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"Rummaging in the government's attic"

Description of document: Nuclear Regulatory Commission (NRC) NRC Reporter
employee newsletters, CY 2015

Requested date: 2016

Released date: 19-April-2016

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Note: NRC Reporter, Vol. 11, Issues 1-18, Jan-Dec 2015

Source of document: Freedom of Information Act Request
U.S. Nuclear Regulatory Commission
Mail Stop T-5 F09
Washington, DC 20555-0001
Fax: 301-415-5130
E-mail: FOIA.resource@nrc.gov
[FOIA Request Form](#)

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RESPONSE TO FREEDOM OF
INFORMATION ACT (FOIA) REQUEST

FOIA

2016-0316

RESPONSE NUMBER

1

RESPONSE
TYPE☐

INTERIM

☒

FINAL

REQUESTER:

DATE:

APR 19 2016

DESCRIPTION OF REQUESTED RECORDS:

As you modified your request, copies of the NRC Reporters [internal newsletters] produced in calendar year 2015.

PART I. -- INFORMATION RELEASED

- ☐ Agency records subject to the request are already available in public ADAMS or on microfiche in the NRC Public Document Room.
- ☒ Agency records subject to the request are enclosed.
- ☐ Records subject to the request that contain information originated by or of interest to another Federal agency have been referred to that agency (see comments section) for a disclosure determination and direct response to you.
- ☐ We are continuing to process your request.
- ☒ See Comments.

PART I.A -- FEES

AMOUNT*

\$

*See Comments for details

☐

You will be billed by NRC for the amount listed.

☒

None. Minimum fee threshold not met.

☐

You will receive a refund for the amount listed.

☐

Fees waived.

PART I.B -- INFORMATION NOT LOCATED OR WITHHELD FROM DISCLOSURE

- ☐ We did not locate any agency records responsive to your request. *Note:* Agencies may treat three discrete categories of law enforcement and national security records as not subject to the FOIA ("exclusions"). 5 U.S.C. 552(c). This is a standard notification given to all requesters; it should not be taken to mean that any excluded records do, or do not, exist.
- ☒ We have withheld certain information pursuant to the FOIA exemptions described, and for the reasons stated, in Part II.
- ☐ Because this is an interim response to your request, you may not appeal at this time. We will notify you of your right to appeal any of the responses we have issued in response to your request when we issue our final determination.
- ☒ You may appeal this final determination within 30 calendar days of the date of this response by sending a letter or email to the FOIA Officer, at U.S. Nuclear Regulatory Commission, Washington, D.C. 20555-0001, or FOIA.Resource@nrc.gov. Please be sure to include on your letter or email that it is a "FOIA Appeal."

PART I.C COMMENTS (Use attached Comments continuation page if required)

SIGNATURE - FREEDOM OF INFORMATION ACT OFFICER

Roger D. Andoh

RESPONSE TO FREEDOM OF
INFORMATION ACT (FOIA) REQUEST

2016-0316

DATE:

APR 1 2018

PART II.A -- APPLICABLE EXEMPTIONS

Records subject to the request are being withheld in their entirety or in part under the FOIA exemption(s) as indicated below (5 U.S.C. 552(b)).

- ☐ Exemption 1: The withheld information is properly classified pursuant to an Executive Order protecting national security information.
- ☒ Exemption 2: The withheld information relates solely to the internal personnel rules and practices of NRC.
- ☐ Exemption 3: The withheld information is specifically exempted from public disclosure by the statute indicated.
- ☐ Sections 141-145 of the Atomic Energy Act, which prohibits the disclosure of Restricted Data or Formerly Restricted Data (42 U.S.C. 2161-2165).
- ☐ Section 147 of the Atomic Energy Act, which prohibits the disclosure of Unclassified Safeguards Information (42 U.S.C. 2167).
- ☐ 41 U.S.C. 4702(b), which prohibits the disclosure of contractor proposals, except when incorporated into the contract between the agency and the submitter of the proposal.
- ☐ Exemption 4: The withheld information is a trade secret or confidential commercial or financial information that is being withheld for the reason(s) indicated.
- ☐ The information is considered to be proprietary because it concerns a licensee's or applicant's physical protection or material control and accounting program for special nuclear material pursuant to 10 CFR 2.390(d)(1).
- ☐ The information is considered to be another type of confidential business (proprietary) information.
- ☐ The information was submitted by a foreign source and received in confidence pursuant to 10 CFR 2.390(d)(2).
- ☐ Exemption 5: The withheld information consists of interagency or intraagency records that are normally privileged in civil litigation.
- ☐ Deliberative process privilege.
- ☐ Attorney work product privilege.
- ☐ Attorney-client privilege.
- ☒ Exemption 6: The withheld information from a personnel, medical, or similar file, is exempted from public disclosure because its disclosure would result in a clearly unwarranted invasion of personal privacy.
- ☐ Exemption 7: The withheld information consists of records compiled for law enforcement purposes and is being withheld for the reason(s) indicated.
- ☐ (A) Disclosure could reasonably be expected to interfere with an open enforcement proceeding.
- ☐ (C) Disclosure could reasonably be expected to constitute an unwarranted invasion of personal privacy.
- ☐ (D) The information consists of names and other information the disclosure of which could reasonably be expected to reveal identities of confidential sources.
- ☐ (E) Disclosure would reveal techniques and procedures for law enforcement investigations or prosecutions, or guidelines that could reasonably be expected to risk circumvention of the law.
- ☐ (F) Disclosure could reasonably be expected to endanger the life or physical safety of an individual.
- ☐ Other

PART II.B -- DENYING OFFICIALS

In accordance with 10 CFR 9.25(g) and 9.25(h) of the U.S. Nuclear Regulatory Commission regulations, the official(s) listed below have made the determination to withhold certain information responsive to your request.

DENYING OFFICIAL	TITLE/OFFICE	RECORDS DENIED	APPELLATE OFFICIAL	
			EDO	SECY
Roger D. Andoh	FOIA Officer	Internal information and PII from newsletters	<input checked="" type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>

Appeals must be made in writing within 30 calendar days of the date of this response by sending a letter or email to the FOIA Officer, at U.S. Nuclear Regulatory Commission, Washington, D.C. 20555-0001, or FOIA.Resource@nrc.gov. Please be sure to include on your letter or email that it is a "FOIA Appeal."

Vol. 11

Issue 1

January 7, 2015

NRC Reporter

Protecting people and the environment

Inside this issue:

- [FOIA Seminar](#)
- [40th Anniversary Word Find](#)
- [LEGACY Honored](#)
- [It's Time to Meet...](#)



* * *

Hello? Does your office have any news to share?

There are many sources of information in our daily lives. To make the Reporter relevant to you, please help by telling us about interesting people and events around the agency. Contact the [editor](#) with your story ideas.

Editor: Karin Francis

Layout: Stephanie West

[Reporter Archive](#)

[Reporter Calendar](#)



2014 in Review



The accomplishments made by the NRC in 2014 are numerous. Just take a look at all of our documents, publications, press releases, Facebook, and blog posts, to find them.

Thanks, everyone for all that you did last year.

(b)(6)

This week, we are rewinding not too far back to September 8-26, 2014. NRC HQ employees participated in the [North Bethesda Walk & Ride event](#). The annual event encourages all employees in the North Bethesda, MD area to incorporate walking into their commute either by walking to work or considering commuting alternatives, such as transit. For the 2014 event, NRC staff was given special recognition, placing #1 (again) in the number of teams participating. NRR's High Steppers (see photo) won the 3rd place prize for the most number of steps recorded by a team.



Agency-wide FOIA Seminar

OIS and OGC will co-host a FOIA learning seminar for the agency on January 20, offering valuable insights and knowledge in complying with the FOIA (b)(4) exemptions relating to trade secrets, confidential commercial and financial information, and handling proprietary information. The seminar will be broadcast via VTC to Church Street, the Technical Training Center and to the regional offices. The speakers are: Bobak (Bobby) Talebian, Office of Information Policy, U.S. Department of Justice, and James Adler, Legal Counsel, Legislation and Special Projects Division, OGC.

The seminar is scheduled from 10:00 a.m. to 12:00 p.m. at the 3WFN Conference Room (3WFN 1-C03 and 3WFN 1-C05). It will also be video recorded and made available via iLearn as an online seminar for all NRC staff. A bridge line will also be available (888-793-9711, passcode

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NRC Facebook Page Milestone



With your help, and after just five months, the NRC Facebook page has more than 1,100 likes.

Facebook posts, which include links to blog posts and videos, NRC news and information, and Throwback Thursday posts featuring historical photos are frequently liked and shared as well.

It is encouraging that efforts to enhance openness and transparency using social media platforms like Facebook seem to be appreciated. Facebook offers opportunities to showcase content posted on other NRC social media platforms as well.

In the new year, the NRC Facebook page will continue to include the content users find most engaging. As employees of the NRC, you have unique insights into the work of the agency, which could translate into interesting Facebook posts. You can email ideas to:

Stephanie.west@nrc.gov



NRC 40TH ANNIVERSARY WORDFIND

F Z C O O P E R A T I O N V R A H S R P O E P
 O S H S G Y N E I W K B V D L U C M E O P X R
 P B A R O N J M T G E E S N E C I L K E S O O
 E U I E S N O I G E R V C U L O B T N G M R E
 N Q R P R H N E D M T D O C L T O M Y H E U L
 N J M H I O R G A N I Z A T I O N I L C A O C
 E O A E R X C F H D S E F N G R C S D O B S N
 S P N V T R O K S R U N O V S G N S B M F T G
 S U O S E U L A V C Q P R E A C T O R M A E M
 E J L G T I S N I I A F T E L F X N P E R N H
 O A N H A F P D N R L X Y S G B E K E M M D C
 V C E S N B P T I P I L Y D J U M S N O B O E
 H K E L D T E B C Z H C E C Q R L F C R X R C
 U S G R E G R J K H M K A G L N E A N A P F N
 A O C L R M W L I V B E R N C S D E T T K F E
 R N O I S S I M M O C U S A N K L T L I U T L
 W P T A T X F R D Q B T M D R I C M N O O R L
 E Y I M A C F A R L A N E E S E V I C N M N E
 D J R K K O P L J N W C G I P O R E S X A R C
 C O M M I T M E N T J A M S M T U J R S E V X
 I P E R O S T F R B G T E N K G L E M S N R E
 N O S S I M M O C Y G R E N E C I M O T A V T
 A N E J G Y V A L O S D O A R P N I N Z U R C
 C R S A F O S E R V I C E X C O M U H P P O Y

NRC
 Forty Years
 Commission
 Rockville
 Anders
 Jackson

Macfarlane
 Svinicki
 Ostendorff
 Baran
 Burns
 Regulation

White Flint
 Reactor
 Mission
 Licensee
 Regions
 Organization

Anniversary
 Atomic Energy Commission
 Chairman
 Commemoration
 Values
 Integrity

Service
 Openness
 Commitment
 Cooperation
 Excellence
 Respect

CERCLA Seminar Available Online

Newly available "Fundamentals of Superfund for NRC (H-116)" has recently gone live in iLearn. This is a 7-hour video recording of a previously provided class hosted by the U.S. Environmental Protection Agency (EPA) for NRC staff. See Seminar ID_152145 in iLearn; [ID_152145](#). This seminar provides an overview of the purpose, legal framework, and implementation of the Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) or Superfund, and the National Oil and Hazardous Substances Pollution Contingency Plan.



This is an excellent learning opportunity if you need to better understand the CERCLA process due to the NRC's Decommissioning Memorandum of Understanding with the EPA, or if you work with other NRC-licensed sites with an EPA role. If you have questions please send an email to TrainingSupport.Resource@nrc.gov.

LEGACY Honored for Giving Back to DC Area Youth

(b)(6)

Several NRC employees are members of the Legion of Educated Gentlemen Advancing and Challenging Youth, Inc. (LEGACY). *BEST Kids, Inc.* honored LEGACY members with the "Best Friend Award" recently during an art exhibition and fundraiser benefitting mentoring programs for Washington, D.C. area foster children, held at the United States Navy Heritage Center.

LEGACY, Inc. is a 501(c)(3) certified non-profit organization that strives to academically and politically empower youth by engaging in active and voluntary mentorship, tutoring and service. By promoting early scholarship in math and sciences, as well as the arts, LEGACY, Inc. also seeks to expand the academic horizons of the communities it serves, and cultivate successive volunteer membership.

LEGACY has a long-standing relationship with *BEST Kids*, regularly participating as *BEST Kids* program mentors. In May 2014, LEGACY hosted and facilitated a day-long *Best Kids* peer group session at the Boys and Girls Club of America in Washington, DC. The session consisted of an interactive health and fitness discussion focused on the importance of living an active and healthy lifestyle. Additionally, the youth enjoyed several break-out group athletic activities, focusing on physical and mental endurance.

Spoken Word Poetry Contest

The Advisory Committee for African Americans (ACAA) would like to invite all NRC staff to attend, support, and vote at its first Spoken Word Poetry Contest on Wednesday, January 14 in the Two White Flint North auditorium from 12:00- 1:00 p.m.

Spoken word poetry is a poetry event where poets, lyricists, and wordsmiths can express themselves to a wider audience. Spoken word poetry can be used as an instrument through which you can explore, express, and better understand your culture, society, and YOU! So, grab a pen and paper and write down your thoughts based on life, history, and culture.

YOU the NRC staff, along with the judges, will vote for the winner of the Spoken Word Contest.

The criteria for the contest are: creativity— use of the words: life, history, and culture (You can use one, two, or all three of the words.); and stage presence

There will be ballots located on each chair for NRC staff to vote for the spoken word poetry contest winner. All ballots will be entered in a random drawing for (1) gift card.

Light refreshments will be served!

The winner of the Spoken Word Poetry Contest and the gift card winner will be announced at the ACAA Open House on Thursday, Jan. 29 at noon in the TWFN exhibit area. A prize will be presented to the Spoken Word Poetry winner. If your name is drawn for the gift card, you must be present to win.



It's Time to Meet: Anne Frost

Title: Legislative Specialist

Office: OGC

What I really do: Help keep management informed of legislation that may affect the agency, compile legislative histories, serve as the SharePoint Administrator, and (b)(6)

Time w/NRC: Since June 17, 2013.

Previous employers: NIH for 23 years - started June 17, 1990.

Biggest Challenge (b)(6)

Birthplace (b)(6)

Favorite restaurant: (b)(6)

Favorite vacation spot: (b)(6)

Favorite sport (b)(6)

Favorite music (b)(6)

Favorite book: (b)(6)

Is there some aspect of your life you think NRC staff would be surprised to know about? (b)(6)

Favorite TV show (b)(6)

Pet peeves (b)(6)

When I'm not working I like to: (b)(6)

Celebrity I most resemble (b)(6)

Most important influence in my life (b)(6)

Person in history I would most like to meet (b)(6)

If I could do it all over: (b)(6)

If I won the lottery: (b)(6)

Kind of car I would most like to drive (b)(6)

Keys to success: (b)(6)

If you could do one thing to make the NRC better: (b)(6)

Any other item you would like to include: (b)(6)

The solution to last week's anagram, *Air as wet cat video*, is Radioactive Waste.

This week's anagram is: *align use of, refer to lead doc*

This new anagram alludes to its answer. The solution is often referred to at the NRC by its acronym. Big surprise, right? Good luck "cracking" this one.



Vol. 11

Issue 2

January 14, 2015

NRC Reporter

Protecting people and the environment

Inside this issue:

- [OIS Job Shadowing](#)
- [Rewind Wednesday](#)
- [Best Winter Hat Winners](#)
- [Project Aim](#)
- [It's Time to Meet...](#)



* * *

Hello? Does your office have any news to share?

There are many sources of information in our daily lives. To make the Reporter relevant to you, please help by telling us about interesting people and events around the agency. Contact the [editor](#) with your story ideas.

Editor: Karin Francis

Layout: Stephanie West

[Reporter Archive](#)

[Reporter Calendar](#)



NRC Celebrates 40 Years of Safety and Service

By Karin Francis

On January 19, 1975, the NRC began operations. Forty years later, "our mission is as important today as it was when first founded," said Mark Satorius, Executive Director of Operations in his welcoming remarks to staff at the agency-wide event celebration.

The 40th anniversary fête held last Thursday, January 8, 2015, was broadcast to various locations at headquarters and the regions. Stephen Burns, who became the agency's 16th Chairman on January 1,



is the second General Counsel to become Chairman. Chairman Burns gave an overview describing notable historical events from 1975 to the present. He also talked about what it was like at the beginning, when the agency was spread out in numerous locations: a building at Seventeenth and H Streets in Washington, DC, 4-5 buildings in Bethesda, one building in Silver Spring, MD, and five regional offices. The fifth region was in Walnut Creek, CA, which merged with Region IV in Texas. He also described agency document creation in the late 1970s and 1980s, when there were no desktop computers, or the internet. Back then, documents were typed on typewriters, and edits and changes involved a cut and paste method, where the text was physically cut and pasted together with tape and then photocopied to hide the corrections made.

Chairman Burns described that the NRC now is the sum of 35 Commissioners, 16 Chairmen, 9 EDOs, 8 General Counsels, 4 CFOs, 9 Directors of Nuclear Reactor Regulation, and 3 Secretaries (SECY). "We also honor those that have been here since the beginning."

Next, the NRC staff saw the premiere of the NRC's latest historical video: "Moments in History: Establishing an Independent Regulator." *(Continued on p. 3)*

(b)(6)



(b)(6)

(b)(6) (OIS), with former employee are pictured accompanying the chorus during the NRC's 18th Annual Awards Ceremony. This picture appeared in Vol. 11, issue 10 of the May 1995 Special Edition of the News, Reviews and Comments. This was the first awards ceremony held at One White Flint headquarters and the first to be held outdoors.



Job Shadowing Opportunity

The agency's 8th annual IT Job Shadow Day will be held at Headquarters on Thursday, February 19. Approximately 30 students from Gaithersburg and Wootton High Schools' Academies of Information Technology will "shadow" various NRC IT staff who volunteer to show them what their work entails on a day-to-day basis. This is where you come in – **OIS seeks agency IT and IM professionals who would like to share their expertise.** IT Job Shadow Day 2014 saw great demand for staff engaged in cyber security and in web design, and we anticipate this same demand this year. No matter what your area of expertise, we will find student matches for you. Both experienced and first time hosts are welcome.

IT Job Shadow Day



Moving It Forward: The Next Generation of Federal IT and IM Professionals

Hosts will be invited to an information session [sufficiently in advance of the event] to learn about your role and responsibilities for the day. Your commitment to the students is four hours, and you are invited to participate in the entire day's events, including tours of the Operations and Data Centers, and the pizza lunch time information session. This is a wonderful opportunity to give back to the community and contribute to the education of our youth. IT and IM professionals interested in serving as a host can **complete an interest form, and return it to Cecilia Rajnic no later than January 31, 2015.**

In the Washington, D.C. area, the IT Job Shadow Day is sponsored by the Federal Chief Information Officer's Council, in partnership with the Association for Federal Information Resources Management Services, and Junior Achievement. Approximately 40 agencies and 500 students participate. The students get to observe firsthand how the skills learned in school directly relate to the workplace.

The Office of Information Services (OIS) takes the lead for hosting the event, which is designed to introduce students to career opportunities in Information Technology (IT). In the past year we introduced more career opportunities in Information Management (IM), as well. OIS is fortunate to partner with the Office of Nuclear Reactor Regulation, the Office of Nuclear Security and Incident Response, and the Office of the Chief Human Capital Officer for the IT Job Shadow Day. The NRC is well regarded amongst our counterparts for hosting a spectacular event, and we look forward to another successful event this year.

In case of inclement weather on February 19; the alternate date is February 26.



Save the Date

Event:: The annual NRC Spring Golf Outing

When: Monday, May 11, 2015

Where: Maryland National Golf Course, 8836 Hollow Road, Middletown, MD

Details and registration information to be announced in March



40 Years, Cont.



After the video, NRC historian: Thomas Wellock shown left holding the microphone, conducted "A Conversation with Former Chairman Marcus Rowden" Dick Cavett-style. Chairman Rowden was the second Chairman of the NRC, and the first General Counsel to serve as Chairman. Marcus Rowden was the General Counsel for the Atomic Energy Commission (AEC), the predecessor agency to the NRC. Mr. Rowden explained that the shift from "atomic" to "nuclear" for the NRC was to differentiate it from the AEC. Also the word nuclear was used in the Energy Reorganization Act of 1974, which was a more accurate description encompassing all the aspects of regulation. Further, the word "atomic" had a negative connotation as opposed to "nuclear." He also talked about the most significant domestic and international events during his tenure as Commissioner/Chairman in 1975-1977. Ever the optimist, Mr. Rowden remarked that he would also like to be invited to the 50th anniversary celebration.

Commissioners Ostendorff and Baran made brief remarks and the entire Commission formed a receiving line to honor the NRC Charter Employees. The names of the charter employees were called out and each of them were recognized individually through the receiving line before going on stage to be photographed.

Cake, courtesy of the EWRA was served at the end of the ceremony. There were several vanilla and chocolate cakes at various locations for all to savor.

"Snow Stick" Celebrities at the NRC

NRC couple, Julie Crutchley and Rick Hasselberg won the NBC4 television channel's "Pat Collins Snow Stick Challenge," on January 7. When it snows, NBC4 television reporter Pat Collins features a segment, known as the "Snow Stick" challenge. DC metro area residents "compete" by measuring the snowfall in inches and submitting pictures of themselves donning their "best" snow hats. A panel of NBC4 reporters then chooses the winner(s) from the entries. Pat Collins (pictured at left in the upper right photo) met Julie and Rick outside the White Flint Metro Station at HQ, presented the "Snow Stick," and conducted a quick interview which was shown on the local news that night and on the morning of January 8. See link: <http://www.nbcwashington.com/video/#!/news/local/Snow-Stick-Challenge-Winner-Revealed/287853781>

(b)(6)

The winning hats were a Christmas gift from her best friend. According to Julie: "It was my idea. I was

(b)(6)

scrolling through my Facebook page, and saw the story on the NBC4 feed. It was an impulsive move on my part; I remembered I had taken a picture of us wearing the hats soon after we got them, and I just found the picture and uploaded it to NBC's Twitter page. I told Rick about it after the fact, and seriously did NOT expect to win." She sent the picture to Pat via Twitter with the hashtag #BestSnowHat. The "Snow Stick" is on display right at their front door, so they can measure the next snowfall. "Maybe we'll send another picture to Pat Collins showing that the Snow Stick is in use!"

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Julie is a member of the Allegation and Enforcement Team, serving NRR, NRO, and NSIR. Rick is a Senior Emergency Response Coordinator in NSIR. Rick and Julie met in 1991, when they both worked in the same branch, (the Emergency Preparedness Branch in the Division of Radiation Safety and Safeguards in NRR, long defunct).

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Thank You!

Thank you to everyone who contributed to the Operation Needy food drive this year. Through your generosity, 30 boxes of food was collected and delivered to the Damascus Lions Club on December 17, where many families benefit from donations like those collected through Operation Needy.

Senior Management Meets on Project AIM



Chairman Burns addressing his first NRC Senior Leadership Meeting as NRC Chairman, Jan. 7, 2015

The agency senior leadership met at the Professional Development Center at headquarters for a second round review of the draft analysis and recommendations of Project Aim 2020. The objectives of the January 7 meeting were to review the current analysis and align on strategies. The meeting was productive and made significant progress due to active participation by the senior leaders, beginning with presentations by the new NRC Chairman Stephen Burns, along with EDO Mark Satorius, and CFO Maureen Wiley.

The previous meeting on the first round review occurred in November and was followed by a Commission meeting during the week before Thanksgiving.

Following the Chairman's presentation and discussion, the senior leaders and the Project Aim 2020 team:

- Explored the need for changing the agency to enhance efficiency and maintain effectiveness in accomplishing our mission
- Analyzed the historical, current, and projected financial environment
- Discussed what the agency might look like in 2020
- Aligned on key strategies for improving the agency

The team will use the discussions and comments to refine the report and recommendations for the Commission. The staff plans to provide the report to the Commission by the end of the month. As part of the report preparation, the staff is also planning presentations and discussions of the recommendations with the National Treasury Employees Union and employees.



January is National Get Organized Month. [The National Association of Professional Organizers \(NAPO\)](http://www.napo.org) created National Get Organized Month in 2005, to educate the public on the benefits of being organized, and the value of hiring a professional organizer if daunted by such tasks. This month also marks the 10th anniversary of National Get Organized Month.



It's Time to Meet: The Learning Transformation Team (LTT)

Office/Location: OCHCO/HRTD <http://fusion.nrc.gov/ochco/team/training/learningtransform/default.aspx>

Title: Learning Transformation Initiative (LTI)

What we do: The LTI mission is to partner with offices to create a learning environment that offers employees innovative, real-time, and collaborative learning and development opportunities; and enables employees to acquire and apply competencies to sustain a high performing workforce.

What we really do: Find cost-effective and innovative ways to provide staff with the learning and development support they need, when they need it.

Time w/NRC: 8 months

Previous employers: Team is comprised of individuals who have worked in various offices around the agency with diverse backgrounds and experiences.

Biggest challenge: Shift the mindset from "training" to "learning and development." Conventional training, like in-classroom, has evolved due to advances in technology, social learning, and how adults learn. The concept of learning and development enables learning and personal development from anytime, anywhere.

Birthplace: [Learning Transformation Concept Paper](#) by: Jody Hudson, Deputy Chief Human Capital Officer

Favorite Restaurant: (b)(6)

Favorite sports: (b)(6)

Favorite vacation spot: (b)(6)

Favorite song: (b)(6)

Favorite TV show: (b)(6)

Favorite book: (b)(6)

Is there some aspect of our life you think NRC staff would be surprised to know about? There are a number of different aspects that fall under the umbrella of the LTI mission; Mentoring and Knowledge Management play a large part in our success.

The kind of car we would like to drive: (b)(6)

Most important influence in our life: (b)(6)

Keys to success: (b)(6)

The person we would most like to meet: Everyone at NRC – If you are interested in learning more about what we do, contact us!

Any other item you would like to include: Check out our video to learn more about our team and how transforming learning and development will benefit you and the agency. <http://r2.nrc.gov/videoarchive/ViewVideo.cfm?vlink=790>

The solution to last week's anagram, *align use of, refer to lead doc*, is Code of Federal Regulations. William "Bill" Baines, OCHCO, contacted our editor with the solution.

This week's anagram is: *A core lit-up near towns*

Reporter staff did not actually come up with this anagram, but we'll save giving credit until next week. If you would like to generate an NRC-related anagram for inclusion in a future issue, contact [Karin Francis](#).



NRC Reporter

Protecting people and the environment

Inside this issue:

- [International Travel Tips](#)
- [OCFO/NRO Office Clean-up](#)
- [Bring Your Child to Work](#)
- [Anagram](#)
- [Adding Photos to Microsoft](#)



* * *

Hello? Does your office have any news to share?

There are many sources of information in our daily lives. To make the Reporter relevant to you, please help by telling us about interesting people and events around the agency. Contact the [editor](#) with your story ideas.

Editor: Karin Francis

Layout: Stephanie West

[Reporter Archive](#)

[Reporter Calendar](#)



Third-Time Fulbright Program Specialist Grantee

(b)(6)

Mike Dusaniwskyj, an economist in NRR, was selected to participate in the Fulbright Specialist Program for the third time by the State Department's Bureau of Educational and Cultural Affairs. Next month, Mike will begin a 30-day assignment as a lecturer in macro-economics at the Technical University of Kosice in Slovakia. His emphasis will be on the American experience, including general American regulatory theory. The Technical University of Kosice with over 12,000 students, has academic roots dating all the way back to 1657. It has dedicated departmental faculty teaching Economics, Civil Engineering, Electrical Engineering, Mechanical Engineering, Process Control, Informatics, Geo-technology, Metallurgy, Mining, Manufacturing Technologies, Ecology, Arts, and Aeronautics.

The Fulbright Specialist Program awards grants to qualified U.S. professionals and faculty in select disciplines for short-term collaborative two-to six week projects at eligible post-secondary academic institutions in over 140 countries worldwide. The short-term length of the grants gives the Specialists greater flexibility to pursue projects that work best with their current professional or academic commitments. All of the project requests are submitted by non-U.S. academic institutions.

This is a distinguished honor both for Mike and the NRC.

U.S. Scholars
and professionals
apply to join
the Fulbright
Specialist Roster

CIES matches
U.S. candidates
on the Roster
with approved
projects

Non-U.S.
institutions
abroad submit
Fulbright
Specialist project
requests

*CIES -The Council for International Exchange of Scholars

(b)(6)

These songbirds were known as the Jackson 5. Well, not *that* Jackson 5, but instead an NRC rendition gathered to serenade former Chairman, Shirley Jackson at her farewell event. This photo appeared in the August 1999 issue of the NR&C. Pictured left to right

(b)(6)

Maybe the remaining members could be convinced to do an encore performance.



International Travel Tip - Global Entry Program

Carlotta Coates, OIP



Are you a frequent international traveler? Are you tired of waiting in long lines to get through both Passport Control and Customs when returning to the United States? If the answer is yes to either question, you may want to consider a program offered by U.S. Customs and Border Protection (CBP) called the Global Entry Program. The Global Entry Program allows expedited clearance for pre-approved, low-risk travelers upon re-entry to the United States. Though intended for frequent international travelers, there is no minimum number of trips necessary to qualify for the program. Participants re-enter the United States by using automated kiosks located at select airports.

The CBP's Global Entry website provides all of the details (please see: <http://www.cbp.gov/global-entry/how-to-apply>). You'll need to fill out an online application and pay an application fee of \$100. CBP will review your application and determine your eligibility for participating in

Global Entry. Federal employees holding security clearances are typically considered and accepted quickly. After acceptance, you'll need to visit a [Global Entry processing center](#). Take any passports you typically use (for example, both your official and personal passports) with you! CBP will fingerprint you (electronically), show you a video on how to use Global Entry, and then enter all of your passport information into the Global Entry system. After that, you're in! Global Entry membership is valid for five years. You can also manage your Global Entry account online, i.e. change/update passport information. Another benefit is that acceptance by CBP into the Global Entry program can also qualify participants for expedited security screening through the Transportation Security Administration's [Pre-Check program](#).

Note: Any costs associated with applying for this program are not reimbursable.

KIDS AT WORK

The NRC will celebrate "Bring Your Child to Work" (BYCW) on April 23, 2015 from 8:30 a.m. – 12:00 noon. The national theme is "#MPOWER Knowledge+Choice=Strength" (*EMPOWER*). The Office of the Chief Human Capital Officer (OCHCO) invites you and your children (ages 6-18) to take part in the BYCW event. The opening session will take place in the TWFN Auditorium from 8:30 – 10:00 a.m.; afterward, the children will rotate through three office tours. For planning purposes, OCHCO requests an email with the number of children you are bringing, and their ages. We welcome your suggestions for interactive activities that the children can participate in during the opening session. You may email Peggy Etheridge at peggy.etheridge@nrc.gov with your input. More details on the BYCW event will be featured in a future issue of the *NRC Reporter*. In addition, a Yellow Announcement and Network announcement are forthcoming.

Adding Your Picture to SharePoint and Microsoft Office Applications

By OIS/SDD

(b)(2)

OCFO/NRO Organize Office Clean-up Day

(b)(6)

On January 15, 2015, staff from the Office of the Chief Financial Officer (OCFO) and the Office of New Reactors (NRO) Division of Safety Systems and Risk Assessment (DSRA) collaborated to clean up their shared floor space on the 9th floor of the Two White Flint North building. Staff from both offices had the opportunity to socialize and get to know each other while enjoying a pizza luncheon hosted by their respective management teams. The Chief Financial Officer, Maureen Wylie, and DSRA Division Director, John Monninger, gave remarks on how the offices can work together to support the agency's mission. An *NRO/OCFO Acronym Challenge* was co-hosted by NRO/DSRA Reactor Systems, Nuclear Performance, and Code Review Branch Chief Joe Donoghue, and OCFO Division of the Controller, Accounts Receivable Branch Chief Dave D'Abate. Staff was entertained trying to decipher some commonly used acronyms used by each office.

OCFO and NRO staff mingle while enjoying pizza during the January 15 clean-up day.



ERRATA: The 40th Anniversary Word Find published originally in the January 7 issue contained typographical errors. See if you can solve the corrected version, below.

NRC 40th Anniversary Word Find

A	F	Z	C	O	O	P	E	R	A	T	I	O	N	V	R	A	H	S	R	P	O	E	P
P	O	S	H	S	G	Y	N	E	I	W	K	B	V	D	L	U	C	M	E	O	P	X	R
R	P	B	A	R	A	N	J	M	T	G	E	E	S	N	E	C	I	L	K	E	S	O	O
S	E	U	I	E	S	N	O	I	G	E	R	V	C	U	L	O	B	T	N	G	M	R	E
N	N	Q	R	P	R	H	N	E	D	M	T	D	O	C	L	T	O	M	Y	H	E	U	L
D	N	J	M	H	I	O	R	G	A	N	I	Z	A	T	I	O	N	I	L	C	A	O	C
W	E	O	A	E	R	X	C	F	H	D	S	E	F	N	G	R	C	S	D	O	B	S	N
H	S	P	N	V	T	R	O	K	S	R	U	N	O	V	S	G	N	S	B	M	F	T	G
I	S	U	O	S	E	U	L	A	V	C	Q	P	R	E	A	C	T	O	R	M	A	E	M
T	E	J	L	G	T	I	S	N	I	I	A	F	T	E	L	F	X	N	P	E	R	N	H
E	O	A	N	H	A	F	P	D	N	r	L	X	Y	S	G	B	E	K	E	M	M	D	C
F	V	C	E	S	N	B	P	T	I	P	I	L	Y	D	J	U	M	S	N	O	B	O	E
L	H	K	E	L	D	T	E	B	C	Z	H	C	E	C	Q	R	L	F	C	R	X	R	C
I	U	S	G	R	E	G	R	J	K	H	M	K	A	G	L	N	E	A	N	A	P	F	N
N	A	O	C	L	R	M	W	L	I	V	B	E	R	N	C	S	D	E	T	T	K	F	E
T	R	N	O	I	S	S	I	M	M	O	C	U	S	A	N	K	L	T	L	I	U	T	L
S	W	P	T	A	T	X	F	R	D	Q	B	T	M	D	R	I	C	M	N	O	O	R	L
M	E	Y	I	M	A	C	F	A	R	L	A	N	E	E	S	E	V	I	C	N	M	N	E
R	D	J	R	K	K	O	P	L	J	N	W	C	G	I	P	O	R	E	S	X	A	R	C
V	C	O	M	M	I	T	M	E	N	T	J	A	M	S	M	T	U	J	R	S	E	V	X
T	I	P	E	R	O	S	T	F	R	B	G	T	E	N	K	G	L	E	M	S	N	R	E
N	O	I	S	S	I	M	M	O	C	Y	G	R	E	N	E	C	I	M	O	T	A	V	T
P	A	N	E	J	G	Y	V	A	L	O	S	D	O	A	R	P	N	I	N	Z	U	R	C
U	C	R	S	A	F	O	S	E	R	V	I	C	E	X	C	O	M	U	H	P	P	O	Y

NRC

Forty Years

Commission

Rockville

Anders

Jackson

Macfarlane

Svinicki

Ostendorff

Baran

Burns

Regulation

White Flint

Reactor

Mission

Licensee

Regions

Organization

Anniversary

Atomic Energy Commission

Chairman

Commemoration

Values

Integrity

Service

Openness

Commitment

Cooperation

Excellence

Respect

The solution to last week's anagram, *A core lit-up near towns*, is *Nuclear Power Station*. This anagram is courtesy of the website Anagram Genius (Mick Tully, 2005).

This week's anagram is: **A science offer for two**

This anagram was submitted by an employee whose name will be revealed next week. The anagram does not offer a clue to its solution. So, here's the hint: This novel crew contains a chain of dedicated people.



Vol. 11

Issue 4

January 28, 2015

NRC Reporter

Protecting people and the environment

Inside this issue:

- [FEVS](#)
- [Radiation Safety](#)
- [PBS Documentary](#)
- [iLearn Training](#)
- [WF Parking Shuffle](#)
- [It's Time to Meet...](#)



* * *

Hello? Does your office have any news to share?

There are many sources of information in our daily lives. To make the Reporter relevant to you, please help by telling us about interesting people and events around the agency. Contact the [editor](#) with your story ideas.

Editor: Karin Francis

Layout: Stephanie West

[Reporter Archive](#)

[Reporter Calendar](#)



Ready to Launch - Behavior Matters Phase II

by Lance Rakovan

BEHAVIOR matters

Unless you are in one of a short list of offices, it may have been a while since you've heard about [the Behavior Matters campaign](#).

For those of you that need a reminder, the Behavior Mat-

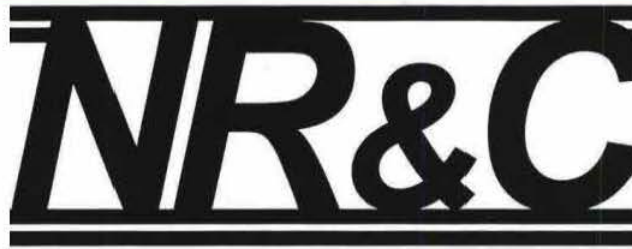
ters campaign seeks to develop a shared awareness and understanding of the behaviors that support the NRC values, as well as those that detract from the NRC Values. During the first phase of the campaign in 2013, 30 Behavior Matters cafés were conducted with staff and management from across the agency. Approximately 19% of NRC staff and management participated in a café. Phase I of Behavior Matters identified shared challenges and ideas of how the NRC values should translate into action. The café results indicate that NRC is strong in handling complexity, but we struggle with basic interactions. The overwhelming majority of behaviors identified in the cafés involve basic civility, courtesy, and active listening. The general themes expressed repeatedly during the cafés have been summarized in the "[Behaviors That Matter](#)" hand-out.

Acting upon the results of the cafés, as well as Bill Borchardt's original direction and Mark Satorius' continued support, the Behavior Matters Team has been busy creating, piloting, and refining a series of Behavior Matters workshops during 2014. Over the course of the year, workshops were conducted with several offices, including NRO, Region III, OCHCO, and OEDO. The workshops focus on self-awareness, situational awareness, self-regulation, and providing and receiving feedback, all with a focus on helping NRC staff work more effectively together as we go about accomplishing our mission.

The Behavior Matters Team is currently finalizing a Phase II full launch plan that will be implemented in 2015. The Team will coordinate with office management to schedule an appropriate number of workshops, as well as agree upon an appropriate time for the workshops. Open enrollment workshops will be offered as well. Phase II is expected to go through 2015 and possibly into 2016.

If you have any questions about the Behavior Matters campaign, give me a call, 301-415-2589, or send me an e-mail, lance.rakovan@nrc.gov.

(b)(6)



Tom Hanks, Sandra Bullock, Tim Allen, and Helen Hunt, winners of 1999 People's Choice awards, were not the only winners that year. Marissa Bailey, NMSS was the recipient of a Meritorious Service award that year as well.

We found this image in the NR & C, July 1999 issue on page 17.



Continuous Improvement Actions

by Jason Lising, OCHCO



The 2014 Federal Employee Viewpoint Survey (FEVS) found the NRC continuing to score high marks as benchmarked against other agencies. As in previous years, the NRC's overall percent positive responses to the battery of survey questions were markedly above the government average with improvements in some areas such as talent management and job satisfaction, and declines in other areas such as leadership and knowledge management. The [2014 FEVS Agency Management Report](#) and the [Annual Employee Survey](#) are available online.

So what do we do with this information? The FEVS provides good insights into the agency's organizational climate and gives us a chance to find out where we can improve ourselves. As in previous years, each office and region is reviewing its specific FEVS results to evaluate and update its current Action Plan for Continuous Improvement. The Office of the Executive Director for Operations (OEDO) has asked offices/regions to update their specific action plans by February 27, 2015. Employees can review these action plans and identify who is their FEVS Point of Contact (POC) by visiting the [Survey and Continuous Improvement Action Plans SharePoint Site](#).

In addition to the office/region level plans, a team comprised of representatives from the Office of Small Business and Civil Rights, National Treasury Employees' Union (NTEU), the Office of Enforcement, the Office of the Chief Human Capital Officer (OCHCO), and the OEDO analyzed the agencywide FEVS results and provided enhancements to the existing agency Action Plan for Continuous Improvement. All NRC employees are encouraged to visit the [Survey and Continuous Improvement Action Plans SharePoint Site](#) to learn more about their office/region specific action plans as well as the updated agencywide plan. For additional information on the 2014 FEVS survey results or the agency's Continuous Improvement Action Plans, please contact Jason Lising at Jason.Lising@nrc.gov, (301) 287-0569.

NRC. Powered by You.

White Flint Complex Parking Shuffle

(b)(2)

NRC'S Radiation Safety Program by Hector Rodriguez-Luccioni, Ph.D., NMSS

A major part of NRC's mission is to protect the people and environment from unnecessary exposure to radiation, including NRC employees. It is the policy of the NRC to maintain occupational radiation doses as low as reasonably achievable (ALARA). Each of the following offices: Office of Nuclear Material Safety and Safeguards (NMSS), Office of Nuclear Reactor Regulation (NRR), Office of New Reactors (NRO), Office of Nuclear Regulatory Research (RES), Office of the Chief Human Capital Officer (OCHCO), and Office of Nuclear Security and Incident Response (NSIR), as well as the regional offices, has a radiation safety officer (RSO) and an alternate radiation safety officer (ARSO).



RADIATION SAFETY

The responsibility of the RSO/ARSO is to establish an agencywide radiation safety program to protect NRC employees from ionizing radiation hazards associated with activities conducted by the NRC. The radiation safety program is based on the policy and guidance of MD 10.131, "Protection of NRC Employees Against Ionizing Radiation." MD 10.131 provides standards to protect NRC employees from radiation hazards during licensing, inspection, enforcement, and other regulatory activities.

As part of its radiation safety program, the NRC offers training commensurate with the duties of its employees, such as the Site Access training (H-100). NRC training provides employees with an understanding of radiation protection standards and guidance, such as an understanding of ALARA practices, radiation monitoring, how to use and wear dosimeters, radiation surveys, and proper use of survey meters. Also, as part of the program, the NRC makes available to the staff personnel dosimetry and survey meters. Dosimeters are provided upon request by each regional office and to HQ employees. An employee that is visiting a licensed facility and needs a dosimeter should contact his/her RSO or ARSO to obtain information on receiving a dosimeter. Calibrated survey meters are available for official use from each regional office and from NMSS, for example for inspection purposes. NRC employees are required to follow the licensee's radiation protection program for safety while at licensed facilities.

Licensees and NRC inspectors have avoided exposure to dangerous amounts of radiation due to good practices developed through the radiation safety program. For example, in early 2014, two NRC inspectors performed an unannounced inspection at a materials licensee in Alaska. The inspectors entered an area that had no boundaries or any visible high radiation area signs; however, the survey meter indicated they were in a high radiation area. Both inspectors walked out of the area immediately, thus avoiding a high dose exposure.

If you have any questions regarding radiation safety, please contact [Hector Rodriguez-Luccioni](#) or your office's designated RSO or ARSO.

New iLearn Courses Available



Presentation (Communications) courses are now offered to you at our Professional Development Center. There are two courses: Basic Presentation Training and Advanced Presentation Training.

Basic Presentation Training, a 3-day workshop (iLearn Course ID_123144) has replaced the Briefing Techniques course (#776). The goals of this course are to establish a baseline of presentation skills and experience for each participant and to then work with each participant to enhance

knowledge and significantly improve individual presentation skills. The Human Resources Training Department (HRTD) is confident employees will find the Basic Presentation Training course informative and beneficial because the new course addresses the specific skills NRC employees need when delivering presentations to internal NRC audiences as well as external audiences, such as stakeholders at NRC Public Meetings. This course is designed for basic and intermediate level presentation needs. The next class is: February 17-19, 2015.

Advanced Presentation Training (iLearn Course ID_123145), is a 2-day course for those who have at least several years of experience giving presentations. This course teaches advanced techniques in audience analysis, presentation organization, and visual aids at a higher level, and how to respond effectively to difficult questions in highly emotional environments. This class is not intended for the beginner presenter or for someone that has just taken the Basic Presentation course itself. Each experienced participant adds value to the class and the instructors will use this shared experience by the students to enhance the learning environment. The next class is February 9-10, 2015.

Employees interested in attending *either* course should access iLearn to find upcoming session dates, and to enroll in the classes. Contact Brian.Doan@nrc.gov for additional information about the new courses. Contact TrainingSupport.Resource@nrc.gov for assistance with iLearn issues.

BIG Presents Special Viewings of PBS Documentary in February

AFRICAN AMERICAN
★ HISTORY MONTH ★

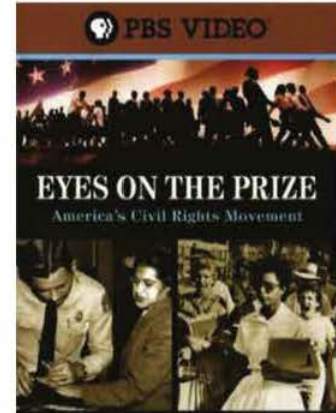


Eyes on the Prize, an American television series and 14-hour documentary about the Civil Rights Movement in the United States is comprised of archival footage and interviews with participants and opponents of the movement. Created and executive-

produced by Henry Hampton at Blackside, Inc., it originally aired on the PBS network. The title of the series is derived from the folk song "Keep Your Eyes on the Prize," featured in each episode as the opening theme music.

The NRC Chapter of Blacks In Government (BIG) will play two of the videos from this series on Thursday, February 12 and Wednesday, February 25, from noon to 1:00 p.m. in the TWFN Exhibit Area as part of our African American History Month festivities. If you have any questions, feel free to contact (b)(6)

(b)(6) via e-mail or call him at (b)(6)



NEPA Learning Opportunities

The National Environmental Policy Act of 1969 (NEPA) requires Federal agencies to account for environmental effects in the planning and execution of their actions. Two learning opportunities in the next several months offer interested staff the chance to learn more about NEPA and how NRC implements NEPA. On February 19, 2015, the inaugural offering of "NEPA for the Uninitiated" (ILearn ID_149145) will be given in the Headquarters PDC. This one-hour class will provide attendees with the who, what, when, where, why, and how of NEPA at the NRC.

On April 16, 2015, "Environmental Review Overview for Materials Licensing Actions" (ILearn ID_798) will also be given in the Headquarters PDC and available via VTC. This class provides a more in-depth discussion of NEPA at NRC, giving participants (1) the regulatory requirements for environmental reviews; (2) the basic concepts of an environmental review; and (3) the types of environmental review documents that NRC prepares. The course focuses on materials licensing actions. Contact: TrainingSupport.Resource@nrc.gov for registration information.

Parking Shuffle Cont.

(b)(2)

It's Time to Meet Roger Andoh, FOIA Officer

Office/Location: FOIA, Privacy, and Information Collection Branch; T-5F08

Title: FOIA Officer

What I really do: Lead the FOIA Team.

Time w/NRC: (b)(6)

Previous employers: DHS

Biggest challenge:

(b)(6)

Birthplace:

(b)(6)

Favorite Restaurant:

(b)(6)

Favorite sports:

(b)(6)

Favorite vacation spot:

(b)(6)

Favorite music:

(b)(6)

Favorite TV show:

(b)(6)

Favorite book:

(b)(6)

Is there some aspect of your life you think NRC staff would be surprised to know about?

(b)(6)

When I'm not working,

(b)(6)

The person in history I would most like to meet

(b)(6)

The kind of car I would like to drive

(b)(6)

Most important influence in my life:

(b)(6)

If I won the lottery

(b)(6)

Keys to success

(b)(6)

If you could do one thing to make the NRC better

(b)(6)

(b)(6)

(b)(6)



The solution to last week's anagram, *A science offer for two*, is Office of New Reactors. This anagram was courtesy of Richard Scheirer in NRO.

This week's anagram is: *sugars of martini fade on*

What do sugars and martinis have to do with the NRC, you ask? Nothing. So, here's the hint: we must act as sentinels over this.



NRC Reporter

Protecting people and the environment

Inside this issue:

- [ACAA Dinner](#)
- [Memphis' Retirement Party](#)
- [Rewind Wednesday](#)
- [PDC Courses](#)
- [NRO All Hands](#)
- [It's Time to Meet...](#)



* * *

Hello? Does your office have any news to share?

There are many sources of information in our daily lives. To make the Reporter relevant to you, please help by telling us about interesting people and events around the agency. Contact the [editor](#) with your story ideas.

Editor: Karin Francis

Layout: Stephanie West

[Reporter Archive](#)

[Reporter Calendar](#)



NRO Staffer Receives Mansfield Fellowship

Mahmoud (MJ) Jardaneh of NRO was selected as the first NRC staffer and one of 10 Federal employees for the one-year Mansfield Fellowship Program. The Fellowship is named after the former U.S. ambassador to Japan, U.S. Senate majority leader, and U.S. congressman from Montana, Mike Mansfield. The program was established by Congress in 1994 to build a corps of Federal government employees with proficiency in the Japanese language and practical, firsthand knowledge about Japan and its government. Through their placements, Mansfield Fellows develop networks of contacts in Japan and an understanding of the political, economic, and strategic dimensions of the U.S.-Japan relationship.

(b)(6)

Mahmoud will begin the program with a seven-week immersion-homestay program in Ishikawa Prefecture. Following the homestay, Mahmoud's placement plan will allow him to spend the remaining ten months working in several Japanese organizations, including the Japan Nuclear Regulatory Authority, the Japanese Diet (congress), local Prefecture governments, and the Japan Nuclear Safety Institute. Through these placements, Mahmoud will have the opportunity to work side-by-side with Japanese counterparts on issues related to public involvement in the regulatory process, nuclear regulation, and post-Fukushima actions. Mahmoud's placement will allow him to gain an in-depth understanding of Japan's government and policymaking process, better understand the technical and cultural aspects of the Fukushima Daiichi nuclear power plant accident, and to use that knowledge to better inform nuclear safety decisions in the United States.

The selection process was very competitive and included a rigorous paper application process. An NRC senior management panel reviewed all of the applications and nominated Mahmoud to apply for the Fellowship. After reviewing his application and proposal, the Fellowship Program invited him for an interview with a binational selection committee. Mr. Jardaneh was one of only sixteen applicants across the entire Federal government selected for in-person interview. He also participated in a group interview where the applicants were placed into two groups that had to solve a problem and deliver a presentation describing their solution.

Congratulations to MJ on this achievement!

ACAA Hosts Annual Dinner for African American History Month

The Advisory Committee for African Americans (ACAA) cordially invites you to celebrate National African American History Month by attending its annual dinner on Thu., Feb. 19, 6 - 8 p.m., in the TWFN Auditorium (social hour from 5 - 6 p.m.). The theme for this year's celebration is *"A Century of Black Life, History, and Culture."* There will be a full buffet dinner. Come and enjoy networking and socializing with NRC managers, co-workers, and friends during this special occasion. Chairman Burns will give opening remarks.

Keynote Speaker: Lieutenant General Ronald L. Bailey, U.S. Marine Corps

Entertainment: (b)(6)

Cost: \$26 per person (\$10 per child 12 and under)

MENU

BBQ Chicken, BBQ Pork, Hickory Smoked Ribs, Veggie Patties * Collard Greens, Macaroni & Cheese, Pasta Salad * Cornbread * Assortment of Desserts * Pink Lemonade, Sweet and Unsweetened Tea

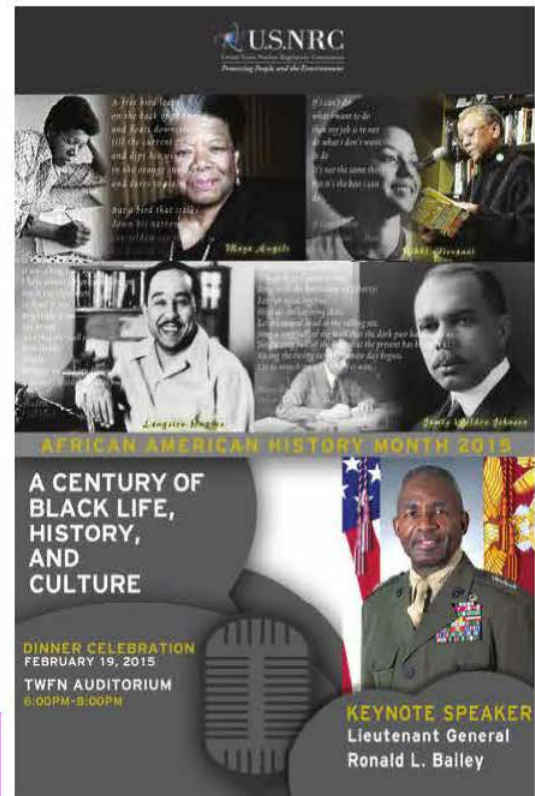
****All meats are gluten-free****

Please RSVP and provide payment to one of the following ACAA contacts no later than Feb. 12 (if you would like to attend and need a little more time - let (b)(6) know). Call/email her and she will bring the tickets to you. Payment may be made by cash or check (all checks are made payable to (b)(6)).

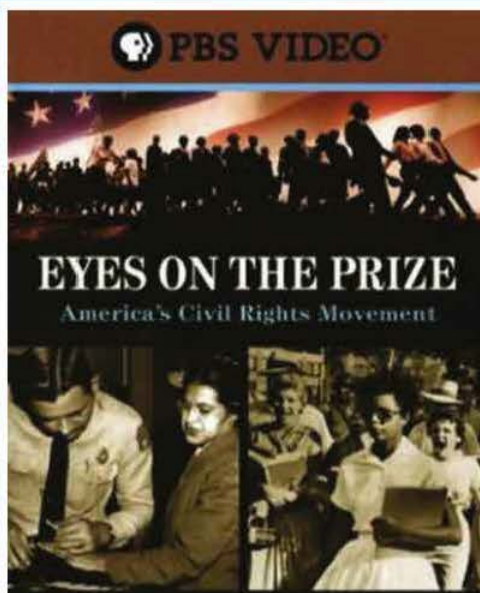
ACAA Contacts:

(b)(6)

(b)(6)



We have an amazing dinner planned for you, your family, and friends - everyone is welcome.



Remember to attend the presentation of portions of the PBS Video: *Eyes on the Prize*, an American television series and 14-hour documentary about the Civil Rights Movement in the United States.

NRC Chapter of Blacks In Government (BIG) will show two of the videos from this series on Thu., Feb. 12 and Wed, Feb. 25, from noon to 1:00 p.m. in the TWFN Exhibit Area as part of our African American History Month festivities. If you have any questions, feel free to contact (b)(6)

(b)(6)



Do what this little cutie is doing, stay bundled up out there, it's cold!

REWIND Wednesday

(b)(6)

Did we know that 007 works for the NRC? Wait a minute, that's not James Bond, it's Sheron, Brian Sheron, Director of the Office of Research. At the time of this photo from the Dec. 1986 issue of the NR&C, Brian was speaking at an international computer codes conference.

A
N
A
G
R
A
M

The solution to last week's anagram, *sugars of martini fade on*, is Safe-guards Infor-mation. This anagram was quickly solved by Sandra Gabriel, NMSS.

This week's anagram is: *team gleaned known gem*

No hints on this one.

Don't forget to [register for RIC 2015!](#)



RIC 2015

March 10-12

27th ANNUAL
REGULATORY
INFORMATION
CONFERENCE

EWRA Sponsored Mug Giveaway

As part of its 40th Anniversary celebration, the NRC Employees Welfare and Recreation Association is giving NRC Federal employees a commemorative insulated mug w/lid featuring the NRC Seal.

Headquarters employees may pick their item up at either the TWFN building or 3WFN building during the following dates and times:

- Thu., Feb. 5, 1:30 – 3:30 p.m., TWFN Exhibit Area
- Wed., Feb. 11, 9:30 – 11:30 a.m., 3WFN-1D09
- Thu., Feb. 12, 9:00 – 11:00 a.m., TWFN Exhibit Area

Please be sure to bring your NRC I.D. to the pickup location. Mugs for employees at Church Street, the regional offices, and the Technical Training Center have been mailed. Regional offices will distribute the mugs to the resident inspectors. Headquarters staff who can't pick up their mugs during one of the times listed above should e-mail (b)(6) after Feb. 12, 2015, to make arrangements for pick up.



Farewell to Memphis

Memphis (b)(6) well-admired service dog, retired on Dec. 31, 2014. Memphis is just over 10 years old and in good health. Understandably, he has slowed down a bit, and Indy (his successor) was ready to work full-time. Memphis still lives with (b)(6) and they are transitioning from a service dog team to a therapy dog team. They will visit hospitals and participate in a reading program. The program helps children who have difficulty reading by having them read to a dog. Studies have shown that children who participate in these programs can improve their reading level by up to two grade levels. (b)(6) gradually transitioned Memphis to retirement starting in Oct. 2014, and he is beginning to adjust to his new routine. (b)(6) knows that Memphis will benefit from his new role as a therapy dog, because he will continue to be in contact with people and share his love with them.

Memphis' retirement party is on Wed., Feb. 11 from 11:30 a.m. – 12:30 p.m. in OWFN-14B06 East. Please stop by for some "treats" (for people) and to wish him well. The best part is that during the party, Memphis will be officially "off-duty" and able to interact with visitors.

You are invited to celebrate Memphis' retirement
Wednesday, February 11
11:30 am – 12:30 pm
OWFN-14B06 east



Treats (for people) and light refreshments served
Contact (b)(6) @nrc.gov for more information

NRO All Hands Meeting with Commissioner Baran



Commissioner Jeff Baran gives remarks to NRO.

On Jan. 26, NRO held an All Hands meeting in the auditorium. The meeting featured remarks by Commissioner Baran and Glenn Tracy, the presentation of Vision of Success Awards, an overview of the NRC Strategic Plan by Gary Holahan, a presentation on NRO Training by David Curtis, and an overview of FEVS results for NRO presented by Debby Johnson and Ilka Berrios. The winners of the Vision of Success Awards are: Cliff Munson (NRO), Jon Ake (RES), Theresa Clark (NRO), and Jake Zimmerman (NRR).

By clicking on the FEVS link above, you can see all the details related to NRO's 2014 FEVS results: the trends, the improvements resulting from the inclusive environment, and the next steps. Some of the next steps: the NRO action plan will focus on communication and inclusiveness, discussion of best practices with Region I, and supervisory best practices will be shared with the NRO divisions. Future focus opportunities for each division were identified.

UPCOMING PDC COURSES: The PDC can meet many of your learning and development requirements. There are still seats available in many upcoming training classes. If you are interested in any of these offerings, please log into [iLearn](#) and register. If you need assistance, please call the PDC at (301) 287-0556.

Start Date	End Date	Item ID	Add'l Off.	Sch. Off. Description
02/09/15	02/10/15	ID_123145		Advanced Presentation Course
02/10/15	02/13/15	507		SAPHIRE Basics (P-201)
02/17/15	02/19/15	ID_123144		Basic Presentation Training
02/18/15	02/18/15	ID_3021	1	Facilitator Workshop
02/18/15	02/18/15	865		Introduction to Emergency Preparedness Course (H-107)
02/18/15	02/18/15	ID_162144		International Travel (iTravel) Training ONLY for Approvers
02/18/15	02/18/15	ID_47144	1	Spending Plan System (SPS) Class
02/19/15	02/19/15	ID_149145		NEPA for the Uninitiated
02/19/15	02/19/15	ID_1081		NRC Correspondence Management: SECY Papers
02/19/15	02/19/15	ID_27144		COR Conversations
02/23/15	02/25/15	ID_9147		E-Gov Travel Services 2 (ETS2)-Federal Agency Travel Administrator and Federal Limited A - 1-Primary
02/24/15	02/27/15	508		Advanced SAPHIRE (P-202)
02/25/15	02/26/15	468		Site Access Training (H-100)
02/25/15	02/25/15	ID_135148		COR Workshop: Validation of Fee-Billable Contract & Agreement Costs
02/25/15	02/25/15	ID_154144		EPM: Resource Planning and Scheduling
03/02/15	03/06/15	516		Westinghouse Systems Overview (R-104P)
03/02/15	03/06/15	ID_159145		FAR BootCamp
03/03/15	03/06/15	ID_1122		System Administrator Information Technology Cyber Security Role-Based Course
03/04/15	03/04/15	ID_3461		Basic Contracting Officer's Representative Course
03/04/15	03/04/15	812		EEO and Diversity Refresher Training for Managers and Supervisors
03/05/15	03/06/15	ID_142145		Federal HR: Becoming a Strategic Business Partner
03/05/15	03/05/15	982		Risk-Informed Regulation for Technical Staff (P-101)
03/09/15	03/09/15	948		Assessing the Adequacy of Models for Risk-Informed Decisions (P-109)
03/09/15	03/13/15	ID_3484		Advanced Contracting Officer's Representative Course
03/09/15	03/13/15	ID_3482		Intermediate Contracting Officer's Representative Course
03/10/15	03/12/15	ID_156144		E-Gov Travel Services 2 (ETS2) COGNOS Report Authoring Training
03/10/15	03/11/15	ID_24143		NRC Cyber Systems
03/10/15	03/13/15	509		Human Reliability Assessment (HRA) Course (P-203)
03/16/15	03/17/15	ID_1061		Pre-Retirement Planning: CSRS Only
03/16/15	03/20/15	1075		Principles of Nuclear Engineering
03/17/15	03/17/15	ID_5024		ETS2 Federal Traveler/Arranger Training
03/17/15	03/20/15	ID_107144		EPRI HRA Calculator Training
03/17/15	03/20/15	510		External Events (P-204)

It's Time To Meet Brian Sentz

Office/Location: The Office of Investigations

Title: Sr. Program Analyst

What I really do:

(b)(6)

Time w/NRC:

(b)(6)

Previous employers:

(b)(6)

Biggest challenge

(b)(6)

(b)(6)

Birthplace:

(b)(6)

Favorite Restaurant

(b)(6)

Favorite sports

(b)(6)

Favorite vacation spot

(b)(6)

Favorite music

(b)(6)

Favorite TV show:

(b)(6)

Favorite book:

(b)(6)

Is there some aspect of your life you think NRC staff would be surprised to know about?

(b)(6)

(b)(6)

When I'm not working, I ..

(b)(6)

The person in history I would most like to meet

(b)(6)

The kind of car I would like to drive:

(b)(6)

Most important influence in my life:

(b)(6)

If I won the lottery

(b)(6)

Keys to success

(b)(6)

If you could do one thing to make the NRC better

(b)(6)

Any other item you would like to include

(b)(6)

(b)(6)

Vol. 11

Issue 6

February 11, 2015

NRC Reporter

Protecting people and the environment

Inside this issue:

- [FEVS POC Meeting](#)
- [ELS Seminar Cont.](#)
- [Rewind Wednesday](#)
- [International Travel Tips](#)
- [Kiss the Pig for CFC](#)
- [It's Time to Meet...](#)



* * *

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There are many sources of information in our daily lives. To make the Reporter relevant to you, please help by telling us about interesting people and events around the agency. Contact the [editor](#) with your story ideas.

Editor: Karin Francis

Layout: Stephanie West

[Reporter Archive](#)

[Reporter Calendar](#)



Systems Thinking for Strategic Decision Making Recent ELS Seminar Overview by Karin Francis



J. Gerald Suárez, Ph.D., Professor of the Practice in Systems Thinking & Design; Fellow, Center for Leadership, Innovation, and Change, Robert H. Smith School of Business, University of Maryland was the speaker at the ELS (Executive Leadership Seminar) on Feb. 3 in the Commission Hearing Room. Recognizing that it is often said, that somebody needs to do something, Suarez exhorted, "Then lead from where you are. Say, what are we going to do?" This is especially important when the issues are universal. "Leadership influences the future and the one we create with our actions."

Professor Suárez energetically gave an interactive seminar accompanied with slides and interactive exercises titled "Systems Thinking for Strategic Decision Making: Creating a Culture of Collaboration and Full Engagement." Open the [link to his slide presentation](#) for details. His objective was to "revitalize the leader in you." The process involves radical collaboration and creative confidence, using the method of Systems thinking.

Dr. Suárez regaled the audience with an amusing tale of how he met Professor W. Edwards Deming, the father of the third wave of the industrial revolution. Suarez and his friend worked for the Navy in Systems Management in San Diego, CA one summer while they were graduate students. They were on their way to a party and asked to be included in a photo with a respected guest, who turned out to be Professor Deming. Dr. Suárez also did his Ph.D. thesis on Deming's work. According to Professor Deming, innovation requires knowledge, creativity requires knowledge, so "there is no substitute for knowledge." Among the notable accomplishments for setting standards for government and industry, Professor Deming also launched the Total Quality Management movement.

According to Professor Suárez, "When we admit what we don't know is when learning takes place." The audience was introduced to one the founders of general systems theory, Ludwig von Bertalanffy, an Austrian-born biologist. Systems theory applies to all fields of knowledge, and it reoriented scientific thinking.

Dr. Suárez also gave practical advice on strategic thinking; one should do an inventory of their day to see if they are in the future, past, or present. (Continued on Page 3)

NRC FEVS POCs Meet

Agency FEVS (Federal Employee Viewpoint Survey) POCs met to discuss the development of the NRC agency action plan related to the 2014-2015 Federal Employee Viewpoint Survey (FEVS) results on Feb. 5. Jason Lising, a Senior Organizational Development Specialist (OCHCO/HRTD) organized and facilitated the meeting. He noted that for the first time, the 2014 FEVS results included information from the Division and Branch levels if at least 10 employees responded to the survey. This level of granularity will make it easier for offices to create specific action plans at these levels.

The focus of the agency action plan for 2015 is on Employee Engagement. The 2014 NRC employees' scores related to Employee Engagement are a combination of questions from the Leaders Lead, Supervisors, and Intrinsic Work Experiences categories.

During the meeting, there was an open forum discussion on the Leaders Lead category, which includes the employees' perceptions of leadership's integrity as well as leadership behavior such as communication and workforce motivation.

Questions related to the Leaders Lead category:

- #53 In my organization, senior leaders generate high levels of motivation and commitment in the workforce.
- #54 My organization's senior leaders maintain high standards of honesty and integrity.
- #56 Managers communicate the goals and priorities of the organization.
- #60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?
- #61 I have a high level of respect for my organization's senior leaders.

It is expected that:

- By improving the Leaders Lead scores, the Employee Engagement Scores will improve
- Actions proposed will also continue to build on the themes of previous action plans: Performance Management, Employee Development, Valuing Human Differences, and Environment for Raising Concerns
- The agency-wide actions will help bring about a more positive agency environment from which Offices/Regions can build upon when developing their specific action plans

For more information about the FEVS results and plans for action, open the [Survey and Continuous Action Planning Sharepoint Site](#) link.

NRC. Powered by You.

Celebrating Marv's Retirement

At his retirement celebration on Feb. 2, Marvin Itzkowitz, Associate General Counsel for Hearings, Enforcement and Administration, Office of the General Counsel, was presented with a retirement plaque by Chairman Burns. Mr. Itzkowitz retired with more than 37 years of Federal service with the NRC.

AFRICAN AMERICAN HISTORY MONTH 2015

**A CENTURY OF
BLACK LIFE,
HISTORY,
AND
CULTURE**

DINNER CELEBRATION
FEBRUARY 19, 2015
TWFN AUDITORIUM
6:00PM-8:00PM

KEYNOTE SPEAKER
Lieutenant General
Ronald L. Bailey



Computer Services. IBM/IBM PC clone, Atari ST, or Commodore systems repaired at reasonable rates. Will also "build" computer systems to your specifications. (cont)

Typing in my home in Gaithersburg. Reasonable rates and quick turnaround. Have PC with Windows, Word Perfect 5.0 and 5.1.

From the February 1994 edition of the NR&C, we bring you a couple of advertisements from the Swapper's Corner. In this same issue, there were at least four other ads for at-home typing services.

Wow, Atari ST, Commodore, and Word Perfect, seems like only yesterday these were cutting edge technologies.



The solution to last week's anagram, *team gleaned known gem*, is Knowledge Management This anagram was solved by Irene Wu, NMSS.

This week's anagram is: *a better pet canary rhythm*

The Medical Radiation Safety Team monitors safety of this.

Originator of this week's anagram to be announced next week.

Executive Leadership Seminar Cont.

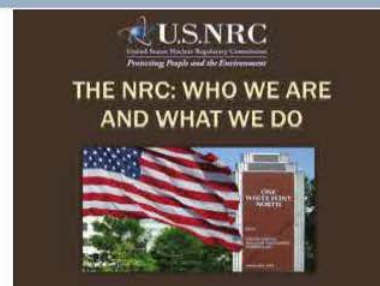
In so doing, the present always prevails. Recognizing that the future becomes the present is not knowledge. "We cannot prepare for the future if bracing for an impact. Figure out what matters most. Is this linked to strategic goals? Then you can take care of the future before you have to."

The interactive exercises included looking at the slide containing this text: OPPORTUNITYISNOWHERE; drawing circles into recognizable objects in three minutes; an awareness exercise involving physical changes, and group exercises involving changing the thinking from 'yes, but' to 'yes, and.'

J. Gerald Suárez, Ph.D., is also the author of *Leader of One, Shaping Your Future through Imagination and Design*, published in June 2014 by CreateSpace independent Publishing Platform. Managers and leaders were in attendance this ELS in person at the Commission Hearing Room and also via GoToMeeting.

Presentation Available in Various Formats

Do you know about the "Who We Are, What We Do" presentation on the Office of Public Affairs' internal website page? It's a tool created by OPA to aid in explaining the overall mission of the NRC. So, don't start from scratch if you need to make a presentation discussing what we do. You can use the whole presentation or just a few of the slides. In addition to the PowerPoint format on OPA's internal webpage, the presentation can be found in video format on the [NRC YouTube Channel](#), and can be viewed and downloaded as a pdf on the [external website](#). The PowerPoint version has some animations and transitions to help make it more visually interesting. But if you don't want all the bells and whistles, you can run the slideshow without them. If you have any questions about the presentation, or how to turn off the animations, contact Stephanie.west@nrc.gov.



Region IV's Diversity Advisory Committee and Federal Woman's Program Advisory Committee celebrated National Wear Red Day on Thursday, Feb. 6.

(b)(6)

Tips on International Travel – What's in a Gesture? Plenty!

by Carlotta Coates, OIP

Body language is culture-specific, and learning that language will contribute breadth and depth to your experience as a traveler. Like spoken language, there are variations from region to region within countries, like dialects. But beware of misunderstanding the dialect. Depending on where you are in the world, certain gestures can either mean you're making a new friend or landing yourself in hot water.

It is a good idea when preparing for travel to brush up on local hand gestures and other movements in order to avoid a misunderstanding. You might think you're flashing the peace sign to your foreign colleagues, while they might take your gesture rather differently.

Evolutionary anthropologists tell us that gesture is much older than speech.

When early humans had something to say, they said it with their hands. Many of these gestures are still in use today, for better or worse. Frequent travelers make liberal use of charades, pointing and miming their needs or desires. When you need to communicate and you don't have the luxury of a shared language, body language is invaluable. A skilled traveler can hail a taxi, buy food in a market, and get directions from a stranger through hand and facial motions alone.

As the language of hand signals continues to grow and change, and with new gestures entering the vocabulary all the time, hand gestures point to where we've been and where we're going.

Cultural faux pas will happen – they are inevitable. Most can be forgiven as the transgressions of enthusiastic albeit naïve travelers. Arm yourself against those awkward moments. Check out this [good resource](#) for understanding the variety of meanings for hand gestures around the world.



Region I Supports CFC by Kissing a Pig

(b)(6)

To raise money for the Combined Federal Campaign, Region I held a "Kiss a Pig" contest. The manager earning the most money "won" the honor of kissing Macey Mae, a local pot belly pig. Over the course of the contest, (b)(6) pledged to kiss the pig regardless of the outcome – if the contest garnered more than \$1,000. CFC Coordinator (b)(6) pledged the same, as did the two CFC executives.

When all of the money had been counted, more than \$1,200 had been raised for the CFC and (b)(6) was the Region's choice to plant one on Macey Mae.

(b)(6)

It's Time To Meet Christine Lipa

Office/Location: Region III's Division of Reactor Safety

Title: Branch Chief

What I really do: Lead engineering inspectors in ensuring the nuclear power plants are operating safely – every day.

Time w/NRC: (b)(6)

Previous employers: Portsmouth Naval Shipyard in New Hampshire

Birthplace: (b)(6)

Favorite Restaurants: (b)(6)

Favorite sports:

(b)(6)

Favorite vacation spot:

(b)(6)

Favorite TV shows: (b)(6)

Favorite books:

(b)(6)

When I'm not working,

(b)(6)

The person in history I would most like to meet:

(b)(6)

The kind of car I would like to drive:

(b)(6)

Most important influence in my life: (b)(6)

If I won the lottery:

(b)(6)

Keys to success:

(b)(6)

If you could do one thing to make the NRC better: The NRC is a great place to work and I see fantastic teamwork every day! I would encourage those around me to keep up the good work.

(b)(6)

Don't forget to [register for RIC 2015!](#)



RIC²⁰¹⁵

March 10-12

27TH ANNUAL
REGULATORY
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CONFERENCE

NRC Reporter

Protecting people and the environment

Inside this issue:

- [Learning](#)
- [Microsoft Lync](#)
- [Anagram](#)
- [Expert Locator](#)
- [It's Time to Meet...](#)



* * *

Hello? Does your office have any news to share?

There are many sources of information in our daily lives. To make the Reporter relevant to you, please help by telling us about interesting people and events around the agency. Contact the [editor](#) with your story ideas.

Editor: Karin Francis

Layout: Stephanie West

[Reporter Archive](#)

[Reporter Calendar](#)



Memphis' Admirers Get a Treat

by Stephanie West

(b)(6)

It was the day we all waited for, Memphis' retirement party on Feb. 11. We could finally act on our collective affection for Memphis (b)(6) faithful service dog. We all knew he was friendly, but he was always so serious and focused on his mission, it was hard to get a read on him. Not this day though, this day he was what we all thought and hoped for, a loveable and approachable pooch who loved his treats. At least two people commented at the party that they don't attend these events for humans, but they couldn't resist taking advantage of this chance to wish Memphis well. I may make up some

bumper stickers that say, "I got kisses from Memphis."

(b)(6)

told us that she was happy to be able to give her colleagues this opportunity to enjoy Memphis, as she had not been able to do the same with Jelly Bean, Memphis' predecessor. She expressed her appreciation to everyone, and thanked those who came bearing treats and toys for Memphis.

It seems a working dog never really stops working, even upon retirement (b)(6) told us Memphis helps out with training Indy, her newest addition. For example, he will go and put his paw on an item that she wants to demonstrate for Indy what (b)(6) needs (b)(6) said that Memphis once stuffed himself into the kennel to show Indy it was okay.

(b)(6)

It was a great party, full of smiles, cooing, petting, and treats. Memphis has been a welcome part of the NRC crew for many years, and he will be missed. We know, though, he will do well in his new role as a therapy dog helping children who have difficulties reading. So good luck to Memphis, who

(b)(6)

we already knew was a consummate professional, but now know is also just a regular dog who loves to be loved. **(More photos on page 4)**

Onsite Management Training Available

Tactical to Strategic Training for Branch Chiefs and Managers

Under NRC's enterprise-wide course delivery contract with Management Concepts, the Office of the Chief Human Capital Officer, Human Resources Training and Development (OCHO/HRTD) has arranged to deliver an onsite offering of the vendor's 2-day class course entitled *From Tactical to Strategic Planning*. This class is open for registration to branch chiefs and above, and is described below. Interested management-level staff is encouraged to take advantage of this training opportunity. Contact Basia.Sall@nrc.gov about leadership training. Contact Dennise.Orlando@nrc.gov for information regarding the course.

Course Title: From Tactical to Strategic Thinking (ID_143144)

Date and Location: Mar. 30-31 at the PDC

Description: Leaders are expected to be able to elevate their thinking from a tactical or operational perspective to a more strategic perspective, allowing them to see "the bigger picture." This 2-day classroom course is designed to help branch chiefs, managers, and executives move beyond day-to-day, reactionary thinking to a more long-term and future-focused perspective. Through exercises and facilitated discussion you will define operational, tactical, and strategic thinking; explore methods for attaining a strategic perspective and making strategic decisions; and identify strategic leverage points and barriers to strategic thinking.



Readying for Retirement

Are You Ready for Retirement? Are you mid-way through your career? Or are you within 5 years of retirement? If you fall into one of the latter two categories, NRC provides classroom training and learning resources in iLearn on Federal pre-retirement benefits. You are encouraged to take advantage of the many retirement planning learning resources available in iLearn. (See list below.) Contact Dennise.Orlando@nrc.gov for additional information.



Classroom Training at PDC in 2015

Preretirement Planning: CSRS Only (ID_1061). Mar. 16-17; Jul. 13-14; Nov. 4-5

Preretirement Planning: FERS Only (ID_1062). Mar. 18-20; Jun. 15-16; Jul. 28-29; Sep. 14-15; Nov. 2-3

Mid-Career Planning Retirement Planning (#225) Apr. 1-2; Jul. 15-16; Oct. 13-14; Nov. 30-Dec 1

Online Courses in iLearn:

Pre-retirement Planning for FERS (online course # fgov_01_a14_lc_enus)

Pre-retirement Planning for FERS (online course # Course fgov_01_a27_lc_enus)

Books 24/7 in iLearn (including, but not limited to the following:)

Getting Started in a Financially Secure Retirement by Henry K. Hebel

Enjoy Retirement: 52 Brilliant Ideas for Loving Life After Retirement (2nd ed.) by Janet Butwell

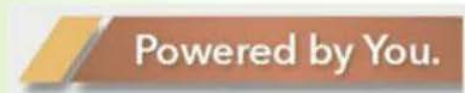
The Real Retirement: Why You Could Be Better Off Than You Think, And How to Make That Happen by Fred Vettese and Bill Morneau

Superannuation: Planning Your Retirement for Dummies, by Trish Power

Decreasing Number of CSRS Retirement Planning Classes

The Office of Chief Human Capital Officer, Human Resources and Training (OCHO/HRTD) would like employees to know that beginning in calendar year 2015, fewer CSRS retirement classes will be scheduled, whereas additional sessions of FERS and midcareer pre-retirement classes will be offered. The reason for these changes is due to the changing demographics of the agency. For example, 3 Pre-retirement Planning: CSRS Only (ID_1061) classes are scheduled between now and Dec 31st, whereas 5 sessions of both mid-career planning and FERS pre-retirement planning are available for registration in 2015.

Employees who fall under the CSRS retirement benefits plan are encouraged to note the limited number of offerings and register for one of the available CSRS retirement planning sessions in iLearn. HRTD will monitor the need for additional FERS and mid-career retirement planning classes and may offer additional sessions in calendar years 2015 and 2016 as determined by funding availability, employee interest, and agencywide training needs. Contact Dennise.Orlando@nrc.gov for additional information.





REWIND Wednesday

(b)(6)

This photo was recently uncovered by Jan (b)(6) at the TTC in Chattanooga who is retiring soon. The picture is from an event for a Leadership Potential Program class from 11-12 years ago. Also pictured are (b)(6)

(b)(6)

"Lync"ing the NRC

(b)(2)



The solution to last week's anagram, **a better pet canary rhythm**, is brachytherapy treatment. This anagram was created by Sandy Gabriel in NMSS.

This week's anagram is: **give me NRC mandate site**. The hint is "These guide us in everyday operations at the NRC."

Tell us if you have an anagram you would like to feature in an upcoming edition of the *Reporter*.



Lync 2013

Tracking Down NRC Experts

Want Help? Need an Expert?

Something that may not be well known around the agency is that the team at the Technical Training Center (TTC) has over 1100 years of nuclear industry and regulatory experience. In fact, many of those individuals have over 30 years of experience. TTC also has several staff that are full inspector qualified in most inspection areas and many more have basic inspector qualifications.

To help facilitate knowledge sharing and support staff with questions pertaining to a specific reactor design or vendor, or other areas of expertise, TTC created an online expert locator.

- If you need help answering a question about General Electric, Westinghouse, Combustion Engineering, and Babcock and Wilcox, and AP1000 reactor vendor designs or operations;
- If you have questions on Agreement State training, radiation protection, fuel cycle technology, security and safeguards, and regulatory skills;
- If you need a backfill for resident staff, shorthanded on a team inspection;

TTC management and staff may be able to help.

Check out and search the EXPERTTC at "[EXperience, PErformance, Resources @ TTC](#)". If you are unable to find what you are looking for, or interested in learning about whether or not the TTC staff can support you in these areas, please [contact](#) any branch chief at the TTC.



NRC's Knowledge Management Program

Powered by You.

More Pictures from Memphis' Farewell

(b)(6)



It's Time To Meet Bob Orlikowski

Office/Location: Region III, Division of Nuclear Material Safety

Title: Branch Chief of Materials Control, ISFSI, and Decommissioning

What I really do: Give my inspectors the resources they need to do their job while filtering out the things that distract them from doing their jobs

Time w/NRC: (b)(6)

Previous employers: (b)(6)

Biggest challenge (b)(6)

Birthplace: (b)(6)

Favorite Restaurant: (b)(6)

Favorite sports: (b)(6)

Favorite vacation spot: (b)(6)

Favorite music: (b)(6)

Favorite TV show: (b)(6)

Favorite book: (b)(6)

Is there some aspect of your life you think NRC staff would be surprised to know about?

(b)(6)

When I'm not working (b)(6)

The person in history I would most like to meet: (b)(6)

The kind of car vehicle I would like to drive: (b)(6)

Most important influence in my life: (b)(6)

If I won the lottery: (b)(6)

Keys to success: (b)(6)

If you could do one thing to make the NRC better:

(b)(6)

(b)(6)



RIC 2015 March 10-12

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[Registration
for RIC 2015](#)
Closes Feb. 24

Vol. 11

Issue 8

February 25, 2015

NRC Reporter

Protecting people and the environment

Inside this issue:

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- [2015 RIC Volunteers](#)
- [African American History Month](#)
- [It's Time to Meet...](#)



* * *

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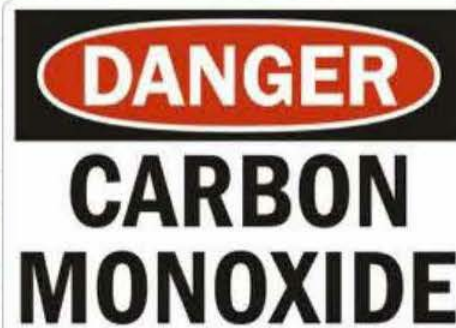
[Reporter Archive](#)

[Reporter Calendar](#)



Carbon Monoxide Hazards by Naeem Iqbal (NRR)

Cold temperatures have led to increased incidents of exposure to carbon monoxide; some have even caused fatalities. On February 19, 2015, nine family members were hospitalized after carbon monoxide inhalation in Chestnut Ridge, New York. A faulty heating system is being blamed for that incident. On February 22, 2014, a leaking water heater flue pipe at a New York restaurant triggered a carbon monoxide leak that killed the restaurant manager. Twenty-seven other people, including restaurant employees, four ambulance personnel, and three police officers were also impacted by the fumes. Malfunctioning of the leaky pipe had created a buildup of carbon monoxide and fumes in the basement that circulated through the building via the ventilation systems. The restaurant did not have a carbon monoxide detector.



Carbon monoxide is a toxic gas. It is colorless, odorless, tasteless, and initially non-irritating and very difficult for people to detect. Under ordinary circumstances it is less dense and lighter than air. Carbon monoxide is a product of incomplete combustion of fuels such as natural or liquid propane gas and any other material containing carbon such as gasoline, kerosene, oil, coal, or wood. These materials can produce large amounts of carbon monoxide when there is insufficient oxygen available for combustion. Any fuel-burning appliance, including stoves, fireplaces, and water heaters, can be a source of carbon monoxide if there is improper ventilation.

Carbon monoxide detectors which are designed to protect against high concentrations of carbon monoxide are required to sound an alarm when concentrations are greater than 100 parts per million. Carbon monoxide detectors can be placed near the ceiling or floor as carbon monoxide is very close to the same density as air. One carbon monoxide detector in a home or building is not enough. Carbon monoxide detectors should be installed in a central location outside each separate sleeping area and on every level of the home, even in the basement.

The following link provides information on carbon monoxide hazard and tips to avoid exposures. [ADAMS Accession No. ML14063A185.](#)

NRC Toastmasters Club Held Spring Speech Contests by (b)(6)

(b)(6)

(b)(6) (OCHCO) won the International Speech Contest and (b)(6) (NSIR) won the Evaluation Contest at the NRC Toastmasters Club Spring Contests held on Feb. 19. These two contestants will move on to compete at the next level, at the Area 65 Toastmasters Contest on Friday, Mar. 13.

(b)(6) spoke about her experience with the realization that it was time for (b)(6) to have that "talk" with their (b)(6) years old. She made this conclusion when (b)(6) wanted to go shopping for Valentine's Day candy and flowers for a very "special girl" at school. She spoke about this delicate subject very honestly, but tactfully, giving tips on how to start and conduct the conversation. Based upon her recent experience, she sprinkled her speech with actual dialogue which caused the audience to chuckle. (b)(6) speech was well-received by both the new parents in the audience, as well as others who have already dealt with this subject.

For the evaluation contest (b)(6) evaluated the test speaker's speech. During an evaluation contest, the evaluator gives a speech evaluation in the form of a speech. As with a speech, his evaluation had an opening, the body, and conclusion. The test speaker, (b)(6) (OCHCO) and Area 65 Governor, gave a speech recalling (b)(6) carefully pointed out specifics on the good aspects of the speech and also gave examples of what would have made the speech even better.

All are invited to cheer for the NRC Club contestants on Mar. 13 at the Area 65 Toastmasters contest at 5:30 p.m. in the Wisconsin Room of the Bethesda Community Center, 4805 Edgemoor Lane, Bethesda, MD, across the street from the Bethesda Metro. Public parking garages are also nearby. Area 65 is comprised of five Toastmasters clubs: NRC Toastmasters, Executive Club (one of the NIH clubs), Twinbrook Toastmasters, PMA (Property Management Association) Toastmasters, and Berlin Ramos Toastmasters (a CPA firm's corporate club).

(b)(6)

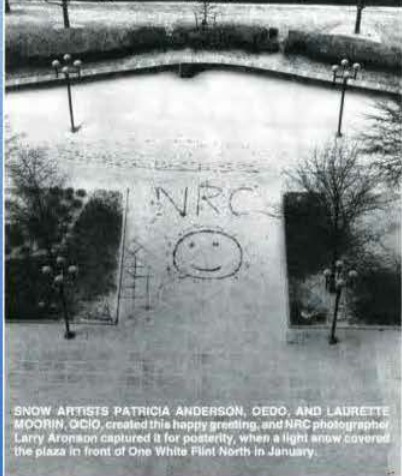
4th Flash Mentoring Event 3/5/15

The fourth Flash Mentoring Event is Thursday, Mar. 5, 2015, from 10:00 a.m. to 11:30 a.m. in the TWFN auditorium. If you would like to meet with several agency leaders and potential mentors, this is your opportunity. Each mentoring session is five minutes, and you can meet with at least 8 or 9 mentors during the first hour. The last half hour is an open period for additional mentoring or appointment setting. It is recommended that you make the most of your time by being prepared with questions to ask each mentor. Mentees should register in iLearn: Seminar ID_65143, Scheduled Offering 378202. Mentors can contact Karin Francis, Mentoring Program Manager at Karin.Francis@nrc.gov or call (301) 287-0575.



REWIND Wednesday

Having a Happy Day at HQ



Back in Feb. 2001, employees of the NRC had some fun with the snow that was lightly covering the plaza. Taken from the p. 2 of Feb. 2001 issue of the NR&C.

A
N
A
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R
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M

The solution to last week's anagram, *give me NRC mandate site*, Management Directives.

This week's anagram is: *a plea emerges, try compassion*. A service available to all NRC staff.

Tell us if you have an anagram you would like to feature in an upcoming edition of the Reporter.

National Engineers Week

This week is National Engineers Week, also known as EWeek. The NRC celebrates its engineers February 22nd – 28th during National Engineers Week. EWeek was founded in 1951 by the National Society of Professional Engineers (formerly The National Engineers Week Foundation). It celebrates the

positive contributions engineers make to society and is a catalyst for outreach across the country for children and adults. National Engineers Week is part of many corporate and government cultures and is celebrated on every U.S. engineering college and university campus.

DiscoverE, is a formal coalition of more than 100 professional societies, major corporations, and government agencies. DiscoverE is dedicated to ensuring a diverse and well-educated future engineering workforce by increasing understanding and interest in engineering and technology careers among young students from kindergarten through high school.



Volunteers for the 2015 RIC



The call was made, and they answered. The 2015 Regulatory Information Conference (RIC) volunteers will offer their expertise in customer service to all RIC attendees during this year's conference March 10-12. They will work hard as room monitors, registration desk assistants, greeters, Operations Center tour assistants, information desk assistants, and luggage room monitors.

These folks are an important part of the team that helps make the RIC a success each year. So thank you for volunteering your time and skills to this year's conference.



Q & A with Joanne Savoy

In case you missed it on the NRC blog, take a moment to read this Q&A on Joanne Savoy in recognition of African American History Month (Published on the NRC blog Feb. 9, 2015).

Joanne Savoy works in the NRC's Office of International Programs as a licensing assistant for the Exports Controls and Nonproliferation Branch. She has also been the chair of the agency's Advisory Committee for African Americans (ACAA) for the past three years.

What is the ACAA?

The ACAA is one of eight Equal Employment Opportunity Advisory Committees here at the NRC. It reports to the Office of Small Business and Civil Rights and its goal is to assist in identifying issues that may impact African American employees. We also make recommendations to address those issues.

Why does diversity matter in the NRC workplace?

Diversity matters because everyone is able to bring different points of view to the table. Many of us come from different backgrounds, and we are able to take what we have experienced — and learned in our own diversified cultures — to add value to our everyday work life. Diversity at the NRC means a new way of thinking, and a new way for all of us to interact with each other and learn from each other.

How does diversity in the workforce help the NRC meet its mission?

There are many studies that prove that when workers are ethnically and racially diverse, are educated in different parts of the country, represent multiple generations, and come from various socio-economic backgrounds they collaborate and contribute in a way that makes an organization more successful and productive in accomplishing its mission.

The NRC permanent staff is made up of:

15% African Americans
10% Asians
6% Hispanics
1% Native Americans
67% White

We come from all parts of the country; we have been educated in many different colleges and universities, and in many different disciplines (both technical and non-technical). We represent every generation across every age group. We practice many different religions and beliefs and nearly 1% of our work force is employees with disabilities. This is the diversity that makes the NRC great.

Why is Black History Month important?

Black History Month is important because it is a time to reflect on how far we have come. Black History Month is a time for EVERYONE to celebrate ALL who have fought for African American rights and freedom. Judge Alan Rosenthal, a member of the NRC's ASLPB, was the keynote speaker at the agency's African American History month dinner in 2013. I was surprised to learn the agency had someone who played a vital role in the historic *Brown vs Board of Education of Topeka, Kansas*. I remember thinking how amazing it was to have met this man who had fought so hard for someone like me, so I would have the opportunities that I have today. I will never forget that moment. It made me realize how the NRC has heroes like Judge Rosenthal, who fought the fight for equal rights.

What should people make a point to do/think/reflect on during Black History Month?

We should make a point to volunteer and give back to our communities. There are people and children who need us to guide them and help them make their lives better. I also think we should continue to educate not only ourselves but our children about our history. There are so many great movies like *Selma*, *Roots*, *12 Years A Slave*, *Glory*, *The Butler*, *Malcom X*, *Road to Memphis*, *American Black Journal* and so many more that can help the education process. We should be watching these movies and talking to our children, family and friends about what Black History Month means to us.

I am who I am because of the people — black and white — who have fought the fight for equal rights. Because of them, a woman like me is able to work here at the NRC and to have the freedom to do whatever I want. It is up to me and you to give back and continue the legacy and remember we have come a long way, but there is always more that we can do to continue with our legacy.

(b)(6)

It's Time To Meet Indy

Name: Indiana (Indy) or AKC Deep Run's Treasure

Office/Location: EDO/AO/CPM

Title: Mobility Assistance Dog

What I really do: Provide assistance by retrieving almost anything, carrying items, helping to take off coats, pull the hose around the backyard to water the plants, etc. Anytime I can use my basic skills of retrieving, holding, and tugging.

Time w/NRC: Technically, I work for (b)(6) I started working part time at the NRC in October 2014, and full-time in January.

Previous employers: None, just (b)(6)

Biggest challenge: Learning what it really means to be an assistance dog. Assistance dogs need to be able to perform their skills in any situation calmly and professionally. I am young, so sometimes it is difficult to stay focused. It helps if people do their best to ignore me, so I will not be tempted to visit and can focus on my work.

Birthplace: Deep Run Kennel, Goldvein, VA

Favorite restaurant: Any restaurant is good, especially when I can find food on the floor

Favorite sport: Rally (American Kennel Club obedience course competition)

Favorite vacation spot: The beach

Favorite music: Rock and Pop

Favorite TV show: Any show with a dog

Favorite book: "The Other End of the Leash," by Patricia McConnell

Pet Peeves: Dogs who are aggressive towards me.

When I'm not working, I ... Sleeping or playing with Memphis or anyone

Celebrity I most resemble: Memphis

The canine in history I would most like to meet: Fala, Franklin D. Roosevelt's dog, although not technically an assistance dog, he accompanied the President everywhere.

The kind of car I would like to drive: Any car with a window

Most important influence in my life: Memphis who has taught me how to be an assistance dog.

If I could do one thing over: Avoid the wasp that stung me in the face and required me to have surgery.

If I won the lottery: Money is not important to me, I will leave that up to (b)(6)

Keys to success: Taking advantage of every opportunity to learn new skills and abilities, as well as continuously improve.





U.S. NRC
United States Nuclear Regulatory Commission
Protecting People and the Environment

RIC 2015

March 10-12

**27TH ANNUAL
REGULATORY
INFORMATION
CONFERENCE**

Vol. 11

Issue 9

March 4, 2015

NRC Reporter

Protecting people and the environment

Inside this issue:

- [Records Mgmt. Training](#)
- [New KM Website!](#)
- [ACAA Dinner](#)
- [High School Career Day](#)
- [It's Time to Meet...](#)

Note from the Editor:

This is the last weekly issue of the *NRC Reporter*. Going forward, the *NRC Reporter* will be published monthly, on the first Wednesday of the month. This means that the next issue of the *Reporter* will be published on April 1.

In order to continue having an informative employee newsletter, I encourage you to continue submitting articles, photos, etc. Thank you for your support.

-Karin Francis

Editor: [Karin Francis](#)

Layout: [Stephanie West](#)

[Reporter Archive](#)

[Reporter Calendar](#)



SUNSHINE WEEK by Stuart Reiter (OIS)



Sunshine Week is coming Mar. 15-21. Before we all get too excited, Sunshine Week is part of a national initiative to promote discussion on the importance of open government and freedom of information. This year marks the initiative's 10th anniversary. It's organized by the [American Society of News Editors](#) (ASNE). The key funder has been the [John S. and](#)

[James L. Knight Foundation](#), with significant support provided by the ASNE Foundation.

Though created by journalists, Sunshine Week is about the public's right to know what its government is doing and why, and to give them access to information that makes their lives better and their communities stronger. Those taking part include news media, civic groups, libraries, non-profits, schools, and others interested in the public's right to know.

In Jan. 2009, the President instructed OMB to issue an Open Government Directive. To comply with the directive, each agency was required to develop and publish an Open Government Plan (updated every two years) describing how it will improve transparency and integrate public participation and collaboration into its activities. NRC's most recent plan can be found [here](#).

OPA will have a poster at the RIC on "Sharing Information with the Public through Social Media." The emphasis this year is to promote the 2014 launch of Facebook and expand the "Like Us" campaign. OPA also worked with an SES Team premiering a video that kicks off the "NRC & Your Community" campaign and branding. We also hope to make items mobile friendly in the next version of InfoDigest (2015-2016).

**Open government
is good government**

Web-based Records Management Training

The Information and Records Management (IRM) Program is designed to provide complete and accurate agency information by developing policies, procedures, guidance, and tools for the capture, use, storage, and disposition of information. The vision of the IRM Program, as documented in the IRM Plan, is embedded in the NRC's Information Technology/Information Management (IT/IM) Strategic Plan for fiscal years 2012-2016. The IRM Plan will strengthen the NRC's IRM program through a series of projects that, over the next several years, will enable the NRC to better manage its information through investments, enterprise architecture, and ownership of IRM projects outside traditional roles and responsibilities.

The Outreach and Training Project is one of the projects included in the IRM Program. The objective of the Outreach and Training Project is to develop and conduct appropriate and necessary recordkeeping training for staff and contractors, from high level officials to administrative support, about recordkeeping responsibilities. The online training course primarily focuses on records management responsibilities in law and recordkeeping responsibility policies.

The newly developed NRC Records Management Training (Web-Based) course explains to staff and contractors:

- The benefits of good Records Management and the risks of poor Records Management
- The definition of Records, Non-Records, Personal Papers, and Working Files
- How records should be managed throughout their lifecycle
- The recordkeeping responsibilities of each NRC manager, employee, and contractor
- The role of the National Archives and Records Administration in overseeing the management of all government records
- Where they can locate assistance with fulfilling their recordkeeping obligations

Along with the online training course, job aids and other reference materials are available for staff on the IT/IM Policy Branch's Records Management website. The training course has been available in iLearn (Course ID_151144) since Dec. 31, 2014, as required in Presidential Directive OMB M-12-18. As OIS continues to work on the various projects of the IRM Program and improve the management of the NRC's information, staff will provide updates in the NRC Reporter. So, stay tuned; more information will be coming soon.



NEW Look for the Knowledge Management Website!

(b)(2)



(b)(6)

Thanks to (b)(6) in the TTC for providing this image of (b)(6) from a Leadership Potential Program dinner in the 2003-2004 time frame.

Please let us know if you have any throw-back images you would like to include in an upcoming issue of the Reporter.



The solution to last week's anagram, **a plea emerges, try compassion**, is Employee Assistance Program. Thank you to Elizabeth Smirardo in OIP for solving the puzzle.

This week's anagram is: **made to offer confirmation**. Preserves the people's right to know.

Tell us if you have an anagram you would like to feature in an upcoming edition of the Reporter.

ACAA DINNER by (b)(6) (OIP)

The Advisory Committee for African Americans (ACAA) hosted its annual African American History Month dinner on Feb. 19 in the TWFN auditorium. The dinner was attended and supported by Chairman Burns, Mark Sartorius (EDO), Michael Weber (DEDMRT), and Darren Ash (DEDCM). This year's theme was "A Century of Black Life, History, and Culture."

This year's keynote speaker was Lieutenant General Ronald L. Bailey of the United States Marine Corps. Lieutenant General Bailey serves as the Deputy Commandant, Plans, Policies, and Operations at the Pentagon. His address focused on the word "Culture" in tribute to the dinner theme. He spoke about cultivating unity, being transparent and responsive, and the importance of mentoring and educating our youth. The event also featured two amazing performances from Kimberly Gaskins (RES) and Twana Ellis (ASLBP). They moved the audience with their powerful songs.

The Keynote speaker was presented with an ACAA badge, an NRC coin, and a Certificate of Appreciation (b)(6); (b)(6) was presented with a Certificate of Appreciation for her song performance at the dinner. (b)(6) received the Equal Employment Opportunity (EEO) award for her ongoing support of ACAA activities. ACAA, along with the NRC Chapter of Blacks In Government (BIG), honored (b)(6) SBCR, with the "Breaking Barriers Award." This award was presented to (b)(6) for his hard work and dedication to diversity at the NRC and outside of the Agency.

ACAA thanks NRC management, staff, and everyone that attended the dinner. All of the support made this year's dinner an outstanding event.

(b)(6)

Region III Celebrates EWeek by Julio Lara

On Feb. 24, Region III staff enjoyed its 10th Annual "Pizza and Pocket Protector Luncheon" to celebrate National Engineers Week.

This luncheon is always a favorite, providing an opportunity for camaraderie, and is one of the premier engineering events in the Region. It provides an opportunity for employees to show their enthusiasm for the work, the traditions, and the innovations brought forth by this profession.

Traditionally, this Region III event features recognition of Region III's registered Professional Engineers (6), an engineering math problem competition, a slide rule competition, and many laughs. This year's program also included a discussion of Professional Engineer licensure requirements and an informative discussion of how a vehicle's Tire Pressure Monitoring System works and how it impacts individual road safety.

The slide rule is a mechanical analog "computer," consisting of logarithmic scales that can be moved in relation to each other in order to do basic mathematical calculations. This year, 11 employees participated in the slide rule competition using a traditional slide rule, a circular slide rule, and a smartphone slide rule "app." The winners of the engineering math problem (b)(6) and slide rule competition (b)(6) were awarded gift certificates.

Two math problems in the math competition are given below. Can you solve them?

Water flows in a 5 cm diameter pipe at a velocity of 0.75 m/s. The mass flow rate of the water in the pipe is:

- a. 353 kg/min
- b. 75 kg/min
- c. 37.5 kg/min
- d. 1.47 kg/min
- e. 88.4 kg/min

An 18 wheeler has a mass of 28,000 kilograms when fully loaded. The truck goes from 0 to 90 kilometers per hour in 120 seconds. What is the force on the 18 wheeler due to acceleration?

- a. 1.08 kN
- b. 15.82 kN
- c. 10.71 kN
- d. 5.83 kN

Answers will appear in next month's issue.

Richard Montgomery High School Career Day

(b)(6)

(b)(6) (NRR) joined over 100 other volunteers from the area in Richard Montgomery High School's first Career Day on Feb. 27. (b)(6) spoke about his experiences and career opportunities at the NRC to five different classes of IB Physics and IB Math and manned a table at the career fair. The students were very engaged and asked great questions about internships, engineering careers, Fukushima, gas cooled reactors, and nuclear waste.

(b)(6)

It's Time To Meet Rhex Edwards

Office/Location: Region III, Division of Nuclear Materials
Safety

Title: Reactor Inspector

What I really do: Verify the safe storage of spent nuclear
fuel and the safe decommissioning of power reactors

Time w/NRC: 5 years

Previous employers: U.S. Navy

Biggest challenge:

(b)(6)

Birthplace:

(b)(6)

Favorite Restaurant:

(b)(6)

Favorite sports:

(b)(6)

Favorite vacation spot:

(b)(6)

Favorite music:

(b)(6)

Favorite TV show:

(b)(6)

Favorite book:

(b)(6)

When I'm not working, I ...

(b)(6)

The person in history I would most like to meet:

(b)(6)

The kind of car I would like to drive:

(b)(6)

Most important influence in my life:

(b)(6)

If I won the lottery:

(b)(6)

Keys to success:

(b)(6)

(b)(6)



RIC²⁰¹⁵

March 10-12

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NRC Reporter

Protecting people and the environment

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REPORTER SUBMISSION INFO. FROM THE EDITOR

The *NRC Reporter* will be published monthly, on the first Wednesday of the month. The next issue of the *Reporter* will be published on May 6. The deadline for submissions is May 4.

In order to continue having an informative employee newsletter, I encourage you to submit articles, photos, etc. to the NRC Reporter inbox via email to: NRCReporter.Resource@nrc.gov

Editor: [Karin Francis](#)

Layout: [Stephanie West](#)

[Reporter Archive](#)

[Reporter Calendar](#)



Fulbright Senior Specialist Lectures In Slovakia By Michael Dusaniwskyj (NRR)

I was thrilled and honored that this was my third Fulbright under its Senior Specialist Program, and the second time I would lecture at two universities: the Technical University of Kosice, as well as the University Pavla Jozefa Safarika of Kosice. Starting with my 14 hour flight to Eastern Europe on January 31, 2015, I would spend the next five weeks in Kosice, Slovakia.

The city of Kosice is in eastern Slovakia; an old city by European standards, it was first chartered in the 1200's. Something unique to Kosice is the central section called "Stare Misto" or "old city" which still retains much of the original architecture character despite many renovations through the centuries. It has many shops, restaurants, and cafes. The old city has a theater that has been in continuous use from the 1700's and the oldest continuous restaurant dating back to the 1500's. The old city has the most eastern Roman Catholic Cathedral in Europe. Circling the old city are buildings that reflect the Soviet history of the city.

On my first Monday there, I met with the Dean of Students at the Technical University to make formal introductions and present my credentials. A similar meeting would be made later at the University Pavla Jozefa Safarika. Despite lecturing at two universities, I stayed in the Technical University guest house, located in the largest dormitory of the university. Although it was not luxurious, it was clean, comfortable, and secure with a private bathroom. Despite the weather hovering around the freezing point, the room was also very warm and dry.

I always made it a point to arrive early for a scheduled lecture. My average day started with a lecture at 9:00 AM in one of the large amphitheater classrooms, easily accommodating 200 students. Most of the students I encountered were third year undergraduates. *(Continued on p. 7)*



*St Elizabeth's Roman Catholic Cathedral
in Slovakia*

April is Records and Information Management Month

For those who live in the DC area, the month of April means increasing temperatures, rain showers, and the annual blooming of the cherry blossom trees around the Tidal Basin. Aside from having showers that bring May flowers, April is known for one other event – April is Records and Information Management Month (RIMM)! In honor and celebration of RIMM, we have elected to focus on cleaning up our e-mail inboxes this year.

Here's a quick quiz to see if you need to "Take the E-Trash Out of Your Inbox":

- Are you in e-mail jail and can't send or receive emails?
- Do you have trouble locating e-mails that you received because nothing is organized?
- Do you have personal e-mails intermingled with your work e-mails?
- Do you have any e-mails that belong in a case file in ADAMS but haven't gotten around to putting them in ADAMS?



If the answer to any of these questions is "Yes!" then you are a prime candidate to organize and trim your e-mail inbox and manage your e-mail efficiently. The next question that probably comes to mind is, "There are so many e-mails – *where do I start?*" A few quick wins when cleaning out your e-mail inbox:

- Delete bulletins and mass emails sent to NRC Employee Distributions, such as e-mails from HRMS, IT, eTravel, ADAMS, Facilities, Union or NRC Announcements that have short-term value. (**Helpful Hint: Sort e-mails by the "From" column to find and delete multiple e-mails sent to a specific user, rather than scrolling down to find individual e-mails.**)
- Delete e-mails from co-workers that have short-term value, such as invitations to a lunch & learn seminar, a discussion regarding if it would be better to meet at 2 or 2:30 p.m. for the meeting last Thursday, or an e-mail from your branch's administrative assistant to fill in your timesheet in HRMS.
- Delete personal e-mails from your spouse ("Honey, can you pick up some milk on your way home?"), March Madness/Super Bowl/World Series Bracket Competition, Weather Alerts, or WMATA Alerts.
- Create folders similar to those in your P: Drive to organize applicable e-mails by project, making it easier to find all of your project-related communications in one place.
- Add e-mails that are related to a case or docket file into ADAMS for proper preservation as part of the official file.
- Create folders for professional organizations of which you are a member to keep the e-mails from external organizations in one place for easy retrieval and maintained separately from your NRC e-mails.
- Delete e-mails from your "Sent" folder that have short-term value, such as RSVPs to meetings that occurred in the past and "Thank you" e-mails that don't contain any other information.
- After you've deleted all of these e-mails that you no longer need, remember to empty your Deleted Items folder! (**Helpful Hint: Setting up your Outlook to automatically empty your Deleted Items when exiting Outlook removes the extra step of manually emptying the Deleted Items folder.**)

If you want to know more about your recordkeeping responsibilities, we encourage you to check out the NRC Records Management Training in iLearn (Course ID_151144). If you have any questions, the IT/IM Policy Branch is always available to assist you and can be contacted at ITIMPolicy.Resource@nrc.gov.

Volunteers Sought for Upcoming Walk MS 2015 Event



(b)(6) (NRO) is seeking colleagues to join her in the upcoming Washington, D.C. five-kilometer [Walk MS 2015 event](#), which will be held at the Yards Park (located at 3rd and 4th Streets, SE and Water Street, SE), the district's new waterfront destination, on Saturday, April 25, starting at 9 a.m. Registration opens at 7 a.m.

"No matter the location across the country, Walk MS connects people living with multiple sclerosis and those who want to help them," notes (b)(6). The National MS Society says that more than 2.3 million people are living with the disease worldwide. Walk MS began in 1988 and has raised more than \$870 million to support life-changing programs and cutting-edge research. Multiple sclerosis is an unpredictable, often disabling disease of the central nervous system that disrupts the flow of information within the brain, and between the brain and body.

"A friend of ours suffers from MS and a group of folks who want to walk in his honor and help him organized a team called 'Team Tom's Troopers.' I'm hoping that some of my colleagues can volunteer to walk and also donate, if possible. But simply walking together would be great in helping highlight and fight this debilitating disease," she adds.

Please contact (b)(6) for more information.

Answers to Actions

As part of the 2014 Agency Action Plan this year, OCHCO and OEDO are coordinating an agency forum to share best practices. A panel representing high-performing and most-improved organizations based on the 2014 Federal Employee Viewpoint Survey (FEVS) engagement scores will present action plans and lead a discussion on how they have improved employee engagement, built trust, and practice good communication within their organizations. This event is scheduled for Tues., Apr. 21 from 10:00 - 11:30 a.m. in the TWFN Auditorium. Mark your calendars for an enlightening event as we share our strengths.

**answers
to
actions**

**How Your FEVS Feedback
is Making a Difference**
April 21, 10:00 a.m. - 11:30 a.m.
TWF Auditorium

**Your Opinions
Count**

NRC Powered by You

Behavior Matters Phase II Workshops

by Lance Rakovan (OEDO)



A question we (the Behavior Matters Team) frequently get when talking with folks about the campaign is "Why should I go to a workshop"?

We understand that everyone at the agency is busy and asking you to spend three and a half hours doing anything is a lot to ask. We remind folks, however, that the main purpose of the

Phase II workshops is to help improve workplace interactions at all levels of the agency. That strengthening your knowledge and skills involving self-awareness, situational awareness, self-regulation, and providing and receiving feedback can be a big first step towards improving our workplace environment.

Some feedback we've received from past attendees includes:

- The time went very quickly which was a pleasant surprise. It was very organized and effective.
- Very useful course that will impact how I deal with situations in the future.
- The entire agency needs to experience this class.
- Instructor did a wonderful job! Skipped (avoided) a lot of touchy-feely fluff and that's appreciated.
- Practicing giving feedback is something everyone does not do enough of. Appreciate the opportunity to do this.
- Thanks for giving us lots of think about and new ways to approach issues.
- I can't wait for Phase III!

In addition, Glenn Tracy, Director, Office of New Reactors, had this to say:

"The NRO Team enthusiastically embraced the opportunity to participate as a pilot office in the Behavior Matters Phase II Workshops, helping to shape this innovative agency initiative."

We recognize that fostering a more open and collaborative work environment strengthens our efforts to fulfill our important safety mission consistent with NRC's values and NRO's Vision of Success.

By focusing on the need to enhance our individual skills when collaborating with our colleagues across the entire agency, the workshops served as a pathway to establishing a shared understanding of the behaviors expected from ALL of us, as the NRC moves forward."

You can get additional information about the workshops by reading the "[What to Expect](#)" one-pager.

We have workshops scheduled with several offices and are working to get others on the calendar. Your participation and support of the Behavior Matters campaign is critical to improving how we interact with each other and thus our ability to accomplish the NRC's mission. We hope you will sign up for a workshop when you have the opportunity.

If you have any questions about the Behavior Matters initiative, contact [Lance Rakovan](#) at 301-415-2589.

(b)(6)

During Engineer's Week, there were some math problems to solve. As promised, here are the answers to those problems:

Water flows in a 5 cm diameter pipe at a velocity of 0.75 m/s. The mass flow rate of the water in the pipe is: **88.4 kg/min**

An 18 wheeler has a mass of 28,000 kilograms when fully loaded. The truck goes from 0 to 90 kilometers per hour in 120 seconds. What is the force on the 18 wheeler due to acceleration? **5.83 kN**

Career Counseling and NRC Mentoring



Your Career.
Mentoring
Powered by You.

HRTD offers two programs that support professional development and career planning: the NRC Career Counseling Program and NRC Mentoring Program. The point of contact for these programs is Karin Francis.

The NRC Career Counseling Program empowers employees to examine their career decisions and develop future career strategies with a career counselor in a confidential setting. Available to employees are: the Myers-Briggs Type Indicator (MBTI) assessment, career assessment, guidance with developing goals, guidance with NRC position applications, resume review/application review and feedback, interview coaching, career decision-making activities, and career transition counseling.

The Mentoring Program provides NRC employees an opportunity to discuss their career goals and aspirations with experienced NRC employees who volunteer to serve as mentors, giving career advice on a one-to-one basis. Contact [Karin Francis](#) or look for the Mentoring Program on the Training webpage on the NRC intranet.

For an opportunity to meet several potential mentors at one setting, employees may want to attend the next **Flash Mentoring Event on Thursday, April 16 from 1:00 p.m. to 2:30 p.m. in the TWFN auditorium.** The last half hour from 2:00 p.m. to 2:30 p.m. is an open period, so that people can talk longer with a mentor, or talk with mentors they did not get to meet previously. If you are interested in serving as a mentor for Flash Mentoring, please email or call [Karin Francis](#), the Mentoring Program Manager, telephone number (301) 287-0575.

Flash Mentoring is based upon the "speed dating" model, and provides employees with quick mentoring sessions with several potential mentors all in one setting. The mentors sit at assigned tables and the mentees (employees) move to a different table after five minute increments. So far, the NRC has held three "sold out" Flash Mentoring events. These events were beneficial for both the mentors and the mentees. The mentors were able to share their knowledge, and the mentees appreciated having face time with agency leaders. Some even established mentoring partnerships. Mentoring is one of the elements of Developing Others, which is just one out four competencies listed in OPM's Executive Core Qualification #2 Leading People. ECQ 2 Leading People is comprised of four competencies: Conflict Management, Leveraging Diversity, Developing Others, and Team Building.

The mentees are to register in iLearn to participate in the Flash Mentoring event: Seminar ID_65143, Scheduled Offering Number 394204.

Spring Golf Outing

2015 EWRA SPRING GOLF OUTING

LOCATION: Maryland National Golf Club, Middletown, MD

DATE: Monday, May 11th, 2015

TIME: 8:30 a.m. SHOTGUN start, PLEASE Arrive By 8:00 a.m.

FORMAT: Four-Person Scramble (We have plenty of opportunities for groups of less than four to be matched up. Newcomers welcome!)

COST: \$85 - Includes golf, range balls, use of practice facilities, GPS in the cart, water and soda during play, buffet lunch after play, and prizes!

PRIZES: In addition to prizes for 1st, 2nd, and 3rd place teams, longest drive, and closest to the pin, a drawing for door prizes will be conducted during the buffet lunch for players who did not win performance-related prizes.

DEADLINE: May 4, 2015 - Due to the large number of golfers at the previous outings, registration will be first come, first served, and may need to be cut off once maximum numbers are reached. Refunds can only be guaranteed if requested before the deadline - refunds requested after the deadline will be granted if feasible.

CONTACT: (b)(6)

DETAILS: Make checks out to EWRA, or cash; Specify any preference for partners; Mail entries to Nathan - M/S O-7E1 or hand deliver to O-7D22

Course Info - <http://www.marylandnational.com/>

Maryland National Golf Club
8836 Hollow Road
Middletown, MD 21769



NRC's Tribal Training

NMSS's Federal State and Tribal Liaison Branch has initiated an exciting pilot program providing Tribes with NRC sponsored educational training.

"What is radiation and what is contamination?" "What are the effects of radiation exposure?" "What is uranium recovery?" "What is the NRC and what do they do?" These were some of the questions that were answered during NRC's free 2-day seminars on radiation basics, uranium recovery, and NRC's regulations pertaining to the National Environmental Policy Act of 1969 (NEPA).



Since September of 2014, NRC's Tribal liaison team comprised of Branch Chief Paul Michalak and Project Managers Patricia McGrady-Finneran, James Firth, Sandra Talley, Michelle Ryan, Kevin O'Sullivan and Stuart Easson, coupled with NRC specialty instructors Henry Lynn, Bill Von Till and Nate Goodman, and Tribal instructors Don DuBay, Bill Swaney, Jill Hammock and Mansel Nelson, have been conducting training sessions at Tribal colleges. The training was developed in response to requests for information made at past NRC public meetings. The goal was to provide information on issues that may have direct effects on Tribal health and safety.

The NRC Tribal liaison team committed to five Tribal training sessions conducted over a six month period at Salish Kootenai College, MT, Wind River Tribal College, WY, Dine Tribal College, AZ, United Tribal Technical College, ND, and the Navajo Technical College, NM. The training sessions were comprised of Tribal college students, Tribal professionals (e.g. environmental and cultural), special interest representatives (including the National Congress of American Indians Deputy Director Robert Holden), Federal partners, and members of the public.

Students were provided with course training booklets, NRC promotional materials, and certificates of course completion. The feedback from the students was positive and insightful, offering many useful takeaways for staff. In addition to the course materials, NRC staff was able to exhibit its draft "Tribal Policy Statement" and revised "Tribal Protocol Manual" for comment. The experience proved to be a valuable learning adventure for both the Tribal students as well as their NRC partners.

Contracting Officer's Representative (COR) Town Hall Meeting By Jill Daly (ADM)

On March 24, NRC CORs attended a "Town Hall" meeting in person, via VTC, or via Webinar. The meeting was hosted by the Office of Administration's (ADM) Acquisition Management Division (AMD) and was designed to provide CORs with information to help them perform their COR duties. James Corbett, Director of AMD, started off the meeting by outlining the topics of the day and also talked about the new COR Process Standardization Initiative (CPSI) which will be kicking off in early April.

CPSI is co-sponsored by AMD and the Office of Nuclear Reactor Regulation (NRR). Recognizing the need for clear and consistent guidance for staff engaged in the NRC's acquisition and financial management processes, the main objective of this initiative is to standardize acquisition and financial management related office activities across the NRC, particularly as they relate to CORs. Each of the large technical offices will be represented on an integrated project team that will holistically look at potentially outdated processes and activities with an emphasis on reflecting the current, constrained environment and achieving the goals executing our mission in a more effective, efficient, and agile manner.

Romena Moy, Chief of the Business Advisory Center (BAC) discussed communication and outreach opportunities available to the CORs, specifically the COR Conversations that occur each month. Interested CORs can check the schedule and sign up in iLearn (Course ID_27144). Romena also provided an updated on templates that are now being refined by the BAC, and introduced the acquisition process maps available on [NEAT](#).

Brandon Cherry, BAC, walked the audience through a "how to" on the use of the quick look up feature in NEAT. CORs can use the quick lookups on NEAT's main screen to obtain a quick status on an advance procurement plan (APP) submission or requisition. Meg Gold, Team Leader of the Data and Reporting Team, discussed the Office Requisition Status Snapshot report, referred to as the "Report of the Month" in the March 2015 [COR Scoop](#). (Continued on p. 9)

NRC Hosts University Symposium

by Alicia Mullins (OIS)

On Thursday, February 26, 2015, the Agency hosted the 2015 NRC University Symposium for Gallaudet University (GU) undergraduates in the fields of science, technology and math. This event was coordinated and organized by (b)(6) (OIS) to expose the GU students to the agency. Eleven students ranging from sophomores to graduate students were given tours of the Data Center by Kenneth Dunbar (OIS), and of the Operations Center by Bernard Stapleton (NSIR) and Annette Stang (NSIR). The students enjoyed both tours and gave positive feedback stating that these tours should be continued with future undergraduates who visit NRC.

After the tours students had an opportunity to listen as Scott Krepel (NRR) and William Gardner (NRR) discussed their jobs, rotations, the NSDP, and how nuclear power is

generated by a power plant. Students asked interesting questions

and engaged in in-depth conversations with the presenters. Mark Maxin (OGC) spoke to the students about the agency's role in ensuring employees have reasonable accommodations to perform their job. Commissioner Ostendorff welcomed the students to NRC, and stressed to them how valuable their skills in the STEM fields could be to our agency. He encouraged them to apply for positions at NRC and looks forward to seeing them in the future.

As a closeout to the program (b)(6) presented the students with certificates of participation. One student was so impressed with NRC that she has already submitted a resume in the hopes of permanent employment at NRC.

Many thanks to all who participated in making this event happen on short notice, especially given the challenging weather.

Calling all artisans / crafters/ makers of fun and interesting things!

The Board of Directors of the NRC Child Development Center is actively planning "Art for a Bright Start," a silent art auction to benefit the Board's tuition assistance program. The Board is soliciting donations of original pieces of artwork or handicraft for the auction. Some ideas include: paintings, photography, jewelry, fiber arts, quilts, woodworking, etc. The sky is the limit! If you would like to donate a piece of artwork or handicraft, or if you would like to discuss your idea for a piece to donate, please contact (b)(6). Donations are tax deductible.

About the NRC Child Development Center

Operated by the Georgetown Hill Early School, NRC's child care facility is located on the P-1 level of the Two White Flint North building. Nearly 100 children, ranging in age from six weeks old to six years old, spend their weekdays at the center. The curriculum balances play and work, develops basic readiness skills, and assists the children to challenge and test themselves and experience the joys of learning. The center is accredited by the Maryland State Department of Education and by the National Association for the Education of Young Children. Enrollment is open to all children – not just those of NRC employees (although forty percent of the children are from NRC families).

The NRC Child Development Center, Inc. serves as an independent liaison between the NRC and Georgetown Hill. Its Board of Directors is made up entirely of volunteers. One of the missions of the Board is to provide need-based tuition assistance for children in attendance at the child development center at NRC headquarters.

Quality child care is very important, but it is also very expensive. In Montgomery County, on average, child care for children ages infant through preschool costs more than full-time tuition at Montgomery College and more than in-state tuition at the University of Maryland. But unlike college, families don't have eighteen years to save for child care! All children who attend the child development center at the NRC are eligible to apply for tuition assistance – whether or not they are children of NRC employees. Tuition assistance is not something that is available at many child care facilities in the area and is one reason that the child development center at the NRC is so special. To date, more than 200 scholarships have been awarded.

Tuition Assistance fundraisers happen year round. The Board hosts bake sales, raffles, and other fun activities, like "Art for a Bright Start". Thank you for your continued and enthusiastic support of our activities!

Fulbright Senior Specialist Cont.

I have found that Eastern European students are very polite and attentive, but are not as challenging to the professor's lectures as American students. One time I arrived late only to discover that the students would stand at attention upon my entering the classroom. (I liked that so much I never arrived early for all my remaining lectures.) The Technical University of Kosice has bestowed to me the honorary title of Adjunct Professor.

The central subject I presented to the class was Nuclear Economics. It was my intention to provide facts about nuclear power that sometimes showed contradictions between the economics,

engineering, and environmental factors. I challenged the students to resolve these contradictions to their own satisfaction. Sometimes this would generate conversations, and these subsequent conversations would lead to questions about the American experience, politics, and the regulatory processes of the NRC.

During my stay, I had a private social meeting with the American Ambassador to Slovakia, Ambassador Theodore Sedgwick, and I made a trip to Kyiv, Ukraine on NRC business to meet with select members of the State Nuclear Regulatory Inspectorate of Ukraine. The two universities have asked that I return, and I plan to do so in late September, 2016.



University building



Old City, Kosice, Slovakia

Encouraging Plain Writing

by Roger Rihm (OEDO)

Plain language can save us time and money and benefit both readers and writers. Readers can understand written materials more quickly and writers can minimize the amount of additional explanation they need to provide. The *Plain Writing Act of 2010* requires federal agencies to write "clear government communication that the public can understand and use." [The Federal government's plain language web site](#) includes training resources, tips and tools, examples of plain writing, and much more!

Here at the NRC, you also have access to many plain writing-related courses offered through iLearn, including:

Two-Day Instructor-Led

Writing in Plain Language – Course ID_802

Technical Writing – Course ID 1002

On-Line Courses

Business Writing: How to Write Clearly and Concisely – Course comm_19_a02_bs_enus

Business Grammar: The Mechanics of Writing – Course comm_20_a03_be_enus

The Plain Writing Act – Course fgov_01_a30_lc_enus

Plain Language – Course ID 3281

Business Grammar: Sentence Construction – Course comm_20_a05_bs_enus

Communicating Across Cultures – Course comm_26_a02_bs_enus

The Art of Global Communication – Course COMM0022

Writing in plain language isn't easy, but it pays off in positive results. Make it a goal for this year to become a better writer through the greater use of plain language!

The most valuable of all talents is that of never using two words when one will do.
Thomas Jefferson

Use the smallest word that does the job.
E.B. White

2015 Bring Your Child to Work Day

The Office of the Chief Human Capital Officer will sponsor *Bring Your Children to Work Day* at headquarters on Thursday, April 23, 2015. **This year's theme is Empower: "Knowledge+Choice=Strength."** Employees at headquarters and offsite locations are encouraged to bring their children to the Opening Ceremony in the TWFN auditorium at 8:30 a.m. Following the conclusion of the Opening Ceremony, there will be tours of the NRC Operations Center and the ASLBP Court Room. The NRC Jeopardy Game will be available in the auditorium. The tours and Jeopardy game are expected to conclude around 12 p.m. Children will accompany their parents for all events and for the rest of the day.

Parents are responsible for providing lunch for their children. The NRC Cafeteria will offer lunch specials for children. Please view the [Yellow Announcement](#).

Volunteers are needed to assist with the Opening Ceremony activity and to serve as escorts for the groups going on the tours. If interested in volunteering, please email peggy.etheridge@nrc.gov by April 1, 2015.

This year parents are requested to register children for the event and that deadline is also Apr 1. This information is needed for the Opening Ceremony Activity.

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Back in the day, NMSS took semi-annual Yucca Mountain field trips in the spring and in the fall. This picture is from the June 2009 field trip, which was the next to the last field trip they took.

Please let us know if you have any images you would like to share for Rewind Wednesday.



(b)(6)



Attention Tennis Players: There's still time to sign up for the NRC Headquarters tennis team for government-wide league play that is both fun and competitive. The team is looking for experienced players. Last year we had a great season in the B division.

Weekly league play will begin at the end of April and will continue until late July. The team plays once a week, with five doubles teams playing each match. Matches begin at 6p.m., and the winners are determined by a two-out-of-three set format.

Players are seeded and paired according to their ability. The team plays its matches at the Washington Tennis Center, located at 16th and Kennedy Streets, NW, Washington, DC. The tennis center is only about 20 minutes by car from Headquarters, and there is ample free parking.

Last year, the cost of the league participation was \$13 per match per player, which includes tennis balls.

Because of the variety of travel and other work-related and personal commitments of team members, 20 or more players are needed to ensure the availability of 10 players for each match. For more information, please email [\(b\)\(6\)](#)

2014-2015 New Reactor Program



The Office of New Reactors has published its latest annual review of the new reactor program. Click [here](#) for NUREG/BR-0476.

NRC Toastmasters Club Members Cheer for Their Contestants

NRC Toastmasters club members cheered for their members who competed at the recent Area 65 contest in Bethesda, MD. Friday the thirteenth (of March) was a lucky day for Jonah Pezeshki (NSIR) who the Evaluation Contest. For this contest, there is a test speaker who gives a five to seven minute speech, which is evaluated by the contestants in a two to three minute evaluation which is judged by a panel of judges. The test speaker, Dr. Assegid Habtewold, spoke about "mitigating culture shock." After his speech, the Sergeant at Arms escorted all of the evaluation contestants out of the room to a different location. The contestants have five minutes to write notes for their evaluation. All of the notes are collected, and one by one the contestants are given their notes when they are brought back into the room to compete. To avoid an unfair advantage, the contestants cannot hear an evaluation before their turn to compete. Once they have competed by giving their evaluation, then they can stay in the room to hear the other evaluations.

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(b)(6) (OCHCO) was our NRC's club's contestant for the International Speech Contest. (b)(6) spoke about the experiences (b)(6)

(b)(6) had that led to having the "birds and bees" talk with their (b)(6)

(b)(6) She broached this difficult subject with grace, tact, and humor.

(b)(6)

She received cheers from the audience; however, a member of the PMA Club won the contest.

For both of these contests, the speakers must speak within their respective time limits or they will be disqualified. The winners of the area contests go on to compete at the division level. Winners from the division level go on to compete at the district level. The district's International Speech Contest winner goes on to compete at the Toastmasters International Speech Contest during the Toastmasters International annual convention in August.

(b)(6) (NSIR) also competed at the Division F contest on March 28 at USP in Rockville. (b)(6) has repeatedly given outstanding evaluations and is already the NRC Club champion and the Area 65 champion evaluator. For a relatively new Toastmaster with only six months experience, it is rare to reach the division level. At the Division F Evaluation contest, he had formidable competition; a past District Governor and a Select Distinguished Area Governor. The past District Governor won the Division F contest but for our club (b)(6) rocks.

(COR) Town Hall Meeting Cont.

Gary Robinson, Office of the Chief Financial Officer (OCFO), described the process that CORs will use to approve payments on Interagency Agreements (IAAs) through the Intra-governmental Payment and Collection (IPAC) process, and shared sample reports that the CORs will receive to approve the IPAC. Gary also announced upcoming workshops on Validation of Fee Billable Contract & Agreement Costs. CORs managing fee billable contracts are encouraged to sign up for these sessions in iLearn (Course ID #135148).

The [handouts](#) from the COR Town Hall can be found on NEAT. Please mark your calendar for the next COR Town Hall on June 17, 2015 at 1:30 in the Auditorium. We look forward to seeing you there!

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Region III Wears Red in Remembrance

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The No. 1 killer of women is heart disease. National Wear Red Day was created by the American Heart Association and the National Heart, Lung and Blood Institute in 2003 to bring awareness of this fact, so that women will take preventative steps to incorporate healthy behavior, diet, and exercise changes into their lives. Many still believe that heart disease affects more men than women. Typically, National Wear Red Day is celebrated on the first Friday of in February. Region III celebrated it on February 19.



The PDC can meet many of your training requirements – be they technical or leadership/management courses. There are still seats available in many upcoming training classes (see list below). If you are interested in any of these offerings, please log into iLearn (<https://ilearnnrc.plateau.com/plateau/user/login.jsp>) and register. If you need assistance please call the PDC at (301) 287-0556.

Start Date	End Date	Item ID	Add'l Off.	Sch. Off. Description
04/06/15	04/10/15	ID_3484		Advanced Contracting Officer's Representative Course
04/06/15	04/10/15	ID_3482		Intermediate Contracting Officer's Representative Course
04/07/15	04/09/15	ID_9147		E-Gov Travel Services 2 (ETS2)-Federal Agency Travel Administrator and Federal Limited A - 1-Primary
04/07/15	04/10/15	ID_143		Cyber Security for the Information Systems Security Officer (ISSO)
04/07/15	04/07/15	ID_12143	5	E-Gov Travel Services 2 (ETS2)- Federal Traveler/Arranger Live Webcast
04/08/15	04/08/15	ID_157145		E-Gov Travel System (ETS2) Federal Voucher Examiner & Auditor Live Webcast
04/09/15	04/09/15	ID_12144	4	E-Gov Travel Services 2 (ETS2)- Federal Approver Training Live Webcast
04/10/15	04/10/15	ID_167144	1	FAIMIS Credit Card Training
04/13/15	04/13/15	ID_5026	4	E-Gov Travel Service 2 (ETS2)- Federal Approver Training
04/14/15	04/17/15	513		Risk Assessment in Event Evaluation (P-302)
04/14/15	04/15/15	468		Site Access Training (H-100)
04/14/15	04/15/15	ID_1181		Monitoring Grants and Cooperative Agreements for Federal Personnel
04/14/15	04/17/15	ID_1122		System Administrator Information Technology Cyber Security Role-Based Course
04/15/15	04/15/15	ID_5024	2	ETS2 Federal Traveler/Arranger Training
04/16/15	04/16/15	798		Environmental Review Overview for Materials Licensing Actions
04/16/15	04/16/15	ID_65143		Flash Mentoring Event
04/20/15	04/22/15	ID_164144		Grants Administration for Federal Program Personnel
04/20/15	04/20/15	ID_135145		Service Contract Act Workshop
04/21/15	04/23/15	511		Accident Progression Analysis (P-300)
04/21/15	04/23/15	ID_156144		E-Gov Travel Services 2 (ETS2) COGNOS Report Authoring Training
04/21/15	04/22/15	ID_2941		NRC Punctuation and Proofreading
04/22/15	04/22/15	ID_169146	1	Business Intelligence (BI) Training
04/23/15	04/23/15	ID_27144		COR Conversations
04/23/15	04/23/15	ID_5143		NSPDP Monthly Meetings
04/27/15	05/01/15	1061		Environmental Risk Assessment (H-420)
04/27/15	04/28/15	ID_37143		Rulemaking at the NRC
04/28/15	04/29/15	2077		NRC Correspondence Management
04/28/15	04/28/15	ID_135148		COR Workshop: Validation of Fee-Billable Contract & Agreement Costs
04/29/15	04/29/15	ID_68146		Advanced Rulemaking at the NRC
04/29/15	04/29/15	ID_16143		E-Gov Travel Services 2 (ETS2)- Auditorium Overview Demonstration
04/30/15	04/30/15	ID_68145		Specific Topics in Rulemaking
04/30/15	04/30/15	ID_4221		Cyber Security for the Functional Manager

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Issue 11

May 6, 2015

NRC Reporter

Protecting people and the environment

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REPORTER SUBMISSION INFO. FROM THE EDITOR

The *NRC Reporter* will be published monthly, on the first Wednesday of the month. The next issue of the *Reporter* will be published on June 3. The deadline for submissions is May 22.

In order to continue having an informative employee newsletter, I encourage you to submit articles, photos, etc. to the NRC Reporter inbox via email to: NRCReporter.Resource@nrc.gov

Editor: [Karin Francis](#)

Layout: [Stephanie West](#)

[Reporter Archive](#)



The New and Improved Intranet is Coming!

(b)(2)

Coming Soon: Release of the FY 2016 External Training Data Call

What's New with the FY 2016 External Training Data Call?

The Office of the Chief Human Capital Officer (OCHCO), Human Resources Training and Development (HRTD) will release the first external training data call in May 2015. OCHCO will reach out to staff to identify fiscal year 2016 (FY16) external training (SF-182) requirements for centralized offices

(excluding non-centralized offices such as ASLBP, the Commission, OGC, OI, and the regions). Similar to last year, supervisors will be asked to prioritize their staff's external training requests based on both relevance to the agency need and mission, as well as the impact of not receiving the training (e.g., succession planning). External training requests will be funded based on both their priority rating and the availability of funds.

The first improvement to the data call process is that there will be two data calls. To effectively plan for external training needs and to allow flexibility for changing priorities, another external training data call will be released in the beginning of FY16. OCHCO expects that releasing a second data call later in the year will give staff a better idea of what training is being offered by the vendor and will allow them to choose the training that best meets their needs. It should also significantly reduce the submittal of emerging training requests.

First Data Call: Begins during the week of May 11, 2015; submit external training requests occurring in Q1 and Q2 of FY16

Second Data Call: Begins on or about November 2015; submit external training requests occurring in Q3 and Q4 of FY16

Another improvement implemented in this year's data call is a new "Skills" category on the data call request form. Staff can identify the skills or competencies they would like to improve with the requested external training. OCHCO will analyze this data to get a better understanding of the critical skills or competency gaps in the agency.

The Employee's Role in the FY 2016 External Training Data Call

Use the following checklist to help you identify and plan your skill development:

- Work with your supervisor to identify your developmental needs. An Individual Development Plan ([IDP](#)) is a critical tool to define your training needs with your supervisor.
- External training should only be considered when the training needs cannot be met internally. To select the best-value training option, staff and supervisors should first assess whether internal training is available. Consider some of the development activities available to you at the NRC: [Instructor-led courses at the PDC and TTC](#) — [Online courses through the iLearn catalog](#) — [Books24x7](#) — [Leaders' Academy](#)

For more activities, go to the [NRC's Training Page](#).

Formal training is not the only developmental strategy. Research shows that adults learn best from job-related experiences and interactions with others. You can use a variety of developmental activities from the [70:20:10 model](#) to accelerate your progress. The NRC embraces this learning approach and offers many developmental opportunities to support it: [NRC Mentoring Program](#) — [Career Counseling Program](#) — Rotations and details — On-the-job training — Job shadowing — Lunch-and-Learns/Brown Bags — Working groups

- If you find that the NRC does not offer the required training internally (in the classroom or online), work with your supervisor to determine whether an external training request is appropriate. Be mindful of the following when deciding if external training should be considered:
- **Best Value** - External training courses should be evaluated and selected based on a combination of the following factors to ensure the best value: training cost, schedule availability, and geographic location. This applies to college courses and learning institutions as well, as they are typically not the lowest-cost option. For additional guidance on this topic, please see [External Training FAQs: University/College Courses](#).
- **Enterprise-wide contracts** - Consider enterprise-wide contracts, as they are best value for the government. They enable cost savings and process efficiencies.
- **Conferences** - Confirm that the conference is considered training by referencing [Title 5 of the Code of Federal Regulations § 410.404](#).
- **Travel** - Associated travel with an external training course will be funded from an office's travel budget (OCHCO does not track office travel budgets). The FY16 external training data call does collect travel costs that will be shared with the Office of the Chief Financial Officer (OCFO).

For additional information, including external training formulation data call job aids and FAQs, please visit the [External Training SharePoint](#) site or send an e-mail to TrainingSupport.Resource@nrc.gov.

FY 2016 **External Training**
Data Call

Your Career.
Powered by You.

Celebrating Public Service Recognition Week



Celebrated since 1985, Public Service Recognition Week (PSRW) is a nationwide public education campaign honoring the men and women who serve our nation as federal, state, county, and local government employees, ensuring that our government is the best in the world. Each year, the President and Congress designate the first full week of May as PSRW and activities are held nationwide in celebration of public employees who put service above self. The theme for this year is "Government Works" and will be held during the week of May 3 – 9. You can also share your message of appreciation to government employees through social media by joining the Partnership For Public Service [Thunderclap](#) and [White Board](#) campaigns. #PSRW

EWRA and OCHCO served ice cream treats on The Green on May 6th thanking employees for their service.

Below are the festivities in Washington, D.C. for this year's celebration.

Monday, May 4th was Public Servant Day at Nationals ballpark with discounted tickets for government employees and credits for food and beverages purchased in the stadium. There was also a special tribute to the public servants in attendance.

Saturday, May 9: DC United celebrates PSRW: Federal, state and local government employees are eligible to purchase discounted tickets for sideline seats, regularly \$35, for just \$21 each, plus customary service fees.

Please click the link for [DC United game tickets](#) and enter your information for the special offer code for ticket purchase.

Sunday, May 10: Public Service 5k Walk/Run: Cap off PSRW 2015 by joining the third annual Public Service 5K on Sunday, May 10 at Anacostia Park. Government employees, their families and friends, and area running enthusiasts will participate and show their support and appreciation for our country's dedicated public servants.

Proceeds benefit the [Federal Employee Education and Assistance Fund \(FEEA\)](#), a non-profit organization devoted to helping civilian federal and postal employees through scholarships and emergency assistance. To register for this event, please click the provided link <http://publicservicerecognitionweek.org/events/5k.shtml>.

NRC & Your Community Campaign

Are you going to visit a classroom of kids? Are you coordinating a recruiting trip to a college? Are you speaking to a local civic organization? We have a new tool for you to use! The NRC launched a new communications campaign branded "NRC & Your Community" which comes with a polished new video for use in a variety of settings, including public meetings, education and recruiting.

The NRC is responsible for licensing and regulating civilian use of radioactive materials in the United States. Congress realized the societal benefits of radioactive materials and gave the NRC responsibility to regulate their safe use. Historically, the NRC has been focused on explaining to the public how it regulates these materials. What it has not done as well is communicating about its dedicated and competent staff, the actions it takes in response to public input, and the societal benefits of its work.



As part of the NRC's Senior Executive Service Candidate Development Program, a team of the agency's future leaders recognized the need to improve communications in these areas and concluded that the areas are all related to the NRC's continuing presence in communities throughout the United States. The team reviewed feedback from public meetings, interviewed a wide range of stakeholders, and conducted both internal and external focus groups and determined that what was missing from existing communications about the NRC was the people aspect... who the NRC is (including ways in which employees demonstrate their dedication); where it resides (NRC employees live in communities throughout the United States including those close to nuclear power plants); and how society benefits from effective and safe regulation of radioactive materials (such as through the availability of sterile food and medical supplies, exit signs that operate without external power, and carbon free electricity). The goal was to humanize the NRC and demonstrate how folks benefit from having the NRC around. *(Continued on next page)*

Expanded New Fitness Center
by Sarah Linerooth Hoenig (OCHCO)

(b)(2)

NRC & Your Community Cont.

The team, with assistance from the Office of Public Affairs and the agency's audio-visual staff, developed a communication campaign called "NRC & Your Community" and developed a short video to kick-off the campaign and proactively communicate about these areas. The video was created for use in a variety of settings, including public meetings, school classrooms, and recruitment fairs. It promotes the NRC and educates the viewer on the role we play in society.

The "NRC & Your Community" video is now live on the NRC's YouTube channel. Presentation materials, including DVDs, flyers, posters and book marks, are now available through Distribution.Resource@nrc.gov. Each region now has copies of the materials available from your public affairs officers. The video has already been well received during presentations at public meetings in headquarters and the regions. This is the start of broader communication of these messages in other forums throughout the NRC. Check it out here: <https://youtu.be/DWYzt7CnYfg>.

Powered by You Success Story**By Gwynne Skaggs Ryan**

(b)(6)

Everyone has a moment when the clouds part and doves fly as the sun beams down and suddenly, the career path we walk becomes clear. For me, this moment came as a new NSPDP graduate and qualified reactor inspector in RIV's Division of Reactor Safety. I was perfectly positioned to provide long term Resident Inspector support to the River Bend Station in Baton Rouge, LA. This experience was pivotal to my career and I decided the Resident Inspector career path was the one for me. When I broke the news to my DRS Branch Chief, he was exceptionally supportive, and actively sought opportunities for me to develop inspection techniques, to gain perspective from experienced inspectors, and to increase my confidence in implementing the ROP and representing the NRC onsite.

About the same time, OCHCO HRTD offered career counseling through a contractor. This was absolutely perfect timing because my resume had not been updated since I applied for a position

in the NRC's Co-Op program several years ago. I worked with the career counselor to clearly define my career goals, personal strengths, areas for improvement, and my ability to effectively communicate my experience both in writing and verbally. Under the counselor's guidance, I developed a strong Resident Inspector application package, gained interview experience by working with Senior Inspectors in the region, and gained confidence by consistently seeking interview feedback. Now that I was ready to apply, all I needed was a Resident Inspector position posting.

Resident Inspector solicitations tend to come in waves, and a wave was coming; but not all the solicitations were from my region. After much discussion with both my Branch Chief and mentor, we agreed I should apply for solicitations outside RIV, always circling back to the statement "One team – One mission." Undeterred, despite not being selected after submitting multiple applications, all the hard work that began with intense career counseling and many weeks of Resident Inspector support, was rewarded when I was selected as the next Resident Inspector at North Anna Power Station in Mineral, VA last summer.

Thank you Thomas Farnholtz, my Branch Chief, and (b)(6) my career counselor, for helping build the path from where I was to where I wanted to be.



**Your Career
Powered by You.**

NRC Shows OMB Why the Resident Inspector Program Is Vital**by James Coyle (OCFO)**

Any NRC employee knows that the resident inspectors are the front line for ensuring the safe and secure operation of nuclear power reactors. To demonstrate this to a key stakeholder, the Office of Nuclear Reactor Regulation (NRR), the Office of the Chief Financial Officer, and Region I hosted a group of staff from the Office of Management and Budget (OMB) to tour the Three Mile Island nuclear power plant on March 27th. Included in this group was NRC's OMB examiner, who reviews the agency's budget requests. Upon arriving at the plant, TMI resident inspectors Dave Werkheiser and Justin Heinly, along with Deputy Region I Regional Administrator, Dave Lew, and Scott Morris, Director of the Division of Inspection and Regional Support within NRR, provided an informative briefing on how nuclear power reactors operate and the rigorous inspections that take place to ensure their safe operation. After the briefing, the group donned hard hats and safety glasses, and proceeded to enter the protected area of TMI Unit 1. The tour included the major pieces of equipment used to safely generate electricity through nuclear power. The group was shown the control room of Unit 1 where the control and monitoring of reactor operations takes place.

(b)(6)

After touring the Unit 1 side of the plant, the group entered the Unit 2 area where the March 28, 1979, accident occurred. The Unit 2 side was eerily silent and deserted compared to the operating side of the plant and Unit 2 had the same operator present that had been there the day of the accident. The Unit 2 control room, where monitoring of the reactor area continues to this day, was also very quiet as contrasted with what was going on there the day of the accident.

Upon traveling back to Headquarters, the agency's OMB examiner commented on how beneficial the visit had been to his understanding of NRC's operating reactor licensing and inspection program. He believed that he received a much better understanding of how NRC ensures safe nuclear reactor operation.

Onondaga Nation visits NRC



NRC staff participated in a 90 minute seminar by Onondaga Nation Tribal Council members Tadodaho Sidney Hill and Jake Edwards on April 7. The Tadodaho title represents the spiritual leader of the Onondaga people. The Onondaga Nation encompasses approximately 7,300 acres located south of Syracuse near Nedrow, New York, with Interstate Highway 81 going right through the Onondaga resident territory.

Mr. Hill spoke about the history of the Onondaga within the Haudenosaunee (Iroquois) Confederacy of Indian Nations, including the Mohawk, Oneida, Tuscarora, Onondaga, Cayuga, and Seneca Nations. He mentioned the agreements among the Nations that preceded by about 400 years the first contact with Dutch, French, and English explorers in that area.

To illustrate the political precepts of the Haudenosaunee, Mr. Hill and his colleague brought several replica wampum belts, and discussed the meaning of each. For the Hiawatha wampum belt, which is a national belt of the Haudenosaunee, he discussed how governing concepts represented in the belt were shared with the early settlers.

Mr. Edwards displayed a replica of the George Washington wampum belt, signifying the agreements in the 1794 Canandaigua Treaty represented by thirteen figures holding hands connected to two figures and a house. The 13 figures represent the 13 States of the newly formed United States of America, and the two figures and the house symbolize the Haudenosaunee.

Mr. Edwards also displayed a replica of the two row wampum Belt representing an agreement between the Haudenosaunee and Dutch settlers and how the two were to treat each other and live together. Each of their ways would be shown in the purple rows running the length of a wampum belt. "In one row is a ship with our White Brothers' ways; in the other a canoe with our ways. Each will travel down the river of life side by side. Neither will attempt to steer the other's vessel." Mr. Edwards discussed that the Dutch recorded the Two Row Wampum agreement on paper with three silver chains that could be polished when there were disagreements and renewed when new agreements were reached. The Haudenosaunee and the Dutch agreed to call this the Silver Covenant Chain of Friendship, and to this day the Haudenosaunee use the Covenant Chain in planned meetings with the President of the United States.

The seminar was co-sponsored by NMSS Tribal Liaison staff and the OIP Executive Leadership series. The seminar was an example of keeping an open channel of communication which is part of the Openness Principle in NRC's Principles of Good Regulation.

NRC Staff Run in the Pike's Peek Race

On April 26th, almost two dozen NRC employees participated in Pike's Peek, one of the premiere racing events in the National Capital Area. Almost 3,000 runners in total participated in the 10 kilometer (6.2 mile) race down Rockville Pike, to the finish line on Marinelli Road right between NRC's buildings in the White Flint Complex. New for this year was the introduction of formal team competition, and NRC's two teams placed 1st and 2nd among the government teams; NRC finished 6th and 10th among all teams.

"I'm very impressed with how well represented NRC was at the race, and hopefully next year we can fill out three or four teams and sweep the podium!" said

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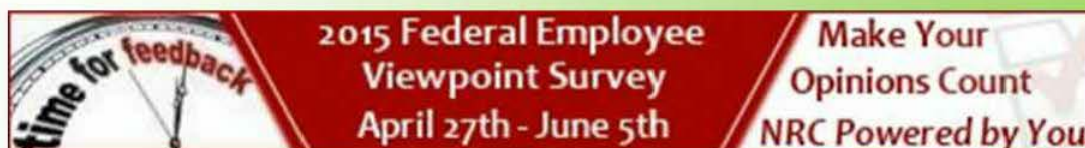
Want some more race results? They don't want to provide a link because then you'd know how old they are. But you could probably just as (b)(6) (NRR). She has them memorized.

(b)(6)

How will you Answer Question 41 on FEVS?

Last year 57.5% of NRC staff had a positive answer to Question 41 - *I believe the results of this survey will be used to make my agency a better place to work*. An additional 22.2% of NRC respondents said they weren't sure. Are you one of the 22%? Perhaps you haven't reviewed your [Office or Region Action plan](#) to learn more about the actions being taken to improve. Maybe you're not sure the actions are the right actions. But what are you doing about it? Do you know that every Office and Region has a [FEVS Point of Contact](#)? Have you shared your ideas or concerns, or offered to participate on efforts to improve? While the [agency action plan](#) is designed to address higher level issues and develop broad actions on an agency-wide basis, Offices and Regions are implementing over 50 discrete actions to improve their specific organizations.

On April 21, the agency hosted a FEVS Answers to Actions panel where representatives from Region I, NRO, and OGC shared what they are doing to continue to maintain or improve their employee engagement scores. If you didn't attend you missed a very engaging and open dialogue with individuals working hard to make their organizations better. The session was recorded and will be available for viewing soon. Staff and management should take time to review for best practices that could work in their organizations. Making the NRC a great place to work starts in your own organizations. If you have ideas, don't wait for someone to ask. Be proactive – talk to your leadership and/or your FEVS POC to learn more and share your ideas and offer your help to implement. How will you answer Question 41?



Leadership at all Levels Competency Model — Part I of a series

HRTD Supports Leadership at Every Level

"At NRC, we encourage leadership development at all levels. This is of increasing importance due to our dynamic and increasingly complex operating environment, which demands greater capacity for all employees to self-manage and self-lead."

-Mark Satorius, Executive Director of Operations

Every employee supports the NRC mission through their skills and knowledge. By serving as a subject matter expert within your area of expertise you demonstrate leadership by providing talent and guidance to the projects you direct, the teams you support or lead, and the colleagues you assist on a daily basis.

To facilitate your ability to provide leadership at every level, you need to continually expand your leadership and professional skills as well as your technical and subject matter expertise. The Office of the Chief Human Capital Officer, Human Resources and Training (OCHCO/HRTD) has developed the NRC Leadership at All Levels Competency Model as a "road map" to help staff acquire these needed competencies. The model incorporates the Office of Personnel Management's (OPM) leadership competencies and identifies the skills associated with three levels of staff achievement: personal effectiveness, influential leader, and aspiring leader. Contact Denise.Orlando@nrc.gov. Stay tuned for the next two articles in this series.



*Competency defined as a cluster of skills, knowledge, behaviors

Sign Language Class at the PDC



American Sign Language (ASL) Course Begins May 21, 2015, at the PDC

The Office of the Chief Human Capital Officer is pleased to announce that registration is now open for *Communicating Naturally - A Basic Course in American Sign Language* ([ID 3301](#)). The ASL course is open to all NRC employees who wish to learn, refresh or review their ASL knowledge. It is especially helpful for supervisors and colleagues of deaf or hard-of-hearing employees, or for individuals wishing to develop a cross-cultural awareness of the deaf community.

The course is a series of ten, 1.5-hour sessions from 11:30 a.m. – 1:00 p.m. The first session is May 21 and the final session is August 20, 2015. All classes will be held at the Professional Development Center on the 2nd floor of 3WFN. Since the sessions occur during lunchtime, participants are encouraged to bring their lunch to class.

Note: When you enroll in the first session of the class, you will automatically be enrolled in all 10 sessions. However, the e-mail confirmation you receive from iLearn will NOT list all of the session dates, so please note the dates listed below when you register and add these dates and locations to your Outlook calendar.

Dates: May 21, May 28, June 30, July 9, 15, 23, 30, and August 6, 13, 20, 2015

Access iLearn to enroll: ([ID 3301](#))

A Successful Flash Mentoring Event

NRC employees enjoyed one-on-one face time with Mark Satorius (EDO), Vonna Ordaz (SBCR), Patricia Holahan (OE), Jody Hudson (OCHCO), MaryJane Ross-Lee (NRR), Melanie Galloway (OEDO), Houman Rasouli (OEDO), Kathryn Brock (RES), and others at the flash mentoring event held on April 16 in the TWFN auditorium. Mr. Satorius mentored several employees during multiple five-minute mentoring sessions after giving opening remarks. Mentees were able to meet at least nine or ten mentors during the event, thereby increasing their opportunities to find and establish a mentoring partnership.

By participating at all four of the NRC flash mentoring events, one mentee said that she has met and formed relationships with several mentors, obtaining guidance on different aspects of her career. Another mentee commented that he appreciated the feedback on ways to improve his skills. "Hopefully, I can pick your brain in the future for advice on being successful and navigating common career challenges," he wrote in a follow-up email to his mentor.

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Defining Performance Management



What comes to mind when you hear the words "performance management"? Do you think of appraisals and mid/end-of-year discussions with your supervisor? Well, similar to employees receiving evaluations, the concept of performance management also applies at the organizational level. To be successful, organizations must continuously evaluate how they are doing in using the resources they have to meet their goals and objectives. This applies at the highest level of the organization (e.g., agencywide at the NRC) as well as at lower levels of the organization (e.g., office/business line level at the NRC). In fact, this focus is so important that Federal agencies have been required by law to improve their performance management practices (the [Government Performance and Results Modernization Act of 2010](#)). As an independent agency, NRC

has been exempt from some of the requirements under this law; nonetheless we have implemented many activities that support the intent of those requirements because we recognize their intrinsic value.

Over the next several issues, to help increase awareness, we will cover a range of topics on how organizational performance management is done at the NRC, including: Who the agency's Performance Improvement Office (PIO) is and what this role entails; where to find business lines' Performance Plans and what they contain; where performance results are located; how the agency's Quarterly Performance Review process works; and how performance indicators can be used to help achieve desired outcomes

In the meantime, we encourage you to take a look around the agency's [Performance Management SharePoint site](#) for more information.

ADM/SBCR DiSC Training and OPM's New IQ by Anthony Barnes (SBCR) and May Ma (ADM)

The leadership team (team leaders and above) in the Office of Administration (ADM) attended an in-person mandatory management workshop on April 16. The workshop was co-sponsored by the ADM Front Office and the Office of Small Business and Civil Rights (SBCR). Anthony (Tony) Barnes, SBCR Program Manager for Affirmative Employment and Diversity Management, facilitated the DiSC® assessment with ADM managers. Afterwards, he presented the Office of Personnel Management's (OPM) new Inclusion Quotient (IQ) and discussed interpretations and lessons learned of the IQ scores from NRC's 2014 Federal Employment Viewpoint Survey (FEVS).



For the first half of the 90 minutes workshop, Tony introduced the DiSC® assessment tool. DiSC® stands for four major work style patterns of dominance, influence, steadiness, and conscientiousness. DiSC® can be utilized to assist managers in understanding the dominant behaviors of themselves and others, as well as provide insight and a better appreciation with respect to each work style to foster an environment that ensures their success.

During the assessment, ADM Managers were asked to complete a questionnaire that produced a detailed report about their personality and behavior as demonstrated by the four work style patterns of Dominance, Influence, Steadiness, and Conscientiousness. The DiSC® profile provides a detailed description for each behavior and a suggested action plan for the profiled person to more effectively work with others and best utilize his/her strengths. It was interesting to note that ADM's managers are well represented in each of the four work style pattern categories.

Dominance: Person places emphasis on accomplishing results, the bottom line, and confidence

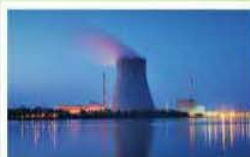
Influence: Person places emphasis on influencing or persuading others, openness, and relationships

Steadiness: Person places emphasis on cooperation, sincerity, and dependability

Conscientiousness: Person places emphasis on quality and accuracy, expertise, and competency

During the second part of the workshop, Tony discussed OPM's new IQ (inclusion quotient). In FY 2013, OPM attempted to numerically measure the inclusiveness of an agency based on the positive responses to 20 specific questions on the FEVS, which were compartmentalized into five inclusive habits: fair, open, cooperative, supportive, and empowered. Tony charted NRC corporate offices' results between FY 2010 to FY 2014 using OPM's five inclusive habits. He discussed ADM's peaks and valleys and associated them with major drivers behind the FEVS data. The workshop presented meaningful tools and data. It ended with an open-ended contemplations and questions session. The result – ADM's leadership team was provided with another useful tool to understand human behaviors that if implemented properly, can improve management practices, employee engagement, and diversity, and enhance performance.

For scheduling workshops on the DiSC® assessment tool and the OPM New IQ, please contact Anthony Barnes of SBCR at 301-415-1185.



Social Media for Outreach and Recruitment

OCHCO's Outreach and Recruitment Branch is moving into social media to help in recruiting efforts so there are new ways to hear about careers and career-related information at the NRC. You will be able to find out about the latest vacancy announcements open to the public and employment information by just following us on Twitter or LinkedIn.

You can sign up to receive NRC's career tweets by registering for twitter or logging into your [Twitter](#) account. In the search field type NRC-gov_jobs. Select @NRCgov_jobs then simply click the "Follow" button underneath.

We also launched a careers page on LinkedIn where we share information on jobs and interesting factoids as well as information on why the NRC is a great place to work and seen as an employer of choice. Log into your [LinkedIn](#) account and in the search field type U.S. Nuclear Regulatory Commission and join the over 10,000 people following our careers page.

Contact: Kimberly.English@nrc.gov

What's Happening!

(b)(2)

Miriam Cohen, the director of OCHCO was part of a panel of government HR executives interviewed by Federal News Radio for a program that ran on May 1st. The program was on the challenges of maintaining a federal workforce in the face of retirements. Read the Federal News Radio article or listen to the interview [here](#).



The Office of the Chief Financial Officer cordially invites you to attend their Open House scheduled for June 10, 2015, from 1:30 p.m. – 3:00 p.m. on the 9th floor of TWFN. Come meet the people and learn about the important work OCFO does in support of the NRC's mission.

We will have refreshments, demonstrations, games, etc.

Do not miss out on all of the fun.



3rd Annual Diversity Bowl

Now let the competition begin! Each of the teams below is playing for fun, knowledge, team spirit and most importantly BRAGGING RIGHTS!!!



Come out and cheer on your favorite team during 3rd Annual NRC's Diversity Bowl! The team members are your friends and colleagues and they need your support. Your participation will determine which team will win NRC's 3rd Annual Diversity Bowl Spirit Award.

The Diversity Bowl Spirit Award will be awarded to the team that meets the following criteria: 1) creativity, 2) team spirit, and 3) and has the most support from their peers! Our esteemed judges will help decide which team has the most spirit. Save the dates to join in on the fun and help your favorite teams win in the semifinals and the championship game. All teams are listed below.

Semifinals: May 27, 12 -1:30 p.m., TWFN Auditorium

Championship Game: Diversity Day, June 4, 12 – 1:30 p.m., TWFN Auditorium

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U.S. ARMY 240TH BIRTHDAY



JUNE 11TH, 2015
TIME: 1:30-2:00
TWFN EXHIBIT AREA
KEYNOTE SPEAKER:
CHAIRMAN BURNS



There's more to MS Office than Outlook, Word, and Excel...

(b)(2)

NRC Hosts International Communications Workshop

You may have noticed several international visitors among us a few weeks ago. The Office of Public Affairs at the NRC, in collaboration with the Canadian Nuclear Safety Commission, hosted an international meeting and workshop focused on public communication of nuclear regulatory organizations.

The working group spent a day and a half collaborating on reports and discussing communication challenges and opportunities. The annual meeting is normally held in Paris where the host organization, the Nuclear Energy Agency (NEA) within the Organisation for Economic Co-operation and Development (OECD) is based.

The workshop brought together communication experts from nuclear regulatory organizations and stakeholders to stimulate discussion on media and stakeholder perceptions, needs, and expectations.

(Continued on next page)



(L-R) Roger Hannah, RII, Chairman Burns, Eliot Brenner, OPA, William Magwood, OECD/NEA, Ann Bisconti, Bisonti Research

Senior Executive Service Class of 2015

by Tamra Thompson (OCHCO)

(b)(6)

On March 26, 2015, the SESCDP Class of 2015 held its completion ceremony. Candidates spent 18 months honing their leadership skills through testing, training, rotations, team projects, individual projects, monthly leadership seminars, and multi-agency training, as per 5 CFR §412.30.

Prior to the completion ceremony, on the morning of March 26, 2015, candidates presented the results of their team projects to the Senior Executive Service. Their projects were the culmination of 18 months of research, planning, coordinating, benchmarking, and filming. Each team worked with an Executive Resources Board (ERB) Senior Advisor*. Projects included:

- The *Leadership at All Levels* team worked with the OCHCO/HRTD Leadership PM to build a SharePoint site to provide a one-stop shop where supervisors and employees can locate tailored training to fit development goals. It offers information for beginners, people with intermediate leadership expertise, and advanced leaders. The SharePoint site can be found here: [Leadership at all Levels SharePoint Site](#).
- *Succession Planning for First Line Supervisors* benchmarked other agencies and private industry. They used the best practices identified in their research to develop NRC-focused processes and recommendations.
- *NRC and Your Community* developed a video in conjunction with OPA which focuses on the people and the everyday dedication and commitment of the NRC employees as part of the community, protecting families and the environment while helping enhance society. The video link can be found here: <http://www.nrc.gov/about-nrc/nrc-and-community.html>
- The *Leadership Philosophy* team consulted with key stakeholders and

conducted seminars throughout the agency to develop a draft leadership philosophy statement, which at its core is how the NRC exercises our values.

- The *Enhancing Agility* team, pre-Project AIM, covered an extensive literature survey, benchmarking agencies and private industry to produce recommendations and strategies for a leaner, more agile NRC.

The SESCDP team presentations can be found here: [SESCDP 2015 Team Presentations](#).

**Special thanks to Mark Satorius, Miriam Cohen, and Cindy Pederson, who served as senior advisors to the teams.*

International Workshop Cont.

The morning session of the workshop included exchanges between journalists and experts in communication. The afternoon session focused on discussions with various stakeholders, including government officials, activist group leaders, and industry representatives.

Chairman Burns opened up the workshop noting the importance of working with the international community. He told the group that because nuclear issues have no borders, regulators must communicate with stakeholders and listen to the concerns of the publics we serve.

Former NRC Commissioner, William Magwood, now the Director General of the OECD/NEA, emphasized that regulators must develop better ways to communicate technical material with the public and must strive to establish and maintain public confidence.

Representatives of the media, industry, activist groups, and government agencies attended the workshop including, those from the *New York Times*, Canada's the *Globe and Mail*, Nuclear Energy Institute, Greenpeace, and the U.S. Environmental Protection Agency.

Eliot Brenner, the Chairman of the Working Group on Public Communication discussing what the group accomplished at this year's meeting and workshop said, "We completed work on a white paper on communication strategy, and took on a new task of examining best practices in public meetings. But perhaps most importantly, we built on personal and professional relationships that will serve all group members well in both crisis and non-crisis situations."

Child Development Center: Art for a Bright Start



Mark your calendars! The Board of Directors for the NRC Child Development Center is actively planning "Art for a Bright Start" a silent art auction to benefit the Board's tuition assistance program. The auction will be held on Wednesday, May 20th in the TWFN Exhibit Area. Bidding will take place between 11:00 a.m. and 2:00 p.m., with a preview time beginning at 9:00 a.m. All of the items to be auctioned are original pieces of artwork or handicraft.

Donations of artwork and handicraft will be accepted until May 8th - please contact (b)(6) if you are interested in donating. Donations are tax deductible.

The Board will also be hosting a **Bake Sale** on May 20th in the TWFN Exhibit Area. Treats will be available beginning at 8:00 am. There will be sweet, savory, and allergy-friendly treats.

About the NRC Child Development Center

The NRC has an on-campus child care center at Headquarters. Operated by the Georgetown Hill Early School, NRC's child care facility is located on the P-1 level of the Two White Flint North building. Nearly 100 children, ranging in age from six weeks old to six years old, spend their weekdays at the center. The curriculum balances play and work, develops basic readiness skills, and assists the children to challenge and test themselves. The children experience the joys of learning. The center is accredited by the Maryland State Department of Education and by the National Association for the Education of Young Children. Enrollment is open to all children – not just those of NRC employees (although forty percent of the children are from NRC families). *(Continued on p. 15)*

2015 Montgomery County Science Fair



Several NRC staff participated in the Montgomery County Science Fair held at the Food and Drug Administration (FDA) at the White Oak campus in Silver Spring, MD on Saturday, March 14. The NRC staff served as judges and reviewed a wide range of projects from information technology, biology, behavioral and social sciences, chemistry, computer science and mathematics, engineering, and physics. Staff interviewed middle school and high school students about

the their projects. This year the following students and projects received awards:

Middle school:

1st place: (b)(6) North Bethesda Middle School (*Effect of Solar Mass Loss on the Orbital Stability of Lagrangian Points L1, L2, L4 and L5 in Sun-Earth Systems*).

2nd place: (b)(6), Argyle Middle School (*Shielding RFID Cards From No-Contact Pickpocketing*).

3rd place: (b)(6), Parkland Middle School (*Elasticity vs. Temperature*).

Honorable Mention (b)(6) Takoma Park Middle School (*A Bioinformatics Approach to Ebola*).

High School:

1st place (b)(6) Poolesville High School, Mathematical Modeling and Brain Activations Characterize Differences in Human Pattern Recognition under Conditions of Ambiguous Feedback.

2nd place: (b)(6) Clarksburg High School, An Innovative Refrigeration Systems for Vaccine Transportation to Remote Locations.

3rd place: (b)(6) Poolesville High School, Benchmarking of Conventional, Probabilistic, and Number-Theoretic Primality Tests.

Special thanks to science fair volunteer (b)(6)

(b)(6)

"It's Graduation Time"**DARF (b)(6) Graduates from Marine Officer Candidate School**

(b)(6)

(b)(6) recently graduated from Marine Officer Candidate School and was commissioned as an officer in a ceremony at the Quantico Marine Base in Virginia. (b)(6) graduated from the University of Virginia Business School, (b)(6) and subsequently worked in the financial sector in Boston. He has decided to pursue a goal of service to the country by flying aircraft in the Marines and is attending The Basic School at Quantico for the next seven months. Congratulations to the (b)(6) family!

(b)(6)

(b)(6) ADM, graduated from the FY 2014-2015 AAGEN (Asian American Government Executives Network) SES Program. Both of (b)(6)

(b)(6) attended her graduation ceremony. She is very grateful and indebted for all the support she received from her supervisors, from many of her SES managers, mentors, colleagues, and her friends in the NRC.



(b)(6)

If you have any special graduations coming up this season, send a photo and caption to NRCReporter.Resource@nrc.gov, and we will publish them in a future issue.

Child Development Center (Cont.)

The NRC Child Development Center, Inc. serves as an independent liaison between the NRC and Georgetown Hill. Its Board of Directors is made up entirely of volunteers. One of the missions of the Board is to provide need-based tuition assistance for children in attendance at the child development center at NRC headquarters.

Quality child care is very important, but it is also very expensive. In Montgomery County, on average, child care for children ages infant through preschool costs more than full-time tuition at Montgomery College and more than in-state tuition at the University of Maryland. But unlike college, families don't have eighteen years to save for child care! All children who attend the child development center at the NRC are eligible to apply for tuition assistance – whether or not they are children of NRC employees. Tuition assistance is not something that is available at many child care facilities in the area and is one more reason that the child development center at the NRC is so special. To date, more than 200 scholarships have been awarded.

Tuition Assistance fundraisers happen year round. The Board hosts bake sales, raffles, and other fun activities, like “Art for a Bright Start.” Thank you for your continued and enthusiastic support of our activities!

Upcoming PDC Courses

The PDC can meet many of your training requirements – be they technical or leadership/management courses. There are still seats available in many upcoming training classes (see list below). If you are interested in any of these offerings, please log into iLearn (<https://ilearnnrc.plateau.com/plateau/user/login.jsp>) and register. If you need assistance please call the PDC at (301) 287-0556.

Start Date	End Date	Item ID	Add'l Off.	Sch. Off. Description
05/11/15	05/12/15	ID_167145		RASCAL Training
05/11/15	05/11/15	ID_16143		E-Gov Travel Services 2 (ETS2)- Auditorium Overview Demonstration
05/11/15	05/11/15	ID_5026	10	E-Gov Travel Service 2 (ETS2)- Federal Approver Training
05/12/15	05/12/15	ID_5024	9	ETS2 Federal Traveler/Arranger Training
05/12/15	05/12/15	ID_47143	1	NRO Change Management Process
05/14/15	05/14/15	ID_47144		Spending Plan System (SPS) Class
05/18/15	05/20/15	ID_123144		Basic Presentation Training
05/18/15	05/22/15	ID_163144		Cost and Price Analysis
05/19/15	05/19/15	ID_46143		Introduction to Derivative Classification
05/21/15	05/21/15	ID_27144		COR Conversations
05/22/15	05/22/15	ID_167144	3	FAIMIS Credit Card Training
05/26/15	05/26/15	ID_1081		NRC Correspondence Management: SECY Papers
05/27/15	05/28/15	468	1	Site Access Training (H-100)
05/28/15	05/28/15	ID_3301		Communicating Naturally - A Basic Course in American Sign Language
06/01/15	06/05/15	516		Westinghouse Systems Overview (R-104P)
06/01/15	06/01/15	ID_3701		Supervisory Drug Education & Testing Program Requirements: Part 1-Drug Free Workplace for Supervisors
06/01/15	06/01/15	ID_3961		Supervisory Drug Education & Testing Program Requirements: Pt 2-Managing Employees in Troubling Times
06/02/15	06/04/15	ID_156144		E-Gov Travel Services 2 (ETS2) COGNOS Report Authoring Training
06/03/15	06/04/15	ID_164146		Cost Principles for Federal Grants
06/03/15	06/03/15	812		EEO and Diversity Refresher Training for Managers and Supervisors
06/03/15	06/04/15	1121		Recruitment, Behavioral Interviewing, and Selection
06/04/15	06/04/15	ID_135148		COR Workshop: Validation of Fee-Billable Contract & Agreement Costs
06/10/15	06/11/15	ID_51146		Effective Communication for NRC Inspectors (Breakout Room)
06/11/15	06/11/15	ID_153144		Severe Accident Progression - Direct Containment Heating
06/11/15	06/11/15	ID_122144	1	Verification of ITAAC Closure, Evaluation, and Status (VOICES) Training

Vol. 11

Issue 12

June 3, 2015

NRC Reporter

Protecting people and the environment

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REPORTER SUBMISSION INFO. FROM THE EDITOR

The *NRC Reporter* will be published monthly, on the first Wednesday of the month. The next issue of the *Reporter* will be published on July 1. **The deadline for submissions is June 24.**

In order to continue having an informative employee newsletter, I encourage you to submit articles and photos to the NRC Reporter inbox via email to: NRCReporter.Resource@nrc.gov

Editor: [Karin Francis](#)

Layout: [Stephanie West](#)

[Reporter Archive](#)

[Reporter Calendar](#)



RES Spearheads Shared Workspace Pilot Program

By Joe Zabel, RES

(b)(2)

Nepal Earthquake Rescue and Relief 2015

By Kevin Thapa (CSO)



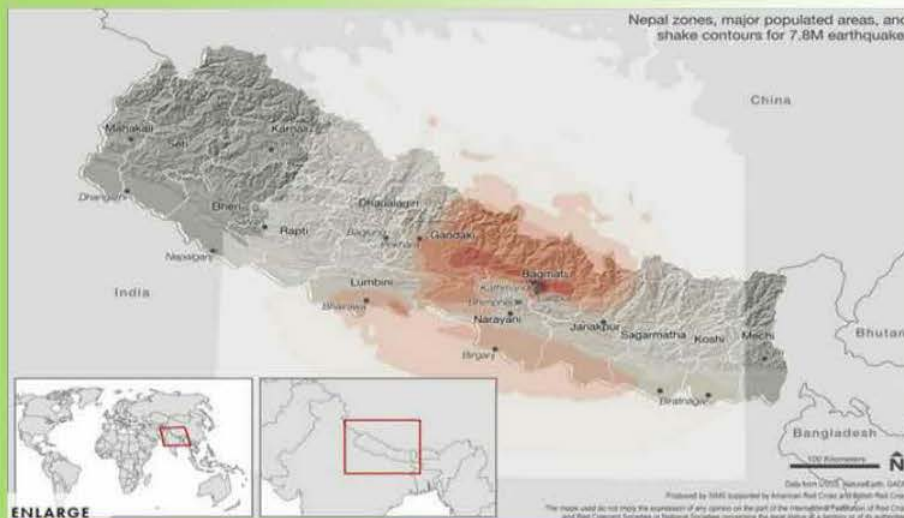
A major earthquake of 7.8 magnitude struck Nepal on Saturday, April 25, killing thousands and flattening centuries-old temples and buildings in the capital city of Kathmandu. The epicenter of the earthquake was at Lamjung village, 50 miles NW of Kathmandu. The authorities say that the earthquake was shallow, about 15 Km (9 miles) deep. Unfortunately, an aftershock with a magnitude of 6.7 occurred near Kathmandu (45 miles NE) on Sunday afternoon, April 26, which caused more damage to the buildings that withstood the first earthquake.

A 7.3 magnitude earthquake rattled the nation

on Tuesday, May 12, a powerful aftershock from the earlier earthquake. It was followed by more aftershocks, causing additional devastation. Again on May 16, another aftershock struck Nepal sending tremors across Bihar and parts of India. The total number of aftershocks has surpassed 650.

Initially, the rescue effort was limited to only certain accessible areas. Slowly, the rescue effort has reached the inaccessible countryside. People are still searching for family members buried under the rubble. Most are still afraid of going back to their homes since there have been on-going strong tremors every day. It is almost monsoon season in Nepal, which will complicate relief efforts and daily living.

NEPAL EARTHQUAKE FATALITY UPDATES (latest numbers we have): Over 9,000 people have died, 20,845 are injured, 350,000 (14 percent) homes have been destroyed, 500,000 homes are cracked and 8.2 million people are impacted by this massive Earthquake.



FY 2016 **External Training**
Data Call

[The External Training Data Call is Out.](#) The due date to submit external training requests for the first and second quarters (Q1 and Q2) of fiscal year (FY) 2016 is **June 9, 2015**. For guidance on how to submit your external training requests, please visit the [External Training Frequently Asked Questions \(FAQs\) SharePoint page](#).

International Travel Tips – Money Matters by Carlotta Coates, OIP

Do you recall hearing the phrase, “show me the money,” famously uttered by Cuba Gooding, Jr. and Tom Cruise, characters in the 1996 film *Jerry Maguire*? Back in 1996, when people traveled abroad, there were essentially two basic options for obtaining foreign currency for (or at) your international destination: take and exchange cash or take and exchange traveler’s checks. This is no longer the case, but with bank fees rising every year and exchange rates in constant flux, it’s hard to know what the best money management practices are when travelling abroad. When planning your next overseas trip, here are a few tips you may wish to consider:



Research currency conversions before you go. Make sure you do your homework before you travel to get a general sense of the conversion rate. Keep in mind the logic that local currencies follow. In Europe the system is decimalized, as in the U.S. There are a hundred “little ones” (cents, pence, grosz, stotinki) in every “big one” (euro, pound, zloty, lev). Only the names have been changed. Roughly determine what the unit of currency (euros, kroner, Swiss francs, or whatever) is worth in American dollars. For example, let’s say the exchange rate is €1 = \$1.40. If a strudel costs €5, then it cost five times \$1.40, or about \$7. Ten euros is about \$14, and €250 = \$350. Before you know it, you’ll be comfortable with the local currency.

Make sure your credit card will work in the country you’re visiting. Many European banks have switched almost completely to the more secure chip-and-PIN technology, and fewer businesses abroad are accepting the outdated magnetic-strip cards.

Notify your bank or credit card provider about where and when you will be traveling. Sometimes banks think it is fraud if transactions or unusual spending patterns are suddenly occurring in France when you live in Maryland, and they may deactivate your card as a security measure.

Ask your credit card company about fees for overseas transactions. Hidden card fees can make that post-trip card statement a very unpleasant surprise.

Go to a bank or ATM in the country you’re visiting. The conversion centers in the airport, in hotels, or around the cities tend to charge huge fees. You won’t get charged as many fees at the ATM or the bank, and the conversion will be exact.

Get real. Always deal with reputable, established currency exchanges; in many countries it is illegal to do so otherwise. If you deal with people on the street who offer you an “unbelievable deal,” you run the risk of getting counterfeit currency or worse, such as getting arrested.

Always have local cash. Not every place takes credit cards, especially places like trains or buses, or small shops that do not cater to tourists.

Safeguard all credit cards. Any credit cards that are unnecessary or invalid overseas (e.g., gasoline, department store credit cards) should be left at home.

European key pads have only numbers. You’ll need to know your personal identification number (PIN) by numbers rather than letters.

Loose change/coins. Spend them in the country you are visiting. If you have a pocket full of change, pay your hotel bill with them first, and then apply the balance to a credit card. Otherwise, you have a bunch of weighty souvenirs.

Check the country’s entrance/exit fees. Some countries require travelers to pay in order to enter and/or leave the country. Keep in mind that some countries even require that you pay the exit fee in its national currency, and you may need to set this aside rather than spend all of your local currency before getting to the airport.

Don’t over tip - research tipping practices for each country. Generally Americans tip 15-20 percent. Sometimes the tip is already included in the bill. If you’re not sure whether (or how much) to tip for a service, ask your hotelier or the tourist information office. In addition, in some countries it is considered impolite to tip for certain services. For instance, in many — but not all — countries taxi drivers expect to be tipped, while others may not welcome this courtesy.

In summary, be prepared. The next time you’re overseas and it’s time to pay the bill, and you are asked to “show me the money,” you will have the confidence to do so, without embarrassment or something worse.

Affordable College Learning Opportunities for Federal Employees and Their Families

Are the high costs of college tuition keeping you from pursuing higher-level educational opportunities? Starting this summer, Federal employees, their spouses, and qualifying adult family members can potentially access more than 60 nationally-recognized online undergraduate and graduate certificate and degree programs from Champlain College, a not-for-profit private institution in Burlington, Vt. Champlain College is a leader in adult online learning and, since 2006, is regionally accredited by the New England Association of Schools and Colleges.

Last month, the U.S. Office of Personnel Management (OPM) and Champlain College entered into an agreement offering affordable, high-quality online learning programs for Federal civilian employees and their qualifying adult family members. Online programs in fields such as cybersecurity, digital forensics, human resources management, accounting and project management are all available through truED® from Champlain College. See www.champlain.edu/truedfed for more details. Excluded from the agreement are the on-campus undergraduate and graduate programs.



Federal employees and their qualifying adult family members who want to take advantage of these online learning degree and certificate programs will still have to apply for admission at Champlain College and must be accepted through the college's regular admission procedures. Once admitted, an academic advisor will discuss educational goals with the student, and the student can register for classes. Students can log onto their courses at their convenience. The course requirements will be clearly stated in the course syllabus on the first day of class. Once the class begins, the lectures and assignments are posted online. Tools for the courses include an assignment tool, a testing tool, and even email for contacting classmates and professors privately. The next webinar "Everything you want to know about truED®", is available for viewing on June 9 at 11:00 a.m. and 2:00 p.m. and is accessible from the college's link listed above.

Champlain College's truED® for Federal employees offers different subscription payment plans making the online learning tuition more affordable. Rather than standard tuition payments, you can pay a monthly subscription fee. By choosing a truED® subscription level, you can earn a degree or certificate that costs 70 percent less than their traditional tuition. The plans range from the Basic Plan at \$250/month for undergraduate education to the \$800/month Executive Plan for a master's degree in Executive Leadership. The agreement between OPM and Champlain College allows federal employees to complete an undergraduate certificate for \$3,000, a bachelor's degree for less than \$12,000, and one master's degree can even be completed for under \$10,000. The tuition subscription levels are described [here](#) in detail, and answers to frequently asked questions about truED® are available [here](#).

"By partnering with Champlain College, OPM is helping provide access to high-quality educational opportunities that will allow our dedicated Federal employees to advance their careers and contribute to their agencies' mission success." - OPM Director Katherine Archuleta, April, 20, 2015.

For more information, please contact OPM's Learning and Development Team via email at learninganddevelopment@opm.gov or Champlain College toll-free at (877) 887-3960, and via email at truEDFed@champlain.edu.

There's a New Mandatory Training in Town by Victoria Barrett, OIS



The Information and Records Management (IRM) Team in the Office of Information Services and the Office of the Chief Human Capital Officer (OCHCO) jointly developed the new Web-based NRC Records Management Training. This mandatory records training satisfies the agency compliance requirements set forth in the IRM regulations in the *Code of Federal Regulations*, as well as the Presidential Memorandum M-12-18, "Managing Government Records Directive." It informs the staff and contractors of their responsibilities when creating and maintaining records, thus minimizing time taken from mission-related duties.

The new and improved NRC Records Management online training incorporates changes that have occurred in the federal IRM industry in the past few years, such as redefining what is considered a Federal record, how to handle records created while teleworking or using one's mobile device, and the National Archives and Records Administration's (NARA) role governing records management. The training course is available in iLearn (Course ID_151144) and will be added to all users' accounts as mandatory training. The training must be completed by all NRC users by August 31, 2015, and every three years thereafter by April 30.

The IRM team worked diligently with OCHCO to condense the content of this online training. It should now take users less than 30 minutes to complete instead of the two or more hours it used to take to complete. For a list of topics included in the training and background on the IRM Program Plan, staff and contractors may reference the article on the IRM training, published in the NRC Reporter in March 2015 ([Volume 11, Issue 9](#)) for more information.

Region III's "Take Your Child to Work Day"

The Region III Office hosted "Take Your Child to Work Day" on May 7. Twenty nine children, ranging from ages 4 to 18, participated in the fun-filled event. The children participated in age-appropriate activities and, after a morning of experiments and an inspection scavenger hunt, they enjoyed a group lunch along with their parents. The Regional Administrator, Cindy Pederson, and the Deputy Regional Administrator, Darrell Roberts, presented the children with certificates to mark their participation in this very special event.

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NRC Celebrates Asian American and Pacific Islander Heritage Month

In celebration of Asian American and Pacific Islander Heritage Month, the Asian Pacific American Advisory Committee (APAAC) hosted its annual luncheon on May 5, 2015, in the TWFN auditorium. The theme was "Many Cultures, One Voice—Promoting Equality and Inclusion." It was well attended with approximately 120 guests. Commissioner Jeff Baran inspired the audience when he remarked, "[w]e are celebrating the outstanding accomplishments that nearly 19 million Asian Americans have made to our country." He offered his personal reflections on Chinese heritage, and shared how deeply the theme resonated with him.

The keynote speaker was Rear Admiral Jon A. Hill, Program Executive Officer, from the U.S. Navy. He spoke about the significance of the work conducted by the U.S. Navy, both in the U.S. and around the world, noting that "95% of global commerce travels on the high seas." He gave his perspectives on cultural diversity and commented on his Hawaiian and Chinese heritage, describing how his mother cooked a variety of dishes on different occasions. His motivating message: "[a]ll of you are different. Continue to celebrate diversity, learn another language, and tap into the total population."

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The event featured an Indian classical dance in the Bharatanatyam style by Hamsa Balaji of Nriyjanjali Inc., Gaithersburg, MD. Ms. Balaji delighted the audience with two dances. The first, *Natesha Koutvam*, depicted the cosmic dance of Nataraja, the Lord of Dance (as described in Indian mythology) to establish goodness and peace. The second, *Thillana*, was a remarkable display of rhythms, poses, facial expressions, and intricate footwork.

Many of the attendees enjoyed the box lunches featuring Indian cuisine, catered from *Spice Grill* of Germantown, MD. The lunch menu included delicacies such as: "Butter Chicken," "Saag Paneer," "Chana Masala," and "Samosa" (appetizer). It also included a dessert, "Gulaab Jamun."

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served as master of ceremonies for the event (b)(6)

(b)(6) (NRR) was the recipient of the 2015 EEO award, in recognition of the mentoring and advice given to APAAC over the years (b)(6)

(b)(6) (NRR) was the award presenter (b)(6) (ADM) (b)(6) ar (b)(6) (NRR) presented an informative slide show featuring what APAAC is and what it does. The event concluded with remarks from Vonna Ordaz, the director of the Office of Small Business and Civil Rights.



Ms. Hamsa Balaji, dancer

Your Career - Powered by You – It's Up to You

by Karin Francis, OCHCO

*Your Career.
Powered by You.*

No matter which career you are in, there might be times when you need some guidance to assist you in developing and realizing your goals. Maybe you are curious about your work strengths and would like to take an assessment. You may want to apply for an opportunity, and it's been a while since you've updated your resume. You might be wondering which type of resume you should use: functional, chronological, or perhaps a combination of both.

We offer solutions to these concerns and more from our HRTD (human resources training department) by continually providing and updating information on our NRC intranet and training-related Share Point sites, listing various learning resources that can enhance the knowledge and skills of employees, which in turn can affect career growth and development.

For individual career guidance, you might want to consider the Career Counseling Program, administered by HRTD, and available to employees at headquarters and the regions. Career counselors have master's and/or doctorate degrees and are experienced with assisting employees in developing career strategies and exploring career-related issues in a confidential setting. NRC employees can have up to five sessions with a

career counselor, and can even take a Myers-Briggs MBTI® (Myers-Briggs Type Indicator), which is an assessment that provides a complete report indicating your work personality type and lists your career strengths and weaknesses. Career guidance is an employee development activity offered by HRTD. (It is not connected with counseling available through the Employee Assistance Program.) To sign up for career guidance, you will need supervisory approval and completion of a [registration form](#). For more information, contact [Karin Francis](#) of HRTD.

Career guidance and advice can also be obtained from a mentor. We are fortunate at the NRC to have many experienced leaders, executives, and subject matter experts willing to share their knowledge and give feedback to less-experienced employees. NRC also has a Mentoring Program, which can facilitate partnerships and offers opportunities for mentees to find mentors at events such as Flash Mentoring and seminars.

April 16 Flash Mentoring Event at HQ

All NRC employees are encouraged to prepare an IDP (individual development plan), a career roadmap, that is a living document that can change during the course of a career. Do you have an IDP? If you don't, your next question might be; how do I create one? The [IDP SharePoint site](#) has links to the Individual Development Plan Form (321) and additional sites, such as [GovLoop Academy](#), which offers an easily accessible twenty-minute online course on the development of the IDP. Opportunities are there for employee development, whether in the classroom, online, through courses listed in the iLearn catalogue, courses listed on other websites, or even by reading books accessed in iLearn's Books 24/7.

The training tab available from the NRC intranet site and the training and development tab from the OCHCO webpage list various links for learning opportunities. You might have heard about the emphasis on "Leadership at all levels". The [Leadership Academy](#) is a web portal that links employees with articles, videos, books, online training, and other offerings from the training catalogue of iLearn to assist employees with developing their individual leadership skills and effectiveness at all levels and stages of their careers. One example is the [Aspiring Leaders Certificate Program](#), which lists courses and activities available for senior staffers at GG-13 - 15 levels, potentially leading to advancement opportunities.

HRTD's Learning Transformation Team is developing creative hands-on virtual online courses accessible to employees at any time and any place. These courses are also cost-effective, as they do not require travel and classrooms. Classroom training is also available at headquarters; technical training is available through the Technical Training Center (TTC) in Chattanooga, Tenn.

Post-secondary level educational opportunities are now offered at discounts to Federal employees from respected institutions, such as University of Maryland University College and Champlain College. University of Maryland University College offers some classes and programs with up to a 25 percent discount on tuition. OPM has formed a new partnership with Champlain College for accredited online education. Almost all of the online programs qualify for the Federal discount at Champlain. Called truED®, this alliance even provides a subscription-level based program where a student can graduate potentially with no college debt. See the article on page 4 in this issue providing the specifics about this opportunity.

Leadership at all Levels Competency Model – Part II of a series

Professional Development Tools and Support

HRTD provides multiple tools and support to help staff use the “Leadership at All Levels Competency Model” as a roadmap for their professional skill development.

NEW* Individual Development Plan (IDP) SharePoint Site

IDPs are written plans you develop in partnership with your supervisor that identify the training and learning opportunities you need to reach your professional developmental goals. HRTD’s new IDP SharePoint site is a “one stop shop” for IDP assistance. The site contains templates, training videos, and other documents that will help you develop an IDP. Access “shared documents” on the [IDP SharePoint](#) site or contact Basia.Sall@nrc.gov.

NEW* Leadership at All Levels Competency Overview Worksheets

HRTD has also developed a two-page overview worksheet for each of the 32 competencies associated with the three professional development levels for staff identified on the Leadership at All Levels Competency Model. These sheets are available under “[shared documents](#)” on the IDP SharePoint site. Each sheet contains the following information: competency definition, sample behaviors that indicate attainment of the competency, and training options including online courses and Books 24/7 in iLearn, NRC classroom courses, and suggestions for learning opportunities outside the classroom. For more information, contact Dennise.Orlando@nrc.gov.

NEW* Classroom Training at the PDC

OCHCO/HRTD has added three new classroom courses to help staff develop skill in communication and interpersonal relationships, critical thinking, and conflict management. Multiple class dates of each of the three courses described below are available at the PDC starting in June 2015. Access iLearn for a detailed course description, session dates, and to enroll. Contact Dennise.Orlando@nrc.gov.

Critical Thinking for Problem Solving (ID_166145): This 2-day classroom course explores the dimensions of critical thinking and how to become a more creative problem solver.

Resolving Conflict through Effective Communication (ID_166144): This 2-day classroom course teaches you how to recognize and react appropriately to conflict in the workplace, as well as how to effectively communicate during conflict. (Supervisors and managers should take Conflict Management #1120)

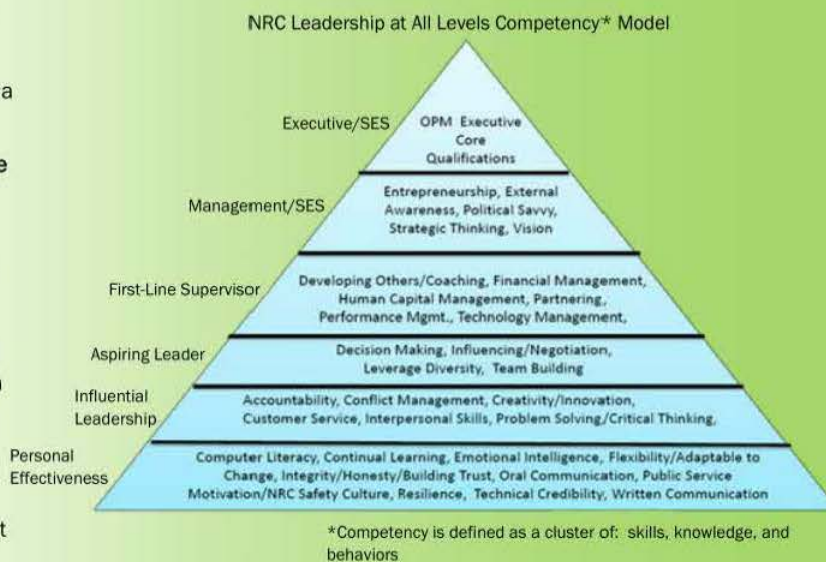
How to Have Difficult Workplace Conversations for Staff (ID_3623): This interactive 2-day course teaches strategies and processes for conducting difficult conversations in a productive manner. (Supervisors and managers should take How to Have Difficult Workplace Conversations for Supervisor and Managers ID_171144)

NEW* Aspiring Leaders Certificate Program (ALCP)

OCHCO/HRTD has launched a new certificate program for the NRC’s Leaders’ Academy ([Yellow Announcement](#)). The ALCP is a non-competitive leadership development program open to senior staff (recommend GG 13 – 15). It serves as a non-mandatory precursor to the Leadership Potential Program (LPP) to help interested NRC staff explore their desire to assume a supervisory position in the future. For further information, contact Basia.Sall@nrc.gov.

Career Counseling Program and NRC Mentoring Programs: HRTD offers two employee development programs that support professional development and career planning: the NRC Career Counseling Program and NRC Mentoring Program.

The [NRC Career Counseling Program](#) helps employees examine their career decisions and develop new career strategies for the future in a confidential setting. The [Mentoring Program](#) provides NRC employees an opportunity to discuss their career goals and aspirations with experienced NRC employees who volunteer to serve as mentors on a one-to-one basis. Contact Karin.Francis@nrc.gov or the HRTD webpage on the NRC intranet.



NRO OCWE Working Group Sponsors Difficult Conversations Workshop

(b)(6)

On May 5, The Office of New Reactors (NRO) Open and Collaborative Working Environment (OCWE) Working Group recently sponsored a "Difficult Conversations Workshop" attended by about 150 employees from several agency offices. The workshop focused on empowering employees to engage in conversations that allow them to express their views in an open and receptive environment.

Reactor Operations Engineer Andrea Keim, who is a member of the NRO OCWE Working Group, presented at the workshop and led the effort to coordinate and finalize the agenda. The workshop included tips and techniques to diffuse difficult conversations and make them more positive and productive. It also featured three possible work-related scenarios

depicting difficult conversations, including those between a technical reviewer and a project manager, one between two staff members, and another between two technical staff members and a manager. Follow-up discussions on all three scenarios were held to help attendees and participants identify lessons learned.

"We thought it was important to focus on all of the issues that enter into a difficult conversation," explained Keim. "For instance, we spoke about how to properly prepare; how to initiate conversation; how to ensure that participants stay open-minded, calm, and respectful; and how to appreciate the other person's perspective."

Ms. Keim noted that the scenarios "made real" the emotions, unhelpful statements, and overall awkwardness that pervade difficult conversations. "We all know the uneasiness that takes place when the one of the participants doesn't speak, engages in destructive direction, and lets their emotions take over. We tried to provide ways to diffuse such situations and suggest several solutions, such as developing an action plan that the participants can create, discuss and agreed on to move forward."

She praised the contributions of the "NRO Actors Studio" members who brought the scenarios to life: Mark Tonacci, Rollie Berry, Fred Miller, Larry Burkhart, Terry Jackson, Wendell Morton, and Deanna Zhang. Not only did they develop the scenarios, but "they took their roles of presenting the challenges of difficult conversations seriously yet also had fun in conveying these challenges and any possible solutions to the audience," said Keim.

Branch Chief Brian Anderson, facilitator for the workshop, applauded the lively participants. "The OCWE Working Group put a lot of effort into creating such a great event, but workshops like this are most successful when the audience actively participates," he pointed out. "Our audience was energetic, engaged, and insightful, which made all the difference."

The NRO OCWE Working Group hopes to sponsor similar workshops in the future, offered Geotechnical Engineer Ricardo Rodriguez, co-chair of the group. "The purpose of our group is to identify and propose recommendations to management to empower staff at all levels to develop and maintain a high standard of involvement in NRO's open, collaborative problem-solving and decision-making environment," he said. "These types of workshops are ideal in identifying challenges and developing recommendations to address them. In fact, they help us promote and sustain the open and welcoming environment in which we work." For more information, please visit the NRO OCWE Working Group [SharePoint site](#).

Upcoming PDC Courses

If you are interested in any of these offerings, please log into [iLearn](#) and register. If you need assistance please call the PDC at (301) 287-0556.

Start Date	End Date	Item ID	Add'l Off.	Sch. Off. Description
06/04/15	06/04/15	ID_135148		COR Workshop: Validation of Fee-Billable Contract & Agreement Costs
06/09/15	06/10/15	468		Site Access Training (H-100)
06/11/15	06/11/15	ID_122144	1	Verification of ITAAC Closure, Evaluation, and Status (VOICES) Training
06/11/15	06/11/15	ID_167144		FAIMIS Credit Card Training
06/15/15	06/19/15	1032		Westinghouse Technology Overview (R-201P)
06/15/15	06/16/15	ID_123145		Advanced Presentation Training
06/16/15	06/17/15	ID_1881		Understanding Radiation Health Risk Studies and How to Communicate Them
06/17/15	06/17/15	ID_2781		Information Technology (IT) Manager's Cyber Security Role-Based Training
06/23/15	06/24/15	968		AP1000 Introduction to Differences Course (R-107P)
06/23/15	06/24/15	1171		Performance Management
06/23/15	06/23/15	ID_47144		Spending Plan System (SPS) Class
06/25/15	06/25/15	1181		Employee Retention Tools and Techniques
06/29/15	06/30/15	ID_166145		Critical Thinking for Problem Solving
06/30/15	06/30/15	ID_2783		System Owner's Cyber Security Role-based Training
07/06/15	07/06/15	ID_182148		Psychological First Aid for NRC Responders
07/07/15	07/08/15	ID_179144		Project Management Essentials

"It's Graduation Time"

(b)(6)

ANNAPOLIS, Md. – (b)(6) of Phoenixville, PA (son of Thomas Dunn, Region I) successfully completed four years of challenging academic, physical, and professional military training, graduating from the U.S. Naval Academy, May 22, with a Bachelor of Science degree in Aerospace Engineering and a commission as a U.S. Navy Ensign. He is a graduate of Jackson Memorial High School in Jackson, N.J.

At the academy (b)(6) was a member of the sky and scuba diving clubs, and Drum and Bugle Corps. (b)(6) also participated in leadership training opportunities that included mountaineering on Alaskan glaciers, interning at the Johnson Space Center in Texas, and attending a semester at the U.S. Air Force Academy in Colorado as an exchange student. Chris' seamanship experiences beyond those at the Academy included time on the guided-missile destroyer USS Paul Hamilton DDG 60 and the Ohio-class nuclear powered fleet ballistic missile submarine USS Alabama SSBN 731 in Hawaii.

(b)(6) was one of over 21,000 applicants to the Naval Academy in 2011. While at the Naval Academy (b)(6) was selected as a 1st Regiment Honor Advisor and was promoted to the rank of Midshipmen Lieutenant Commander. (b)(6) received his service selection and will be traveling to Pensacola, Fla. for flight training to be a Naval Aviator. (b)(6) parents are very proud of his accomplishments and his dedication to serving his country.

(b)(6) recently graduated from East Hamilton High School. (b)(6) hopes to continue her education at the Tennessee Vocational Rehabilitation Center in Smyrna, Tenn. (b)(6) was awarded the Athlete of the Year for Southeast Tennessee Area 4 Special Olympics and was selected as the athlete to light the Olympic torch (pictured below right) for the area games on May 9 to officially launch the competition. (b)(6) has competed for many years in basketball, bocce, football, soccer, volleyball, track and field, swimming, bowling, horseback riding, and skating.

(b)(6) (pictured with (b)(6) below), a Reactor Technology Instructor at the TTC, along with other members of the Choo-Choo Chorus, sang the Star Spangled Banner to begin the festivities.

(b)(6)

“More Graduation Celebrations”

(b)(6)

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Issue 13

July 1, 2015

NRC Reporter

Protecting people and the environment

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REPORTER SUBMISSION INFO. FROM THE EDITOR

The *NRC Reporter* will be published monthly, on the first Wednesday of the month. The next issue of the *Reporter* will be published on August 5. The **deadline for submissions** is July 29.

In order to continue having an informative employee newsletter, I encourage you to submit articles and photos to the NRC Reporter inbox via email to: NRCReporter.Resource@nrc.gov

Editor: [Karin Francis](#)

Layout: [Stephanie West](#)

[Reporter Archive](#)

[Reporter Calendar](#)



OIS Wins Award for Excellence in Case Management By Gwen Hayden (OIS)

(b)(6)

The Enterprise Solutions Branch within OIS was presented with a "**Global Award for Excellence in Case Management**" on the evening of June 23. This award recognizes innovation across a world-wide base of practitioners and focuses on the successful creation and implementation of strategic solutions that change business or government mission activities in a positive and profound way. Typically, the award is presented in ten

specialty areas each year. In addition to being among several others winning an award, NRC was also recognized as the overall winner. This award is sponsored by the [Workflow Management Coalition \(WfMC\)](#) and has existed since 2011. Prior winners of the award have included: Fleet One Bank, Bank of New York, TIAA CREF, Kirtland Air Force Base, HUD, UBS Bank, the Texas Attorney General, and many other domestic and foreign companies and governments.

OIS' Enterprise Solution Branch was nominated for their innovative work on the **Business Process Automation Stack (BPAS)**. The BPAS environment has provided a base for a number of innovative developments such as: the **Public Meeting Notice System (PMNS)**, **NUREG-0933 System** for Publication of Generic Issues, and the **SECY and EDO Systems of Tracking and Reporting (STAR)**. Additionally, OIS recently leveraged BPAS to build a pilot application called the **Review Management System (RMS)** for the Office of Research (RES), the Office of Nuclear Reactor Regulation (NRR), and the Office of New Reactors (NRO). RMS organizes the review process for technical reviewers, provides an effective way to capture and transfer knowledge, simplifies collaboration and oversight, automates workflows and concurrence processes, and provides the ability to auto-generate draft Safety Evaluation Reports (SERs). RMS is a step-by-step tool that provides reviewers the flexibility to organize each review to meet their specific needs.

Continued on p. 4

Meet the Performance Improvement Officer



Did you know the NRC has a "Performance Improvement Officer" (PIO)? The NRC Reporter recently sat down with the current PIO, Melanie Galloway, to learn more about this position. Melanie is the agency's Assistant for Operations in OEDO and serves as the PIO in a collateral role.

NRC Reporter: What is a PIO?

Melanie: The PIO is charged with leading an agency's organizational performance management program. I'd like to mention that is different than performance management at the individual level, which is done through the appraisal process. This position is actually required by law (it was instituted by the Government Performance and Results Modernization Act in 2010).

NRC Reporter: What do you do in this role?

Melanie: I serve the agency by furthering the appropriate use of data in agency decision making. I lead and guide agencywide efforts such as strategic planning, developing organizational performance plans, monitoring and measuring organizational performance results, and identifying needed improvements. **Continued on p. 4.**

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Pentagon Promotion Ceremony

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Ceremony Commemorates Fermi 3 License Issuance

The NRC team and invited guests recently participated in a ceremony commemorating the issuance of the Fermi 3 combined license in the TWFN auditorium. The license authorizes DTE Electric Company to build and operate an Economic Simplified Boiling-Water Reactor (ESBWR) at the Fermi site, which is adjacent to the company's existing reactor near Newport, MI.

The event also recognized the top-notch efforts of NRC staff in completing the safety and environmental reviews that led to the issuance of the license. Congratulations to all those whose hard work and expertise made the combined license a reality!

Sitting at the table (l to r) are Frank Akstulewicz (DNRL Director), Glenn Tracy (NRO Director), Ron May (DTE Executive Vice President, Major Enterprise Projects), Chairman Burns

Second Row: Adrian Muñiz, Paul Fessler (DTE), Commissioner Ostendorff, Commissioner Svinicki, Commissioner Baran

Third Row: Michael Brandon (DTE), Caroline Reda (GEH President and CEO), Tekia Govan, Ronaldo Jenkins, Jennifer Dixon-Herrity, Mallecia Sutton, David Hardwood (DTE) Peter Smith (DTE), Jessica Umaña and David Misenhimer



How One Advisory Committee Will Make a Difference

by Jonathan Evans (NRR)

(b)(6)

"Stand up and Make a Difference," the motto for the 2015 Asian American Government Executive Network (AAGEN, pronounced ah×gin) Leadership Workshop, was a rallying cry to all who attended the conference, especially for the attendees from the NRC's Asian Pacific American Advisory Committee (APAAC). AAGEN promotes Asian American and Pacific Islander (AAPI) leadership in the Federal government by providing their own Senior Executive Service development program as well as forum for the AAPI community. This year, AAGEN held their leadership workshop and banquet with over 190 participants from the Federal and private workforce on Thursday, June 11, 2015 at the Crystal City Double Tree Hotel. Numerous diverse opportunities were provided to learn about career advancement from optimizing resumes and Executive Core Qualifications to learning the intricacies of working with Congress. Attendees from the NRC found the mentoring and networking opportunities at the event invaluable to their knowledge base and their future success. A special thanks to ADM's Publications Branch who sponsored the production of the conference program books. The sponsorship enabled 10 NRC employees to attend this workshop for free. APAAC would like to share the wisdom and insights gained from this event, and encourages staff to ask the attendees about their experience.

BEHAVIOR *matters*

Behavior Matters workshops are underway!

If you have the opportunity, sign up for a workshop!

If you are not sure how to sign up for a workshop, talk with your supervisor.

**Be safe and
happy during
this 4th of July
holiday
weekend!**



OIS Award Continued

The strength of the BPAS environment is its flexibility and cost. The environment is built utilizing existing software components and a reusable user interface (presentation layer) comprised of “widgets,” which can be thought of as small applications. They perform simple functions but can be arranged and re-arranged to suit the need of the application owner. Solutions built using this environment are typically three times faster and three to four times less expensive to create and to support.

The development and use of the platform for systems development has been a real game changer for the agency and has allowed the NRC to respond to critical challenges with greater speed. OIS thanks all of our partners across the agency for utilizing BPAS to support their mission requirements. Without their business and their willing participation during the solution development process, none of this work would have been possible. If our efforts have supported mission staff and improved their efforts, then we have done our job.

The award and the related case study will be published in the 2015 edition of the Adaptive Case Management (ACM) Excellence Series in November of this year.

From the wfmc.org website:

In 2011, WfMC inaugurated a Global Awards program for Adaptive Case Management (ACM) case studies to recognize and focus upon ACM use cases. Adaptive Case Management represents a new approach to supporting knowledge workers in today's leading edge organizations. ACM provides secure, social collaboration to create and adapt goal-oriented activities that enable informed decision-making using federated business data and content.

You can learn more about case study requirements and the finalists at www.adaptivecasemanagement.org.



PIO Interview Continued

NRC Reporter: What have you found most rewarding about being the NRC's PIO?

Melanie: I have found helping people to see the value of organizational performance management in moving the agency forward to be very rewarding. I have seen definite improvements over the past several years in the tools we use to measure our organizational performance. Across the agency, we are now using more meaningful, useful measures that more fully reflect the quality and outcomes of our work.

In addition, I am very fortunate to work with many dedicated staff and managers from across the agency, especially the Performance Improvement Panel, which is made up of Deputy Office Directors and Deputy Regional Administrators, and the Performance Management Working Group at the staff level.

NRC Reporter: What have you found to be most challenging about being the NRC's PIO?

Melanie: One area I have been focusing on is translating governmentwide approaches for organizational performance management to be more concrete and tangible for our use. For example, the current administration is very focused on using data and evidence to help improve an agency's organizational performance, so we have been incorporating that approach more fully into our processes and tools.

Another challenge is overcoming common misperceptions about the use of metrics, such as the resistance to being “red” on an indicator. We want to use indicators that show a range of results so we can have warning signs of attention or adjustments that may be needed. There is so much more value to focusing on having a solid plan of action for addressing a metric that may be “red,” than using indicators that always stay “green.” I really like this quote from Bill Bratton, former Commissioner of the New York Police Department: “No one got in trouble because the crime rate went up. They got in trouble if they didn't know why and did not have a plan to address it.”

NRC Reporter: Is there anything else you'd like to share?

Melanie: I really want to emphasize that everyone in the agency plays an important role in the agency's organizational performance. How well the agency is performing depends directly on each person's contribution. NRC has an extremely talented, dedicated staff, and it truly takes all of us working together to meet our mission and be able to adapt to changes and challenges in our environment.

To learn more about organizational performance management, see the related [NRC Reporter article](#) on this topic (on page 8) and visit the [Share-Point site](#).

Radiological Confirmatory Surveys Using GPS Mapping During Decommissioning Inspections By Julio Lara, Region III

Region III Division of Nuclear Materials Safety (DNMS) provides regulatory oversight and inspection of facilities and reactor sites in various stages of complex decommissioning activities. One such facility is the Westinghouse Hematite former fuel-cycle facility located in eastern Missouri. The Hematite site is contaminated with licensed radioactive material in excess of natural background levels. The impacted area contains contaminated structures, systems and equipment, radioactive waste burial pits, and contaminated surface and subsurface soils, sediment, and surface water. Licensee remediation activities continue to reduce radioactivity at the site to levels that meet the release criteria for unrestricted use and will subsequently permit termination of the license.

As part of the Region's oversight and inspection efforts, the DNMS inspection staff relies upon a varied inventory of in-house radiation survey instruments, detectors, and technologies to conduct confirmatory surveys. Select instrumentation and detectors are configured in decommissioning survey kits for different applications and specialized uses, such as the detection of low energy beta and alpha isotopes, and low energy gamma i.e., Field Instrument for Detection of Low Energy Radiation (FIDLER). Survey kits that are assigned to decommissioning inspectors are typically configured with a Ludlum 2241-3 survey meter connected to a varied inventory of radiation detectors e.g., Ludlum 44-10 (gamma), 44-9 (alpha, beta, gamma), 44-38 (gamma energy compensated with beta window), and 43-93 (alpha and beta) used to perform confirmatory surveys of completed Final Status Surveys (FSS) at active material decommissioning sites such as Hematite. DNMS decommissioning inspectors use the Ludlum 2241-3 survey meter with a 44-10 Sodium-Iodide (NaI) "2 x 2" detector coupled with a Trimble GPS receiver to perform direct measurements in open land areas and collect biased and random samples. The laboratory analyses of samples collected by Region III inspectors are performed by Oak Ridge Institute for Science and Education (ORISE), managed by Oak Ridge Associated Universities (ORAU) for the Department of Energy (DOE). DOE contractor (Idaho Labs) annually audits ORISE's analytical program for the NRC.

The Region III DNMS office also maintains an inventory of other instruments such as:

- Floor Radiation Monitor Ludlum Model 239-1F with Model 2221 Analog Survey Meter with Alpha, Beta, Gamma Adjustable Height Floor 425 cm² Gas Proportional Detector
- Berkley-Nucleonics SAM-940 Portable Isotope Identifier
- Ludlum Model 3 with 44-38 and 44-9 detectors
- Ludlum Model 2403 with 44-38 and 44-9 detectors used primarily by the Material Inspection Branch
- Ludlum Model 19 MicoR meters
- Thermo-RadEye G – Pocket-size wide range survey meters with Alarming features
- Berkeley Nucleonics (BNC) Model 970 Universal Multi-Channel Analyzer (i.e., future purchase and capability to be used with current inventory of Ludlum 44-10s)

The inspection staff within the DNMS Materials Controls, ISFSI, and Decommissioning branch (MCID) is responsible for oversight of five reactor and several materials facilities in various stages of decommissioning. Contact Bob Orlikowski, MCID Branch Chief, for more information or questions.



Figure 1 - DNMS inspectors Navid Tehrani and Daniel Strohmeyer conduct instrument operational checks at the Region III office during preparations to visit the Hematite facility.



Figure 2 - DNMS inspector Daniel Strohmeyer conducts radiation surveys at Hematite facility using Ludlum 44-10 NaI 2x2 gamma detector coupled with Trimble GPS instrument.

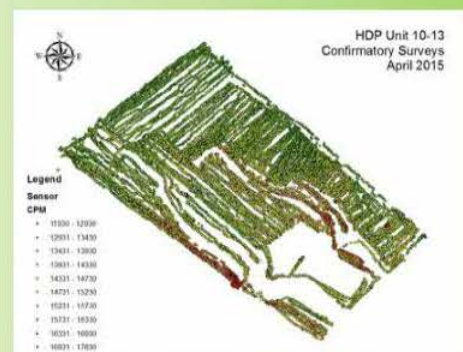


Figure 3 - Gamma Walk Over (GWS) Survey Results at the Hematite Decommission Project.

Professional Development Opportunities Outside the Classroom — Part III of a Series

Many organizations, including the NRC, are striving for a learning mix of 70–20–10 where 70 percent of learning is attained on-the-job, 20 percent of learning occurs through networking, coaching, collaboration and other informal learning activities, and only 10 percent of learning is attained through formal training. Based on this perspective, 90 percent of your professional development should occur outside the classroom or online training course. For example, the following are some less formal learning activities that you may want to consider as you develop your Individual Development Plan:

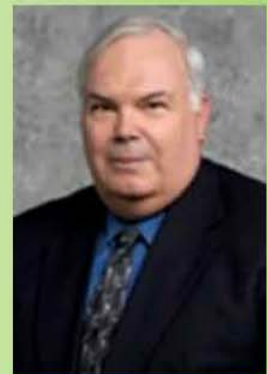
- coaching from one's supervisor
- networking with peers
- watching strong performers
- finding a mentor
- sharing knowledge at a brown bag lunch, short seminar or workshop
- accessing a knowledge database that provides standard operating procedures or information on how similar issues have been handled successfully in the past
- using a job aid or performance support tool
- participating in a problem-solving group or special team project
- volunteering for a stretch assignment
- going on a rotation
- joining a community of practice
- attending or presenting at a professional conference or workshop
- reading books in iLearn 24/7 or reviewing articles in professional journals and websites
- watching DVDs or online videos on professional topics of interest

All of these activities will help you gain more knowledge and experience, which in turn will enrich your personal and professional development. Additionally, your mentor might have suggestions for activities which could also enhance your career.

Ask SME and Learn Session with Jim Wiggins



The latest knowledge management (KM) video featuring *Ask SME and Learn Session with Jim Wiggins* is available for viewing. Mr. Wiggins, former Director for the Office of Nuclear Security and Incident Response, retired on May 1, 2015, with 41 years of federal service, 35 of which were with the NRC.



Jim was often asked "what's the best way to get ahead in the agency to move toward an aspirational goal?" In response, Jim shared two thematic points:

"Know your aspirational goal. Decide what you want to do, what you aspire to be, and how you want to get there."

"Don't sit and wait for someone to develop your career. Take charge of your own career and develop it yourself."

In the video you will hear more through his examples detailing how these points helped shape his career and advice for how to get where you aspire to be. You can view the video in full or in chaptered sections featuring Jim's career and his insights and experiences during some of NRC's pivotal events, including Three Mile Island, Davis Besse, and September 11, 2001.

The video can be accessed through ADAMS [ML15153A489](#) or iLearn [ID 185144](#).

If you have speaker or topic ideas for future *Ask SME and Learn* sessions, please send them to [Christine Steger](#), KM Program Manager. To learn more about the agency's KM program visit the [KM Website](#).

ADM's Ice-Cream Social Promoting FEVS Participation

By May Ma (ADM)

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The senior leadership team in the Office of Administration (ADM) hosted an Ice-cream Social on June 2. Approximately two-thirds of the ADM staff was served various flavors of ice cream with numerous toppings. Senior management encouraged staff to attend by sending an email stating "Come one – come all! Please come down and join us for the ice cream social. Many of you have already completed the Federal Employee Viewpoint Survey and we thank you. For those who have not, please take time today to let your voice be heard. Time is running out. We really want to hear from you." Around 2:00 pm, the auditorium atrium was filled with cheerful greetings and delighted discussions among staff representing each division within the office. ADM had a FEVS participation rate of 69 percent, a 6 percent increase from 2014.



Lynne Finch, Senior Program Analyst in NRR/DORL, released her 3rd book in June. *Female and Armed, A Woman's Guide to Advanced Situational Awareness, Concealed Carry, and Defensive Shooting Techniques* from Skyhorse Publishing is now available at major retailers. In her spare time, Lynne is a multi-discipline firearms instructor and writes for various publications. She wrote *Female and Armed* after she received questions from readers who wanted more information on advanced defensive techniques following the publication of her first book, *Taking Your First Shot*. Ed Miller, also of NRR/DORL is featured in many of the photos assisting and acting as an aggressor. Christine Kundrat, ADM/PMDA, was the principal photographer for the custom photos. This was truly an NRC collaboration.



New NRC Toastmasters Club Officers Installed



L-R: Gwen Hayden (OIS), Karin Francis (OCHCO), Janice Owens (OIP), Durgaprasad "DG" Gangiseti (OIS), Jonah Pezeshki (NSIR), Kimberly Meyer-Chambers (OCHCO), Kevin Holmes (ADM). Not pictured: Jenny Weil (OCA)

At the June 18 meeting, members of the NRC Toastmasters Club celebrated the newly installed officers for the new Toastmaster year, which starts July 1. The new club officers are:

- President: Durgaprasad "DG" Gangiseti (OIS)
- VP, Education: Jonah Pezeshki (NSIR)
- VP, Membership: Kevin Holmes (ADM)
- VP, Public Relations: Kimberly Meyer-Chambers (OCHCO)
- Treasurer: Gwen Hayden (OIS)
- Secretary: Jenny Weil (OCA)
- Sergeant-at-Arms: Janice Owens (OIP)

The immediate past President, Farzad Aidun, from the U.S. Department of Education gave his final remarks. Karin Francis, the outgoing Area 65 Governor, conducted the officer installation ceremony. Following club tradition, the meeting attendees toasted the new officers with sparkling beverages. NRC Toastmasters Club achieved Distinguished Club status for the 2014 - 2015 year, a ranking from Toastmasters International for meeting membership, educational, and leadership goals. Area 65 achieved President's Distinguished Area status for the year.

New Records Management Training –
Learn Completion Due By August 31, 2015

“ Graduation Celebrations”

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It's Time to Meet Patrice Reid

Office/Location: Professional Development Branch, Human Resources Training & Development, Office of the Chief Human Capital Officer, Headquarters

Title: Senior Organizational Development Specialist

What I really do: I work with the organizational development team providing consultative assistance to the program and corporate offices as well as to the regions. In this role, I am responsible for leading activities in the area of organizational culture, change management, employee engagement, and survey action planning. I am also involved in the design, development, and implementation of agencywide interventions and organizational engagements - - all of which help to ensure that NRC remains one of the best places to work in the Federal government.

Time w/ NRC: I have been with the NRC for approximately two months.

Previous employers: Prior to working at the NRC, I was employed by the Veterans Health Administration in Orlando, FL as an organizational development psychologist; the Office of the Secretary of Defense at Patrick Air Force Base, FL as a senior research psychologist; and (b)(6)

(b)(6) where I had my first hands-on experience as an organizational development specialist.

Biggest challenge: (b)(6)

Birthplace: (b)(6)

Favorite Restaurant: (b)(6)

(b)(6)

Favorite sports: (b)(6)

Favorite vacation spot: (b)(6)

(b)(6)

Favorite music: (b)(6)

(b)(6)

Favorite TV show: (b)(6)

Favorite book: (b)(6)

(b)(6)

Is there some aspect of your life you think NRC staff would be surprised to know about? (b)(6)

(b)(6)

When I'm not working, I . (b)(6)

(b)(6)

The person in history I would most like to meet: (b)(6)

The kind of car I would like to drive: (b)(6)

(b)(6)

Most important influence in my life: (b)(6)

If I won the lottery: (b)(6)

(b)(6)

Keys to success: (b)(6)

Any other item you would like to include: (b)(6)

(b)(6)

(b)(6)

NRC Reporter

Protecting people and the environment

Inside this issue:

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Editor: [Karin Francis](#)

Layout: [Stephanie West](#)

Reporter [Archive](#)



NRC Receives CEAR and "Best-In-Class" Awards

Several agency representatives attended the annual Association of Government Accountants (AGA) Award Ceremony at the National Press Club in Washington, DC on May 20, where the NRC was recognized for its excellence in financial and performance reporting.

The NRC received its fourteenth consecutive Certificate of Excellence in Accountability Reporting (CEAR) Award for its [Fiscal Year \(FY\) 2014 Performance and Accountability Report \(PAR\)](#). The CEAR Award recognizes the NRC for giving clear insight into the agency's spending and program performance.

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The AGA also recognized the NRC with a Best-In-Class award for having the "Most Comprehensive Schedule of Spending (SOS)" accounting report (PAR pages 151-153). As excerpted from the PAR: "The SOS is a summary and comparison of how the NRC spent money during FY 2014 and FY 2013. The SOS presents all budgetary resources and obligations incurred for the NRC... The obligations incurred include personnel compensation and benefits, contracts, agreements between Federal agencies, travel, training, grants, and bankcard purchases below the micro-purchase threshold."

In presenting the award, the AGA explained the elements of the NRC's SOS that made it stand out as "Best-In-Class":

"This agency's report presents the spending sections by program and provides explanations for each category in the "How the Money was Spent" section. Each line in the "What Money is Available to Spend" section provides detailed explanations of each line. The report also breaks the nonfederal portion of "Who Did the Money Go To" into different categories such as for profit, individuals, state and local government, and others."

The Best-In-Class awards are presented to agencies who have demonstrated excellence in specific reporting areas that are important to performance and accountability.

Congratulations to everyone at the agency involved in making the PAR an award-winning document!

Joe Rivers Named Fellow of the Institute of Nuclear Materials Management (INMM)

By Marshall Kohen, NSIR



At the 56th Annual Meeting of the INMM in July 2015, Joe Rivers was elevated to the status of Fellow. Currently, there are fewer than thirty Fellows amongst the INMM's 1,100 members. The INMM is an international professional society dedicated to development and promulgation of practices for the safe, secure, and effective stewardship of nuclear materials through the advancement of scientific knowledge, technical skills, policy dialogue, and enhancement of professional capabilities. Nuclear materials management involves the production, use, storage, transport, handling, protection, accounting and other essential aspects involved with the essential elements of the civilian nuclear fuel cycle; most notably, uranium and plutonium. INMM members hold careers both in government and in the private sector, in fields ranging from facility operations to international safeguards, and from materials packaging, transportation, and disposition to nonproliferation and arms control.

Joe Rivers is the Senior Level Advisor on Security for the Division of Security Policy in NSIR. His areas of responsibility include material attractiveness related to the categorization of nuclear and radioactive materials with respect to construction of improvised nuclear devices and radiological dispersal devices, chemical security of high-risk chemicals, critical infrastructure protection issues, and developing a more risk-informed approach for the security

of nuclear facilities. He serves as the Chair of an IAEA Coordinated Research Project to develop Nuclear Security Assessment Methodologies for a wide range of nuclear and radioactive facilities. Mr. Rivers has thirty years of experience in nuclear safeguards and security. Prior to joining NRC, Mr. Rivers was Manager for the Nonproliferation Support Program in the U.S. Department of Energy (DOE). In that position, he was responsible for preparing DOE facilities to host international inspectors under a variety of arms control and nonproliferation treaties and initiatives. Prior to the position at DOE, Mr. Rivers served as Chief Scientist for Nuclear Safeguards and Security for Science Applications International Corporation. He is currently the President of the INMM's Northeast Chapter.

Behavior Matters Update by Lance Rakovan (OEDO)

As of July 31, 2015, we have completed 52 Behavior Matters workshops with staff and management from across the agency. In comparison, we conducted 30 Behavior Matters cafés total during Phase I, and we are nowhere near finished with the workshops! Thanks to all of you who have helped make this phase of the initiative so successful.

We take your opinions into consideration in order to provide the best experience possible. In the past year, we have reviewed almost a thousand feedback forms from workshop participants. While the feedback has been overwhelmingly positive, there is always room for improvement. One suggestion that repeatedly pops up is for a demonstration of some of the techniques covered during the workshop, and we are looking to produce a few short videos to provide a visual example. There have been some mixed feelings on how supervisors should be participating, or if they should be taking separate workshops. We understand the concerns. However, we hope that supervisors and their staffs, taking the course together, will build trust and improve communication and cohesion within a group.

Unfortunately, the contract with our current organizational development contractor, Suntiva, comes to a close as FY15 ends. Because of this, we may have to put the workshops on a hiatus to bring new instructors up-to-speed. Given this, and the fact that we have primarily scheduled workshops by office or region, we wanted to provide staff (well, at least HQ staff) with the opportunity to sign up for an open enrollment workshop before the end of the fiscal year. Thus, we have placed an open enrollment Behavior Matters workshop in iLearn (Seminar ID_87143) for Thursday, Aug. 20, 2015, from 8:30 a.m. – noon, EDT, at the PDC, 3WFN 02A36. If we have enough interest, we will try to find a date to have a second open enrollment workshop before the end of September.

Once a new contractor is on board and ready to facilitate, we will resume scheduling workshops. There are a few offices that have not had an opportunity to participate in a workshop and more than a few requests from offices asking for additional workshops.

As always, your support of the Behavior Matters initiative is appreciated. If you have any questions about the initiative, please contact me. More details coming soon.

Behavior Matters workshop for HQ staff: Aug. 20, 2015, from 8:30 a.m. – noon, EDT, at the PDC, Classroom 3WFN 02A36. Register in iLearn, Seminar ID_87143.



NRC's 2015 Pre-College Symposium



Diversity Matters

On Wednesday, July 15, 2015, NRC hosted its third Pre-College STEM Experiential Learning Symposium for 40 high school students participating in Fort Valley State University's (FVSU) Mathematics, Engineering and Science Academy (M-SEA) program. The Cooperative Developmental Energy Program (CDEP) started the M-Sea program in 1993 at FVSU, recruiting talented scholars for careers in the energy industry. The M-

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SEA students study the fields of energy, mathematics, earth science, biology, engineering, and computer science. These students have to: (1) be recommended by a school counselor, principal, math or science teacher; (2) have an overall GPA of 3.0 or above on a 4.0 scale; and (3) have a B or above average in math and science subjects.

The symposium kicked-off with a warm welcome from Melody Fopma, Associate Director, Office of Small Business and Civil Rights (SBCR). The students then watched the video "NRC and Your Community." Michael Johnson, Deputy Executive Director for Reactor and Preparedness Programs, engaged the students with his background and a presentation on Nuclear Regulation. Presenters from NRO, NMSS, Region II, and SBCR highlighted the STEM professions that exist at the NRC and the requisite knowledge and training required for these professions. In addition, students received information on the programs offered by the Office of the Chief Human Capital Officer (OCHCO) and SBCR that exist to provide outreach and support to students. A huge bonus for the students were the tours of the Data Center provided by Kenneth Dunbar of the Office of Information Services (OIS, where students learned about the NRC's computer systems, applications, telecommunications, and storage systems.

FVSU is a recipient of an NRC grant under the Minority Serving Institutions Program (MSIP), administered by the Outreach and Compliance Program (OCCP), SBCR.

NRC Summer Hires by Auburn Mann (OCHCO) Summer Hire

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The NRC's Summer Hire program serves as a bridge between the academic and professional worlds offering many opportunities for bright and ambitious college students to gain experience and knowledge of the NRC. Each summer students are hired to assist with an assortment of projects in a wide range of offices and programs. This summer we have over 50 interns with a variety of backgrounds, ages, and education levels. "It is wonderful to see that we are able to give the summer hires an opportunity to learn about the NRC and to nurture the enthusiasm and motivation of potential future employees," said Elaine Raphael, Summer Hire Training Coordinator.

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New Training Classes at the PDC

The Office of the Chief Human Capital Office, Human Resources Training and Development (HRTD), announces the availability of new open enrollment training classes at the PDC on interpersonal skills and project management. These Management Concepts classes are currently available for registration in iLearn, and are being scheduled onsite in response to training needs identified in the external training data call. (Note: The project management classes will not be scheduled after March 2016. Staff are encouraged to take advantage of these learning opportunities while they are available.)



Project Management:

Project Management Essentials (ID_179144): 2-day classroom course introduces project management concepts and terminology, and teaches how to apply the basics of project management to your work. *September 28-29 & December 2-3, 2015; February 16-17, 2016*

Leadership and Communication Skills for Project Managers (ID_179145): In-depth 3-day course helps project managers access their own personal styles via the MBTI; describes barriers to team performance, reviews the stages of team development; and explains how to best motivate, resolve conflicts, and manage agreement. *December 14-16, 2015 & March 1-3, 2016*

Agile Project Management for the Federal Environment (ID_201144): In-depth 3-day course addresses the application of agile project management technologies at the Federal level. *January 25-27, 2016*

Interpersonal Skills:

Building and Sustaining Teams (ID_197145): 2-day course helps you build high-performing teams, sustain team excellence, and improve your skills as a team leader. *January 25-26 & March 6-7 2016*

Customer Service Skills and Techniques (ID_179146): 2-day course explores techniques for building outstanding customer relations, responding to difficult customers and recovering from service breakdowns. *November 23-24, 2015 & March 9-10, 2016*

Influencing Skills (ID_197145): 2-day course explains how the brain relates to your ability to influence others, and teaches techniques for building emotional intelligence, and strengthening relationships and networks. *January 19-20 & March 16-17, 2016*

New Share Point Site for the NRC Business Process Improvement Program

(b)(2)

Dress for Success Clothing Drive for Jubilee Jobs

The NRC Chapter of Blacks in Government (BIG) and the Advisory Committee for African Americans (ACAA) are sponsoring a "Dress for Success" clothing drive. The drive started on July 13, 2015, and will end on September 18, 2015. The purpose of the clothing drive is to support clients of Jubilee Jobs.

Jubilee Jobs is a non-profit organization that provides skilled job readiness and placement services to residents of the metro area who have struggled to find employment. Last year, Jubilee Jobs was successful in obtaining 1044 jobs for its clients.

BIG and ACAA want to provide new and/or gently used clothes, shoes, and accessories suitable for job interviews, on-the-job training, and jumpstarting a new career. Based on last year's successful drive, the NRC was able to donate clothing to support several clients of Jubilee Jobs over several months. This year's "Dress for Success" clothing drive will again support those attempting to enter or re-enter the workplace. Jubilee Jobs is especially in need of men's attire and accessories.

Recommended items:

Men: Dress shirts, ties, slacks, suits, cuff links, tie clips, shoes, belts, briefcases, and portfolios

Women: Blouses, skirts, shoes, slacks, belts, earrings, bracelets, briefcases, and portfolios

Receptacles will be available in the lobby area and garage of the OWFN and TWFN buildings. Please feel free to contact one of the following BIG/ACAA members for assistance with picking up items or to answer any questions you may have.

Contacts:

(b)(6)

Note: Tax receipts for all donations are available upon request.

For more information about Jubilee Jobs, visit its website at www.jubileejobs.org.

NRC Staffer Marks 50 Years with the Geological Society of America

(b)(6)

Army Birthday Celebration

by The Veterans Employment Resource Group

The Headquarters staff celebrated the Army's 240th birthday, Thursday June 11th, with remarks by Chairman Stephen Burns and a traditional cake cutting ceremony.

In his remarks at the very well-attended event, Chairman Burns praised the Army and its soldiers for their role in protecting the Nation. The Chairman noted that the ceremony also provided an important opportunity to recognize the more than 800 veterans on the NRC staff, and that he is grateful for their service to the NRC and the country. For the Commission, it is a priority to support our veteran military and to encourage efforts to ensure that veterans are well-represented throughout the Federal government.

Joining the Chairman cutting the cake were Susan Stuchell and James E. Vaughn of the Office of Nuclear Security and Incident Response (NSIR). Susan was the Senior Ranking Soldier present; having been commissioned in the Army as a Military Police Officer in May of 1979 and retired with 30 years of service in July of 2009. She was a ground breaker in terms of women in the military; she served at all levels of command up to Battalion Commander. She was deployed to Guantanamo Bay, Cuba in 2002, where her unit stood up Camp Delta.



James was the junior soldier in terms of paygrade. He retired with twenty years of Active service November 1, 2000. He served 10 years in the European Theater, 5 tours to Guantanamo Bay, Cuba, and a tour in Somalia.

It is a custom of the military to identify the senior and junior service members for the cake-cutting as a way to honor all service members.

Commissioners Kristine Svinicki and William Ostendorff also attended the ceremony.

The Army dates its official birth to June 14, 1775, when the Continental Congress authorized 10 companies of riflemen, approved an enlistment form, and appointed a committee to draft rules and regulations for the Army, according to an article by Robert Wright at the Center of Military History.

In his 2015 [YouTube Army Birthday Message](#), Secretary of the Army the Honorable John M. McHugh stated, "For more than 240 years, our Army has served America with extraordinary Soldiers, Families and civilians, who are committed to selfless service. Today, we celebrate the competence, character, and professionalism of these Soldiers – past and present – who make up our nation's premier all-volunteer Army. On this very special day, on behalf of a grateful nation, we'd like to wish all of you a very Happy Birthday."

The Army Reserve has its own birthday of 107 years to celebrate this year. According to the United States Army Reserve 2015 Posture Statement, the Army Reserve has 197,830 citizen soldiers with technical, specialized, and professional skills in logistics, transportation, training, health care, engineering, information technology, communication networking, and law enforcement, to name a few of the Reserve's capabilities. Since the events of 9/11/2001, over 280,000 Army Reserve Soldiers have mobilized and deployed to support the global war on terror and homeland security. There are approximately 16,058 Soldiers serving in direct support of Army Service Component Commands and Combatant Commands across the globe. [Data source](#)

There were several people who were key to the success of the celebration. They included Mickey Freeland, formerly of NSIR, originator of the idea for the celebration in 2007. James E. Vaughn of NSIR was this year's principal planner; the National Anthem was sung a cappella by Twana Ellis of the Atomic Safety and Licensing Board Panel (ASLBP); the narrator for the event was Barry Wray, Amanda Hall and Lorena Walls of NSIR were in charge of obtaining the cake and other refreshments; communications were led by Susan Stuchell NSIR and Cynthia Carpenter of ADM; and graphics/posters/multimedia banners were coordinated by Joanne Savoy of OIP.

DACA Lunch and Learn Events

The Diversity Advisory Committee on Ageism, in partnership with the Office of the Chief Human Capital Officer and the Employee Assistance Program (EAP), will sponsor two lunch-and-learn events. On Monday, Aug. 24, from 12-1 p.m., Jeannie Dougherty, EAP's on-site counselor will discuss "Alzheimer's and Diseases of the Mind." The next session will be on Tuesday, Aug. 25, from 12-1 p.m. Ms. Dougherty will discuss "Aging and Caregiving." Both sessions will be in 3WFN 8A 28.



In other words...please!

Pursuant to the standards of the Open Government Initiative of 2010, and under the executive authority of the President of the United States of America, the NRC and all other independent and executive agencies of the United States Government are required to generate written material, whether for publication or print or on an individual agency website or other location on the internet, that is comprehensible and usable for citizens of the United States.

In other words:

As part of the Open Government Initiative, the NRC must make information easier for the public to read and use.

That first sentence was a doozy. The average reading level of American adults is equivalent to grade 9, and according to the readability test in Microsoft Word, that first sentence was considerably north of the average. Don't worry though; the rest of this document scored an 8.

Generally, at the NRC, we want the grade level of a document to be 12 or lower. This means that a student in grade 12 can easily read it. While the first sentence is an exaggeration, there are NRC documents with grade levels much higher than necessary. Higher grade levels are common in industries that use technical terms. Certain phrases used in the nuclear industry can't be simplified, but you can still reduce the grade level without changing information. Part of our job as a Federal agency is communicating information to the public. Find your document's grade level and follow these tips to help get your message across.

To find a document's grade level:

Go to the **File** tab in Microsoft Word.

Select **Options**.

Select **Proofing**.

Check the box for **Show readability statistics**, and click OK.

Then go back to your document and run a **Spelling & Grammar** check on your document; the readability statistics will follow.

Tips for lowering your grade level:

Use words with fewer syllables. For example, say "near" instead of "close proximity" or "part" instead of "component." Dictionaries and thesauruses are good resources for finding simpler synonyms.

Keep sentences under 20 words. The shorter the sentence, the easier it will be to read. Take out redundant words and unnecessary adjectives to reduce sentence length. Consider the sentence, "*Josie always writes boring, monotonous reports.*" The words "boring" and "monotonous" mean the same thing in this case. Since "monotonous" has more syllables than "boring," the improved sentence should read, "*Josie always writes boring reports.*"

Stick to one idea per sentence. Sentences with more than one main idea are hard to follow. Take the sentence "*Josie, the official report writer, decided to call in sick to stay home with her dog today.*" It meets the 20 word rule. It also contains more than one idea. Splitting it up "*Josie is the official report writer. She decided to call in sick to stay at home with her dog today*" gives each sentence a main idea.



Avoid passive sentences. In a passive sentence, the target of the action becomes the subject. In the sentence, "*Safety reports are written by Josie,*" the "safety reports" phrase becomes the subject. In an active sentence, the subject – Josie – performs the action. Therefore, the sentence should read "*Josie writes safety reports.*" The readability statistics will show you the percentage of passive sentences in your document.

Avoid jargon and excessive acronyms. Like most government agencies, the NRC uses many acronyms. If you need to write a phrase several times, write it out in

full the first time you mention it and use acronyms afterward, or use a suitable generic term. For example, instead of using the acronym PSDAR use "report." Avoid overly technical terms unfamiliar to your audience.

Lowering the grade level isn't the only way to make a document readable. Defining complex terms and using analogies when possible can help communicate difficult concepts. Breaking up long passages with headings and tables adds some organization to a document.

For more ways to improve readability, check out the Plain Language course available in [iLearn](#).



Celebrating-Ourselvesand Each Other

By Auburn Mann, OCHCO (Summer Hire)

(b)(6)

During the early afternoon of June 25, OCHCO employees gathered in a conference room chatting, laughing and lining up in front of a gorgeous assortment of decorated desserts. They sampled and voted on their peers' culinary proficiencies as part of an anonymous bake-off during the "Celebrating Ourselves... and Each Other" party.

According to an email memo originally disseminated on Tuesday June 10, the event was intended to "include opportunities to not only share the low-down on your latest project, but to also celebrate your life outside of work, to share some little known facts about YOU, and to show off your fabulous baking skills." As advertised, the bake-off was almost a marginal element of the early summer afternoon, with the main objective being getting to know each other better. "We work in the same office, supporting the agency, and yet with the separation of the two floors, many of us don't know each other," said (b)(6)

(b)(6) organized the event.

"We often get so wrapped up in our purpose of supporting the agency that we forget about ourselves," said (b)(6). "Wonderful things have happened within the OCHCO family over the past year: there have been births, marriages, graduations, new homes, etc. that few of us have had the opportunity to learn about."

There were photos of various employees' newborn children and grandchildren flashing on the screens around the room, and a celebration board where staff members could personally record their latest professional or personal highlights. In addition to the bake-off, there was a "Who Am I" game, hosted by (b)(6) which operated on the objective of participants guessing the name of a co-worker after announcing three little known facts about the individual. (b)(6) showed a humorous Jib Jab video starring five OCHCO staff (b)(6)

(b)(6) singing and dancing to the music video of Pharrell Williams' *Happy*.

Each contestant's entry received a number and a category placement. There were cake, brownie, pastry, and "other pastries" categories. Attendees voted by marking the number of their favorite dessert. Among the winners were (b)(6) (b)(6) triumphed in the pastry category.

The winner of the overall prize and the cake category was (b)(6)

(b)(6)



"The Prize"

Although (b)(6) noted that she was proud to receive the 2015 Bake-off Trophy (a Pillsbury Doughboy doll wearing a blue sash emblazoned with OCHCO), she was more appreciative of the party itself. The OCHCO "Celebrating Ourselves... and Each Other" event was a lot of fun, with friendly competition, delicious desserts, and entertaining activities that allowed us to learn more about our co-workers," said (b)(6)

UMUC ONLINE OPEN HOUSES for Federal Employees

Attend one of the [ONLINE OPEN HOUSES](#) for Federal Employees during the month of August to learn more about University of Maryland University College (UMUC) and the benefits available through the FED Program. This interactive WebEx session provides an opportunity to pose questions and receive real-time feedback.

Register for one of the dates below at www.umuc.edu/fed

Monday, Aug. 10, 2015, 2-3 p.m.

Tuesday, Aug. 11, 2015, 10-11 a.m.

Topics include:

- UMUC's more than 95 degree and certificate programs available 100% online!
- How to qualify for a 25% discount on out-of-state tuition for most programs
- Strategies for student success
- Five easy steps to get started

Information will also be posted on HRU.gov see (<https://hru.gov/Training/UMUC.aspx>)



OCFO Open House

The Office of the Chief Financial Officer (OCFO) held its first ever Open House event on June 10. The theme was "Summer Vacation" locations. The attendees had an opportunity to guess the OCFO Branch locations based on the decor. More than 200 agency employees attended the Open House. Between the food and fun, OCFO had an opportunity to share its mission and operations. OCFO thanks everyone who attended and made the event a success!

(b)(6)

New Records Management Training –
i Learn Completion Due By August 31, 2015

NRC Summer Hires Cont.

(b)(6)

To view a list of the 2015 Summer Hires, click [here](#).

ICE CREAM!!!

I Can **E**xplore **C**areer Tools, **R**esources, fr**E**e courses, **A**nd the **M**edia center (**ICE CREAM**) on Human Resources University (HRU). The HRU website lists information about career tools, such as HR career paths, individual development plans, resources on studio pages for mentoring, recruitment, and retirement. It includes over 60 free courses and a media center.

Summer is a perfect time to remember your **ICE CREAM** with [HRU.gov](#).



“ Graduation Celebrations”

(b)(6)

It's Time to Meet Auburn A. Mann

Office/Location: OCHCO/ADHRTD

Title: Student Management Assistant Summer Hire

What I really do: I assist with various programs focused on training and staff development. So far I have provided ideas for the Leadership Academy, searched and compiled links to websites that offer information pertinent to ELS (Executive Leadership seminars), and I have assisted Office of the Chief Human Capital Officer (OCHCO) and other human resources staff with different projects.

Time w/NRC: This is my second month with the Nuclear Regulatory Commission.

Previous employers: (b)(6)

(b)(6)

Biggest challenge: (b)(6)

(b)(6)

Birthplace: (b)(6)

Favorite Restaurant: (b)(6)

Favorite sports: (b)(6)

Favorite vacation spot: (b)(6)

Favorite music: (b)(6)

Favorite TV show: (b)(6)

(b)(6)

Favorite book: (b)(6)

Is there some aspect of your life you think NRC staff would be surprised to know about? (b)(6)

When I'm not working, I (b)(6)

The person in history I would most like to meet: (b)(6)

The kind of car I would like to drive: (b)(6)

Most important influence in my life: (b)(6)

If I won the lottery: (b)(6)

Keys to success: (b)(6)

If you could do one thing to make the NRC better: N/A

Any other item you would like to include: (b)(6)

(b)(6)

(b)(6)

Members of the NRC's Asian Pacific American Advisory Committee (APAAC) attended the 2015 Asian American Government Executive Network (AAGEN) event on June 11. In the July issue, this photo accompanied the article about the AAGEN event. Inadvertently, the names of the attendees listed in the last row was missing. The full caption appears below. We regret the error.

(b)(6)

NRC Reporter

Protecting people and the environment

Inside this issue:

- [Clothing Drive](#)
- [DC Summer Interns](#)
- [Length of Service](#)
- [New Student Corner Website](#)
- [HEPAC Events](#)
- [It's Time to Meet](#)

REPORTER SUBMISSION INFO. FROM THE EDITOR

The *NRC Reporter* will be published monthly, on the first Wednesday of the month. The next issue of the *Reporter* will be published on October 7. **The deadline for submissions is September 28.**

In order to continue having an informative employee newsletter, you are encouraged submit articles and photos to the *NRC Reporter* inbox via email to: NRCReporter.Resource@nrc.gov



Editor: [Karin Francis](#)

Layout: [Stephanie West](#)

Reporter [Archive](#)

Reporter [Calendar](#)



NRC Has Strong Presence at NIRMA 2015 Conference

In August 2015, six NRC staff attended the annual Nuclear Information and Records Management Association's (NIRMA) conference in Summerlin, NV. Besides attending technical sessions hosted by industry representatives, the staff also presented at several sessions informing industry participants about the Federal perspective on records topics.

NRC's Controlled Unclassified Information (CUI) expert, Ron Gagnon, hosted a session on the program to:

- provide a brief history and a status update on CUI
- introduce the phased implementation plan for CUI in the Federal government
- educate NIRMA attendees on the challenges of moving from Sensitive Unclassified Non-Safeguards Information (SUNSI) to CUI at the NRC and within the industry
- inform attendees of the rulemaking process that the National Archives and Records Administration (NARA) has followed to implement the new law on CUI
- discuss the benefits of having a single, uniform classification of sensitive information across the government.

NRC's Agency Records Officer, Debbie Armentrout, and OIS' IT/IM Policy Branch Chief, Margie Janney, co-hosted a session with Steve Adams from NARA on Government Records/Document Issues Benchmarking. This session provided an update on the Federal Records Act and its impact on the nuclear industry, as well as other topics.

Debbie and Margie also hosted a Regulations Fundamentals session updating the industry on recent regulation changes, as well as assisted in hosting a follow-on Industry and Government Records/Document Issues Benchmarking session with several industry experts. *(Continued p. 7)*



Left to right: Debbie Armentrout, Darren Ash, Margie Janney, Victoria Barrett, and Ron Gagnon

Celebrating 60 Years Of Safe Reactor Operations at Penn State



On August 18, Michael Weber, Deputy Executive Director for Operations, participated in the recognition ceremony at The Pennsylvania State University of 60 years of safe and secure operation of the Penn State Breazeale Reactor. The reactor went critical on August 15, 1955, and was a key accomplishment in the early days of the United States Government's Atoms for Peace program. The Breazeale Reactor was the first reactor licensed by the Atomic Energy Commission (July 8, 1955) and its operators were the first reactor operators licensed by the AEC (August 12, 1955). This occurred following the significant amendments to the Atomic Energy Act in 1954 authorizing civilian operation of nuclear technology. Mr. Weber represented the



agency at a tour of the reactor and in the celebration that followed. In the photo is Susan Eisenhower, granddaughter of President Eisenhower, shown with Dr. Kenan Ünlü, who heads Penn State's Radiation Science and Engineering Center and also served as the Master of Ceremonies for the anniversary celebration. President Dwight Eisenhower visited the reactor before it went critical in June 1955 while attending commencement ceremonies led by his brother Milton Eisenhower, who was at the time president of The Pennsylvania State University. You can read more about the anniversary at <http://www.engr.psu.edu/rsec60/>.

BIG and ACAA Clothing Drive

The NRC Chapter of Blacks in Government (BIG) and the Advisory Committee for African Americans (ACAA) are once again sponsoring a "Dress for Success" clothing drive ending on or about Friday, September 18, 2015. The purpose of the clothing drive is to support clients of Jubilee Jobs. Jubilee Jobs is a non-profit organization that provides skilled job readiness and placement services to the unemployed in the Metro area who have struggled to find employment. Last year, Jubilee Jobs was successful in obtaining 1044 jobs for their clients. BIG and ACAA want to provide new and/or gently used clothes, shoes, and accessories suitable for job interviews, on-the-job training, and jumpstarting a new job and/or career for the Jubilee Jobs clients. Based on last year's successful drive, the NRC was able to donate clothing to support several Jubilee Jobs clients over several months. This year's "Dress for Success" clothing drive will again support those attempting to enter or re-enter the marketplace. Jubilee Jobs is especially in need of men's attire and accessories.

Recommended items:

Men: dress shirts, ties, slacks, suits, coats, shoes/dress socks, belts, accessories (cuff links, tie clips, jewelry, etc.)

Women: blouses, dresses, skirts, suits, shoes/stockings, slacks/belts, accessories (earrings, bracelets, necklaces, scarves, hair items)

Men and Women: briefcases/portfolios

Please feel free to contact any BIG/ACAA member for assistance to pick up your items or to answer any questions you may have. Also, receptacles will be available in the lobby of OWFN and TWFN buildings and garages.

If you would like to learn more about Jubilee Jobs, you can visit their website at www.jubileejobs.org.

BIG/ACAA Contacts:

Your donations are truly appreciated!

(b)(6)

Please note that tax receipts will be issued for your donations, upon request.

The Best in Me: An NRC Employee Uses Poetry to Inspire the World

(b)(6)

Successful Experiences for DC Summer Interns at NRC

(b)(6)

This marks the fifth year of NRC's participation in the DC Summer Youth Employment Program (DC SYEP), a short-term employment program sponsored and funded by DC Government for students who are residents of Washington, DC. NRC and other employers in the Washington, DC area volunteer to serve as host employers by providing structured job opportunities for students. This summer NMSS, NRR, RES, ADM, SBCR, and OCHCO hosted six of the DC interns providing meaningful work and projects giving the interns valuable hands-on learning experiences.

(b)(6)

(b)(6)

(Continued on p. 7)

Length of Service Anniversaries Between January 1, 2015 and June 30, 2015

45 Years

Carole A. Ariano

40 Years

Sonia S. Bozin

Tanya D. Champion

James M. Cutchin

Charles S. Hinson

Joanna E. Lilley

Jo A. Resner

Valerie A. Shannon

Elaine Sherman

John F. Stang, Jr.

Rowlene Wendoll

35 Years

Bruce L. Bartlett

Craig H. Bassett

Brian R. Bonser

Erulappa S. Chelliah

Tze-Jer Chuang

Susan M. Daniel

Roger L. Doornbos

Craig Z. Gordon

James R. Hall

Nancy P. Hane

John J. Hayes, Jr.

Grosslyn V. Hill

Jon B. Hopkins

Jeffrey B. Jacobson

Janice E. Kelsh

Chang-Yang Li

Yueh-Li C. Li

Katherine B. Lippard

Orysia M. Masnyk Bailey

Thomas K. McLellan

Chandu P. Patel

Richard M. Pelton

David Tiktinsky

John L. Watkins

35 Years Cont.

Leonard D. Wert, Jr.

George F. Wunder

30 Years

Eric E. Bowman

Ola Beatrice Cain

Michael J. Case

Heriberto Colon, Jr.

Sheila H. Dubose

Joseph G. Giitter

David J. Hartland

Laurie A. Heilman

David J. Hesch

Marcella J. Holmes

Patrick J. Isaac

Ronald A. Kopriva

Ann M. Mattila

Sharlene M. McCubbin

Scott W. Moore

Brenda L. Mozafari

Stacey L. Munroe

Drew Persinko

Terrise D. Ross

David P. Rule

Joseph M. Sebrosky

Richard A. Skokowski

Beverly J. Sweeney

Jeffrey A. Teator

Robert B. Webber

Loretta J. Williams

25 Years

John T. Adams

Michele L. Burgess

Cornelia Burkhalter

Ronald A. Burrows

Stephen C. Burton III

Lloyd M. Cain

Jamnes L. Cameron

Paul C. Cataldo

25 Years Cont.

Stephanie M. Coffin

Shyrl A. Coker

Patricia M. Davenport

Jennifer L. Dixon-Herrity

Leslie A. Donaldson

Michael X. Franovich

Anne A. Frost

Ronald E. Gagnon

Patti A. Humphreys

Laurie A. Kauffman

Thomas A. Kevern

John W. Lubinski

Paula M. Magnanelli

Jeffrey D. Main

Circe E. Martin

Brian J. McDermott

John B. McKirgan

Mark S. Miller

Dominick A. Orlando

Tira D. Patterson

Colleen M. Picciotto

Deborah A. Piskura

Mark C. Roberts

Amy R. Salus

William T. Schaup, Jr.

Nirodh Shah

Theodore B. Smith

Edith A. Sparks

Gloria A. Stauffer

Donald L. Stearns

Bunna R. Te

Karen S. Valloch

Bernard H. White IV

Donald Williams II

20 Years

Cheryl Laverne

Alexander-Lewis

Malion A. Bartley

20 Years Cont.

John P. Boska

Jeremy Seth Bowen

Eugene Burdine III

Jeffrey Cruz

Robert C. Daley

Stephen C. Dinsmore

Victor L. Dricks

Marilyn L. Evans

Mark E. Franke

Roger D. Hannah

Roy E. Hickok

Carmean J. Hutton

Daniel E. Kimble

Vanessa Andrea Lamb

Louis Manning III

Cynthia K. Montgomery

Clifford G. Munson

Lora A. Nute

Blackshear

David W. Pstrak

Jessie F. Quichocho

David E. Roth

Stuart N. Sheldon

Eric J. Simpson

Charles R. Stancil, Jr.

Sheldon D. Stuchell

Linh N. Tran

Scott P. Wall



15 and 10 Year
Anniversaries Continued on
Next Page

Length of Service Anniversaries Cont.

15 Years

Melissa S. Ash
Bernadette D. Baca
Rochelle Cathleen Baval
Bradley S. Baxter
Susan J. Bellosi
David D. Brown
Kristy A. Bucholtz
Margaret Bucholz
Darrin C. Butler
James C. Corbett
Bradley J. Davis
Ira J. Dozier
Alejandro Echavarria
Vicki L. Foster
Daniel M. Frumkin
Zhengguang B. Fu
Linda M. Gersey
Kellyjean I. Grimes
Ivan C. Hall
Naeem Iqbal
Donna M. Janda
Shanlai Lu
James E. Neurauder
Kevin J. Nietmann
Yuri Orechwa
Jamila I. Perry
Robert Michael Rader
Paul S. Rades
Catherine L. Raynor
Ronald G. Rolph
William H. Russell
Gloria L. Saint
Michele M. Sampson
Alfred A. Sanchez, Jr.
Rebecca D. Stricklin
Gregory F. Suber
Russell B. Sydnor

15 Years Cont.

Omid Tabatabai-Yazdi
Caroline E. Tilton
Jon H. Wallo
Julie A. Ward
Wanda A. Wheatley
Anthony C. Wilson
Timothy Wilson

10 Years

Sarah A. Achten
David W. Alley
Kenneth W. Armstrong
Matthew A. Bartlett
Royce D. Beacom
Matthew J. Bucher
Norbert N. Carte
John G. Cassidy
Richard Chang
Russell E. Chazell
Calvin H. Cheung
Prosanta Chowdhury
Anissa R. Coates
Ashley Michelle Cockerham
Ellery T. Coffman
David Curtis
Kristopher K. Cyrus
Karen E. Danoff
Vivian L. Dean
Joseph H. Deucher
Richard A. Ellsbury
Daphene R. Floyd
Julie Ann Frampton
Douglas L. Garner
Elena Greynolds
Jeremy R. Groom
Sally A. Hardy
Rolonda S. Jackson

10 Years Cont.

Heather M. Jones
Larry J. Jones
Natreon Jermain Jordan
Jure Kutlesa
Mauri T. Lemoncelli
Haral S. Logaras
Rashaunda S. Mallory
Harold W. McKelvey
Paul Michalak
Daniel J. Mills
Jeffrey T. Mitman
Demetrius Murray
Kha D. Nguyen
Judy R. Petrucelli
Karen Elizabeth Pinkston
Blake A. Purnell
Lisa A. Quayle
Robert C. Randall, Jr.
Michael C. Reichard
John P. Reynoso
Ayanna K. Rice
Tammie N. Rivera
Stevie R. Ruffin
Steven M. Rutledge
Mohammad S. Saba
Maria L. Schofer
Margaret H. Sewell
Pamela J. Shepherd-Vladimir
Elizabeth A. Smiroldo
William D. Smith II
Michael A. Spencer
Jakob A. Steffes
Mackenzie Norell Stevens
Gerry L. Stirewalt
Stephen G. Subosits

10 Years Cont.

Velecia K. Swain
Gabriel J. Taylor
Tincy K. Thomas
Jennifer C. Tobin
Bridin Tully
Andrey Turilin
Marlayna G. Vaaler
Brenett U. Warren
Tonna S. Weaver
Kent A L Wood
Gary M. Young



Congratulations
to all, and
thank you
for your
dedicated
service.

NRC Celebrated the U.S. Coast Guard's 225th Anniversary

By Veterans Employee Resource Group (VERG)

The NRC celebrated the U.S. Coast Guard's (USCG) 225th anniversary on August 5, 2015, with several events throughout the agency. The day started with a "Coffee Muster" hosted by the Veterans Employee Resource Group (VERG). The event was held in the TWFN exhibit area and was well attended by the Commission and staff. It was a great opportunity for veterans and staff to gather, network, and tell stories over coffee and donuts.

At 11:30, the VERG held a USCG anniversary celebration in the TWFN exhibit area featuring Ms. Twana Ellis singing the National Anthem and Chairman Burns delivering the keynote address. The Chairman spoke of the diverse mission and history of the USCG, touching on their unique responsibilities among the uniformed services, which began with the collection of customs duties at the nation's seaports and has evolved to a role of law enforcement, drug interdiction, search and rescue, and marine safety. He noted that while primarily conducting domestic operations, the USCG has been involved with international conflicts such as supporting the Department of the Navy overseas as part of Operation Iraqi Freedom. Additionally, he expressed his and the Commission's support and appreciation for the veterans who continue serving at the NRC. Lieutenant Commander David Alley, USCG (Retired), NRR, represented the USCG by making the first cut of a cake emblazoned with the U.S. Coast Guard shield. It was a wonderful opportunity to recognize the service of all NRC veterans, specifically the vibrant history of the Coast Guard and was the first veteran service anniversary coordinated by the recently appointed VERG.



Region III also celebrated the USCG's anniversary with an event and presentation by Gail Christoffer-Baruch, VERG regional representative. Gail spoke of the Coast Guard ethos, their 11 statutory missions, which include: 1) ports, waterways and coastal security; 2) drug interdiction; 3) aids to navigation; 4) search and rescue; 5) living marine resources; 6) marine safety; 7) defense readiness; 8) migrant interdiction; 9) marine environmental protection; 10) ice operations; and 11) other law enforcement. She also talked about the valiant history of the USCG that included participation in several international conflicts. Following the program, Region III veterans and staff enjoyed camaraderie and remembrances over refreshments.

For more information about the VERG and how to participate in these activities, contact (b)(6)

(b)(6)

New Student Corner Website Getting Set to Launch

(b)(2)

DC Summer Interns Cont.

(b)(6)

NIRMA 2015 Conference Cont.

NRC's Chief Information Officer, Darren Ash, provided the keynote address on the final day of the conference. Darren discussed managing change at the agency, particularly focusing on Project AIM 2020. He also touched on the current initiatives in the information technology and information management areas, such as improvements to the Electronic Information Exchange platform and the recent achievements in the IRM program plan. Lastly, he shared some findings from NRC's recent audits and inspections, such as NARA's inspection of NRC's records program in the 2014.

The highlight of the conference was the selection of Margie Janney for NIRMA's Lifetime Achievement Award. NIRMA President, Rebecca Wessman, spoke about Margie's service to the nuclear industry for more than 23 years, beginning as an employee of TRW and continuing throughout her current career at the NRC. During her early years, Margie focused on advancing NIRMA's role in the nuclear industry and served as Treasurer on the Board of Directors from 1997-1999. As an NRC employee, Margie has significantly improved NIRMA's relationship with NRC, by promoting NIRMA's value to NRC, acting as the NIRMA ambassador with senior leaders at NRC, engaging NRC's senior leadership to attend the annual NIRMA conference, and actively participating in the relationship between NIRMA and NRC.

Upcoming HEPAC Sponsored Events

Professional Development Seminar: Individual Development Plan Workshop. The seminar will be an interactive workshop on developing Individual Development Plans (IDPs). Participants will learn more about the NRC tools to develop and maintain an IDP. Additionally, participants should bring their own IDPs to get feedback from their coworkers and management. Therefore, it is highly encouraged to attend in person!

Date: Tuesday, Sept. 8, 2015

Time: 12-1 p.m. EDT

Location: 3WFN Rooms: 1C03-05

If you cannot attend in person, please consider registering to attend remotely using the following "GoToWebinar" link:

<https://attendee.gotowebinar.com/register/6886100955910668033>. For more information on this seminar, please e-mail or call [Huda Akhavan](#), 301-415-5253, or [Basia Sall](#), 301-287-0582.

Latin American Music Showcase

Date: Monday, Oct. 5, 2015

Time: 12-1 p.m. EDT

Location: TWFN Exhibit Area

For more information, please e-mail or call (b)(6).

Hispanic Heritage Month Dinner

Date: Thursday, Oct. 15, 2015

Time: Meet and Greet 5:30 p.m./Dinner 6:30 p.m. EDT

Location: Paladar Latin Kitchen & Rum Bar, 11333 Woodglenn Drive, Rockville, MD 20852

For more information, please e-mail or call (b)(6).



NRO Employees Receive Special Act Group Award

(b)(6)

Eleven members of NRO recently received a Special Act Group Award recognizing their efforts in developing the first Difficult Conversations Workshop. Sponsored by the NRO OCWE Working Group, the well-attended, well-received workshop was designed for staff to learn how to appropriately engage in difficult conversations and provided a forum to discuss the tools and techniques that can be used to successfully resolve conflict. The employees recognized were (b)(6).

(b)(6)

New OCHCO Initiative Coming Soon

(b)(2)

It's Time to Meet Reed Anzalone

Office/Location: The Nuclear Performance and Code Review Branch, NRR/DSS

Title: Reactor Systems Engineer

What I really do: I review the codes and methodologies submitted by fuel vendors and licensees to perform safety analyses, particularly specializing in codes involving core thermal-hydraulics. Practically, this means I have to do a lot of reading and writing, but I try to sneak some actual computational work in here and there.

Time w/NRC: 3.5 years (if we're counting those two summer internships)

Previous employers: (b)(6)

(b)(6)

Biggest challenge: (b)(6)

(b)(6)

Birthplace: (b)(6)

Favorite Restaurant: (b)(6)

Favorite sports: (b)(6)

Favorite vacation spot: (b)(6)

Favorite music: (b)(6)

Favorite TV show: (b)(6)

Favorite book: (b)(6)

(b)(6)

Is there some aspect of your life you think NRC staff would be surprised to know about? (b)(6)

(b)(6)

When I'm not working: (b)(6)

(b)(6)

The person in history I would most like to meet: (b)(6)

The kind of car I would like to drive: (b)(6)

Most important influence in my life: (b)(6)

If I won the lottery: (b)(6)

(b)(6)

Keys to success: (b)(6)

If you could do one thing to make the NRC better: (b)(6)



NRC Reporter

Protecting people and the environment

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- [Leading Across Generations](#)
- [Revised MD 10.159](#)
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- [It's Time to Meet](#)

REPORTER SUBMISSION INFO. FROM THE EDITOR

The NRC Reporter will be published monthly, on the first Wednesday of the month. The next issue of the Reporter will be published on November 04. **The deadline for submissions is October 26.**

In order to continue having an informative employee newsletter, you are encouraged submit articles and photos to the NRC Reporter inbox via email to: NRCReporter.Resource@nrc.gov



Editor: [Karin Francis](#)

Layout: [Joe Zabel](#)

Reporter [Archive](#)

Reporter [Calendar](#)



Buyouts and Early Outs

Nancy Johns, OCHCO

The NRC has received approval from the Office of Personnel Management (OPM) and the Office of Management and Budget to offer early outs and buyouts for up to a total of 105 positions. The positions that generally are eligible would include full supervisor positions at the GG-15 level, employees performing corporate support functions, and Senior Project Managers at the GG-15 level. Only positions located at Headquarters and the Technical Training Center in Chattanooga, Tennessee, are covered. For a list of exclusions and the breakdown of positions eligible for each category, please visit the [OCHCO Early out/Buyout SharePoint site](#). The request was based on a number of factors, including a reduced workforce and budget constraints, the need to devote a larger proportion of positions and funds to operational rather than corporate work, and changes in the way the agency performs work. The agency has been working in partnership with NTEU in its planning and implementation. Typically, only small to moderate numbers of employees in an agency accept early outs and buyouts, and, although buyouts are not limited to separation by retirement, many people interested were already contemplating retirement.



Early outs and buyouts are intended to help the agency accelerate attrition, reshape the workforce faster to meet future needs, and relieve salary and benefit costs where the agency is reducing its overall workforce. NRC believes that it can accomplish workforce changes through its staffing approaches, workforce planning, and other strategies along with early outs and buyouts.

If you are in an eligible position and have been daydreaming about retirement or changing careers, this opportunity may be for you! Early outs and buyouts are entirely voluntary on the employee's part.

The accelerated attrition may also open opportunities for other staff to take on new challenges. For example, there may be reassignment opportunities if, for example, a disproportionate number of employees in one unit request the early out and/or buyout. There may also be opportunities to develop as departing staff engages in knowledge transfer with other staff or to learn a new role as NRC continues to reshape its workforce. To prepare for opportunities that may arise, employees should take the time to learn more about the NRC lines of business and the skills necessary to move forward. Numerous web-based and classroom training opportunities are provided online, at the Professional Development Center, and at the Technical Training Center. You are highly encouraged to talk with your supervisor to learn about career paths and prepare an Individual Development Plan. Now more than ever, it will be important for staff to become more versatile and embrace a willingness to perform new tasks or changing work processes as we strive to reshape our workforce, continuously improve our effectiveness and efficiency, and address upcoming budget challenges. For responses to questions, or for further information, contact:

EarlyOut@nrc.gov.

TN — Fifty Years as an Agreement State

Recently, our Chairman Stephen G. Burns wrote to Governor William Edward "Bill" Haslam congratulating Tennessee on its 50th anniversary as an Agreement State. The Atomic Energy Act of 1954, as amended, provides a statutory basis under which NRC relinquishes to the States portions of its regulatory authority to license and regulate certain radioactive materials. Tennessee became the 11th agreement state in August 1965 with the signing of the agreement between then Governor Frank G. Clement and the Atomic Energy Commission, the predecessor agency to the NRC. The most recent audit in 2012 deemed The Tennessee Department of Environment and Conservation, Division of Radiological Health adequate in protecting the public health and environment of its citizens. Tennessee's 50th year anniversary was recognized at the annual Organization of Agreement States meeting in August with a presentation from Commissioner William Ostendorff to TDEC Radiological Health representatives, including Beth Shelton, DRH-EFOM-Nashville; Ron Parsons, DRH-Central Office; and Debra Shults, DRH Director.



Former NRC Executives Visit NSIR OPS Center Marshall Kohen, NSIR

On September 21, 2015, ten former senior executives of the NRC visited the Emergency Operations Center in the 3WFN building. The tour was conducted by Brian Holian, Director of the Office of Nuclear Security and Incident Response, and his staff. This was an excellent opportunity for the former executives to see the enhancements that have been incorporated into the new Operations Center. It was also important for the staff to hear historical perspectives from the group to obtain an understanding of how much the agency has progressed over the years and to gain valuable lessons learned. The former executives in attendance were: Ed Jordan, Dennis Rathbun, Tom Murley, Joe Gray, Michael Cullingford, Jim McDermott, Larry Chandler, Mal Knapp, Ashok Thadani, and Dick Cunningham. The group was accompanied by Michael Weber, Deputy Executive Director for Operations for Materials, Waste, Research, State, Tribal, and Compliance Programs.



NRC's Quarterly Performance Review (QPR) Meetings

June Cai, EDO

Just as staff meet periodically with their supervisors to discuss their performance, the agency senior management meets quarterly to review agency performance as part of the "Quarterly Performance Review (QPR)" process. This process involves a full day meeting where all the offices in the agency come together to review and discuss performance results that cover all aspects of the agency's work. During the meetings, senior managers work together to focus on areas for improvement, collaboration, and resolving challenges.

This graphic shows the outcomes of the QPR process:



The most recent QPR meeting (for FY 2015 quarter 3) was held on September 3, 2015. Each business/product line in the agency presented their most current performance results, with particular focus on areas of challenge. Following the presentations, the senior managers discussed a range of cross-cutting topics in an open discussion format, including Project Aim 2020, improving use of performance indicators agencywide, and proposed indicators for diversity and leadership.



Staff are encouraged to review the [QPR Reports](#) and be familiar with the performance results for their business/product line. Staff can also review the [meeting summaries](#) to be aware of meeting outcomes.

Leading Across Generations: Multiple Generations in the Workplace

The Agency's Knowledge Management (KM) Program, the Diversity Advisory Committee on Ageism (DACA), and the Asian Pacific American Advisory Committee (APAAC) are sponsoring a panel discussion on the interactions of differing generations in the workplace. This event will kick-off KNOWvember (Agency's KM awareness month) on Wednesday, November 4, 2015, from 10:30 a.m. to 12:00 p.m. in the TWFN Auditorium. The objective is to promote greater understanding of how the views of different generations affect the work environment and to enhance collaboration between workers from different generations.



KNOWvember
NRC'S KNOWLEDGE MANAGEMENT PROGRAM

As a precursor to the event and to help guide the discussion, please take time to think about and answer these questions (and optionally e-mail the answers to [Christine Steger](#)):

1. What are some ways to improve how team members communicate and work with each other, bridging styles and differences?
2. What are some ways for engaging, motivating, and leading a multi-generational team?
3. What are some ways to capture existing intellectual capital and sharing knowledge within multigenerational workforce demographics?
4. How can we better attract and prepare for the next generation to enter the workforce?
5. What is one way the NRC can prepare our future leaders?
6. As individuals, we all have different communication and learning styles, but these styles have also been influenced by the generation in which we were born. How do think we can better understand different communication and learning styles? Do you think it is important, and if so, why?

Mike Weber, Deputy Executive Director for Operations for Materials, Waste, Research, State, Tribal, and Compliance Programs, will start the event. An overview of the demographics at the NRC and the five generations making up the workforce at the agency will be provided. A panel of NRC employees representing each of the five generations, who will provide their perspectives about their generation, will follow. The panel will also be an interactive event with attendees being able to submit their own questions for discussion. Panelists include:

- Edward O'Donnell, Senior Geologist, Office of Nuclear Regulatory Research
- Maureen Wylie, Chief Financial Officer, Office of the Chief Financial Officer
- Kathryn Brock, Deputy Director, Division of Engineering, Office of Regulatory Research
- Jeffrey Riley, Security Specialist, Office of Nuclear Security and Incident Response
- Edward Nusinovich, NRC Co-Op, Student at University of Maryland

Biographies and photographs of the panelists are available at through this [link](#).

Additional details on the seminar will be provided through future [NRC Reporter](#) articles and Network Announcements. For more information, please e-mail [Christine Steger](#) in OCHCO.

For more information on DACA and APAAC, please go to the [Committee SharePoint sites](#).

National Mole Day



National Mole Day was created to foster an interest in chemistry and is celebrated on October 23 in the United States and around the world from 6:02 a.m. to 6:02 p.m. National Mole Day celebrates Avogadro's number (6.022×10^{23}), which is the basic unit of measurement in chemistry. NRC traditionally celebrates Mole Day. If you or your office hold activities to celebrate National Mole Day, please share your pictures with the [NRC Reporter](#) by submitting them to NRCReporter.Resource@nrc.gov. According to the National Mole Day Foundation, this year's theme is "May the Moles be with you."

NRC Group Awards

The Agency recently awarded about 600 Special Act awards to GG staff through the NRC Group Awards process. Offices submitted nominations of agency-wide team accomplishments that met the criteria for a group special act award as set forth in Management Directive 10.72 "Awards and Recognition." A panel of senior managers from throughout the agency along with a representative of NTEU reviewed and approved each of the following 23 group awards (the nominating Office is indicated in parentheses):

- Consolidation of the Administrative Assistants Contract (ADM)
- Consolidation of the NRC Headquarters Campus (ADM)
- Common Prioritization of Rulemaking (ADM)
- Work Group on Overseas Assignments (OCHCO)
- Chicago Bridge & Iron Lake Charles Allegations (NRO)
- Near-term Task Force Recommendation 2.1, Interim Expedited Seismic Evaluation Process Review (NRO)
- Review Management System Development (OIS)
- NRC Private Cloud (OIS)
- Agency Ethics Program (OGC)
- Yucca Mountain SER Review Team (NMMS)
- Southern Exposure 2015 (NSIR)
- Comprehensive Enforcement Training (OE & OGC)



- Decommissioning Licensing Work Associated with Closing of Kewaunee, Crystal River, San Onofre 2 & 3, and Vermont Yankee Plants
- Confirmatory Order GE-Hitachi Vallecitos Nuclear Center (NMMS)
- Defense of Agency Enforcement Action (OE)
- Agency-wide International Strategy Working Group (OIP)
- Special Inspection URENCO USA (LES) Facility (Region II)
- Watts Bar Mitigation Strategies Inspection and Order (Region II)
- Operator Licensing lessons Learned Review Team (NRR)
- Containment Protection Release Reduction Working Group (NRR)
- Mitigation of Beyond Design Basis Events Working Group (NRR)

Congratulations to everyone!

National Organization of Blacks in Government



National Organization of Blacks In Government®

BIG National Training Institute (NTI) Presentation Series 2015

The NRC Chapter of Blacks In Government (BIG) hosted two sessions entitled the "BIG NTI Presentation Series" on Thursday, September 10 and Wednesday, September 23. NRC staff who attended the BIG NTI provided presentations on their conference experience along with some useful nuggets that will help them in their careers.

If you are interested in the presentations and other information provided, please click [here](#).

35th Anniversary of the NRC Chapter of BIG

The NRC Chapter of Blacks In Government (BIG) will be celebrating its 35th Anniversary as a Chapter at the NRC on Thursday, October 8, 2015 from 12 noon to 1:30 pm in the TWFN Exhibit Area. Our keynote speaker is Mr. J. David Reeves, Immediate Past President of the National Organization of Blacks In Government (BIG). In addition, we'll have words from Mr. Matthew Fogg, retired Chief Deputy U.S. Marshal. Join us as we celebrate this special occasion with former members/past presidents as special guests of our Chapter.

If you have questions in regards to the 35th Anniversary celebration, contact (b)(6)

Revised Management Directive (MD) 10.159

“Differing Professional Opinion Program”

On August 11, 2015, the Executive Director for Operations (EDO) signed a revised [Management Directive \(MD\) 10.159, “Differing Professional Opinion Program”](#) (DPO). This revision reflects insights and addresses issues and feedback from previous program assessments and reviews (including employee feedback), the Office of the Inspector General Safety Culture and Climate Survey (SCCS), a business process improvement review, a benchmarking study, and the Internal Safety Culture Task Force Report. It is important to note that this was a rare opportunity in which employees were invited to provide comments on a management directive. After all, this is an employee program, so your involvement and feedback is critical to its successful implementation.



What we heard and what we did...

We received almost 250 comments from employees, offices, and regions. We carefully considered all of the comments, and while we didn't accept them all, we believe the revised guidance strikes a healthy balance that is in the best interests of the agency and is responsive to the needs of our staff.

The most significant enhancements include the following:

- The objectives and the roles & responsibilities were modified to reflect the agency's current activities.
- We clarified that the program applies to **established** positions that involve technical, legal, or policy issues (including administrative or corporate issues).
- We specifically identified a requirement that the issue must be related to the mission and strategic goals as they are addressed in the Strategic Plan.
- We revised the timeliness goals—120 calendar days for DPOs and 80 calendar days for DPO appeals. The MD guidance emphasizes that these are goals and that DPOs should be reviewed and dispositioned in a “timely” manner, consistent with the importance of prompt action on the issue, the safety significance of the issue, the complexity of the issue, and the priority of other work activities affecting the availability of participants.
- We received significant feedback suggesting that the process should be more independent. Therefore, we revised the guidance so that the Differing Professional Opinion Program Manager (DPO PM) establishes the DPO panel in cooperation with the assigned office manager, Director, Office of Enforcement (OE), and the submitter.
- The guidance emphasizes that the agency does not tolerate reprisal against anyone for engaging in the DPO Program. To assist employees who believe they have been retaliated against, a comprehensive list of avenues is included, such as Department of Labor (DOL)/Occupational Safety and Health Administration (OSHA) Whistleblower Protection and the U.S. Office of the Special Counsel.

A summary of all changes in the final MD is included on the NRC's internal Web site. The [DPO Web site](#) also includes a variety of resources and aids to assist employees engaging in the DPO, including an overview, an interactive flow chart of the process, Frequently Asked Questions, and a listing of all closed DPO cases that detail the outcome of each case. In addition, the DPO Web site has a link to the [2014 DPO Assessment](#) that identifies numerous planned actions designed to support continuous improvement of the process.

All employees are encouraged to question assertions and raise concerns or differing opinions so that we can make the best decisions possible. We are one of the few agencies, if not the only agency, that has several formal mechanisms to do so. While informal discussions should be a routine way of raising concerns and having discussions, employees should feel comfortable using any of our formal processes – Open Door Policy, Non-Concurrence Process, or the DPO Program.

We are always open to feedback and questions and encourage you to contact Renée Pedersen, Senior Differing Views Program Manager, on 301-415-2742, or Marge Sewell, the DPO Program Specialist, on 301-415-8045 or email DPOPM.Resource@nrc.gov.

2015 Federal Employee Viewpoint Survey

Thank you to everyone who took the time to respond to the Federal Employee Viewpoint Survey (FEVS) earlier this spring. This year the NRC had its highest survey response rate in nearly five years. With 74.5 percent agency participation, the data collected from FEVS reflects more comprehensive and credible feedback allowing for more focused action planning to address targeted areas within our organization. The FEVS feedback, along with data that will be collected from this year's NRC Office of the Inspector General Safety Culture Climate Survey (SCCS), will provide important insights on important aspects of your work experience, including: job satisfaction, prospects for advancement, safety culture, and relationships with colleagues and supervisors. Accordingly, the FEVS is a way for us to gain periodic feedback that can be used to strengthen action plans developed from the triennial SCCS. These surveys provide an opportunity to voice your opinions by providing genuine and candid input. The agency is committed to hearing what you have to say and sincerely believes that we are all accountable for making positive changes based on what is learned from your responses. However, positive change relies on sustained effort from individual contributions as well as focused action planning. Therefore, your ongoing involvement is key to our success!



The U.S. Office of Personnel Management (OPM) has unveiled a new website, UnlockTalent.gov, which is accessible to all federal employees. UnlockTalent.gov is a data visualization dashboard created by OPM in partnership with other Federal agencies, and as a part of the *People and Culture* goal of the President's Management Agenda. The overall purpose of the dashboard is to provide transparency of the FEVS results and to offer data-driven insights that can help agencies design initiatives that strengthen a culture of engagement and excellence.

When you first access UnlockTalent.gov, you will be able to see high level FEVS results across government. By becoming a registered user, you will be able to see NRC's results for Employee Engagement as well as Global Satisfaction. You will also have access to the Community of Practice page, which includes tools needed to create strategies that lead to an inclusive work environment. For questions regarding your access to the dashboard, please contact unlocktalent@opm.gov.

If you have any questions regarding employee engagement, please contact Jason Lising at Jason.Lising@nrc.gov or 301-287-0569, or Patrice Reid at Patrice.Reid@nrc.gov or 301-287-0580. A list of FAQs can be found on the [NRC FEVS website](#) or the [Surveys and Continuous Action Planning SharePoint](#) site.

Celebrating Asian Indian Culture: Diwali Celebration

To celebrate the Asian Indian tradition of Diwali or "The Festival of Lights," a luncheon featuring delicious Indian cuisine (including vegetarian biryani, samosa, paneer tikka, chicken tikka, and dahi bhalla) served with an assortment of exquisite Diwali desserts and soda will be hosted on November 10, 2015, from 12:00 noon to 1:00 p.m. at the TWFN Auditorium. This is an Asian Pacific American community event.

This festival, with roots in the ancient Indian tradition, is now celebrated around the fall every year all over the world by Asian Indians. Diwali essentially means a string of lamps. Traditional earthen oil lamps (called *Diyaas*) are brilliantly lit to celebrate the significance of light over darkness. The celebration includes festive fireworks, lights, flower decorations, sharing sweets, and worship. While the story behind Diwali varies from region to region, the essence is the same — the awakening from darkness, as epitomized by the Sanskrit phrase "*Tamaso Maa Jyotirgamaya*." The festival spiritually signifies the victory of knowledge over ignorance, good over evil, and hope over despair. This is also a celebration of cultural diversity and the positive human spirit.



If you are interested in attending the event, please RSVP and pay \$12 by cash or check to any of the contacts listed below.

(b)(6)

A Unique Opportunity to Give Blood

Andy Kugler, NRO

Yogi Berra might have said, "There's a place to give blood, when you can't give blood."

People may be deferred from giving blood, either permanently or temporarily, for a variety of reasons. It may be as simple as having travelled to a specific country. According to the Red Cross rules, when you are deferred, you cannot give blood.

For those of us living in the Washington D.C. area, there is a unique option. The Red Cross is always in need of donors for its Research Blood Program. Blood donated under this program is used to research issues such as storage and testing methods. Because it is never used for a transfusion, most people who have been deferred can give to the research program. Of course, if you can give blood through the normal process, you should do that because there's always a shortage of blood for transfusions.

Donations for the research program are by appointment only either downtown at the Red Cross National HQ, or at the Red Cross Holland Laboratory at 15601 Crabbs Branch Way in Rockville. At either location, the process for donating blood is pretty similar to that for a blood drive here at the NRC. The one difference is that most of the time the research program prefers apheresis donations. These take a bit longer, but only remove from your bloodstream the platelets needed for their work. This means that your body is less affected by the donation.

This is a great program that can allow you to help the Red Cross even if you've been deferred. If you're interested in joining the program, or if you have any questions, please call the staff at the Research Blood Program at (240) 314-3519.

It's Time to Meet: Matthew (Matt) T. Hardgrove

Office/Location: NRR/DSS/SRXB

Title: Reactor Systems Engineer

What I really do: I am a Reactor Technical Reviewer with the focus on neutron fluence methodology reviews,

10 CFR Part 54 Requirements for Renewal of Operating Licenses for Nuclear Power Plants scoping reviews for the Division of License Renewal, power uprates, and other reactor systems-related work.

Time w/NRC: Over 3 years

Previous employers: (b)(6)

Biggest challenge: (b)(6)

Birthplace: (b)(6)

Favorite Restaurant: (b)(6)

Favorite sports: (b)(6)

Favorite vacation spot: (b)(6)

Favorite music: (b)(6)

Favorite TV show: (b)(6)

Favorite book: (b)(6)

Is there some aspect of your life you think NRC staff would be surprised to know about: (b)(6)

When I'm not working, I: (b)(6)

The person in history I would most like to meet: (b)(6)

The kind of car I would like to drive: (b)(6)

Most important influence in my life: (b)(6)

If I won the lottery: (b)(6)

Keys to success: (b)(6)

If you could do one thing to make the NRC better: (b)(6)

(b)(6)

Vol. 11

Issue 17

November 4, 2015

NRC Reporter

Protecting people and the environment

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REPORTER SUBMISSION INFORMATION FROM THE EDITOR

The NRC Reporter will be published monthly, on the first Wednesday of the month. The next issue of the Reporter will be published on December 02. The deadline for submissions is November 23.

In order to continue having an informative employee newsletter, you are encouraged submit articles and photos to the NRC Reporter inbox via email to: NRCReporter.Resource@nrc.gov



Editor: [Karin Francis](#)

Layout: [Patricia Burbank](#)
[Patricia Sprogeris](#)

Reporter [Archive](#)



OE's First Peer Recognition Award By Margaret Sewell, OE

(b)(6)

An Invitation from Hubert T. Bell, Inspector General

Meredith Johnson, OIG

The Office of the Inspector General (OIG) held an entrance conference with the agency on September 4, 2015, for the sixth NRC Safety Culture and Climate Survey (SCCS). The survey was first instituted by OIG in 1998 and has been conducted regularly ever since. The 2015 survey is scheduled to run from November 23 to December 11, 2015.



Unlike the Federal Employee Viewpoint Survey sponsored by the Office of Personnel Management, the Safety Culture and Climate Survey is unique to NRC. Specifically, the survey questionnaire is based on direct input provided by staff and agency senior management through focus groups and individual interviews. OIG has contracted Towers Watson, a leading consultancy firm with extensive experience in designing, implementing, and analyzing surveys and survey data. Towers Watson has recently conducted focus group sessions at NRC headquarters and two regional offices and also conducted individual interviews with senior agency managers. The information gathered through these activities will be used to inform the survey.

The survey questions are designed to identify potential critical problem areas as well as areas of strength specific to NRC's safety culture and climate. Because the Safety Culture and Climate Survey has been regularly conducted at NRC since 1998, it provides valuable benchmarking opportunities to measure changes in employee views of the agency's safety culture and climate. Regular assessments of an organization's safety culture and climate are important because they have been found to influence outcomes of the organization's work and overall ability to meet its mission.

The purpose of the SCCS is to: (1) measure NRC's safety culture and climate to identify areas of strength and opportunities for improvement; (2) compare the results of this survey against results from prior years; and (3) provide benchmarks for the qualitative and quantitative findings against organizations similar in size and mission-related work.

Safety Culture and Climate refers to the complex sum of NRC's mission, characteristics, policies, and the thoughts and actions of its employees, which establish and support nuclear safety and security as overriding priorities. The safety culture of an organization is the product of individual and group values, attitudes, perceptions, competencies, and patterns of behavior that determine the employee's overall commitment to the organization's management of health and safety. Climate is a subset of the organization's culture and refers to employee attitudes about safety within the organization.

Each and every NRC employee contributes to the agency's safety mission regardless of position or job series. Specifically, all NRC employees impact, either directly or indirectly, the agency's ability to maintain a healthy safety culture and climate through their behavior, beliefs, and overall approach to work. Therefore, it is imperative, that each employee participate in and provide their honest feedback to the 2015 Safety Culture and Climate Survey.

National Institutes of Health Blood Platelet Donation Drive

(b)(6)

ADM

Did you know you have the power to Help Save a Life? Cancer patients at the National Institutes of Health are in critical need of life-saving blood platelet donations. Platelets are small cells that help blood to clot. Manufactured in the bone marrow and stored in the spleen, their job is to rush to the site of an injury. Once there, they form a barrier and help the damaged organ or blood vessel stop bleeding, and give the body a chance to begin healing. Now YOU too can provide life-saving platelets to NIH Clinical Center patients who need your help!

The NIH Department of Transfusion Medicine is sponsoring a **Blood Platelet Donation Drive** during the week of **November 9th 2015**, at their new facility at **5625 Fishers Lane in Rockville** (just minutes from the Twinbrook Metro station). NIH relies on donors to supply the more than 30,000 units that are transfused at the NIH Clinical Center yearly to patients undergoing treatment for cancer, organ and tissue transplants, and other diseases that require platelet therapy. You can read more about the miracle of platelet therapy at the [NIH Blood Bank Web site](#) for more information.

(b)(6)

NRC Staff have the opportunity to demonstrate their compassion and concern during this week-long donation drive. Traditionally, NRC staff have supported the platelet center's recruitment efforts. Donations by employees are covered in the NRC's Pay Administration and Leave Handbook 10.62, and normally up to 4 four hours of excused absence is permitted for platelet donations. Additional information on excused absence for donations may be found in Article 14 of the [Collective Bargaining Agreement](#) between NRC and NTEU.

For more information, please contact (b)(6) or call the NIH Plateletpheresis Center at (301) 496-4321 to speak to a recruiter, who can answer your questions and arrange a convenient time for your donation. In addition to daytime hours, evening and weekend hours are available.

Coming Soon: Release of the FY 2016 (Quarters 3 and 4) External Training Data Call

Danielle Hernandez, OCHCO



What is the second FY 2016 External Training Data Call?

In November 2015, The Office of the Chief Human Capital Officer (OCHCO), Human Resources Training and Development (HRTD) will reach out to staff to identify third and fourth quarter fiscal year 2016 (FY16) external training (SF-182) requirements for centralized offices (excluding non-centralized offices such as ASLBP, the Commission, OGC, OI, and the regions). Similar to last year, supervisors will be asked to prioritize their staff's external training requests based on both relevance to the agency need and mission, as well as the impact of not receiving the training (e.g., succession planning). External training requests will be funded based on both their priority rating and the availability of funds.

The Employee's Role in the FY 2016 External Training Data Call

Use the following checklist to help you identify and plan your skill development:

1. Work with your supervisor to identify your developmental needs. An Individual Development Plan ([IDP](#)) is a critical tool to define your training needs with your supervisor.
2. External training should only be considered when the training needs cannot be met internally. To select the best-value training option, staff and supervisors should first assess whether internal training is available. To select the best-value training option, staff and supervisors should first assess whether internal training is available. Consider some of the development activities available to you at the NRC:
 - [Instructor-led courses at the PDC and TTC](#)
 - [Online courses through the iLearn catalog](#)
 - [Books24x7](#)
 - [Leaders' Academy](#)

For more activities, go to the [NRC's Training Page](#).

3. Formal training is not the only developmental strategy. Research shows that adults learn best from job-related experiences and interactions with others. You can use a variety of developmental activities from the [70:20:10 model](#) to accelerate your progress. The NRC embraces this learning approach and offers many developmental opportunities to support it:
 - [NRC Mentoring Program](#)
 - [Career Counseling Program](#)
 - Rotations and details
 - On-the-job training
 - Job shadowing
 - Lunch-and-Learns/Brown Bags
 - Working groups
4. If you find that the NRC does not offer the required training internally (in the classroom or online), work with your supervisor to determine whether an external training request is appropriate. Be mindful of the following when deciding if external training should be considered:
 - **Best Value** - External training courses should be evaluated and selected based on a combination of the following factors to ensure the best value: training cost, schedule availability, and geographic location. This applies to college courses and learning institutions as well, as they are typically not the lowest-cost option. For additional guidance on this topic, please see [External Training FAQs: University/College Courses](#).
 - **Enterprise-wide contracts** - Consider enterprise-wide contracts, as they are best value for the government. They enable cost savings and process efficiencies.
 - **Conferences** - Confirm that the conference is considered training by referencing [Title 5 of the Code of Federal Regulations 410.404](#).
 - **Travel** - Associated travel with an external training course will be funded from an office's travel budget (OCHCO does not track office travel budgets). The FY16 external training data call does collect travel costs that will be shared with the Office of the Chief Financial Officer (OCFO).

For additional information, including external training formulation data call job aids and FAQs, please visit the [External Training SharePoint](#) site or send an e-mail to TrainingSupport.Resource@nrc.gov.

Remember, your development and career are **Powered by You**

Your Career.
Powered by You.

Leading Across Generations: Multiple Generations in the Workplace

Christine Steger and Carmel Savoy, OCHCO

What is KNOWvember?

The NRC dedicates the month of November as “KNOWvember” to acknowledge the agency’s knowledge management (KM) successes and remind employees about the importance of KM. A number of events are planned throughout the month hosted by various offices across the agency. To see a full list of KM-related activities, view the [KM Calendar of Events](#).

Upcoming Events:

November 4, 2015 – “Leading Across Generations: NRC Panel on Multi-Generations in the Workplace”

The KM Program, the Diversity Advisory Committee on Ageism (DACA), and the Asian Pacific American Advisory Committee (APAAC) are hosting a seminar with NRC panelists entitled “Leading Across Generations.” The panelists represent five generations and will express their views on the interactions of differing generations in the workplace. For more information, reference the [NRC Announcement](#).

November 5, 10, 16, and 23, 2015 – KM Sessions with Mark Satorius

Prior to his retirement, former Executive Director for Operations, Mark Satorius, is participating in several KM events hosted by the Office of the Chief Human Capital Officer (OCHCO) and the Office of the Executive Director for Operations (OEDO). For more information about these upcoming events, please reference the [KM Calendar](#) and future NRC Announcements.

November 4, 9, 10, 17, and 20, 2015 – One-on-One Sessions with Mark Satorius

Mr. Satorius is also hosting one-on-one sessions to meet with staff to mentor and share his knowledge and experience. To reserve a meeting time and for more information, please reference the [NRC Announcement](#).

November 9, 2015 – WASH-1400 and the Origins of Probabilistic Risk Assessment (PRA) in the Nuclear Industry

The Office of the Secretary (SECY), OCHCO, and the Office of Nuclear Regulatory Research (RES) are sponsoring a seminar on the WASH-1400 study, “Reactor Safety Study, an Assessment of Accident Risks in U.S. Commercial Nuclear Power Plants,” and the origins of probabilistic risk assessment (PRA) in the nuclear industry. Dr. Thomas Wellock (NRC Historian) and Dr. Robert J. Budnitz (RES Office Deputy Director and Director from 1978 to 1980) will present the seminar, which helps commemorate the 40th anniversary of the publication of WASH-1400. For more information, please reference the [NRC Announcement](#).

November 12, 2015 – Region I KM Seminar – Waste Isolation Pilot Plant Accidents: Peril of Complacency

Region I will be hosting a GoToWebinar with Gregory Suber, who is on rotation to Region I as the Acting Deputy Division Director for the Division of Reactor Safety. Mr. Suber will present on “Waste Isolation Pilot Plant Accidents: Peril of Complacency.” The session will cover the history and root cause of two unrelated incidents that occurred at the Department of Energy’s Waste Isolation Pilot Plant in February 2014. For more information, please reference the [NRC Announcement](#).

Contacts & Resources:

For more information about KM or the KNOWvember events, please contact [Christine Steger](#) or visit the [Knowledge Management](#) Web site.

NEW KM Guidance Available: NRC Employees Returning from Foreign Assignment

The Office of the Chief Human Capital Officer (OCHCO) and Office of International Programs (OIP), in collaboration with the program offices, developed recommendations and guidance to institute knowledge management (KM) practices to leverage and share knowledge and experience gained by NRC personnel returning from foreign assignments. This effort is the result of Commission direction in SRM for SECY-12-0150 dated July 24, 2013. Guidance is located in ADAMS: [ML5259A132](#).

Additional information is available on OCHCO’s Web site on [International Assignments](#).

NRC Paper Receives NURETH-16 Best Paper Award and ANS THD 2015 Best Paper Award

Tarek Zaki, RES

RES's Division of Systems Analysis (DSA) has much to be proud of!

A technical paper authored by Tarek Zaki and Peter Yarsky of DSA received the Best Paper Award at the 16th International Topical Meeting on Nuclear Reactor Thermal Hydraulics (NURETH-16). The paper, which was presented by Peter Yarsky at NURETH-16, also received the American Nuclear Society (ANS) Thermal Hydraulics Division (THD) 2015 Best Paper Award.

"Use of White Noise in TRACE/PARCS Analysis of ATWS with Instability," is based on work Peter and Tarek had performed in response to a user need from the Office of Nuclear Reactor Regulation (NRR). Many of their RES and NRR colleagues also contributed to this work, which is available in ADAMS.

The regulatory purpose of the paper was to study the reliability of the TRACE/PARCS prediction of instability onset and oscillation growth during an anticipated transient without SCRAM event leading to core instability (ATWS-I) by providing a source of noise in the simulation. The oscillation onset and growth are highly important effects impacting the safety margins predicted by TRACE/PARCS.

Tarek and Peter will be receiving the ANS THD 2015 Best Paper award in a session during the upcoming ANS Winter Meeting.



Congratulations!

(b)(6)

Professor No, Chairman of the Honors and Awards Committee of NURETH-16, presents the NURETH-16 Best Paper award to Tarek Zaki.

(b)(6)

Peter Yarsky, Tarek Zaki, and Ashley Smith celebrate the NURETH-16 award at the conference. Ashley was part of the NRR team that wrote the user need and contributed to the work.

Asian Pacific American Advisory Committee (APAAC) Lunch n' Learn Seminar on the Asian American Government Executives Network (AAGEN) 2016-2017 SES Development Program

(b)(6)

NRO

You don't have to wait for the next NRC SES CDP to start getting ready. The AAGEN SES Development Program is a government-wide, 12-month, tuition-free program that offers executive development courses, coaching in mock interviews, individual mentoring, and career counseling for candidates to gain the skills to effectively compete for SES positions. It is open to ALL GS-15 equivalent level or higher who have at least one year of supervisory experience.

The program curriculum will consist of 2-3 days per quarter of class work, speakers and networking sessions. In addition, one mentor/mentee session per quarter will be scheduled. Each participant will be assigned a SES mentor who will provide guidance throughout the program. Other benefits include: SES application preparation, public speaking tutorials, leadership training, mentorship, and networking opportunities. The program will be held from April 2016 to April 2017. The AAGEN SES Development Program is accepting applications for its 2016-2017 class now through December 31, 2015.

What to know more? The NRC Asian Pacific American Advisory Committee (APAAC) is hosting an informational lunch n' learn seminar about the AAGEN SES Development Program on Monday, November 9, 2015 in 0-16B4 from 11:30 a.m. – 12:30 p.m. The guest speaker is Dr. Vivian Chen, Deputy Assistant Administrator in the Office of Public Health Science, Food Safety and Inspection Service, USDA and strong supporter of AAGEN. See you there!

"NoogaStrong"

(b)(6) TTC

Did you know that every two seconds someone in the United States needs blood? More than 41,000 blood donations are needed every day (American Red Cross.org). On August 18th staff at the Technical Training Center (TTC) hosted a Blood Drive to honor the victims of the terrible tragedy that occurred in July in Chattanooga.

July 16th was a typical day at the TTC with several reactor technology, security, and health physics courses in progress, but the day quickly turned tragic when staff were notified that an active shooter had just fired on a recruiting station two miles away from the TTC. From there he went to the Navy Operational Support Center where he killed five servicemen and wounded three others. In the course of the medical emergency that followed, the medical teams utilized over 600 units of blood for the victims in an attempt to save their lives. The community had a large outpouring of memorials and fundraisers to support the families who lost loved ones on that day.

Inspired to make a difference, TTC staff members (b)(6) organized a Blood Drive at the TTC. On August 18th the Blood Assurance team arrived and within three hours, 31 units of blood were collected in remembrance of those who lost their lives that day. TTC Staff and students attending courses that week participated in the Blood Drive.

A slogan sprang up from the tragedy: we are "NoogaStrong." It is still visible today throughout the city of Chattanooga. The community banded together to support the families and the Blood Drive was just one way the TTC could give back to the community. Mementos from the community memorial are now on display at the TTC near the security classroom.

Do you want to make a difference? Contact the American Red Cross or your local Blood Drive organization to donate blood or to host a Blood Drive. "It Feels Good to Give!"

(b)(6)

Blood Drive Organizers (b)(6) of the TTC



November is Native American Heritage Month!



Thursday, November 5, NAAC Movie Presentation: "America Before Columbus - Part 2," Noon to 1:00 p.m. TWFN Auditorium

Tuesday, November 17, NAAC Luncheon with Ronald Johnson, Tribal Council President, Prairie Island Indian Community, discussing the topic, "Seven Generations: A Native American Leader's Perspective." You may bring your lunch or pre-order a lunch for \$12.75 from the NRC Café through a NAAC member in any of the three buildings at HQ:

(b)(6)

Upcoming Learning Events

The PDC can meet many of your training requirements. You can still register for these upcoming training classes (see list below). If you are interested in any of these offerings, please log into iLearn (<https://ilearnnrc.plateau.com/plateau/user/login.jsp>) and register. If you need assistance, please call the PDC at (301) 287-0556.

Upcoming Scheduled Offerings

Start Date	End Date	Item ID	Scheduled Offering Description
11/04/15	11/05/15	ID_1061	Pre-Retirement Planning: CSRS Only
11/04/15	11/05/15	1151	Motivating Others and Team Development
11/12/15	11/12/15	ID_206144	Course ID_206144 COST Activity Code (CAC) formerly known as Task Assignment Control (TAC)
11/16/15	11/18/15	ID_181145	Writing Statements of Work
11/17/15	11/17/15	ID_46143	Introduction to Derivative Classification
11/17/15	11/17/15	ID_47144	Spending Plan System (SPS) Class
11/18/15	11/18/15	1161	Coaching for Results
11/19/15	11/20/15	135	Gathering Information for Inspectors through Interviews
11/19/15	11/19/15	ID_200146	Processing and Publication of Federal Register Notices for Administrative Professionals
11/19/15	11/19/15	ID_27144	COR Conversations
11/23/15	11/24/15	ID_179146	Customer Service Skills and Techniques
12/01/15	12/02/15	968	AP1000 Introduction to Differences Course (R-107P)
12/01/15	12/02/15	1121	Recruitment, Behavioral Interviewing, and Selection
12/01/15	12/01/15	ID_222144	Severe Accident Progression-Hydrogen Generation, Combustion, & Mitigation
12/03/15	12/03/15	1181	Employee Retention Tools and Techniques

Two OCFO Staffers Win Toastmasters Contests

(b)(6) OCHCO

NRC Toastmasters congratulate club members (b)(6) and (b)(6) of OCFO (b)(6) won the "Table Topics" and (b)(6) won the "Humorous Speech" contests at the club level and at the next level, the area contest for Area 65 where they competed against the champions from other Toastmasters clubs in Rockville.

On September 3, contest master (b)(6) (OIS) emceed the "Table Topics" and "Humorous Speech" contests at the NRC Toastmasters club lunchtime meeting. For "Table Topics" each contestant had to provide a one to two minute answer to the same random question in speech format. To level the playing field, the other contestants were escorted out of the room, unable to hear the question or hear another speaker's "answer" before their turn to speak. For the Humorous Speech contest, the contestants give a five to seven minute original humorous speech; not a series of one-liners, nor a comedy routine. During her speech (b)(6) compared and contrasted her exciting experiences as a tax accountant versus the mundane duties of an actuary. Among the contest officials were three anonymous judges, and (b)(6) (NRO) served as the chief judge. The timer was (b)(6) (NRR), the ballot counter was (b)(6) (NMSS), and the sergeant-at-arms was (b)(6) (OCHCO).

(b)(6)

NRR/NRO Grow Your Own Program Graduates

Angela Wu, NRR

On Thursday, September 10, 2015, the Office of Nuclear Reactor Regulation (NRR) and Office of New Reactors (NRO) celebrated the five recent graduates of the Grow Your Own (GYO) Program, a probabilistic risk assessment (PRA) analyst training and qualification program to certify qualified applicants as GG-14 Reliability and Risk Analysts. PRA is a structured, analytical process for identifying potential weaknesses and strengths of a plant design in an integrated fashion. It uses strong engineering analysis, operations, and statistical methods. Having graduates from the GYO program entering as Reliability and Risk Analysts helps fulfill our agency policy goals in using PRA to promote regulatory stability and efficiency and enhance safety.

Hearty congratulations to all of our new graduates!

(b)(6)

NRC Employees Share the Gift of Music with the Community

(b)(6) OCIO

Five NRC employees (pictured at right) are members of the local [Rockville Concert Band](#). The Rockville Concert Band has been performing for the local community since 1957. The band, a 501(c)(3) not-for-profit organization, currently has about 75 volunteer members and is always welcoming new members who love playing brass, woodwind, or percussion instruments. Join us at our regular 8:15 PM Tuesday evening rehearsals to learn more.

Upcoming free concerts, open to the public, include:

Sunday, November 22, 2015 @ 3PM
(music from British composers)

Sunday, December 20, 2015 @ 3PM
(holiday music)

All rehearsals and concerts are held at the F. Scott Fitzgerald Theatre in Rockville. For more information, please contact (b)(6)

(b)(6)

(b)(6)

Congratulations to Region II Graduate!

(b)(6)



(b)(6)

The 2015 Safety Culture & Climate Survey—It's the cat's meow!

Jaclyn Storch, OIG



"Little" Owner: George Gusack, OIG

November 23 – December 11, 2015

**It's Time to Meet Ashley (Guzzetta) Smith**

Office/Location: NRR/DSS

Title: Reactor Systems Engineer

Time w/NRC: 5 years

Previous employers: (b)(6)

Biggest challenge: (b)(6)

Birthplace: (b)(6)

Favorite Restaurant: (b)(6)

Favorite sports: (b)(6)

(b)(6)

Favorite vacation spot: (b)(6)

Favorite music: (b)(6)

Favorite TV show: (b)(6)

Favorite book: (b)(6)

Is there some aspect of your life you think NRC staff would be surprised to know about? (b)(6)

When I'm not working, I: (b)(6)

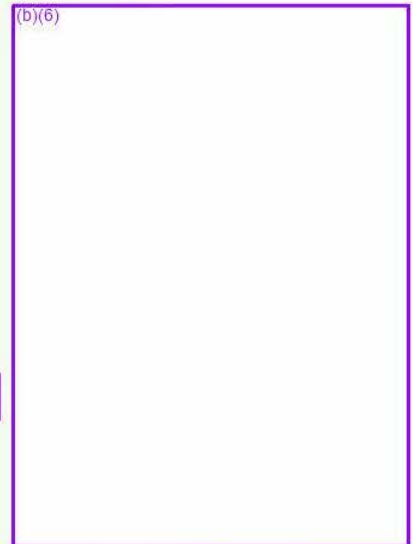
The person in history I would most like to meet: (b)(6)

The kind of car I would like to drive: (b)(6)

Most important influence in my life: (b)(6)

If I won the lottery: (b)(6)

Keys to success: (b)(6)



NRC Reporter

Protecting people and the environment

Inside this issue:

- [Meeting Processes Made Simpler](#)
- [Diwali 2015 Celebration](#)
- [ACRS Knowledge Management](#)
- [R-II Veterans Day Event](#)
- [2015 Safety Culture & Climate Survey](#)
- [It's Time to Meet...](#)

REPORTER SUBMISSION INFORMATION FROM THE EDITOR

The *NRC Reporter* will be published monthly, on the first Wednesday of the month. The next issue of the *Reporter* will be published on January 6. **The deadline for submissions is Monday, December 28.**

In order to continue having an informative employee newsletter, you are encouraged submit articles and photos to the NRC Reporter inbox via email to: NRCReporter.Resource@nrc.gov



Editor: [Karin Francis](#)

Layout: [Patricia Burbank](#)
[Patricia Sprogeris](#)

[Reporter Archive](#)

[Reporter Calendar](#)



Career Tips from a Former EDO

Christine Steger (OCHCO) and June Cai (OEDO)

Over the past couple months, Mark Satorius, NRC's former EDO, conducted a number of knowledge management and one-on-one coaching sessions before he retires from the agency. Below are some highlights from the invaluable career advice he shared.

1. Broaden your experiences across the agency and take advantage of situational leadership opportunities, such as:
 - Working groups – volunteer to lead a team project or a portion of the project.
 - Rotations – look for these developmental opportunities to build in areas and skillsets that broaden your experiences.
 - Look outside the agency – take leadership roles outside of work, such as in community organizations.
2. Learn from both your best job as well as your worst. Even if you are in a job you may not necessarily enjoy, you can still learn from the experience and practice valuable skills. For example, Mark was once the president of his homeowners association, an experience he did not necessarily enjoy, but it taught him some valuable skills in dealing with challenging situations in a productive way.
3. Seek out a mentor and choose him or her in the same way you would choose a doctor or religious guide. Ensure you are comfortable with that person and that you have common ground and values.
4. Be prepared for opportunity. Mark has always believed in this equation:

Luck = opportunity meeting preparedness

Invest in yourself, so you can be prepared when the opportunity arises and set yourself up for success.

To read about Mark's reflections on leadership, visit his [Leadership Blog post](#).

A video is available in ADAMS of the Knowledge Management session: Ask SME and Learn - Career Journey of Mark Satorius: [ML15323A165](#).



TTC CFC Kick-off and Chili Cook-off/Halloween Party

(b)(6) (TTC)

SUCCESS! The TTC raised \$173 for the Chattanooga Area CFC through a Chili Cook-off raffle where we enjoyed a great variety of disparate Chilies.

(b)(6)

Everyone contributed to the event by supplying drinks, cookies, pies, salads, and goodies of every sort.

Special thanks to (b)(6) for sharing their personal experiences of support through The Cystic Fibrosis Foundation

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(b)(6)

NRC's New Leadership Development Program a Big Success!

Basia Sall (OCHCO)

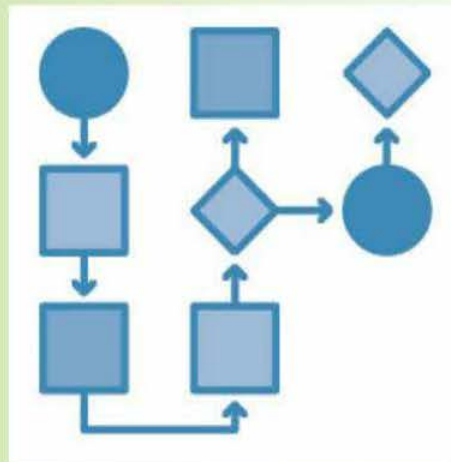
On April 2, 2015, the NRC Leaders' Academy launched a new leadership development program called the Aspiring Leaders Certificate Program (ALCP). Basia Sall, NRC's Leadership Development Program Manager, kicked off the ALCP with a webinar to discuss the basics of the program and how to register in iLearn (watch webinar [here](#)). Currently, there are 219 NRC staff enrolled in the ALCP and 26 NRC staff have successfully completed the program. If you would like more information about the program, please check out the [NRC Leaders' Academy SharePoint Site](#) or contact Basia Sall directly. Let's congratulate the staff that have completed the program and have invested in their individual development. Kudos!

Staff	Office	Staff	Office
(b)(6)	NRR	(b)(6)	OI
	NMSS		OIS
	EDO		R-II
	NRR		OIS
	ADM		NRR
	OIS		NRR
	NRO		NRR
	NRR		OCHCO
	OIP		OIP
	NRO		NSIR
	NSIR		NRR
	NSIR		NRR
	NRR		OIS

Meeting Processes Made Simpler

Seth Coplin (OEDO)

(b)(2)



Public Meeting and Communications Support for Staff

June Cai (OEDO)

The agency has a variety of resources available to support staff in their public meetings and external communication efforts. This information is being shared in response to results from the San Onofre Nuclear Generating Station steam generator tube degradation event lessons learned evaluation (ML14276A478), which identified the need for increasing awareness of communications resources available and encouraging their use throughout the agency. Please contact one of the individuals listed below for assistance with using any of these resources.

Resources available include:

1. **In-House Meeting Facilitator & Advisor Program**

In addition to facilitating meetings, the trained facilitators in this program can assist with many aspects of meeting planning, such as developing format and agendas, determining logistics, creating presentation materials, as well as conducting outreach efforts. Information can be found at: <http://www.internal.nrc.gov/oedo/Facilitation/index.html>.

2. **The Office of the Executive Director for Operations (OEDO) Communications Staff**

OEDO has staff with extensive communications expertise who can assist with a variety of communication and outreach efforts. Offices are encouraged to consider reaching out for assistance, especially for high visibility topics, challenging situations, and/or when resources within the office are limited.

3. **Contractor Assistance**

OEDO has set up an enterprise-wide contract for offices to obtain assistance with public meeting planning and facilitation as well as other outreach and communication efforts. Offices who are interested in using this contractor's services will need to provide the funding and work with OEDO's contracting officer's representative to complete the contracting process.

4. **Training Courses**

Three courses on public meetings and delivering effective messaging to the public are currently or will soon be available: 1) "Conducting Effective Public Meetings" (new course for 2016, iLearn ID TBD), 2) "Basic Presentation" (iLearn course ID 123144), and 2) "Advanced Presentation" (iLearn course ID 123145). In addition, the agency has a range of other communications courses, in both classroom and online formats that can be found under the "Communications and Professional Skills" category in iLearn.

5. **Communication Plan Guidance and Repository**

The "Communication Tools and Plans" website (http://www.internal.nrc.gov/communications/comm_tools/guidance.html) contains detailed guidance, pointers, templates, and examples.

6. **The Active Communication Plans Share Point site**

The Active Communication Plans SharePoint site: (<http://fusion.nrc.gov/edo/team/CPM/CommPlans/default.aspx>) is a repository for posting all active communication plans as well as storing inactive plans for reference and knowledge management. Communication plans should be uploaded, maintained, and used from this site to help with version control.

Questions? Contact Lance Rakovan at 301-415-2589, or June Cai at 301-415-5192.



Equal Employment Opportunity (EEO) Training Conference

Larniece McCoy Moore (SBCR)



Diversity Matters

The Office of Small Business and Civil Rights (SBCR) hosted the Joint EEO Counselors and EEO Advisory Committee Training Conference on Sep 2-3, 2015. The conference theme was "Diversity & EEO: Engaged in Change." On the first day of the conference, then-EDO Mark Satorius joined Vonna Ordaz, SBCR Director, and Melody Fopma, Associate Director, in offering their thoughts and appreciation for the services of all volunteers.

The first presentation was made by Rachel See, the Lead Technology Counsel for the National Labor Relations Board. Ms. See captivated the audience with her touching delivery on "Issues Facing the Transgender Community." Her outstanding and powerful presentation contained personal accounts as well as recent legal developments on the subject.

The second presentation was prepared by Janet Smith, President of Ivy Planning Group, which specializes in diversity, strategy, and change management. She engaged the audience with "Embracing Generational Differences." Her interactive presentation involved the audience and provided a few a-ha moments for all. Brian Champion, SBCR lead on the Diversity Dialogue Project, guided the open discussion on "Diversity and EEO at NRC during Changing Times," followed by an enthusiastic sharing of ideas by the participants. The latter part of the afternoon was no less engaging in providing valuable information on the Disability Rights Movement. The video presentation of the movie "Lives Worth Living - A History of the Disability Rights Movement in America" and the ensuing panel discussion shed light on the history and struggles that led to passage of Americans with Disabilities Act (ADA) of 1990.

On the second day of the conference, there were two break-out sessions for EEO counselors and Advisory Committee members in the morning. Joel Kravetz and Tony Barnes, SBCR, provided compelling and informative sessions on legal principles and EEO cases, as well as the importance of diversity and inclusion in the workplace. After lunch break, the afternoon session resumed with a plenary session of all participants and the Chairman remarking on the importance of all employees' personal engagement during NRC's changing times. Mark Maxin, OGC, offered invaluable insights with his presentation; "An Overview of Reprisal Theories under Federal Sector Employment Law" followed by the "Diversity Dialogue Project," another collaborative activity that required participation of all to come up with "unwritten rules" at the NRC, a very involving and eye opening activity.

The conference was deemed to be a success based on the feedback by participants. Please visit SBCR's SharePoint site for conference material and news on upcoming events.

(b)(6)

Arkansas Nuclear One Resident Inspectors Participate in Fall Festival**John Dixon (Region IV)**

As part of a community outreach effort, the resident inspectors at Arkansas Nuclear One had a fun day at the local Fall Festival on Halloween day in Russellville, AR. (b)(6) was the star of the show, demonstrating how to properly put on and take off anti-contamination gear, and checking the passersby with a Geiger counter to make sure no one was contaminated. Kids who stopped by loved guessing which common household items were radioactive, and even their parents sometimes learned something new (radioactive banana, anyone?)

ANO's (b)(6) made nuclear sugar cookies to give out; neon green iced sugar cookies with "electron" sprinkles on top. They were a delicious hit with the crowd.

Even (b)(6) got into the spirit, demonstrating the proper use of a hood for the crowd, and although he didn't seem as happy about wearing it as (b)(6) was, he loved the attention from all of his adoring fans!

The resident inspectors answered questions all day about the safety of the plant and the area surrounding it, emergency planning and evacuation, what radioactivity is and how it affects the people exposed to it, and many other questions from interested people in the community. The kids often wanted to know what makes things radioactive and what happens in the Geiger counter to make "that clicking noise." We even had someone stop by to ask if we knew what the occupational dose limit for the lens of the eye was (15 rem/yr, for those of you keeping track at home.)

Many of the folks who stopped by for a cookie or some candy stuck around to try using the Geiger counter, and took information home about the NRC and nuclear power. NUREG/BR-0474, "A Journey to Your Future, Make Discovering Your Career an Adventure" was popular with the kids who used the Geiger counter and discovered that the fire alarms in their houses were radioactive. The fall festival was a great way to talk to the community and listen to their praise and fears of the plant, and helped the people who live and work in the area to better understand who we are, what we do, and why our role is so important in the safety and security of nuclear power.

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2015 NRC OIG Safety Culture and Climate Survey

We ALL have a role in safety!
***Take the 2015 NRC OIG Safety Culture and
Climate Survey!***



Memphis—Owner:

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November 23-December 11, 2015



Department of Homeland Security's Domestic Nuclear Detection Office
Antonios Zoulis (NSIR)

Many of you may not be aware the NRC has an employee detailed to the Department of Homeland Security's [Domestic Nuclear Detection Office \(DNDO\)](#). DNDO's mission is to prevent nuclear terrorism by continuously improving capabilities to deter, detect, and respond to attacks, in coordination with domestic and international partners. Homeland Security Presidential Directive 14 and the [SAFE Port Act of 2006](#) mandated the creation of the [Global Nuclear Detection Architecture](#) and charged DNDO with coordinating its development and implementing its domestic component. As part of those efforts, DNDO collaborates closely with other government agencies and is a jointly staffed office within the Department of Homeland Security.

The NRC plays an important role in national security with its licensing and oversight of nuclear and radiological materials in the United States. Antonios M. Zoulis, DNDO Liaison in NSIR, is currently detailed to the DNDO and supports the office by providing expertise on NRC's regulatory authority. "DNDO is concerned with nuclear and radiological material out of regulatory control," says Antonios. "NRC's mission is to keep it safe and secure within regulatory control. It's my job to keep those lines clearly defined and to develop areas to better communicate and collaborate on issues that support both of our missions." Antonios, as part of his role at DNDO, gave a presentation to DHS on the NRC titled "Who We Are and What We Do." Educating our partners in DNDO on what we do and how we regulate is one of the NRC Liaison's key functions.

In January, NRC staff from NSIR and NMSS will be providing a detailed briefing on nuclear and radiological material security and transport at DNDO. "No man is an island, and without support from folks at the NRC, my work at DNDO would be less effective," says Antonios. So, if the phone rings and some NRC guy is calling from a DC line...don't hang up! It's not a prank! It's probably Antonios Zoulis, DNDO Liaison from NSIR, calling to discuss a topic of mutual interest.

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Diwali Celebration Luncheon – 2015 at NRC

Bhasker (Bob) Tripathi (NMSS)

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The Honorable Chairman Burns, Commissioner Baran, EDO Victor McCree, numerous Office Directors, and over 170 NRC employees joined in the celebration of Diwali, held in the TWFN auditorium at HQ on November 10. Attendees enjoyed delicious Indian food, and were introduced to the history and significance of Diwali. Attendees enjoyed a wonderful Diwali slide show and a classical Indian sitar music video clip by the late Pandit, Ravi Shankar. The event was organized by: (b)(6)

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The word "Diwali" is derived from the (classic language of India) Sanskrit word *Dīpāvali*, formed from *dīpa* (दीप, "light" or "lamp" and *āvalī* (आवली, "series, line, row." *Dīpāvali* or Diwali thus means a "row" or "series of lights. It dates back to ancient times in India, possibly thousands of years, as a festival after the summer harvest in the Hindu calendar month of Kartika. The Vedic philosophy of India share the belief that there is something beyond the physical body and mind which is pure, infinite, and eternal, called the *Atman*. The celebration of Diwali as the "victory of good over evil" refers to the light of higher knowledge dispelling all ignorance, the ignorance that masks one's true nature, not as the body, but as the unchanging infinite and transcendent reality. With this awakening comes compassion and the awareness of the oneness of all things, and knowledge overcomes ignorance. It is the celebration of this inner light over our spiritual darkness, knowledge over ignorance, right over wrong, good over evil.

Sikhs and Jains also celebrate Diwali on the same night as the Hindus. The Diwali celebration includes millions of lights shining on housetops, outside doors and windows, and around temples and other buildings. Diwali is an official holiday in India, Nepal, Guyana, Indonesia, Myanmar, Mauritius, Malaysia, Singapore, Sri Lanka, Fiji, Suriname, Trinidad and Tobago, and Pakistan.

Diwali is one of the happiest holidays in India and one of the biggest shopping seasons involving significant preparations. People decorate their homes for the festivities with Rangoli, which are colorful folk art patterns created with colored rice, sand, or flower petals. They buy new clothes for themselves and their families, and gifts for family members and friends that typically include sweets, dry fruits, and seasonal specialties depending on regional harvest. Parents and elders tell children ancient stories, legends, and myths about battles between good and evil or light and darkness. Diwali was first celebrated in the White House in 2003 and was given official status by the United States Congress in 2007.

The NRC Diwali-2015 event was also televised to NRC regional Offices via VTC. The organizers thank all who volunteered, and the various EEO committees for their help, making this event brimming with joy, celebrating diversity. It was a stunning success.

Agency Holds 4th Quarter FY2015 Quarterly Performance Review (QPR) Meeting

June Cai (OEDO)

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On November 12, 2015, the agency held the FY 2015 4th quarter QPR meeting. Each business/product line presented their most current performance results, with particular focus on areas of challenge. Following the presentations, the senior managers held an open discussion on emerging topics of interest. Staff can review the [QPR Reports](#) to see the performance results for their business/product line and the [meeting summary](#) to be aware of meeting outcomes.

Region III Held a “Wear Pink Day” in October

Photo submitted by Gail Christoffer-Baruch (RIII)

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Capturing the Institutional Memory of the ACRS

Hossein Nourbakhsh (ACRS)

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An ACRS meeting in 1970s when the ACRS was located in 1717 H Street NW., Washington, DC

Since 1957, the Advisory Committee on Reactor Safeguards (ACRS) has had a continuing statutory responsibility for providing independent reviews of, and advice on, the safety of proposed or existing reactor facilities and the adequacy of proposed reactor safety standards. As a part of its commitment to the NRC effort in knowledge management (KM), ACRS has begun an initiative to capture the institutional knowledge and memory of the Committee. An important motivation for this initiative is to increase the effectiveness and efficiency of the Committee's review process by providing easy access to the background information, insights, and understanding of the technical and regulatory issues.

ACRS APPROACH TO KNOWLEDGE MANAGEMENT

A combination of KM tools including document management, white papers, and an ACRS KM SharePoint Site are used to manage ACRS knowledge assets.

ACRS Record Management and Taxonomy

In the summer of 2008, archived historical documents related to the ACRS activities were recalled, scanned, and submitted to the NRC Agencywide Documents Access & Management System (ADAMS). As a result, the ACRS implemented a system to manage current and future ACRS records and knowledge assets. A taxonomy was developed to capture the ACRS institutional memory by the Committee's activities, functional categories, and technical disciplines. The documents and related items are captured in ADAMS utilizing this taxonomy.

White Papers and Articles

A series of white papers and articles on various topics are being prepared to discuss relevant regulations and regulatory processes, role of ACRS in the review process, insights from previous ACRS reviews, and international perspectives on each topic. The first few of this series include:

- Perspectives and Insights from ACRS Review of Staff's Safety Evaluation of License Renewal Applications, January 2010 (ML100220821).
- Perspectives and Insights from ACRS Review of Staff's Safety Evaluation of Power Uprate License Amendment Requests, January 2010 (ML100221146).
- Historical Perspectives and Insights on ACRS Activities and Recommendations with Respect to PWR Sump Performance, 2010 (ML15313A348).
- Perspectives and Insights on Transition to Risk-Informed Performance-Based Fire Protection Programs, 2012, (ML12046A887), Proceedings of the 11th International Probabilistic Safety Assessment & Management (PSAM 11) Conference, 25-29 June 2012, Helsinki, Finland.
- Insights and Perspectives on Severe Accident Regulatory Decisions, 2012 (ML15313A330), Proceedings of the International Meeting on Severe Accident Assessment and Management: Lessons Learned from Fukushima Daiichi, San Diego, CA, November 11-15, 2012, pages 183-195.
- Historical Perspectives and Insights on ACRS Review of AP1000 Design Certification, 2013 (ML 13122A443), Proceedings of the 21st International Conference on Nuclear Engineering (ICONE 21), July 29 - August 2, 2013, Chengdu, China.
- Historical Perspectives and Insights on ACRS Review of GE ABWR Design Certification, 2015 (ML15313A344), Proceedings of the 23rd International Conference on Nuclear Engineering (ICONE 23), May 17-21, 2015, China, Japan.

An effort is also underway to expand these white papers and articles to issue them as NUREG/KM reports.

ACRS KM SharePoint

Region II Veterans Day Event Celebrates Staff Members' Service

Roger Hannah (Region II)

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On Tuesday, Nov. 10, many Region II staff members gathered to recognize and honor all the men and women in the region who have served our country in the various branches of the military. Emceed by Senior Public Affairs Officer Roger Hannah, the ceremony included a stirring rendition of the national anthem by Enforcement and Investigations Assistant Linda Gibson and some unscripted and heartfelt remarks by former U.S. Navy officer and Acting Regional Administrator Len Wert.

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After the formal ceremony, the rest of the Region II staff got a chance to look at quite a few old uniforms, photos and other pieces of military memorabilia as they contemplated the importance of their NRC colleagues' service as well as that of others who have served and sacrificed as military veterans.

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It's Time to Meet Jim Hickey

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Office/Location: NRR/HQ

Title: Senior Level Advisor for Reactor Systems

Time w/NRC: 12 years, recently transferred to Headquarters from Region II

Previous employers: (b)(6) US Navy (b)(6)

Biggest challenge:

(b)(6)

Birthplace: (b)(6)

Favorite Restaurant:

(b)(6)

Favorite sports:

(b)(6)

Favorite vacation spot:

(b)(6)

Favorite music:

(b)(6)

Favorite TV show:

(b)(6)

Favorite books:

(b)(6)

(b)(6)

Is there some aspect of your life you think NRC staff would be surprised to know about?

(b)(6)

The person in history I would most like to meet:

(b)(6)

(b)(6)

The kind of car I would like to drive:

(b)(6)

Most important influence in my life:

(b)(6)

(b)(6)

If I won the lottery:

(b)(6)

(b)(6)

Keys to success:

(b)(6)

Stop by my office anytime; 010C01.

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