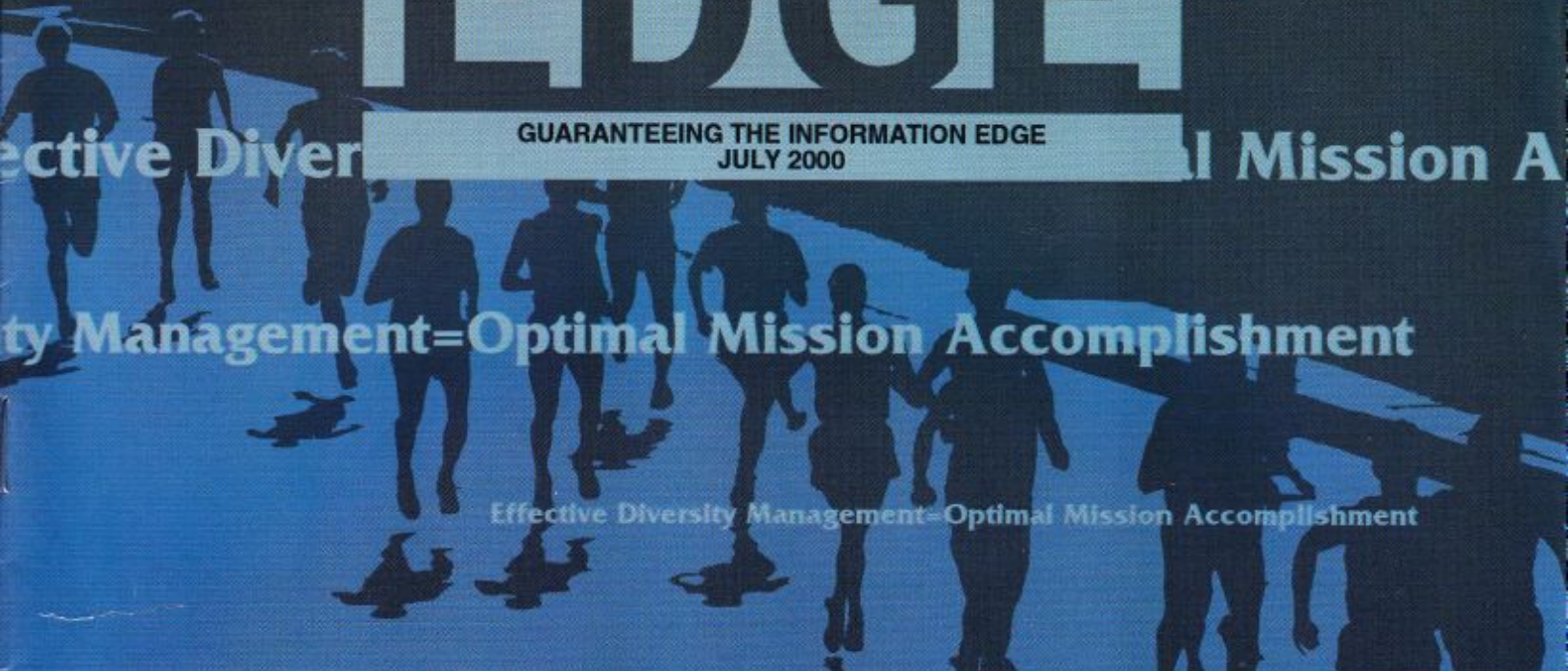


NATIONAL IMAGERY AND MAPPING AGENCY

EDGE

GUARANTEEING THE INFORMATION EDGE
JULY 2000



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Diversity Management see page 10

JULY 2000

EDGE

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On The Cover

Diversity isn't about race, religion, gender or ethnic origin—it's also not about tolerance. Diversity is about strength based in natural differences, strength that can bring innovative solutions and increased productivity to the workforce. See story, page 10.

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COMMAND POST

When Thomas Jefferson penned the Declaration of Independence, he wrote, "We hold these truths to be self-evident, that all men are created equal."

We probably would say "*people*" today, but except for that minor change, it's difficult to improve on the idea. But what does it mean to be *equal*? What, exactly, is this "self-evident" truth of which Jefferson writes?

At the time the Declaration was penned, Europeans were born into essentially four classes: royalty, nobility, commoners and servants. When Jefferson wrote about equality, it was an equality of rights.

Although equal in rights, it also is self-evident that we all come into this world with varying talents, predilections, opportunities and abilities—and these can be as diverse as our physical distinctions. These individual distinctions are what give this nation its strength and ability to persevere and succeed. We've seen this in the tremendous contributions that have sprung from the great "melting pot" that is the basis of what we began as, what we are and what we will be.

This issue of the Edge focuses on diversity and its value to NIMA. A diverse workforce can yield innovative solutions, increase productivity and enhance overall effectiveness. NIMA's success and prosperity throughout the 21st century and beyond will, therefore, require the contributions of all its employees. It requires that managers and supervisors create work environments that maximize employees' contributions and promote effective customer service. By managing employees as individuals, not members of a group, we can enhance employee development and contributions through involvement, teamwork, training and balancing work with personal needs and family situations.

NIMA's future success as the premier imagery and geospatial agency depends on each of us. We must commit to organizational excellence through the effectiveness of our leaders and the competitiveness of our employees.

You'll also read in this issue about excellence in the form of improvements NIMA has made in training automation through PeopleSoft software—and in its representation through innovative exhibits. You'll read about St. Louis's consistently strong standing in the annual Federal Executive Awards and about Roy Soluri, who has extended NIMA's influence in notable ways in the maritime safety community.

To the entire workforce at NIMA, regardless of your grades or positions, I salute you. We each have our strengths and weaknesses, but our accomplishments show that we're using our talents and abilities and that we're working as a team. Indeed, because of you, we have a bright future.



James C. King
Lieutenant General, USA

New PeopleSoft Module Automates Training Administration

by Susan H. Meisner
Human Resources



Gail Bowers, St. Louis registrar, and Lynn Keleher, lead registrar input data directly into PeopleSoft.

Training administration at NIMA encompasses thousands of students, hundreds of classes, four hard-working NIMA College registrars and more than 110 business office training coordinators. But help is on the way with this month's planned rollout of PeopleSoft's training administration module on the Secret Collateral Enterprise Network (SCEN).

"The new training administration module will help regis-

trars and training coordinators do their jobs more efficiently," said George Rauch, NIMA's PeopleSoft project leader for training administration, "both in enrolling students and meeting the NIMA College mission."

The automated processes within PeopleSoft's training administration module, he added, will reduce much of the registrars' administrative burden. At the same time, it will enable business office

training coordinators to better assist their offices in meeting training requirements.

"Tracking training information, including statistics-gathering and enrollment reports, is highly manpower-intensive right now," said Sam Birchett, chief, Training Management and Plans Office, NIMA College. "Implementing the new program caused us to reexamine and improve the entire registration process." Employees should have more

control and find it easier to register for classes. They also should notice a faster turnaround time in requesting and receiving training.

Automatic Analysis

"PeopleSoft provides us with a way to analyze the need for courses," said Lynn Keleher, NIMA College's lead registrar. "We do that manually now. The system will allow us to track no-shows and cancellations as well. Last year we trained 13,000 students, which is a difficult number to manage using manual systems."

Business offices, via their training coordinators, will have online access to course rosters, budgets and the availability of slots in the courses. "The way it is now," Keleher said, "coordinators need to maintain close contact with their registrars to get information on available seats."

Training coordinators will register students online in PeopleSoft. The system is tied to the human resources database, so once the coordinator enters the student's social security number, other fields—such as name and office code—automatically populate. This speeds up the registration process by eliminating manual entry of data. The system will check availability and automatically approve the registration if space is available, and notify the student of his or her enrollment status via e-mail.

For those without SCEN access, training coordinators will receive and forward the e-mail notifications.

The NIMA College currently tracks non-discretionary training, while business offices track discretionary training. "PeopleSoft training administration will combine the processes and provide more accurate documentation of how many people we trained," Keleher said. Training administration will be the agency's system of record for training.

Training Coordinator Cindy Callahan is looking forward to

"Tracking training information, including statistics-gathering and enrollment reports, is highly manpower-intensive right now. Implementing the new program caused us to reexamine and improve the entire registration process."

the PeopleSoft enhancements. "PeopleSoft will streamline our training registration process by eliminating our reliance on e-mails to registrars for training enrollments," she said. "We'll know immediately if space is available in a class."

Eliminate Databases

"Training coordinators will be able to provide accurate reports to management on enrollments, training no-shows and employee training histories," Callahan said. "Since budget tables and reports are

built into PeopleSoft, we hope to eliminate the other databases and manual tracking systems we currently use."

NIMA College has four full-time registrars: lead registrar Lynn Keleher, Fort Belvoir, Va.; Amber Beall, Bethesda, Md.; Camille Woody, Washington Navy Yard; and Gail Bowers, St. Louis. All will now be able to concentrate on monitoring enrollment and course fill, setting up new courses, installing them in PeopleSoft, announcing sessions to the work force and accessing and updating the various tables that run the whole process.

According to Rauch, a key part of the training administration module is an automated course evaluation system. Although the new system will initially include hard copy course evaluations, online evaluations will eventually be available. "We want to know what information was useful to students, and how much they retained," Rauch said.

Next Logical Step

"Training administration is the next logical step in the rollout of PeopleSoft," said Mark Shelberg, NIMA's PeopleSoft project manager. Since last August, NIMA has been implementing PeopleSoft human resources management system processes. The PeopleSoft database is now NIMA's human resources system of record, storing all employee

Continued on page 15

FEB Honors Outstanding Federal Employees of the Year

by Debbie Kusturin

Two employees and one NIMA St. Louis team were honored at the 11th annual Federal Employee of the Year Awards ceremony on May 4. Sponsored by the Federal Executive Board (FEB) of St. Louis, the event recognizes federal civilian and military employees for significant contributions to their agencies and their communities.

Shirley Bild, chief of the St. Louis Operations Section (SONOOS), was named Outstanding Supervisor of the Year. Bild demonstrated outstanding leadership and management abilities in resolving mainframe computer issues dealing with Y2K compliance and decommissioning systems. She helped NIMA save more than \$900,000.

David Schaefer, Mission Support, received the Individual Community Service Award. He was recognized for his efforts on behalf of the Boy Scouts of America, his church and school district.

Receiving Outstanding Team Performance honors were members of NIMA's Ecuador/Peru Demarcation Team. The team was recognized

for its outstanding work in the creative application of geospatial information to support U.S. peace efforts in South America. The team, working with official representatives of Ecuador and Peru, was able to map a line of demarcation that brought to close a border conflict that extended back to 1942. Team members included: Karen Anderson, Barry Barwatt, Paul Basgall, Jennifer Bell, Alfred Bick, Jeffrey Bjerke, Lenwaski Campbell, Cindy Crouch, Denise Damschroeder, John Devero, Steven Durnal, Gary Etter, Raymond Farley, Ray Fyalka, John Gates, Stephen Godar, Jane Harris, Sharon Hawk, William Heidbreder, Manual Herrera, Mark Hinesman, Tom Kelemen, Kenneth Korzym, Gene Leuschner, Gary Lorenz, Randal Maxwell, Michael McAmis, Dan McElroy, Rex McSpadden, Michael Mereness, Susan Morse, Roger Oleson, Steven Ott, Timothy Peplaw, Glenn Ramsey, Phil Roberts, Nate Ryan, Steven Rynski, Wayne Schnieder, Tyler Shipp, Jim Smith, Paul Stefaniw, David Stein, Glenn Steinkamp, Ron Tomlinson, John Weikel, Lana Weiss, Terry Wilcox, and David Zuhlke. ✦



Photos by Gerald Goodin/MSASI

Deputy SECDEF Visits NIMA

Deputy Secretary of Defense, Rudy de Leon views digital products with the aid of 3D glasses while NIMA Director LTG James C. King looks on.

De Leon visited NIMA headquarters for the first time on June 12, was briefed by the Senior Leadership Group and toured a geospatial production area. The 27th Deputy Secretary of Defense, de Leon was sworn in on March 31.



Outsourcing a Break for Some St. Louis Employees

When competitive outsourcing impacted nearly 40 NIMA St. Louis employees last September in the Mission Support Directorate, many were stunned and uncertain. Some had invested years to federal service and hoped to retire. But life went on and many former employees signed on with Akima, an Alaska native-owned corporation based in Charlotte, N.C.

Founded in October 1995, Akima was selected for the Base Operations Support contract and established itself at NIMA St. Louis at the beginning of the 2000 fiscal year.

Louise Esker, a traffic management specialist, took an "early out" with NIMA after almost 24 years. She signed on with Akima as a contracting officer representative.

"It was a very easy transition for me," she said. "I left NIMA on September 30 and was back to work on October 1." She even got a promotion. "Akima's a very nice company to work for," she added. Presently Esker supervises mail, oversees freight, recycling, destruction of classified documents, and vehicle operations.

Ralph Wolf, who had 18 years of federal service, had to resign as a shipping and transportation warehouseman due to the competitive outsourcing. He now is a hazardous waste specialist with Akima and loves his job.

"I like the work a lot," he said. "Not only does it keep my busy, I enjoy it more than what I was

doing. The pressures are different. It's up to me to prove I can do the job well. In government I was in a rut, but now there's a sense of accomplishment."

Wolf said ending his federal career was a major transition and that he reinvested his retirement—including his Thrift Savings Plan contributions. "The retirement had already been taxed," he said, "but not the TSP." The financial officer at the St. Louis credit union rolled over the money into other accounts. "If the government had issued me a check," he said, "I would have owed taxes immediately."

Ron Nickles, a supply technician with 16 years of federal service, also is happy to have made the transition. "Was there heartache? Yes and no, because I'd been RIF'ed three times previously," he said. "In each case, I'd been reinstated in different jobs inhouse. This time, they looked, but there was nothing." As much as he hated leaving federal service, he said being established as an Akima employee is a lot off his mind.

"I don't have to worry about it anymore," he said. "Working for the government was routine. People took you for granted. Now that I'm working in the private sector, they seem appreciative. I like what I'm doing because if I do a good job I feel valued. I'm glad to be working here." ❄

NIMA Debuts

New Dynamic, Informational Exhibits

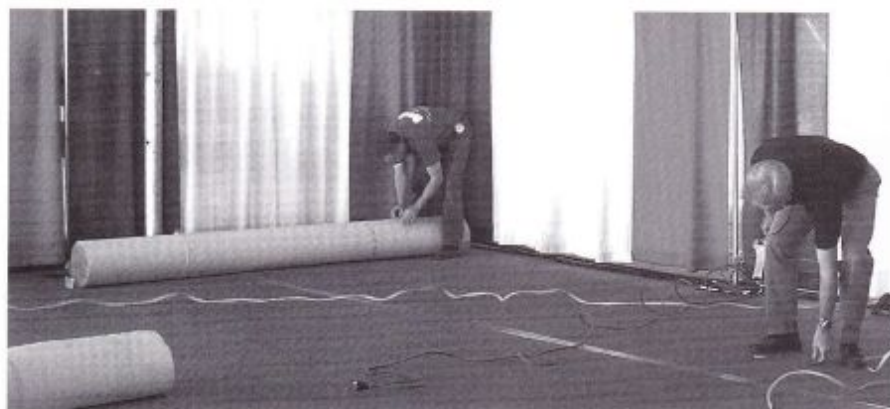
by Jenny Fleming

Foam boards, corkboards and posters are now a thing of the past when NIMA goes on exhibit. Thanks to employees in Mission Support (MS), the Director's Initiatives Group (DI) and Public Affairs (PA), NIMA has a class of new generation, high-tech exhibits exemplifying its vision of "Guaranteeing the Information Edge."

During the production stages, attention was focused on design, message and the medium through which the message would be presented. Richard Hardwick (MS) designed the exhibit backdrop, keeping in mind that the final product should accurately reflect the agency's mission—now and in the future.

He achieved this with his final design, consisting of:

- 8x20-foot backdrop with brushed aluminum siding;
- National Imagery and Mapping Agency spelled in an eye-catching phosphorescent blue lighting;
- a triple layer Plexiglas portal showcasing imagery, imagery analysis and geospatial information;
- a 52-inch plasma, flat-panel screen capable of showing video or other multi-media presentation; and,
- four workstations accompanied by "director's" chairs.



Rolling out the carpets in preparation for the exhibit.



Graphic designer Richard Hardwick receives a hearty handshake from NIMA Director LTG James C. King following Acquisition and Logistics Stand Down Day Conference in May.

Photo by Rob Cox

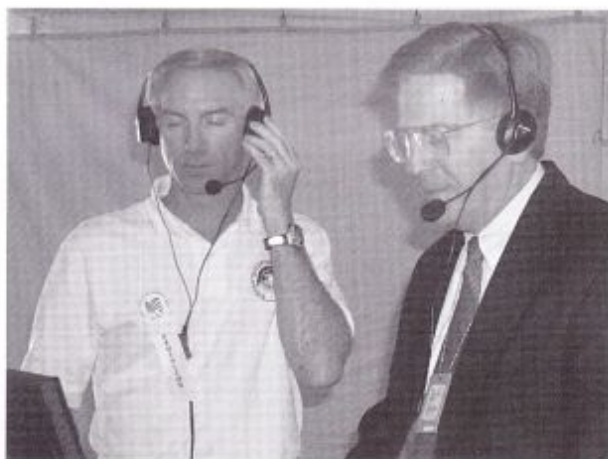
As the production entered the latter stages, Leon Samuels (MS) and Lon Hamann (DI) laid the groundwork for production schedules, funding and preparation for the exhibit's debut on the National Mall for Public Service Recognition Week (PSRW), which was held the first week in May. They also took into account that the final product would not just be for PSRW, but for every exhibition NIMA was to attend over the next several years. It had to be dynamic as well as informational.

"NIMA's new exhibit is, in fact, extremely versatile and can be presented among a broad base of spectators with varying degrees of expertise and knowledge," Hardwick noted. "The most dynamic aspect of this exhibit is the 52-



NIMA staff arrive at the site to assist in setting up the exhibit. Thanks to its innovative design, setup is not a major chore.

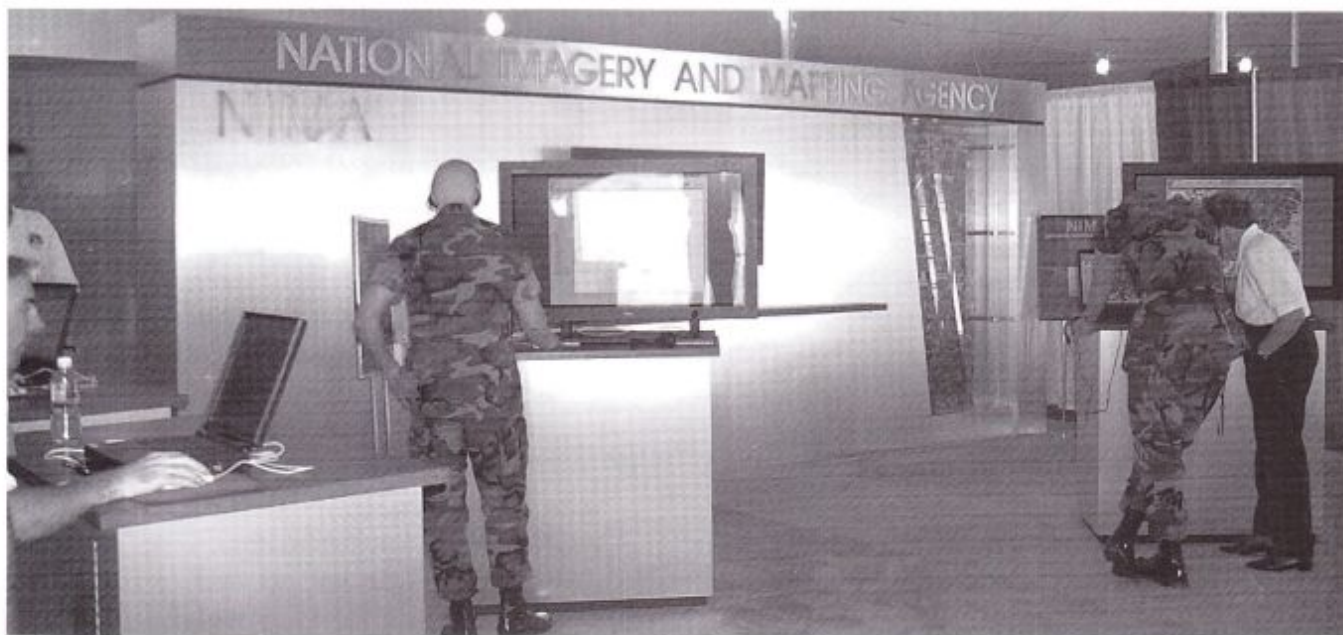
Deputy Secretary of Defense Rudy de Leon (right) visited NIMA's exhibit at the Public Service Recognition Week in May. NIMA's Al League guides him through some of the interactive demonstrations.



inch plasma flat-panel screen, placed on the backdrop and capable of showing video and other multi-media presentations that can be tailored to individual audiences."

For PSRW, Hamann coordinated the NIMA message with a group of multi-media specialists, including Hardwick, to effectively portray NIMA's mission, vision and core values. During PSRW, Al League, of the Operations Directorate, assembled a group of specialists to reinforce NIMA's message with an interactive demonstration of integrated NIMA products.

"Together, the demonstration, message and backdrop create an informative presentation and welcoming environment for any who have the opportunity to see it," said Samuels. The message is, "We are a forward-looking agency, always there to assist our soldiers, sailors, airmen and Marines and civilian agencies in combat and in peacetime." #



Diversity Management Taking NIMA to the Next Level

by Muridith Winder

Debbie Ridley wants to help NIMA move to a higher level of corporate awareness. And getting there, she believes, depends in large measure to effective Diversity Management.

"For an organization to not only survive, but to thrive," she said, "it must focus on its most important resource—its *human* resource, but not the human resource as represented by different people in groups."

Focusing on any one group or groups, she said, could have the opposite effect and promote divisiveness. As NIMA's director of Diversity Management, she sees her first task as dispelling the myth that diversity is synonymous with equal employment opportunity.

"They are not the same," Ridley said. "The EEO program is the legal compliance element of an organization. It ensures that people's rights are protected, such as the right to work and advance in an organization based on merit. EEO deals with affirmative employment, special emphasis, discrimination complaints, and sexual harassment and training."

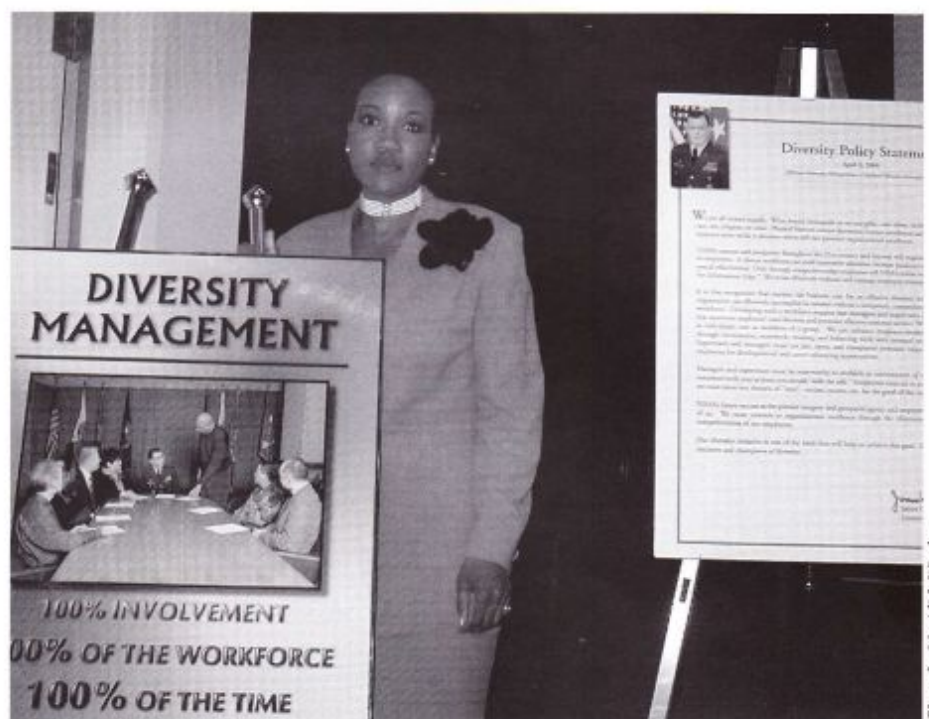
Diversity, though not legally required, is every bit as important, she said.

"Diversity sends a message that the most important aspect in any organization is its people," she said. "Those people must be competent, competitive and qualified. If they aren't,

the organization will not meet its mission in the most effective and efficient manner possible."

There are several steps to help an organization meet its diversity goals.

The first step to having competent, competitive, qualified people are systems and processes



Ridley

Photo by Muridith Winder

consistent with that goal. These define how the organization recruits people, how those people are trained and how they're rewarded. "If the processes are consistent with that goal, the result will be a workforce comprised of people who will facilitate the agency meeting its mission," she said.

An Agency With 'Culture'

The organization also needs a culture compatible with the development, growth and mainte-

nance of its people. "Again, when we focus on just particular groups of people, we create a culture that tends to be divisive," Ridley said. "Diversity shines the spotlight on the culture of the organization."

When talking to NIMA employees, Ridley still encounters some who feel that NIMA had eradicated the cultures of its predecessor organizations without providing one of its own. "That's not true," she said. "NIMA not only has a 'dominant' culture, it has a number of rich sub-cultures."

She defined a dominant culture as one with elements that a random group of people in an organization would pick as being necessary to succeed. Some might put a high emphasis on imagery analyst experience, or whether someone had a mentor or specialized training in certain areas.

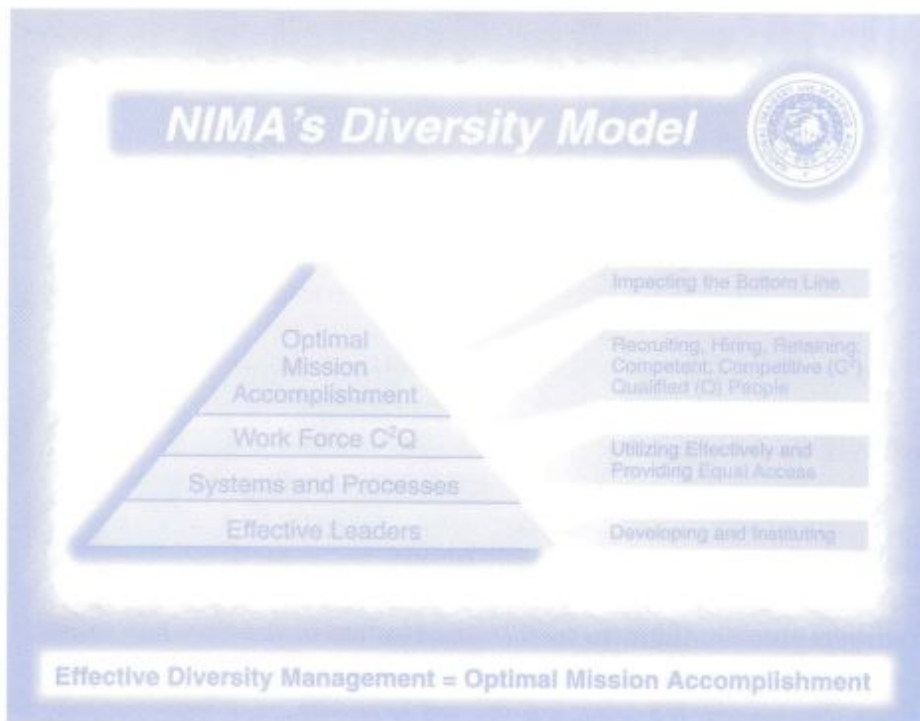
"The behaviors in an organization determine life and success in that organization—it's culture—and are the common characteristics defining an organization," she said.

Within NIMA's dominant culture, there are several subcultures, said Ridley. Notable examples exist in St. Louis, the NIMA College and the Washington Navy Yard. Not surprisingly, she added, there are subcultures within the subcultures.

"My goal is to ensure in NIMA the existence of an organizational culture that will determine the success of the agency and its people—one that will cause NIMA to thrive now and in the future," she said.

Competitive Advantage

One of the mechanisms she wants to implement is the development of a competitive advantage plan. This would embody initiatives to ensure that everyone at NIMA has an equal



playing field and that the systems and processes used to create competent people can be equally accessed.

"That's very important," she said, "because if there's one person at NIMA who's not competitive as he or she should be, then that's one aspect of NIMA's mission that's not being met in the most efficient manner possible."

Ridley pointed out that NIMA's Director, LTG James C. King, is the agency's chief champion of diversity. "He's going to personally teach managers how to champion diversity," she said. "It's a first, as far as I know, for an agency head to perform in that capacity." She added that King has provided the funding to ensure that "we're able to do the things that we need to do to ensure an efficient diversity initiative."

The Diversity Management Plan of action also includes:

- The behavior traits managers, supervisors and employees should exhibit if they are practicing diversity supportive behavior;
- Diversity quarterly reviews providing a report to King and Deputy Director John L. Helgeson about the kinds of career-enhancing

Continued on page 14

NIMA's Soluri is Global Leader in Radio Navigational Warnings

by Howard Cohen
Marine Navigation Department

If anyone knows the hazards of marine navigation—and how to avoid them—it's Roy Soluri, deputy chief of NIMA's Marine Navigation Department. Soluri has spent more than 14 years working with the international hydrographic community to make the high seas a safer place.

And if the recognition he's received is any indication, he's been successful. His latest in a string of awards throughout his career came in October, when NIMA Director LTG James C. King presented him with the NIMA Meritorious Civilian Service Award. Soluri has served as chairman of the International Hydrographic Organization's (IHO's) Commission on Promulgation of Radio Navigational Warnings (CPRNW) for more than a decade. And in 1993, he was unanimously elected as chairman of the International Maritime Organization's SafetyNET Coordinating Panel and the IMO Sub-Working Group on Maritime Safety Information (MSI).

But aren't his chairmanships on these committees time consuming? "Actually, no," said Soluri. "My participation on these committees falls squarely in line with my duties

as the deputy chief of the Marine Navigation Department."

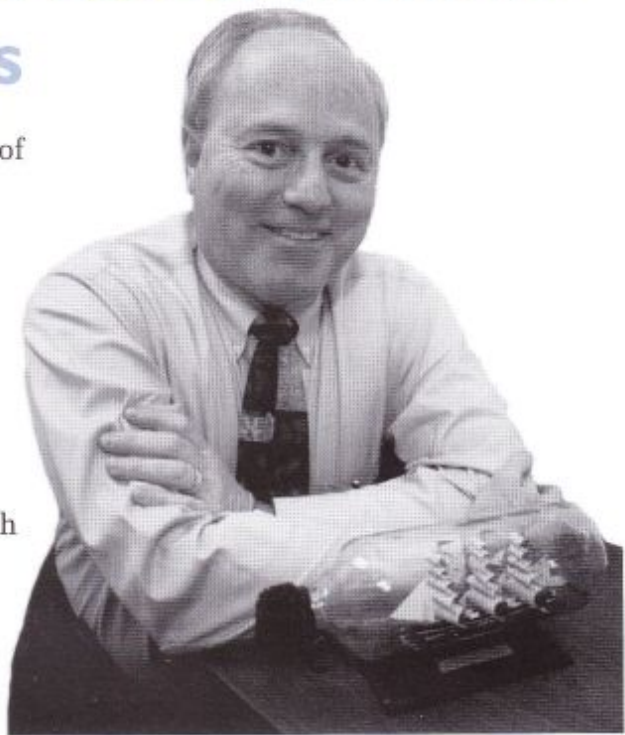
Dividends for Mariners

"The hours Roy spends talking by phone, fax, e-mail and face-to-face with the leaders of the Worldwide Navigation Warning Service have really paid dividends for mariners AND NIMA," said Steven C. Hall, chief, Marine Navigation Department.

Over the years, Soluri has seen the world of radio navigational warnings change dramatically.

With the advent of technology, Soluri said, preparing messages has gone from a "typewriter with triple carbon copies to computerization." A "typo" normally required the radio operator to start over again. "Today, with onscreen editing," he said, "the message is corrected, and with a stroke of the "send" key, the message is gone instantaneously."

Due to atmospheric effects on high frequency radio signals, transmitting maritime safety messages after dark was not very effective. But to Soluri, safety at sea wasn't just a "day



Soluri

(photo by John Ilari)

job." In 1990, he was a key player in implementing broadcast of 24-hour-a-day navigational safety messages via satellite.

"Every ship has the potential to being a lighthouse, a beacon to others," he explained. "Our goal is to ensure no one runs aground on a shifting shoal. Being mission critical, we go around-the-clock—rain, sleet or snow."

Hall added, "Every time a ship avoids a disaster because of advanced warning by radio, Roy is somewhere in the background quietly driving the Worldwide Navigation Warning Service."

The Global Maritime Distress and Safety System (GMDSS) was adopted in 1988 and developed under the auspices

of the International Maritime Organization, a United Nations body dealing with maritime communications, search and rescue, pollution, standards for watchstanders, maritime safety and traffic separation schemes.

"NIMA was a primary player in the development of this system," Soluri said. Coordinating with IMO, NIMA monitored and provided guidance on all the activities associated with the GMDSS implementation.

"I knew my greatest challenge was the worldwide implementation of the new satellite GMDSS for the promulgation of maritime safety information."

Demise of Morse Code

The Defense Mapping Agency, a NIMA predecessor organization, began transmissions under the GMDSS in 1992. Full operational capability (FOC) was achieved on Feb. 1, 1999. It brought an official end to the use of Morse Code that previously was used for broadcasting marine safety information.

"For NIMA and mariners at sea," Soluri said, "it is much more than the end of an era, it is the beginning of a new level of safety-based international cooperation, satellite communications,

Continued on page 15

Morse Code, The End of an Era



A wireless telegraph operator in a shipboard Marconi telegraph room transcribes Morse Code signals. By 1912, all North Atlantic passenger ships carried wireless equipment.

Guglielmo Marconi, at the end of the 19th century, made it possible using Morse Code without the need for telegraph wires between stations. Marconi's new "wireless telegraphy" was found capable of sending Morse messages over great distances and was adapted for use by ships at sea. Until then, ships previously had no

means of communication with land or each other, except by visual signaling with flags, lights and horns when close-by.

The most famous early use of Morse at sea was when HMS *Titanic* struck an iceberg and sank on the night of April 14, 1912. *Titanic's* two radio officers, Jack Phillips and Harold Bride, stayed by their radio until the last moment, sending out CQD and SOS messages in Morse Code calling other ships to their rescue. "CQD" was a recognized maritime distress signal, and "SOS" was a new international signal due to replace it shortly. Oddly enough, Marconi had a ticket on *Titanic's* return trip from New York to Southampton, England.

After nearly 100 years the United States Coast Guard has turned off its Morse Code equipment because satellites and navigation beacons have superseded the old system.

The dramatic SOS from ships in peril on the high seas will no longer be heard.

SOS never meant "Save Our Souls" nor "Save our Ship"—it was chosen specifically to be easily and instantly recognizable in Morse Code: "dit-dit-dit, dah-dah-dah, dit-dit-dit."

First NIMA Liaison Training Completed

The first formal Liaison Training Program for Customer Support representatives assigned to Command and Service components was completed June 12. The 10-week program began April 3 and covered topics on NIMA, Department of Defense and the Intelligence Community.

"The primary focus of the training," said Dona Petry, of the Plans and Customer Operations Directorate, "was to familiarize the new liaisons with additional information on various topics before representing NIMA at the Commands and Services." Liaisons assigned less than one year ago also were invited to attend modules of the training they felt would benefit them in their current assignments.

Locally, the training was conducted at Reston, Bethesda, Washington Navy Yard, Ft. Belvoir, Westfields and the Pentagon. The program included travel to each liaison's new duty station to overlap briefly with the current liaison, St. Louis, to tour the Arnold facility and Second street locations, and Richmond to meet with Defense Logistics Agency (DLA) personnel.

"Numerous people throughout the agency contributed to the program as training session or tour coordinators and briefers," Petry noted. "The liaisons found the training sessions to be greatly beneficial in preparing them for their new responsibilities and they expressed appreciation to all NIMA personnel who contributed to the program."

The Plans and Customer Support Directorate has 42 liaisons assigned to customer sites throughout the world—some locally with others spread throughout the continental United States and overseas.



Photo by Larry Franklin

Front (from Left): Sue Lessman (Army/DCSINT), Sally Gilman (PACOM), LTG King, Jeanne VanDyke (CIA Map Library), Scott VanZyl (SOUTHCOM), Herb Westphal (USASOC)

Back (from Left): Phil Robertson (Air Force/ESC), John Allison (EUCOM/JAC), Jim Hare (SOUTHCOM), Dan Miller (DoS), Bob Jaye (USJFCOM), Vince Dunn (NAVCENT), Bud Higgins (USJFCOM), Bob Hughes (SOCOM)

Not shown: Jackie Bratten (Army/TRADOC), Joe Ryan (Navy/SPAWAR)

"Each year there is a rotation of 10-15 liaisons," Petry said, "and qualified applicants are encouraged to apply as vacancies are identified. So far, current and former liaisons seem to agree that these are the best jobs in the agency." #

Diversity, continued from page 11

assignments, developmental assignments and training opportunities—and who received them:

- Formal Exit Interview Process;
- Cultural Audit (Agency wide);
- Annual diversity awards; and
- Diversity representatives

The plan also addresses one of the top challenges facing NIMA—forming a common identity. "We need to be able to rise above wherever it is we see ourselves in this organization and to recognize that we have to come together and work together to ensure that this organization is successful." #



NIMA Director LTG James C. King addresses the Acquisition and Logistics Stand Down Day Conference in May, held in Reston, Va. The federal government traditionally hosts the event as part of the Acquisition and Reform Week. It acknowledges and honors the many valuable contributions made by acquisition and logistics employees and provides federal agencies and the military an opportunity to experience many successes in acquisition and logistics reform. This year's theme was "Embracing Change for the 21st Century Warfighter." Among the topics covered were State of Acquisition in NIMA, Acquisition Infrastructure within NIMA, Competitive Outsourcing, Omnibus Contracting, State of the Small Business Program, Acquisition in the Intelligence Community and Educating the Acquisition Professional.

PeopleSoft,

continued from page 5

records and historical actions. Payroll and personnel action processing are the other two PeopleSoft modules currently in use at NIMA.

The new module brings immediate benefits to training coordinators and the NIMA College registrars. "In a year or two," Shelberg said, "employees may be able to enroll for courses via NIMA's intranet web page and know immediately if there is space available."

Darlene Azar is the human resource office's technical lead for the PeopleSoft training administration module; as such, she works with the registrars, training coordinators and contractors to research and resolve problems with the system. "Lynn Keleher and I have been involved in the intelligence community's analysis of the training administration module for the last two years," Azar said. The National Security Agency, Defense Intelligence Agency and NIMA, she added, jointly decided to implement the module.

"The module did not initially include the budget information and tracking system we wanted," Azar said. "The three agencies shared the costs. ✦"

Soluri,

continued from page 13

and the Global Positioning System. GMDSS will improve the dissemination and receipt of maritime safety information by vessels at sea and appropriate shore facilities."

Soluri's background has been invaluable in developing the standardized formats for navigational warnings that are in use today. "Roy is an unsung hero in the world of safety of navigation," Hall said. "His efforts to develop and operate the satellite warning portion of the new Global Maritime Distress and Safety System are bringing tremendous benefit to the maritime community." Hall is

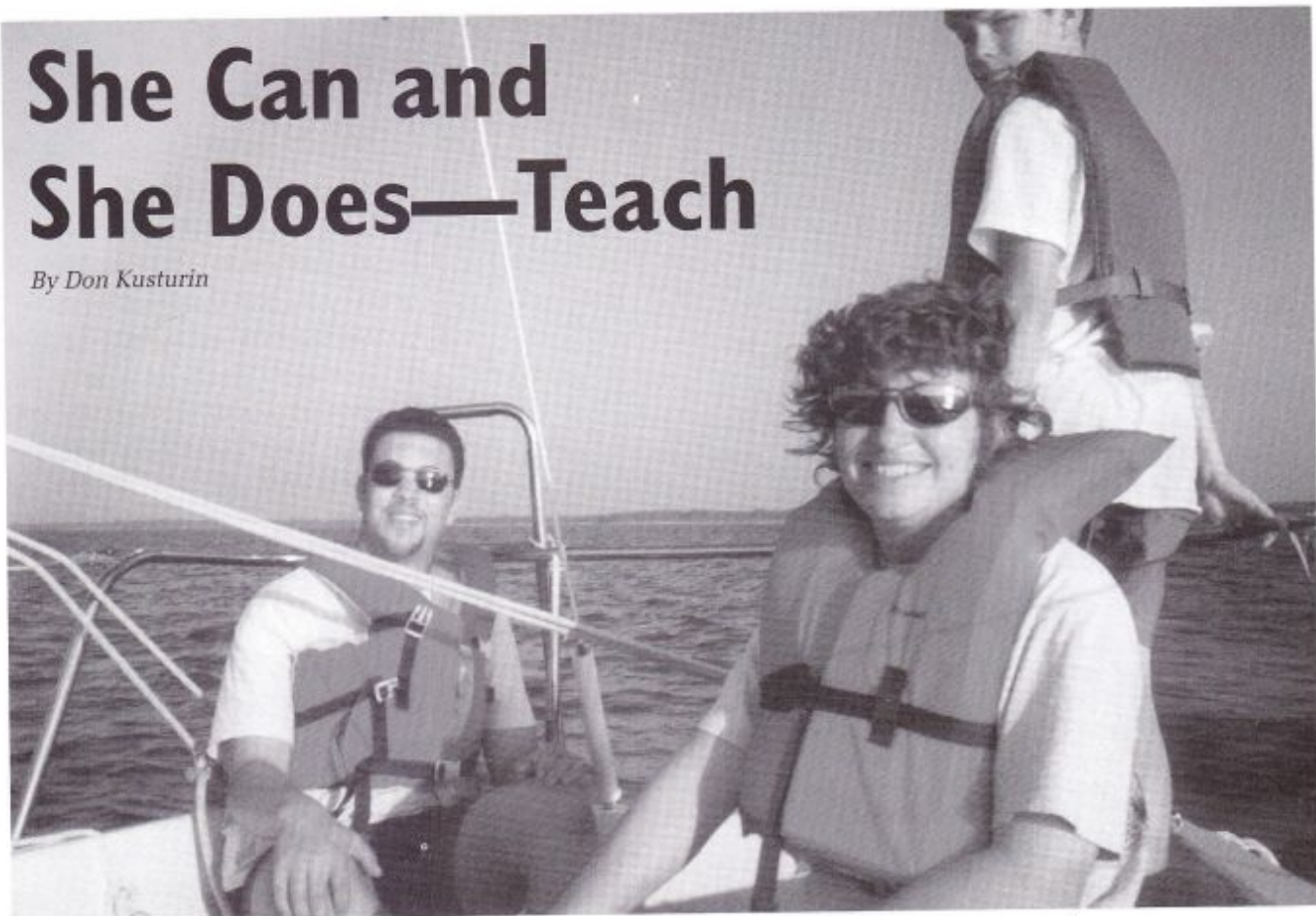
not alone in his opinion. Hans Rhode, of the International Hydrographic Bureau, called Soluri "a key player in the development of global maritime warning services." His dedication and efforts, he added, "were vital for the rapid progress that the GMDSS has made during recent years."

"I'm familiar with what information mariners require to safely navigate a vessel at sea," Soluri said. "Many of the GMDSS technical documents were written by individuals that have never been to sea. I like to think I've been able to add a little "saltiness" to them."

Soluri is never far from the waters' edge, living in Crofton, Md., with his wife of 36 years, Alice.

She Can and She Does—Teach

By Don Kusturin



Shirley Bild aboard her 24-foot sailboat with Boy Scouts Jon Zucker (left) and Phillip von der Heydt.

It's been said, "those who can't do, teach." But Shirley Bild teaches because she can teach what she does well—and she loves every minute of it. Bild, a St. Louis

supervisory computer specialist, will spend this summer much like she did the last one, teaching children how to sail.

"Back in the early 70s, when I was a student at the University of Wisconsin, Madison, I got involved with their sailing club and learned to sail several types of boats," she said. "Because I enjoyed it so much, I recently decided I wanted to spend time

teaching it and sharing it with young people." She became a U.S. Sailing Association Certified Instructor this spring.

Bild serves as a volunteer instructor at a week-long Junior Sailing Camp for the Carlyle (Ill.) Sailing Association. An intensive program for kids, ages 10-16, it teaches them the basics of sailing on smaller boats.

"I also put together a training program in sailing for my son's Boy Scout troop," she said. "This involved some instructional sessions at the troop



Boy Scouts Tom Rohrbaugh and Jonathan Ray get "hands on" experience sailing in the Sea of Abaco, Bahamas.

meetings and half a dozen outings to local lakes to practice sailing."

Last year, in a test of both her teaching skills and the sailing skills of the older boys, the troop went to the Abaco Islands, Bahamas, to sail on 44-foot sailboats for a week in early August. They took turns manning various positions, from steering to trimming the sails and passed with flying colors—a testament to work she had put into the training.

Her determination to become a sailing teacher helped her overcome the challenges of the course. As part of the instructor certification class, she had to complete 40 hours of instruction and a substantial amount of homework.

"It's pretty rigorous," Bild explained. "To be certified, you have to pass various written

exams and tests of practical skills such as sailing, tying knots, classroom instruction, on-the-water instruction, capsized recovery and safety boat operation."

Although her son Jonathan, 15, likes being on the water with his mother when there's a good wind blowing, Bild said he has other activities that temper his love for the sport.

"He really enjoys sailing, but spends less of his time sailing than I do, since he's involved with several other sports, various activities and school," she said.

However, a parent feels glad when a child, especially a teenager, takes pleasure in doing things together.

This year Bild will begin teaching at the club's adult sailing camp. ❄

NIMA Employees Receive Interactive Approach to Health, Wellness

NIMA employees at Reston took advantage of Wellness and Work/Life Fair, held May 25 in the Reston1 auditorium. Sponsored by the Wellness Program, the fair gave employees the opportunity to interactively participate in hearing, cholesterol and glucose screenings; receive foot, back and skin evaluations; obtain information on health, wellness, fitness and nutrition; learn about alternative therapies for stress and pain management; have their sunglasses tested for UV protection; and speak with representatives from the Employee Assistance Program (EAP), Human Resources, credit union, NIMA College, Career Development



One of the many benefits of the health fair was a cholesterol check.

Center and Child/Elder Care services. Employees at Bethesda held a similar fair in June and one is scheduled for the Washington Navy Yard in September. ❄

Children's Past Time Leads to Award

By Muridith Winder

Developing a coloring book may seem like child's play to some, but not to Cornell Adams.

An imaging specialist in NIMA Bethesda, Adams created an eight-page coloring book and a matching 10-page sticker book as part of Harvest Campaign, a land mine awareness effort for children and adults in Bosnia-Herzegovina. For his labors, Adams was awarded the Defense Meritorious Service Medal, one of the highest non-combat awards.

A staff sergeant in the U.S. Army Reserve, Adams was deployed to Bosnia from September 1999 to February 2000 at Camp Butmir. His parent unit is the 312th Psychological Operations Company located in Upper Marlboro near Andrews Air Force Base, Md. At NIMA, he works in the Ortho Rectification Lab.

While in Bosnia, he learned that more than a million land mines were laid. Children and adults traveling throughout Bosnia were in constant danger of either being injured or killed by the still-active mines.

"Sarajevo wasn't all that pleasant," Adams said. "People are still living in partially bombed out buildings. The building we worked in was bomb-damaged and used to house a newspaper." In fact, he said, "the plates from the last issue printed before the evacuation were still on the presses."

Coming up with books to educate the diverse ethnic groups was one of the major challenges facing Adams. The books had to be designed in such a way that they didn't seem to favor any particular group. "There's still tension among the various ethnic groups," he said.



Cornell Adams poses with some of the children who received his coloring and sticker books in Bosnia.

Although the books were designed in English, they had to be translated into Bosnian, Serbian and Croatian.

According to the citation, Adams "worked an average of 16 hours per day in pursuit of his goal creating the best products for the mission." In addition to the coloring and sticker books,

Adams and his team designed a six-page calendar, also translated into three other languages, and other illustrations for several military and civilian organizations.

Adams has been in the Reserves for nearly 20 years and served an earlier deployment to Bosnia from 1996-7. He was requested for this particular assignment because of his skills.

"There was a lot of similarity between the skills I use at NIMA and what the military wanted me to do," he said. "It took a lot of time, but once I set my mind to a project, I like to see it through to the end. #



Cornell Adams

Only fools play
with mines and
unexploded ordnance.



Mines and booby-traps
are very dangerous.
If you know where any
of these items are, tell
your parents, local
authorities, or SFOR
soldiers where to find
them.

Be cool,
don't be a fool.



SFOR: HERE FOR PEACE, HERE FOR BOSNIA AND HERZEGOVINA



MINE MINE MINE

Together We Draw
MINE
Together We Learn



MINE MINE MINE

COLORING BOOK

MINE MINE MINE

Само се незналице играју
са минама и неексплодираним
убојним средствима.



Мине и мине изненађења
су веома опасне.
НЕ ДИРАЈ МИНЕ!
Уколико знаш гдје се било
који од ових предмета
налази, обавијести своје
родитеље, локалне власти
или војнике СФОР-а.

Буди паметница
не буди незналица!



СФОР: ОВДЈЕ ЗА МИР, ОВДЈЕ ЗА БОСНУ И ХЕРЦЕГОВИНУ!



МИНЕ МИНЕ МИНЕ

Заједно цртамо
МИНЕ
Заједно учимо

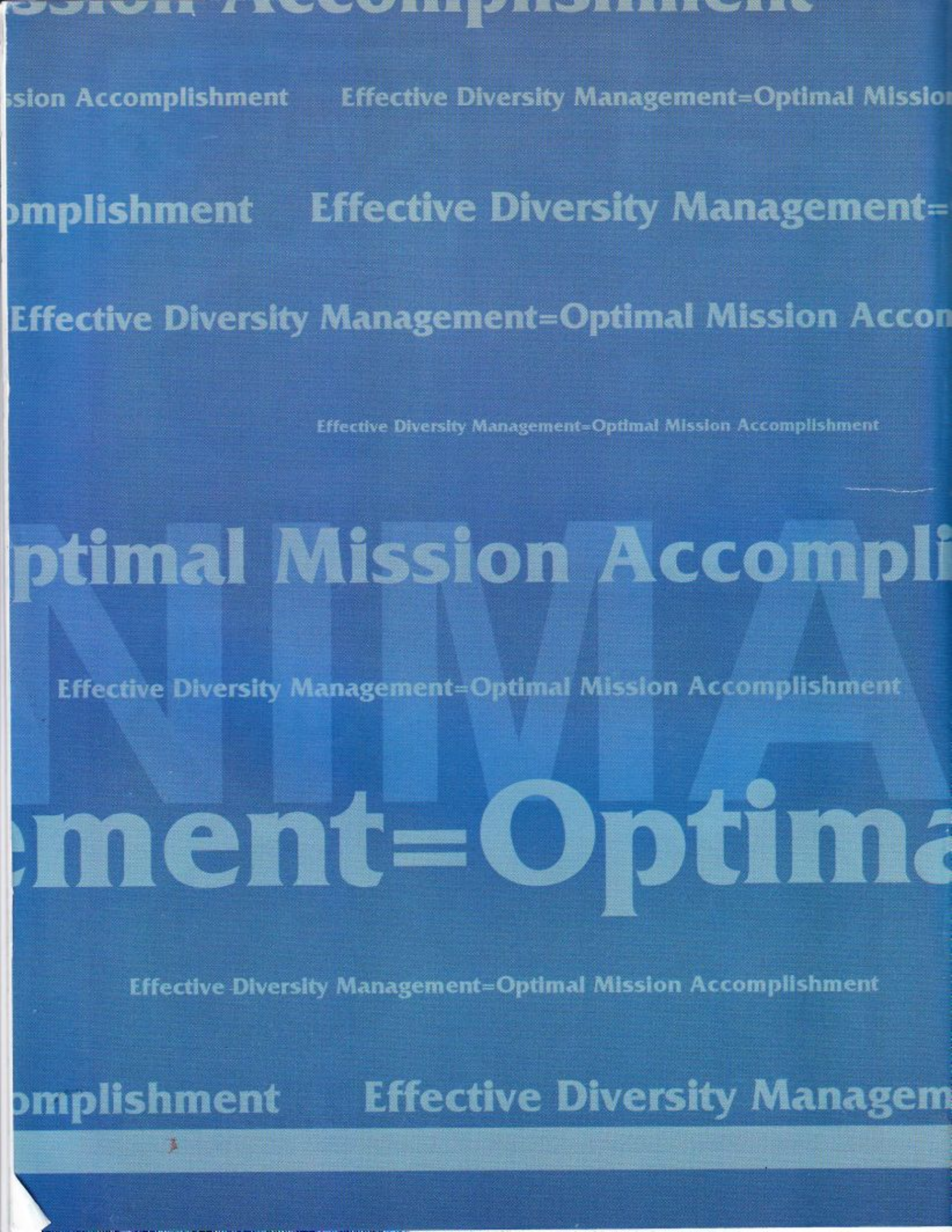


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КЊИГА СА НАЉЕПНИЦАМА

МИНЕ МИНЕ МИНЕ

САЈЕДНОСТ О МИНАМА ЈЕ КЊУЧНИ ДИО СИГУРНОСТ НАЈИНА ЖИВЉЕЊА



Effective Diversity Management=Optimal Mission Accomplishment

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