



AMERICAN NUCLEAR SOCIETY EDUCATION & TRAINING DIVISION

MESSAGE FROM THE CHAIR

Greetings to all,

Well, the June meeting in San Diego will be my last as the Chair of the Education and Training Division. It has been a pleasure serving you in this capacity!

I would like to thank Vice Chair/Chair Elect - Brian Hajek, Secretary - Jane LeClair, Treasurer - Pierre Tremblay, and Programs Coordinator - Wes Hines for their support. They have been a tremendous team that has enabled ETD to continue to grow in all areas and excel in a more than a few.

I'm most proud of the renewed vigor in the programs area of our Division. Wes Hines has been tremendously efficient and systematic in shepherding the process that reserves slots, schedules times, and advertises sessions in the national meetings. He has diligently reminded us about our paper reviews and by all measures, the results have been outstanding. Jane LeClair, Brian Hajek, Dick Coe, Mike Robinson and Lee Dodds have sponsored sessions that have steadily increased in numbers of topics, quality of presentation, and relevance to the important issues of the day. From a budgetary standpoint, program revenues to our division in 2002/2003 rival the amount we receive from membership dues. This has allowed us to increase the amount of student support from ETD in 2002/2003. I am very pleased with that fact, for there is no better focus for ETD funds than the future stewards of our nuclear technology.

I would encourage all to look at the solid listing of ETD sessions that we will have in San Diego in June, and again in New Orleans in November. Good job folks, and thanks!

With a strong line-up of nuclear utility training-relevant program topics, we are now targeting nuclear electric utilities in the regions around the location of our ANS national meetings. We are doing this via personal invitations to utility training managers and their staffs from members of the ETD division executive committee. We hope to increase the numbers of new members in both ANS and ETD through this practice

As I reflect back on my 4+ years on the ETD Executive Committee, I have seen so many good changes. I recall the chairs and vice-chairs of four years ago setting the foundation for the growth we have experienced in key areas. Our newsletters are now a twice-yearly routine, our budget has grown along with the recent trend in membership, programs and energy in the executive committee. On that note, we have active participation by foreign representatives in our executive group, and ongoing strong representation from the Institute of Nuclear Operations (INPO), government labs, colleges and universities, and industry consultants.

The Education and Training Division is in good hands. Brian Hajek is already working on future initiatives that I'm confident will further advance our visibility and ability to support students. Thank you for the opportunity you gave me to work in this leadership capacity.

Good luck to all of us,

Joe Kowalski
Silver Fox Synergies, LLC

TABLE OF CONTENTS

| | |
|-----------------------------------------------------------------------------------------------|---|
| Message From the Chair..... | 1 |
| ETD 2003 Summer Meeting Sessions..... | 2 |
| ETD 2003 Winter Meeting Sessions | 2 |
| ABET Training Workshop..... | 2 |
| Lamarsh Scholarship | 3 |
| ANS ETD 2003 Training Excellence Awards | 3 |
| 2004 CONTE Achieving Individual and Organizational Success | 4 |
| The Changing Workforce | 4 |
| Gene Carlson Dies | 4 |
| Full Paper Session Planned For 2003 ANS/ENS International Winter Meeting | 5 |
| Second Annual Session of Papers by USDOE Supported Students at ANS Meeting in San Diego | 5 |
| A Message From the ETD Secretary | 5 |
| ETD Officer and Member Contact Information | 6 |

ETD 2003 Summer Meeting Sessions

ETD's renewed vitality will be highlighted during the ANS Annual Meeting, Summer 2003. Your Division is sponsoring three sessions containing 17 papers.

The following is a listing of ETD sponsored sessions.

Training, Human Performance and Work Force Development I,
Monday PM

Chair: **Jane LeClair** 5 papers

Training, Human Performance and Work Force Development II, Tuesday AM

Chair: **Richard Coe** 6 papers

Research by US DOE Sponsored Students,

Wednesday AM

Chair: **Brian Hajek** 7 papers

ETD also is co-sponsoring the following sessions:

US DOE Nuclear Energy Research Initiative (NERI) I, Tuesday PM

US DOE Nuclear Energy Research Initiative (NERI) II, Wednesday PM

Innovations in Nuclear Infrastructure and Education, Thursday AM

We were able to schedule all sponsored and co-sponsored sessions without overlap, and hope you find them interesting and enjoyable. Many thanks to all of you who have helped make the upcoming sessions a success.

Wes Hines
Program Committee Chair

ABET TRAINING WORKSHOP

The ANS Accreditation Policies and Procedures Committee will conduct a half-day training workshop (1:00 pm - 6:00 pm) to train ABET program evaluators on **Saturday, May 31, 2003** at the Town and Country Hotel, in **San Diego, CA**, immediately prior to the ANS Annual Meeting.

This training session will prepare program evaluators for conducting ABET visits to nuclear engineering programs under the new EC2000 accreditation criteria. The workshop will also be of benefit to faculty who are preparing for an upcoming ABET accreditation visit. Contact Professor **Nick Tsoulfanidis** for registration information (tsoul@umr.edu or 573/341-4745).

There is no charge for the Workshop, but attendance is limited to the first 25 who register.

ETD 2003 Winter Meeting Sessions

ETD is currently soliciting papers for the ANS/ENS International Meeting to be held in New Orleans from November 16 to November 20, 2003. The division is sponsoring seven sessions and summaries can be submitted starting May 1, 2003 and ending June 5, 2003.

The following is a listing of ETD sponsored sessions:

1. Education and Training: General,
Session Organizer: Wes Hines
email: jhines2@utk.edu
2. Training, Human Performance, and Work Force Development
Session Organizer: Jane LeClair
email: Jane.Leclair@nmp.cn.com
3. Student Design Competition
Session Organizer: Lee Dodds
email: hdj@utk.edu
4. Training Excellence Awards
Session Organizer: Richard Coe
email: rpcoe@worldnet.att.net
5. Innovations in Nuclear Engineering Education, Training, and Distance Learning (Full Paper Session)
Session Organizer: Brian Hajek
email: hajek.1@osu.edu
6. INIE: Innovations in Nuclear Infrastructure and Education Program Experience
Session Organizer: John Gutteridge
email: john.gutteridge@hq.doe.gov
7. Innovative Education/Industry Collaboration
Session Organizer: John Gutteridge
e-mail: john.gutteridge@hq.doe.gov

Descriptions of the sessions can be found at the ETD web site:
<http://etd.ans.org/index.html>

Please contact the session organizers for additional information concerning each session.

LAMARSH SCHOLARSHIP AWARD

The time is drawing near for the American Nuclear Society to award the annual John R. Lamarsh Memorial Scholarship. The award is given each year to an exceptional college undergraduate engaged in the study of nuclear science, nuclear engineering, or a nuclear-related field. ANS has proudly presented this award since 1982 in honor of John R. Lamarsh, a notable and highly respected member of the academic community in nuclear engineering. This prestigious award was the first endowed scholarship offered by the society and named for John because of his influence on nuclear engineering education. John was a graduate of Massachusetts Institute of Technology and Cornell University, and was the recipient of the Arthur Holly Compton Award in Education in 1980. He was department chair of nuclear engineering at New York University. He wrote numerous texts that were widely used in the academic world, including "Nuclear Reactor Theory" (1966), and "Introduction to Nuclear Engineering" (1975).

This year's award winner will be announced at the ANS 2003 Annual Meeting and their name will be added to the list of outstanding individuals who have received this prestigious award named after Dr. Lamarsh, an individual who dedicated his life to enhancing the field of nuclear engineering education.

**AMERICAN NUCLEAR SOCIETY
EDUCATION AND TRAINING DIVISION
2003 TRAINING EXCELLENCE AWARDS**

Joseph D. Kowalski, Chair of the Education and Training Division (ETD) of the American Nuclear Society (ANS) announces the 2003 Training Excellence recognition program.

The awards, made to individuals and groups who currently work in the field of nuclear training and education, are intended to recognize outstanding, innovative, unique, and cost effective contributions to the field. Training and Education are those activities related to the training and qualification of personnel working in the nuclear field. Current practitioners in International and US commercial, government/contractor, university and union nuclear training and education fields are eligible for nomination. Nominations by a sponsor are preferred, but self-nomination will be accepted.

An additional category (Pioneer) is intended to recognize the efforts of a distinguished individual(s) who was instrumental in the design, development, implementation, and management of nuclear training and education. A nominee may still be active in the field.

Nominations, which are valid for the year submitted, must include:

- Category for award - individual, group, pioneer
- Complete nominee information with address and contact information
- Complete sponsor information with address and contact information
- Brief summary of reason for nomination (will serve as basis for citation for successful nominees)
- Detailed description of activity/individual to be recognized. Attach appropriate related and supporting information.

Nomination packages must be of sufficient detail to fully inform the selection committee of the nominee's qualification for the award.

SCHEDULE:

- Nomination deadline **June 16, 2003**
- Selection and announcement – **July 2003**
- Presentation of awards - **ANS 2003 Winter Meeting**

The winners will be invited to receive their awards and present a paper at the meeting. Attendance to receive the award is not mandatory.

Requests for information and completed nomination packages are to be sent to:

Dr. Richard P. Coe, Chair - Selection Committee
ANS-ETD Training Excellence Awards
School of Business Studies
The Richard Stockton College of New Jersey
Jim Leeds Road
Pomona, NJ 08240-0195
609-652-4466 (office)
coer@stockton.edu

**2004 CONFERENCE ON NUCLEAR TRAINING
AND EDUCATION (CONTE): ACHIEVING
INDIVIDUAL AND ORGANIZATIONAL SUCCESS**

February 8 - 11, 2004, Peabody Hotel, Orlando, Florida.

The Program Committee for CONTE 2004 has announced the program for the meeting to be held in Orlando in February, 2004. Terry Williams of Dominion Energy is the Program Committee Chair. Building on the success of the first CONTE meeting held in the same venue in August, 2002, CONTE 2004 will have the following sessions (including the session organizers and their email addresses):

Culture, Leadership, and Ethics (Art Friedman)
arthur_friedman@dom.com)

Workforce Issues Related to Performance (Ann Winters
wintersad@inpo.org)

Focusing Performance Support (Larry Durham
LBDurham@charter.net)

Measuring Performance Improvement (Jerry McMahon
jfcmahon@aol.com and Rob Sandstrom
sandstrl@songs.sce.com)

Details about the meeting, including the program as it develops can be found at the CONTE living web site www.conteonline.org. Registration information, presenter information, hotel information, and additional details about vendor opportunities can be found on the web site.

Professionals in the fields of training, organizational development, organizational effectiveness, human performance, and nuclear field educators should attend. All presenters are being asked to emphasize "take homes". Attendees are assured of finding "deliverables", something worthwhile to take home and implement.

THE CHANGING WORKFORCE

By Lawrence B. Durham (LBDurham@charter.net)

In Fall 2000, ETD recommended to an ANS Strategic Planning meeting that increased attention be paid to demographic factors associated with properly educating, staffing, and training the nuclear enterprise. As a result, then president Jim Lake appointed a Special Committee on the Nuclear Workforce headed by Ted Quinn, a former ANS president. That committee has continued its work as a task force through interfacing with NEI, DOE, NEDHO, NA-YGN, EPRI, IAEA, and other

organizations such as the Nuclear Human Resource Professionals group, and the Health Physics Society.

This task force meets during each ANS national meeting and on other special occasions as appropriate. A major product of this initiative is an impressive "Nuclear Careers" presentation created by Sharon Kerrick of the ANS staff. It may be viewed and downloaded for use at <http://www.ans.org/pi/students/carpres/>. For further information and assistance, you may contact Sharon directly at 708.579.8230 or at skerrick@ans.org.

The point of this article is to note that you, through ETD, have made a difference in the response of ANS to our industry's staffing challenges and to encourage you to continue to do so individually and collectively.

There is an excellent article in the First Quarter 2003 issue of *The Nuclear Professional* on initiatives at a number of utilities to capture and transfer tacit knowledge as our workforce experiences transition. In addition to providing contact information for 10 utility-based individuals, the article notes that EPRI has a November 2002 report available entitled *Capturing and Using High-Value Undocumented Knowledge in the Nuclear Industry: Guidelines and Methods* (EPRI number 1002896). As this article is being written, the IAEA is processing input received from a worldwide survey on this general topic. That information will be discussed in an international forum later this year and released in an IAEA technical document during 2004.

This challenging opportunity belongs to each one of us regardless of whether we are in a utility environment, post-secondary education, a government or private laboratory, or independent performance support company. We must continue to work together to articulate the challenges and craft the solutions that will be required to continue successful operations. The organizations cited above are to be commended for their leadership. Let us all become partners in this ongoing quest.

Other recent potentially helpful pertinent publications may be found on the ANS ETD web site.

Gene Carlson Dies

Dr. Gene R. Carlson, ANS and ETD member since 1983, passed away in Atlanta on March 13th after battling colon cancer for more than a year. Gene's nuclear industry career spanned 34 years, including six years in the Navy, part of which was on the submarine USS Nathan Hale, Training Manager at Susquehanna Steam Electric Station, and as a consultant, most recently for USEC in Paducah, Ontario Hydro in Canada, and for CEZ, the electric utility in the Czech Republic.

**FULL PAPER SESSION PLANNED FOR 2003
ANS/ENS INTERNATIONAL WINTER MEETING,
NOV. 16-20, 2003, HYATT REGENCY, NEW
ORLEANS, LA**

As noted in the last ETD Newsletter, the ETD Program Committee is planning a base set of sessions in each National ANS Conference. These will be augmented by additional sessions depending on events and current interest. Thus, you can now plan your presentations at least a full year in advance. One of the base sessions for the fall meetings is *Innovations in Nuclear Engineering Education, Training, and Distance Learning*. For the New Orleans meeting, this session is planned to be a full-paper session.

The plan includes publishing the papers in a Special Session Proceedings, and also submitting papers as a package to a National journal. The objective going forward is to provide a respectable forum for trainers and educators to publish their significant work.

**SECOND ANNUAL SESSION OF PAPERS BY
USDOE SUPPORTED STUDENTS AT ANS
MEETING IN SAN DIEGO**

A special session for USDOE sponsored students will be held for the second year in a row at the 2003 ANS Annual Meeting. Initiated for the Hollywood meeting in 2002, the special session provided an opportunity for students to present their undergraduate and graduate research in a venue integrated into a National meeting, rather than in a separate student-only conference.

Presentations are judged by a panel of nuclear industry professionals, and a \$100 best paper award is made along with an award certificate.

Plan to attend this special session on Wednesday morning to support the seven students who will be presenting, and to help provide them a larger audience of industry professionals.

A MESSAGE FROM THE SECRETARY

As Secretary of the ANS Education, Training, and Workforce Development committee, I have had an opportunity since our Winter meeting to work on numerous projects to enhance the Education and Training Division.

A recent update of the ETD website made several needed changes. If you have an opportunity, look at the web site and let me know if further updates or additions are needed.

It was also a pleasure to chair the John R. Lamarsh Scholarship committee. This prestigious award was ANS's first endowed scholarship. Thanks to Joe Kowalski and Brian Hajek for rounding out the selection committee.

If anyone would like to be part of the selection committee for next year's Lamarsh award, please contact me. We reviewed 50 applications and it was very difficult to make a decision with so many well qualified individuals.

Finally we actively sought presenters for the upcoming annual meeting and are pleased to have had such a large response from various segments of the nuclear community.

As we draw closer to the next meeting, I urge all of you to take full advantage and plan for those presentations you want to attend, but take full advantage of the extensive networking opportunities.

Jane LeClair

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AND MEMBER CONTACT INFORMATION**
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