

WAVELETS

Dec. 17-23, 2019

Naval Surface Warfare Center Carderock Division's Weekly Newsletter



Carderock helps lay wreaths in Arlington

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Follow us on:



Dec. 17 – Carderock West Bethesda annual holiday reception – 1-3 p.m. – Taylor Room, Building 2 – POC Jen Brewster, Code 1031

Dec. 18 – Women’s ERG holiday gathering – 5:30 p.m. – Normandie Farm Restaurant in Potomac, Md. – POC Kathy Stanley, COS

Dec. 25 – Christmas Day – Federal holiday

Jan. 1 – New Year’s Day – Federal holiday

Jan. 14 – Fusion 101 class – 1 p.m. – Rapid Innovation Center (Building 22) – POC Kelley Stirling, Code 1031

Welcome

Wavelets is a weekly Carderock employee newsletter that is cleared for public release.

For Wavelets questions or submissions: CRDIVCPAO@navy.mil
For leadership questions or concerns: NSWCCD_LEADERSHIP@navy.mil

Useful links

INTERNET SITE:
<http://www.navsea.navy.mil/Home/WarfareCenters/NSWCCarderock>

INTRANET SITE:
<https://cuthill.aw3s.navy.mil>

Wavelets on iNFUSION:
<https://wiki.navsea.navy.mil/display/WN/Wavelets+Home>

SOUNDINGS on iNFUSION: NSWC monthly newsletter (Distro D):
<https://wiki.navsea.navy.mil/display/SOUNDINGS/SOUNDINGS+HOME>

Cover

Matt Marquardt, a mechanical engineer in Carderock’s Hullform and Propulsor Testing Branch (Code 854), kneels next to Rear Adm. David W. Taylor’s grave marker at Arlington National Cemetery in Virginia during the Wreaths Across America event on Dec. 14, 2019. Thousands of volunteers, including a group from Naval Surface Warfare Center Carderock Division, laid wreaths on the grave markers. Taylor is considered the founding father of Carderock. His grave can be found in Section 3, Site 2078-A in Arlington. (Photo provided by Marquardt)

EXPAND THE ADVANTAGE

“Empowerment Without Alignment is Anarchy”

» VADM Tom Moore

1. CHALLENGE ASSUMPTIONS

2. THINK DIFFERENTLY TO SOLVE PROBLEMS

3. TAKE MEASURED, TARGETED RISK

4. KNOW PRIORITIES - STOP DOING THINGS THAT ADD NO VALUE



THE FORCE BEHIND THE FLEET



Mr. Lawrence Tarasek Carderock Division technical director



Carderock Team,

The Combined Federal Campaign is going strong here at Carderock. We are almost to 40% of our goal, with several weeks remaining. I'd like to highlight next week's CFC Cause of the Week: Housing and Shelter.

The Carderock CFC keyworkers have come up with a fun way to raise awareness of housing and shelter, a Gingerbread House competition for our holiday reception on Dec. 17. Ask your keyworker for more information.

More than 550,000 Americans and much more worldwide do not have the comforts of a home because they lack a permanent residence. Battling the elements with no shelter, searching for food, and going days – sometimes weeks – without a shower is a reality for many.

One of the primary reasons for homelessness is displacement due to conflict or disasters. In 2017, there were 30.6 million new displacements. Affected individuals, families and communities are typically left with little to no resources.

There are many CFC-supported organizations helping people right here in our own community and around the world. Their missions are to give relief in the form of a bed, hot meal, or shower, as well as the life skills needed get back on their feet and find employment.

Here's how you can make an impact:

\$25 funds one night of safe shelter and all services for a person without a permanent residence.

\$45 covers the cost of a bed for one night in an urban temporary housing shelter.

\$250 feeds and clothes a child in need for two weeks.

Please consider donating to a charity of your choice within the CFC framework. Go online to donate at <https://cfcgiving.opm.gov/> welcome, using code WUYNN0 for Carderock.

Have a great weekend.

Larry

show Some Love

NSWC Carderock
Directorate/PEO
\$158,682
Campaign Goal

GOAL!

90%
80%
70%
60%
50%
40%
30%
20%
10%

2019 Combined Federal Campaign (CFC)

show Some Love

To donate please visit:
<https://cfcgiving.opm.gov/welcome/>

Choose Your Cause and Show Some Love Today.
cfcnca.org

Mr. Lawrence Tarasek Carderock Division technical director

My take on the Command Leadership Forum #7

A few weeks ago, CAPT McNeal and I attended the Command Leadership Forum in Leesburg. So many great things coming out of the CLF, but without a doubt, the No. 1 priority is a sense of urgency. How do we deliver better products faster? We only have so much money, we only have so many people, but we have to get there before the competition if we want to maintain our maritime superiority.

VADM Moore talked about four areas that we should be focused on to work differently, not harder: challenge all assumptions; think differently about how to solve problems; take on targeted and measured risk; know your priorities and stop doing things that have little or no value.

I'd like to know your thoughts on what you think these things mean. What does it mean to "challenge all assumptions?" From my perspective, that means not necessarily doing things the way they have always been done. Look at your project through different lenses to try to see a potentially better way of getting to delivery faster. Maybe you're assuming the customer needs or requirements are based on previous experience. Well, maybe that's not the case. Find out.

There are a few ways that we, at Carderock, are looking to help our people think differently.

We need to be collaborating with our partners in government, industry and academia. Naval X has set up several Tech Bridges around the country. While we don't have one specifically set up near Carderock yet, we are working with these partners on many levels including Education Partnership Agreements (EPAs), Cooperative Research and Development Agreements (CRADAs), and Advanced Naval Technology Exercises (ANTX). We need to throw ourselves into this partnership world, this is where we bridge the gaps we may be facing in manpower and resources.

Last month we opened up the Rapid Innovation Center (RIC). This new facility will enable enterprising engineers and scientists to experiment with cutting-edge software and hardware more quickly and with less administrative burden. I want to illustrate the possibilities that the RIC opens up by highlighting some early "power users."

First is Trisha Shields, our Data Science and Analytics (DSA) Lead. Trisha is now hosting a series of "DSA Study Halls" in the RIC. Her bold vision is to create a cadre of people who are adept at using Big Data to solve wicked problems, and the RIC provides her with the right combination of space and capability to realize that vision.

The other early adopter I want to highlight is Dave Newborn. Dave has used the RIC extensively to train people in a unique mix of Human-Centered Design, Agile, Scrum and Lean Startup methods. These people then go on to apply these powerful methods in their own daily work.

The RIC is specifically designed to make people think differently, and Trisha and Dave are finding it very useful. But, we want your ideas on how you might be able to use it, and if you're not thinking about using it at some point, why? I want to know. Is there something that can be improved?

I encourage you to check out the RIC. Carderock folks can learn more or make a reservation here: <https://cuthill.aw3s.navy.mil/ric/>. Non-Carderock folks can send an email to NSWCCDRapidInnov.fct@navy.mil.

Note: This originally appeared on The Rock Blog. Check it out here: <https://blog.navsea.navy.mil/therock/2019/12/my-take-on-the-command-leadership-forum-7.html>



Leaders from across the Naval Sea Systems Command Warfare Centers attend the Command Leadership Forum #7 on Dec. 4, 2019, in Leesburg, Va. (U.S. Navy photo by James Contreras/Released)

Dr. Chris Kent, director of S&T and chief engineer for Code 80

By Kelley Stirling, NSWCCD Public Affairs

Born in Grenada, raised in Barbados, educated in the United States and Canada, career in the U.S., that's a quick snapshot of the life of Dr. Christopher Kent, the director of science and technology (S&T) and the chief engineer (CHENG) for the Naval Architecture and Engineering Department (Code 80) at Naval Surface Warfare Center, Carderock Division.

Kent graduated from Queen's University in Kingston, Ontario, with a bachelor's degree in engineering physics. He went straight into graduate school at the University of Michigan, Ann Arbor, to earn two master's degrees and a doctorate in Naval Architecture and Engineering.

Growing up as a sailor in Barbados sparked Kent's interest in naval architecture. Even while in college, he did competitive sailing, trying for the Olympics in the Finn dinghy while he was in graduate school and early in his career.

With a Ph.D. in naval architecture and marine engineering, it's only fitting that Kent would end up working at Carderock, but that's not exactly where he thought he would be.

"I went into naval architecture expecting to design America's Cup boats," Kent said. "But I soon learned that big ships are filled with fascinating problems."

He spent a couple of years as an assistant professor at the Florida Institute of Technology in Melbourne. During that time, his wife (an intellectual property lawyer) was working in Orlando, so his commute was difficult.

"I was looking for a different challenge," Kent said. He went to work as a contractor for Computer Science Corporation, now CACI, located in Washington, D.C.

While at CSC, Kent had done consulting work for Bill Belknap, an engineer at Carderock at the time, and he was helping to develop TEMPEST, a computationally efficient dynamic stability prediction tool. He eventually got a job at Carderock, where he continued that work on Belknap's team.

He then became the technical manager, then project manager for the DDG 1000 Hull Form Plan over the next few years, before becoming the director of S&T in January 2018. Later the same year, he added CHENG to his title.

For his S&T hat, he manages the Naval Innovative Science and Engineering

(NISE) proposal process for Code 80, along with Dr. Julie Stark who manages the Combatant Craft Division's NISE portfolio. For the In-House Laboratory Independent Research (ILIR) program, Kent serves on the division's science panel looking at fundamental research.

Kent was the first departmental CHENG. A push for renewing the command's commitment to technical excellence on Carderock's projects resulted in the chief engineer positions being created across all the departments.

"My job is to make sure that we are producing the best products that we can for the budgets and schedules that we are given," Kent said of his CHENG role.

With basically two jobs, Kent earned a part-time deputy, Eric Giesberg, who still works as a naval architect in Code 85 the rest of the time. Kent said they are creating a couple of new tools that will hopefully make tracking, managing knowledge, and reviewing a little easier.

"One is for using Fusion to ease the creation of wiki-type standard operating procedures. The other one is a new tool for tracking deliverables of any sort," Kent said. "I'm leveraging Eric's deep expertise in developing these tools."

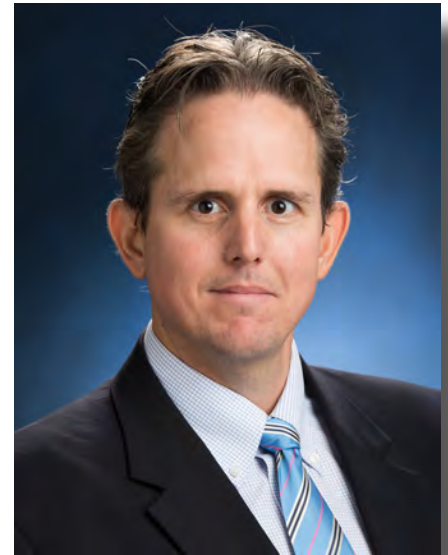
Once complete, Kent said he thinks the other departments may find these tools useful, especially the tracking tool. The other CHENGs have already expressed an interest.

As CHENG for Code 80, Kent was one of the authors for the project notebook and project review policies, as well as a primary author of the test readiness review policy.

"Keeping those documents up to date is a big part of my job and keeping the documents being used by our workforce," Kent said, adding that one of his biggest challenges is getting people onboard with the technical excellence policies. "I really see my job in the workforce as easing their path to some of this stuff and spreading the gospel of technical excellence."

Over the next year, Kent said they will be putting together a training plan for more technical excellence-related material.

"It's not just project management, there's also technical courses, like data analysis courses," Kent said. "There was a data science class that was offered last year. That was funded with technical excellence



money. People keep thinking we are just project management, which is a big part, but it's not the only thing we want to fund."

Even though Kent grew up sailing, he doesn't do it much anymore. Instead, he races his daily driver, a Ford Focus ST, in the Sports Car Club of America's autocross racing over at the FedEx field parking lot.

"I won the championship a few years ago, but I've only won one race this year," Kent said.

His newest hobby is fly-fishing. He has been fishing for a long time, but fly-fishing is something he really just picked up in the last eight months, and he so far, he likes it better.

Kent lives in Alexandria, Virginia, with his wife and three children. He is the assistant Cubmaster for a pack of about 150, leading two dens. Both of his sons are Cub Scouts, and he is hoping his daughter will join the den when she is old enough.

SEA-05 visits Carderock



Rear Adm. Lorin Selby (left), deputy commander for Ship Design, Integration and Engineering at Naval Sea Systems Command (SEA-05), and Capt. Cedric McNeal, commanding officer of Naval Surface Warfare Center Carderock Division, listen to Matt Marquardt (center), a mechanical engineer in Carderock's Hullform and Propulsor Testing Branch (Code 854), talk about the ocean surveillance ships T-AGOS(X) scale-model testing in the David Taylor Model Basin in West Bethesda, Md., on Dec. 12, 2019. (U.S. Navy photo by Ryan Hanyok/Released)

Carderock helps lay wreaths in Arlington



Thousands of volunteers, including a group from Naval Surface Warfare Center Carderock Division, attended the Wreaths Across America event at Arlington National Cemetery in Virginia on Dec. 14, 2019. This annual event occurs at 1,600 other locations across the United States. Wreaths were placed on the grave markers and wreath-laying ceremonies were performed at distinguished tombs and sites. (Photo provided by Matt Marquardt)

Carderock VERG gathers toys for Toys for Tots



Daniel Elliott, security coordinator for Code 70 (Code 105), gathers boxes for the Toys for Tots Program on Dec. 12, 2019. Naval Surface Warfare Center Carderock Division's Veterans' Employee Resource Group coordinated with the Marine Corps Reserve to have the Toys for Tots boxes placed around the West Bethesda, Md., site. (U.S. Navy photo by James Contreras/Released)

Naval Architecture lecture features Abbott On Call



This month's iteration of the David Taylor Naval Architecture Lecture featured guest speakers Tony Jang (speaking) and Nicholas Abbott of Abbott On Call, Inc. (AOC) on Dec. 12, 2019. The two presented a lecture titled "Realizing Flexible Ships: Flexibility Cost Savings Estimate for U.S. Navy and Lessons from Our Allies," in which they discussed the benefits of the Navy using flexible design features to increase the service lives of ships old and new, as well as how drawing from allies' experiences could enhance the U.S. Navy's methods of shipbuilding. Abbott and Jang, through AOC, have supported the Naval Architecture and Engineering Department (Code 80) for over a decade through projects and literature on shipbuilding processes. (Still image taken from video by Nicholas Brezzell/Released)

Working in proximity to Radiological Affairs Support Program (RASP)-controlled areas

What is ionizing radiation?

Electromagnetic or particulate energy sufficiently high enough to strip electrons from an element. The process is called ionizing.

What does an ionizing radiation warning sign look like?

Ionizing radiation warning signs have a magenta trefoil with a yellow background, as shown to the right, and a brief description of the radiation hazard contained within (e.g., "Caution, Radiation Area"). You may see similar signs in and around Buildings 10, 19, 60, 68 and 157.

You are required to heed these warning signs!

Who may enter these posted areas?

Only approved, qualified radiation workers and trained non-radiation workers may enter these posted areas. As a member of the public or other organizational personnel, you are prohibited from entering these areas.

Why am I receiving this information?

The regulations require that we provide resident staff with the information provided here.

What radiation dose will I receive by working adjacent to these areas?

While working adjacent to these areas, your dose will not exceed a 100 mrem limit (1 mSv) in a year from RASP-controlled sources. The Nuclear Regulatory Commission (NRC) and the Occupational Safety and Health Administration both restrict members of the public to 100 mrem (1 mSv) per year.

How would receiving 100 mrem per year affect me?

Per NRC, the annual exposure limit for radiation workers is 5,000 mrem per year. The U.S. Navy has further reduced the annual limit for these workers to 500 mrem. (There no scientific evidence that radiation exposures, which are compliant with these annual limits, cause any physical harm to humans.)

What regulations or guidance is given for these types of operations?

1. Nuclear Regulatory Commission, 10 Code of Federal Regulations (CFR) Parts 19 and 20
2. Occupational Safety and Health Administration, 19 CFR



1910.1096

3. NAVSEA S0420-AA-RAD-010 REVISION 2A, Jun 2019
4. Naval Surface Warfare Center, Carderock Division Radiation Safety Officer

Who should I contact if I have further questions?

The applicable facility manager or the radiation safety office at 301-227-3014/4584/2316. You may also send questions to NSWCCD_radsafe.fct@navy.mil.



Research Commons tip: Bibliogo for managing bibliographies

Naval Undersea Warfare Center Division Newport librarian Chelsea Watts promoted the newest addition to the Research Commons Blog last week on Fusion.

Research Commons users have access to Bibliogo, an online tool for creating and easily managing research sources into bibliographies.

“Establishing an organized research strategy that includes reference management is not only best practice, but it also makes the whole process go much more smoothly. Keeping track of the sources you’ve consulted is also critical in order to create the necessary bibliography or references list.

Maintaining a bibliography can be easy with the use of an online tool, too. While several of the true bibliographic management tools are not available to most NMCI users, there is still value using a tool to compile citations and export them as a bibliography. Bibliogo is one such tool with easy-to-use features such as creating, exporting, sharing bibliographies, creating journal feeds, and storing the full-text of articles alongside their citations.

Bibliogo is hosted by a document delivery platform called Reprints Desk and Research Commons users can get access at no additional cost. Just get in touch one of the Research Commons librarians and we can help get you set up,” wrote Watts.

Read more on the Research Commons Blog here: <https://blog.navy.mil/research-commons/2019/11/keeping-up-with-your-sources-via-bibliogo.html>.

To create a Research Commons account, visit <https://aimtc.nuwc.navy.mil/aimtcmanagement/request.asp> and fill out the appropriate information.

If you have any questions about the Research Commons platform or need assistance, you can reach out to the Research Commons staff directly by email, nuwc_npt_103libadmins@navy.mil, calling 401-832-2003 or through the contact form on the site.

Be sure to follow #ResearchCommons on Fusion for updates, FAQs and interesting articles posted from the platform.

CISD spring-summer 2020 open call

The Center for Innovation in Ship Design (CISD), Naval Surface Warfare Center Carderock Division is seeking input and ideas for a spring design project, as well as any that would be appropriate for the summer Naval Research Enterprise Internship Program (NREIP). This is without commitment and CISD is interested in any craft, unmanned maritime surface system or ship design challenges that you are willing to share. To note, CISD has a strong partnership with the United Kingdom and Canada where individuals from these allied nations will be participating in the design projects obtained from this call.

The purpose of these relevant innovative concept design projects is to aid in the education and advancement of the next generation of naval engineers. More information may be obtained by emailing Lt. Cmdr. John Collier (RCN) at John.Collier.ca@navy.mil or via phone at 301-227-5468. Unclassified ideas can be submitted to Collier or CISD Deputy Director Mike Alban at michael.alban@navy.mil or via phone at 301-227-6418.

The spring project will be 8-10 weeks long, staffed and funded by CISD with three to four early career engineers (of multiple nations), a more experienced team lead and supported by CISD senior staff. The NREIP projects are 10 weeks in duration, staffed by three to four interns from the NREIP program, with an early career engineer as the team lead. In addition, requirements and available funding will determine the assignment of subject matter experts (SMEs) in an ad hoc advisory role, or a sponsored active collaboration role with the CISD teams.

Currently CISD is seeking ideas and ‘two sentence’ project

concepts. CISD will have an internal selection (comparing with tools, data available and team experience) to produce a final list of projects before advertising the final project list to all those who contributed ideas. Ideas not selected (or combined) for the upcoming project needs will be revisited by CISD for possible inclusion in future CISD design projects.

The following are sample topic ideas of CISD projects showing the ‘two sentence’ level of portrayal:

Anti-Submarine Warfare (ASW) Corvette – Corvette capable of conducting an ASW mission through the active employment of onboard sensors and Unmanned Vehicles (UxVs). The vessel will also have a limited Anti Air Warfare (AAW) capability to enable its employment in an escort role initial operational capability (IOC) c. 2025.

ASW Mini-Craft – Mini-craft capable of conducting an ASW mission through the active employment of UxVs from the mini-craft. Investigate sole ASW or supporting ASW (partial) mission options IOC c. 2025.

UxV Mission Ship (experimental) – Design an experimental unmanned vehicle tender/mothership capable of hosting UxVs for a variety of mission sets. Additional investigation component into the use of an existing production ship class or refit of a retired asset IOC c. 2025.

Ideas should be submitted by Dec. 20, to allow CISD time to consolidate project ideas, perform the down selection, develop preliminary project requirements and identify an appropriate team lead.

5S property knowledge transfer brown-bag sessions

The objective of Carderock's 5S initiative is to have pride in our workspaces and accountability of the materials and assets in them. 5S execution will restore the condition of our world-class facilities and labs and improve visibility and accountability of our property.

For employees preparing for this major event, a 5S property knowledge transfer brown-bag session will be available on Thursdays in MTIC Building 40 room (West Bethesda) listed below from 11:30 a.m.-1 p.m. EST.

The session schedule:

- Dec. 19, USS Leviathan room
- Dec. 26, USS Columbia room

For more information or questions, contact Dave Beagan at 301-227-2404 or david.beagan@navy.mil.

Active Shooter training

Several instances of active shooter scenarios have occurred over the last decade in a variety of environments, to include the workplace. It is important that all employees (military, civilian and contractor) are educated and trained on how to react during an active shooter situation, what to expect from responding security/law enforcement personnel, and how they can best support those forces actions. Individual training and practical exercises prepare the force to survive these types of incidents if they were to occur in the future.

The first class offered for the Mandatory Active Shooter Training was Thurs., Nov. 7 at 10 a.m. in the Building 40 Auditorium and other classes will be available weekly thereafter as follows. All times will be 10-10:45 a.m.:

- Dec. 18, Building 40, Auditorium
- Dec. 23, Building 40, Auditorium

For questions, POC is Rob Gooden at robert.gooden@navy.mil or at 301-227-5647.

Annual Carderock Holiday Reception, Dec. 17

All hands are invited to the annual Holiday Reception on Tues., Dec. 17 from 1-3 p.m. in the Taylor Room, Building 2. There will be light hors d'oeuvres and a live band playing your favorite holiday tunes.

POC is Jennifer Brewster at jennifer.brewster@navy.mil or 301-227-1176. This is an MWR-sponsored event.

WB Women's ERG holiday gathering, Dec. 18

The West Bethesda Women's Employee Resource Group will be having a holiday gathering on Dec. 18 at 5:30 p.m. at the Normandie Farm Restaurant in Potomac, Maryland. All employees are welcome.

RSVP by Dec. 13 to Donna Intolubbe at donna.intolubbe@navy.mil or Kathy Stanley at Kathy.stanley@navy.mil.

Employment and salary verification for current employees

Are you applying for a home or car loan or need to prove employment at Carderock Division for other reasons? You, as the employee, must initiate this action through a NAVSEA employment verification website.

The Human Resources and Corporate Communications divisions (via the Public Affairs email box) cannot initiate or complete these requests. Often these offices receive inquiries from outside entities such as banks, which merely slow down the approval process for the applicant.

The step-by-step online process begins on your MyBiz+ tool using your Common Access Card (CAC). The MyBiz+ tool website, which is for current civilian employees, is <https://compo.dcpds.cpms.osd.mil/>.

- Choose Smart Card Access – Select the e-mail certificate – Accept
- Select "Request Employment Verification" on left side
- Choose "employment information" or "employment and salary information"
- Provide an email address for the person/bank requiring the employment verification
- Provide employee email address

- Select "Continue" and verify that you consent to have your information sent
- Once submitted, an email will go to the person requiring verification, and an email will come to the employee with a password. It is the employee's responsibility to provide the password to the person requiring employment verification. With the email they receive and the password the employee provides, they will be able to access the system and receive the employment verification for that employee only.

Military service members can refer requestors to the Servicemembers Civil Relief Act (SCRA) website for independent verification of service dates and/or to obtain a copy of their leave and earnings statement via myPay, a Defense Finance and Accounting Service tool.

New directive

Capt. McNeal recently signed the following Naval Surface Warfare Center Carderock Division (NSWCCD) instruction: CARDEROCKDIVINST 12713.13 (EQUAL EMPLOYMENT OPPORTUNITY REPRESENTATIVES FOR SELECTION PANELS), available at https://cuthill.aw3s.navy.mil/wcm/get_doc_url.php?pg=d12713.13.pdf

This instruction defines policy, requirements and responsibilities for Equal Employment Opportunity (EEO) representatives to serve on NSWCCD selection panels, and describes the responsibilities of the CO, department heads, HRD, DDEEO and the EEO representatives. Federal laws and Department of the Navy policies prohibit any form of discrimination on the bases of race, color, national origin, religion, sex (including harassment of a sexual or non-sexual nature, pregnancy, sex stereotyping, gender identity, transgender status and sexual orientation), age, genetic information or disability.

POC is EEO Deputy Director Wanda Jimenez-Barkdoll (Code 10E), 301-227-0090, wanda.jimenez-barkdo@navy.mil

WB CFC in full swing

The Combined Federal Campaign season began Oct. 1 with employees having the opportunity to donate to thousands of participating charities locally and worldwide.

As the primary charity campaign for the federal government, CFC has made it easier for all government employees to contribute by offering payroll deduction and only requiring \$1 minimum contribution. This year, the base aims to reach \$158,682 in campaign funds.

Donate at <https://cfcgiving.opm.gov/welcome>, using code WUYNN0 for Carderock. For more information on CFC, contact team leads Arline Grabner at arline.l.grabner@navy.mil or Allison McCollum at allison.e.mccollum@navy.mil.

Fusion 101 in the RIC, Jan. 14

There will be a Fusion 101 class on Jan. 14 at 1 p.m. in the Rapid Innovation Center (the RIC), Building 22, at Carderock. Seats are limited, so RSVP to Kelley Stirling at Kelley.stirling@navy.mil.

Fusion 101 is an interactive learning experience centered around the NAVSEA iFusion Collaboration Suite. Class is designed to introduce new users to Fusion and provide some useful tips for navigating the tools. Focus will be on four of the six tools in the suite: Fusion (social media app), Chat (instant message), Blogs, and Wiki (digital workspace). We will discuss digital citizenship, a brief history of the suite and basic functions of the tools, including hands on demonstrations (bring work laptop and power cord) and the opportunity to build or enhance current profiles (bring a current professional photo stored on work laptop).

Come armed with curiosity, and be sure to register Fusion account ahead of time as it is not an instantaneous process. This session is not a prerequisite for using the tools, and users are encouraged to register, explore, and start connecting with the greater NAVSEA and Naval Research Development Enterprise today.

Go to <https://fusion.navsea.navy.mil> to register (use e-mail certificate for authentication). Once registered, visit <https://wiki.navsea.navy.mil/display/GSOI> in the wiki tool to learn more about all the tools.

MAKE Lab training

The Manufacturing, Knowledge and Education (MAKE) Lab (Building 60, lab space 257K) has resumed regular training sessions every Wed. at 9 a.m. To sign up, go to: <https://wiki.navsea.navy.mil/x/osMHB>. All employees (civilians, contractors, interns, etc.) are welcome to take the training.

POCs: Scott Ziv (301-227-5145), Katherine Geisler (301-227-5507) and Ryan Donnelly (301-227-5719)

STEM volunteers needed

Volunteers are needed to help support the following science, technology, engineering and math (STEM) educational outreach events. No prior experience necessary and your participation will help to make memorable experiences for students interested in STEM!

Get involved as a SeaPerch mentor at upcoming student visits from:

- Dec. 20: Tilden Middle School
- Jan. 14: Francis Scott Middle School
- Jan. 15: Ridgeview Middle School
- Jan. 16: William H. Farquhar Middle School

Middle school students will be visiting NSWCCD on field trips to test out their self-built robots in one of our mini model basins. Volunteers are needed to help with the student competitions as well as the tours. Check out the upcoming school visits and sign up to volunteer online: <https://www.signupgenius.com/index.cfm?go=c.SignUpSearch&eid=0EC6C8D9FCCAFE65&cs=09B6BAD98FC58B6C7B7C64765BB39BCB&sortBy=L.title>

April 15 and May 13: NSWCCD will be participating in the Bowie Baysox STEM Events on April 15 and May 13. The events are from 9:30 a.m.-2 p.m. Volunteers are needed to support a hands-on STEM activity. Tickets to the baseball game, parking, and lunch will be provided for free.

NSWCCD will be participating in helping out the Eagle Academy with their in school SeaPerch builds. Their program is every Tuesday from 1:05-1:50 p.m. (and potentially Thursday's from 1:05-1:50 p.m. near the end of the build).

If interested in any of these STEM events, contact Haley Kirby at haley.kirby@navy.mil, or 301-315-1524 for additional details. A NWA is typically available for events during normal business hours (M-F, 9 a.m.-5 p.m.).

VA vanpool riders needed

South Riding/Reston, Virginia
POCs: Jeancarlo Torres at 301-227-0569 or jeancarlo.torres@navy.mil and Juliet Reynolds at 301-227-1829 or Juliet.reynolds@navy.mil

- AWS 9, 9, 9, 9, 8-hr schedule
- 5:32 a.m. - Departs South Riding by Freedom High School
- 5:55 a.m. - Departs Herndon Monroe Park & Ride (In Reston)
- 6:15 a.m. - Arrives Carderock
- 3:50 p.m. (M,T,W,Th) - Departs Carderock
- 2:50 p.m. (F) - Departs Carderock

Ashburn, Virginia

POC: Maureen Foley at 301-227-5040 or maureen.foley@navy.mil

- AWS 9, 9, 9, 9, 8-hr schedule
- 5:40 a.m. - Departs Ashburn
- 6:10 a.m. - Arrives Carderock
- 3:50 p.m. (M,T,W,Th) - Departs Carderock
- 2:50 p.m. (F) - Departs Carderock
- No out-of-pocket expenses. All costs covered by transit subsidy.

Winchester/Berryville, Virginia

POC: Mike Fugate at 301-227-5739 or david.m.fugate@navy.mil

- AWS 9, 9, 9, 9, 8-hr schedule
- 4:45 a.m. - Departs Berryville
- 5:50 a.m. - Arrives Carderock
- 3:30 p.m. (M,T,W,Th) - Departs Carderock
- 2:30 p.m. (F) - Departs Carderock

Arlington (new) vanpool riders needed

- A couple Carderock employees are starting an Arlington-NSWCCD vanpool and riders are needed. The pickup location will likely be near the Courthouse metro. POC: John Lietz at john.lietz@navy.mil and Chris Lee at jonathan.c.lee@navy.mil.

Stafford, Virginia

POC: Brenda Carias at 301-227-1706 or Brenda.e.carias@navy.mil

- AWS - RDE 1st or 2nd Friday of pay period
- 5 a.m. - Departs Mine Road
- Commuter Lot behind WAWA on 610
- 5:30 a.m. - Arrives Carderock
- 3:30 p.m. - Departs Carderock

MD vanpool riders needed

Gaithersburg-Germantown

POC: Paul Rakow at 301-227-1660, paul.rakow@navy.mil; full-time or part-time available;

- AWS 9, 9, 9, 9, 8-hr schedule
- 5:30 a.m. - Departs from the park-and-ride lot on Montgomery Village Avenue at I-270 A
- 3:30 p.m. (M, T, W, Th) - Departs Carderock
- 2:30 p.m. (F) - Departs Carderock

Pasadena-Hanover-Greenbelt

POC: Mary Miller at 301-337-2581, marv.e.miller@navy.mil; Lana Craig at 301-227-3960, ana.r.craig@navy.mil

- 4:25 a.m. - Departs Pasadena
- 4:45 a.m. - Dorsey Station Dr. (Dorsey MARC station) Elkridge, MD (off 100)
- 4:55 a.m. - Commuter park and ride lot, 7802 Sandy Spring Rd, Laurel, MD
- 5:25 a.m. - Arrives Carderock
- 3 p.m. - Departs Carderock

Severna Park, Pasadena, Arundel Mills

POC: Alan Adams at 301-227-5249, alan.l.adams@navy.mil
Katie Valinotti at 301-227-3740, katharine.l.valinotti@navy.mil

- AWS6 schedule (9 hour days)
- 4:30 a.m. - Departs Earleigh Heights Fire Department, Severna Park
- 4:45 a.m. - Marc Train Station, Hanover
- 5:20 a.m. - Arrives Carderock
- 3 p.m. - Departs Carderock

Waldorf

POC: Michael Johnson at 301-643-1602, or michael.r.johnson5@navy.mil

- AWS 9, 9, 9, 9, 9, 8-hr schedule
- 4:35 a.m. - Departs park and ride in Accokeek
- 4:50 a.m. - Departs park and ride in Oxon Hill
- Willing to make additional stops
- 5:20 a.m. - Arrives Carderock
- 3 p.m. (M,T,W,Th) - Departs Carderock
- 2 p.m. (F) - Departs Carderock

Earn a certificate in systems engineering

NPS and Carderock Division have partnered to offer a four-course academic certificate in systems engineering. The distance-learning program starts on April 2, 2020. The live lectures are given weekly where you can watch them on your NMCI or home computer. The certificate's curriculum is tailored to focus on ship- and submarine-related aspects of systems engineering in support of Carderock's mission areas. Some of the courses also provide credits toward the Defense Acquisition Workforce Improvement Act (DAWIA) engineering functional area.

The deadline to apply is Jan. 6. (Note you will need official copies of your transcripts). Because there is a short suspense on this deadline, interested staff should inform their supervisors of their interest in the certificate and enroll. The registration code is: NSWC-Carderock 282-203S.

After the Jan. 6 deadline closes, NPS will forward applications to Carderock Division for final down-select consideration, with supervisors' consideration, to fill the approximately 30 slots. Tuition costs are about \$2,000 per course, to be paid with direct or IOH. Your Individual Development Plan (IDP) must also be updated in the Total Workforce Management System (TWMS) to reflect the program.

This is the second cohort for the NPS certificate. Those who have previously applied may easily renew their application.

For more information, contact Dr. Jerry Smith (Code 82) at Jerry.R.Smith1@navy.mil.

Model Basin Toastmasters

When: first and third Wednesdays, 11:30 a.m.-12:30 p.m.
Where: Building 40, SS Santa Rosa, Room 207

(Alternate: Building 19, Room B201A-conference room in stairwell)
Who: All employees are invited
POC: Ed Taylor, Code 7121, edward.o.taylor@navy.mil, 301-227-5799

Bible Study Group

Wednesdays, noon-12:30 p.m. in Building 17W, Room 200 (conference room). POC: Joe Osborne at joseph.osborne@navy.mil, 301-227-5218



Individual Development Plans (IDPs) Factsheet for Employees

FY 2020

Background

DOD Instruction 1400.25, Volume 410, DoD Civilian Personnel Management System: Training, Education, and Professional Development, requires the creation and updating of IDPs for all civilian employees. Office of Civilian Human Resources (OCHR) is incorporating this requirement into the new SECNAV 12410.3, Civilian Employee Training and Career Development

An individual development plan (IDP) is a tool to assist employees in career and personal development. Its primary purpose is to help employees reach short and long-term career goals as well as develop the specific competencies necessary to meet current objectives and to determine the training, education and other professional development strategies that can be used to develop such competencies. IDPs assist in making employee performance more effective in present or future positions and should be viewed as a partnership between the employee and supervisor. IDPs involve preparation, planning and continuous feedback throughout the year.

Civilian Employees Should:

1. Prepare for discussion by:
 - Assess current competencies
 - Identify competencies you would like to strengthen
 - Determine your development priorities
 - Review your current interest and values
 - Examine the options available
2. Establish an IDP in TWMS
3. Enter training that will be submitted via the Adhoc Training Request (ATR) approval process.



Preparation/Approval of an IDP

IDPs should be prepared through collaboration of employees and their supervisors. These plans should identify specific needs for new or refined competencies, continuing education, professional development, and organizational, functional, or occupational training.

IDPs should describe employee development needs and appropriate opportunities, including training assignments to achieve organizational goals and individual career growth.

Employee training must be entered and approved in the TWMS IDP prior to submitting an ATR in ERP.

The TWMS IDP Tool can be accessed under TWMS Self Service at <https://twms.navy.mil/login.asp>.

More information about IDPs can be found at <https://cuthill.aw3s.navy.mil/intra/code10/hr/training.html>.

For more information, please contact:

Cecelia (CeCe) Paulding – cecelia.paulding@navy.mil – 301-227-2054
<https://twms.navy.mil/login.asp>