering Program Office at Purdue, is also spreading the word about the book.

The author and contributors do not receive royalties from sales. Any proceeds from book sales will support mentoring awards for students at Purdue. "We want to fund lots of awards," Linda says.

First approached to contribute to this book two years ago, Linda enjoyed slowing down to "take a look at where I've been and where I'm going." With this experience under her belt, she's not averse to future book projects.



**IT TAKES A TEAM** — Part of the group that contributed to the book on mentoring gathered in November in Indiana. From left to right, they are Sabrina Hood Myrick (who contributed to the chapter titled Letting Go/Holding Tight), Marlee Jansen (Trusting/Doubting), Cecelia Berger (Forgiving/Condemning), Lina Martin (Accepting/Rejecting), Linda Blevins (Gracing/Alienating), Margaret Trimmer (advisor), Emily Wadsworth (author), Tim Wallace (editor), Siddika Demir (Welcoming/Excluding), Betsy Willis (Communicating/Bickering), Leah Kennelly (Affirming/Ridiculing).

## Contract

(Continued from page 1)

savings for the taxpayer. Where performance has been less than outstanding, it's important to be willing to make changes. This is true of our contractors as it is of any other part of the Department of Energy and the federal government complex. But I think the reverse is also true. Where performance has been outstanding it is important that it be rewarded."

Paul Robinson was quick to praise Abraham's decision. Extending Lockheed Martin's contract provides continuity for Sandia and is good for the nation, he said.

"This is very welcome news," Paul said. "It is good to know that we will not face the distractions of a contract competition at this time of critical national challenge, and the possibility of disruption in the management and culture of the laboratories.

"Lockheed Martin has proved to be a conscientious and wise corporate parent as well as an outstanding corporate citizen. They have created a world-class board of directors here, and have demonstrated a strong commitment to our community."

Lockheed Martin Technology Services Executive Vice President Michael Camardo, speaking for the Corporation, said, "We are extremely proud that DOE has announced their intention to extend Lockheed Martin's contract to manage Sandia. We are dedicated to supporting DOE's mission and remain committed to being



DOE SECRETARY Spencer Abraham, left, Deputy Secretary Kyle McSarrow, center, and Labs President C. Paul Robinson, during Abraham's visit to Sandia. (Photos by Randy Montoya)

a good corporate neighbor to the citizens of New Mexico."

Following Abraham's announcement, Domenici, Bingaman, and Wilson took turns at the podium to congratulate Lockheed Martin and commend the Secretary for his decision.

"In my opinion," Domenici said, "it would have been a terrible mistake [not to renew Lockheed Martin's contract] and I don't think my friend [Secretary Abraham] makes serious mistakes. . . there's no laboratory that comes close in the last eight years to the ratings you all [Sandia] have earned — because of all of you and Paul and everybody else you have earned eight outstanding ratings in the last nine years and that, I must tell you, is truly outstanding . . ."

"You all know that [Lockheed Martin] has done a great job. . . [T]hey understand that this laboratory must be involved beyond the confines of their mission . . . they understand that to help this state, and help this city, and help business men is [also] their mission."

Bingaman, speaking after Domenici, said, "Clearly, this is the right decision. [Abraham] has made many right decisions since he has been the secretary; this is clearly one of them and one that I strongly support and have supported since the issue first arose.

"I do think it is a vote of confidence for this laboratory and for Lockheed Martin and the management here and for the good work that all of you are doing to meet the needs that the country has. . . . It allows the important work you

are doing to continue without interruption; it's very good for our community here in Albuquerque, it's very good for our state, and of course it is good for the country as well."

Wilson also offered her congratulations to Lockheed Martin and to Sandia.

"You all have done a wonderful job," she said, "and I think this decision recognizes your outstanding performance and your contribution to the nation. It also recognizes what a wonderful neighbor you have been in Albuquerque. . . . You've done wonderful things for this community and you've done a wonderful job managing one of the jewels of our national security complex. Congratulations and thank you to all of you."

## Royalties

(Continued from page 1)

ees and guests at a ceremony to be held Jan. 15 at Wentz Bros. Restaurant in Livermore. Both the New Mexico and California celebrations recognize the inventors and authors who received monetary awards for licenses that brought in royalties in FY02.

Sandia's FY02 licensing revenue was \$2,889,315.71 (royalty revenue was \$2,724,929.74, nonroyalty revenue was \$164,385.97).

Inventors and authors receive 20 percent of the royalty revenue. An additional 10 percent of royalty revenues are set aside to acknowledge significant contributors and recognize individu-

als responsible for classified inventions. The Divisions that are responsible for the future application of the technologies for the benefit of DOE missions receive 65 percent of the royalty payments. For California and New Mexico, 248 inventors and authors of 139 distinct technologies received more than \$543,000 in royalty distributions.



KEYNOTE speaker Dick Rutan salutes Sandia's 2002 royalty award winners.

## C&E News

(Continued from page 1)

tive — a kind of gloss — ever published by *Surface Science*, says Dwight. "Our work was highlighted because it is a general method to compute the surface energies of all materials. These energy values are needed not just for the computation of adhesion — where two surfaces disappear — but also to understand the general properties of crystal shapes, which depend to some extent upon surface energies."

The bonding of thin films to metal — often oxides of metal to the metal itself — is crucial to numerous applications in joining, microelectronics, and catalysis. The Sandia researchers used corrected mathematical forms of a metal and metal oxide's surface energy as a property that governs wetting and adhesion between dissimilar materials. The advance by Ann and Dwight builds upon work by Ann and chemistry Nobel laureate Walter Kohn.

Meanwhile, Sandia researcher Joe Cesarano (1843) teamed with Professor Jennifer Lewis of the University of Illinois at Urbana-Champaign in using colloidal gels (inks) and solid freeform fabrication to automatically construct intricate 3-D structures with micrometer-size features and overall dimensions of a few millimeters.

For a visual image of the importance of the technique, *C&E News* wrote, "Imagine building a staircase using only one tool: a spray gun that squirts out a stream of concrete that spontaneously assumes the required shape."

Possible uses include advanced ceramics, photonic materials, catalyst supports, and biocompatible tissue scaffolds.

The approach is based on robocasting — a process developed by Joe, in which a computer-controlled robotic arm delivers material through a fine nozzle onto a moving platform to build structures one layer at a time.

Joe and Lewis, working with John Stuecker (1843) and graduate student James Smay (now an assistant professor of chemical engineering at Oklahoma State University), used polyelectrolytes to carefully control the forces acting between colloid particles and to optimize the rheology of the gels for building self-supporting three-dimensional meshes of rods. These structures have been demonstrated for several different structural, catalytic, and electronic ceramic materials and were highlighted on the cover of the journal *Langmuir*.

## 'The more we think, the more we invent'

Here are some of the comments made at the Royalty Awards 2002 evening:

"Royalties are good, working at the cutting edge is better, but nothing beats making a difference for our country." — Robert Blewer (1710)

"How great a feeling to create from a thought something new. The more we think, the more we invent." — Gary Fischer (15211)

"Sandia's culture of collaboration generates great science, much fun, and an occasional invention." — David Haaland (1812)

"This award celebrates the freedom and capabilities offered by Sandia's Compound Semiconductor Research Laboratory to pursue challenging and timely problems in semiconductor technology." — John Klem (1742)

"The privilege of working at Sandia is that we get the time, money, and team to pursue our creative ideas." — Stanley Kravitz (1763)

"Imagination played a significant role in my contribution to the development of technology for screening people and items for explosives." — Kevin Linker (5848)

"The royalty system is a very nice way to recognize the innovation and imagination at work at Sandia." — John McBrayer (1732)

"Imagination is the beginning of creation. Sandia has been the ideal place to create what you can imagine." — Stephen Montague (1749)

"Imagination and innovation, leading to patenting and intellectual property and hopefully royalty arrangements, is an intellectual and monetarily rewarding experience." — Robert Nasby (1748)

"It's great that Sandia encourages innovation by providing an environment where both the contributors and the labs come out ahead." — M. Steven Rodgers (1749)

"Imagination spawns inspiration, which fuels invention, which generates solutions, which fulfill needs. And, along the way, it can be fun!" — Jeffry Sniogowski (1749)

"From invention to practice. A journey of discovery and commitment to your team, your customers and to yourself. Thank you Sandia for the opportunity of a lifetime." — Joel Stevenson (1800)

# DOE secretary praises Sandia: Spencer Abraham's remarks to Sandians

*Here are extended excerpts from the transcribed remarks of Energy Secretary Spencer Abraham to Sandians in Sandia's Steve Schiff Auditorium Dec. 13.*

**Sandia's role** in protecting America's security has always been critically important, but I think the 9/11 attacks thrust us into a world of very new dangers — ones that made our Department of Energy in its primary mission of national security more important than ever and adding to it in emphasis of course to homeland security. Whether here in America or overseas, protecting our citizens and our national interest is a paramount responsibility. The importance of America's nuclear deterrent in our national security cannot be over emphasized. It goes without saying that we have no deterrent force without a safe, reliable, and secure nuclear stockpile.

**All of you** and the people at Sandia have been at the forefront of those national security efforts for more than half a century, and we depend on you to help us to make sure that we have the strong security the country demands and needs. Here at Sandia you have done an absolutely superb job and I commend you for it. Obviously when we talk about national security, the American people as a whole probably think first and foremost of those men and women in service on the front lines who are part of the armed services. They don't necessarily know about, for both reasons of security as well as the media focus, the work done on the front lines here and in some of our other facilities to protect our nation's security.

**So, I really want to commend you** for that and also I want to commend the people at Sandia for your immediate contribution to homeland security through the application of the technology that's developed here. A short list would include the decontamination foam that was used to respond to the anthrax attacks, computer security systems, and chemical and biological detection devices, all of which we've had the chance to bring out to Washington and feature in a variety of exhibitions and expos for policy makers including especially Governor Ridge. You've also assisted police departments around the country with their cases, included homicides and helping police bomb squads with a variety of important tools. This lab performs all of these duties exceedingly well. You have scored high on our performance measures — in fact in the past couple of years you have consistently been rated as outstanding, the highest rating we can give. The awards that Sandia has received are simply too numerous to mention.

**Your performance** has had an important influence on my decision concerning the future management of this lab. As you're well aware, the management and operating contract for Sandia expires next year. I've given this matter a lot of thought, as you might imagine. Linton Brooks is our acting administrator of the National Nuclear Security Administration, and he and the NNSA have worked with me to assess the merits of all available options, and I've carefully considered the recommendations Linton has provided. I must tell you that I am in principle a strong proponent of competition in most areas of life. It weighs heavily in my thinking concerning the management of the Department of Energy complex. Competition can yield management improvements and of course it can help government achieve cost savings for the taxpayer. Where performance has been less than outstanding, it's important to be willing to make changes. This is true of our contractors as it is of any other part of the Department of Energy and the federal government complex. But I think the reverse is also true. Where performance has been outstanding, it is important that it be rewarded. I want the Department of Energy complex to operate on this very simple premise, which is that outstanding will be rewarded, and in Sandia's case it quickly became clear to me that by the excellence of your performance you have earned the right to an extension of the Lockheed Martin Corporation management and operating contract. And so I'm pleased today to announce our intent to extend the contract for another full five years. [Applause.]

**I take it by your response** that you're happy with that result as well, but there are a lot of good reasons for this decision. You have been best in class or among the best in managing your national security laboratories during a very challenging period for nuclear weapons labs. The performance of your senior

management led by Paul Robinson has been outstanding. In addition to the technical quality of your work, your managers have made a series of very solid business decisions to support our national security mission. Sandia's especially notable for its highly qualified, effective leadership as well as its contribution to the economy and the people of the state of New Mexico. The Technology Ventures Corporation established here at Sandia to bridge laboratory technology and venture capital has produced 46 businesses creating 5,000 jobs and providing \$304 million in new venture funding. Working with the department and the city of Albuquerque, Sandia has, as you know, provided \$250,000 to help start a magnet school for math, science, and technology, and I want you to know that I think that's especially impressive.



**One of the real challenges** our department is trying to play a role in addressing is the need to motivate the young people of our country to pursue both additional education training for . . . careers in the math, science, engineering, and other categories of endeavor. You've also provided another \$200,000 in the talent of the executives here to support a math and science outreach program. Your executives oversee the development of the Sandia Science and Technology Park, which is currently home to nine companies. Lockheed Martin and Sandia have long recognized the roles that small businesses play in our economy. Every new business starts with an idea for a better product or process. These ideas become reality only when confident entrepreneurs are willing to take economic risks. Small businesses are the heart of America's economy because they drive innovation, and Sandia's small business technical assistance program has developed small businesses with assistance projects in just 2002 with a value of \$1.2 million. The Department of Energy and I personally share your concern for the future of science and math education, and your commitment to small business. In fact we hold an annual small business conference, that is, the Department of Energy does, to encourage small businesses to help us accomplish our mission and to better serve the American people. In addition to the announcement with respect to the contract here at Sandia, I am also pleased today to make another announcement: The Department of Energy has selected Albuquerque to be the site of its fourth annual small business conference next May.

**I've had the chance** to play a little bit of a role of the planning of some of the previous conference or convention, and let me tell you this is not a small undertaking. Literally thousands of Department of Energy and other federal department officials, prime contractors, and small business exhibitors will take part in this conference. They'll gather for four days at the Albuquerque Convention Center to share information and explore opportunities for small businesses to serve as prime contractors to DOE. In this respect I want to thank the city of Albuquerque as well as New Mexico's federal elected officials for the very warm support they have given us in arranging to bring this important conference here to New Mexico and to Albuquerque. . . .

**Sandia's executives**, the DOE, and I share another strong commitment, to diversity. Sandia is a leader in the development and success of small, disadvantaged, minority-owned businesses. You've placed over \$300 million of contracts in New Mexico over this past fiscal year with \$223 million of that going to small, minority businesses. Sandia Laboratory has twice earned the Department the Energy's award for equal opportunity and diversity achievement. Your dedication to inclusion and high performance demonstrates a sound, systematic approach to equal opportunity and diversity, something we must continue to strive for throughout this department. We in the department look forward to seeing Sandia continue this outstanding contribution not only to small business and to diversity but especially of course to national security and I know that Senators Domenici and Bingaman and Congresswoman Wilson share that view.

**I said earlier** that these three members of the congressional delegation have been strong supporters of our labs and our weapons program and I want you to know they've also been strong advocates for your management team and your contract extension, and I've appreciate their advice and the leadership they have shown. In fact it hasn't been — they're all so subtle in those matters, especially the guy sitting right over here. In the Senate I was on the budget committee. It was my first committee choice. I was lucky as a freshman to get it, and I became a good friend of Pete Domenici's and really a protégé. He reminded me of that 90 or 100 times on the telephone just before he got to his reminder that the performance of this laboratory was so outstanding. I just want to say though in all seriousness that all three of this delegation's members were enthusiastic from day one.

**One of the greatest things** about being the Secretary of Energy is the ability to travel across the country and to meet people who work for us on the front lines, our dedicated employees or the department contractor employees. You all possess the resourcefulness, the skill, and the enthusiasm, something which is not measurable in dollars or in contracts. And all the accomplishments of this laboratory would not be possible unless we had that enthusiasm and personnel that are part of it. You remain committed to making this world a safer and a better place to live. It is a theme which runs through everything that Sandia does whether working on the job or volunteering in the community. It's something I'm very proud to have a little bit of association with. Good work, experience, and dedication should be recognized and rewarded and that's what we're doing here today is congratulating Sandia and Lockheed Martin. I've every confidence that you'll continue to show the leadership which has made Sandia such a great national laboratory.

**Let me just close** by saying that obviously the people who work here at Sandia and in our other labs — especially the labs that are part of NNSA — have always appreciated the importance of America's national security and the work that's done to protect it. Probably more Americans today than before 9/11 recognize the world is a dangerous place and the investments we make and the work which you and others conduct is vital to the freedom our country enjoys. As I said earlier sometimes the work done in the laboratory is not as well known and sometimes for reasons of security it can't be known, but to some of us, and I speak here from the president to other members of our cabinet and our leadership in Washington. . . . some of us who know what you do . . . recognize how absolutely vital to this country's future your work is. I've spoken throughout the complex in the last year and a half about the central mission of this Department of Energy especially as it's performed by the NNSA, and that is of course the mission of national security. Whether it's the work you do on the front lines in so many areas or it's the work we do in other laboratories to protect and build America's energy security, it's absolutely indispensable to the future of our nation.

**Without Sandia's work** we would not be as strong a country as we are today, and because that work is so outstanding we look forward to building on it in the 21st century. I want to thank you for what you have done and let you know that all of us greatly appreciate it. You do outstanding, outstanding work. This country is safer because of it. Thank you very much.

# Ten teams to receive Gold President's Quality Awards

By Chris Burroughs

Ten teams will be named Gold Award winners Jan. 15 during the tenth annual Sandia President's Quality Awards (PQA) program. Also to be awarded will be eight Silver Awards and five Turquoise Awards.

Mary Nation (12142), PQA project manager, says this year's applications are among the strongest she's ever seen.

The PQA Program is designed to provide a self-evaluation of project activities. It encourages Sandia teams to identify customer needs and requirements, implement improved processes, and monitor the quality of goods and services provided to customers.

Independent PQA examiners evaluate all the teams' applications and recommend recipients of the gold, silver, and turquoise awards.

Teams winning Gold Awards must have achieved and sustained excellent results relative to customer requirements. Silver winners had to achieve and sustain very good to excellent results, and Turquoise winners had to show very good results relative to key customers.

Here are this year's Gold Award recipients.

## Quality-Significant Procurement Team

The cross-functional Quality-Significant (Q-Sig) Procurement Team was established to develop and implement a Labs-wide program to ensure requester confidence in high-risk purchases — those that have greater importance because of their potential to harm people, property, and the environment. The team, established in January 2000, benchmarked many facilities, presented four implementation options to management (low risk to high risk), obtained approval from management to develop and implement the selected option, and documented Labs-wide procurement requirements in a Q-Sig Procurement Handbook.

Team members include: Lynne Adams, lead (10258), James Eanes (10252), Brian Abeyta (10205), Karen Archibeque (10258), Nora Armijo (10205), Betty Fleming (10262), Judith Hubbard (12610), Becky Krauss (11300), Frank Lujan III (10305), Ross Miller (3129), Thomas Vanderbeek (6433), Stephen Ward (7000), Suzanne Weissman (6006), and John Wheeler (8231).

## Human Resources (HR) Reporting Team

The Human Resources (HR) Reporting Team is an ongoing project tasked with providing HR information products to support customers throughout Sandia for assessing whether their personnel capabilities and skill mixes are suffi-

cient to perform their charter. In addition, the team reports externally to Lockheed Martin, DOE, the Department of Labor, the General Accounting Office, and others. Benefits provided by the team include turning corporate HR data into meaningful information, providing expertise interpreting the information, providing historical perspectives to trends and events, and developing and disseminating information products efficiently.

Team members include: Alan Armentrout, Edward Saucier, Lisa Barham, Lynne Powell, and Bonnie Vigil (all 3551).

## Financial Reporting Systems Team

The purpose of the Financial Reporting System (FRS) project is to dramatically reduce the level of frustration and complexity associated with accessing financial information and to deliver corporate financial data and standard reports to Sandia. The FRS application was developed to replace the Financial Management Reporting system delivered through the Enterprise Data Warehouse (EDW) Extract, Transform, and Load process that was supported by the EDW group. The FRS goal is to deliver a user-friendly reporting system that meets customer needs.

Team members include: Mary K. Phillips (10511), David Hendrickson (9524), Lenora Baca (10511), Dottie Brockman (10502), Barbara Clark (12142), L. Jay Clise (9524), Chrystal English (10508), Thomas Eytcheson (10511), Tom Ferguson (9524), Darrell Filkins (10511), Joanna Frumkin (10511), Cindy Fulcher (10511), Duane Garrison (10511), Berlinda Gonzales (5850), Rose Mary Gurule (10511), Michael Hagengruber (9523), Jennifer Outka (10511), Gwen Pullen (10511), Don Sweeney (10511), and Ronald Weagley (9524).

## eWFO Team

Federal Agency Work for Others (WFO) generates about \$400 million in revenue annually to Sandia. The creation of this revenue requires submission by Sandia WFO project managers of over 400 Work for Others proposals and amendments annually to sponsors and the DOE/NNSA AL. Based on the proposals, DOE AL enters into an interagency agreement with the sponsoring agency and authorizes Sandia to accomplish the work. This Gold Award was for enhancements the eWFO team did to a system it developed previously that automated e-mail distribution of proposals and funding documents and streamlined internal processes. The new eWFO application identifies additional system improvements, including electronic authorization, workflow history, close-out improvements, and new reporting functionality resulting in faster WFO proposals and closeouts and improved management data availability.

Team members include: Scoti Hagerman (1322), Deborah Payne (1322), Barry Anderson (10508), Donna Bauer (10508), Mary Cocco (3132), Barbara Esch (6001), Barbara Hawkins (6420), Lucius Holton (1011), Gerry Jewell (1701), Donald Rohr (1701), John Salmonson (1322), and Bobbie Vital (8529).

## Code Management Systems USEUCOM/USAFE Application Team

The Code Management System (CMS) is a nuclear surety program that provides a system for controlling the use of nuclear weapons. Specifically, this system has been deployed to help assure authorized use and prevent unauthorized use of weapons. The CMS program supports the development and implementation of a common architecture, modular products, and reusable processes to support the nation's Permissive Action Link (PAL) code management requirements. The team successfully deployed the system in its first application to customers in November 2001.

Team members include: J. Douglas Clark (2115), David Peercy (12316), William Abel (2115), Stephen Becker (2341), Valene Begano (2102), Bill Bonahoom (2612), David Cain (1733), H. Daniel Caton (2116), Carol Christensen (2102), Nancy Clark (2522), Manuel Contreras (2115), Mike Daniels (2339), Lorie Davis (2521), Mathew Donnelly (14172), Andrew Dumas (2133), Elaine Paulsen Evans (2913), Blase Gaude (5933), Brian Geery (2116), Dave Gelet (2116), Pamela Harris (6536), Ryland Hubka (2116), David Ingersoll

(2521), R. Reed Jackson (6514), Charlotte Johnson (2912), Benjamin Kemp (2996), Tran Lai (14407), Rudolph Lewis (1733), Michael Maestas (2116), J. Douglas Mangum (2111), Marianna Mauritz (2116), Donald Moore (6536), Martin Murphy (6514), David Neidigk (2116), Tom Obenauf (6514), Harvey Ogden (6536), Steven Ohrt (15421), Larry Olson (6541), Barbara Pass (2116), Thomas Perea (2105), Dan Porter (2133), Steven Rezac (2116), John Roberts (2912), Steven Romero (6536), Paula Sanchez (2994), J. Robert Turner (2115), Joel Turner (2132), and Melissa Wilson (2115).

## Benefits Choices 2002 Open Enrollment Team

The Benefits Choices 2002 Open Enrollment Team developed and implemented a successful open enrollment campaign that introduced benefit changes for 11 distinctive groups of participants with differing benefit options. The benefits changes included substantial modifications to nine existing benefit plans, the introduction of four new benefit plans, and the implementation of a new dental vendor. To conduct a successful open enrollment campaign addressing these complexities for 30,000 customers, five aspects of the initiative had to come together: flexibility, communication, systems, timeliness, and accuracy. The team coordinated these five complex aspects to deliver a successful and seamless Benefits Choices 2002 Open Enrollment process.

Team members include: Karen Roybal (3532), Lara Adams (5951), Barbara Allen (8527), John Bullock (9335), Marrilee Dolan (10254), Sara Fernandez (8517), Millie Griffio (12630), Mary Jane Carroll, Debra Babb, Deborah Nunez, Paige Harper, Peter Keegan, Mary Lahusen, Valerie Mascarenas, Yolanda Miller, Deborah Moore, Suzanne Moya, Andrea Rael, Gabrielle Sarfaty, Linda Stefoin, Marlene Vigil, Carol Wade (all 3341), Gary Shepherd (9335), and Kristy Sibert (8527).

## Commercial Airplane Certification Process Study Team

The Commercial Airplane Certification Process Study (CPS) was conducted from January 2001 to March 2002 to evaluate safety-critical processes associated with commercial airplane certification, maintenance, and operations throughout an airplane's life cycle, and if appropriate, to identify opportunities for process improvements. The CPS team consisted of representatives from several organizations, including Sandia. Sandia's representatives served as full members of the overall CPS team and also served in specific functions to ensure overall project success. The Sandia team members enhanced the overall CPS team's effectiveness by providing Sandia-unique resources, such as systems thinking and knowledge, quality, and system safety-centered perspectives.

Team members include: Mark Ekman, Tonimarie Dudley, Richard Perry, Paul Werner, Thomas Witkowski (all 6252), and Danisha Peterson (15404).

## Accreditation of Sandia's Industrial Hygiene Analytical Chemistry Laboratory

Sandia's Accreditation of Industrial Hygiene Analytical Chemistry (IHAC) Laboratory Team worked to obtain accreditation for the IHAC Laboratory from the American Industrial Hygiene Association. The IHAC laboratory is an on-site chemical laboratory that analyzes industrial hygiene, environmental monitoring, and other customer-specific samples using validated methods, strict quality control, state-of-the-art equipment, and trained and qualified personal. The IHAC laboratory also provides specialized analytical capabilities for analyzing classified material and radiological samples and provides expert advice regarding issues related to sampling strategy and analysis. Accreditation of the laboratory involved developing and implementing a laboratory quality assurance program that met the requirements of the AIHA and ISO/IEC 17025.

Team members include: Melecita Archuleta, Thomas Laiche, Sarah Dufay, Lorraine Herrera, Chad Hjorth, Roberto Jordan, Sarah Rivera, Sylvia Salzstein,

(Continued on next page)

## Silver and Turquoise winners

Here are the Silver and Turquoise winners and their points of contacts.

**Silver Award winners:** Strengthening Quality in Schools, Laurel Moore (12650); Mission Critical Classified System, Lorraine West (3551); Human Factors Review of Sandia's Technical Area V Operations, Robert Waters (6414); Benefits Reporting and Interface Project, Sheila Carr (3551); Hot Pole Cracking Analysis Team, Pin Yang; EA Web Team, Richard Graham; Customer Service Request (CSR) Improvement Process, Israel Martinez (10825); and Putting the Service Back into Fleet Services, Edward Williams (10864).

**Turquoise Awards:** Division Training Need Survey, Michelle Fromm-Lewis, 3521; Chemical Facility Vulnerability Assessment Project, Calvin Jaeger (5841); MC4277 Resintered Ion Source Joining Process Development, Paul Morrison (14402); CMOS Parametric Testing Program, Gina Rightley (1762); and California Telephone/Voice-mail Work Request System, Marcia Jacobs (8949).

# New system makes moving at Sandia a whole lot easier

By Chris Burroughs

Moving at Sandia/New Mexico just got simpler, thanks to a new process developed by a Moves Team made up of volunteers from Facilities, Telecommunications (Networking and Telephone), and the Computer Support Unit.

"Starting Jan. 6, individuals or groups who are moving offices can make one simple phone call to start the whole process," says Moves Project leader Wayne Shirley (9623). "The customer will still be involved in providing information and requirements, but coordination will now be the responsibility of the service organizations, not the customer."

In the past, when people moved they had to make sure their telephone line, network connection, computer, and furniture and boxes were all scheduled to be moved at the same time. If one part of the move — such as the telephone line activation — had to be rescheduled, the customers had to call the other functions and negotiate new schedules. For people who didn't know who to contact and in what order, moving could be very difficult. They might even find that their computer and furniture were in their new office but their telephone line wouldn't be moved for a number of days.

Now it's different. One phone call not only starts the whole move process, it links the customer with a system that coordinates the move tasks and provides up-to-date information from initial request through move completion. Within hours, the requester receives an e-mail giving the name and phone number of a Move Coordinator who is responsible for managing the work. That

same e-mail gives a reference number that can be used to check the status of a move at any time.

The idea of the "single phone call" was proposed to and readily accepted by the directors of each of the functional areas: Dave Corbett (10800), Art Hale (9300), and Herb Pitts (9600). Herb praises the grassroots origin of the project and the personal initiative of the team members: "The Labs owes this team a debt of gratitude for taking on the Moves Project, in addition to their regular jobs, and simplifying a process that was way too complicated."

Although the Moves Project Team was well down the road to implementing the product before the Integrated Enabling Services initiative began, Wayne points out that the results accomplished by the Moves Project reflects the goals that IES hopes to achieve.

The thousands of people who move annually at Sandia will never see the behind-the-scenes efforts it takes to get them moved. This includes a new computer software application. The software development team, led by Julie Perich (9623), produced an application that is a microcosm of the entire project. This development is a result of a cooperative effort by software developers from within 9300, 9600, and 10800. The customer will not see most of the Move Coordinator efforts expended to coordinate the four functions.

When people need to move, they can now call either the Corporate Computing Help Desk (CCHD) at 845-2243 or Telecon Plus at 845-4571 or send e-mail to [cchd@sandia.gov](mailto:cchd@sandia.gov). If it's a group move, the group's point of contact makes just one call for everybody. Within four hours they will be notified by e-mail that a moves ticket has been opened and a Move Coordinator assigned. The Move Coordinator will be responsible for coordinating most aspects of the move, including phone, data, boxes, furniture, computer, and any facility modifications.

The Move Coordinator keeps the move on track. If, for example, carpet cleaning is delayed, the Move Coordinator would make the arrangements with the other functions — facilities, networking, telephones, and the CSUs — to make sure they can all do the move on the same day.

A website has been established at <http://www-irn.sandia.gov/moves> that spells out



BOXES are ready to be moved at Sandia. A new process developed by a Moves Team made up of volunteers from Facilities, Telecommunications, and the Computer Support Unit is making moving easier.

responsibilities of the customer point of contact, the individuals actually moving, the Move Coordinator, Telecon Plus, Telecommunications, and the CSU. It lists what people moving should do at each point of the move process, such as "the day before the move" — empty desks, pack boxes, site visit, and so on.

The new moves application has an escalation system built in to ensure events occur in a timely manner. For example, if the Move Coordinator is absent on a day something needs to happen, the system is designed to send a message to the next person up the chain of command.

"We believe this new system will save a lot of time and effort from the customer's perspective," Julie says. "It's focused on the person. The goal is to get the person moved as efficiently as possible."

## Move Team members

The following people have participated in the Moves Team Project as members: Patrick Manke, Gabrielle Rosen, and Bob White (all 9334), Will Carpenter, Garon Christie, Ken Keahbone, Julie Perich, Robert Shinn, and Wayne Shirley, team lead (all 9623); Bev Ortiz and Pamala Thullen (both 9624); Jim A. Smith (10824); Israel Martinez and Tim L. Peterson (both 10825); Anne Cosby and Mark Spoonamore (both 10851); C. Rose Cordova (10852); Nash Chavez (10861).

Many others also gave freely of their time and efforts in support of the Moves Project.

## Management promotions

### New Mexico

**B. J. Jones**, from Level II Manager of Workforce Management Planning/Staffing Org. 3030 to Director of Human Resources Center 3500.

B. J. has been involved in Sandia's Human Resources organizations since joining Sandia in 1984 as a member of the Benefits Department. She was promoted to Benefits Manager in 1989 and then piloted the HR Customer Service Manager role in Div. 6000 from October 1994 through April 1998. Since then, B. J. has been a Level I and Level II Manager in the Staffing Department.

She has a BS in microbiology from Stanford University and an MBA, also from Stanford.

\*\*\*

**Kent Biringer** from DMTS to Manager, International Security Initiatives Dept. 5324.

Kent has worked at Sandia for 27 years in solar electric and fossil energy research, systems analysis, manned space exploration, arms control, nonproliferation, and cooperative monitoring. He has

managed the South Asia Program at the Cooperative Monitoring Center (CMC). The CMC works with US and foreign participants to explore ways that technology can facilitate regional confidence building in such areas as arms control, nonproliferation, and environmental security.

Kent is a Fellow in the American Society of Mechanical Engineers and a registered professional engineer in New Mexico. He has a BS and MS in mechanical engineering from Rice University.

\*\*\*

**Kerry Kampschmidt** to Manager, Business Development Center 11700.

Kerry was most recently in private practice as an intellectual property counsel in Dallas, Texas, before joining Sandia's Business Development Center.

Before going back into private practice, Kerry joined an Internet start-up corporation as Chief Intellectual Prop-

erty Counsel and has also served as Intellectual Property and Licensing Counsel for Halliburton Corporation, and as Lead Intellectual Property Counsel for FMC Corporation.

He started his legal career with the intellectual property litigation law firm Arnold, White, and Durkee in Houston.

Kerry will serve as intellectual property counsel to the Corporate Business Development & Partnerships Group assisting in Technology Transfer matters.

He has a BS in Engineering from Oklahoma State University and a JD from the University of Oklahoma.

\*\*\*

**Theresa Carson**, from DMLS to Manager, Supplier Information and Relations Dept. 10205.

Theresa has worked in Human Resources, Shipping and Receiving, and the Procurement and Small Business programs since joining Sandia in 1980. She has a BSA in business administration and an MS in purchasing and materials management and is a Certified Purchasing Manager.



B.J. JONES



KENT BIRINGER



KERRY KAMPSCHMIDT



THERESA CARSON

# Jackie Kerby Moore profiled by *New Mexico Woman*

Sandia's Jackie Kerby Moore (14004) is on the cover of the year-end (November/December 2002) *New Mexico Woman* magazine and profiled inside for her work as executive director of the Sandia Science & Technology Park (SS&TP).

The article chronicles the park, now home to 13 companies with more than 600 employees, and describes Jackie's career and her role with it.

"Since its inception, Jackie has been the go-to person," says Sherman McCorkle, president and chairman of the board of the nonprofit development corporation behind the SS&TP, in the article. "Nothing has happened that she hasn't been involved with and provided leadership for."

"She brings intangibles to the park," says Lenny Martinez, Sandia VP 14000, in the article. "She's created a community out there and it's starting to feel like an entity. She works equally well with Sandia, the land commissioner, county, city, state and federal agencies, and the businesses themselves."

The article describes SS&TP as a tool for Sandia to develop relationships with private industry. "If a company is interested in licensing Sandia technology they can build in the park to help develop and get it into the marketplace," Jackie says. "Being close to the labs physically

helps the relationships between the Labs' scientists and the private sector develop." She says the SS&TP "represents a unique technology transfer approach that will stimulate economic growth."

Jackie gained skills and experience in five Sandia jobs in her 12 years before taking on management responsibilities for the SS&TP. She was a buyer, a purchasing consultant, a budget coordinator, and a business manager for VPs of two divisions. This experience was valuable in helping the scientists and engineers she works with in their business and relationship development, she says in the article.

The article quotes Jackie as saying it will take 10 to 20 years for the park to be completed. "In five years I see it employing thousands instead of hundreds. It will have a national, if not international, reputation and continue to be a tool for Sandia."

The magazine also carried a full-page ad from the Science and Technology Park Development Corp. and seven park tenants (including Sandia's International Programs Building) congratulating and thanking Jackie "for your leadership, dedication, and commitment to public service as executive director for the Sandia Science & Technology Park."



JACKIE KERBY MOORE on the cover of *New Mexico Woman* magazine.

## Wes Martin activated, promoted to colonel



WES MARTIN of Classification and Information Security Dept. 3132 began the new year with activation orders to serve the next six months on Pentagon staff. Recently promoted to colonel, Wes will lead a Military Police team assigned to assess security of Army bases. Wes also recently completed a tour of duty as commander of the 647th Area Support Group. In this position he commanded 80 percent of Army reservists in New Mexico. Simultaneously, he earned positive attention for pinch-hit writing the weekly "Voice of the Grunt" column while its originator, military news commentator and author Col. David Hackworth, was on book tour. In addition to continuing his work for national security, this Washington-based assignment will afford Wes even greater opportunity to focus on his research and writing.

(Photo by Randy Montoya)

## Feedback

**Q:** Why does Sandia link to a site that utilizes spyware cookies? The weather underground page that is linked directly from the News Center page uses spyware cookies to report on web activity. The cookie is [yourname]@bfast{1}.txt and gets written into the cookies folder. This cookie has been identified as a Bfast.com spyware cookie and it clandestinely reports browsing activity to any site that can read this particular cookie. A software package I use called Pest Patrol found this cookie and many others that harvest browsing data and use it presumably for marketing. Isn't it against Sandia policy to support such a web site?

**A:** Sandia's CPRs (Corporate Process Requirements) do not currently prohibit the posting of links to external web sites that may use cookies to manage visitor interactions. Computer Security has also determined that no significant information can be gathered this way, and the expense of monitoring the many sites we link to, and analyzing the content of the cookies they set, is not warranted from a security standpoint. The question here may be whether this site infringes on employee privacy by using cookies to harvest basic visitor information and browsing habits. Employees can turn cookies off in their browsers, or choose the option to be notified when cookies may be used, to prevent or minimize harvesting of information. However, this option may interfere with proper functioning of many internal applications that depend on cookies to function. This link, in particular, is a basic external resource that the Web Operations program has determined to be more useful to the Sandia internal community than any annoyance it may present from using cookies.

— Art Hale (9300)

\*\*\*

**Q:** Is it ok to download a "WeatherBug?" As winter approaches an application like KOB-TV's WeatherBug would be of use in monitoring weather conditions in the area. Does this have too great an impact on network load?

**A:** Thank you for seeking guidance on the suitability of WeatherBug. WeatherBug is of a class of software whose development is supported through the placement of targeted advertisements on your desktop. Such software tracks and submits your web activity to the software developer or third-party services for aggregation and analysis. The types of advertisements these applications display on your desktop are thus based upon your web activity. Tracking and aggregating the web sites we visit reveals what information we are interested in. Each additional Sandia computer that runs traffic aggregating software provides a larger and more accurate picture of our web activity and interests to outside entities. Preserving our privacy and limiting the scope of analysis of our web activity compels us to block advertising-supported software at our firewalls and proxy servers.

— Art Hale (9300)

\*\*\*

**Q:** Is it appropriate to post invitations to religious events, local churches, business cards, or for-profit city events on Sandia bulletin boards?

**A:** There are work-related bulletin boards and anything posted on them, other than information directly related to Sandia/LMC business and Sandia/LMC activities is inappropriate. Examples of what may be on bulletin boards are information about ESH, EEO/Diversity, Sandia meetings, ECP, Savings Bonds, union information, and official Sandia announcements. Anything else related to non-Sandia organizations or groups and their meetings, events, or activities is inappropriate. These bulletin boards are provided as a way for management to get the word out to employees about Sandia/LMC related matters. They are not for the use of non-Sandia organizations or private individuals.

— Don Carson (12600)

## PQA winners

(Continued from preceding page)

Sonoya Shanks, and Joseph Zigmund (all 3123).

### Model Validation Design-Build Project

The Model Validation and System Certification Test center project constructed facilities to support Sandia's Technical Area 3 full-scale environmental test operations. The project included communications infrastructure and a newly remodeled 18,600-square-foot building housing office space, light laboratories, command/control centers, and data management, computing, 3-D visualization, video editing, dark room, and video conferencing capabilities. The project significantly expanded the pro-

grammatic capabilities in Area 3.

Team members include: Brett Locke (10853), Ricardo Ortiz (10824), Gilbert Aldiz (10827), Julia De La Cruz (10205), John Eisenberger (10862), Richard Elliott (10827), Edward Garavaglia (91340), Roy Gideon (10827), David Hendrix (10827), Dwayne Knirk (12316), Carlos Medrano (10862), James Nakos (9132), Jay Peterson (9334), John Rathbun (10861), Thomas Romero (10861), Cyndi Silva (10824), Vicki Williams (9334).

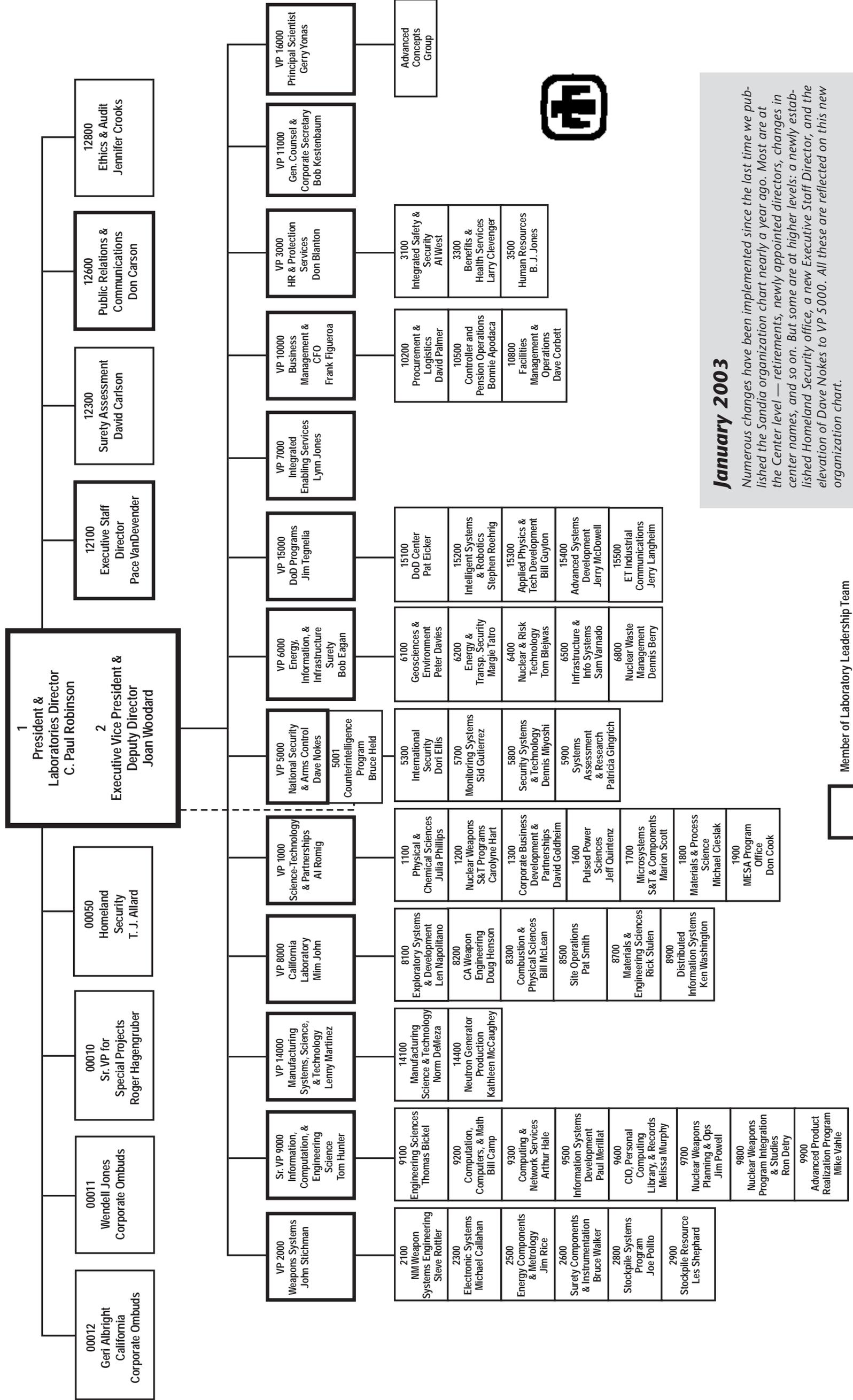
### Nuclear Weapons Financial Analyst Curriculum

Nearly two years ago Senior VP 9000 Tom Hunter challenged the Nuclear Weapons Business Office and the Program Director Leadership Team to come up with a mechanism to "certify" anyone doing financial work in the SBU. Tom wanted to

know exactly who was doing nuclear weapons financial work and programs they supported and to create a way to ensure that the people supporting the nuclear weapons project managers had the right level of knowledge, skills, and abilities. The Nuclear Weapons Financial Analyst Curriculum Team took on Tom's challenge using a common knowledge base, financial information, and communications to streamline, integrate, and formulate business practices at a necessary level.

Team members include: Lyle Lininger (10003), Dorothy Brockman (10502), Wendy Bechdel (10003), Beth Dick (10008), James Finch (2913) Jeffrey Kallio (9700), Andrew Kazensky (6541), Gregory Mace (10003), Laura Owens (10003), Juanita Padilla (35201), Linda Stackpole (35201), Frank Villareal (10258), Patricia Willan (3521), and Pablita Zuni (10502).

# Sandia National Laboratories



**January 2003**

Numerous changes have been implemented since the last time we published the Sandia organization chart nearly a year ago. Most are at the Center level — retirements, newly appointed directors, changes in center names, and so on. But some are at higher levels: a newly established Homeland Security office, a new Executive Staff Director, and the elevation of Dave Nokes to VP 5000. All these are reflected on this new organization chart.

Member of Laboratory Leadership Team

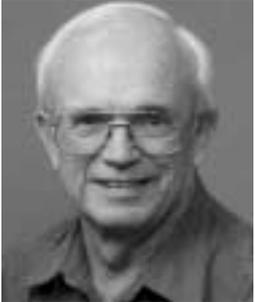
# Recent Retirees



Herb Pitts  
41 9600



John Duncan  
40 2117



David Smallwood  
40 9124



Edwin Kjeldgaard  
36 6541



Ivan Waddoups  
36 5845



Dwight Lambert  
34 6428



Henry Martinez  
34 14181



Fred Anderson  
30 2612



H. Felix Gutierrez  
29 10268



Juan Ramirez  
29 9720



Lucien Rice  
28 2554



Hugh Walker  
27 9143



Danny Padilla  
25 10268



Margaret Carroll  
24 3127



Mary Courtney  
23 9000



Phyllis Lusader  
20 3132



Dolores Maes  
20 9711



Karen Pound  
20 10258



Lupe Raines  
19 1701



Raymond Zazworsky  
18 9813



Roberto Gutierrez  
16 10848

## ! Take Note

Retiring and not seen in *Lab News* pictures: Rosario Chavez (2660), 18 years.



Ernesto Montoya  
37 1846

Janice Montoya  
20 3020

# Mileposts

New Mexico photos by Iris Aboytes  
California photos by Bud Pelletier



Charles Hollis  
25 10848



Larry Stevenson  
25 2912



Neill Gilbertson  
20 5932



George Greer  
20 10826



Daniel Naru  
20 12830



Ina Frazier  
15 3102



Emily Soares  
15 8941



## Retiree deaths

- Cynthia L. Kelly (age 73) .....June 19
- Dorothy S. Evans (79) .....June 27
- Joseph A. Woodley (89) .....July 22
- James E. Gearhart (72) .....July 31
- Richard L. Eno (71) .....Aug. 2
- Clifford J. Fisk (76) .....Aug. 7
- James R. Holpp (84) .....Aug. 10
- Donald W. Bauder (73) .....Aug. 14
- Samuel Salazar (90) .....Aug. 14
- Burton S. Snow (88) .....Aug. 17
- Raymond A. Humes, Jr.(83) .....Aug. 19
- Robert K. Cover (65) .....Aug. 21
- Roy A. Rogers, Jr. (80) .....Aug. 25
- Donald A. Hedges (73) .....Aug. 27
- Rex R. Richard (85) .....Aug. 30
- Amador B. Lovato (94) .....Aug. 31
- Edward C. Neidel, Jr. (80) .....Aug. 31
- Joe G. Chavira (85) .....Aug. 27
- Ruth N. Brooks (69) .....Sept. 1
- Harold E. Keith (84) .....Sept. 3
- Mary A. Bordenave (87) .....Sept. 4
- Garvis A. Chandler (90) .....Sept. 8
- Pete C. Hernandez (74) .....Sept. 12

# Sandia Classified Ads Sandia Classified Ads Sandia Classified Ads Sandia Classified Ads

## MISCELLANEOUS

UPRIGHT FREEZER, white, 16 cu. ft., clean, hardly used, need space, must go, \$100 OBO. Lyon, 980-1889.

AB MACHINE, 2, \$50 ea.; Body by Jake machine, \$75; elliptical machine, \$250. Hunter, 865-5745, ask for Jeff or Becky.

SOUTHWEST AIRLINE TICKETS: Rapid Reward, 1 valid until March 03, \$250 OBO; 2 valid until July 03, \$525 OBO. Boyer, 856-0596.

FIREWOOD: mostly cottonwood, some mulberry, free; baby goods, highchair, \$35; stroller, \$15. Maxam, 343-9409.

WORLD BOOK ENCYCLOPEDIA, 1964 edition, includes 1965-1977 yearbooks & 2-volume dictionary, free. Kesti, 821-9208.

SPEAKERS, Pioneer, 240W, 4-way, \$150; oak/cane chair, antique, circa 1850, excellent condition, \$100. Owen, 332-8294.

SNOWBLOWER, tractor-mounted, for T-series Kubota tractor, purchased in '01, best offer over \$750. Ely, 281-0330.

UPRIGHT PIANO, needs tuning, \$400 OBO; 3-pc. sectional, w/queen-size bed & recliner, \$400. Bonnville, 294-6715.

REFRIGERATOR, GE, side-by-side, w/ice dispenser in door, 8 yrs. old, white, 22-cu.-ft., excellent condition, \$350. Dwyer, 271-0741.

FIREWOOD, maple, piñon, pine, oak, cedar, truckload, w/delivery (Albuquerque area), \$125. Jojola, 869-2833, ask for Juan.

TIMESHARE, 1-bdr., 1 week, Cliffs Club, Princeville, Kauai, \$5,000 OBO, will finance. Blaine, 299-1036.

35MM SLR CAMERA, Nikon, 28-80 mm & 70-300 mm zooms, plus cases etc., still under warranty, great price, \$600. Reynolds, 286-8437.

RACING SKIS, beautiful, w/Marker binding, 185cm long, edges & bindings are perfect, beautiful graphics. Moya, 286-0754.

END TABLES, 3, Santa Fe-style, oak, natural finish, 24" x 18" x 18", \$50 ea. Bradley, 281-7086.

SPINDLE DAY BED, antique, wood, \$300; baby booster seat, \$10; Phillips 17-in. monitor, \$50; flatbed scanners, \$15. Errett, 858-1013.

CAMPER SHELL, blue, screened sliding windows, lock/key, installation, fits Chevy S10, good condition, \$500. Aragon, 301-5515.

BASKETBALL TICKETS, 2 Lobo men's, sec. 18, row 36, all Feb./March games, \$38/game. Easterling, 286-8796.

COLOR TV, Sanyo, 26-in., remote control, \$100. Brannon, 296-6674.

RECLINER COUCH (<1 yr. old, orig. \$1,600), coffee table & end tables, \$1,000 for all OBO. Barnes, 922-1281.

MINK STOLE, Harper's Furriers, excellent condition, \$400. Schneider, 610-4327.

ENTERTAINMENT CENTER, w/2 bookcases, oak, \$100; antique metal day bed set, \$135, all like new. Roseth, 856-6964.

ELECTRIC GUITAR KIT, beginner, Fender Strat, 38W bullet reverb amp, gig bag, \$200 OBO. Sinton, 828-9672.

SPARE TIRE CARRIER, Pro Max by Fulton, new in box, \$10. Dwyer, 271-1328.

FURNITURE, 6-pc., queen-size, black lacquer, entertainment, glass panther base coffee table, black metal futon, beautiful. Sanchez, 898-9598.

CONTEMPORARY SOFA, \$300; love seat, \$250, excellent condition; coffee table, solid wood, 2 end tables, \$75 ea. Hassan, 822-9544.

ALLOY RIMS, Ford Super-Duty, \$60 ea.; Michelin LTX AT, 265x75x16, \$60 ea., whole set, \$450. Savage, 890-4796.

UPRIGHT FREEZER, white, works & looks great, \$40; tire chains, various sizes (165/13-235/15), 3 pair, \$10/pair. Thornberg, 869-0421.

DRESSERS, 2, Child Craft, 5-drawer, Encore model, natural maple, excellent condition, \$299 ea. Nelson, 856-5505.

SEWING MACHINE, Kenmore, straight stitch, zigzag, \$75; Minolta 8mm camcorder, 8x zoom, batteries, cables, \$125. Duvall, 881-4406.

ENTERTAINMENT CENTER, solid oak, fits 32-in. TV, lots of shelf space & drawers, contact for picture. Johnson, 792-9432.

HP MONITOR, 20-in., \$45; HP LaserJet III printer, \$50. Stafford, 453-6898.

DESK, brown wood, 60x30, 40x18 return, 2 left drawers, w/file drawer, 3 right drawers, keyboard tray, \$75. de la Fe, 271-6694.

COUCH, 4-pc., cream colored, 2 recliners, \$200. Mehlhaff, 286-1483, ask for Ken.

SOFA BED, \$25; folding cutting table, \$50; desk, w/hutch, \$75; spool bed, full-size, antique, \$125, chairs, antique, \$20 ea. Seager, 299-7629.

LATERAL FILE, paid \$600, asking \$195; bookcase, paid \$140, asking \$49, excellent condition, professional furniture, great for home office. John, 345-4006.

INFANT SWINGS, 2, battery-operated & hand-wind, \$30 ea.; baby clothes (0-9 mos.), sleepers, onesies, booties, \$.50 ea. Bogdan, 332-3179.

SOUTHWEST AIRLINE TICKET, 1 roundtrip, expires Feb. 8, 2003, \$250. Vieth, 899-9625.

RAINBOW VACUUM, Performance Edition, w/power nozzle SW, barely used, originally \$1,000, asking \$600. Manginell, 298-6188.

CALIFORNIA KING-SIZE MATTRESS, excellent condition, fits inside waterbed frame, I'll deliver, paid \$649, asking \$150. Colborg, 604-4915.

"MISS SAIGON" TICKETS, 2, March 1, 2 p.m., front row center, mezzanine, \$45 ea. Cooper, 888-0967.

SOUTHWEST AIRLINE TICKET, roundtrip, valid through 4-4-03, \$300. DiPrima, 275-3479.

DISHWASHER, Whirlpool, \$50; Panasonic microwave, \$15; Hermes Ambassador typewriter, antique, \$25. Hayes, 299-5832.

ELECTRIC STOVE, Crosley, stand alone, 29-3/4" x 46" x 25-3/4", 3 yrs. old, excellent condition \$200. Jewell, 797-8846.

PORT REPLICATOR, Dell Inspiron 4000 series notebooks, never used, original packaging, list \$175, asking \$75. Owen, 286-4546.

FAX/PHONE, \$50; digital surround receiver, \$50; Sony subwoofer, \$49; JVC cassette deck, \$50; Magnavox CD player, \$35. Balsam, 350-3914.

COMPUTER TV TUNER, \$25; laptop computer docking station, \$15; Xerox tabletop copier, \$15; desk hutch, \$20. Hales, 298-1545.

BICYCLE CARRIER, 3-rail, Yakima, fits small cars, \$50 OBO. Marchi, 291-9681.

TELESCOPE, Meade LX90, 8-in, GOTO, AC adaptor, dew shield, 26mm EP, 1 yr. old, \$1,100. Lucero, 865-8401.

VHS MOVIES: *Top Gun*; *Jurassic Park I & II*; *Entrapment*; *The Rock*; *Speed*, etc. \$3 ea. Garcia, 292-6930.

QUEEN-SIZE BED, night stands, make offer. Chaves, 341-9595.

TORO ELECTRIC LAWN EDGER/TRIMMER, 12-in., self-feed, excellent condition, \$15. Vigil, 271-1328.

## TRANSPORTATION

'01 CHEVY SUBURBAN LS, 4WD, AT, 30,700 miles, excellent condition, \$30,000 OBO. Burkinshaw, 237-7416, or 833-5183 after 5 pm.

'96 TOYOTA 4RUNNER SR5, 4x4, V6, 5-spd., premium stereo, 16-in. alloy wheels, locking rear diff., moon roof, 97K miles, \$13,000. Miller, 281-3696.

'95 CHEVY CAMARO, excellent condition, \$7,200. Herrera, 884-8356.

## How to submit classified ads

**DEADLINE:** Friday noon before week of publication unless changed by holiday. Submit by one of these methods:

- E-MAIL: Michelle Fleming (classads@sandia.gov)
- FAX: 844-0645
- MAIL: MS 0165 (Dept. 12640)
- DELIVER: Bldg. 811 Lobby
- INTERNAL WEB: On Internal Web homepage, click on News Center, then on Lab News frame, 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 (We will edit longer ads).
2. Include organization and full name with the ad submission.
3. Submit the 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 and 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 an ad.

'02 SUZUKI VITARA, 2-dr., silver gray, soft-top, keyless entry, PD, PW, PC, AT, low miles. Martinez, 344-9706.

'00 SILHOUETTE MINIVAN, and '97 Ford Taurus, both under warranty, loaded, low mileage. Ballard, 344-8751.

'90 OLDS REGENCY 98, power accessories, leather, good condition/transportation, 123K miles, below book, \$2,500. Royer, 293-2350, ask for Paul.

'84 PORSCHE 944, silver, new tires, CD changer, exceptional condition, 110K miles, \$4,200 OBO. Wirth, 281-6752.

'73 MERCURY COUGAR (classic), 351 Cleveland, good condition, \$3,200 OBO. Chavez, 866-9501.

'99 BMW 528i, AT, premium, cold weather pkg., sunroof, cashmere beige, leather, 48K miles, 1st owner, \$26,000 OBO. Kholwad, 459-8654.

'98 FORD F-150, super cab, long bed, AT, excellent, 80K miles, \$9,000 or take over payment. Nguyen, 344-9216.

'98 DODGE RAM 3500, HO Cummings turbo diesel, 4x4, quad-cab, LWB, SLT Lariat, extended warranty. Seigler, 792-2712.

'94 FORD CONVERSION VAN, 1-1/2 ton, 2 stereos, 4 captain's chairs, TV/VCR, bed, aux. battery, hitch, plush extras, 140K miles, \$3,800. Salinas, 296-1918.

'97 NISSAN PICKUP, standard, bed liner, AC, excellent condition, 42K miles, \$6,700. Padilla, 873-3251.

'99 ISUZU AMIGO, V6, AT, AC, hardtop, sunroof, step rails, hitch, copper color, 29K miles, like new. Roseth, 856-6964.

'97 AUDI A4 TURBO, 5-spd., AWD leader, sport & winter pkgs., snow car, perfect condition, \$16,400. Everett, 585-2299.

'01 TOYOTA SIENNA XLE, nice denim blue, excellent condition, 22K miles, below book, \$21,500. Lynch, 994-3234.

'97 DODGE 1500 SPORT, ext. cab, SWB, alloy wheels, AT, 318, runs great, 73K miles, \$10,700 OBO. Bottomly, 321-8147 or 480-5476.

'97 MERCURY TRACER WAGON, cream puff, 5-spd., AC, AM/FM/cassette, rack, 1 owner, low mileage, great economy. Ronan, 268-0726.

'99 FORD LARIAT, 4x4, 5.4 V8, super cab, all power, bed liner, hitch, new tires, theft recovered, \$12,000. Pasco, 890-1434.

'00 CHEVY CAVALIER Z24, 2-dr., loaded, dark green, 1 owner, tow package, under warranty, 18K miles, excellent condition, \$8,500. Fulcher, 610-2700.

'96 CHEVY Z71, 4x4, 350, ext. cab, loaded, black w/chrome, 90K miles, warranty available, \$14,500 OBO. Gilbert, 237-1456.

'96 JEEP CHEROKEE SPORT, 2-dr., 5-spd., AM/FM/CD, tow hitch, 100K miles, excellent condition, \$5,800. Levenhagen, 821-7055.

'97 FORD EXPLORER XLT, 4WD, white, 84K mostly highway miles, NADA wholesale \$8,200, make offer. Shettlesworth, 883-6143.

'94 FORD F-250, 5-spd., HD, LB, 89K miles, excellent condition, below book, \$5,500. Alvis, 298-3906.

'99 ACURA CL, 2.3, red, leather, sunroof, factory warranty, 46K miles, great gas mileage, \$15,000. Barela, 877-9535.

'00 INFINITY I-30, 227-hp, V6, great condition, loaded w/all the "nice stuff," full factory warranty. Johnson, 890-5630.

'77 CHEVY VAN, 4x4, 26K miles, on newer engine, mechanically sound, \$3,250. Muirhead, 281-2925.

'94 OLDS CUTLASS CIERA S, V6, loaded, 174K miles, excellent condition, regularly maintained, light blue, \$1,500. Miller, 281-9470.

'98 FORD EXPLORER, 4-dr., 2WD, V6, 4-spd. w/OC, AC, PS, PB, blue, 90K miles, \$5,000. Youchison, 237-2391.

'95 FORD WINDSTAR GL, V6, dual AC, PW, PL, new tires, excellent condition, 84K miles, \$4,500. Rutherford, 265-1428 or 363-7793.

'95 FORD CROWN VICTORIA LX, sedan, sunroof, runs great, Michelin tires, \$3,900. Williams, 896-1182.

'94 HONDA ACCORD LX, 4-dr., \$5,200. Shephardson, 294-3395.

'85 JEEP GRAND WAGONEER, 4x4, power everything, good tires, stereo, 200K miles, excellent condition, \$2,600 OBO. Cassady, 924-2154.

'98 WINDSTAR, PS, PB, PW, tilt, cruise, aux. AC, lot of miles, but is bullet proof, must sell, \$6,925. Schwerkoske, 821-0835.

## RECREATIONAL

TORKER TRICK BIKE, 4 pegs, 360 turn ratio, must sacrifice, \$100. Callahan, 298-6674.

MOUNTAIN BIKE, Mongoose, IBOC Comp, w/Deore LX equipment, 21-in. frame, fits 5'11" to 6' man, in good shape, \$100. Cline, 922-8656.

'00 ARCTIC FOX 5TH WHEEL, 26-ft., fiberglass, all accessories, showroom condition, many extras, \$17,900. Baca, 271-2962.

'89 SUZUKI RM 250 DIRTBIKE, Motorcross, 2000 graphics kit, new chain, sprocket, seat, immaculate condition. Atencio, 459-0185.

'02 HONDA 919, "naked" motorcycle, 4,500 miles, like new, low insurance, \$6,800. Delgado, 797-5209.

## Lab News reader service

The *Sandia Lab News* is distributed in-house to all Sandia employees and on-site contractors and mailed to all Sandia retirees. It is also mailed to individuals in industry, government, academia, nonprofit organizations, media, and private life who request it.

**Retirees (only):** To notify of changes in address, contact Carol Wade, Benefits Dept. 3341, at 505-845-9705, e-mail cawade@sandia.gov, or Mail Stop 1021, Sandia National Laboratories, Albuquerque, NM 87185-1021.

**Others:** To receive the *Lab News* or to change the address (except retirees), contact Michelle Fleming, Media Relations and Communications Dept. 12640, at telephone 505-844-4902, e-mail mefleemi@sandia.gov, or Mail Stop 0165, Sandia National Laboratories, Albuquerque, NM 87185-0165.

**Employees:** To change the number of copies of the *Lab News* your Mail Stop is receiving please call Honario Anaya, Mail Services Team 10268-4, at 844-3796. (At Sandia/California contact the Mail Room at 294-2427.)

**Web Users:** The *Lab News* is on the Web at [www.sandia.gov/LabNews](http://www.sandia.gov/LabNews).

## REAL ESTATE

2-BDR. MOBILE HOME, 2 baths, 2 covered decks, covered carport, hot tub, landscaped, near base, 4 Hills Mobile Home Park, \$24,500. Scharberg, 292-5068.

LOT FOR SALE, west side, city view, 1010 Vista Grande NW, FSBO, \$75,000. Trujillo, 899-4881.

3-BDR. TOWNHOME, 2 baths, 1,450 sq. ft., 2-car garage, 501 Pennsylvania NE, 5 minutes to base. Lenberg, 238-0362.

40 ACRES, East Mountain, subdivided into 10-acre tracts, off 217, east 1 mile on Gonzales Rd. Rowe, 259-5386, leave message.

2-BDR. MOBILE HOME, Four Hills Park, double snow roof, sunken LR, bay window, hardwood floors, \$19,500, possibly terms. Lloyd, 294-8404.

48+ ACRES, Stanley area, county-maintained road, priced to sell. Dollahon, 980-7277.

## WANTED

GOOD HOME for parakeet, includes cage. Ghanbari, 883-3819.

SEWING SCRAPS & REMNANTS, thread, old quilts & blankets for homeless, electric meat saw & butcher block table for food ministry. Monnet, 865-7941.

UPRIGHT PIANO, for beginning student. Hill, 246-9019.

ROOMMATE, nonsmoker, responsible, central location, kitchen, washer, bathroom, dining & family rooms, patio, \$450/mo. + 200 DD. Mattes, 255-2454 or nataden2000@yahoo.com

SOFTWARE DRIVER, US Robotics 28.8 PNP Telepath II Modem. Lewin, 898-2303.

SOUTHWEST AIRLINE TICKETS, need 2 roundtrip for soccer tournament in Las Vegas, end of March. Schafer, 296-0017.

METAL/JEWELRY ENGRAVER MACHINE. Brown, 872-2103 or 220-0899, ask for Greg.

FOLDING CARD TABLE, with or w/o chairs. Thomas, 281-0585.

GOOD HOME, for two 7-mo.-old dogs, good natured, playful, husky-chow mix, neutered, shots. Grace, 294-3381.

HOUSEMATE, San Pedro/Constitution, own bdr., living room, bathroom, entrance, \$375/mo., plus 1/4 utilities. McDonald, 268-5005, ask for Kandice.

BEATLES ALBUMS: *Something New*; *Hard Day's Night*; *The Early Beatles*; *Beatles for Sale*; *Yellow Submarine*. Brin, 281-3834, ask for Larry.

# So you want to be a teacher? Here's how

By Charlie Thomas

Are you looking for a second career? Or are you thinking of a career change? Have you always wanted to teach in a college or elementary school? Throughout my career, I found that teaching was either a primary function, or part of my job that had another description. I also found out that I enjoyed helping folks learn: children, fellow workers, anyone needing help. You may feel the same.

A few months ago, I decided to look into the teacher shortage in New Mexico and wondered if I could help. The universities in this state turn out about 1,200 teachers each year. However, due to population growth, teacher retirement, and other factors, New Mexico needs an additional 400 teachers each year. Where can we get them? Our teacher salaries do not compete well in this region; so, unless the state or districts decide to provide incentives to teachers, we will not import too many. But there are teacher transition programs available. If you may be interested, read on!

Military personnel can apply for the Troops to Teachers (TTT) program if they meet certain requirements

But what about the rest of us: Sandia employees, DoD civilians, DOE employees, and others. I was concerned that there was no equivalent of the TTT program, especially for many of the peo-

ple working on Kirtland with degrees and experience in the world of math and science.

Earlier this year, I asked Sandia Labs to survey employees to see if there was interest in teaching as a second career. I was surprised when more than 140 folks expressed interest. So, I set up a meeting with UNM, TVI, APS, College of Santa Fe, and those interested. Here is the information we shared:

- If you want to teach at a university or junior college, you need a degree and background in the subject matter. Contact the institution directly (the department of interest) and tell them of your interest.

- If you want to teach at the preschool through high school level, you need a certificate.

- Many of the institutions in New Mexico offer degrees or courses in a specific subject or in education; these can lead to a certificate.

- There are alternative licensure programs (approved by the state) for those who have subject matter background and want to teach pre-school through high school, but lack the educational courses; our New Mexico institutions offer different programs (elementary education, special education); the course work is followed by mentoring in the school district where you plan to work.

- A quick way to the classroom is being a substitute teacher. You may also find out that class-

rooms have changed; being a substitute is a good way to test the water (and your resolve). If you like it, you can continue with course work, and ultimately earn a license.

So, there are a variety of ways to get there. It's important for you to work with the school district and the institution of choice. Most of the alternative programs can be completed in one to two years; you can expect some night and weekend work. Mentoring is an integral part, so you will have professional assistance.

An important recent development is the receipt of a Transition to Teaching Grant by the state and UNM. This \$2 million+ grant is designed to help the teacher shortage. One important piece is the availability of stipends of \$1,000 to candidates; the selection process and program are still being developed, but should be available in January.

Ultimately, there will be a Web site for this program; candidates, school districts, and others interested should be able to share a wealth of information as well as accomplishing specific tasks such as enrolling, finding vacancies, etc.

The grant will also support modules for candidates who will seek alternative licensure: either by taking a required number of semester hours at an accredited institution, or by the "portfolio method," bringing your credentials and demonstrating competency for the license being sought.

Personally, I am excited about what's happening. This article could not attempt to cover all the information about education, educational benefits (VA for example), and the myriad of programs available. However, all the institutions throughout New Mexico are getting on board with the teacher shortage and alternative licensure. I think the timing of all these initiatives is terrific.

If you have some interest (and my list of 140 interested people is constantly updated), you can call me at 845-5723; email is cthomas@doeal.gov. Remember, I am just an interested facilitator; the folks listed in the box are the direct contact people who should be much better at answering questions.

Charlie Thomas is a senior manager in Sandia's Executive Staff Director Office 12100 and former Commander of Kirtland Air Force Base (Col. USAF, ret.).

ORGANIZATION	CONTACT	PHONE	EMAIL
Albuquerque Public Schools	Steve Vigil	842-3579	<a href="mailto:vigil_st@aps.edu">vigil_st@aps.edu</a>
College of Santa Fe	Dr. Kate Friesner	855-7270	<a href="mailto:kfriesner@csf.edu">kfriesner@csf.edu</a>
Santa Fe Community College	Virginia Padilla	505-428-1506	
Troops to Teachers(local)	Base Education Office	846-9933	
Troops to Teachers(regional)	Joe Morgan	800-438-6851	<a href="mailto:colottt@mail.uccs.edu">colottt@mail.uccs.edu</a>
ABQ Technical Vocational Inst. -TVI	Aurelia Manjares	224-4602	
Univ. of NM	*Dr. Ruth Tangman	260-1354	<a href="mailto:rtangman@unm.edu">rtangman@unm.edu</a>
Wayland Baptist Univ.	*Roylee Hedges	262-9282	<a href="mailto:hedgesr@wbu.edu">hedgesr@wbu.edu</a>

## Ace welding student finds support at Sandia



WHEN SANTA FE HIGH SCHOOL (SFHS) graduate Matt Krebs, silver medalist in welding at the 2002 National Skills USA competition, decided to try for a slot on the 2003 Skills USA welding team and a chance to represent the US at an international competition in Switzerland this summer, he faced one big hurdle compared to most of his competitors: his location. Santa Fe is not known as a hotbed of welding expertise. Most of Matt's competitors, on the other hand, come from industrialized parts of the country where mentors and training opportunities are plentiful. Matt and his SFHS instructor, Al Trujillo, are working with Sandia's Advanced Diagnostics & Product Testing (9122) and Manufacturing Processing (14181) departments to perfect Matt's welding technique and to test the strength of his welds. In the photo above, Matt and John Casias (9122) examine X-ray images of one of Matt's welds. Skills USA team selection begins in June 2003. SFHS and Sandia are partnering through the DOE DP Laboratory Critical Skills Development Program "Advanced Manufacturing for Education," which sponsors Advanced Technology Academies to provide critical training opportunities for students. (Photo by Randy Montoya)

## Feedback

### Pavement 'buttons' explained

**Q:** I applaud the attempt to slow down the traffic south of Bldg. 825 by placing the yellow rumble strips on the road. However, I believe that the rows of "dots" within each section were installed too close together and do not provide the intended effect as installed. The rows should be 6 to 12 inches apart in order to have some effect on the vehicles. As they are now, it is one little bump when you start onto the strip and one little bump when coming off. People are hardly slowing down at all.

**A:** In a continuing effort to remind drivers that they are entering a 15-mph zone, we have placed raised pavement markers (buttons) at both ends of N Avenue. In addition, we have also increased the size of the speed limit signs for visibility. As you mentioned in your feedback, buttons are commonly used to alert drivers of changing driving conditions such as reduced speed limits, odd placed crosswalks, bridges and/or other obstacles. The use of buttons in a series is adequate for vehicular traffic. However, on N Avenue we experienced a substantial volume of forklift traffic and other construction equipment. Forklifts in particular are ill equipped to handle buttons. In an effort to alert drivers and keep the forklift traffic safe, we decided to place the buttons in this configuration at both ends of the street. The driver of a vehicle is responsible for observing the speed limits of 15 mph in this area or risk being ticketed by Sandia or USAF Security Police Officers. But, more important, it affords the pedestrians in the area a much safer environment. — Ed Williams (10849)