

Greenwood, Carol

From: Gibson, Kathy - RES
Sent: Friday, May 07, 2010 2:38 PM
To: Tinkler, Charles; Uhle, Jennifer; Yerokun, Jimi; Schaperow, Jason; Elkins, Scott
Subject: Re: Response to SOARCA feedback

Thanks Charlie, are you all satisfied with this response or do Jennifer and I need to talk to them?

From: Tinkler, Charles
To: Uhle, Jennifer; Gibson, Kathy; Yerokun, Jimi; Schaperow, Jason; Elkins, Scott
Sent: Fri May 07 10:26:40 2010
Subject: FW: Response to SOARCA feedback

fyi

From: Pickering, Susan Y [<mailto:sypicke@sandia.gov>]
Sent: Thursday, May 06, 2010 10:47 AM
To: Tinkler, Charles
Cc: Walck, Marianne; Gauntt, Randall O; Burns, Shawn; Khalil, Imane; Miller, David R
Subject: Response to SOARCA feedback

Charlie,

Thanks for the useful feedback. The NRC and RES in particular are very important customers and I need to know when you are concerned. I fully understand the critical time period SOARCA is in right now. I also have a better appreciation of your concerns about Sandia's overall capacity to support NRC work.

In response to your feedback Randy Gauntt, Shawn Burns, and I have taken specific action to free up KC Wagner's time and to support Shawn's increased load. We have transferred KC's responsibility for:

- SNAP to Jesse Phillips,
- Emergency response to Joe Jones, and
- OECD fire work to Sam Durbin.

We have reduced KC's role to oversight for Level 1 End State work. Kyle Ross and Andrew Goldman will have increased responsibility for the hands-on OECD work. For both KC and Shawn, I have begun the paperwork to authorize extended work weeks to allow them to be paid for their extra efforts between now and 7/1.

In addition to these short-term actions, we are making offers to ~12 outstanding prospects to support new and on-going work. A few examples:

- MS NE, 3.8 GPA, to support MELCOR programming and runs
- MS NE, 3.7, to support MELCOR analyses and OECD fire
- PhD IE, 4.0, to support Human Factors and HRA
- PhD, 4.0, NE, to support PRA and HRA
- PhD, 4.0, NE to support advanced PRA

To accommodate a larger than normal number of new hires and to ensure on-roll staff are well trained, I am developing Principal Investigator training to include project management, quality, and the NRC Perspective. To strengthen our internal processes, I have identified five procedures to develop and we are piloting the first one, internal peer review. Also in the works are plans to have more formal technical mentoring and an on-boarding process for new hires.

The concerns you raised are similar to issues we had previously identified and were working, but your feedback provides increased urgency and importance to our corrective actions. I am fully confident in our leadership team and plans, and am pleased with our progress to date. I acknowledge, however, we still have much to do.

I suspect your concerns are shared by others in the NRC so please share this message w/ your colleagues. Next time I am in DC, I would like to meet w/ you and discuss your concerns and our actions. Thanks again for taking the time to share your concerns and help make Sandia a better partner!
syp

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