

December 16, 2003  
EN 03-051

OFFICE OF ENFORCEMENT  
NOTIFICATION OF SIGNIFICANT ENFORCEMENT ACTION

Licensee: University of Missouri (EA-02-256)  
University of Missouri Research Reactor  
Docket No. 50-186

Subject: CONFIRMATORY ORDER (EFFECTIVE IMMEDIATELY)

This is to inform the Commission that a Confirmatory Order (effective immediately) will be issued on or about December 19, 2003, to the University of Missouri (MU). This action is based on an NRC Office of Investigations report which concluded that a former senior research scientist at the University of Missouri Research Reactor (MURR) was the subject of employment discrimination and continued retaliation by management for previous protected activities. MU has committed to take comprehensive actions to address NRC concerns. Specifically, MU has committed (1) to modify its chain-of-command for MURR to better ensure oversight of its activities by university senior management, with ultimate reporting to the Office of the President of MU, (2) to develop a long-term plan for ensuring a safety conscious work environment conducive to employees raising safety concerns without fear of retaliation, and (3) to modify MURR's access authorization procedures to better ensure clarity, to ensure timeliness in addressing access requests, and to provide an appeal and review process for requestors being denied access. Based on these comprehensive actions, the staff has concluded that its concerns can be resolved through the confirmation of MU commitments as outlined in the Confirmatory Order.

The schedule of issuance and notification is:

Mailing of Confirmatory Order	December 19, 2003
Telephone Notification of Licensee	December 19, 2003

The State of Missouri will be notified.

Contacts: Doug Starkey, OE, 415-3456; Frank Congel, OE, 415-2741

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OE:ES	OE:D
D. Starkey	F. Congel
12/16/03	12/16/03

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VERIFICATION THAT LICENSEE HAS RECEIVED ACTION**