



GO NUKE!

A newsletter from the North American Young Generation in Nuclear

Fall 1999

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The North American Young Generation in Nuclear chose the 1999 ANS Annual Meeting in Boston, MA, to publicly introduce their new organization to the nuclear community. Three specific events marked the launch of the NA-YGN. Its founding members accepted an invitation to speak at the Plenary session, held a special technical session for the young generation, and made a presentation to the ANS Board of Directors. Each event demonstrated the vitality and enthusiasm of the young professionals involved, as well as strong support from the nuclear community.

Sharing the podium with a distinguished panel of speakers, Paul Wilson described how the young generation would be "Carrying the Atomic Torch into the Next Millennium." Wilson elaborated on the organization's mission statement and described the unique role to be played by the NA-YGN in the atom's future. In particular, the NA-YGN will address two pressing issues for nuclear science and technology: the development and maintenance of a highly-qualified workforce, and the improvement of public acceptance for all forms of nuclear science and technology. Three words highlighted the unique qualities that the NA-YGN would contribute to the future of the atom: "Youth, Active, and United".

The highlight of the NA-YGN activities in Boston, was the special session entitled "The Young Generation – the ENS Experience and Progress in North America," sponsored by both the ANS and the Nuclear Energy Institute (NEI). This brainstorming session was opened with a panel of leaders representing the ANS, NEI, the European Nuclear Society's Young Generation Network (ENS-YGN) and the NA-YGN. Both ANS President Ted Quinn and



From left to right: ANS President Andy Kadak, Ausust Pipkin, Robert Margolis, Emmy Roos, Nicole Faulk, Paul Wilson, and former ANS President Ted Quinn.

Energy, Enthusiasm and Encouragement Greet NA-YGN Launch

NEI Senior Vice President Angelina Howard pledged the support of their organizations while making it clear that their organizations would not interfere with the direction of the NA-YGN.

The current chair of the ENS-YGN, Gaston Meskens, gave a description of his organization's principles and their activities in the 5 years since their formation. After introducing the five guiding principles of the ENS-YGN, Meskens described the groups active participation in the current series of U.N. sponsored climate change confer-

ences. In addition to other successes, the ENS-YGN sponsored a round-table discussion with various environmental groups. This session improved each party's understanding of the others' issues, and even identified some rare common ground.

NA-YGN founding members Undine Shoop and Paul Wilson then gave background on the motivation for a North American Young Generation group and introduced the mission statement to a group of roughly 80

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Mentoring comes from *The Odyssey*, written by the Greek poet Homer. While Odysseus, King of Ithaca, was preparing to fight in the Trojan War he realized he would be leaving his only son and heir, Telemachus, alone. Therefore, Odysseus entrusted his household and son to a trusted friend named Mentor. During this time, the word *mentor* became synonymous with trusted friend, advisor, teacher and wise person, and this definition remains today.

What is mentoring?

Webster's dictionary defines mentoring as "a wise, trusted advisor ... a teacher or coach." In his book *Mentoring*, author Gordon F. Shea states, "Mentoring can be defined as a significant, long-term, beneficial effect on the life or style of another person, generally as a result of personal one-on-one contact. A mentor is one who offers knowledge, insight, perspective, or wisdom that is especially useful to the other person." Mentoring can be formal or informal, short or long term, and can be done by almost anyone at any time. It is important to remember that mentoring is an honor and, in order to be successful, mentors must go above and beyond their normal responsibilities.

Who benefits from mentoring?

Many companies today are feeling the repercussions of the tight labor market, due in part to the downsizing of the late 1980's and early 1990's. Skilled workers are difficult to find and companies are trying several different methods to recruit and retain employees. One option companies have

begun to use to attract top graduates and to retain employees is implementation of professional development opportunities. One such opportunity is the mentoring program.

Author Susan Caminiti notes that "In 1995, according to a survey by *Human Resource Executive* magazine, 17 percent of companies had mentoring programs, but 35 percent were planning to implement them. The Center for Creative Leadership in Greensboro, North Carolina, found in 1997 that 77 percent of U.S. companies that had formal development programs such as mentoring said it's an effective way to retain and improve employee performance."

Mentoring can work in most companies regardless of the size, industry, or culture. Some expected benefits from mentoring programs can include:

- Recruitment and induction
- Improved motivation
- Stable corporate culture
- Leadership development
- Improved communications.

The most important thing to remember is that both the mentor and the mentee benefit from a mentoring program.

What is the role of a mentor?

The best mentors are those who are ready to invest time and effort into relationships, to communicate, and to respond to the mentee. The mentor should also be one that is ready to extend friendship to the mentee and is willing to let the relationship extend beyond the normal busi-

ness relationship.

A few practices of a good mentor are listed here:

Manage the relationship

Encourage the mentee

Nurture the mentee

Teach the mentee

Offer mutual respect

Respond to the mentee's needs.

Manage the relationship - the best mentors have a sound and seasoned knowledge in the area or areas the

Mentoring 101

mentee is interested in. However, this relationship is one in which the mentor and mentee contribute equally, even though the mentor may still have greater experience, insight and wisdom. After all, the mentor *helps*, but the mentee *does*.

Encourage the mentee - it is important for the mentor to be able to encourage and motivate the mentee in abundance for the relationship between mentor and mentee to reach its full potential. The mentor should recognize the ability of his or her mentee and make it clear that he or she believes in the mentee's ability to progress and excel.

Nurture the mentee - it is important for the mentor to create an open, candid, and trusting environment in which the mentee will be encouraged to confide in the mentor. With the help of the mentor, the mentee can assess where their skills, aspirations, and interests lie. Most importantly, the mentor should have the ability to listen and to ask open-ended questions in order to draw the mentee out.

Teach the mentee - the mentor should create an environment that stimulates the mentee to apply theory to the real world of management,

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research and development, scientific progress, etc.

Offer mutual respect - this is the most essential element of the mentoring relationship. If the mentee does not respect and trust his or her mentor's opinion, advice, or influence, then the benefits of the relationship will be extremely limited. It is also important for the mentee to feel that the mentor respects him or her as well.

Response to the mentee's needs - a good mentor is action oriented. The primary function of a mentor is to help the mentee with the problems he or she encounters; this is done through listening, counseling, coaching, providing

“The key to the success of any mentoring program lies in pairing the right people.”

information, exploring options and perhaps, although rarely, through direct intervention. Mentors and mentees need to be explicit about what their expectations are for the relationship; failing to discuss these expectations is common, but it is unfair to everyone involved.

A good mentor has empathy, experience and merit. Mentors must act as surrogate parents, combining authority and friendship, counsel and commitment. The role of the mentee will be very similar to that of the mentor.

How do I find a mentor?

One of the most important things to look for in a mentor is someone whom you respect and with whom you share similar values. A mentor does not have to be at a higher level than the mentee, or even someone from the same organization. Good communication skills and objective feedback are desirable traits of a mentor.

Some strategies for finding a mentor include:

1. Identify what (not who) you need - Identify the areas in which you are seeking development.

2. Determine if you are ready for a mentor – Are you ready to invest the time and effort into the relationship? Are you ready for honest and constructive feedback? Are you willing to try others' suggestions?
3. Identify possible mentor candidates – Think broadly about the people who would be able to help you in the area you would like to develop. Then ask yourself some of the following questions: Does this person have the time to invest in the mentoring relationship? Is the person someone you would like to be like? How does this person feel about mentoring?

How successful has he or she been at achieving career goals? Ask your potential mentor if he or she has mentored before, and if it would be possible to talk to a previous mentee.

4. Approach the candidate - Before approaching the potential mentor, do your homework. Make sure you have researched the individual's work history, background, interests and current projects. When you are ready to approach the potential mentor, it is important to appear as professional as possible. Take special care to dress appropriately, arrive on time, to plan what you are going to say, take notes, and listen actively.

During your first meeting with the

potential mentor, try to avoid saying words like mentor or mentee, this might cause the individual to feel uncomfortable. Present your abilities and developmental needs without overselling yourself. Do not look desperate. Finally, do not give up if your request for help has been refused; you might have caught the person at a bad time, or the person may not have been able to address the needs you were seeking help with. ■

By Nicole Faulk

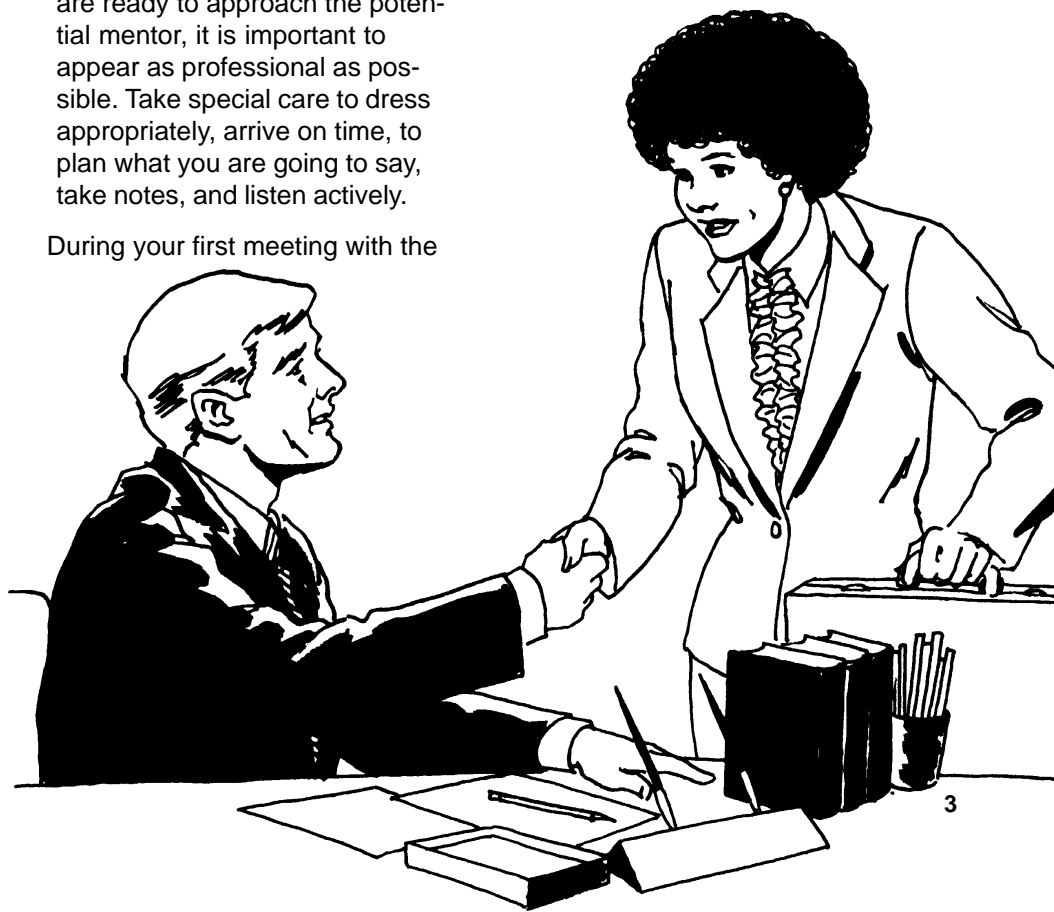
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Not many years ago, Mr. Jan Runermark, then president of ABB Atom in Sweden, recognized that the future of nuclear science and technology was in danger. He realized that a large portion of the collective knowledge was about to be lost, because many of the European pioneers in the nuclear industry were beginning to retire. At the same time, a career in a nuclear field was not as appealing as it used to be: nuclear science and technology was not viewed as a valuable contributor to our society, and the nuclear industry was heavily scrutinized by environmental groups, the press, and the public. These factors greatly discouraged young people from entering a nuclear profession. Mr. Runermark realized that without young leadership, without motivated and well-trained nuclear professionals ready to carry the nuclear torch, the future of nuclear science and technology became increasingly uncertain. Mr. Runermark then started a special program in Sweden providing interesting opportunities for young professionals working in the nuclear business. He also introduced this idea into the European Nuclear Society (ENS), and in 1995 the European Young Generation Network (YGN) was created. Since then, this network has matured tremendously; most European countries now have an established national Young Generation Network that encourages the inter-generation transfer of knowledge and promotes nuclear science and technology as a rewarding career for young people. In addition, these national organizations are a tightly linked international network that works toward the exchange of knowledge and experience between all European countries. The European YGN is now a respected organization that participates in all ENS activities, and whose opinion is valued not only within ENS, but also by environmental organizations and the media.

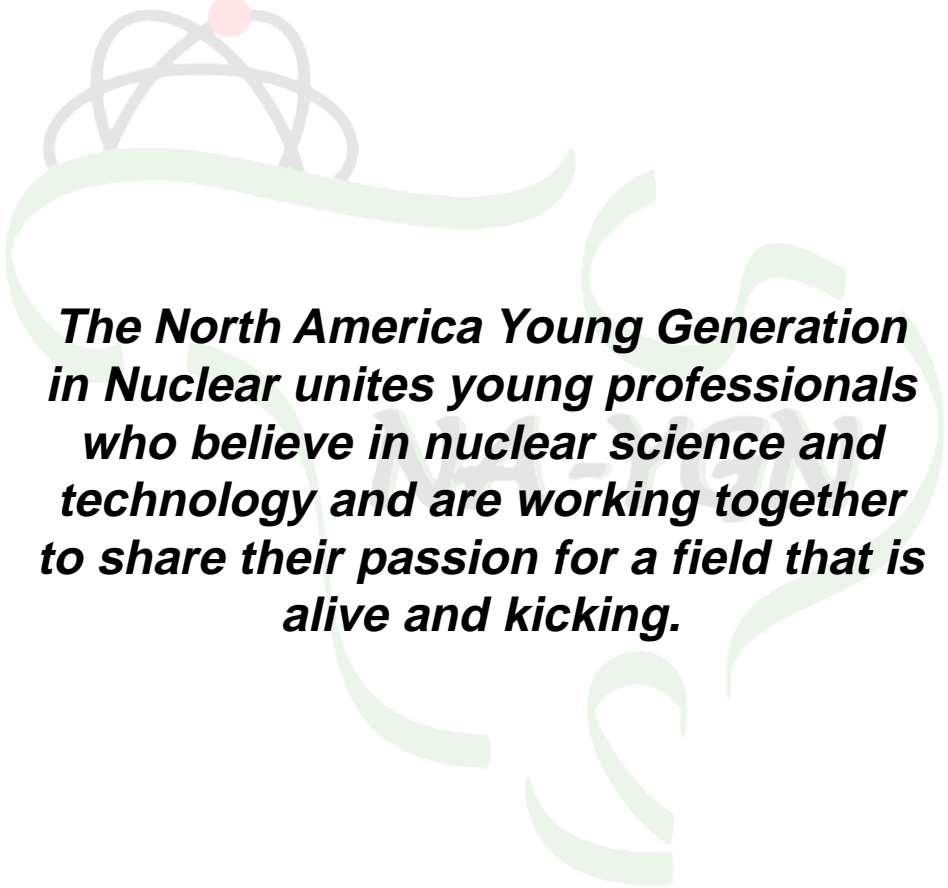
Across the Atlantic, young professionals in the United States that had been in contact with the European YGN and had observed its progress, believed that it was time to formally start a similar initiative. An initiative to ensure the transfer of institutional knowledge from the previous generation — to recruit the brightest students into careers in nuclear science and technology — to create a vibrant environment that provides numerous opportunities for professional development and retains the best young professionals within the nuclear fields. An initiative to secure

Young members of the American Nuclear Society (ANS) were encouraged to pursue such initiative by the ANS leadership. Thanks to the support of the Nuclear Energy Institute (NEI), several of these people met in Washington D.C. in April 1999 to set the basis of what has become the North American Young Generation in Nuclear (NA-YGN). Through subsequent communication, the founders of this new and independent organization drafted their mission statement: “The North America Young Genera-

Carrying the Nuclear

the role of nuclear science and technology in the next millennium by increasing the public acceptance and understanding of these technologies — to regain the control over the debate on nuclear issues by being proactive instead of reactive.

tion in Nuclear unites young professionals who believe in nuclear science and technology and are working together to share their passion for a field that is alive and kicking.”



The North America Young Generation in Nuclear unites young professionals who believe in nuclear science and technology and are working together to share their passion for a field that is alive and kicking.

Torch

Growing stronger each day, the NA-YGN encompasses individuals under the age of 35, working throughout the fields of nuclear science and technology. These young professionals share a personal conviction that nuclear science and technology make important and valuable contributions to our society and will continue to do so in the future. This conviction is strong, because these young professionals chose careers in the nuclear fields when it was not popular to do so, and when the job expectations were not very promising, which makes them

very effective spokespersons. These individuals can share

their passion for nuclear science and technology and communicate with the public about the many ways in which these technologies impact their daily lives without being perceived as biased members of the nuclear "establishment". Other goals of the NA-YGN include facilitating the exchange of knowledge between generations, establishing an environment favorable for mentoring, and providing professional development opportunities for young nuclear professionals. A very important aspect of this new organization is its interest in bringing together the different sectors of nuclear science and technology to speak with a united voice for a common goal. The NA-YGN is not formally affiliated with any particular sector of the nuclear field. Instead, NA-YGN hopes to be a bridge between the different professional societies and scientific communities within the spectrum of nuclear science and technology. This can be accomplished by creating strong links amongst the young people in each of these groups, links that will remain when these young nuclear professionals assume leadership in their own organizations.

Nuclear science and technology's future lies in the young generation. It is our responsibility to train young leadership and to prepare a young generation of highly qualified nuclear professionals. In order to successfully carry the nuclear torch into the next millennium, we need to adapt to the times by combining the indispensable knowledge and experience accumulated by the nuclear pioneers, with the new ideas and the fresher approach introduced by the younger generation. The answer has been spelled out here. There is only one organization that is prepared to take that challenge: NA-YGN. ■

By Sama Bilbao y Leon

NA-YGN Makes Appearance at UN Sponsored COP5

COP5, the United Nations Framework Convention on Climate Change, opened with nearly 3,500 registered participants, including 1569 NGOs and 312 media representatives; the nuclear industry had approximately 100 registered participants. This number included 36 from the Young Generation, although not all of them were present at the same time. The International Nuclear Forum had a booth located in the main corridor near one of the plenary meeting rooms and close to the coffee bar, meaning significant exposure.

Even before the formal proceedings began, environmental NGOs were already being exercised about the prospects of nuclear being included in (or at least not excluded from) the definitions of the Clean Development Mechanism (CDM) on the grounds, they claim, that it is not sustainable or economic. Prior to the start of the Conference a

synthesis of proposals relating to the Kyoto mechanisms was published by the Chairmen of the Subsidiary Bodies. This synthesis paper included the view of the Association of Small Island States that project activities under the CDM "shall not support the use of nuclear power".

Saudi Arabia, which has been particularly belligerent in COP5 so far, has already stated in the plenary session that under no circumstances can nuclear be included in the CDM. The same view was expressed by Samoa in a subsequent session. The reason for these interventions is not entirely clear; it may be due to influence from the Greens or merely to the fact that they themselves consider nuclear to be a good target. The overriding concern of the Saudis, for example, is the question of compensation for the severe financial consequences they would incur as a result of implementation of the Kyoto Protocol.

ANS Winter Meeting Fun Run

On, Tuesday, November 16, 1999 there will be a new non-competitive run this year starting at 6:00am from the Lobby of the Hyatt. It is entitled The First "Find-the-mistake-on-the-map-so-at-least-you-have-a-reason-for-getting-lost" Fun-Run. This year it will be organized by the newly-formed North American Young Generation nuclear advocacy group, the NA-YGN. Come prepared with running shoes and come prepared to have fun in the last run of the old millennium. For any further contact information contact Emmy Roos at eroos@rmi.net.

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Media Training Tutorial

Whether you are a trained spokesperson for a company or a technical specialist, it is always a bit scary when a media crew knocks on your door and you suddenly find yourself in front of a camera or behind a microphone or tape recorder.

The NA-YGN is therefore organizing, in cooperation with the Public Information Committee of the ANS, a media training tutorial at the ANS Winter Meeting in Long Beach, CA. This full-day tutorial will give you the opportunity to hear and learn from the real professionals – the journalists themselves – how they approach news and how we best approach them. Participants will get the opportunity to practice what they learned by having an interview taken in front of a camera and/or microphone.

You will leave this tutorial with a little more confidence and good media coverage!

The tutorial will take place on Wednesday, November 17, 1999. The agenda for the meeting is as follows:

8:30 AM – 8:45 AM	Introduction
8:45 AM – 10:15 AM	How should we approach media? We start the meeting by leading you through the basic steps of dealing with the media, through examples and exercises.
10:15 AM – 10:30 AM	Coffee Break
10:30 AM – 12:30 PM	How does the media approach news? Journalists from a newspaper, a weekly magazine, TV and radio explain how their news organization works, how they filter news from information.
12:30 PM – 1:30 PM	Lunch
1:30 PM – 3:30 PM	The Real Thing. The “lessons-learned” will be put to the test by putting the participants in front of the camera and/or the microphone and having them interviewed by professional journalists.
3:30 PM – 3:45 PM	Coffee Break
3:45 PM – 5:00 PM	Do’s and Don’ts. Based on the experiences of that day and on other case studies, the do’s and don’ts of approaching the media will be discussed.

For more information, contact Emmy Roos at 303-215-6681 or by email at eroos@rmrshq.com ■

By Emmy Roos



COP5 from page 5

This is the first time that nuclear has been mentioned in the formal proceedings of the COPs. One observer commented that “***in 5 minutes yesterday, nuclear issues were discussed more than they have been in the last 5 years of the COPs***”

Chancellor Schröder, in his opening speech of welcome, made the following point about nuclear power in Germany: “...I would like to state clearly that phasing out nuclear energy is not, in my view, our prime task. Rather, our aim must be to introduce an ecologically and economically viable energy supply policy.” Issuing a challenge to his own country, he went on to stress the importance of energy saving at home and of doing much more in the transport sector. The German press have interpreted this as “no change” to the policy of nuclear phase-out but the nuclear industry has noted the shift in emphasis – ***nuclear phase-out is not the priority.***

NA-YGN Launch from page 1 people. Shoop explained how the NA-YGN was born out of a desire to improve networking opportunities for young professionals, to improve the knowledge transfer between generations, and to contribute a fresh young attitude to the public debate on nuclear science and technology.

Following a short question period, the audience was divided into four groups to brainstorm on the kinds of activities that the NA-YGN could perform to support these goals. While each group had a distinctly different focus, the feedback from this session provided clear direction to the NA-YGN. Suggested professional development activities included a variety of non-technical professional development workshops (communication skills, conflict resolution, team building, meeting management), formalizing networking opportunities, facilitating mentoring programs, and inter-generational exchanges. On the public communication side, the working groups recommended coordination of existing

public information programs, including school speakers programs, curriculum reform efforts, public policy statements, online information, and public communications workshops. From this long list of suggested activities, the NA-YGN chose two specific projects: the development of a brochure to describe the purpose, establishment and maintenance of workplace mentoring programs, and a workshop on media communication skills to be jointly sponsored with the ANS Public Information Committee.

Finally, the NA-YGN made a presentation to the ANS Board of Directors. At this time, the ANS pledged financial support to the NA-YGN in the form of a Secretariat. More than just a token of support, this will help the NA-YGN with its administrative functions in the early months. This comes in addition to valuable support from NEI for the legal incorporation process, providing the NA-YGN with all the necessary elements of success in these early stages. ■

By Paul Wilson

NA-YGN Progress

NA-YGN met on September 27 in conjunction with the NEI Communicat- ing Nuclear Issues Workshop (CNI) in Milwaukee, Wisconsin. The group tackled important topics such as the completion of the NA-YGN Charter, defining project deadlines, newsletter and logo development, incorporation status report, and preparation for upcoming events.

In addition to the business meet- ing, Dr. Sama Bilbao y Leon and Dr. Paul Wilson gave a superb presenta- tion on behalf of NA-YGN to CNI attendees. The concepts and princi- pals that unite NA-YGN were very well received by the audience. The NA- YGN presentation ranked among the top in evaluations of the workshop.

Results of this meeting include a finalized NA-YGN Charter, a clear understanding of areas of responsibil- ity among core members, a completed newsletter and logo, and a strategic plan that will take NA-YGN into the first quarter of 2000.

By Sonja Simmons



North American Young Generation in Nuclear Interest Form

<http://www.na-ygn.org>

info@na-ygn.org

If you would like to receive more information about North American Young Generation in Nuclear (NA-YGN), please complete the form below. Completing this form will not obligate you to join NA-YGN after you receive additional information about the organization.

Last Name	First Name	Middle Initial(s)
Title	Company/Affiliation	
Address	City, State/Province	ZIP/Postal Code
Email	Telephone	Fax
Comments: _____		

Upcoming Conferences and Events of Interest

1999 Events

Oct. 31 - Nov. 3 – 16th Annual Meeting of the Society for Radiation Oncology Administrators. San Antonio, TX. Web: www.sroa.org

November 14-18 – 1999 ANS Winter Meeting. Long Beach, CA. Sponsored by the American Nuclear Society. Web: www.ans.org

November 17-19 – Climate Change and Energy Options Symposium. Ottawa, Ontario, Canada. Sponsored by the Canadian Nuclear Society. Web: www.cns-snc.ca

Nov. 26 - Dec. 6 – International Power and Energy Conference (INT-PEC). Churchill, Victoria, Australia. Sponsored by Monash University. Web: www-mugc.cc.monash.edu/au/gse/intpec.html

Nov. 28 - Dec. 3 – 85th Scientific Assembly and Annual Meeting of the Radiological Society of North America. Chicago, IL. E-mail: rsna@itvlsvc.com

2000 Events

Jan. 30 - Feb. 2 – Health Physics Society 30th Annual Mid-Year Topical Meeting. Virginia Beach, VA. Web: www.hps.org

Jan. 30 – Feb. 3 – Space Technology and Applications International Forum 2000 (STAIF-2000). Albuquerque, NM. Web: www-chne.unm.edu/isnps/staif/staif.htm

February 2-5 – Fuel Cycle 2000. Memphis, TN. Sponsored by the Nuclear Energy Institute. E-mail: srp@nei.org

February 9-15 – Society of Nuclear Medicine Mid-Winter Meeting. New Orleans, LA. Web: www.snm.org

February 12-16 – AAPM 2000 Winter Institute of Medical Physics. Frisco, CO. Sponsored by the American Association of Physicists in Medicine. Web: www.aapm.org

April 1-7 – 8th Scientific Meeting and Exhibition of the International Society of Magnetic Resonance in Medicine. Denver, CO. Web: www.ismrm.org

April 2-6 – 8th International Conference on Nuclear Engineering (ICONE-8). Baltimore, MD. Sponsored by the Nuclear Engineering Division of the American Society of Mechanical Engineers. Web: www.icone-conf.org/icone8/

April 9-14 – International Youth Nuclear Congress. Bratislava, Slovakia. Supported by American Nuclear Society, European Nuclear Society, Slovak Nuclear Society, Nuclear Society of Russia, Ministry of Atomic Energy of Russia, International Atomic Energy Agency. Web: www-nuen.tamu.edu/iync_2000

April 10-12 – American Power Conference. Chicago, IL. Sponsored by the Illinois Institute of Technology. Web: apc.iit.edu

June 3-7 – Annual Meeting of the Society of Nuclear Medicine. St. Louis, MO. Web: www.snm.org

June 4-8 – American Nuclear Society Annual Meeting. San Diego, California. Web: www.ans.org



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