

# Towards reliable and predictable MEMS

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Sandia is a multiprogram laboratory operated by Sandia Corporation, a Lockheed Martin Company,  
for the United States Department of Energy's National Nuclear Security Administration  
under contract DE-AC04-94AL85000.

# My Roles at Sandia

- Reliability and Characterization (Thermal rotary actuator, Pistoning mirrors)
- Predictable microsystems (friction)
- Parametric Test (interferometry)
- Tools and Software Development (MEMScript, WaferScript, automated interferometric test setups)

All of these roles involve working closely with many team members including processing, design, modeling and packaging

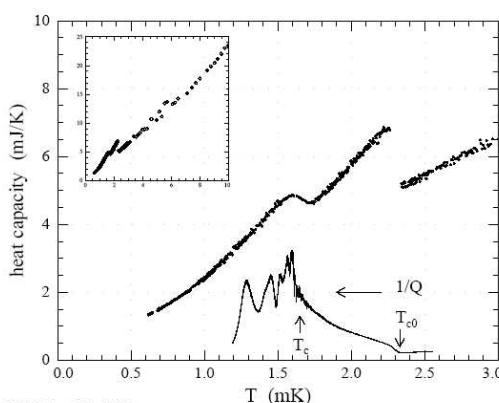
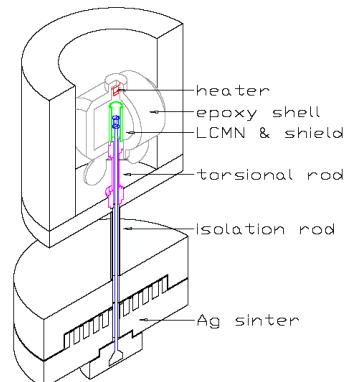
# Acknowledgements

Working at Sandia has been a great experience. I have gotten to work with and learn from an incredible team of people. Here are just a few of them:

Maarten de Boer (design / characterization)  
Bob Ashurst (chemical engineering of coatings)  
Mike Shaw (process engineer)  
Danelle Tanner (reliability)  
Mike Rightley (packaging)  
David Luck (testing)  
Mike Baker (modeling, design)  
Scot Swanson (testing)  
Karen Helgesen (testing)  
Fred Sexton (manager)  
Harold Stewart (manager)  
Dave Sandison (manager)  
Mark Platzbecker (team lead)  
Frank delRio (modeling, characterization)  
Matt Hankins (process engineer, coatings)  
Ernie Garcia (project lead)  
and many more .....

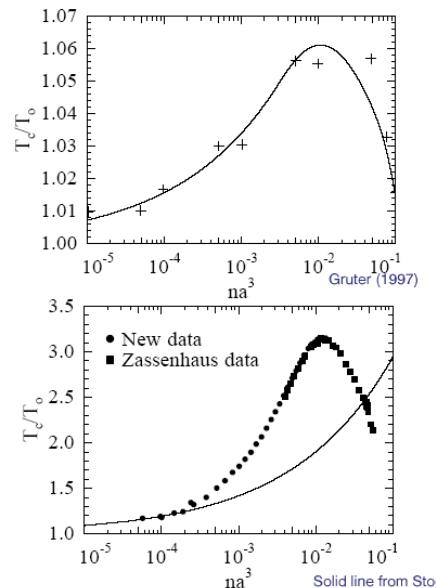
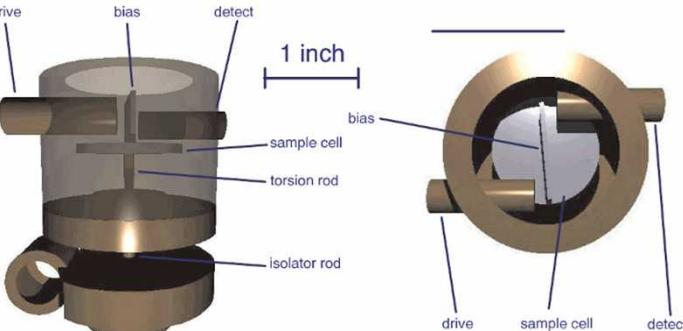
# Graduate work in ultra low temperature helium physics

## Heat capacity of He3 in aerogel



He, JZ; Corwin, AD; Parpia, JM; Reppy, JD, *Heat capacity of He-3 in aerogel*, Physical Review Letters, Sep 9 2002; v.89, no.11, p.115301-5301

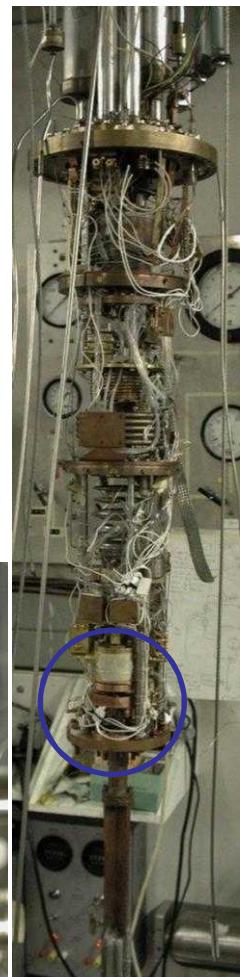
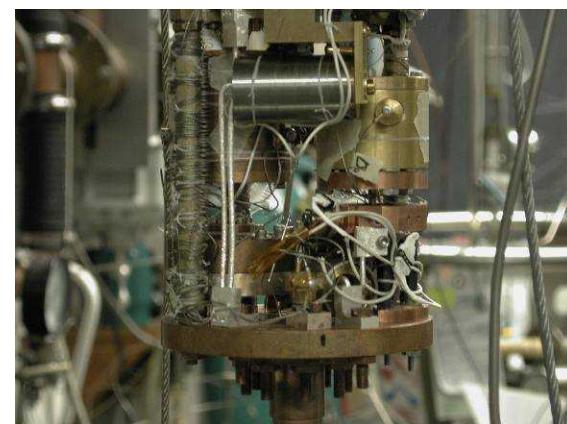
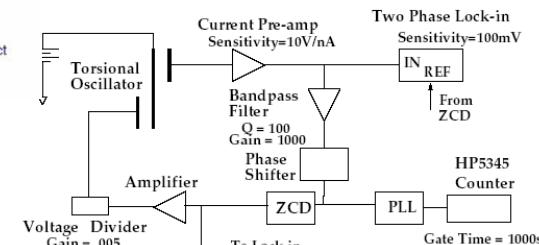
## BEC of He4 in vycor



Corwin, AD; He, JZ; Zassenhaus, G; Reppy, JD, *Density dependence of transition temperature of He-4 films in vycor glass*, Journal of Low Temperature Physics; Dec 2000, v.121, no.5-6, p.525-530

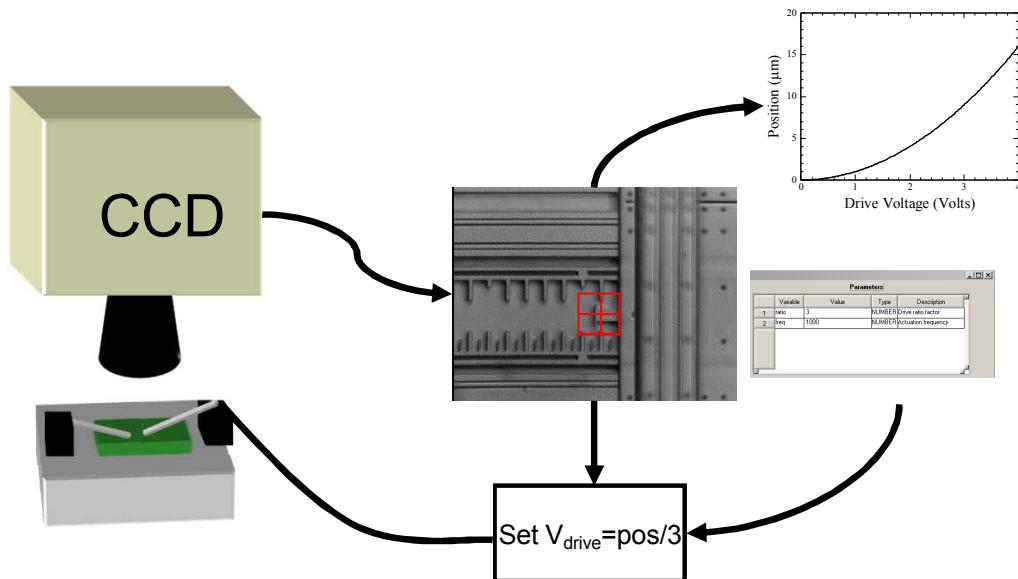
## PrNi5 demag fridge with 0.3 mK base temperature

Torsional oscillator used to detect superfluid transitions with lock-in resonance technique



# Microsystem Reliability and characterization: *Tools and techniques*

# MEMS*cript* An integrated **vision** and **actuation** automation tool for MEMS



Extensively used at Sandia in many MEMS reliability and characterization applications as well as in parametric testing.

Pattern matching allows nm scale position measurements

**Intelligent Actuation:** Combine real time in-plane, interferometric, and stroboscopic vision capabilities with full scripting power to allow actuation to respond to vision data in real time

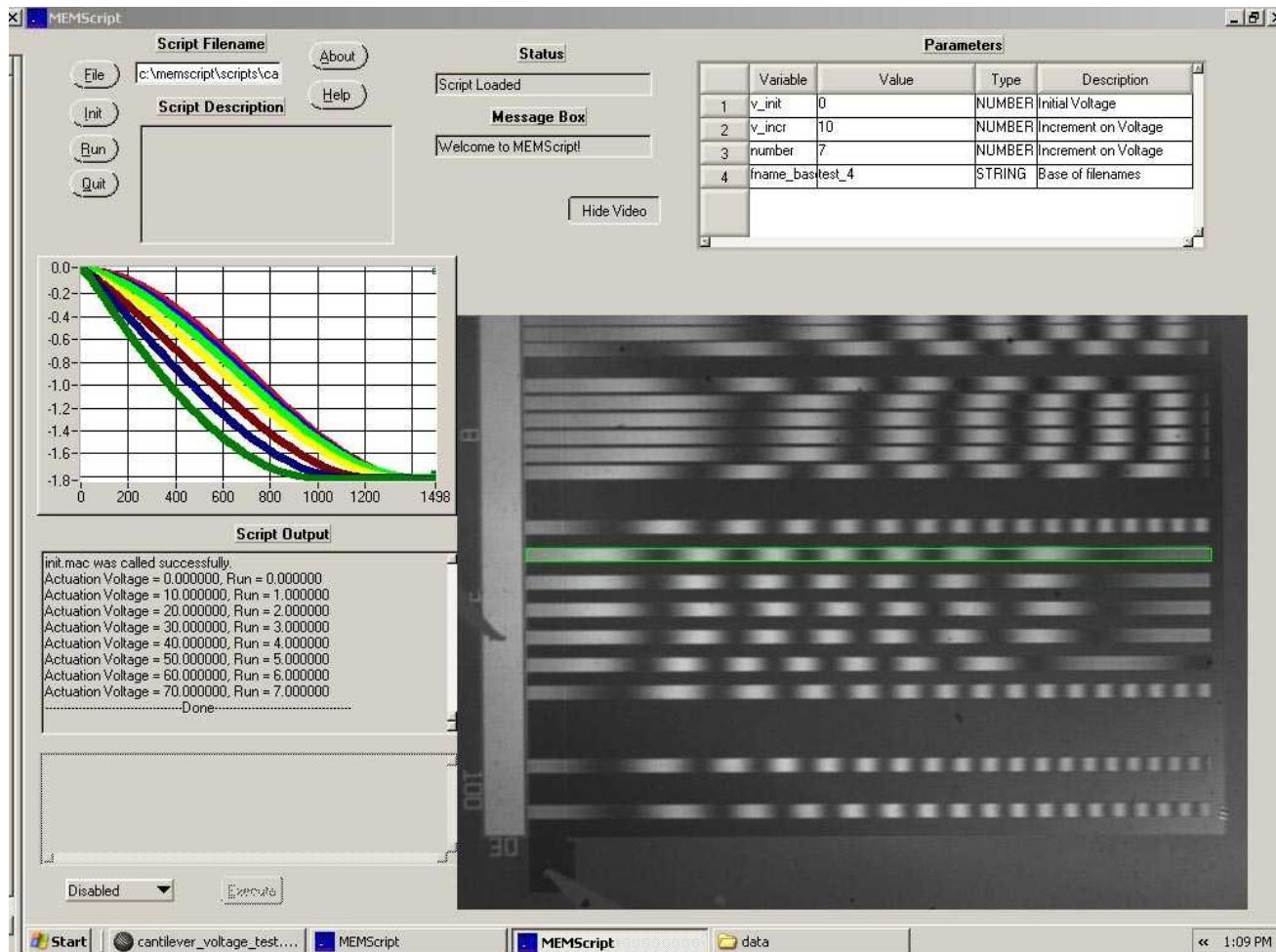
**Flexibility:** Works with a variety of National Instruments image capture and digital to analog boards, as well as GPIB and serial devices. Interface to external programs via DDE (i.e. LabView)

**Simplicity:** Presents simple user interface to allow use without knowing scripting language

**Power:** Full featured scripting engine written in C includes full branching (make decisions on the fly), arithmetic function evaluation (calculate on the fly), graphing (display on the fly), file output (save data and images for further analysis/presentation)

20,000 lines of code. Written by Alex Corwin

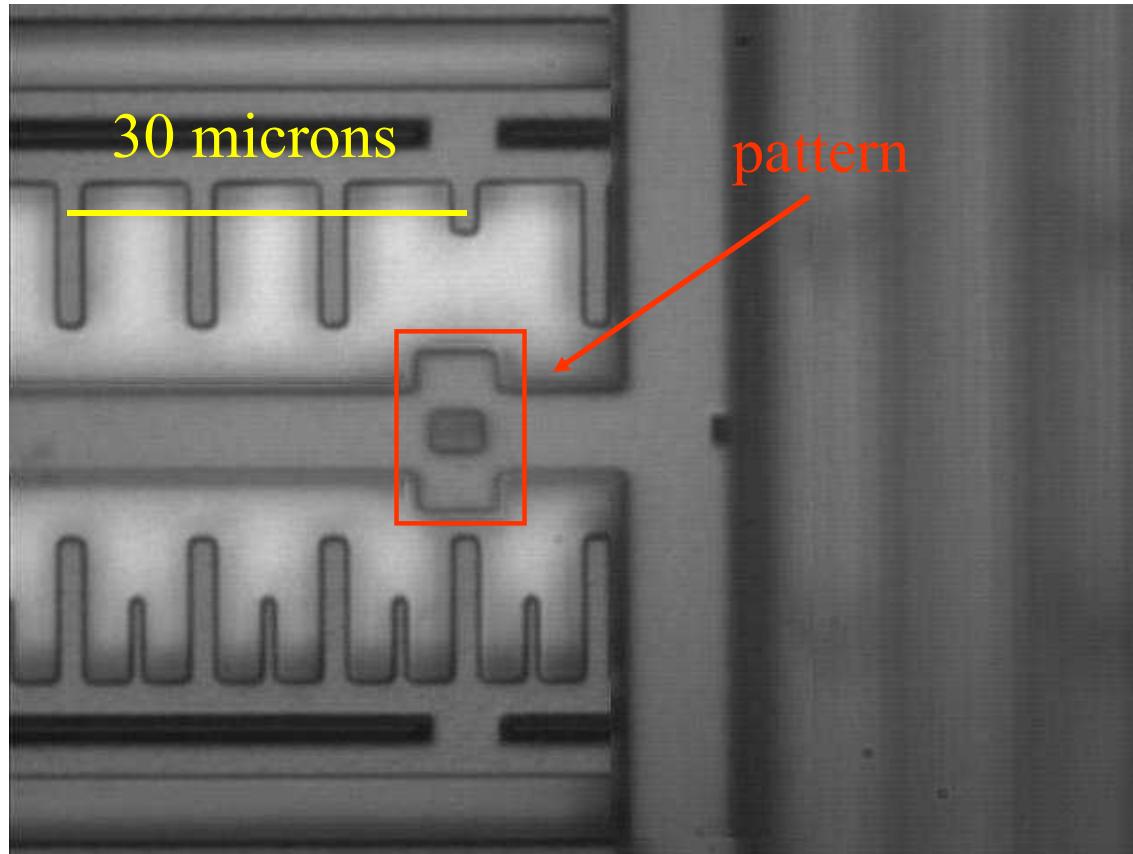
# Screen capture of MEMScript



Uniform interface for all scripts allow wide variety of measurements

Automation allows large number of measurements over large number of devices to get statistical reliability data

# Optical Metrology – Pattern matching

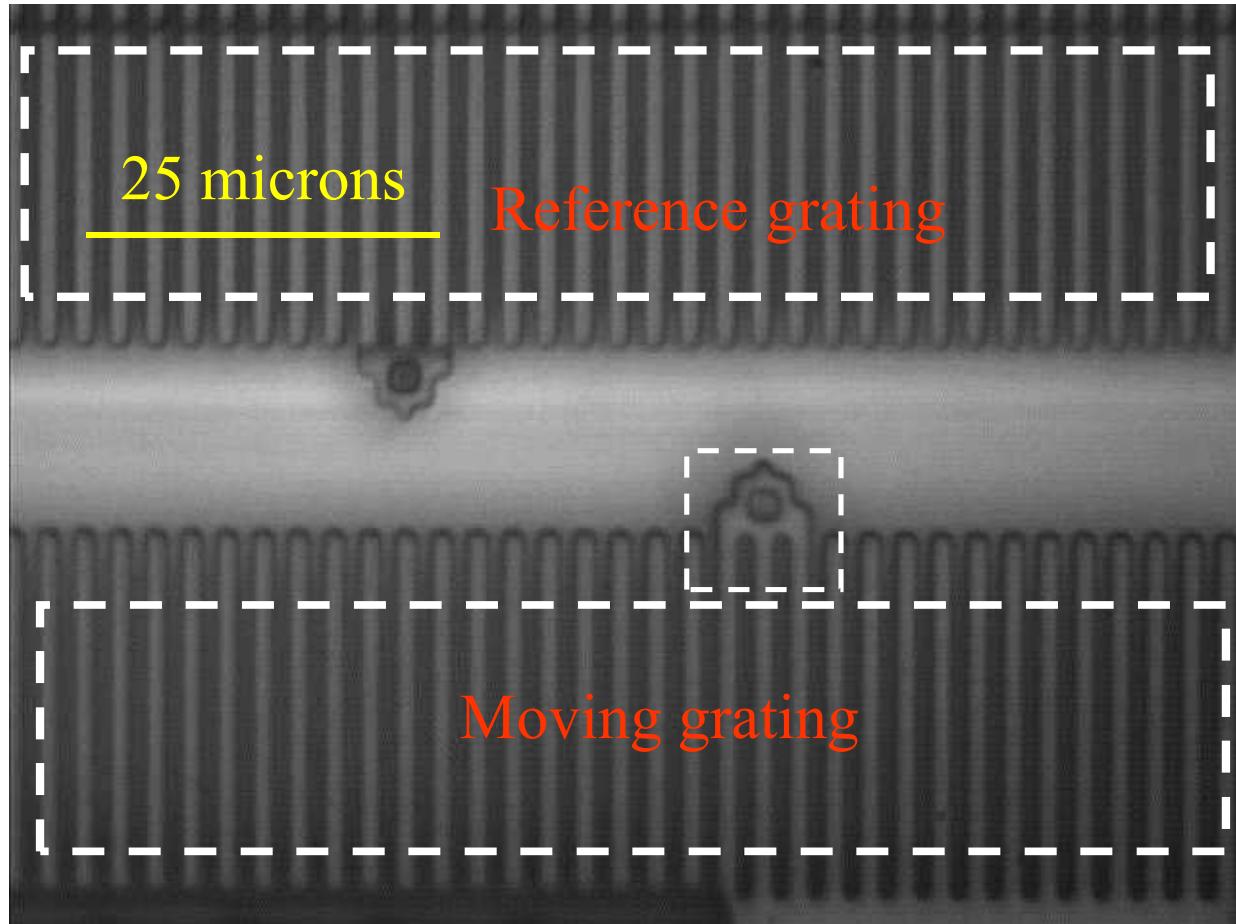


Sub-pixel pattern matching using a 100X mitutoyo objective yields about  $\pm 4$  nm resolution

# Optical Metrology – Grating

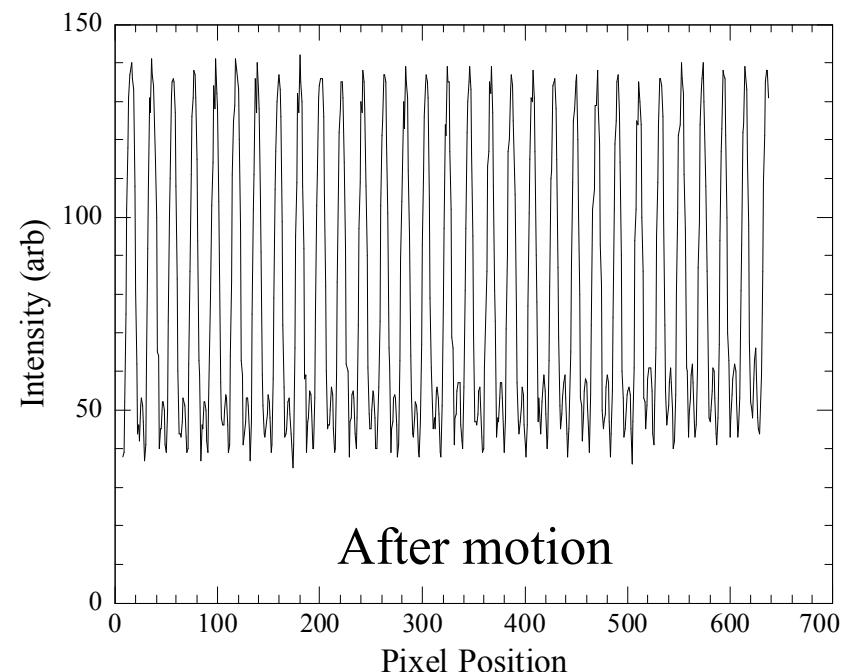
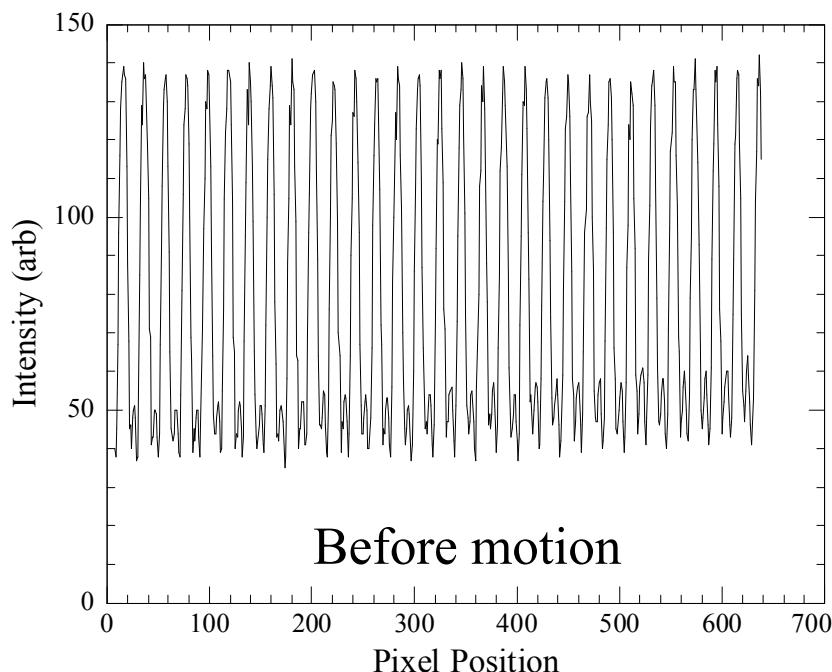
We can do better using a periodic grating

Technique allows hi-resolution ( $\sim 1$  nm) in plane displacement measurements through full range of motion using pattern matching to correct for phase jumps



# Optical Metrology – Grating cont.

Look at phase shift after motion and convert to displacement

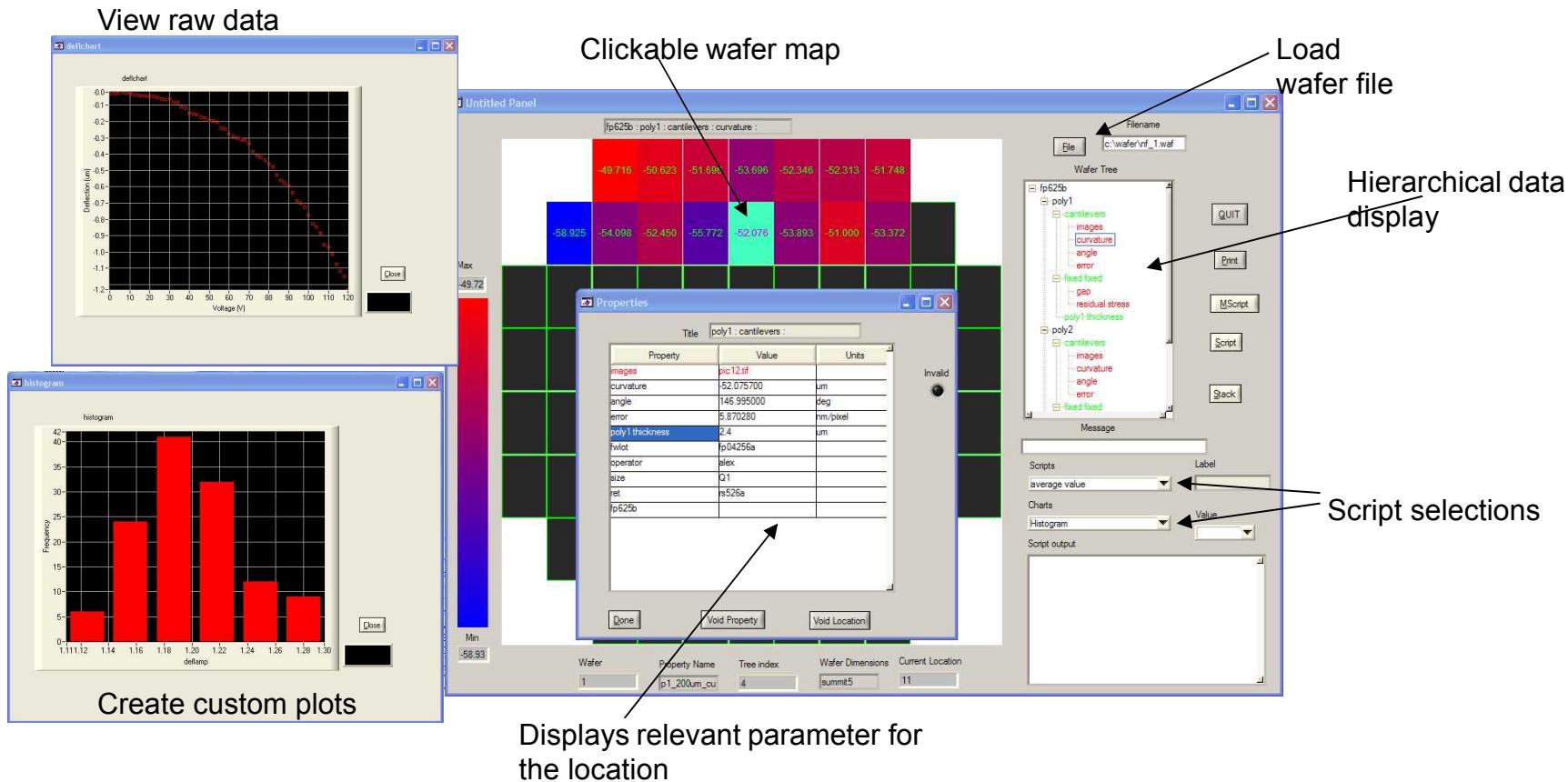


$$\Delta x = \Delta x_{move} - \Delta x_{ref} = \frac{\Delta \phi_{move} - \Delta \phi_{ref}}{2\pi f} S$$

S is scale factor and is a function of pitch of grating

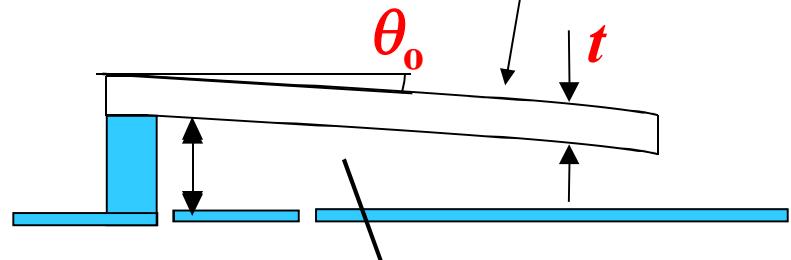
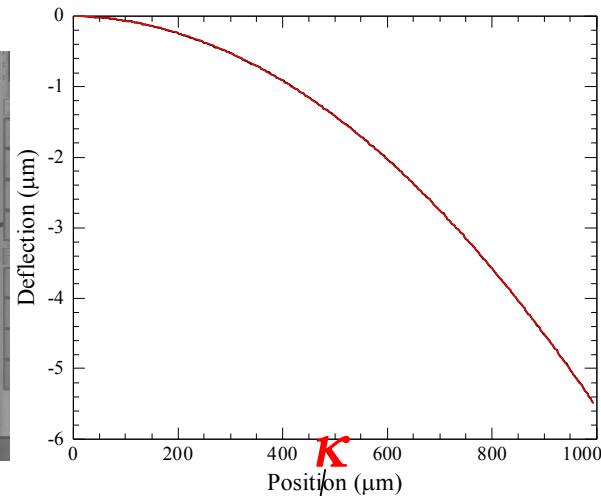
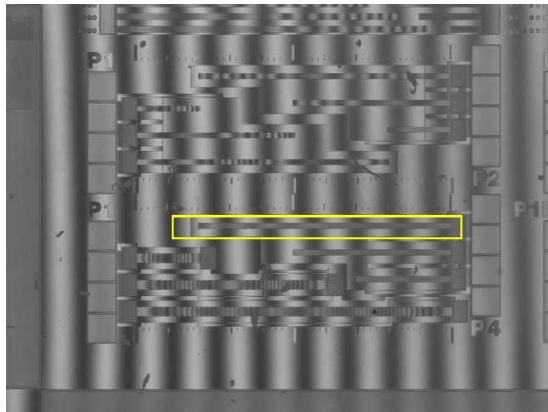
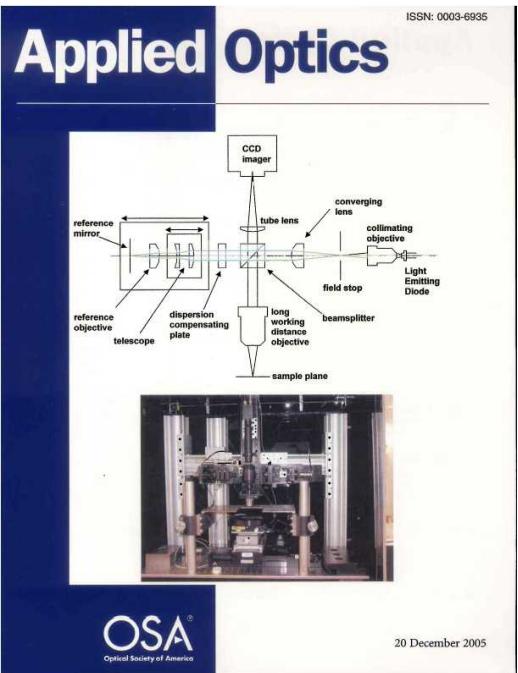
Technique allows phase detection to  $2\pi/2500$  and yields resolution of  $\sim 1$  nm (grating pitch/2500)

# WaferScript



- Fully scriptable data mining and analysis tool
- High level wafermaps (i.e. deflections, stresses) linked to underlying raw data
- All analysis and graphical output accomplished through simple plug-in scripts
- Can generate automated reports including statistical analysis
- Share a code-base with MEMScript package

# Collaborated in designing long working distance interferometer



Allows out of plane measurements of  
MEMS devices

Incorporated into many of the test setups I have  
built

Can measure take-off angle and radius of  
curvature to track process variations

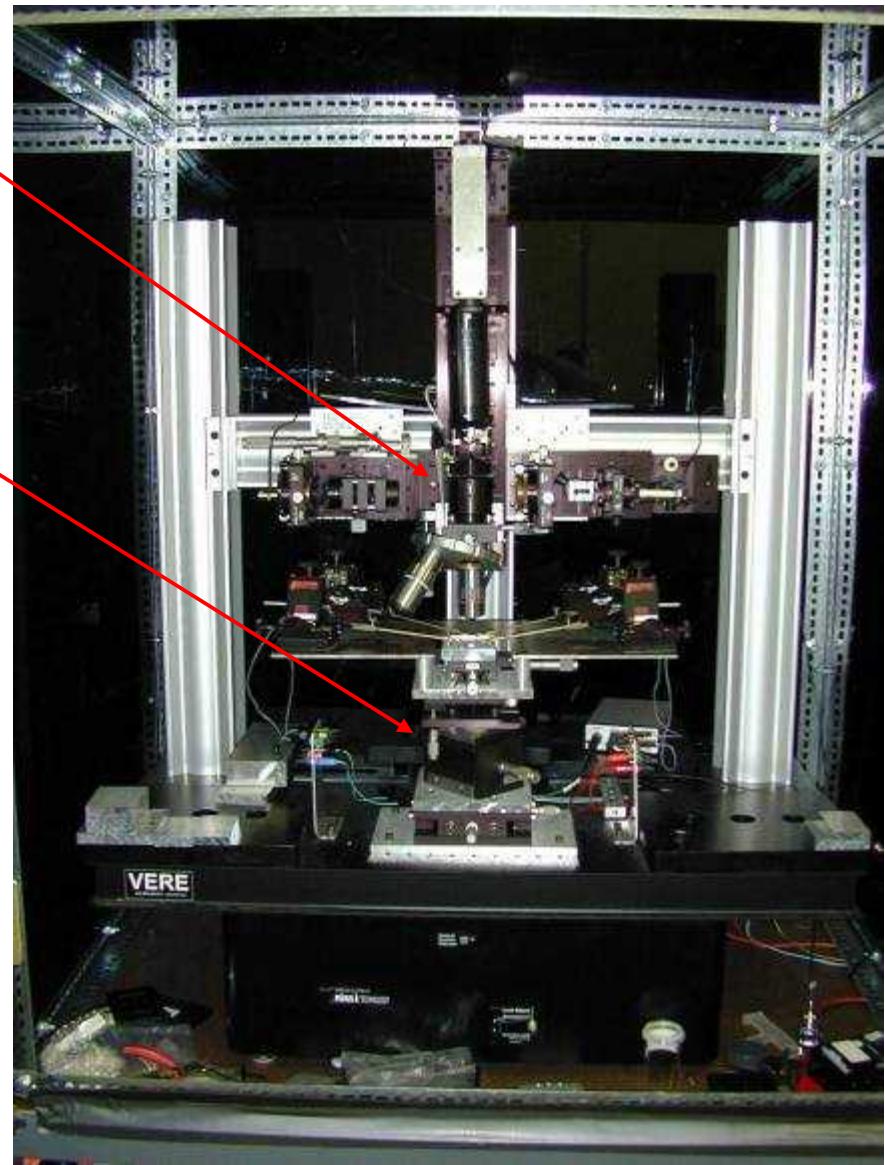
# Built dual use high resolution probe station

Combines interferometer with turret and with solenoid to switch between interferometry and standard microscopy

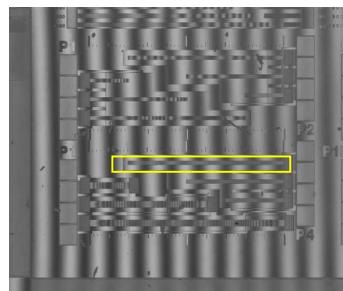
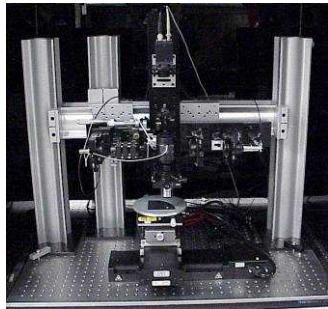
Stage stack allows for movement of part relative to probes as well as part + probes relative to microscope

Used to take much of the data I will be presenting

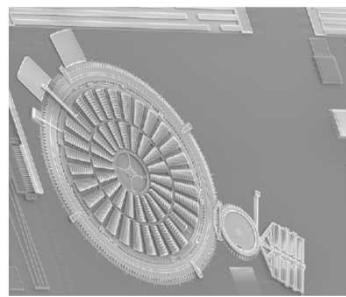
Modified version used for fully automated testers



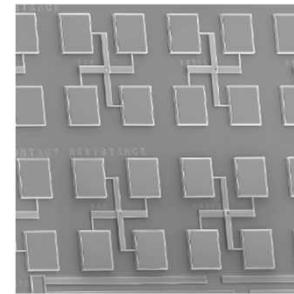
# Microsystem Parametric testing: *Process control and parameters for designers*



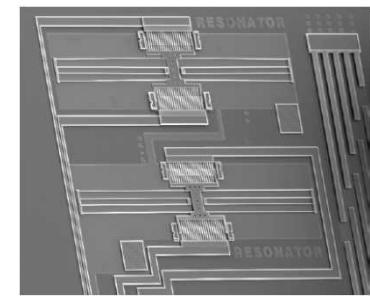
Residual stress  
stress gradient



Device  
functionality



Sheet & contact  
resistance



Resonance (line  
width)

Lead group of 1 technologist and 2 contractors working on wide range of test hardware

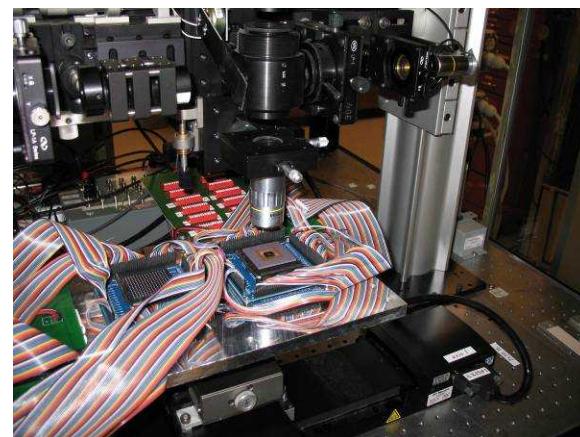
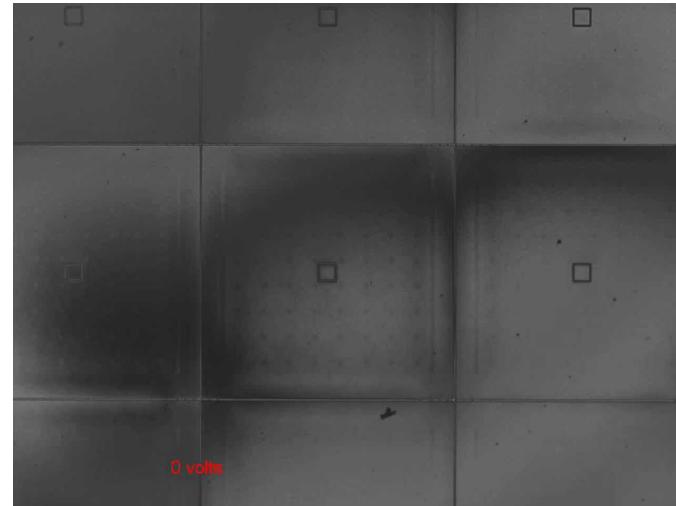
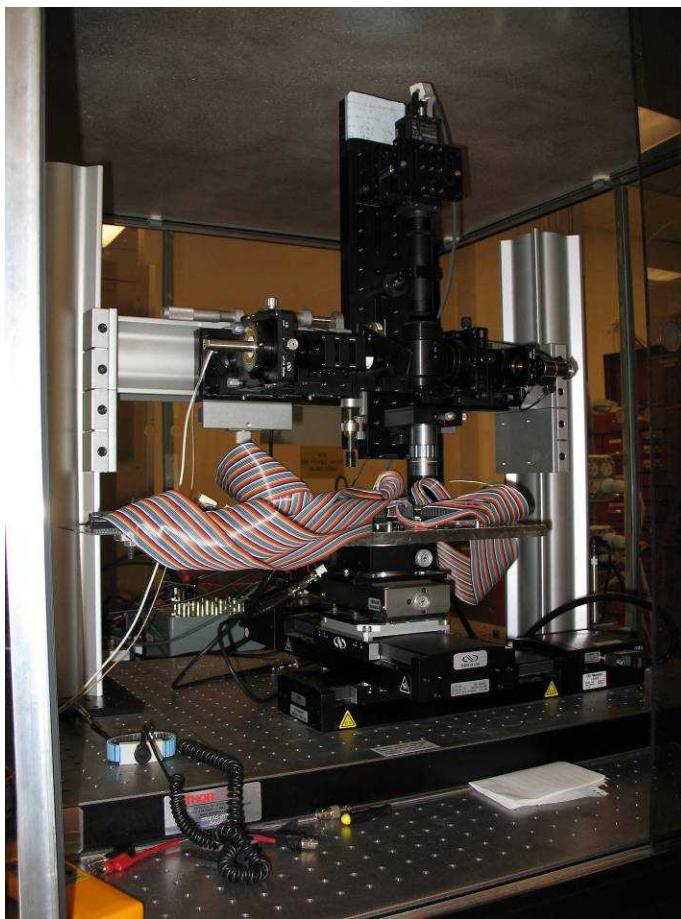
Measure electrical and mechanical test structures from every standard SUMMiT run.

Monitor process bounds to aid process engineers (and enable them to qualify new equipment)

Provide property averages and standard deviations for designers and modelers

# Microsystem Reliability: How do we determine reliability of large array of pistonning mirrors?

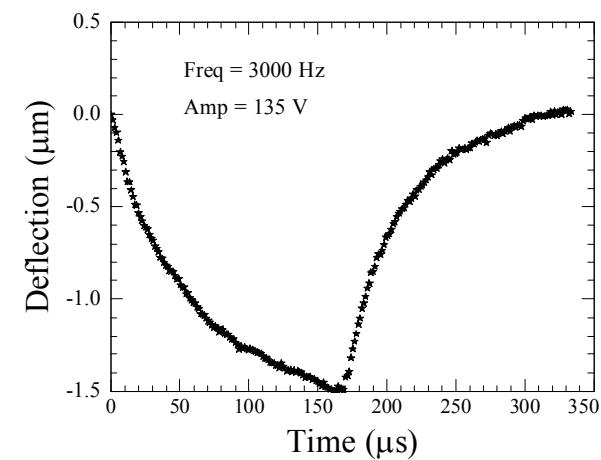
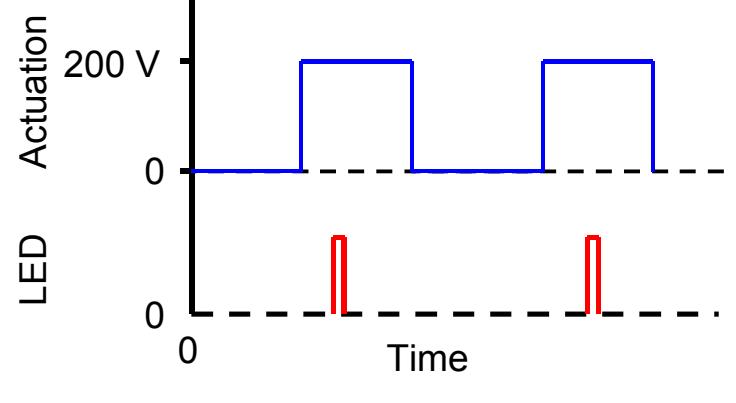
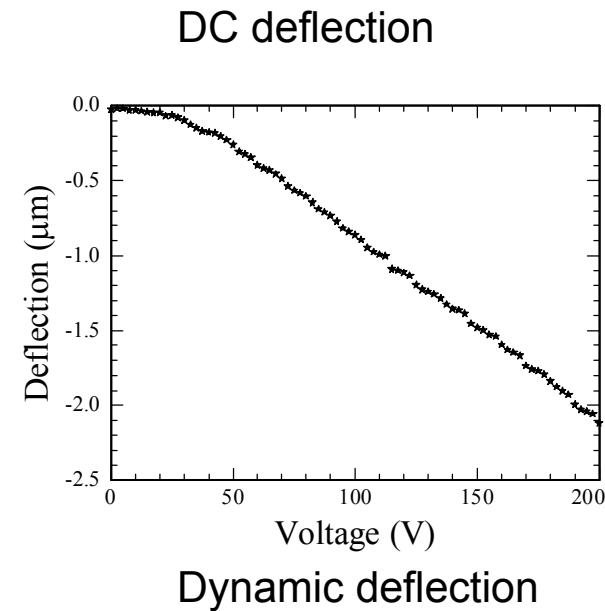
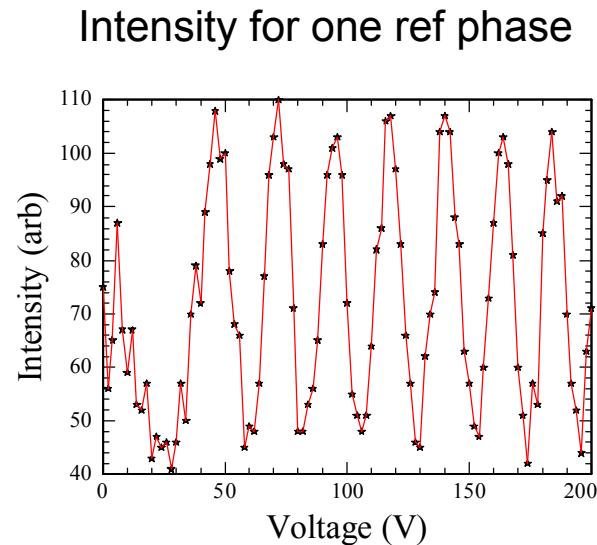
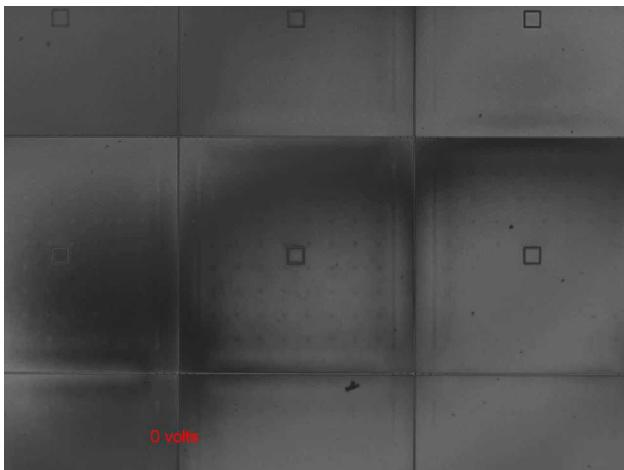
Build a fully automated x,y,z,theta scanning interferometer



How can we capture and mine the necessary performance data?

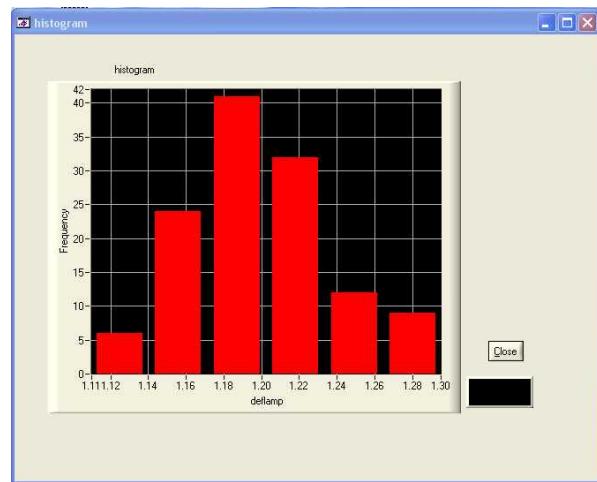
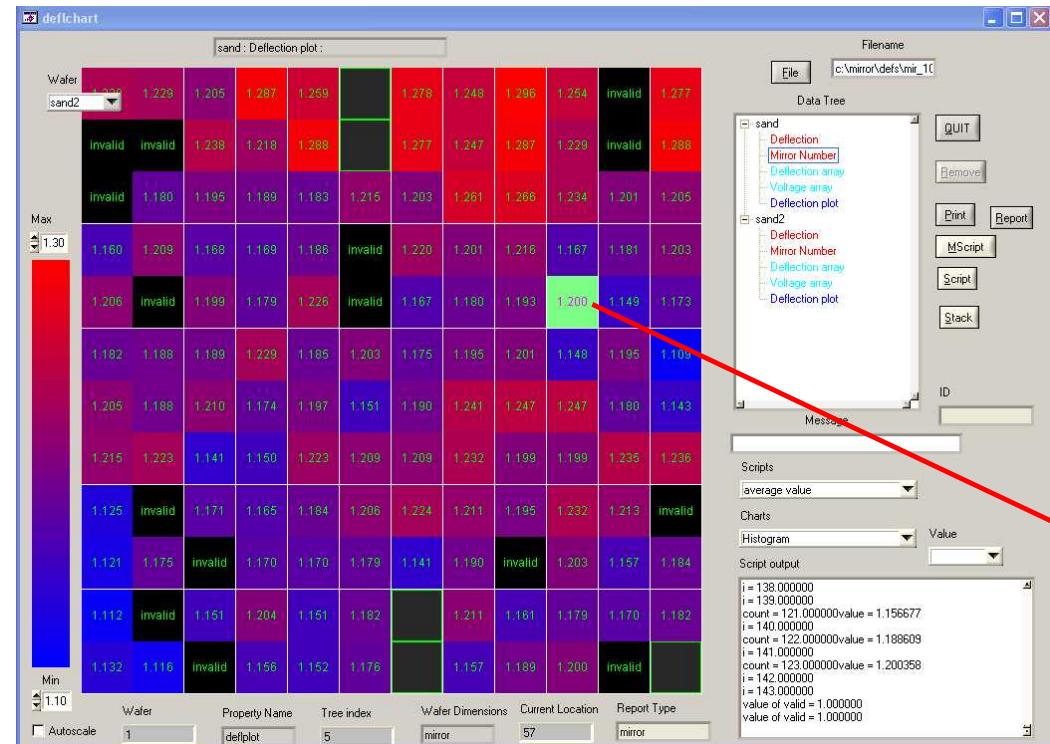
# Develop technique to allow both DC and dynamic measurements of displacement

Use PSI (Hariharin algorithm), but stitch together points over time instead of space.

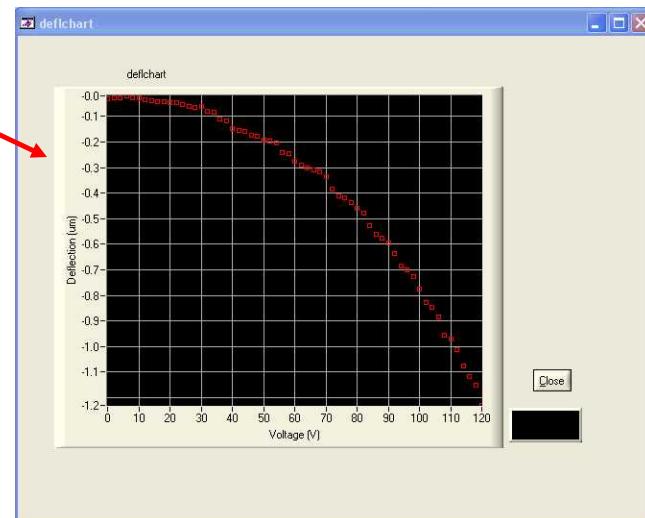


Strobe LED with delay box and vary phase to acquire dynamic deflection data

# Use WaferScript to visualize and analyze data



Easily generate plots summarizing complete data set



Can drill down into data and look at individual deflection curves

# Reliability analysis

Mirrors have shown no failures to date. Can predict lifetimes with exponential distribution (assumes random failures).

$$F(t) = 1 - e^{-\lambda t}$$

We can place an upper bound on the failure rate,  $\lambda$ , with confidence  $\alpha$  as:

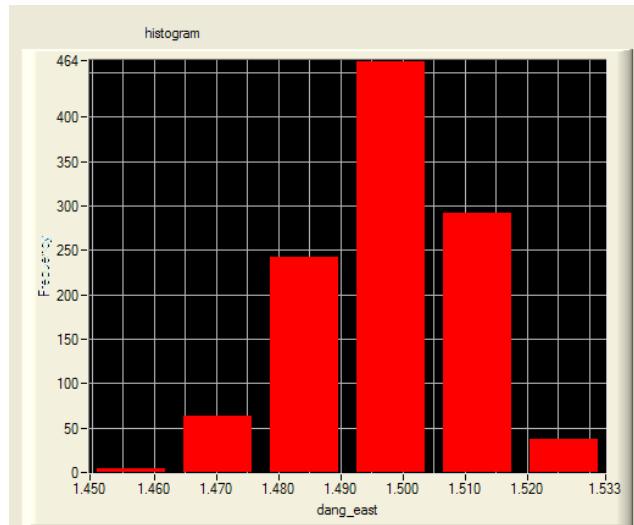
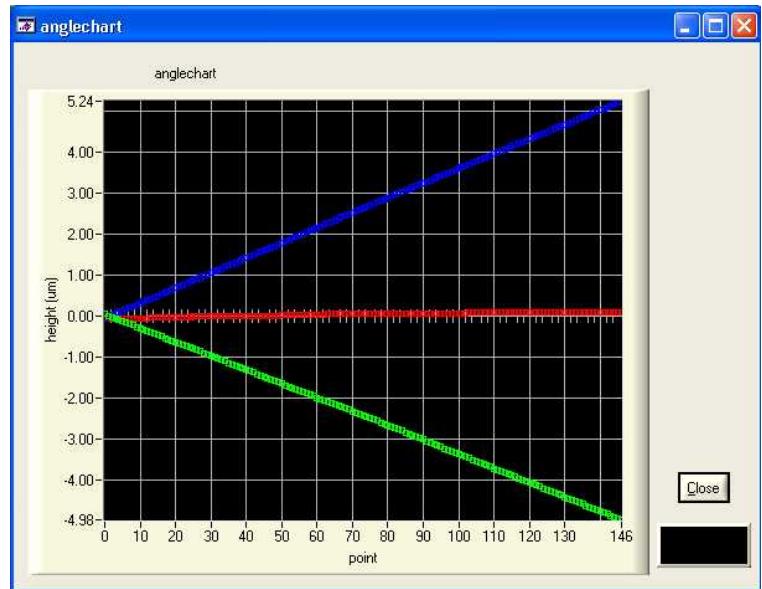
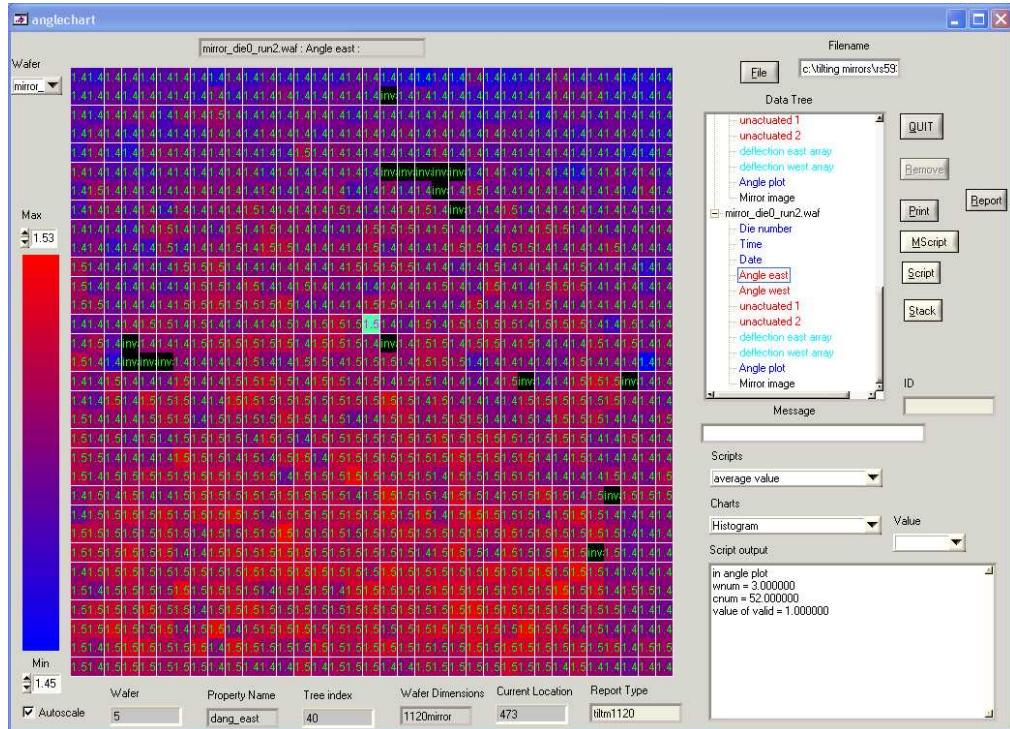
$$\lambda_{100(1-\alpha)} = -\frac{\ln(\alpha)}{n \times AF \times T}$$

Where  $n$  is the number of mirrors,  $AF$  is the acceleration factor (as we can test the mirrors at a higher frequency than needed for the application), and  $T$  is the total number of days on test

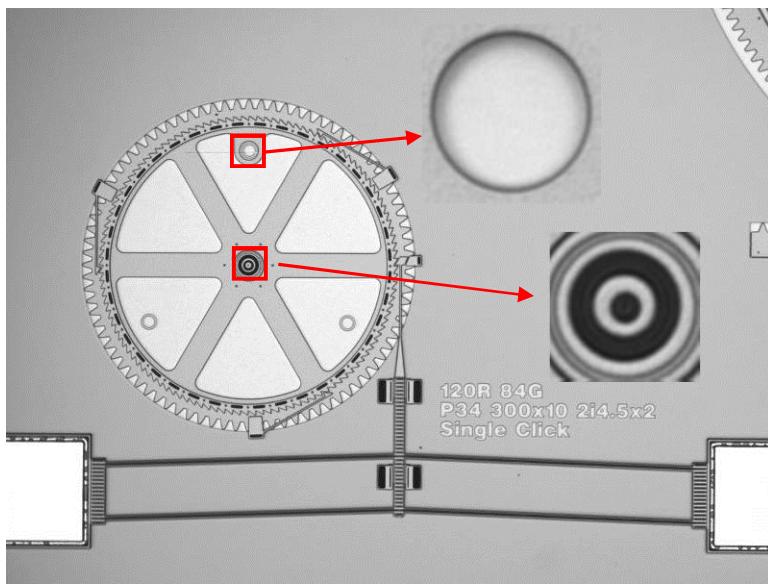
We can then compute the expected lifetime for a  $1-F_{\text{mirror}}$  probability of a mirror working as

$$t = -\frac{\ln(1 - F_{\text{mirror}})}{n \lambda_{100(1-\alpha)}}$$

Build similar system for characterization / acceptance testing of tilting mirror for whitecell

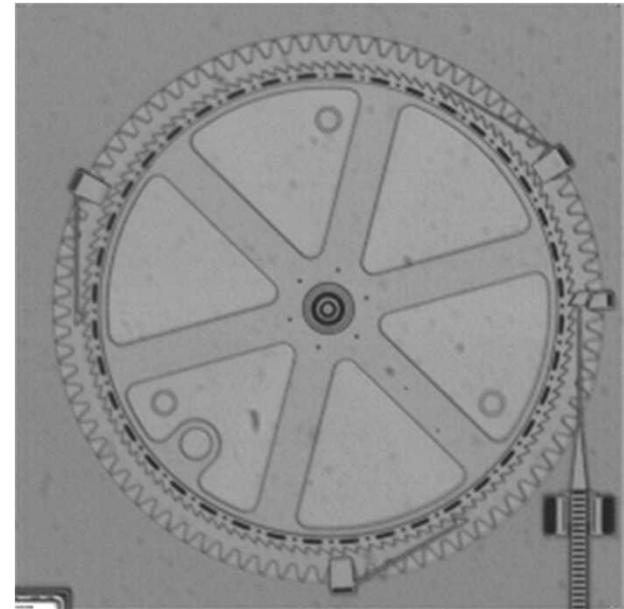


# Microsystem Characterization and failure mechanism ID: Thermal Rotary Actuator (ThRA)



Used pattern matching to find center and circle on gear, and from locations, deduced angle of gear. Pattern matching also performed on stroboscopic video

**When will this actuator skip, and what can we do to improve performance?**

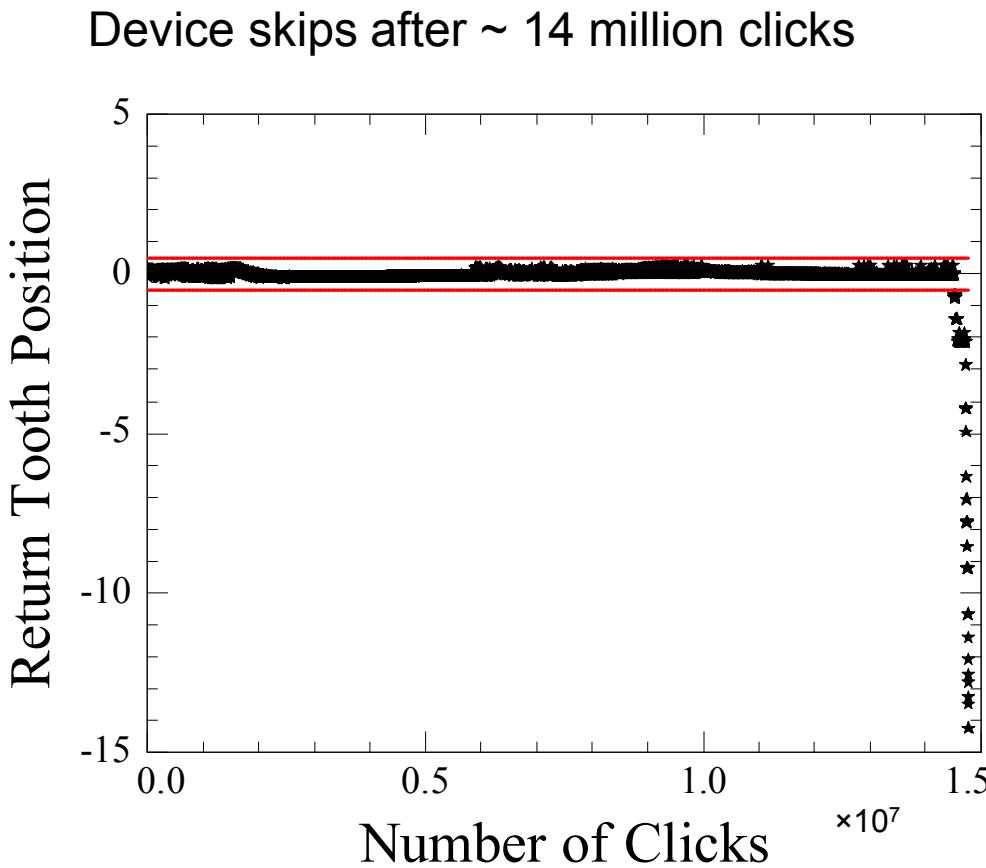


## ThRA in operation

Thermal actuator uses thermal expansion to create linear motion, which is then translated into motion of the gear

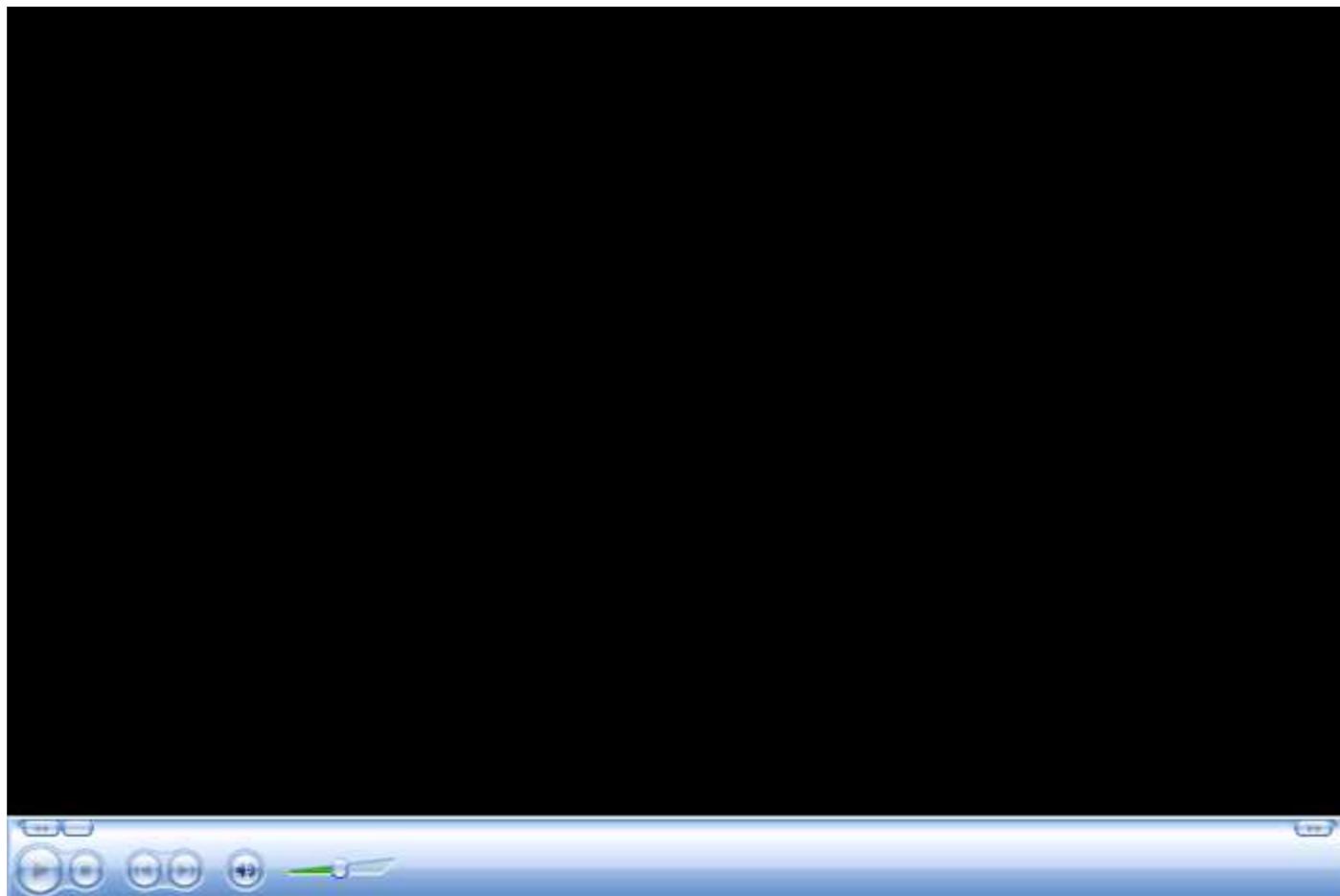
# Integrate actuation and pattern matching

Use pattern matching to record position of gear after each complete rotation



Can characterize skip free operation

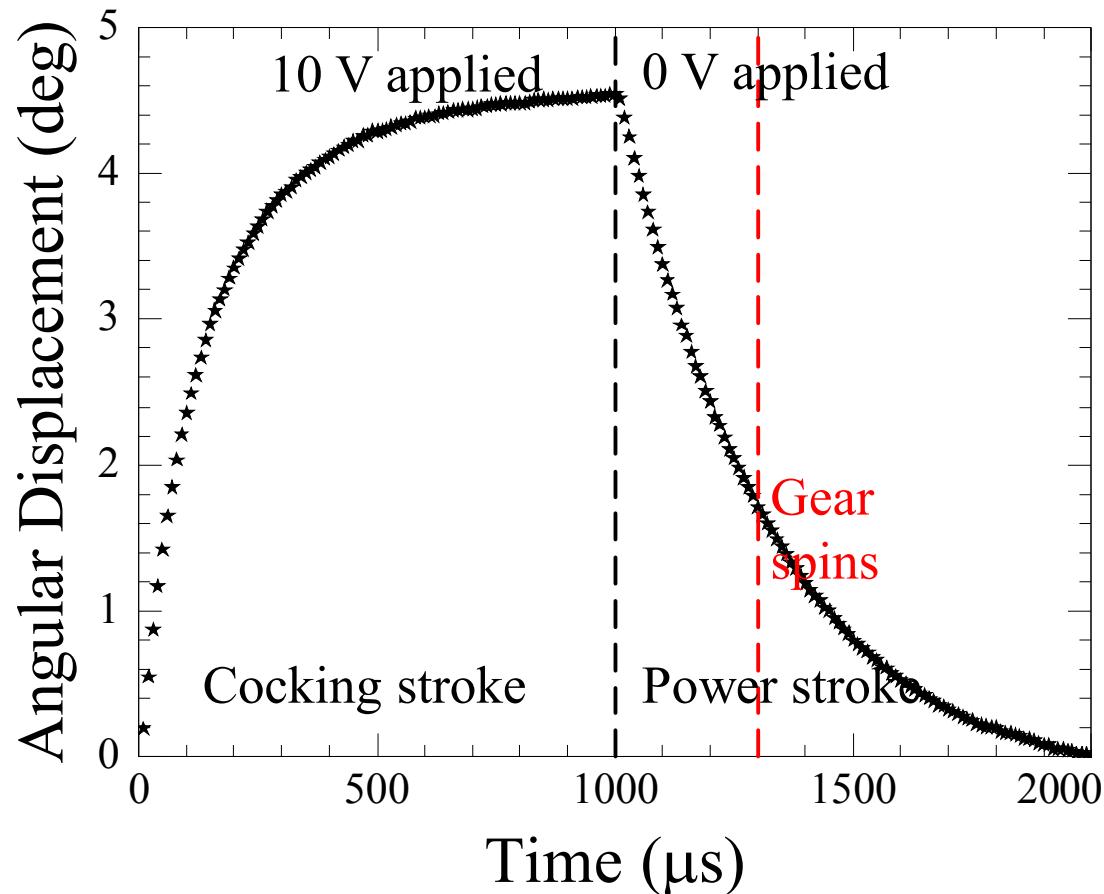
# ThRA stroboscopic video – Investigate operation



**Strobe can catch periodic motion**

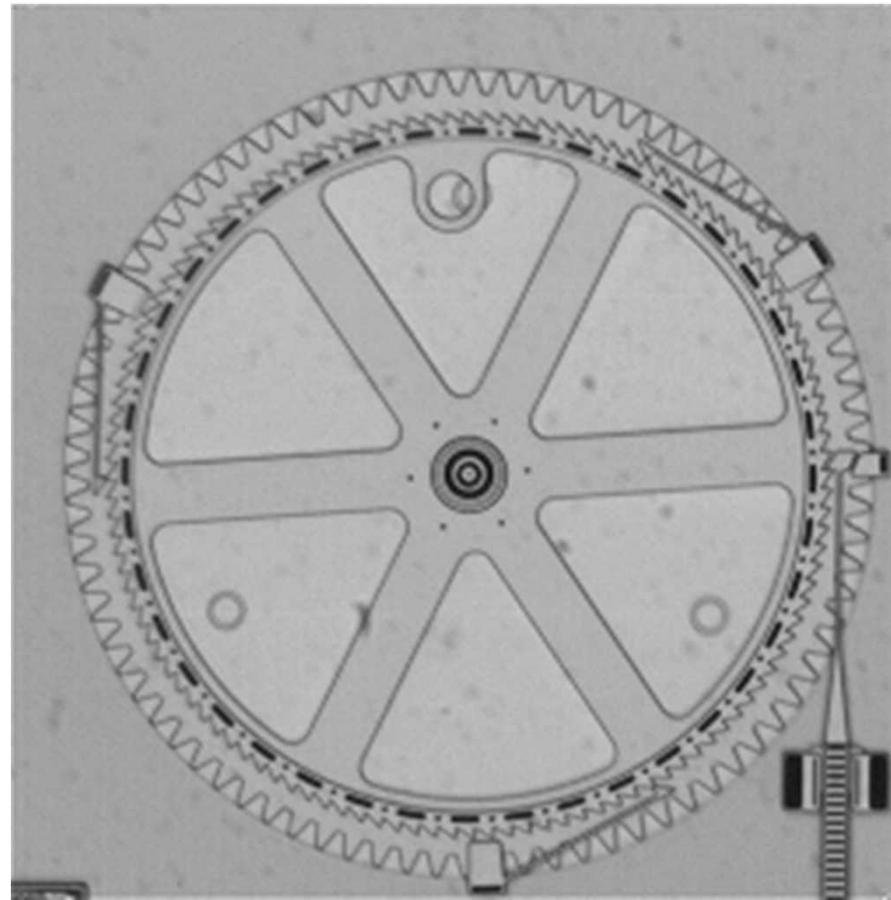
# ThRA stroboscopic video diagram

**Can combine  
pattern matching  
with stroboscopic  
video to determine  
device operation**



Intentionally overdriving ThRA will help us identify failure modes earlier and address them through more robust design

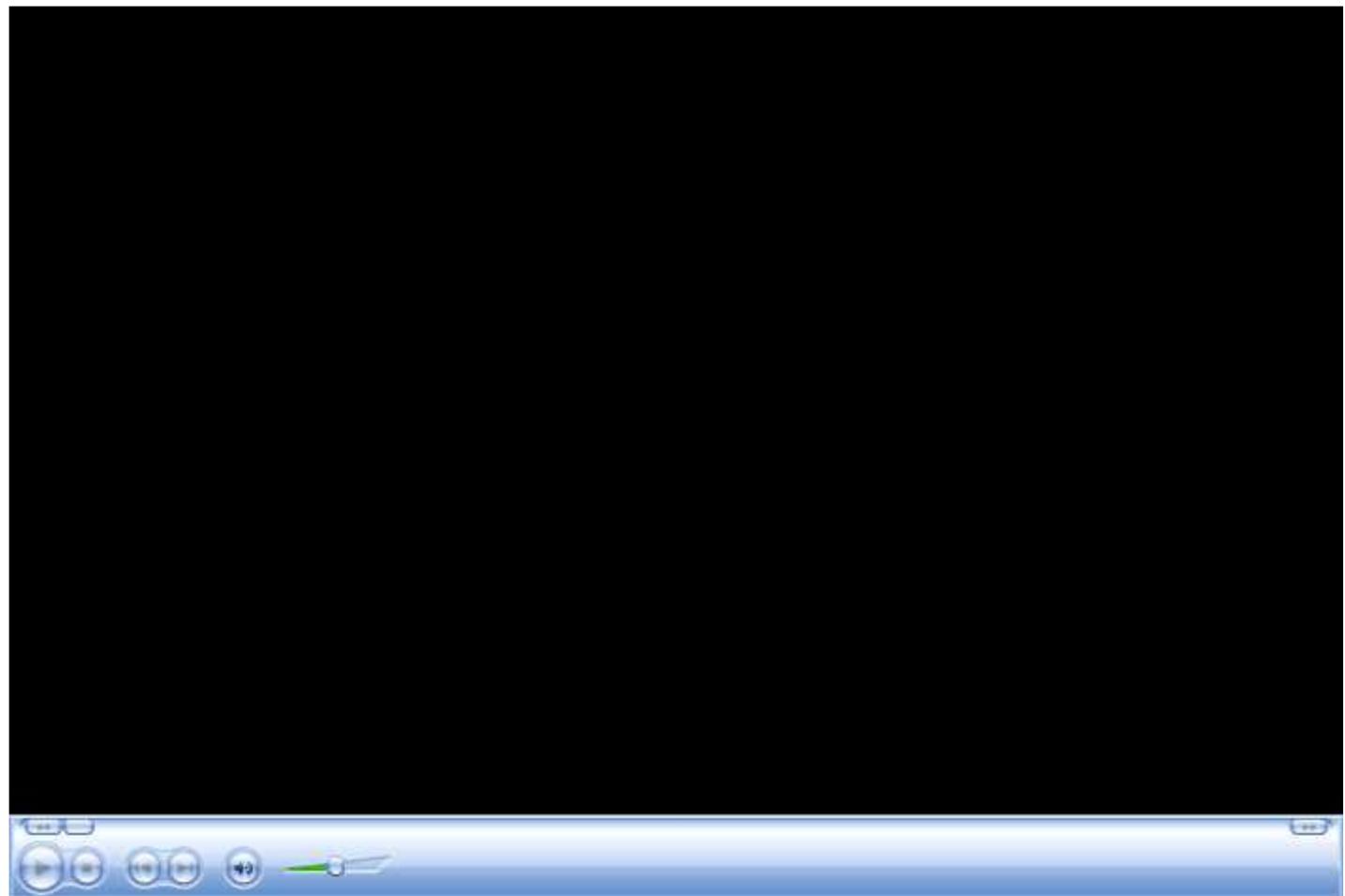
# ThRA – Hi Speed video



**Hi-speed video can capture transient (non-periodic events) that cannot be captured with strobe such as intermittent failure**

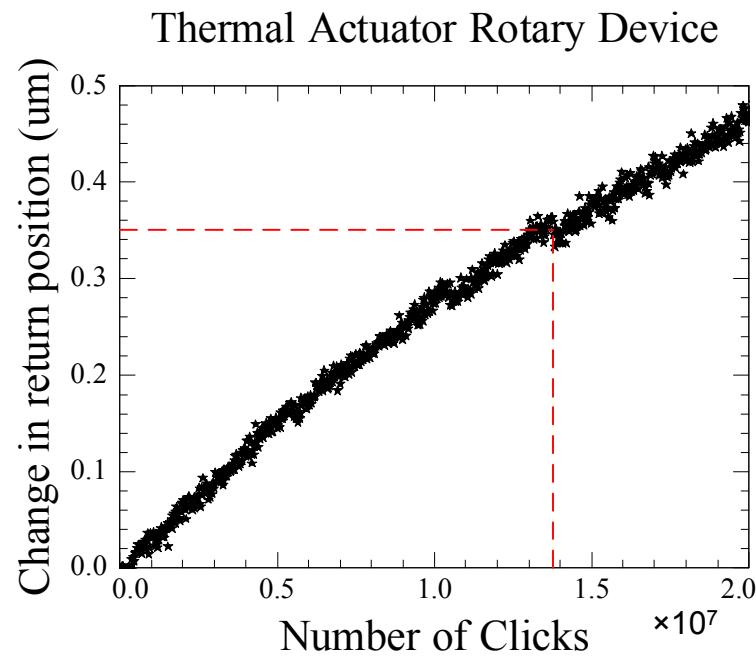
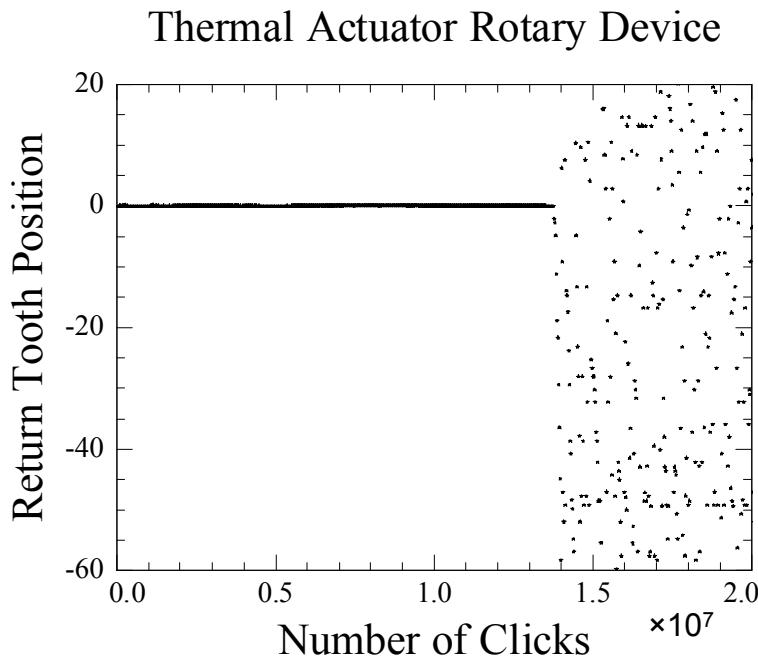
# ThRA (failed) stroboscopic video

ThRA not  
returning far  
enough back  
in return  
position



**Total device failure can be captured with strobe**

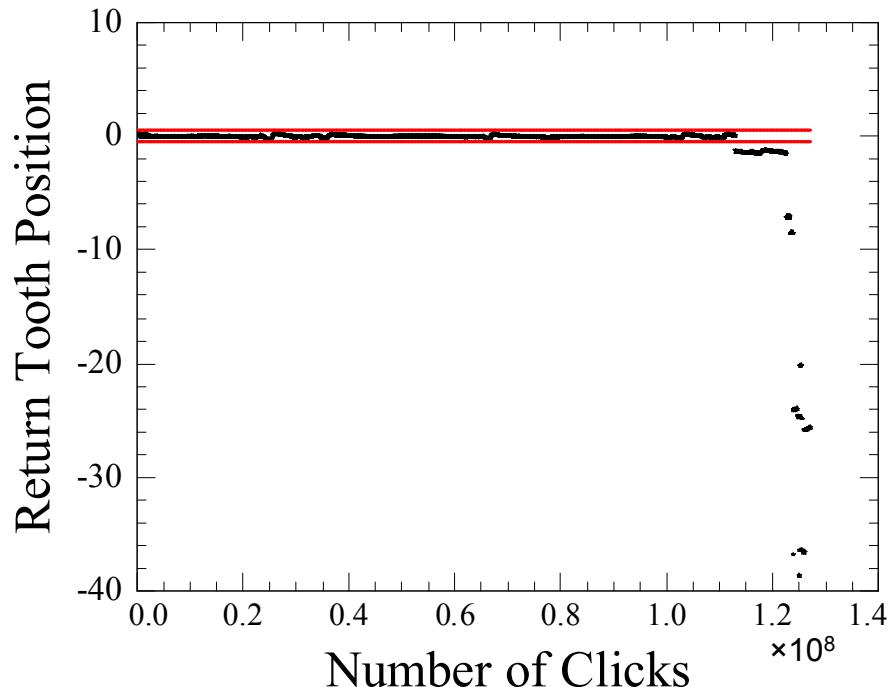
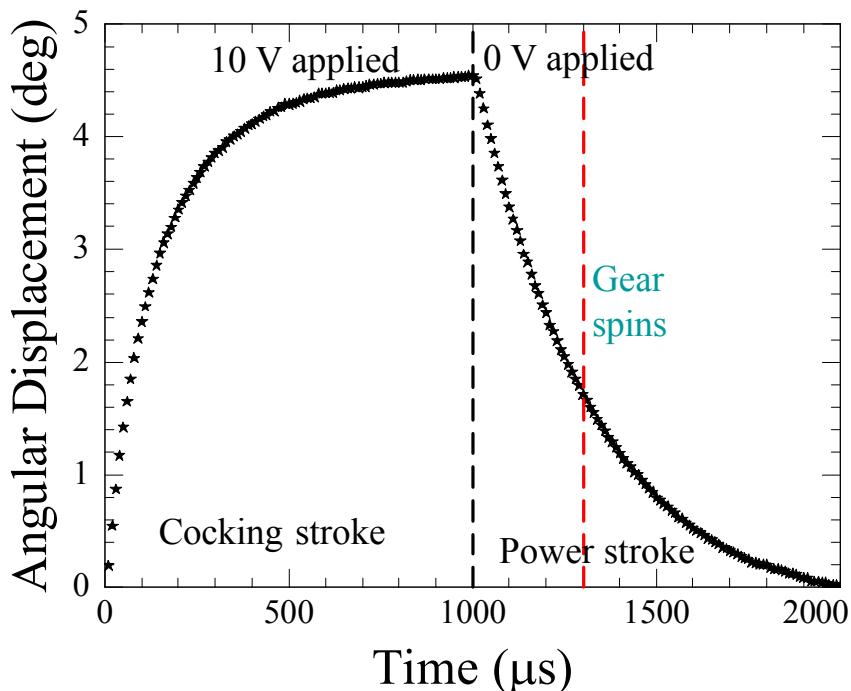
# Look for changes in return position



**Heating of ThRA under load may be stretching device over time  
(modeling shows temperature of  $\sim 650$  C)**

# Try running ThRA and lower voltage

Recall from stroboscopic study that we had more than enough throw and can reduce voltage and still turn gear



Reducing voltage lowers temperature allows over 100 million skip free clicks!

New ThRA was designed to operate at even lower temperature. To date has accumulated over .5 billion clicks!

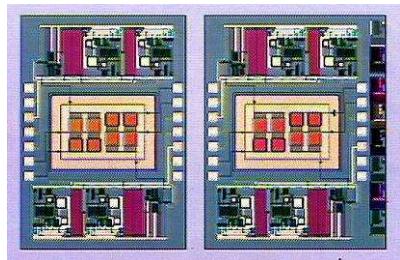
# Microsystem Reliability Challenge:

## *Friction between contacting surfaces*

# MEMS are RELIABLE – Industry chooses simpler devices

## Class I

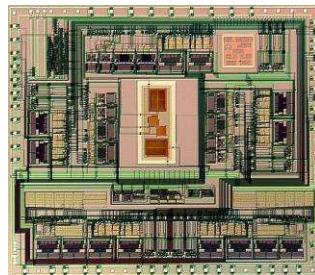
*No Moving parts*



Accelerometers  
Pressure Sensors  
Inkjet Print Heads  
Strain Gauge

## Class II

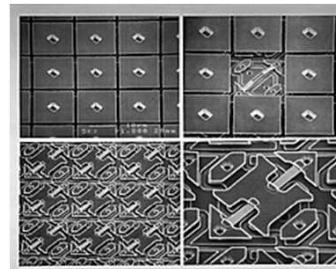
*Moving Parts, No Rubbing or Impacting Surfaces*



Gyros  
Comb Drives  
Resonators  
Filters

## Class III

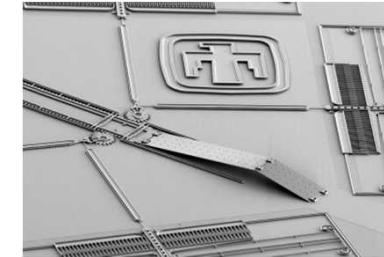
*Moving Parts, Impacting Surfaces*



TI DMD (\$ 1B)  
Relays  
Valves  
Pumps  
Optical Switches

## Class IV

*Moving Parts, Impacting and Rubbing Surfaces*

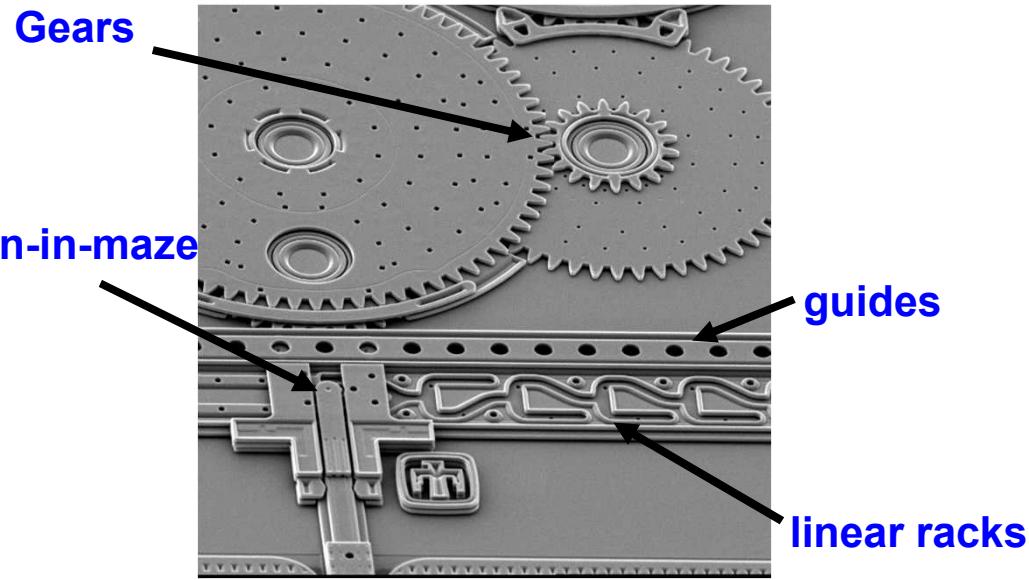


Optical Switches  
Shutters  
Scanners  
Locks  
Discriminators

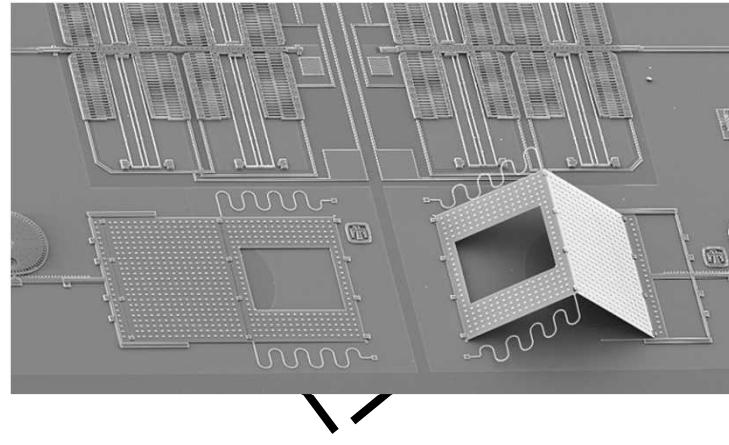
Billions of inkjet print cartridges produced using HP technology!  
Analog Devices ships 1 million MEMS accelerometers a week!  
Texas Instruments has shipped millions of DLP subsystems!

# Allowing contact between MEMS surfaces significantly broadens the design space

## Complex Mechanical Logic



## Pop-up Mirrors



but ...

static friction can dominate the forces required

dynamic friction can dominate energy loss

adhesion, friction and wear become the most important failure mechanisms of contacting MEMS

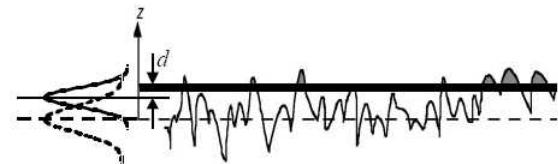
How can we understand these mechanisms better?

# Large effort at Sandia to understand and mediate effects of contacting MEMS

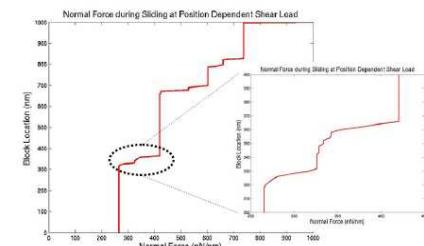
Vital for many projects across the lab

Effort includes designers, process engineers, packaging engineers, modelers, characterization and reliability physicists

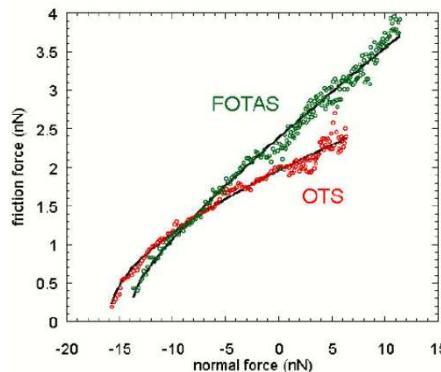
Desire reliable and predictable device performance



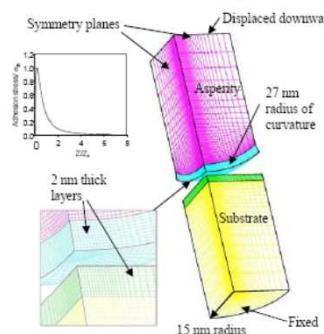
Rough surface contacting a flat plane – R.E. Jones, Sandia



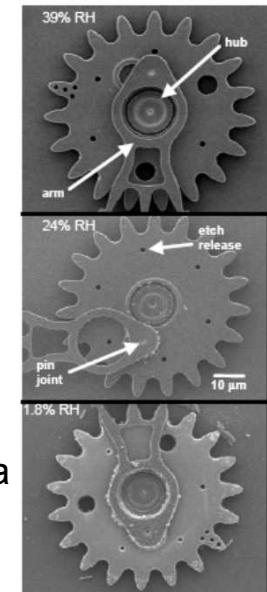
Discrete simulations of polysilicon frictional sliding, M.J. Starr, Sandia



AFM friction force measurements on polysilicon surfaces – E.E. Flater, R.W. Carpick, U. Wisc., R.W. Ashurst, Auburn



Finite Element simulation of a single asperity – N.D. Reedy, Sandia



SEM of microengine gears stressed at various humidity's – D.M. Tanner et al, Sandia

I will focus on work I have done to understand frictional contact between planar surfaces

# MEMS – surface micromachining implementation

A series of structural and sacrificial layers are deposited

Ground plane layer (Poly 0)  
4 structural levels  
(Poly 1 - Poly 4)

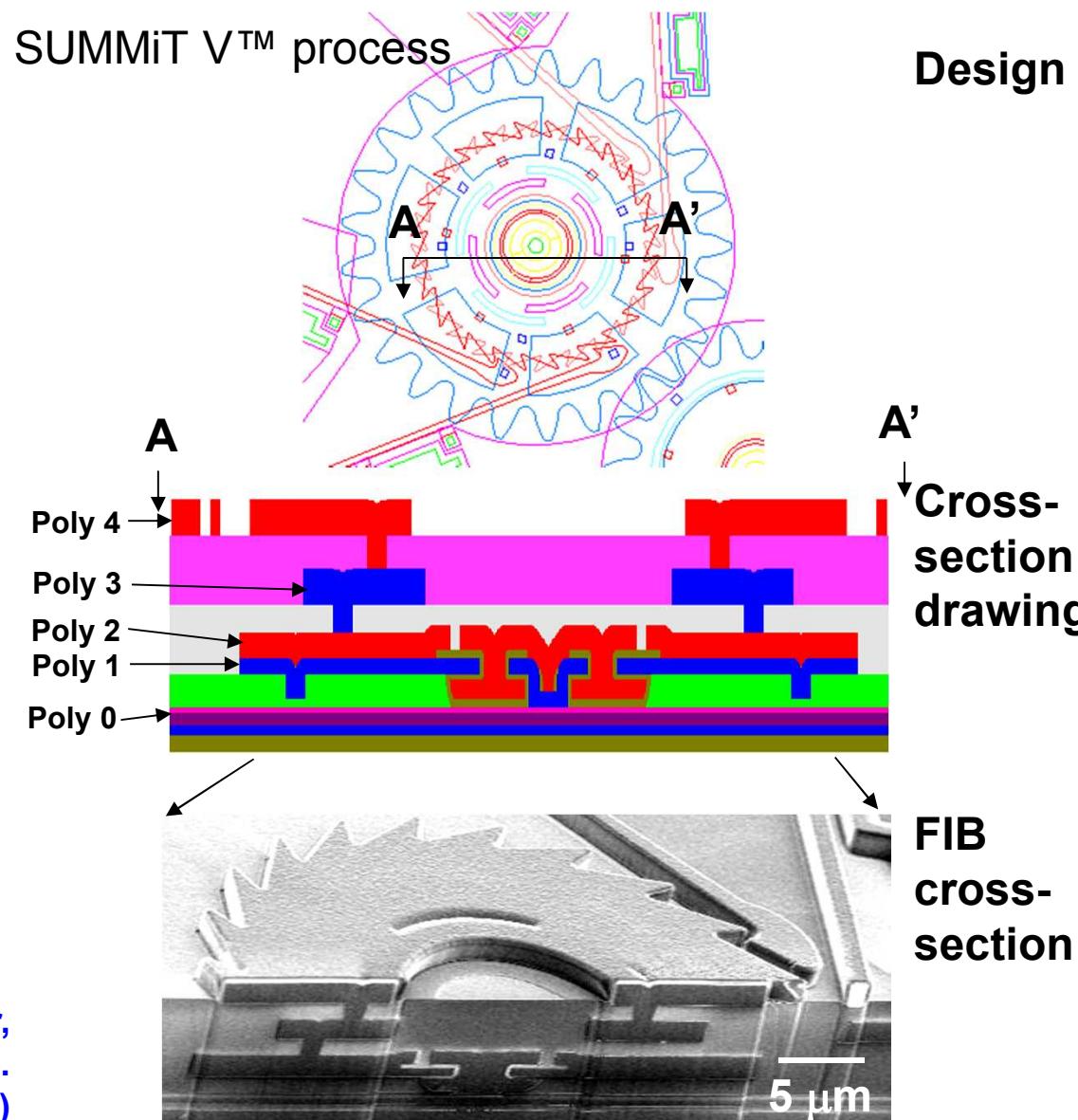
Chemical Mechanical Planarization (CMP)

1  $\mu\text{m}$  design rule

Create freestanding thin film structures by “release” process

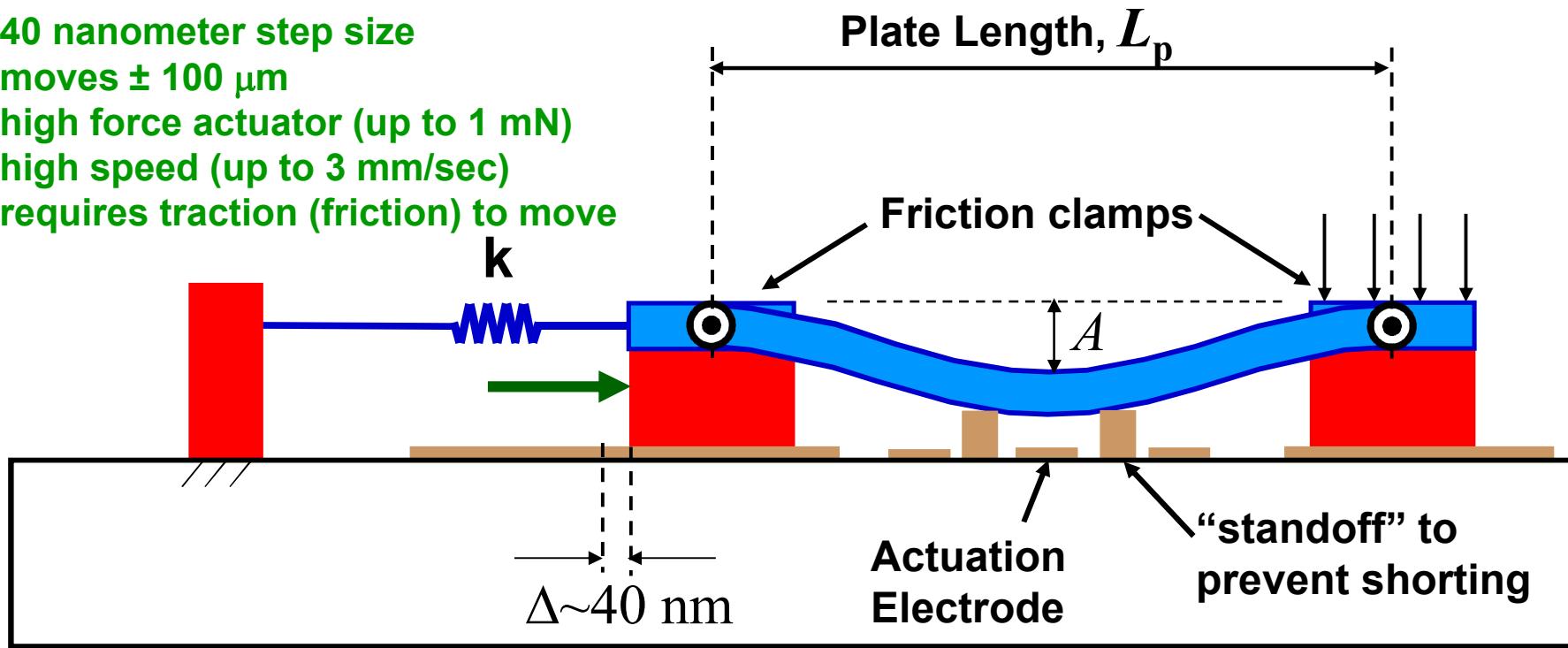
Sniegowski & de Boer,  
Annu. Rev. Mater. Sci.  
(2000)

SUMMiT V™ process



# *Taking advantage of friction, we developed a high-performance nanotractor actuator*

- 40 nanometer step size
- moves  $\pm 100 \mu\text{m}$
- high force actuator (up to 1 mN)
- high speed (up to 3 mm/sec)
- requires traction (friction) to move

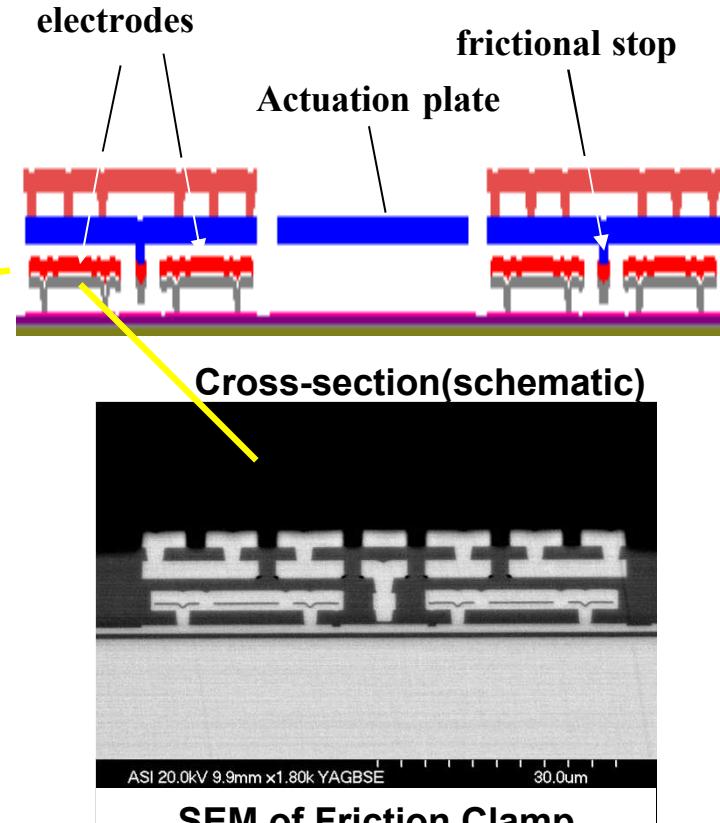
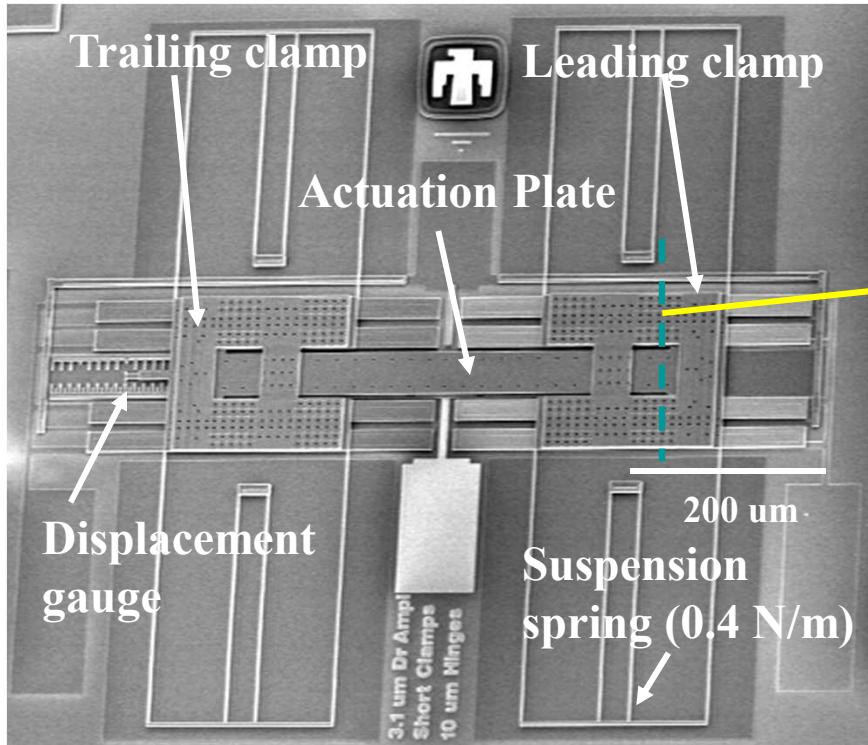


$$F_{\max} \sim 2Ewt \left( \frac{A}{L_p} \right)^2 \approx 1 \text{ mN}$$

**large tangential force range**

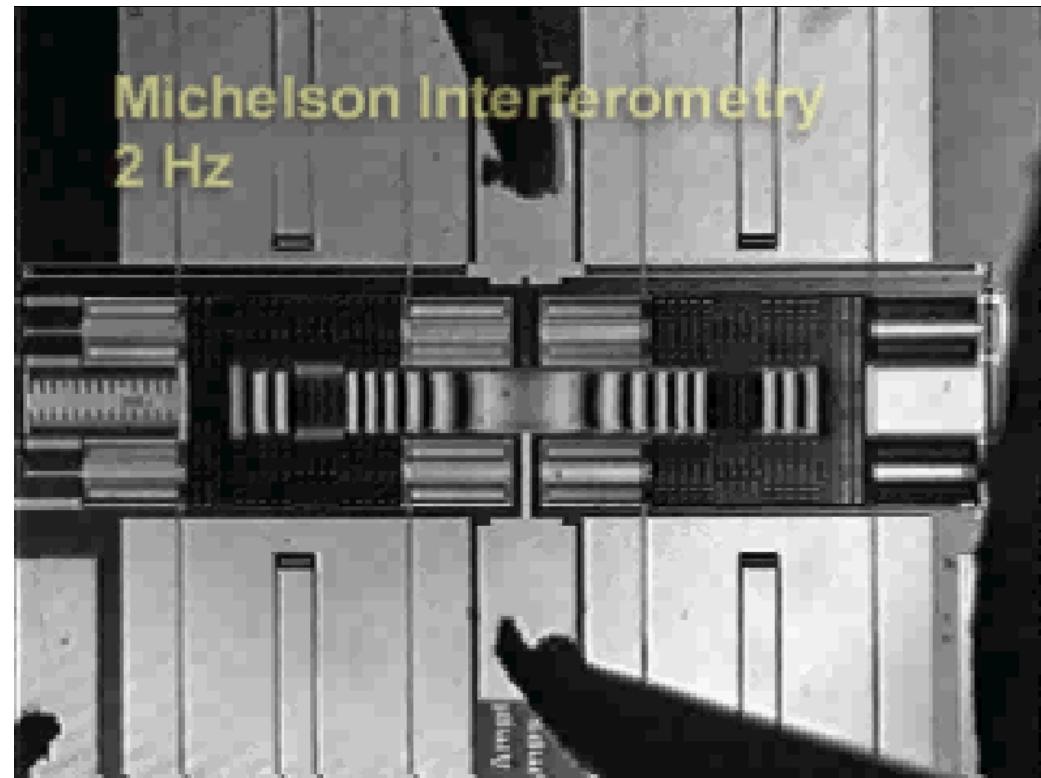
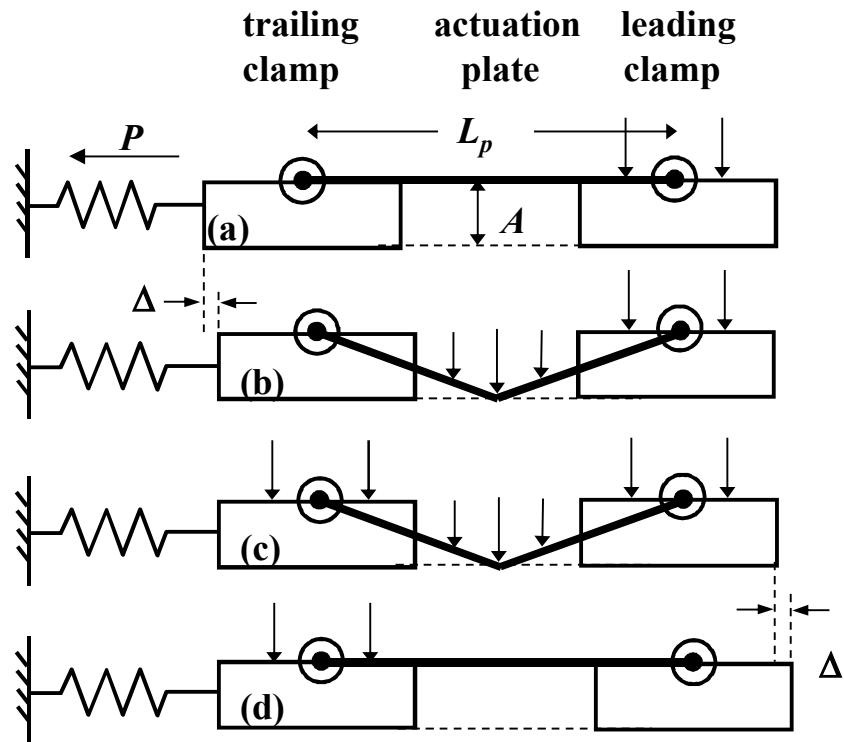


# The Nanotractor Device



**High-performance surface-micromachined inchworm actuator**, de Boer, MP; Luck, DL; Ashurst, WR; Maboudian, R; Corwin, AD; Walraven, JA; Redmond, JM: *Journal of Microelectromechanical Systems*; Feb. 2004; vol.13, no.1, p.63-74

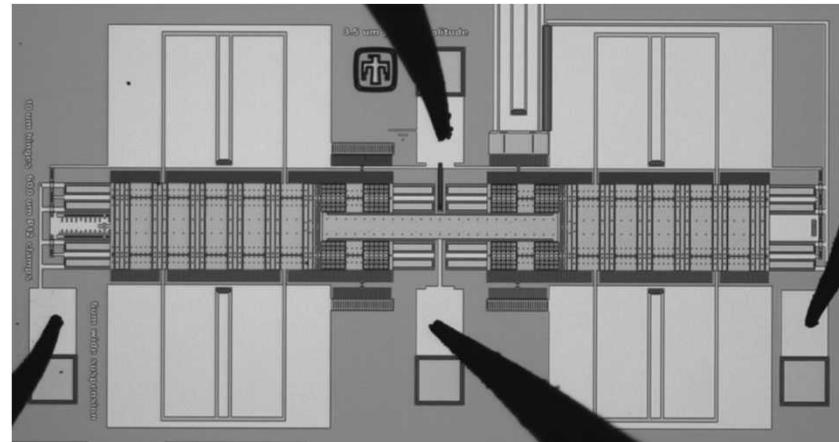
# Driving the Nanotractor



- (a) Clamp RHS
- (b) Pull down driver beam
- (c) Clamp LHS
- (d) Relax RHS & driver beam

# Nanotractor as research tool

The nanotractor is not only a very useful actuator (high force, large travel, high speed), but is also a very sensitive research instrument



Maybe replace with picture or video showing nanotractor pulling against fixed-fixed load cell

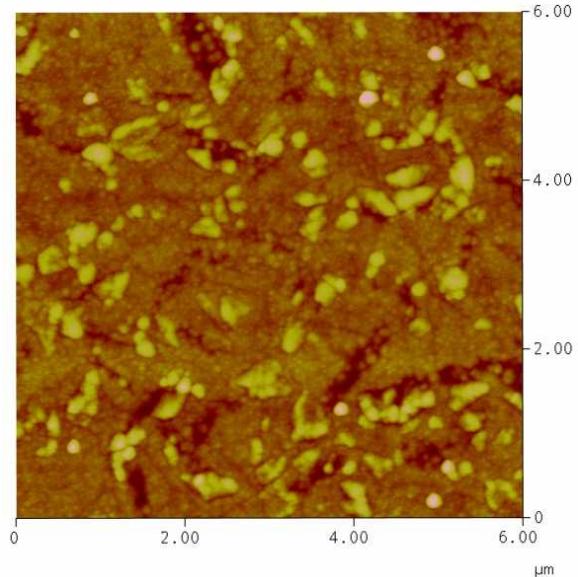
The nanotractor depends on friction for its operation

We can turn this around and use the nanotractor to measure and understand friction between contacting poly-silicon surfaces

# Surface

Polysilicon with vapor deposited FOTAS coating

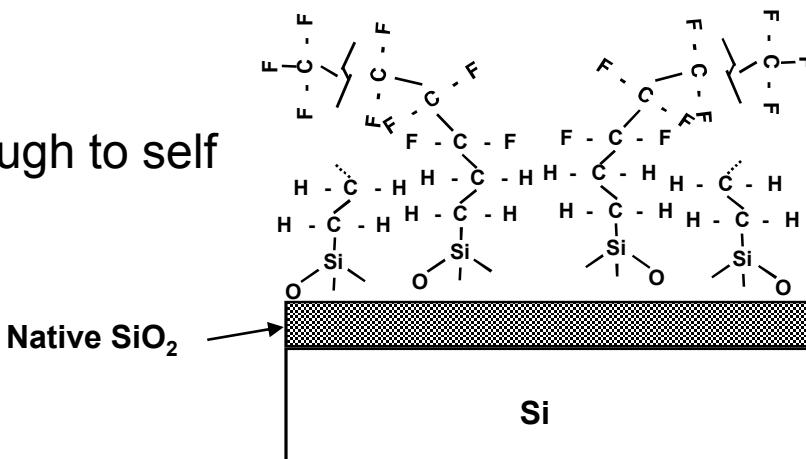
Rms roughness  $\sim 3.6$  nm



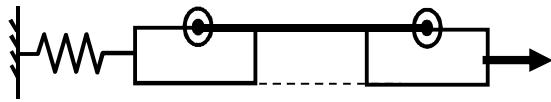
**FOTAS** (tridecafluoro-1,1,2,2-tetrahydrodecyltris(dimethylamino)silane )

FOTAS 8-carbon  
fluorinated chain  
(disordered, tangled)

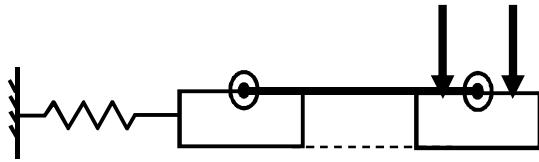
- vapor deposited 8 carbon chain
- van der Waals forces not strong enough to self assemble (tangled)
- contact angle  $\sim 110^\circ$  (hydrophobic)



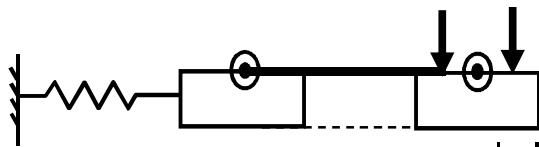
# Static friction measurement



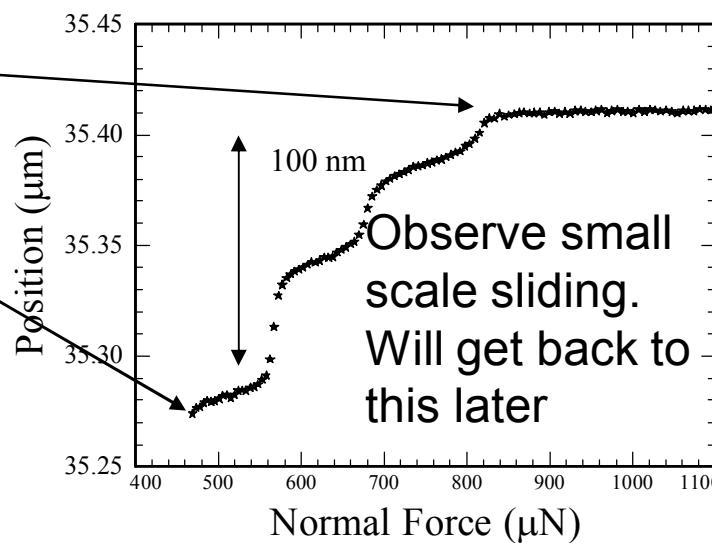
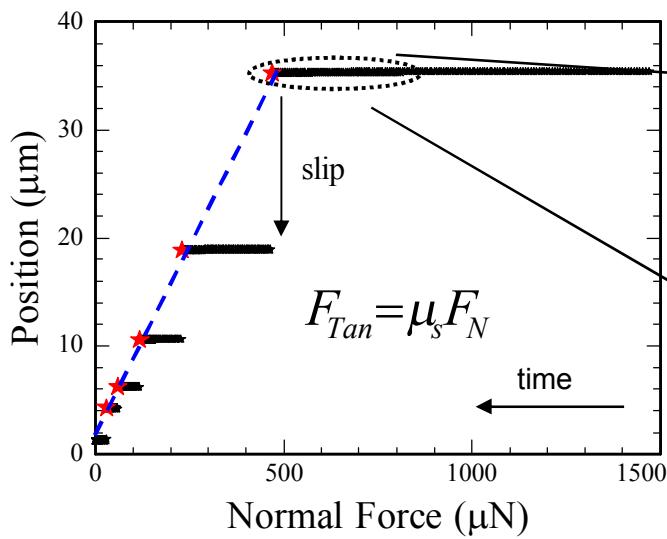
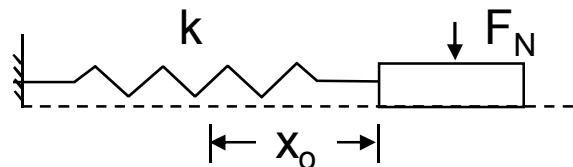
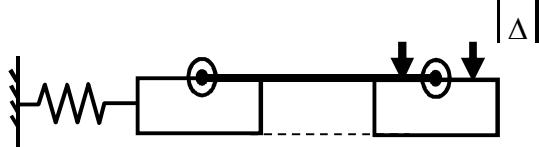
Walk out nanotractor against load spring



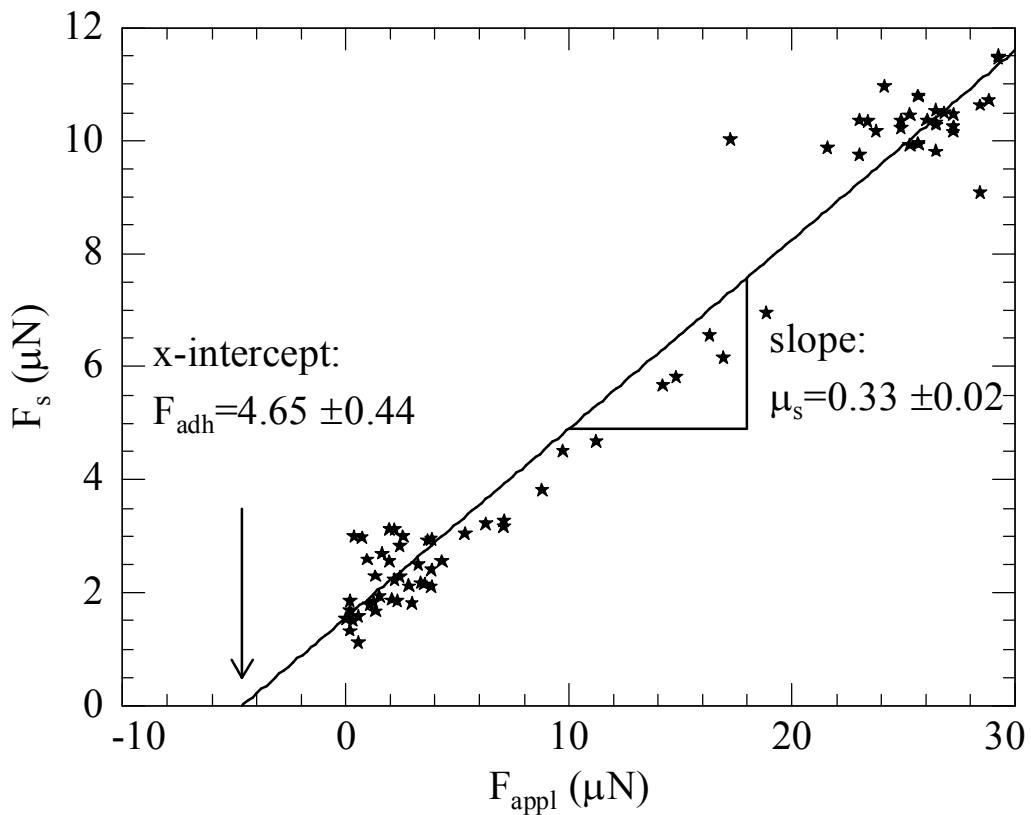
Apply large normal force (voltage)



Step down normal force (voltage) and record position



# Amontons' Law is not obeyed at low applied force!



Use weak linear load spring A to generate tangential force

Observe non-zero friction at zero applied normal load

Adhesive contribution to force is  $\sim 4.7 \mu\text{N}$  ( $\sim 1 \text{ nN}/\mu\text{m}^2$ )

Simple calculations – expect  $\sim 0.1 \text{ nN}/\mu\text{m}^2$  from van der Waals forces

$$F_s = \mu_s F_{\text{appl}} + \mu_s F_{\text{adh}}$$

# Capturing Dynamics

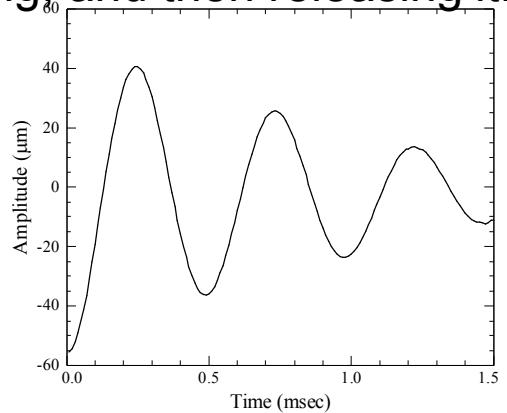
Can we observe the effect of adhesion on the dynamic operation of the nanotractor device?

“pluck” the inchworm by walking it out against the spring, and then releasing it.

Resonant frequency  $\sim 2$  KHz

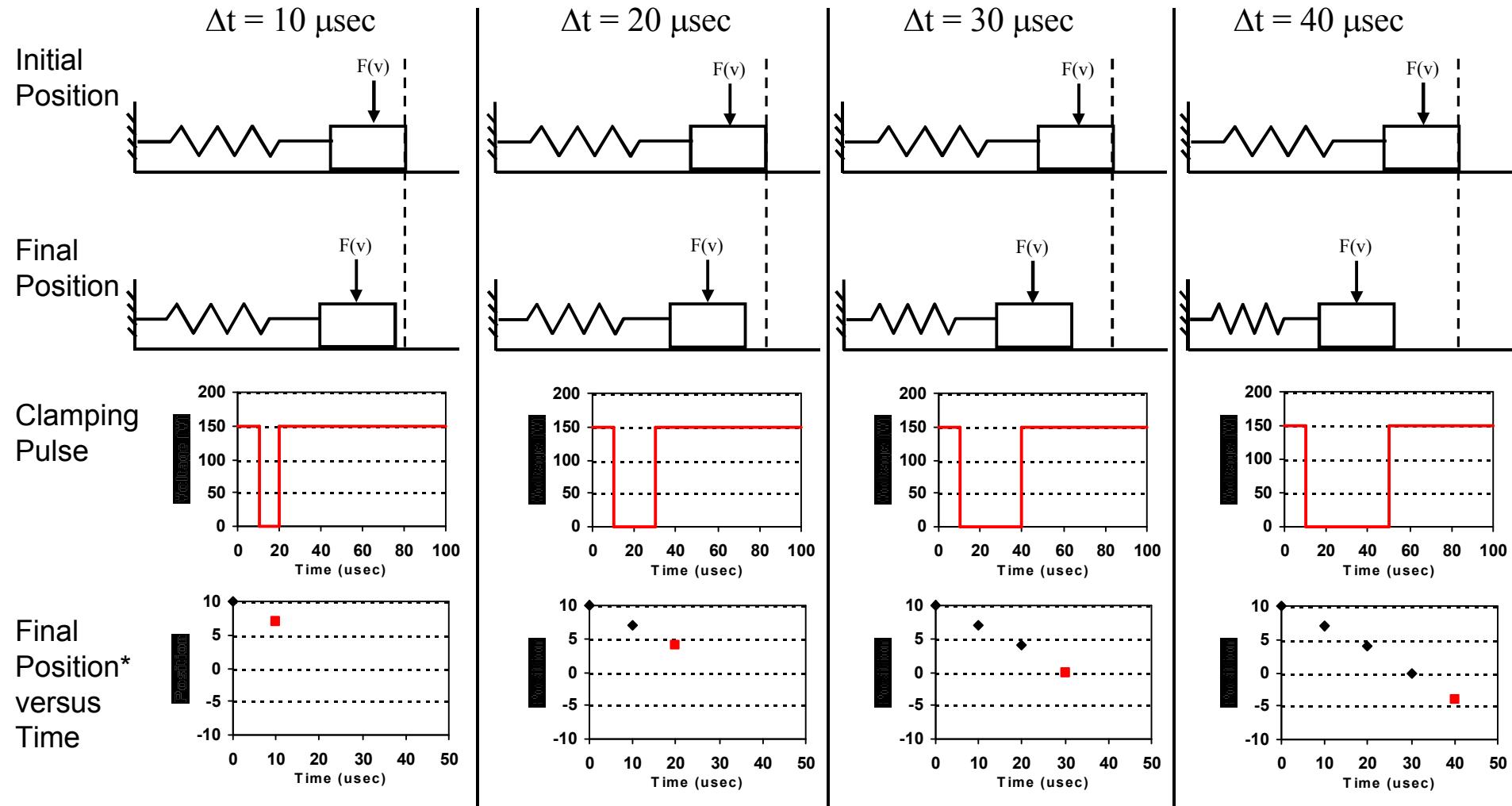
How can we measure this with high resolution?

- High speed camera has light issues at high mag
- Strobing also presents high mag light problem
- Piezo resistance in the spring related deflection, but low signal to noise, and calibration issues

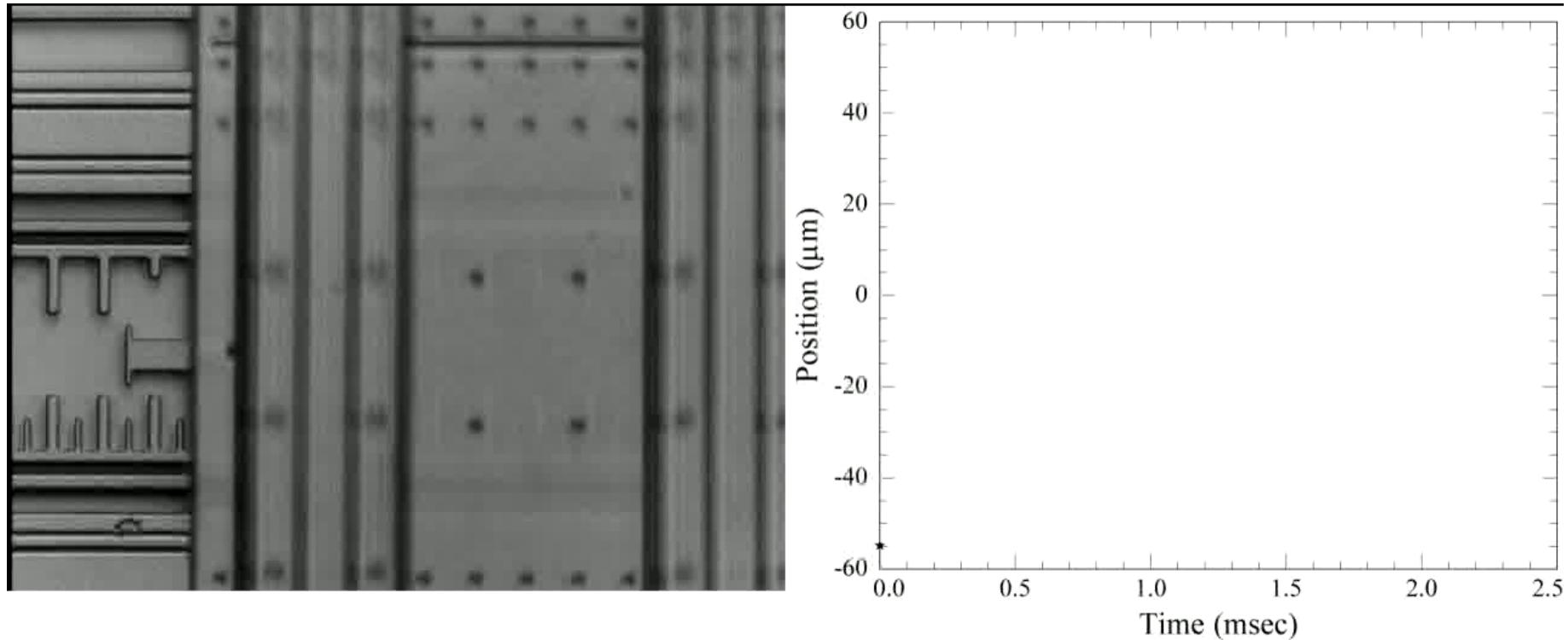


Instead, we have implemented an electro-mechanical strobing technique.

# Electro-Mechanical Strobing Diagram



# Electro-Mechanical Strobing in Action



600 um clamps, FOTAS coating

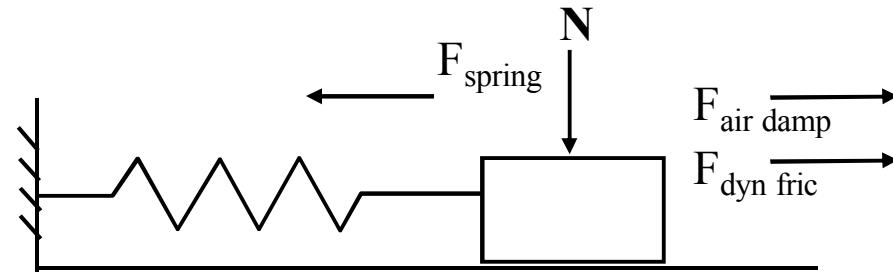
Data taken with no electrostatic normal load

# Modeling: Force Diagram

$$F_{\text{spring}} = k\dot{x}$$

$$F_{\text{dyn fric}} = \mu_d N \text{sgn}(\dot{x})$$

$$F_{\text{air damp}} = b\dot{x}$$



Writing the sum of the forces:

$$m\ddot{x} + b\dot{x} + \mu_d N \text{sgn}(\dot{x}) + kx = 0$$

Where sgn is the sign function:

$$\text{sgn}(x) = 1 \text{ if } x > 0$$

$$\text{sgn}(x) = -1 \text{ if } x < 0$$

# Determining the Equations of Motion

Scale by  $m$  and rewrite

$$\ddot{x} + \gamma \dot{x} + \omega_0^2 x + \text{sgn}(\dot{x}) \frac{F_d}{m} = 0$$

with the definitions

$$\omega_0^2 = k/m$$

Find solution for time  $t_n$  such that  $\frac{n\pi}{\omega} \leq t_n \leq \frac{(n+1)\pi}{\omega}$

$$F_d = \mu_d N$$

$$\gamma = b/m$$

with initial conditions of zero initial velocity and initial position =  $x'_0$ ,

$$x_n(t) = A_n e^{-\gamma t/2} \cos(\omega t + \alpha) + (-1)^{n-1} F_d / k$$

where

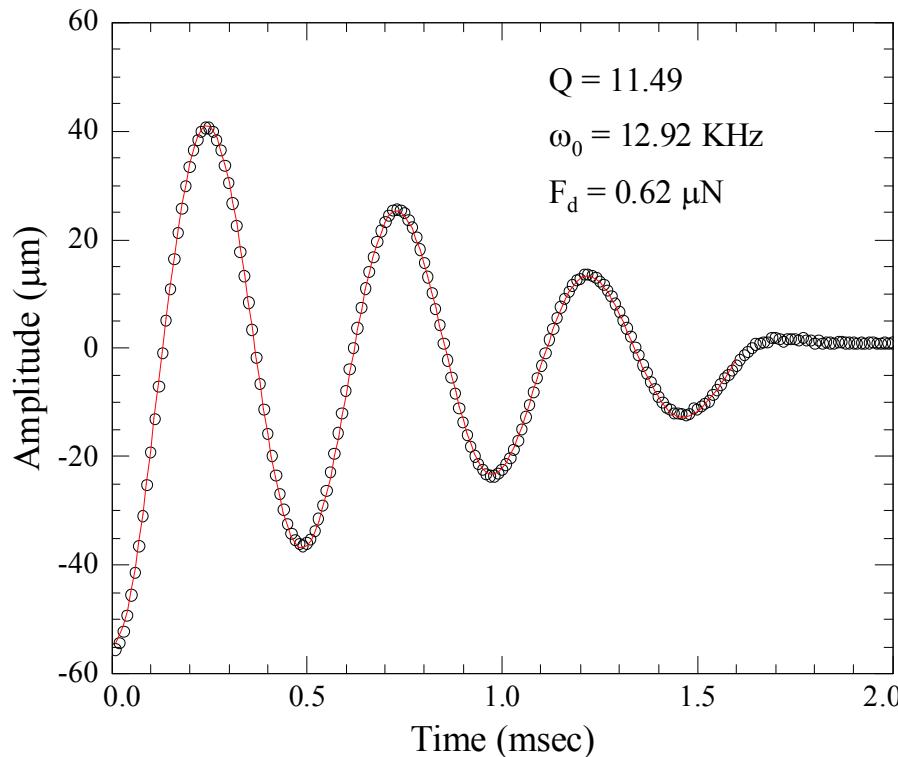
$$A_{n+1} = \left[ (-1)^n x'_n - F_d / k \right] \frac{e^{n\gamma\pi/2\omega}}{\cos(\alpha)}$$
$$x'_{n+1} = \left[ -x'_n + (-1)^n F_d / k \right] e^{-\gamma\pi/2\omega} + (-1)^n F_d / k$$

and with the definitions  $\omega^2 = \omega_0^2 - \gamma^2 / 4$

$$\alpha = \text{atan} \left( \frac{-\gamma}{2\omega} \right)$$

# Fitting the Data

By fitting, can separate air damping contribution from dry friction contribution



600  $\mu\text{m}$  clamps, FOTAS coating,  $V=0$

Note that  $F_d$  (the frictional term) is non-zero, implying a frictional force even in the absence of electrostatic actuation

Q (quality factor) is defined as

$$Q = \frac{\omega_0}{\gamma}$$

and is a measure of air damping

# Dynamic Friction Data and Analysis

Repeat procedure and determine  $F_d$  while systematically increasing applied normal load on inchworm during decay

Include an adhesive term (same as static case)

$$F_{\text{fric}} = \mu_d F_{\text{elec}} + \mu_d F_{\text{adh}}$$

Find

$$\mu_d = 0.24 \pm 0.02$$

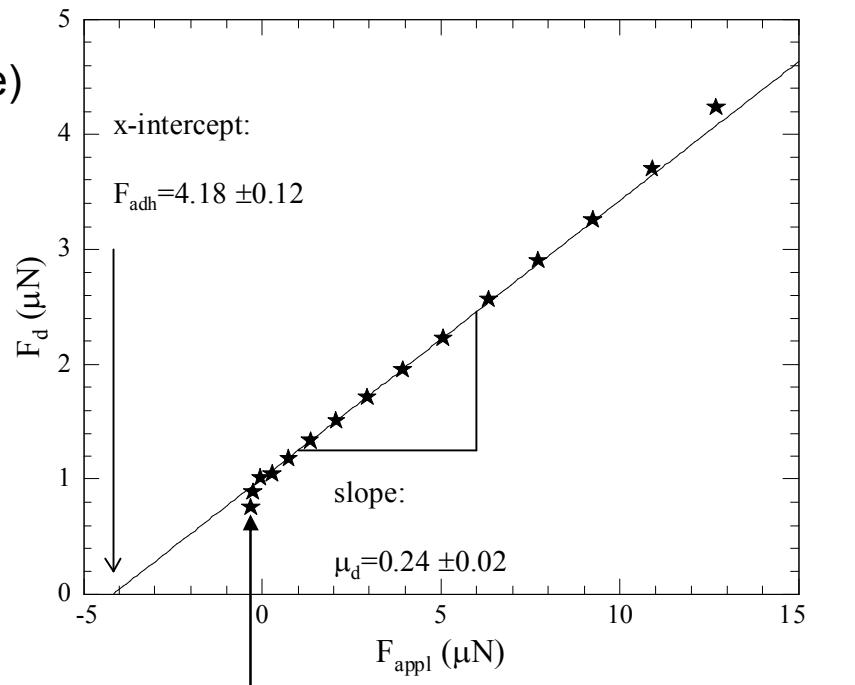
$$F_{\text{adh}} = 4.2 \pm 0.15 \mu\text{N}$$

Recall for static case

$$\mu_s = 0.33 \pm 0.02$$

$$F_{\text{adh}} = 4.6 \pm 0.5 \mu\text{N}$$

so  $\mu_d < \mu_s$  as expected



Tensile applied force due to suspension springs

600  $\mu\text{m}$  clamps, FOTAS coating

Show pull behind device as new design to make future measurements

# Is rate-state friction important for MEMS

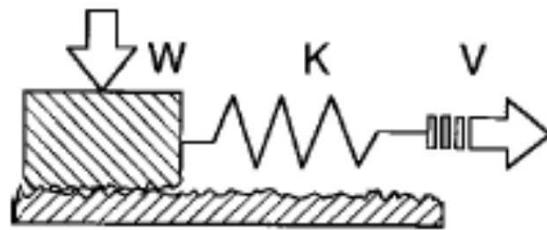
Empirical extension to Amontons' laws

Contact aging causing increase in friction over time for static system

For moving system, friction decreases with velocity as contacts have less time to age

Important over length scales ranging from earth quakes to MEMS  
(present work)

Typical experimental setup

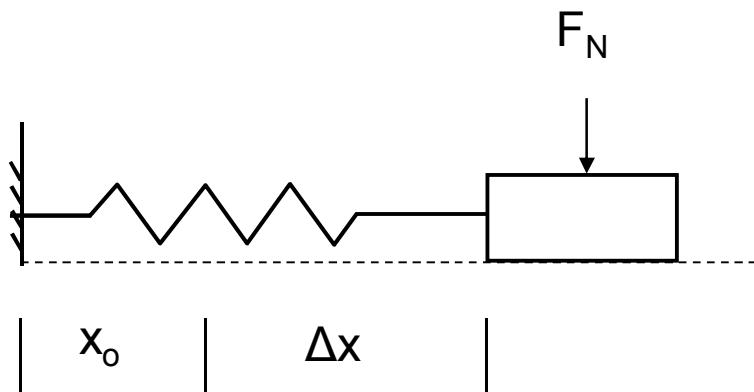


Berthoud et. al, PRB 59 (1999) 313

Interface ages (strengthens) at rest, while it rejuvenates (weakens) when sliding sets in.

Caroli et. al, J. Phys IV France 12 (2002).

# Review of static friction measurement

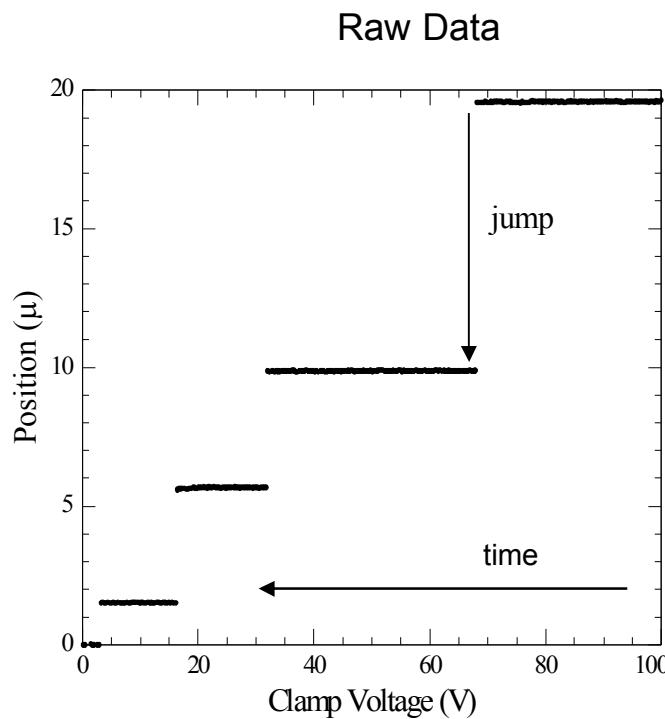


Normal force provided by electrostatics

Start at initial position  $\Delta x$

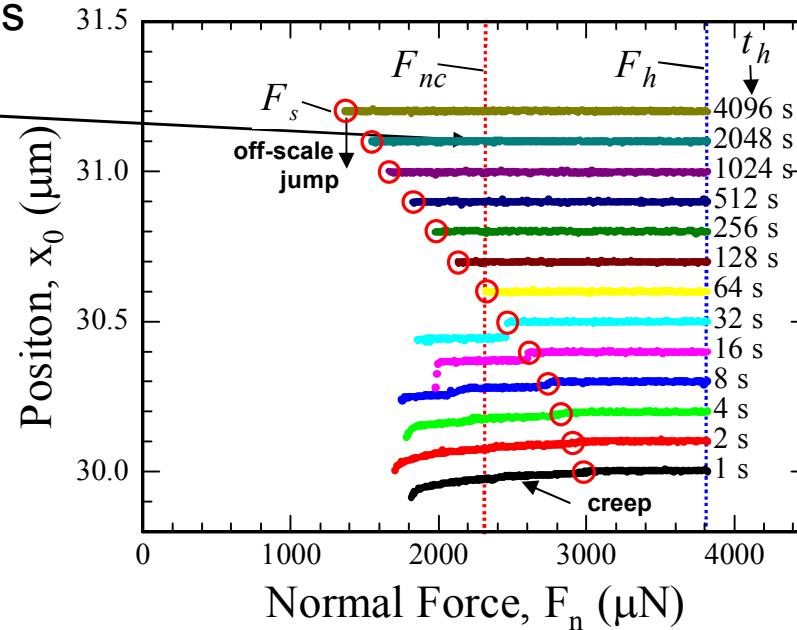
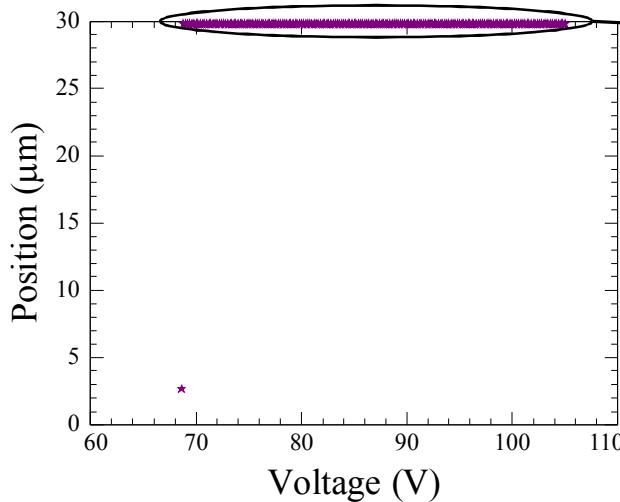
Ramp down voltage (normal force) and record position

By looking at jumps can determine coefficient of static friction



# Vary hold time

Hold at initial position for varying amounts of time and then ramp down voltage in .2 volt steps



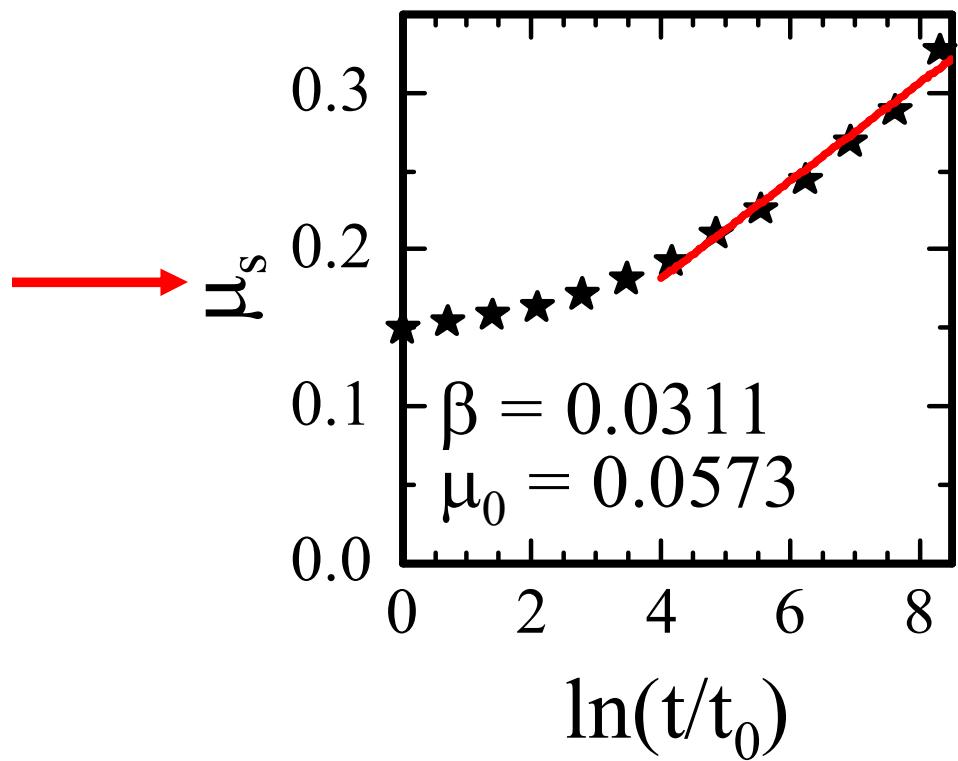
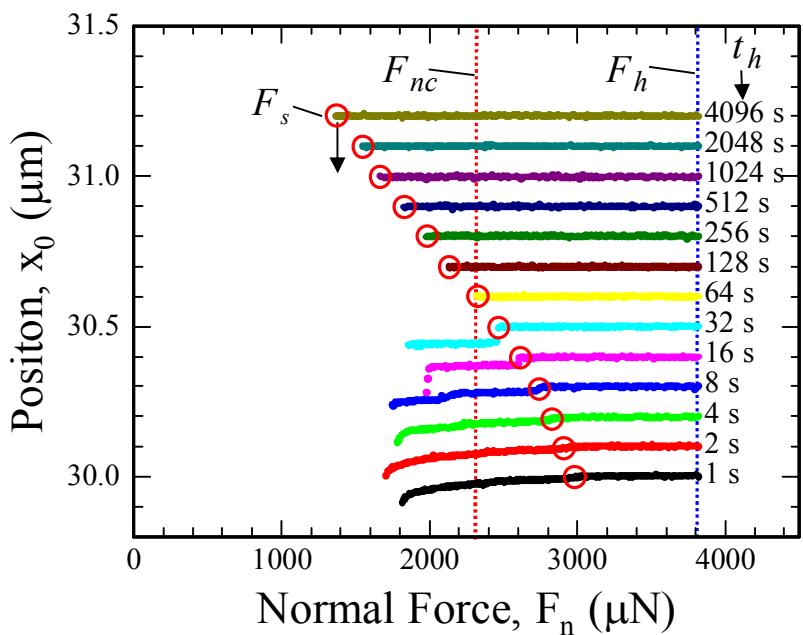
Identify jumps when position changes greatly on release and creep as small position change on release

Observe dependence of jump position on hold time

Notice transition between jumps and creep

# Analysis of variable hold time data

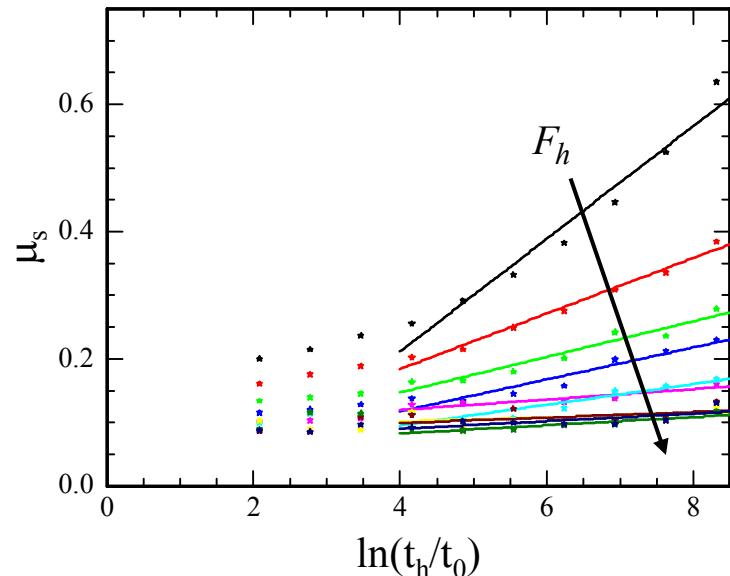
$$\mu_s(t_s) = \alpha_s + \beta_s \ln(t_s / t_0)$$



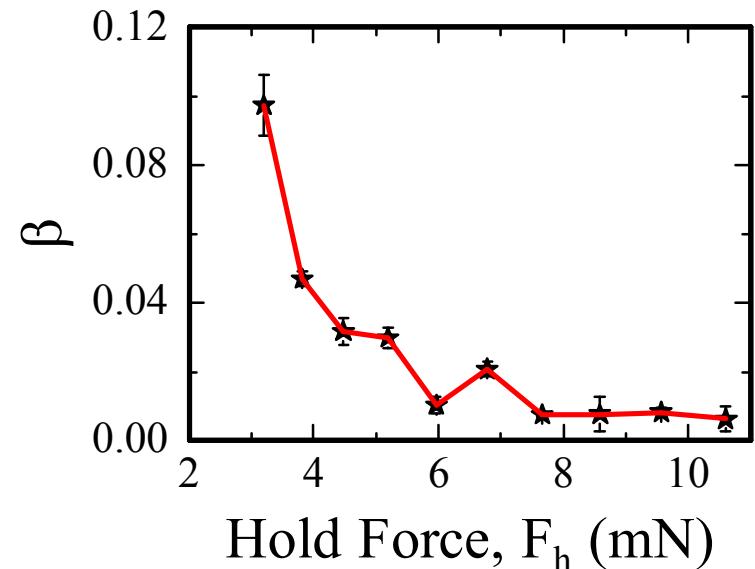
Using spring constant to calculate tangential force, can compute coefficient of static friction for each friction event

# Varying hold force

Can take data for varying hold force



$$\mu_s(t_s) = \alpha_s + \beta_s \ln(t_s / t_0)$$



Rate of static friction aging decreases with increasing hold force

High pressure may reduce interdigitation of monolayer  
leading to suppression of frictional aging

# Friction summary and conclusions

Adhesion contributes to friction under both static and dynamic conditions even under small tensile normal force

Adhesion is seen to be important in the low force regime

Rate – State is important for our MEMS device

Static friction increases with time (issue for dormancy)

Rate of static friction aging reduced with increase in initial loading force (possible solution for dormancy)

We are moving toward the goal of understanding and predicting behavior of contacting microsystems

# Summary

I have had the opportunity to work with and learn from exceptional people on a wide variety of MEMS devices and processes

I have performed characterization and reliability work on many systems and through this work have had a large impact on major projects at Sandia

I have learned and implemented many measurement techniques (including novel techniques) to maximize impact of characterization work

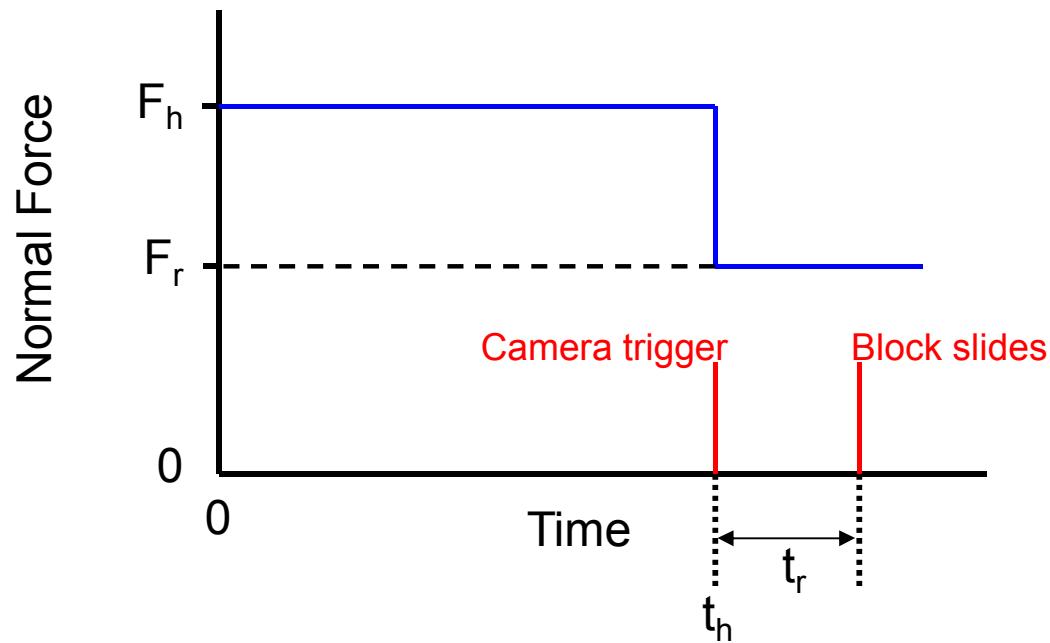
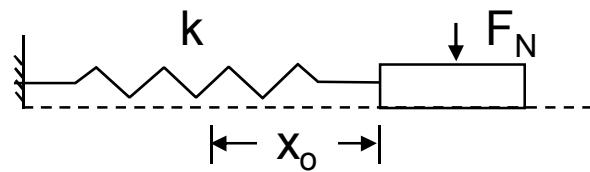
I have performed novel and important research into MEMS friction which is having an impact on some major projects at Sandia

I have created a multi-function MEMS testing software package that is used extensively throughout Sandia (and beyond) for characterization and reliability testing!

I look forward to future challenges and opportunities in  
MEMS characterization and reliability

Thank you for letting me speak to you today

# Will block always release right away

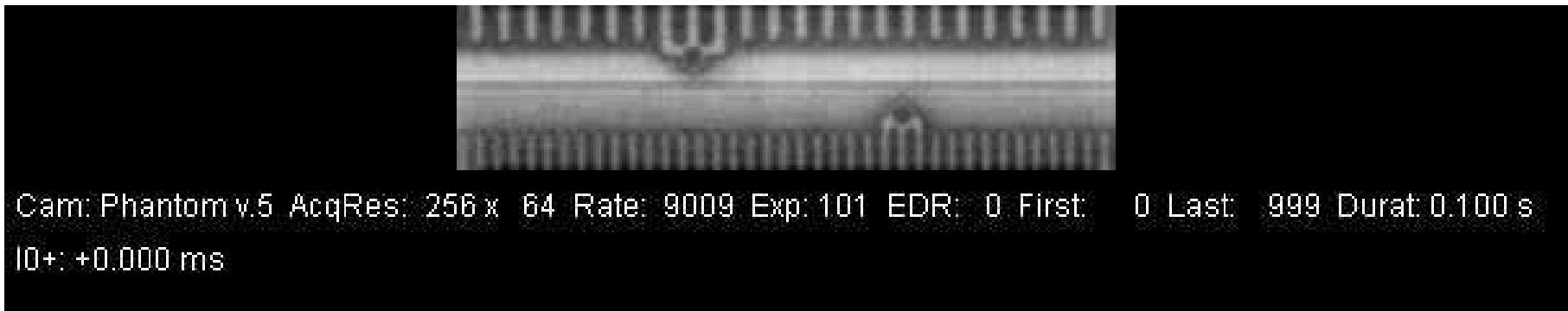


# Drop normal force “instantaneously” and see how long it takes block to move

Use high speed camera (Phantom V5.0 at 10,000fps, 100 $\mu$ s / frame).

Hold block for 64 seconds at normal force 1814  $\mu$ N. Then drop normal force to 955  $\mu$ N in  $\sim$  1  $\mu$ s (limited by slew rate of amplifier)

Assuming  $\mu_d = .3$ , given mass of block and stiffness of spring,  
**expect inertial time for motion of  $\sim$  6  $\mu$ sec**

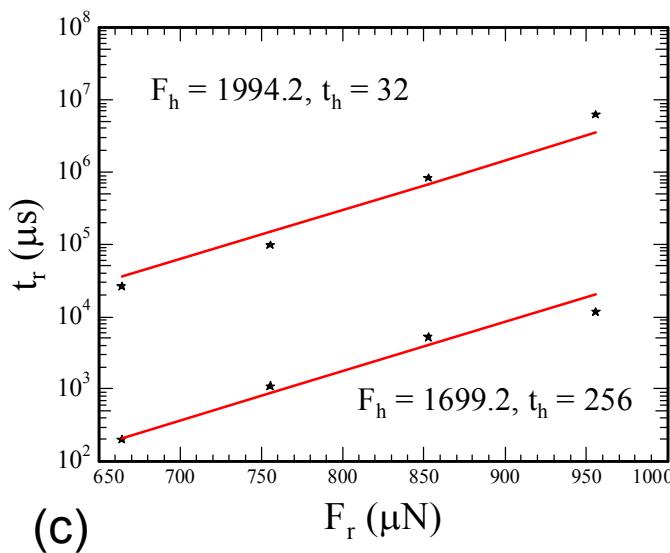
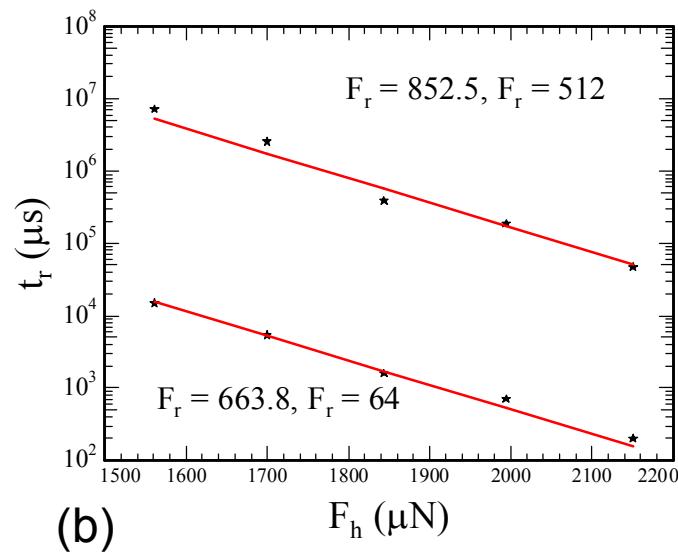
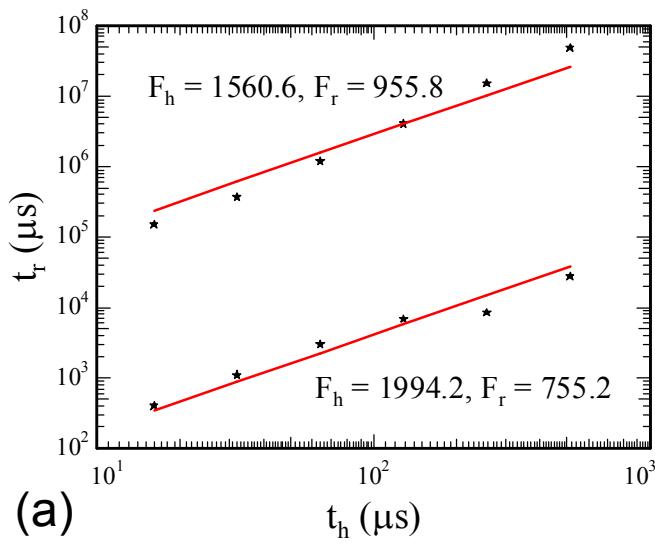


Cam: Phantom v.5 AcqRes: 256 x 64 Rate: 9009 Exp: 101 EDR: 0 First: 0 Last: 999 Durat: 0.100 s  
10+: +0.000 ms

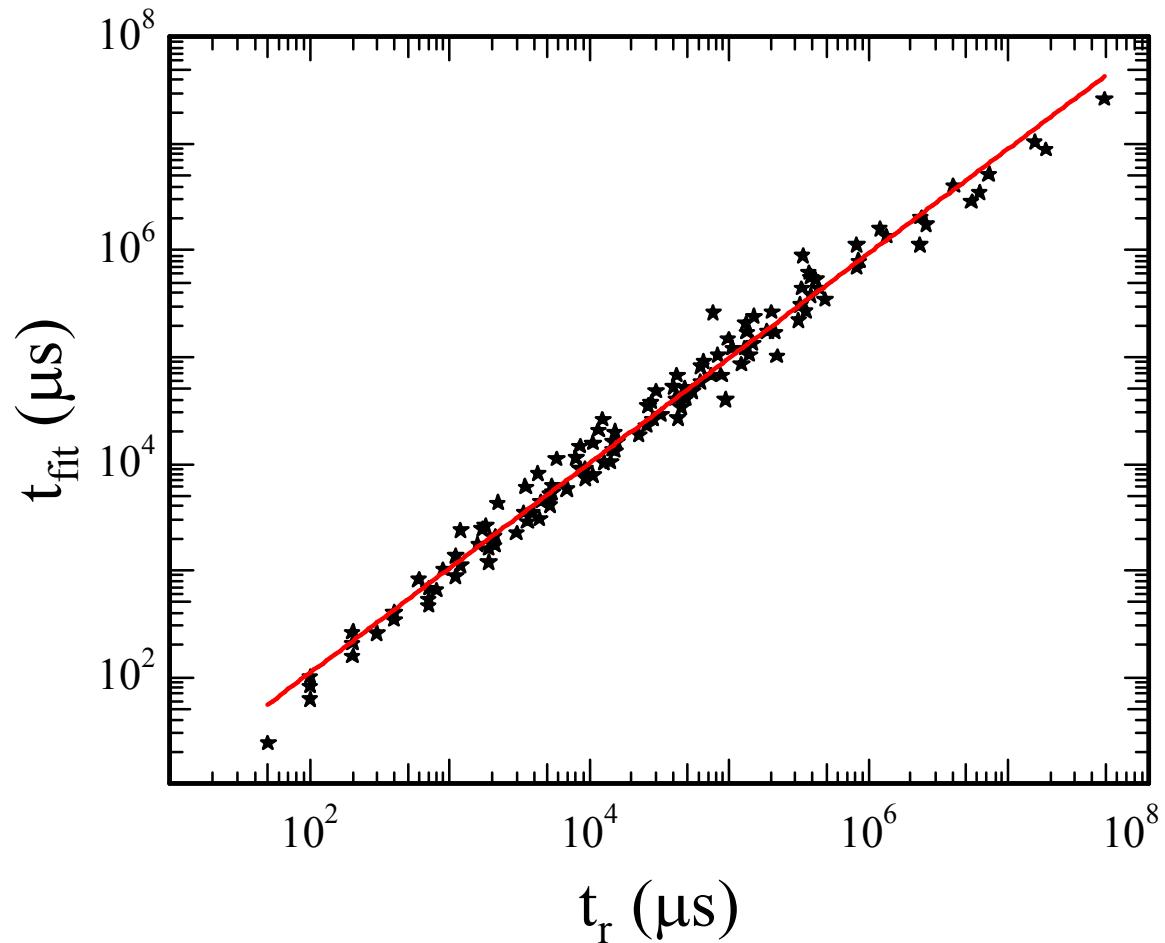
No motion until 80 ms!

Block does not release instantaneously

# Release time varies greatly



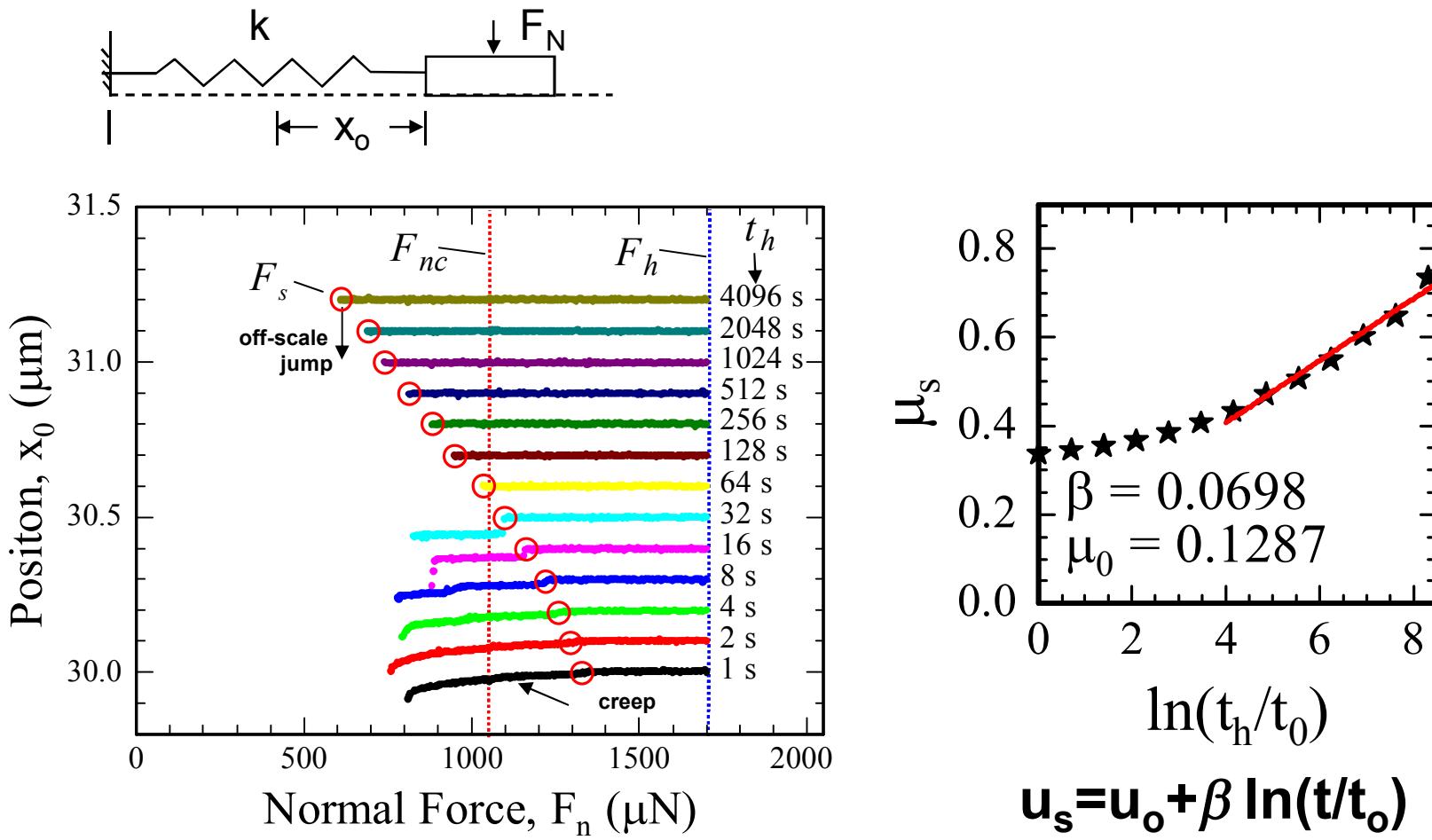
We can empirically model this



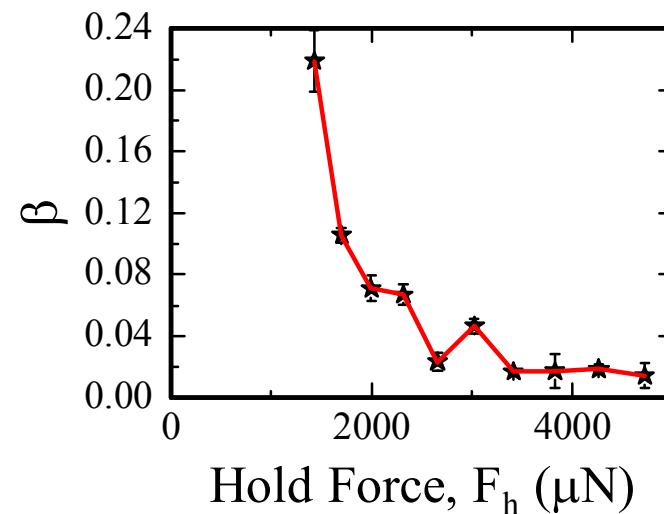
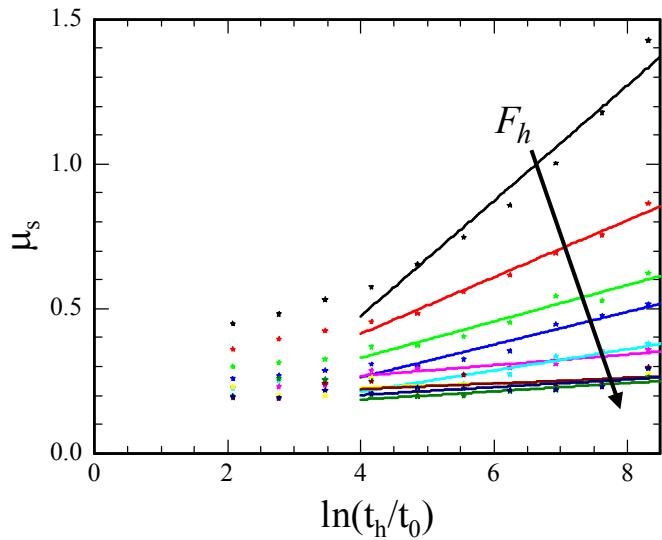
# Why does this matter?

Many applications depend on sliding after contact (i.e. an optical shutter). Depending on specifics of contact (hold time and hold force), could take many seconds for release to occur

# Friction test results exhibit aging effect



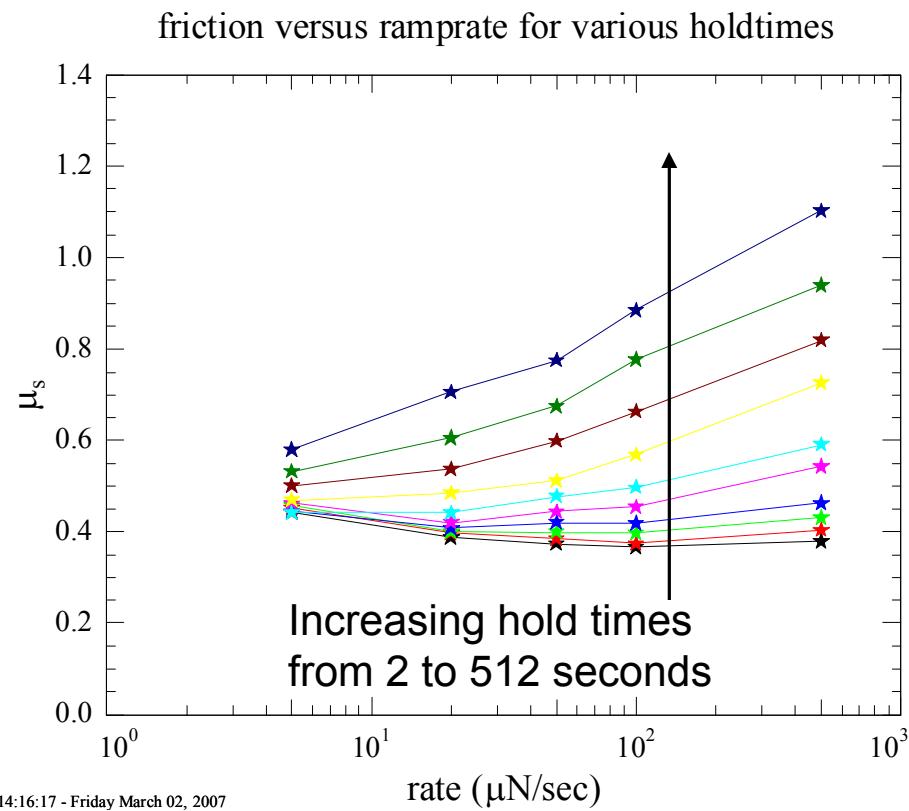
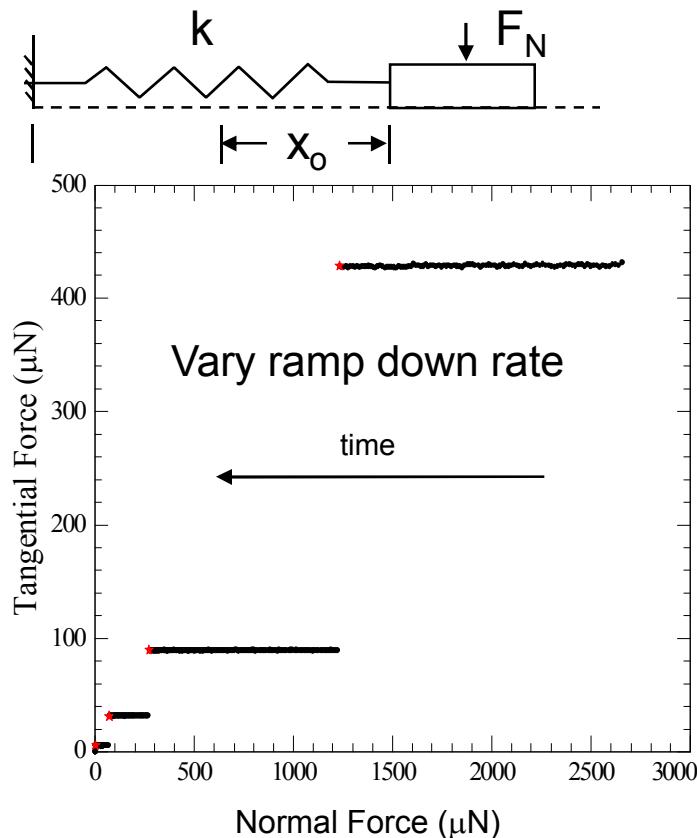
As hold time increases, static friction increases.



Increasing  $F_n/F_s$  leads to decrease in static friction aging. Seen in literature in PMMA and PS

# Testing protocol matters

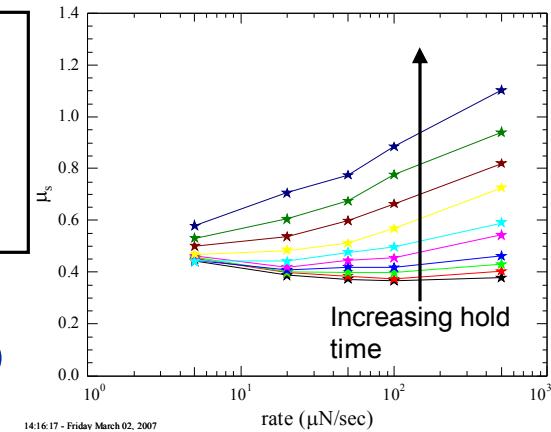
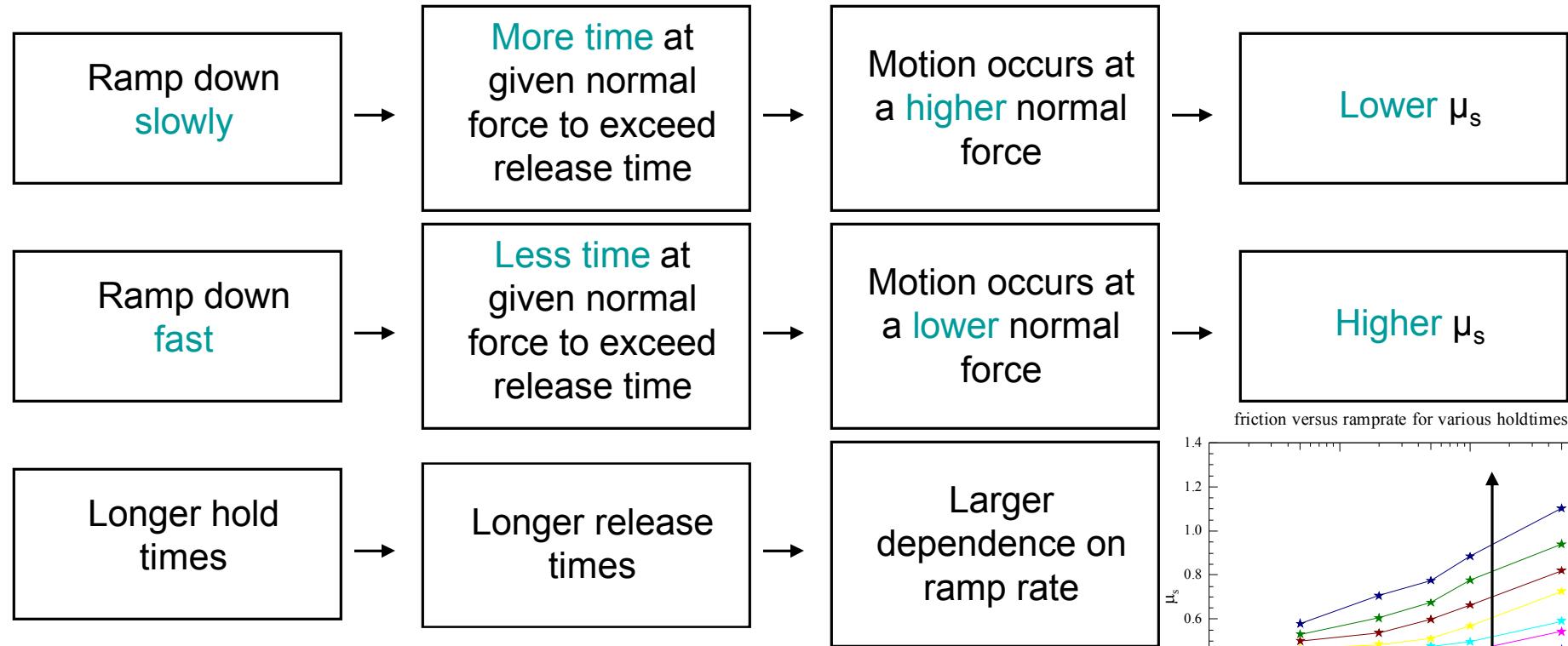
We ramp down normal force until motion is observed.  
How does this effect our results?



Why does ramp down rate matter so much? Are we seeing the manifestation of more fundamental effect?

# Postulate that block is not released “instantaneously” after normal force is dropped

Surfaces may remain stuck for some time after being pressed together

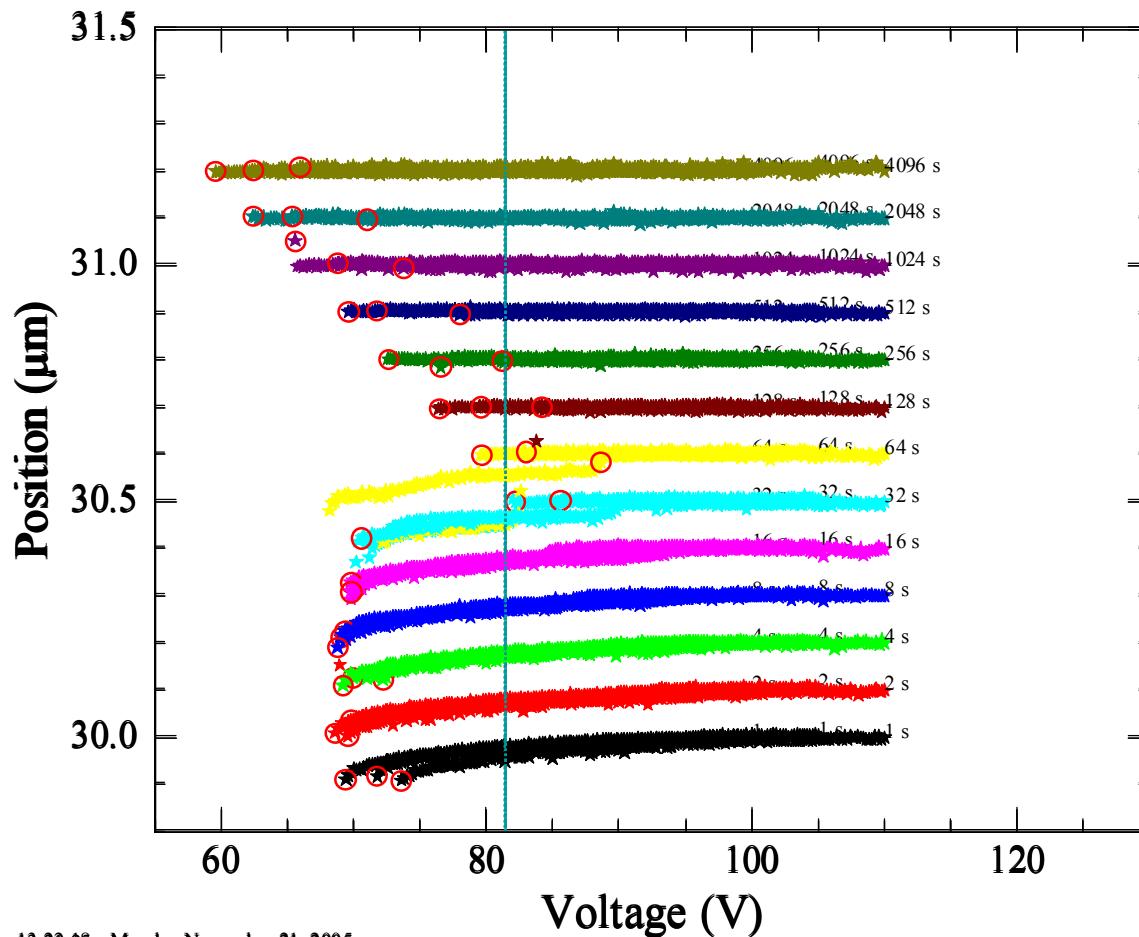


Qualitatively, release times could explain ramp rate dependence. How can we measure this?

# Vary initial normal force

I:/friction\_tests/waifs/newfotas/r5277/L495/e3/d3/f14

Overlay of all Position versus Voltage data



13:20:08 - Monday November 21, 2005

More curves exhibit creep as we increase hold voltage. Red dashed line seems to indicate separation between creep and jumps

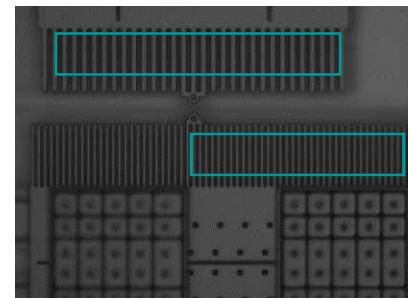
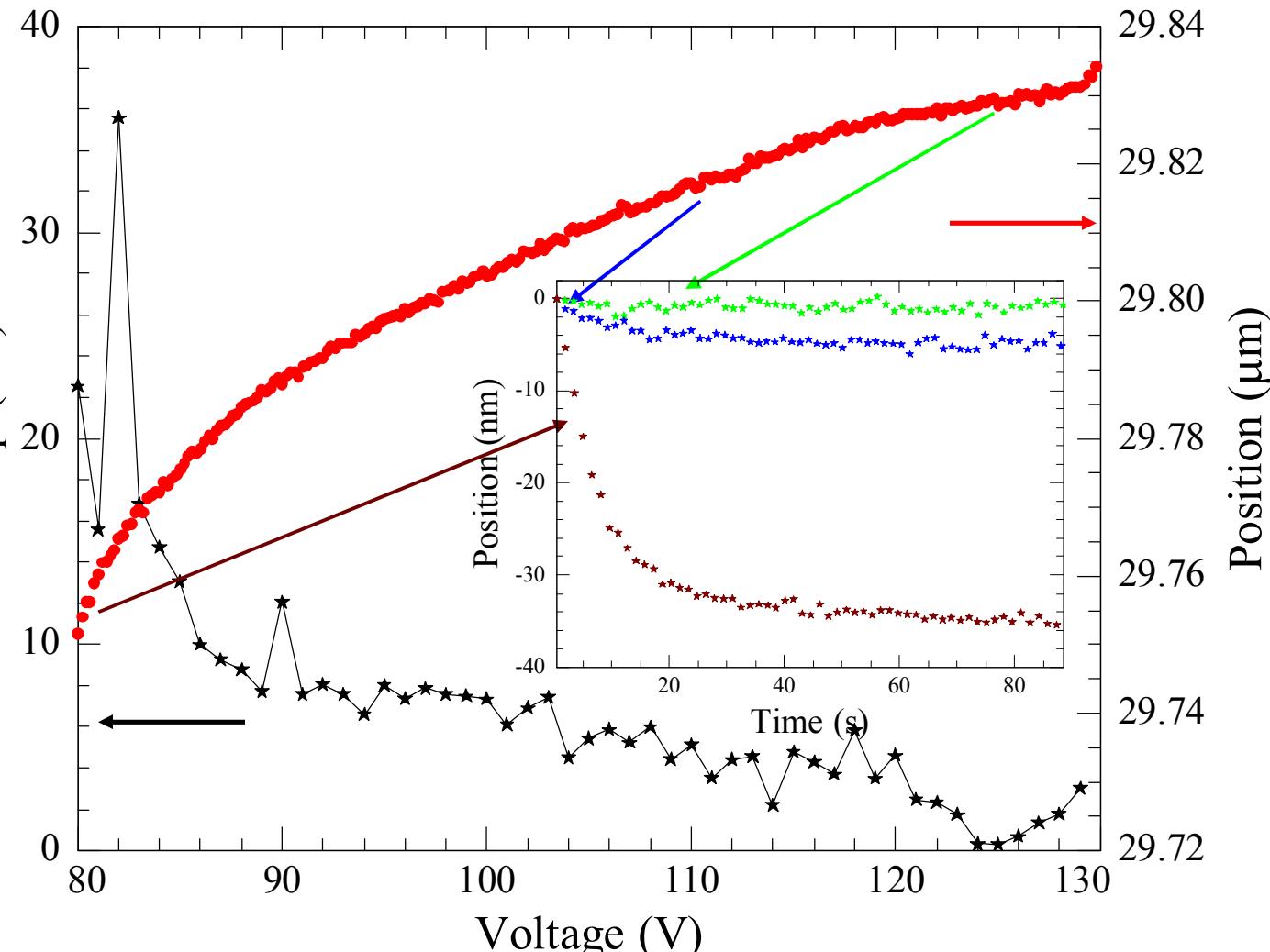
Friction coefficient decreases as increased hold voltage

doc num 5238126

# Creep length as a function of voltage

I:/friction\_tests/creep\_multipos/newfotas/r5277/L495/C6/D3/r8

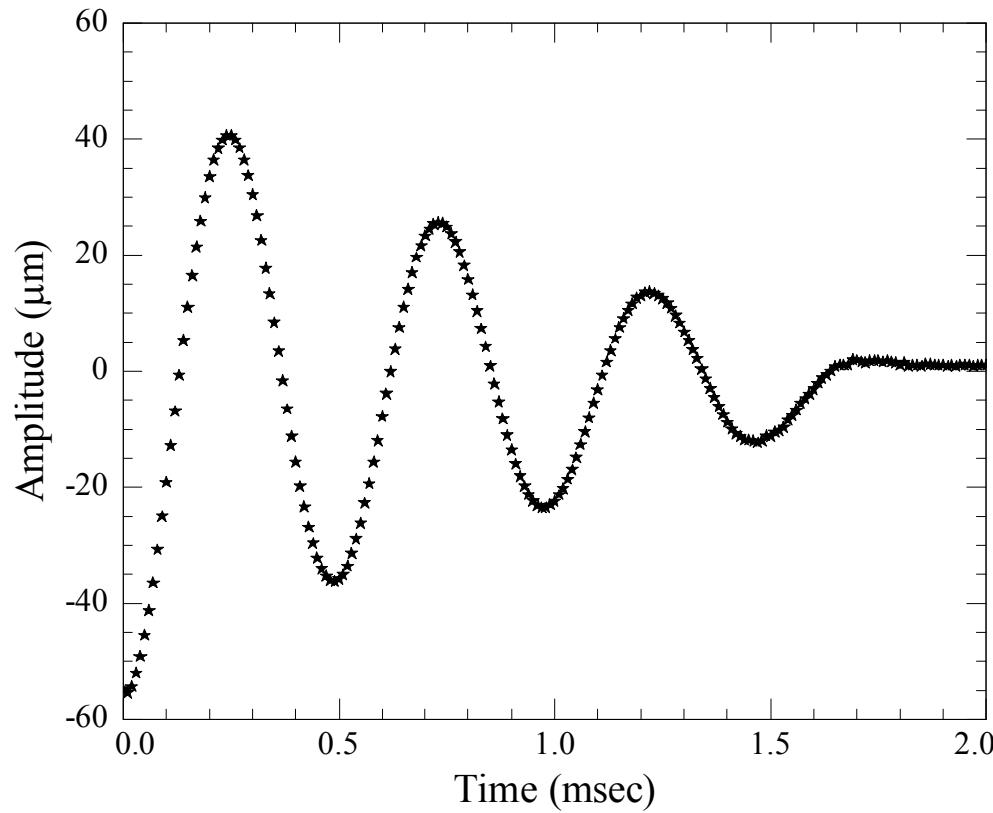
## Creep length (over 60 seconds) as a function of voltage



## nm metrology

Repeated measurement so not exactly matched

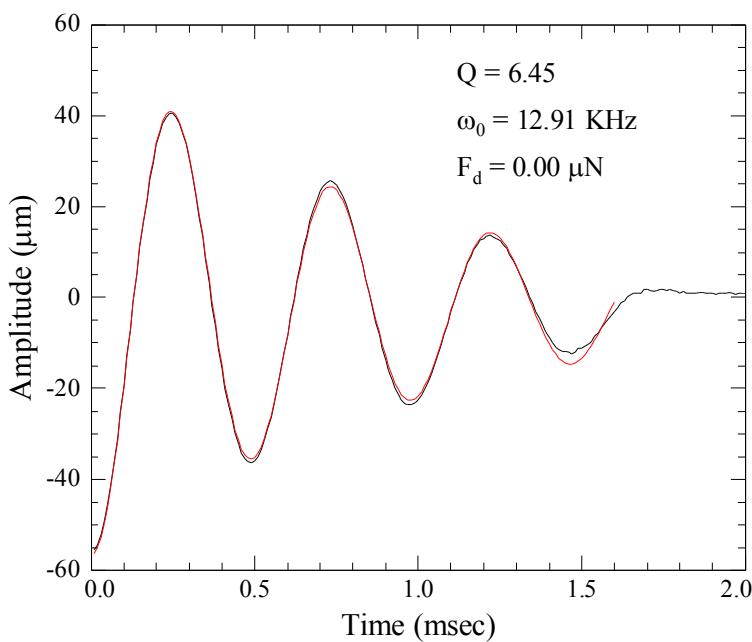
# Raw Decay Data



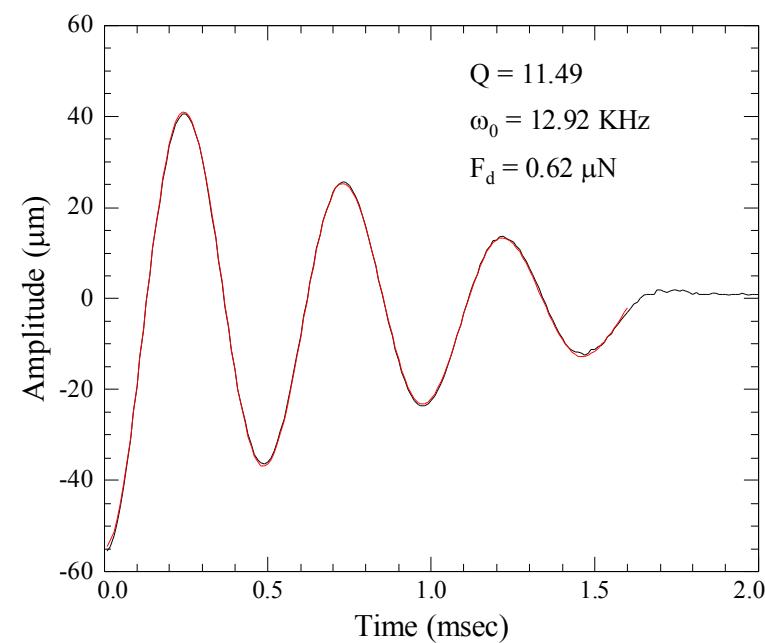
600 mm clamps, FOTAS coating, no electrostatic normal load

Can we model this?

# Fit with and without Friction



Fit without friction



Fit with friction

# My Background

## Education

### **Cornell University**

Ph.D. in Physics (Low temperature helium), August 2002. GPA 3.9  
M.S. in Physics, November 1998.

### **Wesleyan University**

B.A. Math and Physics, High Honors, June 1995. GPA 3.7

## Work Experience

### **Sandia National Laboratories**

2005 – Present Senior Member of Technical Staff at Sandia in MEMS Science and Technology group under Harold Stewart (managers). Hold DOE L security clearance. (In June 2006 my group was merged with Dave Sandison and Mark Platzbecker's group)

2002 – 2004 Post Doc at Sandia National Laboratories studying surface interactions in MEMS working with Maarten deBoer in Reliability Physics group under Fred Sexton (manager). Held DOE L security clearance.