



Wednesday

# Insight

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## Awards Luncheon Honors Waste Management Professionals

**Dr. James McCray**, professor emeritus University of Arizona was this year's recipient of the Waste Management Program Advisory Committee award. One of the



Dr. James McCray

founders of the Waste Management Symposia, McCray was pleased to see how successful the conference has become, growing from 200 attendees in 1974, to 2000 this year. "I believe there is a new age ahead for nuclear energy," he said in accepting the award.

The PAC award was established to recognize an individual whose outstanding contributions have helped make and keep the conference the premier conference on the management and disposal of nuclear waste.

Receiving the Waste Management Chairman's award was **Michelle Rehmman**, a 20 year supporter of the Waste Management



Michelle Rehmman

conference. Rehmman has been a member of the Board of Directors for 10 years and is president of the Roy G. Post Foundation.

### Wendell D. Weart Lifetime Achievement Award

With Wendell Weart in the audience, **Dr. Richard (Rip) Anderson** accepted this year's Wendell D. Weart Lifetime Achievement award. "It is a great honor and pleasure to receive this award," he said, and noted that Weart had been one of his mentors. Anderson's career has included 40 years at Sandia National Laboratory and has encompassed work on the Subseabed Disposal program,

FUSRAP, WIPP and Yucca Mountain. He is well known for his work in performance assessment at WIPP and Yucca Mountain.

Anderson encouraged attendees to "get the word out about nuclear energy" and emphasized the need to talk to young people. "They are our future," he said.



Dr. Rip Anderson

### Sarge Ozker Award

Receiving the Sarge Ozker award was **Dr. John Remark** of AREVA. Remark joined AREVA in 1996 after work with Battelle Pacific Northwest Laboratory and Babcock and Wilcox. He holds three patents in decommissioning and radioactive waste.



Dr. John Remark

The Sarge Ozker award, established in 1980, is given for distinguished service and eminent achievement in commercialization of nuclear power/energy with particular emphasis in the field of radioactive waste management. It is presented by the American Society of Mechanical Engineers (ASME).

### Best Paper Awards

*Awards for best papers were presented to:*

Leah Spradley, Mark Abkowitz and James Clark of Vanderbilt University for the 2008 best oral presentation and paper (ANS award);

Roger Nelson, US DOE and Sean White, Washington Regulatory and Environmental Services, for the 2008 Honorable Mention Oral paper Presentation (ASME award);

Jeannette Hyatt, Cliff Narquis and

Andrea Prignano of Fluor Hanford, 2008 best poster presentation and paper (ANS award);

Seungwoo Paek and Min Soo Lee of KAERI, 2008 honorable mention poster presentation (ASME award).

### Student Awards

Students have been an important part of Waste Management 2009 with more than 30 students attending and participating in the conference including 19 who made poster presentations Monday afternoon. Winning the best student poster was Denisse Aranda of Florida International University who presented the poster "The Effect of Ultrasound in Dislodging Radioactive Waste from DOE Pipelines."

This year, six students received \$5,000 scholarships from the Post Foundation. Recipients are:

Joshua Jarrell, a 2006 graduate of Texas A&M University with a bachelors degree in nuclear engineering. He is currently working on his PhD at Texas A&M.

Haruko Murakami is currently a PhD candidate in nuclear engineering at the University of California, Berkely. She received her bachelors degree in engineering from Kyoto University.

Rubina Rahman is on study leave from her work with the Health Physics Division of the Bangladesh Atomic Energy Commission to pursue her PhD on environmental radioactivity at the University of Liverpool, UK. She has BS and MS degrees in physics from Jahangirnagar University, Bangladesh.

Paul Ramano is currently in his second year at the MIT pursuing a PhD in nuclear science and engineering, specializing in Monte Carlo neutron transport methods. He completed undergraduate education at Rensselaer Polytechnic Institute.

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## Students: An Important Part of WM2009

# Nuclear Renaissance Demands Changes in Hiring Practices

A nuclear renaissance is under way in this country but if government and industry are going to replace the existing workforce that is rapidly approaching retirement age, they are going to have to do a better job communicating with students and young professionals to find the talent they need.

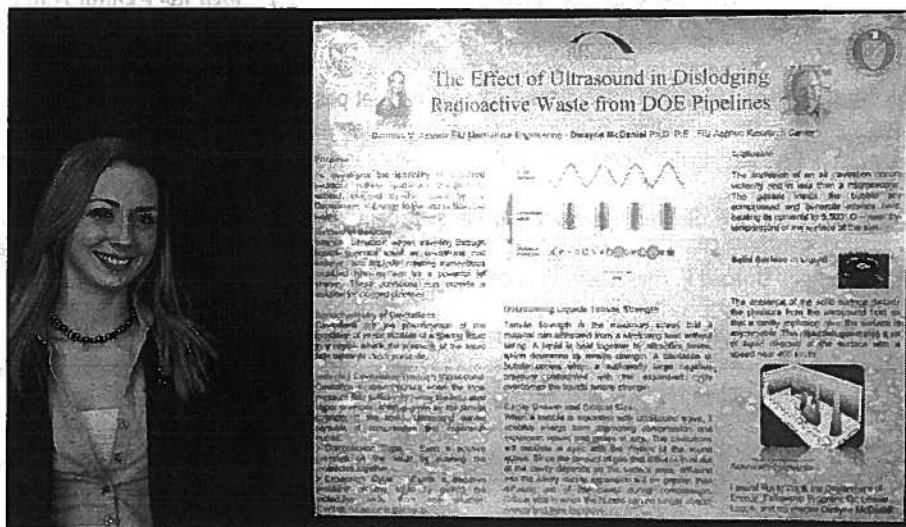
Students were given a strong voice in a panel discussion yesterday, telling the Department of Energy, education professionals and businesses what they need, how they need to get information, and their expectations when entering the workplace.

Collin Donohoue, a doctoral student at the Colorado School of Mines, said industries are selling the nuclear renaissance and students are buying it, but he said there is a big disconnect because industries aren't making clear their needs and expectations, nor are they always giving students the true picture of the working environment they can expect.

"Industries tell us they are hiring to replace their workforce that will soon be retiring, or they are expanding operations, cleaning up old sites, and building new facilities, but we don't always know what they need or want because they aren't telling us. We need to study the right things but we need to know what they are," he said.

Donohoue said there is another problem. Employers and students don't always know the best way to talk to each other. "How do students talk to companies? Should it be via the internet? Should it be face-to-face, should students attend conferences to network and build contacts?" he asked. While the need for students to attend professional conferences may appear obvious, Donohoue said when students meet professionals at conferences the professionals offer support but two weeks later won't respond to inquiries. "Too often professionals we meet give us their card and tell us to contact them, then they never respond to our emails, or when they do they simply refer us to their human resources department. We seek their guidance but we never hear from them again," he said.

Denisse Arrunda, a student at Florida International University, decried poor web sites that are difficult to navigate and provide little information to students



Denisse V. Arrunda, Student Poster Winner

looking for employment. "Our generation knows how to use the internet and we get frustrated when companies and government web sites are not well designed," said Arrunda. She also said government as well as the private sector need to work on reducing bureaucracy, saying bureaucracy is very frustrating to the new generation that has grown accustomed to instant access to information.

The acting Director of the Department of Energy's Office of Human Capital Planning, Desi Crouther, talked about his department challenges in finding qualified talent to replacing the aging workforce, noting that they have identified four major areas where they predict a shortage of qualified people in the coming years as they try to respond to the nuclear renaissance.

"The list of disciplines we need is long but they include general engineers, nuclear engineers, physical scientists and our acquisition workforce. There are already gaps in these areas and the gaps will continue to widen, creating new opportunities for students who prepare themselves," he said.

Crouther said DOE has taken a number of steps to bridge the gaps, through establishment of mentoring programs, development of rotational assignments, and the use of multiple recruitment initiatives to attract the best and brightest.

Representing education on the panel was Professor John Posten Sr. of Texas A&M University. When it comes to the

nuclear renaissance he said there is a big disconnect between students and their advisors and this needs to be corrected. "In Texas, alone, there are plans by four companies to build eight new power reactors. Advisors think nuclear is a dead industry but students know better and deserve better guidance," he said.

Posten discussed a litany of new initiatives taking place in Texas to meet the growing demand for talented professionals in the nuclear industry, saying the demand for skilled nuclear workers will increase as early as next year. Texas initiatives to meet this demand include working with high schools, community colleges and technical schools to institute training programs for those wanting to go to work in the nuclear industry. "About 70 percent of the new jobs in the nuclear field will be for technicians so we are focusing on new training programs because a high school education is no longer enough to get a job. New hires must have at least a two year degree if they are going to get hired in the nuclear field," he said. Posten noted new hires with a two year degree can look forward to a starting salary of about \$65,000 per year.

An overriding concern expressed by all the panelists focused on the generational differences and how each must learn to communicate with the other. Older workers are resistant to change, while younger workers often want to make change rapidly, creating an environment for conflict.