

July 13, 2009

MEMORANDUM TO: James F. McDermott, Director
Office of Human Resources

FROM: Roy P. Zimmerman, Director */RA William Dean for/*
Office of Nuclear Security and Incident Response

SUBJECT: GRADUATE FELLOWSHIP REQUEST

The Office of Nuclear Security and Incident Response (NSIR) is requesting to sponsor a graduate fellowship in the fields of security (i.e. homeland security or national security), emergency preparedness and incident response at the post-graduate level. The academic fields of security, emergency preparedness and incident response are critical to the Office's mission of integrating the Nuclear Regulatory Commission's (NRC's) policies and programs into the Nation's overall domestic defense posture, as well as coordinating and responding to safety and security events at and around NRC licensees and certificate holders.

NSIR was created in the aftermath of the terrorist attacks on September 11, 2001, in order to more effectively and efficiently address the increasingly important issues of security and emergency planning. Specifically, NSIR was created to improve communications and coordination both within the agency and with external entities, including Federal and State agencies. The change streamlined communications, improved the timeliness and consistency of information, and provides a more visible point of contact and effective counterpart to the Department of Homeland Security, as well as other Federal agencies. Currently, plans and directives such as the National Implementation Plan for the War on Terror, the National Infrastructure Protection Plan (2009) and the Homeland Security Presidential Directive 7 (2003): "Critical Infrastructure Identification, Prioritization, and Protection," establish National policies that require Federal departments and agencies to identify and prioritize critical infrastructures and, furthermore, to protect them from terrorist attacks. In order for NSIR to be a valued partner in homeland security and Federal emergency response plans, our employees need further academic advancement in developing policies, strategies, plans and programs that better integrate NRC policies and procedures into the National infrastructure, thereby strengthening our National security through interagency cooperation and increasing emergency preparedness capabilities. Additionally, we need to broaden our understanding of other agency roles, responsibilities and capabilities in order to effectively complete this integral task.

Since September 11, 2001, and the subsequent creation of NSIR, in an attempt to close this skill gap, we have been hiring external candidates with mission-critical skills, as well as people with valuable interagency and liaison skills. NSIR has also used on-the-job training to further develop the skill sets of current employees. However, the demand for these types of skills remains high throughout the Federal, State and local governments and it has become more difficult to attract high-caliber personnel. Additionally, the externally-hired experts from outside

CONTACT: David Diec, NSIR
(301) 415-2834

the NRC requires extensive training in NRC-specific skills such as understanding the many aspects of nuclear technology and the significant roles and responsibilities of being a regulator. Based on these points, NSIR sees a need for further academic development in the aforementioned subject fields in order to ensure our agency remains a viable and respected contributor to the Nation's security and emergency preparedness. These academic fields have grown tremendously in the post-September 11 world we live in, and are expected to remain mission-critical skills for the foreseeable future. NSIR has identified this as a gap that can be appropriately filled by staff completing approved post-graduate programs. Therefore, in order for NSIR to make certain we will be able to sustain this mission critical knowledge for years to come, we need to add further academic development opportunities for our employees in these emerging fields of study.

This critical skill gap identified by NSIR is now, and will continue to be, a need for this Office. Therefore, the 3 years needed to complete a graduate fellowship program is an appropriate option to address this issue in a timely manner. By sponsoring a graduate fellow in NSIR, we feel we will be able to continue to close this critical skill gap and provide incentives for outstanding performers to remain with the agency.

cc: J. Morris, HR/HRTD
P. Etheridge, HR/HROP/RB

the NRC requires extensive training in NRC-specific skills such as understanding the many aspects of nuclear technology and the significant roles and responsibilities of being a regulator. Based on these points, NSIR sees a need for further academic development in the aforementioned subject fields in order to ensure our agency remains a viable and respected contributor to the Nation's security and emergency preparedness. These academic fields have grown tremendously in the post-September 11 world we live in, and are expected to remain mission-critical skills for the foreseeable future. NSIR has identified this as a gap that can be appropriately filled by staff completing approved post-graduate programs. Therefore, in order for NSIR to make certain we will be able to sustain this mission critical knowledge for years to come, we need to add further academic development opportunities for our employees in these emerging fields of study.

This critical skill gap identified by NSIR is now, and will continue to be, a need for this Office. Therefore, the 3 years needed to complete a graduate fellowship program is an appropriate option to address this issue in a timely manner. By sponsoring a graduate fellow in NSIR, we feel we will be able to continue to close this critical skill gap and provide incentives for outstanding performers to remain with the agency.

cc: J. Morris, HR/HRTD
P. Etheridge, HR/HROP/RB

DISTRIBUTION

DSO r/f
RidsNsirPmda Resource
RidsNsirOd Resource

Log No.: 2525

ADAMS ACCESSION NO.: ML091940162

OFFICE	FCTSB/DSP/ /NSIR	FCTSB/DSP/ NSIR	DSP/NSIR	PMDA/NSIR	NSIR	NSIR
NAME	R. Clinton	R. Caldwell	S. Morris for R. Correia	V. Huth	B. Dean	B. Dean for R. Zimmerman
DATE	7/9/09	7/9/09	7/9/09	7/9/09	7/13/09	7/13/09

OFFICIAL RECORD COPY