

DSMCAA Welcomes Newest Chapter to Southern Maryland

Patuxent River Prepares for Influx of Naval Acquisition Personnel

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The Defense Systems Management College Alumni Association recently added a new chapter in Southern Maryland, which is building on the past to form a unique service for the future. By FY 99, the Patuxent River Naval Air Station, Md., billets will grow to about 7,000+ from about 3,000+ in FY 89. The Southern Maryland chapter's main goal is to provide a forum for those members of the professional acquisition workforce already in place or relocating to Patuxent River, to openly exchange ideas for streamlining and enhancing acquisition of defense systems.

The Association chapter comes when Patuxent River, home of the Naval Air Warfare Center (NAWC) Aircraft Division, is undergoing a major expansion—the result of the Base Realignment and Closure decisions. Its parent command, the Naval Air Systems Command (NAVAIR), is consolidating the bulk of its Research, Development, Test and Evaluation (RDT&E), and Acquisition Command capabilities into two divisions: the NAWC Aircraft Division on the East Coast, and the NAWC Weapons Division on the West Coast.

The consolidation brings to Patuxent River, research and development from Warminster, Penn., including aircrew systems, aerospace materials laboratory, avionics, systems integration, and



air frame structures. From Trenton, N.J., comes propulsion RDT&E; and Indianapolis, Ind., provides program management support. Ship-shore elec-

tronics engineering will be added from St. Inigoes, Md., to the existing Patuxent River aircraft test, evaluation, and logistics capabilities. The NAVAIR

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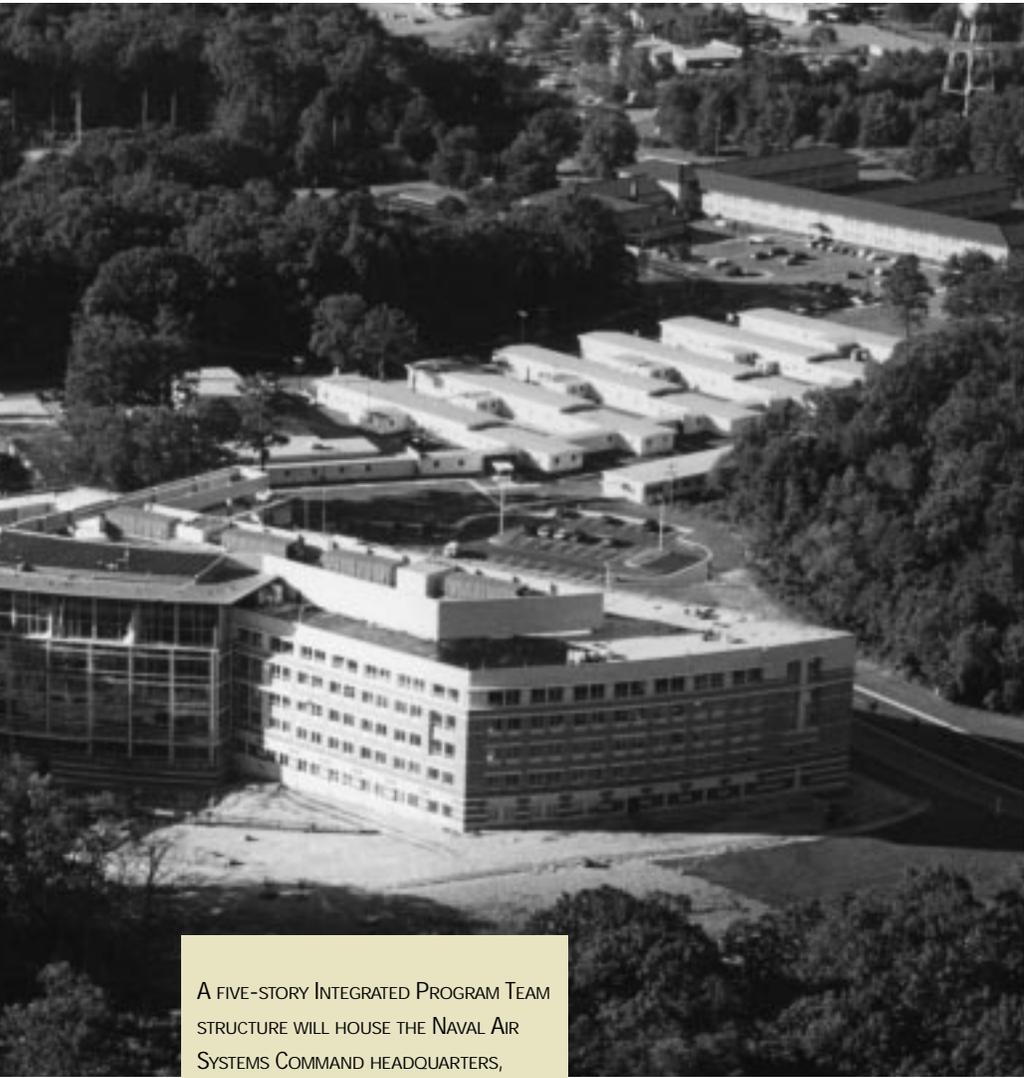
headquarters brings command, contracts, engineering, logistics, as well as Program Executive Offices, Program Manager Air programs, and program management functions.

Naval Air Systems Command Reorganizes

All elements within the Naval Air Systems Command-NAVAIR headquarters, NAWC Aircraft Division on the East Coast, NAWC Weapons Division on the West Coast, Training Systems

Division (Orlando), and Naval Aviation Depots-have been reorganized into a Competency Aligned Organization to meet downsizing and cost reductions mandated by the Department of Navy. Under the new structure, all employees and resources are aligned into appropriate competencies within the Naval Aviation Systems TEAM.

A Competency is defined as a major organizational element composed of



A FIVE-STORY INTEGRATED PROGRAM TEAM STRUCTURE WILL HOUSE THE NAVAL AIR SYSTEMS COMMAND HEADQUARTERS, WHICH IS RELOCATING FROM ITS CURRENT FACILITIES IN CRYSTAL CITY, VA., TO NAVAL AIR STATION PATUXENT RIVER, MD. THE 460,000-SF BUILDING, SCHEDULED FOR COMPLETION IN FEBRUARY 1997, WILL ACCOMMODATE 2,200 EMPLOYEES.

people with a particular discipline who have the training, education, experience, facilities, equipment, and processes necessary to satisfy program and other customer demands. The supply of talent within these competencies is then matched with demand

A CONSTRUCTION REPORT

Five major new buildings have been or are being constructed at the Patuxent River Naval Air Station in Southern Maryland to accommodate Naval Air Systems Command consolidation efforts. Several buildings on station also have been renovated to allow for the expansion of nearly 3,000 military, civil service, and contractor billets to be relocated to Patuxent River between now and FY 99.

The Aircraft Technologies Laboratory was dedicated in the spring of 1995 as the Robert N. Becker Technical Center. It consists of 23 state-of-the-art laboratories. The facilities provide a capability for the complete synthesis and characterization of existing and advanced materials and new materials concepts. It includes polymers, composites, and coatings laboratories.

A North Engineering Center, opened this spring, is a 250,000-SF modernistic facility that houses 450 scientists and engineers developing and integrating software for fleet support aircraft. It supports Advanced Anti-Submarine Warfare software and avionics-sensors development.

And, in the South Engineering Center, 900 scientists and engineers will research and develop tactical air vehicles, avionics, aircrew systems, and aircraft computer systems. The 450,000-SF Center was occupied this past fall.

Construction began this spring on the Propulsion Systems Evaluation Facility and is scheduled for completion in December 1997. The facility will house the Naval Air Warfare Center Aircraft Division's propulsion testing of engine accessories and aircraft engine systems. This will include an accessories test area, helicopter transmission test area, unmanned aerial vehicle propulsion test area, fuels and lubricants test facilities, and a rotor spin facility that will enable engineers to evaluate the rotating components of gas turbine engines. About 120 engineers and technicians will work in the one-story, 78,000-SF building.

A five-story Integrated Program Team structure will house the Naval Air Systems Command headquarters, which is relocating from its current facilities in Crystal City, Va., to Naval Air Station Patuxent River. The 460,000-SF building, scheduled for completion in February 1997, will accommodate 2,200 employees.

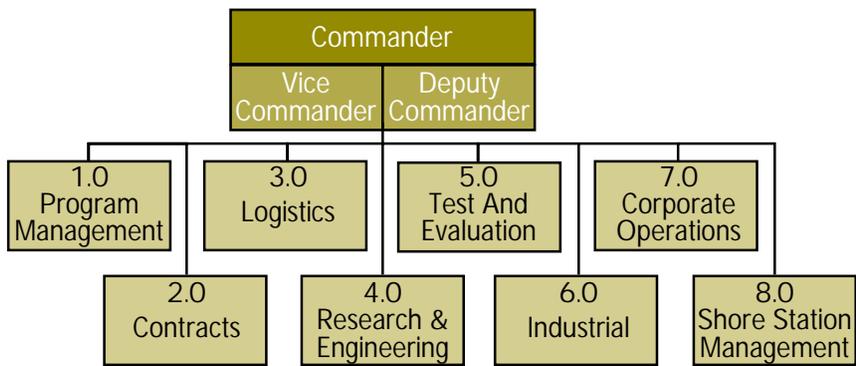


Figure 1. An Integrated Product Team Supported By All Eight Competencies

through a customer-driven process. The customer defines their work, and a team is assembled from the expertise resident in the competencies to quickly and efficiently satisfy customer needs. Figure 1 shows eight TEAM competencies.

Teaming Emphasized

The focus of the new Navy Organization is to define common processes and policies across all sites rather than concentrate on functional and geographical areas. The new business philosophy is to promote a totally integrated team for each program (Figure 2). The competencies will provide qualified people, facilities, and equipment to teams that will perform the work. The teams, in turn, produce or support the production of the products and services for the customer. The employees return to their competencies for technical support, new assignments, and additional training.

Competency managers provide supervisory functions, such as training recommendations, skills certifications, and establishment and communication of common methods and business processes.

The situation is unique in that for the first time, NAVAIR will collocate all the principal agencies and program offices on the East Coast at two sites: Naval Air Station Lakehurst, N.J., and Naval Air Station Patuxent River, Md.

The teaming among developers, testers, and managers is going to be highly integrated and focused on product development and acquisition. In that vein, the DSMCAA Southern Maryland Chapter will provide a tremendous opportunity to help with this bonding, pulling people from various competencies with a specific area of interest, creating an environment to discuss acquisition management reform. The chapter will also provide to members who cannot attend formal management classes, the opportunity to learn methods of more efficient procurement.

Reaching Our Audience

The Southern Maryland Chapter of the DSMCAA now holds monthly "brown bag" lunches that serve as a forum for the exchange of ideas. Guest speakers, who are experts in the procurement profession, share informa-

tion on various acquisition management reform topics as they relate to Naval affairs. Feedback from three earlier brown bag lunches, hosted by the Southern Maryland DSMCAA Chapter, has been positive.

The first brown bag focused on DSM-CAA, and what it can do for people. The second concentrated on earned value, and the third described the impact of the new DoD 5000 changes to Navy Acquisition Category III/IV programs. The lunches are open to all interested, and training credit is provided to those signing the attendance list. One advantage of membership is that it offers an opportunity to recommend topics for future brown bag lunches.

The Southern Maryland Chapter also had the opportunity to participate and solicit acquisition reform feedback following a May 31, 1996, Acquisition Reform Acceleration Day held throughout DoD, as directed by the Office of the Under Secretary of Defense (Acquisition and Technology).

The DSMCAA Southern Maryland Chapter meetings, in effect, attempt to reach three basic audiences: the traditional Patuxent River engineers/scientists—people who have worked in the test and evaluation environment, but have never had the opportunity to get into and comprehend what acquisition/acquisition reform issues were all

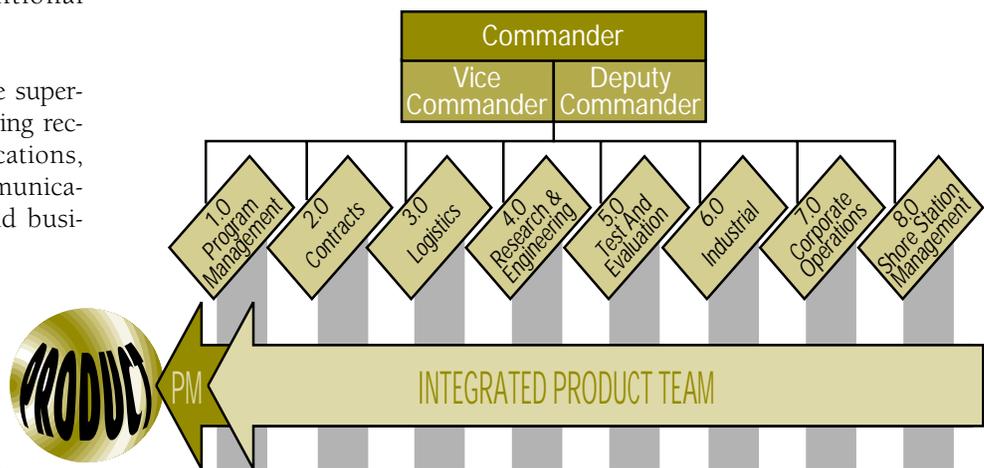


Figure 2. Naval Air Systems Command Organization

about. The second group is the support contractors—personnel who support NAWC Aircraft Division programs and who will be in need of such information to maintain proper communication links. Finally, the third group includes personnel at St. Inigoes, Lakehurst, and those relocating to Patuxent River as a result of the Base Realignment and Closure decisions who wish to stay abreast of acquisition reform issues and also meet Patuxent River personnel who are interested in exchanging ideas on streamlining and enhancing acquisition of defense systems.

Naval Aviation at the Forefront

The DSMCAA provides an opportunity for all participants to gain access to information concerning changes that are occurring in acquisition philosophy and to develop an important networking capability with those who are interested in the same areas of specialty. An important group that will be extremely interested in touching base with DSMCAA and keeping up to date on acquisition/acquisition reforms is the NAVAIR program managers and program officers who ultimately control how programs are implemented. Portions of NAVAIR have already relocated to Patuxent River, with the total move to be completed by September 1997.

“With the help of organizations like the DSMCAA, the potential exists to put together a model that will really streamline acquisition,” said Navy Capt. Rory Fisher, Head, Program Management Competency (1.0) for the Naval Air Warfare Center Aircraft Division.

The Alumni Association will help carry Naval aviation to the forefront of “Principal Site Aviation Acquisition” at Patuxent River by acting as a bridge between acquisition reform policy makers and the field activity personnel who implement these directives. Restructuring will provide for a better and more efficient means of product acquisition while producing a more competent workforce.

Anita Jones, DDR&E, Announces

TWO KEY APPOINTMENTS

Anita K. Jones, Director of Defense Research and Engineering (DDR&E), Department of Defense, recently announced two new senior leadership position appointments to her Pentagon staff: Dr. Ann Miller and Dr. Clarence W. Kitchens, Jr.

Miller is a newly appointed Senior Executive Service member, and is serving as the Director for Information Technologies. She brings a wealth of knowledge and expertise to the DoD from her extensive and exceptional experiences at Motorola, Inc., and academia.

Kitchens, an experienced federal Senior Executive Service member, former Director of the U.S. Army's Benet Laboratories, and an internationally recognized weapons technology expert, became the Director for Weapons Technologies. He brings extensive experience as a researcher, project leader, and manager of weapons science, technology, and development programs and organizations.

According to Jones, both individuals will play a key senior leadership role in the DoD's science and technology program. The appointments were effective January 5, 1997.

ATTENTION

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Our revised brochure on all available DSMC publications will be printed in mid-April 1997