Rejoice...In the spirit of Christmas which is peace, the miracle of Christmas which is hope, and the heart of Christmas which is love.

*The American Society of Naval Engineers-Southern Indiana Section (ASNE-SI)* wishes you all for peace and happiness during this holiday season and throughout the New Year 2016. One of the real joys of the holiday season is the opportunity to say Thank You for all the support and to wish you the very best for the New Year.
ASNE Southern Indiana Conducts an Open House
For
Tiffany Adams

The American Society of Naval Engineers, Southern Indiana Section (ASNE-SI) hold an open house inviting friends, coworkers, ASNE members and others to say good bye to Ms. Tiffany Adams. Tiffany holds many positions in the ASNE-SI section from: section Chair to vice chair, currently she was the section secretary. She brings innovative ideas and instrumental to move the section forward. She has accepted a position in the Air Force with the ICBM program as a Guidance Integrator.

Tiffany Adams enlisted in the U.S. Army Reserves as a Dental Specialist in 1997. She served in the 907th Medical Company Dental Unit and the 2291st US Army Hospital Unit for six years reaching the rank of Staff Sergeant. She served as the Platoon Leader and NCOIC (Non-Commissioned Officer In-Charge), earning a U.S. Army Achievement Medal for Meritorious Service as Platoon Sergeant Jan 2002 thru 25 Jul 2003.

Ms. Adams graduated with her Bachelors of Science Degree in Electrical Engineering from the University of New Mexico in Albuquerque, NM in 2003 and joined NSWC, Crane. She continued her education and earned her Masters of Science in Systems Engineering from the Naval Post Graduate School in 2008 and her Masters of Arts in Public Affairs from Indiana University-Purdue University Indianapolis in 2015. In addition, she held a Military Intelligence position for four years of service with the 2100th Military Intelligence Unit out of Wright Patterson Air Force Base.

- At the NSWC Crane, she supported the Program Executive Office for Ships, Science and Technology Directorate. In 2006, she completed a six month rotational assignment at the Washington Navy Yard. She supported the Counter Radio Controlled IED Electronic Warfare (CREW) program, in several Systems Engineering capacities, from 2006 to 2015, including:
  - International CREW Lead Engineer
  - USMC CREW Threat Load Development Team Lead
  - USMC CESAS Market Research Lead Engineer
  - Hardware Configuration Management Lead
  - Fixed Site Lead Systems Engineer
  - Technical Task Manager
  - Systems Engineer
In 2009 she received an “On the Spot Award” for extra work effort as Task Manager for a critical Antenna Measurement and Characterization project and is a CREW program plank owner. While at NSWC Crane, Ms. Adams was actively involved with several employee organizations including the Corporate Hiring Team, the Diversity Council, the Society of Hispanic Professional Engineers, and ASNE-SI. In ASNE she has held the offices of Chair, Vice-Chair, and Secretary.

History of Quality

(The following information is an overall picture of the quality history in a condensed form. In the coming editions of this newsletter, we will continue to provide the latest practices. Maroof Qurashi)

The quality movement can trace its roots back to medieval Europe, where craftsmen began organizing into unions called guilds in the late 13th century. From the end of the 13th century to the early 19th century, craftsmen across medieval Europe were organized into unions called guilds. These guilds were responsible for developing strict rules for product and service quality. Inspection committees enforced the rules by marking flawless goods with a special mark or symbol. Craftsmen themselves often placed a second mark on the goods they produced. At first this mark was used to track the origin of faulty items. But over time the mark came to represent a craftsman’s good reputation. Inspection marks and master-craftsmen marks served as proof of quality for customers throughout medieval Europe.

Until the early 19th century, manufacturing in the industrialized world tended to follow this craftsmanship model. The factory system, with its emphasis on product inspection, started in Great Britain in the mid-1750s and grew into the Industrial Revolution in the early 1800s. American quality practices evolved in the 1800s as they were shaped by changes in predominant production methods:

• Craftsmanship
• The factory system
• The Taylor system

Craftsmanship

In the early 19th century, manufacturing in the United States tended to follow the craftsmanship model used in the European countries. In this model, young boys learned a skilled trade while serving as an apprentice to a master, often for many years.

Since most craftsmen sold their goods locally, each had a tremendous personal stake in meeting customers’ needs for quality. If quality needs weren’t met, the craftsman ran the risk of losing customers not easily replaced. Therefore, masters maintained a form of quality control by inspecting goods before sale.

The Factory System

The factory system, a product of the Industrial Revolution in Europe, began to divide the craftsmen’s trades into specialized tasks. This forced craftsmen to become factory workers and forced shop owners to become production supervisors, and marked an initial decline in employees’ sense of empowerment and autonomy in the workplace.

Quality in the factory system was ensured through the skill of laborers supplemented by audits and/or inspections. Defective products were either reworked or scrapped.

The Taylor System

Late in the 19th century the United States broke further from European tradition and adopted a new management approach developed by Frederick W. Taylor. Taylor’s goal was to increase productivity without increasing the number of skilled craftsmen. He published ‘The Principles of Scientific Management’, using statistical theory. He achieved this by assigning factory planning to specialized engineers and by using craftsmen and supervisors, who had been displaced by the growth of factories, as inspectors and managers who executed the engineers’ plans. Taylor’s approach led to remarkable rises in productivity, but it had significant drawbacks: Workers were once again stripped of their dwindling power, and the new emphasis on productivity had a negative effect on quality.

To remedy the quality decline, factory managers created inspection departments to keep defective products from reaching customers. If defective product did reach the customer, it was more common for upper managers to ask the inspector, “Why did we let this get out?” than to ask the production manager, “Why did we make it this way to begin with?”

In the early 20th century, manufacturers began to include quality processes in quality practices.

A “process” is defined as a group of activities that takes an input, adds value to it and provides an output, such as when a chef transforms a pile of ingredients into a meal. Walter Shewhart, a statistician for Bell Laboratories, began to focus on controlling processes in the mid–1920s, making quality relevant not only for the finished product but for the processes that created it. Shewhart recognized that industrial processes yield data. For example, a process in which metal is cut into sheets yields certain measurements, such as each sheet’s length, height and weight. Shewhart determined this data could be analyzed using statistical techniques to see whether a process is stable and in control, or if it is being affected by special causes that should be fixed. In doing so, Shewhart laid the
Shewhart’s concepts are referred to as statistical quality control (SQC). They differ from product orientation in that they make quality relevant not only for the finished product but also for the process that created it.

W Edwards Deming, a statistician with the U.S. Department of Agriculture and Census Bureau, became a proponent of Shewhart’s SQC methods and later became a leader of the quality movement in both Japan and the United States.

After the United States entered World War II, quality became a critical component of the war effort: Bullets manufactured in one state, for example, had to work consistently in rifles made in another. The armed forces initially inspected virtually every unit of product; then to simplify and speed up this process without compromising safety, the military began to use sampling techniques for inspection, aided by the publication of military specification standards and training courses in Walter Shewhart’s statistical process control techniques.

The birth of total quality in the United States was in direct response to a quality revolution in Japan following World War II, as major Japanese manufacturers converted from producing military goods for internal use to producing civilian goods for trade. At first, Japan had a widely held reputation for shoddy exports, and their goods were shunned by international markets. The Japanese welcomed the new ways of thinking about quality input of Americans Joseph M. Juran and W. Edwards Deming:

W. Edwards Deming, who had become frustrated with American managers when most programs for statistical quality control were terminated once the war and government contracts came to an end.

Joseph M. Juran, who predicted the quality of Japanese goods, would overtake the quality of goods produced in the United States by the mid-1970s because of Japan’s revolutionary rate of quality improvement.

Japan’s strategies represented the new “total quality” approach. Rather than relying purely on product inspection, Japanese manufacturers focused on improving all organizational processes through the people who used them. As a result, Japan was able to produce higher-quality exports at lower prices, benefiting consumers throughout the world. American managers were generally unaware of this trend, assuming any competition from the Japanese would ultimately come in the form of price, not quality. In the meantime, Japanese manufacturers began increasing their share in American markets, causing widespread economic effects in the United States.

As years passed, price competition declined while quality competition continued to increase. By the end of the 1970s, the American quality crisis reached major proportions, attracting attention from national legislators, administrators and the media. The U.S. industrial sectors such as automobiles and electronics had been broadsided by Japan’s high-quality competition. Finally, U.S. organizations began to listen. The U.S. response, emphasizing not only statistics but approaches that embraced the entire organization, became known as Total Quality Management (TQM).

A core definition of total quality management (TQM) describes a management approach to long-term success through customer satisfaction. In a TQM effort, all members of an organization participate in
improving processes, products, services, and the culture in which they work. Deming’s 14 Points is the core concept on implementing total quality management, a set of management practices to help companies increase their quality and productivity. The similar approach comes from the teachings of other quality leaders as Philip B. Crosby, Armand V. Feigenbaum, Kaoru Ishikawa, and Joseph M. Juran.

By the last decade of the 20th century, TQM was considered a fad by many business leaders in USA, quality expert Nancy Tague says: “Enough organizations have used it with success that, to paraphrase Mark Twain, the reports of its death have been greatly exaggerated.”

In the few years since the turn of the century, the quality movement seems to have matured beyond Total Quality. New quality systems have evolved from the foundations of Deming, Juran and the early Japanese practitioners of quality, and quality has moved beyond manufacturing into service, healthcare, education and government sectors.

Some examples of this maturation:

• In 2000 the ISO 9000 series of quality management standards was revised to increase emphasis on customer satisfaction.

• Beginning in 1995, the Malcolm Baldrige National Quality Award established by the U.S. Congress added a business results criterion to its measures of applicant success. American companies were at first slow to adopt the standards but eventually came on board.

• Six Sigma, a methodology developed by Motorola to improve its business processes by minimizing defects, evolved into an organizational approach that achieved breakthroughs – and significant bottom-line results. When Motorola received a Baldrige Award in 1988, it shared its quality practices with others.

• Quality function deployment was developed by Yoji Akao as a process for focusing on customer wants or needs in the design or redesign of a product or service.

• Sector-specific versions of the ISO 9000 series of quality management standards were developed for such industries as automotive (QS-9000 and ISO/TS 16949), aerospace (AS9000) and telecommunications (TL 9000) and for environmental management (ISO 14000).

• Quality has moved beyond the manufacturing sector into such areas as service, healthcare, education and government.

• The Malcolm Baldrige National Quality Award has added education and healthcare to its original categories: manufacturing, small business and service. Many advocates are pressing for the adoption of a “nonprofit organization” category as well.

Today it evolves into a Quality Systems Management containing the main components: quality planning, quality control, quality assurance and quality improvements. The following definitions will provide the heart of the issue.

Quality: A perceptual, conditional, and somewhat subjective attribute. A product or service that bears on its ability to satisfy stated or implied needs & free of deficiencies. Joseph Juran, says “fitness for use;” Philip Crosby, it means “conformance to requirements.”

SYSTEM: An organized scheme or method that has interdependent component parts forming a complex whole.
**MANAGEMENT**: Function that coordinates the efforts of people to accomplish goals and defined objectives by using available resources efficiently and effectively.

**Fig 1**

PDCA cycle (Fig 1) had its origin with Dr. W. Edwards Deming’s lecture in Japan in 1950. The idea evolves from Dr. Walter Shewhart scientific method cycle of 1939.

PDSA cycle (Fig 2) presented by Dr. Deming and refined by Moen and Nolan to present an overall strategy for process improvement. Both of these models have their base in the philosophy of science. Continues in next newsletter...

Source: Excerpts from ASQ

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**Onboarding New Hires Class FY16-01**

Row 1: Agu Onuma, Kara Norris, Andre Wood (Fallbrook)

Row 2: Wayne Conklin (DC), David Matthews, Heath Avera (FL), Sarah Mowery, Mohammed Sayyah, and Greg Garvey
Think about remarkably successful people. They're logical. They're rational. In the face of crisis or danger or even gross incompetence, they remain steely-eyed, focused, and on point. They don't get angry -- or at the very least they don't show their anger.

Unless they happen to be Steve Jobs. Or Jeff Bezos. Or Bill Gates. Or Larry Ellison. Or...

Most of us were taught that the only way to lead effectively is to eliminate, or at the very least swallow and hide, emotions like anger and frustration. Go professional or go home, right? Wrong.

According to research conducted by Henry Evans and Colm Foster, emotional intelligence experts and authors of Step Up: Lead in Six Moments That Matter, the highest performing people -- and highest performing teams -- tap into and express their entire spectrum of emotions.

Which, when you think about it, makes sense: we all get angry (even this guy must get angry once in a while) so why not take advantage of that emotion?

Evans and Foster say anger is actually useful when harnessed and controlled because it fosters two useful behavioral capabilities.

Anger creates focus. Get mad and you tend to focus on one thing -- the source of your anger. You don't get distracted. You're not tempted to multitask. All you can see is what's in front of you. That degree of focus can be extremely powerful. Anger generates confidence. Get mad and the automatic rush of adrenaline heightens your senses and reduces your inhibitions. Anger -- in small, controlled doses -- can
be the spark that gets you started.

But there's still one major problem with getting mad: It's easy to say and do things you later regret. That's why the key to harnessing anger is to find a way to stay smart and in control while you are angry. Sound impossible? It's not. Here are two examples:

Get mad about an action, not a person. Say an employee makes a mistake. Venting by saying, "How could you be so stupid?" may make you feel better -- for about 10 seconds -- but it certainly won't help.

Instead try saying, "You do a great job . . . but I'm really struggling to understand why you did (that). Can we talk about it?" Directing your frustration at the action and not the employee helps reduce his or her feelings of defensiveness while still allowing you to express your frustration -- which will help you both focus on solving the problem.

Use anger to overcome anxiety or fear. When we're nervous or scared we often later regret what we did not say.

Say you're mad because a supplier didn't come through, but you're afraid to say anything for fear of damaging a long-term business relationship. Don't hide from your fear or your anger. Accept that you're mad. Show, at least to a limited degree, that you're mad.

When you do, the rush of adrenaline will help move you out of the fear zone and into the sweet spot where you're excited and passionate and motivated -- but not unreasonable or irrational.

Just Make Sure You Start Small

Most people hold on to feelings of anger too long. Their feelings build and build until they can no longer control themselves and then they explode. Totally losing your cool is counterproductive at best and incredibly damaging at worst. The key is to slowly and steadily allow yourself to express lower levels of anger, working up from irritation, then to frustration, then finally to anger.

Step one: when you feel irritated, don't swallow those feelings. Think about how you feel. Think about why you feel the way you feel. Then work with how you feel. Say what you need to say, letting a little of your irritation show through. You won't have to worry about losing your cool because, after all, you aren't angry -- you're just irritated.

Then you can move up to the next level, expressing frustration. As you do, stay focused on how you feel. Ask yourself whether you're using your frustration as a weapon or as a tool.

Then move up to the final level, expressing anger. Again, step outside yourself as you do. Are you in charge of your anger and actions, or is anger in charge of you?

In time, as you learn to control and harness your feelings, you will be able to get.

Source: Gov. Exec
NSWC Crane personnel traveled to Norfolk Naval Shipyard to upgrade the Adaptive Diagnostic Electronic Programmable Test set (ADEPT) systems aboard USS MONTEREY (CG 61), USS ANZIO (CG 68), USS GONZALES (DDG 66), USS MAHAN (DDG 72), USS OSCAR AUSTIN (DDG 79), USS NITZE (DDG 94), and USS JASON DUNHAM (DDG 109) on Oct. 13-19 in support of PEO IWS 1.0. The upgrades included installing a new operating system and fixing known deficiencies with the ADEPT systems.

NSWC Crane Maritime Electro-Optic personnel completed the first installation of the Situational Awareness System (SAWS) on USNS LARAMIE (T-AO 203) in Charleston, S.C., Oct. 29. SAWS utilizes high definition Electro-Optic sensors to detect and track approaching vessels and determine intent from a single console on the ship's bridge for long range surveillance in all weather conditions, day and night. This is the first Military Sealift Command (MSC) ship to receive the system.

NSWC Crane's Expeditionary Electro-Optic (EO) Systems personnel conducted equipment reset of Special Operations Forces unique EO equipment for the 2nd Battalion, 3rd Special Forces Group (SFG) at Ft. Bragg, N.C., during the week of Oct. 19. The NSWC Crane EO team physically inspected over 5,000 systems replacing ancillary parts on numerous systems, repairing 54 systems on-site, and identified 84 systems to be returned to Crane for repair or replacement. Crane's EO systems folks are crucial in keeping our special forces in the fight and properly equipped to do some of the hardest jobs in the military, so keep up the great work!

Several Naval Surface Warfare Center, Crane Division (NSWC Crane) employees and contractors were issued patents in November for inventions developed to enhance the safety, speed and efficiency of the Warfighter.

NSWC Crane is nationally recognized as a center of expertise in verifying that microelectronic components can be trusted. Late last month, one of the warfare center’s technical subject matter experts testified before the House Armed Services Subcommittee on Oversights and Investigations. Flight Systems Chief Engineer for Trusted Microelectronics Brett Hamilton addressed current trends in microelectronics that will affect the Department of Defense’s (DOD) ability to acquire and validate the security and provenance of microelectronics to trusted defense systems.

Source: NSWC Crane Public affairs, COMNAVSEA All hand, Early bird
Government workers are much more satisfied with their workplace perks than their private sector counterparts, according to a new poll.

A Gallup survey found happiness with retirement packages represented the largest disparity between public and private sector workers. More than eight in 10 government employees were completely or somewhat satisfied with their retirement plans, compared to 57 percent of nongovernment workers. That finding is perhaps not surprising, as public sector employees generally receive defined-benefit pensions, while private industry has largely phased out pensions in favor of defined-contribution investment options.

Gallup found a similar spread in satisfaction with health insurance benefits, with 80 percent of government respondents approving of the benefit and 57 percent of nongovernment respondents saying the same.

The survey found another large gap in satisfaction with vacation time. More than nine in 10 of government employees thought they received enough paid time off, compared to less than three-quarters of private sector employees.

“Government workers may also get guaranteed vacation of two to four weeks,” Gallup said of its findings, “or summers off for public school teachers, and likely all federal holidays.”
On issues other than traditional benefits, the public-private gap was minimal, and in some areas nongovernment workers were happier with their jobs. Overall, public-sector employees were most satisfied with their relations with coworkers, the survey found. Ninety-six percent of government respondents said they were happy with who they worked with, and 93 percent of private sector workers agreed. More than nine in 10 of both groups also said they were satisfied with the physical safety conditions of their workplaces.

Government employees were slightly more satisfied than their private sector counterparts with their bosses, job security, chances for promotion and the amount of work required of them. About seven in 10 in both groups were satisfied with their pay.

Public sector workers said they felt more stressed out on the job, with marginally more nongovernment respondents – two-thirds – saying they were satisfied with their on-the-job stress levels. Private sector employees were similarly more content with the recognition they received for their work accomplishments.

The poll results were based on telephone interviews with 2,949 randomly selected employed adults from 2011-2015 Work and Education surveys, conducted each August. The margin of error was 2 percent.

Source: Pay & benefits
Membership to ASNE-SI

Naval engineering includes all arts and sciences as applied in the research, development, design, construction, operation, maintenance, and logistic support of surface and sub-surface ships and marine craft; naval and maritime auxiliaries; aviation and space systems; combat systems including command and control, electronics, and ordnance systems; ocean structures; and associated shore facilities which are used by naval and other military forces and civilian maritime organizations for the defense and well-being of the nation.

ASNE is the leading professional engineering society for engineers, scientists, and all allied professionals & technicians who conceive, design, develop, test, construct, outfit, operate, and maintain complex naval and maritime ships, submarines and aircraft, and their associated systems and subsystems.

Benefits of ASNE Membership:

- Networking, mentoring and volunteer opportunities at the local and national level.
- Leadership Skills & Opportunities to present and publish papers in journals
- Awareness through “Naval Engineering Journal”, the society’s peer-reviewed technical journal and online access to back issues
- Invitations to discounted registration rates for ASNE symposia, conferences and courses. Many new basic naval engineering courses are added for all new engineers and new scientists.
- Connect with top professionals within the ASNE member directory
- You can join the national ASNE committee of your professional interest and connect with professionals in your field throughout the USA.
- The entire U.S. Navy, U.S. Coast guard, U.S. Merchant Marine, U.S. Marine Corps and U.S. Army are connected with ASNE support. Most of the Bases have an ASNE section. It is a good feeling for members that they are a part of the big picture.

If you decide to join the ASNE, please contact any of the following personal:

Maroof.qurashi@navy.mil Ext-4230 Nova.carden@navy.mil Ext- 1422
Daniel.horstman@navy.mil Ext- 4455

Source reference for some parts of information: National ASNE information literature
MEMBERSHIP APPLICATION FORM
American Society of Naval Engineers
1452 Duke Street, Alexandria, Virginia 22314-3458
(703) 836-6727 FAX (703) 836-7491

Date ________________
I hereby apply for...
☐ Member ☐ Associate Member
☐ Age 30 and over $145 ☐ Under 30 $70
☐ Spouse Member $35 ☐ Student Member $35
Graduation Date (Mo/Yr) ______/______

CHECK METHOD OF PAYMENT
☐ CHECK ☐ M/C ☐ VISA ☐ AmEx ☐ DISC
☐ Pay Roll Deduction (Recommended)
Credit Card Number __________________________
Expiration Date ____________________________

☐ Sustaining Member ☐ General Fund
Contribution: (at least $100 above due fee) ☐ Scholarship Fund ☐ Information Technology Fund
☐ (suggested contribution $50) ☐ (suggested contribution $35) ☐ (suggested contribution $75)

Total Payment ______

NAME: __________________________
(First) (Middle) (Last)
PREFERRED ADDRESS FOR MAILINGS:
☐ HOME ☐ OFFICE

MILITARY ONLY:
☐ Active ☐ Retired
Rank __________________ Service __________________

HOME ADDRESS:

(Street) __________________________
(City) __________________ (State) __________ (Zip) +4

(Home Phone) __________________________
(Home Fax) __________________________

Spouse’s Name: _______________________
(Optional)

BIRTH DATE: __________________________
(Month) (Day) (Year)

EDUCATION:

(Degree) __________________ Institution __________________ Grad Year 2000
(Degree) __________________ Institution __________________ Grad Year 2000
(Degree) __________________ Institution __________________ Grad Year 2000

ENGINEERING SPECIALITY: __________________________

Naval Engineering Experience: __________________________

Recommending Member’s Signature __________________________
Recommending Member (Print Name) __________________________
(Rav3, 07/31/2013)

Applicant’s Signature __________________________
Section Credit: __________________________
(If applicable) __________________________
Name of Section __________________________
Importance of a Document Control System for Quality Compliance

The document control system (DCS), or documented information control system (DICS), is the foundation of a quality management system. It is the first quality system element that must be implemented because the establishment and control of documented processes and information in a quality-controlled environment is dependent on the ability to proactively manage access to documents and the movement of documents through the document life cycle. A process-based approach can be used for controlling all forms of documented information that is required to be managed under the quality management system. A well-developed document control system benefits business by:

• Improving knowledge retention and knowledge transfer within and across business units
• Improving access to knowledge-based information
• Improving employee performance by providing standardized processes and communicating clear expectations
• Improving customer communication and satisfaction by providing documented information from which common understanding can be achieved
• Providing traceability of activities and documentation throughout the organization
• Improving organization of and access to documents and data

Moving forward with any document creation effort without establishing the document control function will inevitably cause quality system failure. Neglecting to set up the Document control system first is one of the few fatal quality system flaws that an organization can make since the ability to control:

The written form of the information may be referred to as a document even though the information may be graphical, pictorial, in computer-readable language, or in any variety of format or software code.

The document life cycle record contains the information as to which service is performed, when it is performed, how it is performed, and who performed it.

Source: Excerpts from ASQ
7 Workplace Vampires That Can Suck the Life Out of You

By Judith Orloff

The Centers for Disease Control and Prevention cites recent reports finding that workplace stress is on the rise. In one study, 40 percent of workers said their jobs were "very or extremely stressful."

Energy vampires are often overlooked as a major cause of stress on the job. These are co-workers who steal our vitality and leave us feeling depleted. It's important to be alert for energy vampires so you can learn how to let go of knee-jerk reactions and change your customary involvement with them.

Work is hard enough without getting stressed out, tired and discouraged by these draining personalities. Here are seven common types of energy vampires and some simple ways to defend you against them.

Criticizing Vampire. This person feels qualified to belittle you, judge you and boost her own ego by making you feel small and ashamed.

Self-defense tips: Remind yourself that her behavior isn't about you, so don't take what she says personally. Address a misplaced criticism head on and directly. Don't get defensive. Express appreciation for the parts of her criticism those are useful. Come back at her with a large dose of loving kindness.

Passive-Aggressive Vampire. This colleague may be syrupy-sweet one moment, then stab you in the back the next. He's so unpredictable that you may find yourself being inauthentic and guarded around him, which is an energy drain.

Self-defense tips: This angry, jealous, or insecure person can't be trusted. Address the offending behavior and change your interactions. Focus on one issue—say, his badmouthing—and tell him you don't appreciate it. Talk about how it makes you feel; ask how he'd feel. He may be more cautious around you now.

Victimized Vampire. This co-worker thinks the world has it out for her, and demands that others rescue her.

Self-defense tips: It's not your job to be her therapist. Don't try to tell her to buck up either. Simply limit your interactions, and don't get involved in her self-pity.

Needy Vampire. This workplace vampire steals your attention by doing things like standing too close to you and following you around, gabbing nonstop. This person may be perfectly lovely, but you find that you're exhausted after being with him.

Self-defense tips: Deal with a needy vampire by steeling yourself before he "attacks." Politely tell this whiny talkaholic not to take it personally; you're just super busy and will catch up with him later. Say you'd really like to focus on work and don't feel chatty at the moment, or simply excuse yourself and find a new
place to sit or stand.

**Negative Vampire.** This is a co-worker who constantly walks around depressed and overwhelmed by work, but feels better after venting and complaining to you. Unfortunately, you feel worse.

Self-defense tips: The best ways to defend against a negative vampire is to place an imaginary bubble around you and visualize all that negativity bouncing off and unable to penetrate. Smile, and walk away if you can. Try to stay away from negative co-workers as much as possible.

**Narcissistic Vampire.** This workplace vampire is grandiose, self-important, attention hogging, and hungry for admiration. She is often charming and intelligent—until her guru status is threatened.

Self-defense tips: Enjoy her good qualities, but keep your expectations realistic. Because her motto is "my first," getting angry or stating your needs won't phase her. To get her cooperation, show how your request satisfies her self-interest. Flattery also works.

**Controlling Vampire.** This co-worker has an opinion about everything, thinks he knows what's best for you, has a rigid sense of right and wrong, and needs to dominate.

Self-defense tips: Speak up and be confident. Don't get caught up in bickering over the small stuff. Assert your needs, and then agree to disagree.

Source: GOV Exec

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Onboarding New Hires Class FY16-02

Row 1: Billy Zeck, David West Row 2: Michael Woods, Jeff Bowden, Manda Hayden, Amber Monyhan Cheryl Carrico Row 3: Rick Canada, Ray Parker, Akinnawo Awoniyi, and Joe Summerville

Source: Public affairs, NSWC, Crane
Can Gen X Succeed at Work?

By Dannielle Blumenthal

There are three main generations in the workforce today: The "over studied" baby boomers (born 1946-1964), overly "coddled" millennials (born 1981-1997), the nearly totally ignored Gen Xers (born 1965-1980).

I am a Gen Xer. And the fact that I am ignored by the media has been covered many times, including this TIME cover story in 1997.

This is not to bemoan such a sad state of affairs. Nor is it to enlighten you about all things X. And, of course, one would be stupid to reduce people to simplistic generational categories.

Rather, it is to highlight a problem Gen Xers face with respect to workplace diversity, precisely because we are so little-studied and understood: our communication style. Compared with "political" baby boomers and "polite" millennials, Gen Xers are perceived as "rude," "skeptical," "cynical."

Most of the time, discussions of generational difference do not focus on language. Here is typical depiction (emphasis on boomers, Xers and millennials is mine).
But it is important to talk about differences in communication style, because as we all know, the impact of miscommunication on workplace productivity is significant. Not the least of the potential problems is that employees can make costly and dangerous mistakes.

The impact of miscommunication on an individual's career may be invisible, but it is personal and it is costly. Which is probably why Harvard Business Review has an entire section on its website specifically devoted to this.

Unfortunately for the Gen Xer, particularly the Xer who is working in a team-based organization, conversations about diversity in communication style tend to revolve around cross-cultural issues or those relating to gender.

Given that the unique constellation of Gen X characteristics tends to be ignored in the diversity conversation, and given that Xers' unique style of communication is essentially a nonissue, it follows that this generational cohort is bound to suffer from being "branded" negatively in some very unfair ways.

The solution to this problem does not lie in "consciousness raising," from my point of view. It isn't a matter of one group trying to oppress another. Rather, it's about taking personal responsibility for understanding that our colleagues may have trouble understanding why we talk the way we do.

It's about recognizing that no matter how many achievements you can list on your résumé, your communication style may actually tick people off. And that you sometimes have to temper yourself to get along with them.

Source: Promising Practices
How Stress and Worrying Can Make You Sick

by Olga Khazan

The advice, “Stop worrying! Stress is bad for you” is true, but as with a lot of health guidance, its vagueness makes it less impactful.

It’s like when people say that getting lots of sleep is important, or that you should eat more fiber—it’s the kind of thing people might like to do, but will probably keep forgetting to do, because it’s not immediately clear how it will make them healthier.

A video written by the Emory University professor of medicine Sharon Bergquist, clarifies how worrying actually affects the body, outlining what scientists know so far about the stress-sickness connection.

The video explains, when you’re stressed, the adrenal glands ramp up the release of the hormones cortisol, adrenaline, and norepinephrine. Adrenaline causes your heart to beat faster and can raise blood pressure. Cortisol causes changes in the blood vessels that can, over time, increase the risk of heart attack or stroke. Meanwhile, the brain relays the stress signals to the gut, which changes up its routine to allow your body to focus on the stressor. This is what’s behind that “butterflies in the stomach” feeling, but it can also lead to digestive problems and affect the composition of your gut bacteria.

Cortisol, meanwhile, can also increase the appetite and prompt the body to put on deep-belly fat. That fat releases compounds called cytokines, which in turn raise the risk of developing chronic diseases. When stress is chronic, rather than temporary, it can also dampen the functioning of the immune system, slowing healing times and making you more susceptible to infection.

Stress is most damaging for people who experience it all the time. Working long hours in a white-collar job to meet a deadline can be unhealthily stressful. But people who are constantly stressed about things like paying the rent or getting adequate childcare have the worst lot.

To mitigate some of these health consequences, Bergquist recommends viewing your stressors “as challenges you can control and master.” Easier said than done, but given the stakes, it’s probably worth trying.

Source: Excerpts from the article in Exec in Gov.
HELP WANTED!

CRANETECH AFTERSCHOOL PROGRAM We’re going full steam ahead with our CraneTech afterschool program. It is on Tuesdays and Thursdays from 4-6 at WestGate Academy. We’ll be learning such things as 3D printing, computer programming, and basic tool usage. Come on out. Technical expertise isn’t necessarily needed just a willingness to cat herd and learn new things. Contact Tina Closser at Florentina.closser@navy.mil or 812-854-3882 for a schedule of events and more information.

BLOOMFIELD BUSINESS SIMULATION We’re currently running a program at Bloomfield High School where we are simulating everyday business that occurs here at Crane. We’re looking for volunteers that can potentially come to the school on Wednesday morning to help out. If you’re interested in learning more please contact Angie Mann at ange-la.mann@navy.mil

EDGEWOOD INTERMEDIATE SCHOOL Is having a Girls’ and Guys’ Night Out even January 21st and 28th. This event is held yearly to promote the importance of a strong relationship between girls or boys and influential female/male adults in their lives. The mission is to raise awareness and to share how these adults play a vital role in the youth’s school performance, attitudes towards high-risk behavior, and relationships, to name a few. We accomplish this through a dinner, guest speaker, and various relationship building activities, free of charge. They need someone to showcase STEM activities and materials. Please contact me if you’re interested.

LIMESTONE ROBOTICS (www.limestonerobotics.org) is seeking two or more Mentor/Coaches for the 2015 FIRST Lego League Season for our new team at Oolitic Middle School. The season will last from 25 August to early December. Limestone Robotics provides STEM learning opportunities to the youth of Lawrence County ages 5-18. Please contact Greg Fedrick at 854-4424 or Gregory.fedrick@navy.mil if you are interested in helping our youth at Oolitic or one of our other programs in Lawrence County.
BLOOMINGTON FIRST ROBOTICS seeking mentors for Bloomington area FRC and FLL teams. We are in need of both technical (mechanical, electrical, programming) and non-technical (marketing, organizational structure, outreach, fundraising) volunteers. Please contact Ashley Mehringer Ashley.mehringer@navy.mil or Chris Hacker Christopher.d.hacker@navy.mil if you are interested or would like more information.

LOOGOOTEE SCHOOL A high school student needs help with college level biology class. Please contact Anita Wildman for more information anita.wildman@navy.mil.

BOYS AND GIRLS CLUB OF LAWRENCE CO Is in need of Math and Science tutors/homework helpers for middle school aged teens. 6TH, 7TH, & 8TH grade general math, pre-algebra, and algebra as well as basic science courses which touch on a general age specific grasp of chemistry, biology, and earth science. They are open for homework help immediately following school from 3pm-8PM M-TH & Friday 3pm-6pm. Please contact Catey Reeves, Teen Director, if you are interested creeves@bgclawco.org or 812-340-6517.

BEDFORD NORTH LAWRENCE needs tutors for their afterschool tutoring program. Please contact Don McFaddin Donald.mcfaddin@navy.mil for more specifics on this program.

BEDFORD MIDDLE SCHOOL needs tutors for their afterschool tutoring program. Please contact Matt Rubacha matthew.rubacha@navy.mil for more details

ST. VINCENT SCHOOL needs judges for their science fair on Friday February 5th. Please contact me or Brandy Frady for further details.

SEA AIR LAND is a new robotics competition kicking off soon. If you want to learn more about it, please contact Angie Mann at angela.mann@navy.mil

SUMMIT ELEMENTARY SIXTH grade teacher Mr. Junken would love to have a scientist and/or engineer come speak with his classes about the scientific method and STEM. Please contact Cynthia.icebones@navy.mil for more information.
We are happy to announce we have the NEDO Executive Board for 2016 elected! Please note that we do still have a couple of openings. If you’re interested in a vacant position, please let us know!

President: Chelsea Harrison
Vice President: Cody Johnson
Secretary: Alisha Corwin
Internal Activities: Orga Auberry
External Activities: Daniel Irving
Onboarding Advocate: Corey Cannon
Norfolk Tour Coordinator: Heidi Slaubaugh
Cultural Advocate: Danielle Talbert
Web Master: Gina Hembree
Community Service: Vacant
Tour Coordinator: Vacant

A description of each position can be found at the end of this e-mail.

If you are interested in nominating yourself or another person for an office, please read through the Office Description and Responsibilities below.

THE NOMINATION PROCESS:
To nominate yourself or another person for an office please do the following:

If Nominating Yourself:
   Obtain Supervisor Approval
   Submit your Name, The Office you are running for, your Contact Info, and a 2 to 5 sentence description of yourself and why you and why you want to run for this office.

If Nominating Another Person:
   Notify the person that they need Supervisor Approval By 11/20/2015
   Submit their Name, The Office you are Nominating them for, and Contact Info
   Tell them to Wait for a Nomination Acceptance Email

SUBMIT ALL NOMINATIONS TO: https://sharepoint.cran.nmci.navy.mil/orgs/nongov/nedo/Lists/NEDO%20Officer%20Nominations%20Form/NewForm.aspx
Southern Indiana Section Officers and Committee Chairs for 2014-2016

Section Website: https://sharepoint.cran.nmci.navy.mil/org/nongov/asne/

Officers:
- Chair - Maroof Qurashi
- Vice Chair - Nova Carden
- Secretary - Tiffany Adams
- Treasurer - Dr. Courtney Boykin

Committee Co-Chairs:
- Programs: Beth Martin & Vernell Thomas
- Membership: Daniel Horstman & Nova Carden
- Publicity: Lisa Oswald
- Scholarship: Chelsea Harrison
- 2013 Symposium: Dr. Brian Olson & Raymon Smith
- Webmaster: Cindy Shirley
- Science Fair: Melissa Dyal
- Awards: Amy Fellers
- Regional Council Member: Brad Secrest

Why ASNE?

Finally, and perhaps most important, often we get asked the question, "What's in it for me?" when we ask employees to join ASNE. The historical answer has revolved around networking opportunities and the opportunity for technical interchange. While those are certainly true and good reasons for joining, they are not perhaps the most important. One of our members put it very succinctly recently when he said, "It's not about you, it's about Crane". What that means is that we as ASNE can do things for Crane that we as Crane cannot. Vibrant and active professional societies are important to the future of Crane. We are able to leverage our resources to get Crane visibility and recognition. Think of the symposium, the luncheons, the distinguished lecturers; we target individuals for those events who we want to visit Crane. We are continually working with Corporate Communications, Command, and the Departments to target individuals for symposium and luncheon speakers; our goal is to get those individuals who can influence our national advocacy in the Focus Areas here for a visit. We continually work to enhance the reputation of Crane in our outreach efforts to local communities. The next time you're recruiting a new member and they ask why then should join, explain to them the importance of supporting the work we do.

The Purpose of ASNE is to:

- advance the knowledge and practice of naval engineering in public and private applications and operations,
- enhance the professionalism and well-being of members, and
- promote naval engineering as a career field.

NAVAL ENGINEERING includes all arts and sciences as applied in the research, development, design, construction, operation, maintenance and logistic support of surface and subsurface ships and marine craft, naval maritime auxiliaries, ship related aviation and space systems, combat systems, command control, electronics and ordnance systems, ocean structures and fixed and mobile shore facilities which are used by the naval and other military forces and civilian maritime organizations for the defense and well-being of the Nation.

You need not be an engineer to join!