



THE IMAGE

The Defense Mapping Agency
Systems Center

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Defense Acquisition Workforce Improvement Act



In 1989 the President directed that a plan be developed to improve the defense procurement process. He asked that specific actions be identified in four broad areas—personnel and organization, defense planning, acquisition practices and procedures, and government-industry accountability. He asked for recommendations of actions that the Congress could take that would contribute to a more effective operation and management of DoD.

Many things have resulted from the President's emphasis on DoD improvement, not the least of which is the Defense Acquisition Workforce Improvement Act (DAWIA). The intent of Congress (here is the party line) is to create a more professional, efficient, and stable acquisition work force, thereby enhancing materiel readiness and reducing costs of logistics support.

Before you lose interest in this topic because I am using terms such as acquisition and logistics, let me give the definition of acquisition and then show you why I believe we must be interested--

ACQUISITION: The planning, design, development, testing, contracting, production, introduction, acquisition logistics support, and

disposal of systems, equipment, facilities, supplies, or services that are intended for use in, or support of, military missions (Ref. DoD 5000.52-M).

I think you will agree that acquisition is what Systems Center is all about, and some of the people who work in Systems Center are in the acquisition work force. I am not referring only to the contracting officers and contracting specialist. Contracting officers technical representatives, computer specialists, physical scientists, and engineers are also in the acquisition work force. In other words, "U-R-ONE". Therefore, DAWIA is something we need to know about.

The DAWIA requires the establishment of an acquisition corps in each of the three military departments and a forth corps to cover the Office of the Secretary of Defense and the defense agencies, including DMA. The acquisition corps is a subset of a DoD component's acquisition work force, composed of selected military and civilian personnel in grades of lieutenant commander, major, general schedule and/or general manager (GS/GM) 13 and above, who are acquisition professionals.

Implementation of the law affects several acquisition functions amid DMA's broad re-

continued

sponsibilities. These include, but are not limited to, acquisition program management; communications-computer systems; procurement and contracting; systems planning, research, development, engineering, and testing; acquisition logistics; and business, cost estimating, and financial management.

To qualify for jobs in these functions, work force members will have to meet certain levels of education, acquisition training, and experience. Details are contained in DoD 500.52-M, "Career Development Program for Acquisition Personnel" (remember, U-R-ONE). Employees promoted after October 1, 1993, or ENTERING the acquisition work force will have 18 months to meet the basic entry-level requirements, although it is desirable that standards be met before assignment. There are exceptions, for instance, the education requirements are not applied to employees with 10 or more years experience as of October 1, 1993. Also, education requirements do not apply to individuals in their present positions or any position in the same grade and same level of responsibility.

To progress to higher levels of responsibility, members of the acquisition work force must increase their acquisition experience and complete additional training. As the acquisition community is reshaped in the face of defense budget cuts, training and experience will become increasingly valuable to those pursuing advancement opportunities.

The Acquisition Career Management Program (ACMP) (DoD Regulation 5000.58-R)

has been approved by the Under Secretary of Defense (Acquisition) and was signed on January 19, 1993. This regulation imposes a considerable workload on us to review all civilian members of the acquisition work force for certification and to consider all civilian members of the acquisition work force for membership in the Defense Acquisition Corps. This is to be done by June 30, 1993.

A draft DMA instruction is being prepared by HQ DMA(HR). The instruction will establish the policy, procedures, and responsibilities for an ACMP within DMA. The instruction will apply to those civilian and military personnel occupying positions designated as DMA acquisition work force positions in accordance with DoDI 5000.58.

The DAWIA emphasizes professional development through training, a concept embraced by DMA for a number of years. Improvement efforts have been propelled by the pressure to do even better. The DMA employees directly involved in the acquisition process are being equipped with the ability to make better decisions on behalf of the U.S. armed forces—to the benefit of the American taxpayer.

More information will be provided to you as we implement the DAWIA within DMA and in particular in Systems Center. I hope this article provides you useful information and serves to alert you to our changing environment. Watch for further articles on DAWIA. Remember, U-R-ONE. [by Col Philip Aitken-Cade, military deputy director]

SC Vision Statement

We are a team of empowered people enabling DMA to provide the worlds best global geospatial information through our commitment to customer service in an environment of creativity, technical excellence and efficiency.

Retirement...The passage into another lifestyle!



Russman

Retired

after 36 1/2 years

Robert E. Russman (Bob)

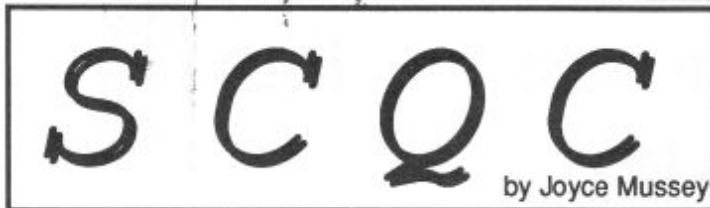
retired on January 1, 1993,

after 36 1/2 years with the Defense Mapping Agency and its predecessor organizations. Russman began his career at the Army Map Service in June 1956 as a GS-2 cartographic aid. His early years were involved with photo mosaicking, photo lab activities, map compilation, triangulation, geodetic data reduction and geodetic field surveys.

Russman received his BS degree in Cartographic Science from George Washington University by attending night classes. He has held a variety of positions in production organizations as well as positions on HQ DMA and HTC staffs.

In his long employment with the Agency he held the positions of chief, Gravity Branch, geodetic staff officer, chief of the Digital and Geodesy Branch and chief of the Systems Support Office. His HQ DMA experience includes staff officer in the Special Programs Division, senior program manager on the Geodesy Desk and chief of the Geosciences Division. His latest assignments in SC include chief of the Advanced Sensors and Geodesy Division and program manager in the Office of Science and Technology. Russman has extensive international experience, having worked in 20 countries including serving as chairman of the NATO Geodesy and Geophysics Working Group. He also has extensive experience within the intelligence community.

In retirement, Russman and his wife Linda plan to spend the summer months in the Shenandoah Valley of Virginia and the winter months in Phoenix, Arizona. His many friends and associates will miss him, and we wish him well in his retirement.



Now that we have reorganized and moved our offices, it is apparent that significant improvements have occurred. Having most of Resources, Plans and Programs Directorate, Modernization Development Group, and the Development Group to-

gether has improved the internal communications. Separating research and engineering from SC has helped clarify functions and responsibilities. However, there are always opportunities for improvement and we have an obligation to identify ways to improve the processes in which we are involved. To facilitate improvements, the SC Quality Council (SCQC) will take the lead.

SCQC which is made up of the senior staff, has participated in executive training, and is ready to push forward with total quality management (TQM) initiatives. The SCQC meets the third Tuesday of each month to consider ways to move SC further toward an environment that embraces TQM and to review processes that are candidates for improvement. The goal is to work toward establishing a new culture of teamwork, built on communication and cooperation.

The first process improvement teams (PITs) will be chartered in early March. From those opportunities for improvement (OFI) which have been submitted to and reviewed by the SCQC, a number have been selected for the initial teams. After the completion of training, a group of supervisors will write the charters for these first teams. The teams will then receive training and begin the PIT process with the support of trained facilitators. The next step is for other SC employees to be trained as facilitators for future teams as other OFIs are identified.

The SC employees who did not have the opportunity to participate in the DMA TQM awareness seminars in 1992 will be given that opportunity in March and April of 1993. In addition, a number of TQM related videos are being purchased and made available for the use of all SC's employees.

To submit an idea or suggestion to the SCQC you can use DMA Form 5010-4, Opportunity for Improvement. Questions can be directed to Joyce Mussey, SC quality improvement officer, RPA, (703) 487-8127 or DSN 364-8127, mail stop J-6.

Moving Again--WHERE--Brookmont Maryland!!!

Yes, it is true!

As part of the DMA master plan, the Agency will be closing several sites in the Washington area. Included in those sites are the HQ DMA Annex, Building 56, and SC Reston. The closures are required to reduce the Agency's overhead costs.

The current plan is for SC to occupy the entire 3rd floor of Erskine Hall (HTC) which will be totally renovated, new floors/ceilings/walls, even the rest rooms. The concept will be an open-layout floor plan. All supervisors will have hard-wall offices with doors. All nonsupervisory personnel will have modular workstations similar to those at HQ DMA. SC's area will include many of the amenities we currently have and, hopefully, additional improvements that will make our work place more enjoyable.

HTC will also be building a new lobby between Erskine Hall and Abert Hall. The new atrium will have two entrances, one SCIF and one non-SCIF. The SCIF entrance will lead directly to the elevators, which will be dedicated to the SCIF floors.

Because of the timing of the move, renovations to accommodate all SC personnel on the 3rd floor may not be totally complete. However, in that event, HTC has an alternate plan—they will house some people in a newly renovated part of the 2nd floor of Roberdeau Hall.

All SC personnel located in the Washington metro area will ultimately be located in one facility! The move is scheduled for the August/September 1994 timeframe.

James Sippel (RP) will manage the facility design/move. He will keep you informed on the progress as the design and construction are planned and completed.

What's New in RP



by Russ Gustin

As the deputy director of Resources, Plans and Programs Directorate (RP), I would like to address two topics concerning the reorganization and recent changes in the SC's meeting schedule.

With General James' authorization on December 30, 1992, the RP organizational realignment was approved.

RP previously had two divisions-- Programs and Operations Division (RPP) which focused on resource planning and management, and the Research and Engineering Division (RPE), which was responsible for the DMA R&D program. We now have four divisions, with a fifth matrixed to RP.

RPP remains with Jim Sippel as chief, but RPE was abolished with the mission/functions and some personnel realigned to the new Research and Engineering Directorate, HQ DMA.

The three new divisions are: Acquisition and Logistics Support Division (RPA), Management Support Division (RPM), and Systems Engineering Division (RPS).

John Webster is the chief of RPA. The mission/functions of RPA are maintenance planning and the management of the procurement defense agencies (PDA) program for DMA. RPA will work with the AQ Contracts Division personnel, Kathy Garcia chief, which has been matrixed into RP in order to better integrate DMA's PDA activities.

RPM is the former Management Support Division with Helen Wigfield as the chief. This division will continue to support SC's administrative activities (staffing, safety, travel, etc.).

The third division is RPS with Frank Eaton as its chief. This office will manage the telecom-

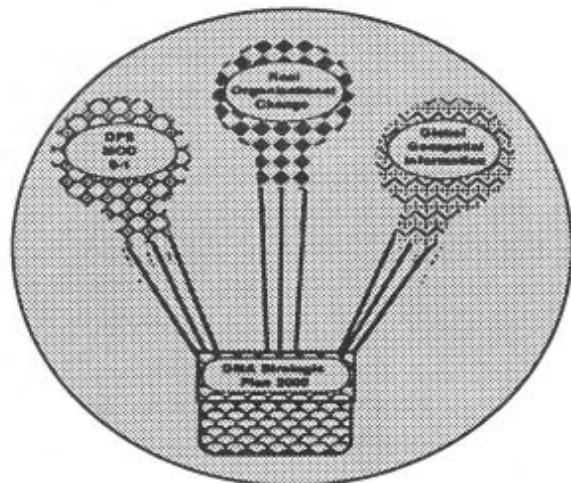
munications and office automation engineering/maintenance functions acquired from RC. As you can see from these changes, the RP mission and functions have changed significantly and I believe we will be able to better serve SC and DMA.

The second topic concerns meetings. We have rescheduled the DPS monthly and the ECCB from Mondays to Tuesdays in order to eliminate Sunday travel. This will allow the briefers to prepare for these sessions on Monday instead of using their weekends.

We have also established a developmental monthly meeting which will normally be held on the afternoon of the DPS monthly. This meeting will focus on non-DPS activities and replace the R&D and D&O monthly meetings.

I hope that this synchronization and consolidation will improve communications within SC and within the Agency. All of these meetings are Agency level sessions attended by HQ DMA and production center personnel. I emphasize this point because I have also initiated a SC only meeting, the RP monthly. This meeting will address the status of RP managed activities (resources, procurement, telecommunications, etc.).

I believe that by adding this meeting and by adjusting/combining other DMA meetings that we sponsor, we can improve our communications within the Agency.



CONGRATS . . .

Celebrating Promotions, Performance Awards, Special Act and
ASAP Awards, New Employees, Employment Anniversaries
and Suggestions!

Promotion

William R. Alder, Jr., MG
Laura A. Baugher, MG
Mary J. Canfield, RPM
Dale A. Chenoweth, EGSB
Robyn R. Eller, SO
John K. Jones, EGSC
Anne P. Kennedy, MGEW
Christopher D. Langdon, EGSB
Susan L. Larimer, MGP
Irene D. Larrow, RP
Janice R. Love, MGP
Derek E. Monroe, EGHD
Bruce S. Myles, EGEB
Michael J. Pohlars, MGEW
Gerald L. Powell, EGSC
Karen J. Poyer, D
Michael A. Quigley, EGSC
Patricia N. Smith, RPMA
Deborah A. Stutz, EGSB
Clarence Webster, EGHCA

Performance Award

Sigal E. Adkins, EGHBC
Karen S. Alcott, EGTA
Shirley A. Anderson, RPMA
Ronald Auch, EGSC
Ara H. Ayrandjian, EGSA
Gaylord Barker, EGHBAB
Carol L. Becherer, WGHAA
Chris E. Bierman, WGHBC
Joseph W. Brannan, EGSB
James H. Brown, III, WGSB
Bernice J. Brunk, SGC
Virginia R. Buecker, WGS
William C. Burley, WGSB
Lynn M. Candler, MGI
Mary J. Canfield, RPM
Louis E. Carter, EGHBC
Susan D. Chambless, WGEA
James W. Clawson, WGSE
Mary S. Crouch, WGHAB
Carolyn R. Coleman, MGE
Annette M. Conlon, EGSB
Paul A. Conlon, EGTC
Gwendolyn M. Cook, EGTC
Harold W. Corby, EGSB

Patrick J. Corkery, WGEA
Dennis R. Crain, WGHBB
Mary S. Crouch, WGHAB
John A. Curtin, EGEC
Jeffrey M. Danielson, WGSA
Joe M. Davenport, WGHBA
Denise Dittrich, WGHAB
Bradford W. Drew, EGEA
Nancy F. Dunn, RPM
Patricia S. Edwards, RPMA
Carol A. Ellison, WGH
Kathleen A. Fox, EGEA
Kathleen M. Friel, WGHAA
John A. Gillihan, WGEA
Daniel J. Gilpin, EGHBB
Elizabeth Girstantas, RPM
Susan M. Gligros, WG
Mary Ann Glosecki, WGAB
Arlene V. Green, MGG
Diane L. Gross, MGE
Faye N. Grubbs, MGM
Leonard F. Haack, WGSC
Geneva E. Hargett, RPM
James D. Hathaway, EGED
Barbara J. Henson, WGS
Edna V. Herdman, WGAD
David B. Herrmann, WGHBB
Theresa A. Higgins, WGA
Roscoe Hill, WGHAC
William D. Hoskins, III, WGED
Terry C. Housel, MGI
George H. Huelsmann, WGEA
Stephen B. Hux, WGEA
Leo T. Irwin, WGSB
John I. Israel, WGSB
David J. Jacobs, EGTC
Cleve J. Jany, WGHBC
John L. Jarrett, WGHBC
David P. Jarvis, EGHD
Turner H. Johnson, WGEA
Carol E. Julian, WGH
Gayle A. Kenniston, RPM
Judith A. Kinkead, EG
Emanuel S. Kinsey, WGHAB
Robert Koviack, EGHD
George M. Kroenung, WGSD
Christopher Langdon, EGSB
Susan L. Larimer, MGP

Irene D. Larrow, RP
Mary C. Lechner, WGE
Christine O. Lofstedt, SO
Ruth A. Lofton, MGG
Yim C. Loo, WGE
Janice Love, MGP
Barbara A. Lynch, WGEA
Deborah A. Lynch, WGHAA
Edith E. Lynch, RPMA
Christopher M. Maddocks, RPA
Danny G. Maddux, WGEA
Charles W. Marson, EGHCA
Sandra I. Martinez, EGSA
Deborah A. Maschmann, WGHAA
Richard S. McCormick, SGC
Kathleen McCoy, WGSF
Deborah L. Mervine, RPMA
Elmo R. Miller, Jr., RPMA
Theresa S. Miller, SO
Ann M. Mohan, D
Bruce S. Myles, EGEB
Loretta Neal, EGHA
Gary W. Nelson, WGSB
Penelope E. Olivey, EG
Maryann A. Onanian, WGE
Maria J. Ortiz, EGSA
Robert A. Patterson, III, WGSC
Patsy A. Plemmons, WGAD
Karen J. Poyer, D
Chester M. Qualls, WGHAC
Don E. Rakers, WGSE
Nancy A. Ramey, WGSE
Kyle W. Rhodes, WGSE
Gregory J. Schiebel, EGED
Michael L. Schleifer, WGSF
Nancy L. Shackelford, WGHBA
Michael J. Sheehy, WGSB
Paul J. Shoger, WGSB
Annie B. Singletary, RPMA
Patricia N. Smith, RPMA
Timothy D. Smith, EGSB
Wayne R. Soderquist, EGHBB
James W. Sowers, EGHBB
Christine O. Sredojevich, SO
Deborah A. Stutz, EGSB
Philip A. Sutton, WGHBC
Joseph L. Toohy, WGA
Elizabeth S. True, RPMA

Robert H. Usselman, WGSE
Delilah M. Viands, EGC
Robert V. Visconti, WGSB
Lynn L. Ward, EGC
Vivian D. Washington, RPMA
Wanda L. Weber, WGSE
Gary R. Weigel, EGE
Deniese A. White, EGSW
Marianne B. Wiler, EGSB
Deborah A. Williams, RPMA
Jeanne Williams, SO
Richard. Williams, WGSA
Ronnie L. Woods, EGSB
Joseph A. Zwettler, WGEC

Special Act Award

Shirley A. Anderson, RPMA
Tom Anslow, CMRS
Laura A. Baugher, MG
Patricia Beavers, CMRS
Beverly T. Burton, RPMA
Carole S. Butler, RPMA
Mary J. Canfield, RPM
Lynn M. Candler, MGI
Mary Cutting, CMRS
Patricia Dane, CMRS
David M. Danko, SGC
Nancy F. Dunn, RPM
Patricia S. Edwards, RPMA
Steven Feld, EGTA
Janet Fisher, MG
Paul T. Fox, EGTB
Elizabeth M. Girstantas, RPMA
Nancy L. Greer, MGM
Ruth K. Hamric, SO
Geneva E. Hargett, RPM
Charles N. Harris, MGI
Ruth K. Hayer, DG
Elizabeth B. James, DG
Larry G. Johnson, MGTV
Muneendra Kumar, SGC
Edith E. Lynch, RPMA
James W. Mahlon, EGI
Stephen Malys, EGE
Charles W. Marson, EGHCA
Allen McClain, CMRS
Deborah S. McLaurin, RPMA
Deborah L. Mervine, RPMA
Elmo R. Miller, Jr., RPMA
Fred W. Miller, RPS
Theresa S. Miller, SO
Ann M. Mohan, D
Verna Jean Nightingale, CMRS
Angelo F. Pappalardo, RPMA
Karen J. Poyer, D
Rose Pultz, CMRS

David E. Rogers, SGC
Saundra Sendaj, RPMA
Patricia N. Smith, RPMA
Elizabeth S. True, RPMA
Keith A. Voyzey, RPMA
William A. Walsh, EGHBB
Vivian D. Washington, RPMA
Helen E. Wigfield, RPM
Jeanne Williams, SO

ASAP Award

Carolyn Conley, HRWS
Richard S. McCormick, SGC
Edward Noll, RPP
John F. Welch, SO
Joseph Williams, SGC



New Employee

James D. Glenn, EGHCA
Suzanne R. Jarrell, RPM
William M. Jones, EGHBA

Service

40 Years

Arthur A. Noma, SGC

35 Years

Domingo A. Gomez, EGHCC
Edward L. Noll, RPP

30 Years

Samuel F. Dane, RPA
Elizabeth Girstantas, RPM
Barron I. Gulak, EGSC
William E. Opalski, MGTV
Oskar Reimann, DGD
Ben Roth, DGF
Joseph N. Williams, DGF

25 Years

Sherwood Ballard, EGM
Anthony J. Castellano, EGED
Martha S. Plemmons, EGS
Jane E. Thomas, RPM

20 Years

Gregory C. Arnold, MGT
Lawrence Balcerak, EGSB
Judith P. Davenport, MGI
Paulette E. Gosden, RPA
James J. Sippel, RPP
Maxine Viands, EGC

15 Years

Kanu Doshi, EGSC
Nancy F. Dunn, RPM
Gaylord Baker, EGHBA
Larry E. Housel, MGG
Larry G. Johnson, MGTV
Jeffrey L. Kretsch, MGI

10 Years

Thomas P. Ager, EGE
Andrew D. Cohen, EGED
Marilyn Drucker, MGTT
Linda M. Fox, MGI
Larry E. Kunz, DGF
Bernard J. Lauer, DGF
James A. Schrupf, EGEA
Kathryn L. Weilnau, MGF
John M. Williams, WGM

Suggestion

William A. Walsh, EGHBB

Manson Promoted

On March 1, 1993, Major Rick B. Manson, U.S. Army, Signal Corps, was promoted to Lieutenant Colonel. The ceremony was held at HTC and Col Aitken-Cade the military deputy director of SC, officiated at the ceremony. LTC Manson's wife, Young, and Col Aitken-Cade pinned on the silver oak leaves. Manson's sons, Roger and Scott participated in the ceremony by replacing the epaulets on his shirt. His parents, Ken & Jan, who were visiting from Massillon, Ohio, were also in attendance.

LTC Manson received his commission following graduation from West Point.

He came to DMA after his tour in Okinawa where he served as operations officer, and then executive officer of the 1140th Signal Battalion, in August 1991. LTC Manson is assigned as chief of the Systems Engineering and Maintenance Branch.

His previous duty assignments include Seoul, Korea; Fort Huachuca, AZ; Fort Gordon, GA; and Naval Postgraduate School, Monterey, CA.

LTC Manson resides in Herndon, VA, with his wife and three sons, Dave who attends Ohio University, Roger, a 9th grader, and Scott who is a 7th grader.

Merrifield Systems Center Moved to Reston

Systems Center relocated, January 15, to the Reston Executive Center, Reston, VA.

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Dedicated to AQ Contract Div.:	(703) 487-3284	DSN 364-3284

FACT

Our meager middle class. The U.S has the smallest middle class (53.7 percent) and Japan the largest (90 percent) among industrialized nations. The next largest middle-class population: Sweden (79 percent), followed by Norway (73.4 percent), and Germany (70.1 percent).

World Rank Research Team

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