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December 28, 2005

Christopher Grimes
Director, Division of Policy and Rulemaking
Office of Nuclear Reactor Regulation
US Nuclear Regulatory Commission
Washington, DC 20555

Reference: Docket No. 50-186
License No. R-103
EA-02-0256
University of Missouri Research Reactor

Subject: Second annual report of Safety Conscious Work Environment Survey and
Assessment as required by Confirmatory Order of December 19, 2003

On December 19, 2003, the U.S. Nuclear Regulatory Commission (NRC) issued a
Confirmatory Order, which required, in Section V.2 (a) that the University of Missouri
Research Reactor (MURR):

[Perform] an employee cultural survey developed by an independent consultant or
entity. This survey shall be performed annually for not less than two years.
During the two year period, the NRC shall be provided an annual report
summarizing the findings of the culture assessment, including the questions used,
the methodology applied, and any follow-up actions....

MURR has satisfied the above requirements for the second year survey (2005) by using
the same survey instrument used in the first year survey (2004) and reported to the NRC
in a letter dated December 29, 2004. The second annual SCWE survey was conducted
over the period September 5 through September 19, 2005. The surveys were sent to be
scored by the same individual with the Utilities Service Alliance Group (USA Group)
who had performed this function for the 2004 survey. The results of the 2005 survey were
reported to us in graphical form with the 2004 survey results included for easier
comparison.

MURR asked a member of MURR's Ombudsmen Program to provide an independent
assessment of the 2005 survey results. The MURR Safety Oversight Committee (MSOC)
was also asked to review the survey results and provide an additional assessment. Both
assessments were reviewed by MURR's Senior Management Council on December 14,
2005. At this meeting, follow-up actions were developed for fiscal year 2006 to promote
and maintain a Safety Conscious Work Environment. MURR's Second Annual Culture
Survey Report, consistent with the Confirmatory Order, is provided as Attachment 1.

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Attachment 2 includes the survey questions used, and a graphical representation of the 2005 survey results, side by side with the 2004 survey results, as provided by a member of the USA Group. The assessments are available for NRC inspection at MURR.

Sincerely,



Ralph A. Butler, Director
University of Missouri-Columbia Research Reactor Center

Attachments (2)

xc: Michael Johnson, Director
Office of Enforcement, USNRC

Alexander Adams, Senior Project Manager
Research & Test Reactors, USNRC

Dr. Elson Floyd, President
University of Missouri

Dr. Brian Foster, Provost
University of Missouri-Columbia

Dr. James Coleman, Vice-Provost
Office of Research, University of Missouri-Columbia

State of Missouri
County of Boone

This instrument was acknowledged before me
on 28 day of Dec, 2005 by Ralph Butler

Diane Purcell
Notary Public's Signature
My Commission Expires 1-31-2006

University of Missouri Culture Survey Annual Report, Year 2

December 28, 2005

Attachment 1

A. Methodology

The University of Missouri Research Reactor (MURR) approached its second year annual requirement to perform a culture survey in much the same manner as year one. MURR employed the same survey instrument that was used for last year's survey that was modeled after one used by the Utilities Service Alliance group (USA Group) to assess the SCWE at nuclear power facilities. Once again, MURR used this opportunity to assess additional areas of interest at the facility, such as the Corrective Action Program (CAP).

The scope of the survey exceeded that required by the NRC order in that it addressed four general topics: Safety Conscious Work Environment; Employee Safety Concerns and Reporting Process; Management Conduct and Performance and Corrective Action Program. The survey responses were once again sent to a representative from the USA Group to translate the raw survey data into graphical form that we could use to compare to the results of the Year One (2004) survey results. Enclosed are the results from the current year (2005) and the previous year (2004) surveys. (See attachment 2)

B. MURR Evaluation of the 2005 Survey and Assessments

For this year's survey, MURR management asked one member of MURR's Ombudsmen Program, a University of Missouri Law Professor, to provide an independent assessment of the survey results. The MURR Safety Oversight Committee (MSOC) was also asked to review the survey results and provide their own assessment. Each of these assessments considered the results of last year's survey (2004) as a benchmark to determine any noteworthy trends.

At a meeting on December 14, 2005, the MURR Senior Management Council reviewed both the independent assessment performed by our Ombudsman and the assessment performed by the MSOC. Both evaluations indicated that there were no obvious trends as the survey results for 2005 were very similar to those of the 2004 survey. On many survey questions both the "agree" and "disagree" responses increased slightly, which may indicate a strengthening of viewpoints (negative or positive) of the persons who had more neutral responses in the 2004 survey.

On a positive note, there appeared to be a continued high concurrence among MURR staff that the safety reporting process is working well. The MSOC assessment indicates that management communications, one of our areas of focused attention for 2005, showed a slight negative trend despite our efforts to improve this area. During the year 2005, MURR sponsored two seminars by a professional consultant in the area of organization communications. The title of the presentation was "Communications with Impact". The seminar was presented to our managers and supervisors in May 2005 and then to the remainder of our staff in August 2005.

While the absence of a positive trend despite our efforts in 2005 is disappointing, it would be naïve on MURR management's part to think that there are quick fixes for improving organizational communications. This is an area where management will need to remain open to ways to improve our communications on a continuing basis.

C. Planned Follow-up Actions

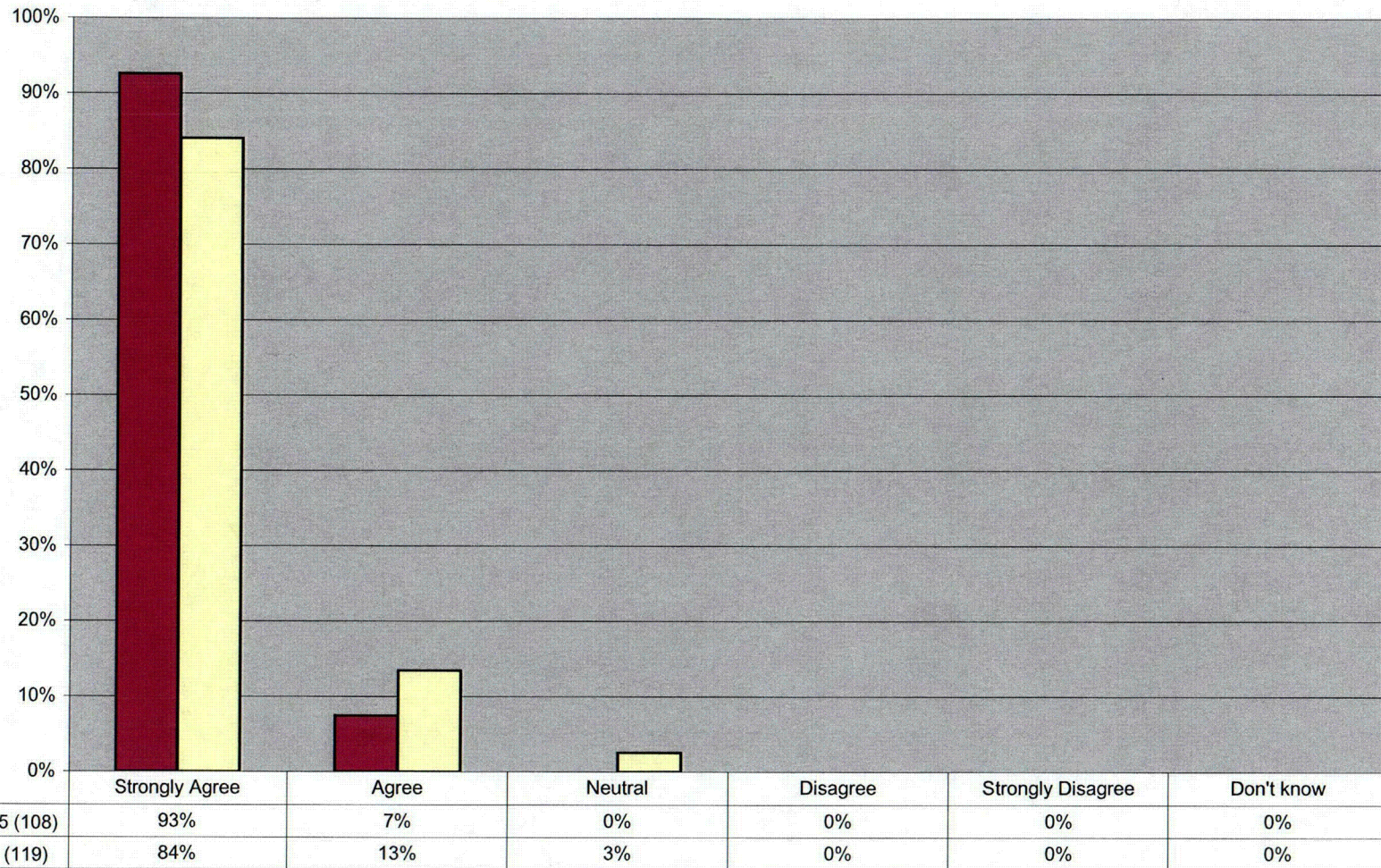
MURR will continue to focus our efforts to maintain a working environment that encourages individuals to identify and raise safety concerns without fear of retaliation. We understand from both the 2004 and 2005 surveys that improving organizational communications is an area that requires continued effort by management and all MURR staff.

The MSOC assessment recommends that a different survey be developed for the year 2006. The current survey has some questions worded such that interpretation of the meaning is difficult (e.g., some questions are really two or three questions rolled into one). We plan to ask the MSOC to develop a new survey that may provide better feedback to MURR management regarding effectiveness of our efforts in maintaining our SCWE.

The MURR Corrective Action Program (CAP), though not within the scope of the NRC order, is another area where we plan to make improvements in the coming year (2006). Over the past year we had a CAP Improvement Team develop recommendations on how we can improve this program. We are currently working with a vendor who may be able to upgrade our CAP database to include many of these recommendations. These recommendations also involve improving communications with respect to how we provide feedback to individuals regarding their CAP issues and the status of progress on these issues.

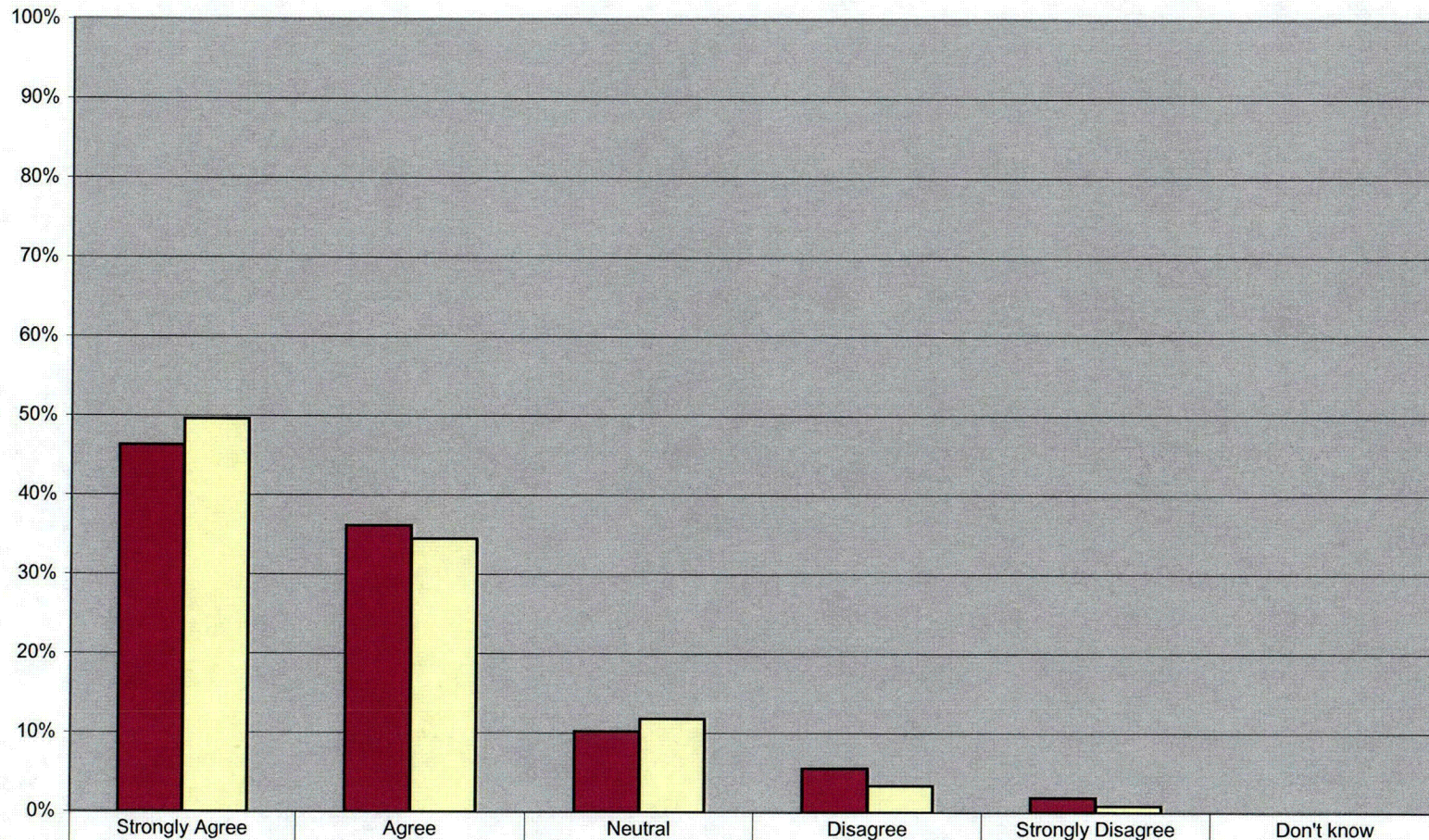
MURR 2005/2004 SCWE Survey Comparison
December 28, 2005
Attachment 2

Q1 - As a nuclear/radiation worker, I am responsible for identifying problems and adverse conditions



MURR 2005/2004 SCWE Survey Comparison
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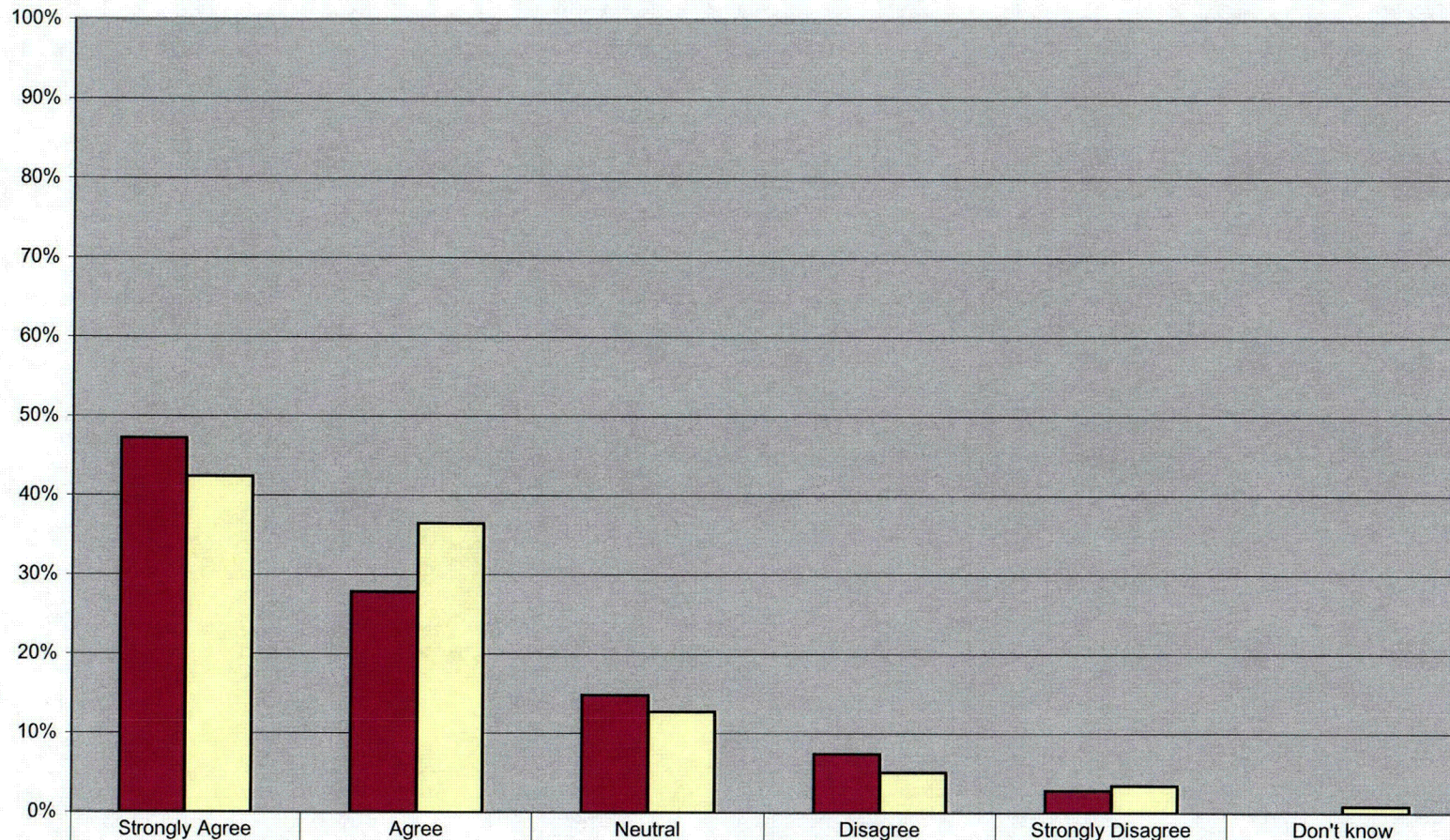
Q2 - I believe a culture exists at MURR that is conducive to raising nuclear safety and quality concerns



| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Don't know |
|-----------------|----------------|-------|---------|----------|-------------------|------------|
| ■ Sept 05 (108) | 46% | 36% | 10% | 6% | 2% | 0% |
| ■ Apr 04 (119) | 50% | 34% | 12% | 3% | 1% | 0% |

MURR 2005/2004 SCWE Survey Comparison
December 28, 2005
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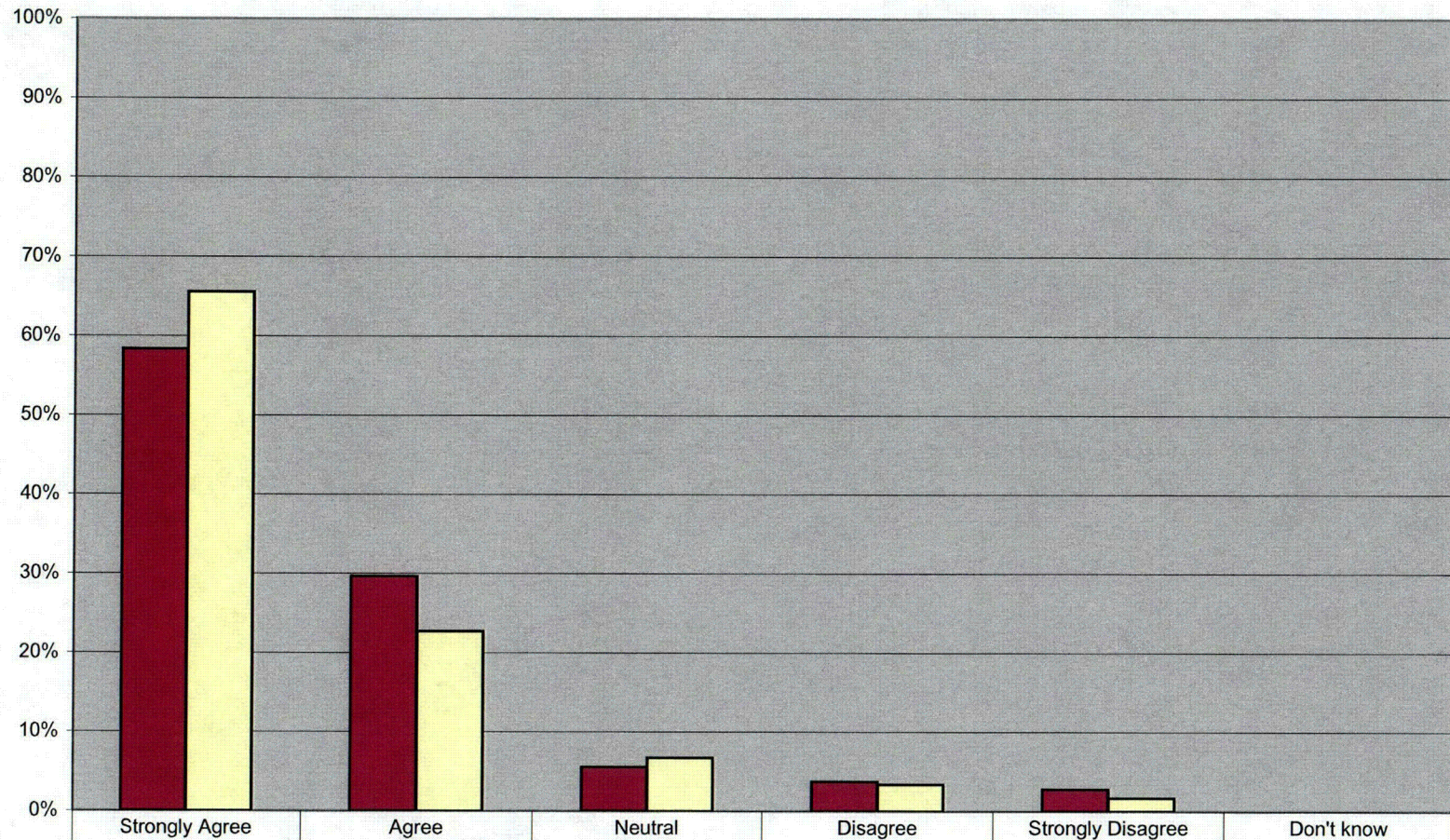
Q3 - I believe that if my management had made a non-conservative decision, I could challenge that decision



| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Don't know |
|-----------------|----------------|-------|---------|----------|-------------------|------------|
| ■ Sept 05 (108) | 47% | 28% | 15% | 7% | 3% | 0% |
| ■ Apr 04 (119) | 42% | 36% | 13% | 5% | 3% | 1% |

MURR 2005/2004 SCWE Survey Comparison
December 28, 2005
Attachment 2

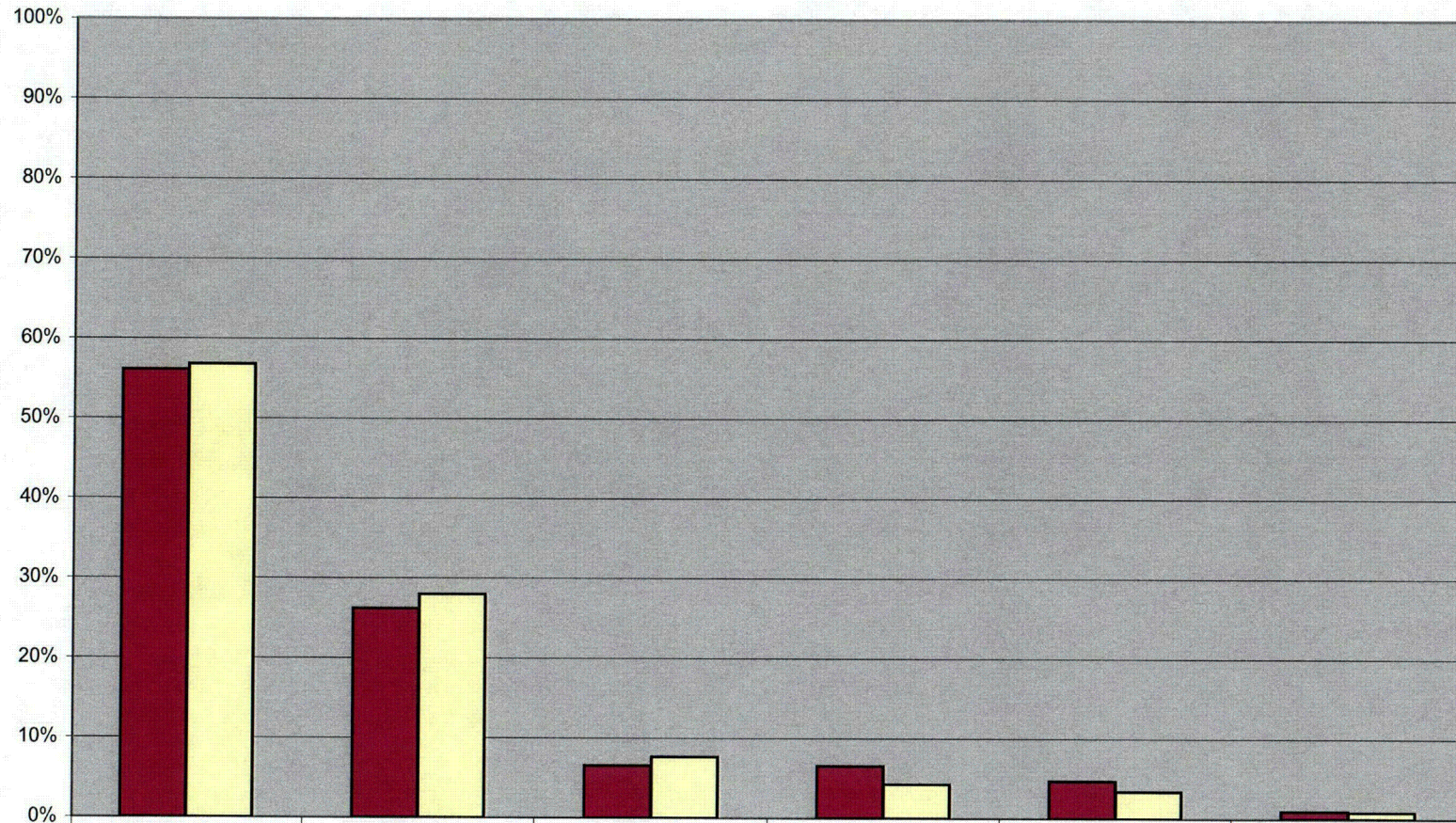
Q4 - I feel free to approach management regarding any nuclear safety or quality concern



| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Don't know |
|-----------------|----------------|-------|---------|----------|-------------------|------------|
| ■ Sept 05 (108) | 58% | 30% | 6% | 4% | 3% | 0% |
| □ Apr 04 (119) | 66% | 23% | 7% | 3% | 2% | 0% |

MURR 2005/2004 SCWE Survey Comparison
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Q5 - I believe that I can raise any nuclear safety or quality concern without fear of retaliation

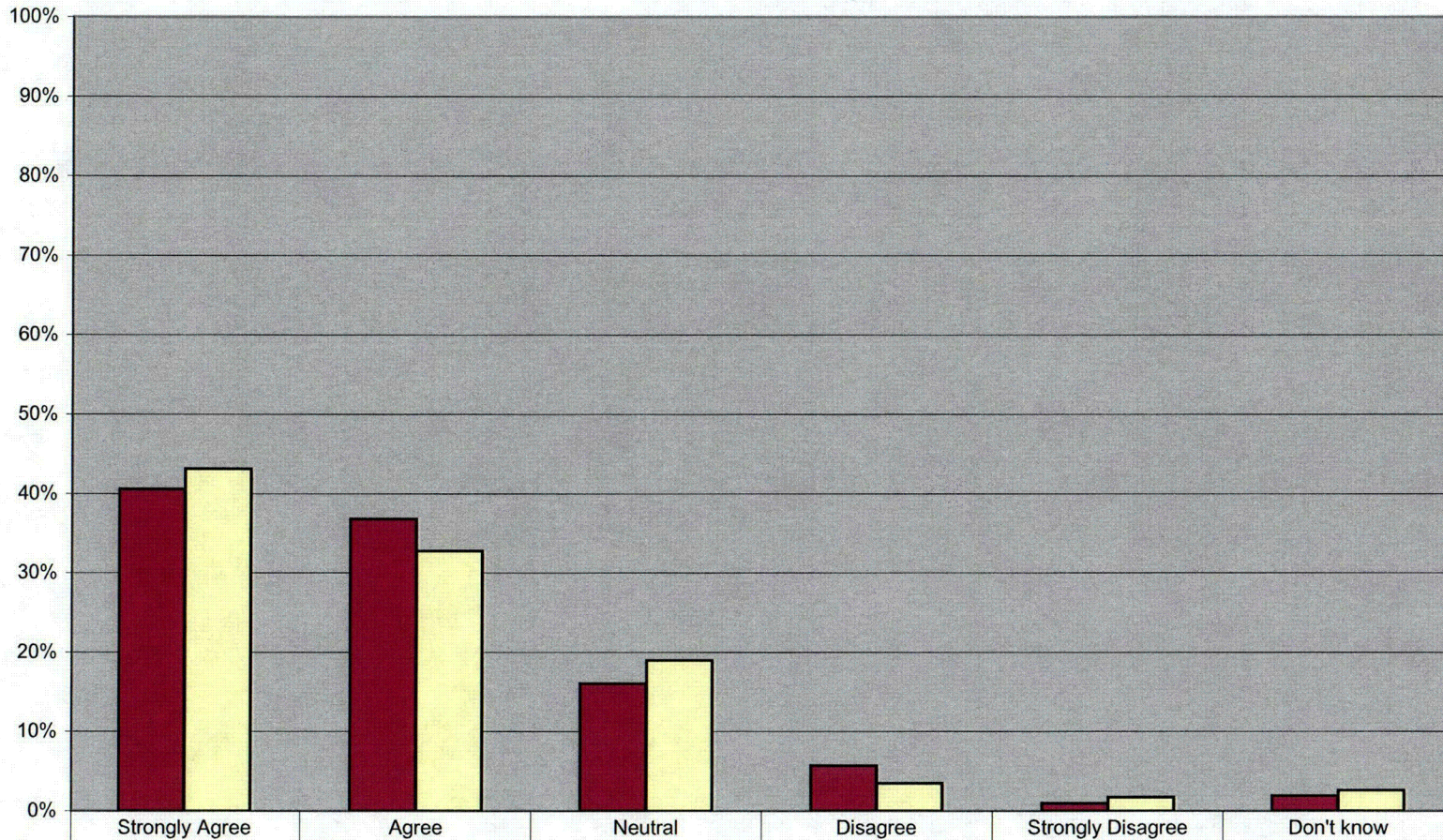


| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Don't know |
|-----------------|----------------|-------|---------|----------|-------------------|------------|
| ■ Sept 05 (108) | 56% | 26% | 7% | 7% | 5% | 1% |
| ■ Apr 04 (119) | 57% | 28% | 8% | 4% | 3% | 1% |

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MURR 2005/2004 SCWE Survey Comparison
December 28, 2005
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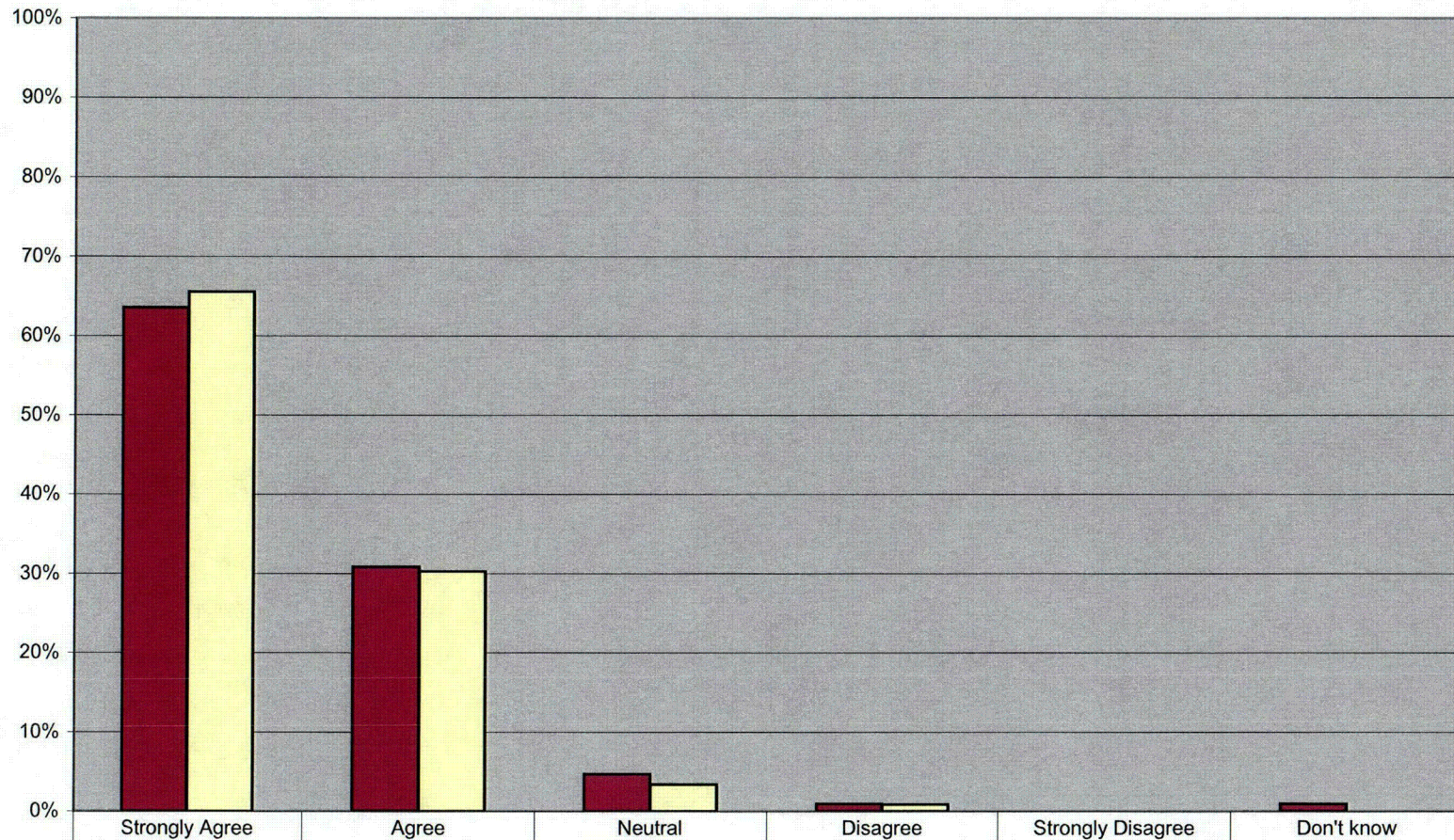
Q6 - I believe that the MSOC will maintain confidentiality of my concern at my request



| | | | | | | |
|-----------------|-----|-----|-----|----|----|----|
| ■ Sept 05 (108) | 41% | 37% | 16% | 6% | 1% | 2% |
| ■ Apr 04 (119) | 43% | 33% | 19% | 3% | 2% | 3% |

MURR 2005/2004 SCWE Survey Comparison
December 28, 2005
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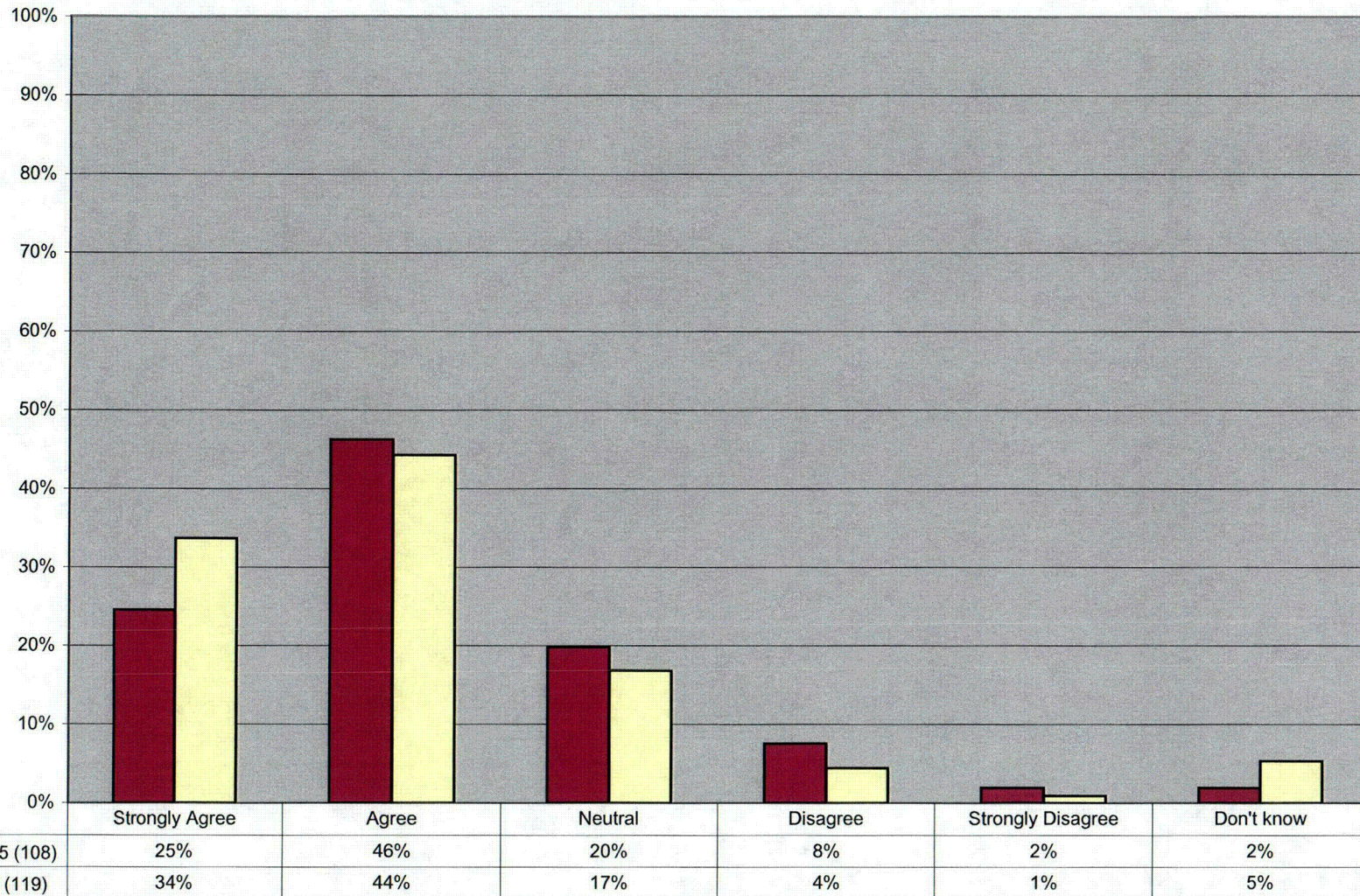
Q7 - I am aware of the Safety Concerns Process (If I wanted to, I could use the process)



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|-----------------|-----|-----|----|----|----|----|
| ■ Sept 05 (108) | 64% | 31% | 5% | 1% | 0% | 1% |
| ■ Apr 04 (119) | 66% | 30% | 3% | 1% | 0% | 0% |

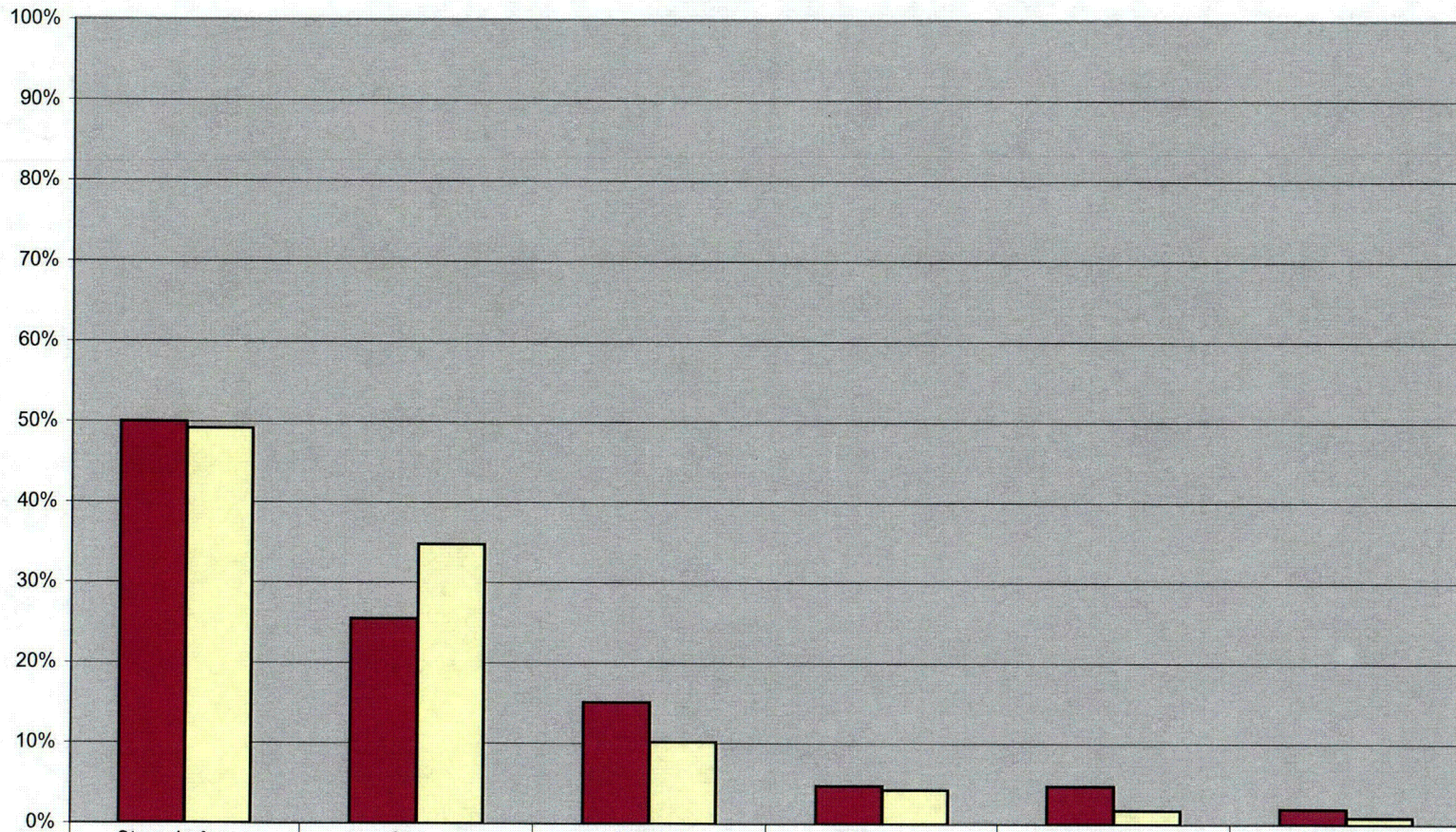
MURR 2005/2004 SCWE Survey Comparison
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Q8 - I am confident that issues reported through the Safety Concerns Process are thoroughly investigated and appropriately resolved



MURR 2005/2004 SCWE Survey Comparison
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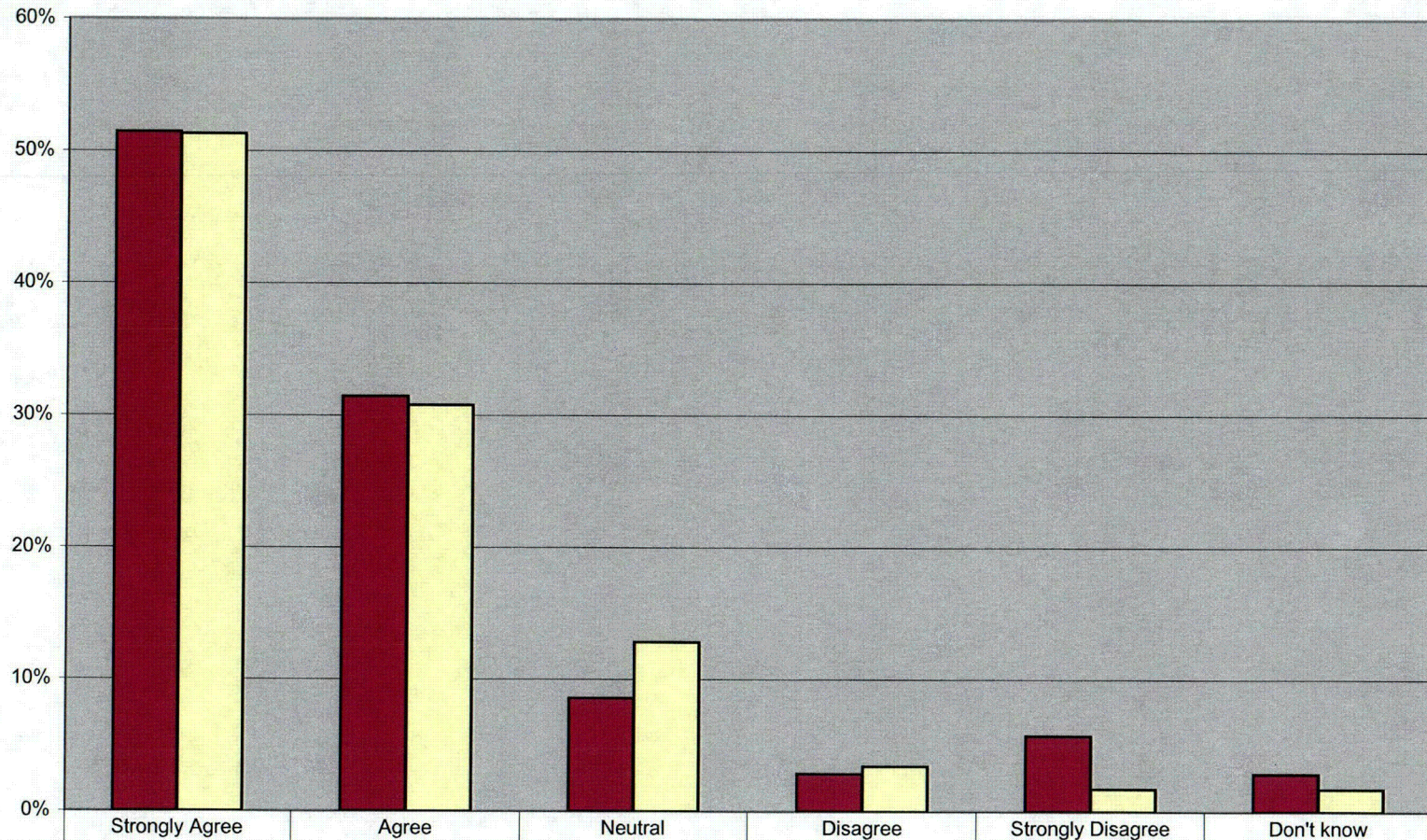
Q9 - I believe that upper management supports the Safety Concerns Process



| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Don't know |
|-----------------|----------------|-------|---------|----------|-------------------|------------|
| ■ Sept 05 (108) | 50% | 25% | 15% | 5% | 5% | 2% |
| ■ Apr 04 (119) | 49% | 35% | 10% | 4% | 2% | 1% |

MURR 2005/2004 SCWE Survey Comparison
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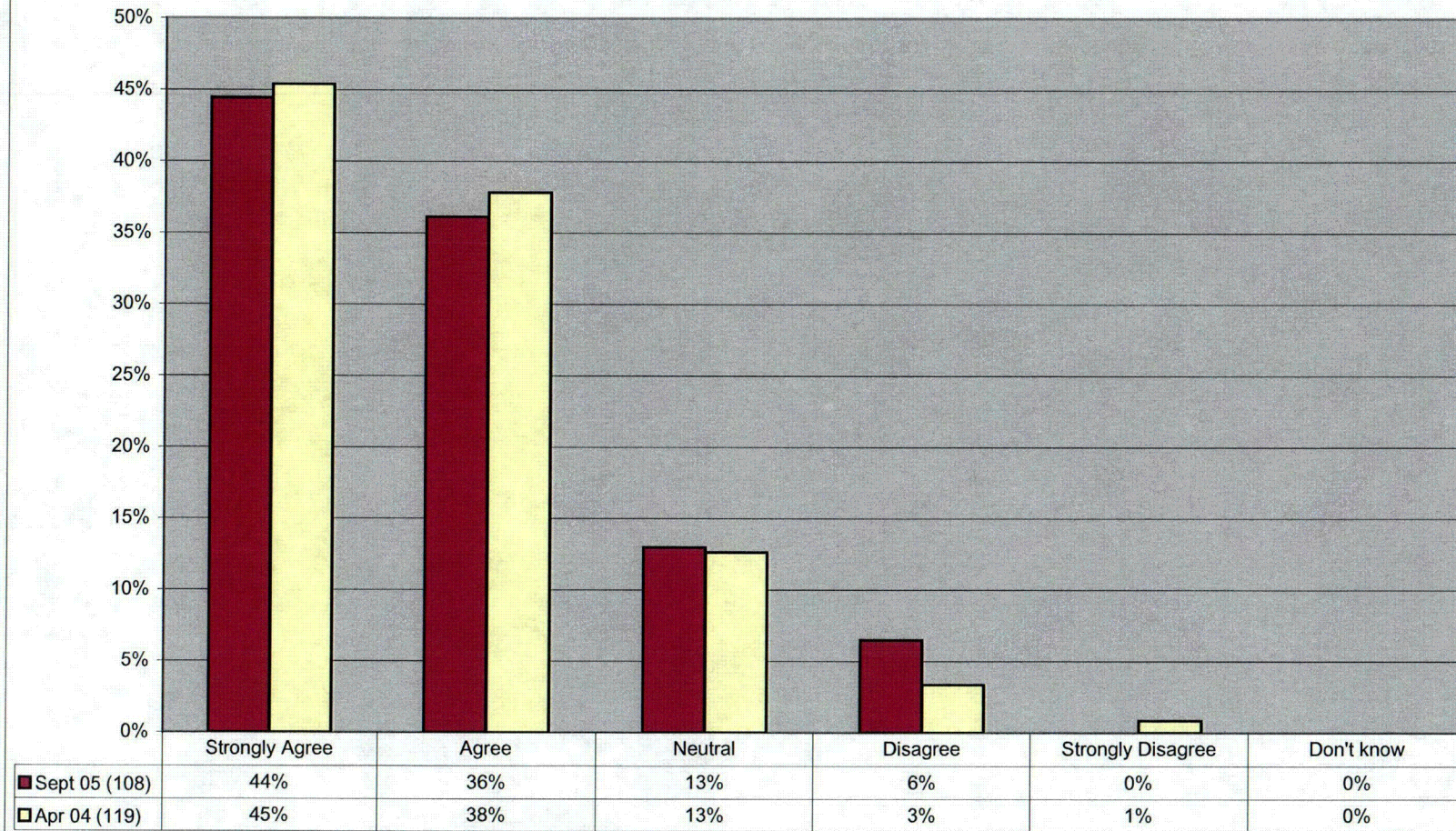
Q10 - I can use the Safety Concerns Process without fear of reprisal



| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Don't know |
|-----------------|----------------|-------|---------|----------|-------------------|------------|
| ■ Sept 05 (108) | 51% | 31% | 9% | 3% | 6% | 3% |
| □ Apr 04 (119) | 51% | 31% | 13% | 3% | 2% | 2% |

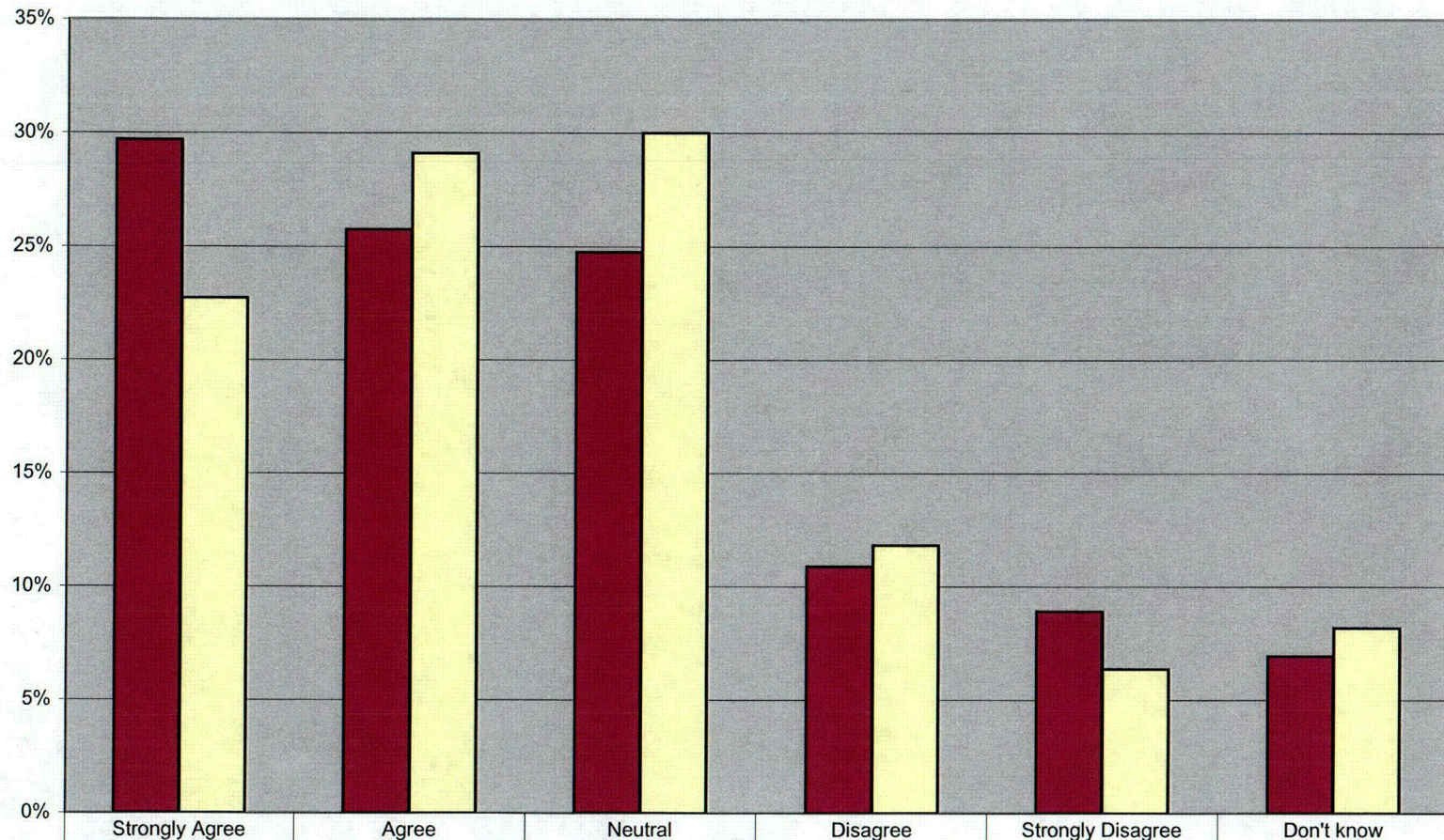
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Q11 - Management's expectations regarding safety and quality are clearly communicated



MURR 2005/2004 SCWE Survey Comparison
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Q12 - Management's expectations are consistent with performance reviews, rewards and discipline

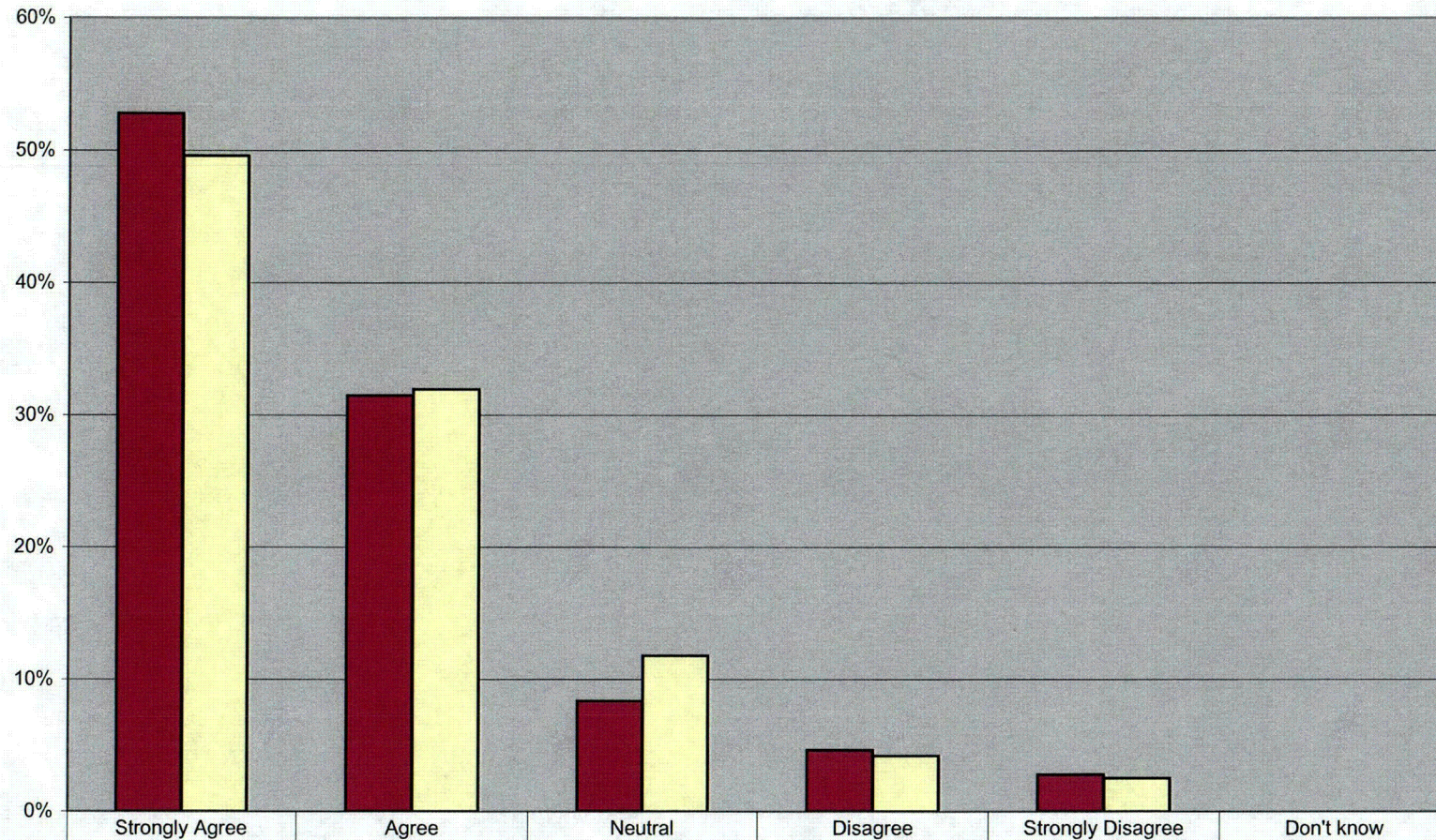


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|-----------------|-----|-----|-----|-----|----|----|
| ■ Sept 05 (108) | 30% | 26% | 25% | 11% | 9% | 7% |
| □ Apr 04 (119) | 23% | 29% | 30% | 12% | 6% | 8% |

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Q13 - I believe that management wants employees to report concerns

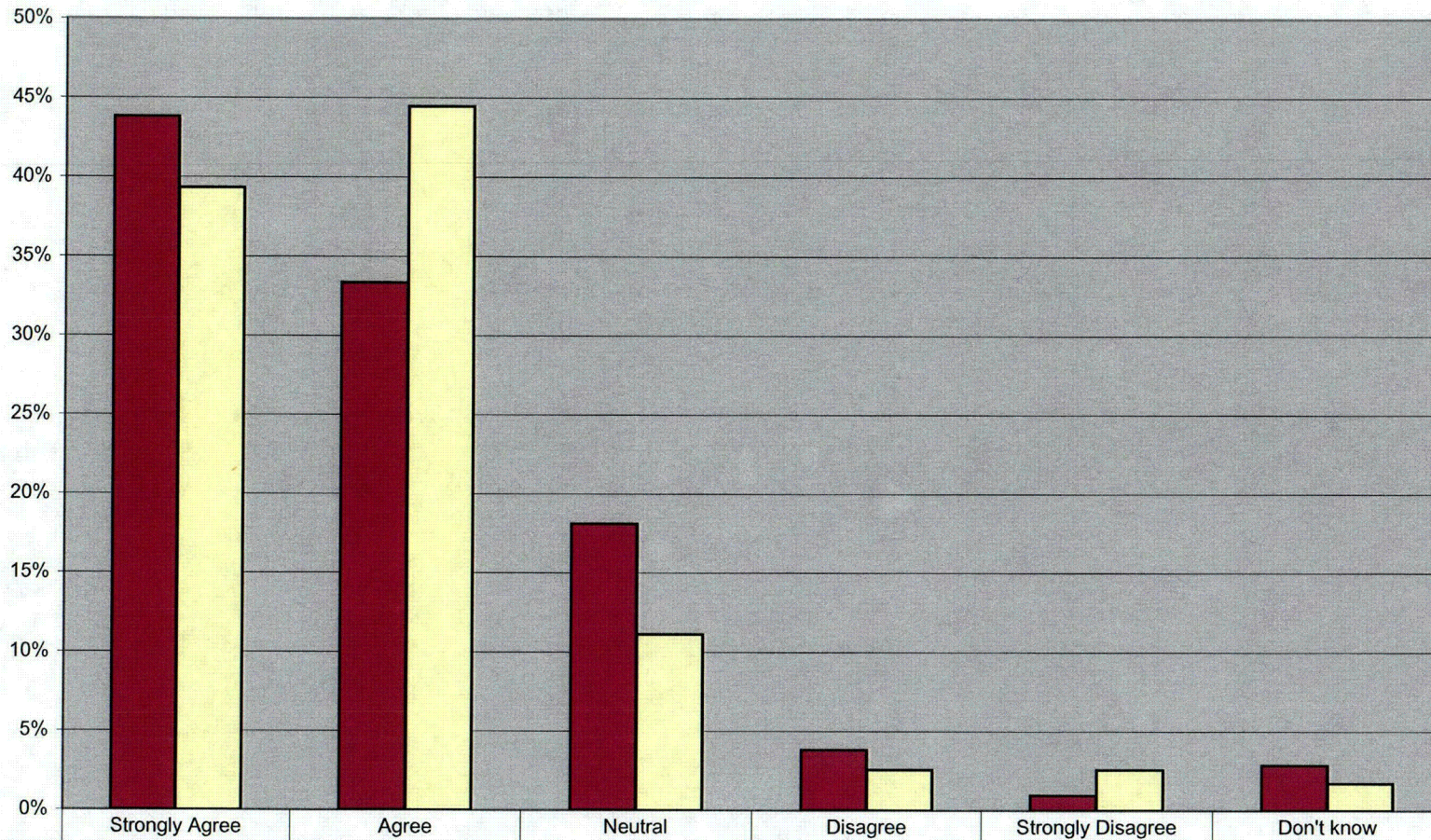


| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Don't know |
|-----------------|----------------|-------|---------|----------|-------------------|------------|
| ■ Sept 05 (108) | 53% | 31% | 8% | 5% | 3% | 0% |
| ■ Apr 04 (119) | 50% | 32% | 12% | 4% | 3% | 0% |

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MURR 2005/2004 SCWE Survey Comparison
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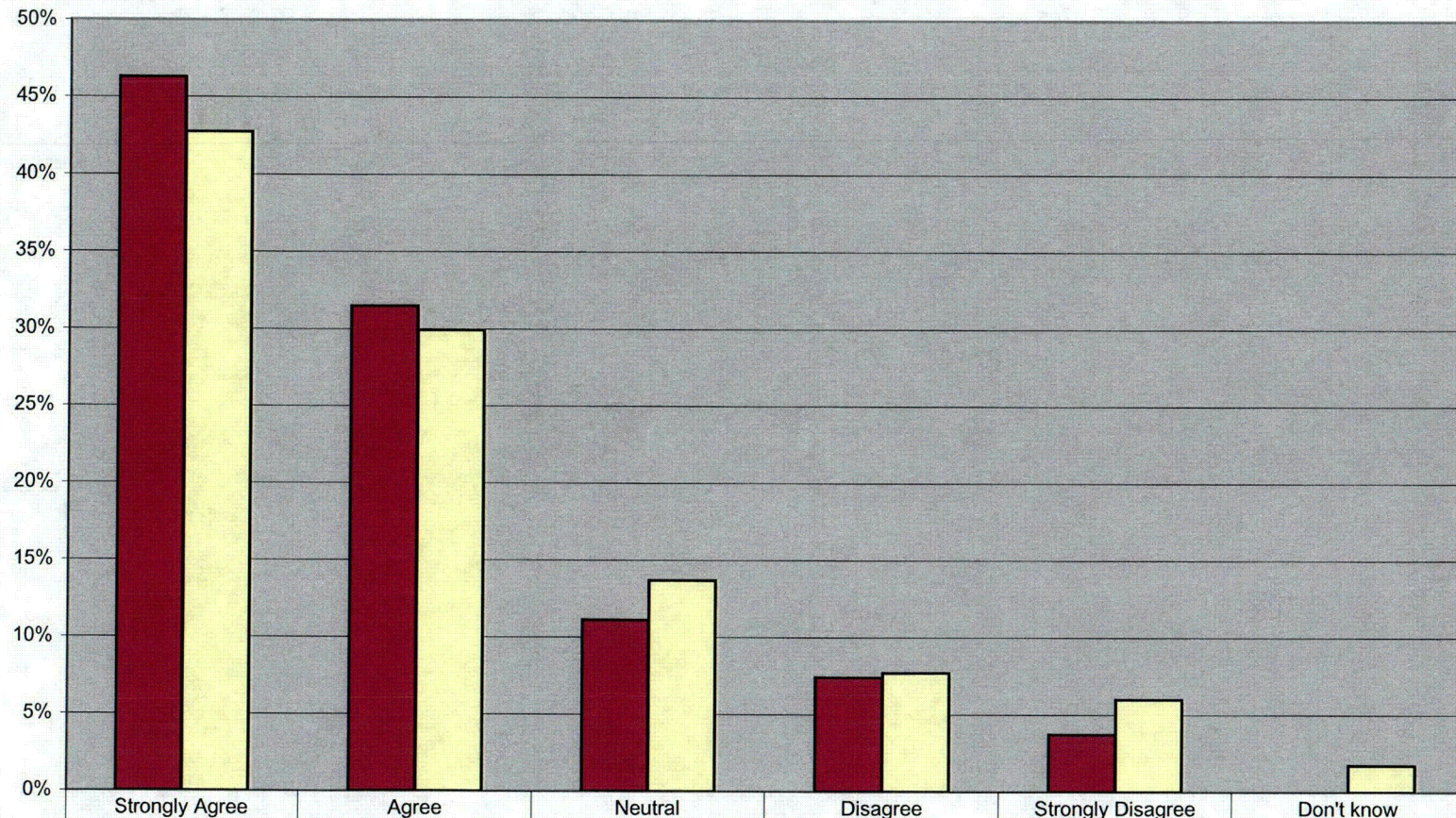
Q14 - My management takes corrective actions on employee concerns brought to them



| | | | | | | |
|-----------------|-----|-----|-----|----|----|----|
| ■ Sept 05 (108) | 44% | 33% | 18% | 4% | 1% | 3% |
| ■ Apr 04 (119) | 39% | 44% | 11% | 3% | 3% | 2% |

MURR 2005/2004 SCWE Survey Comparison
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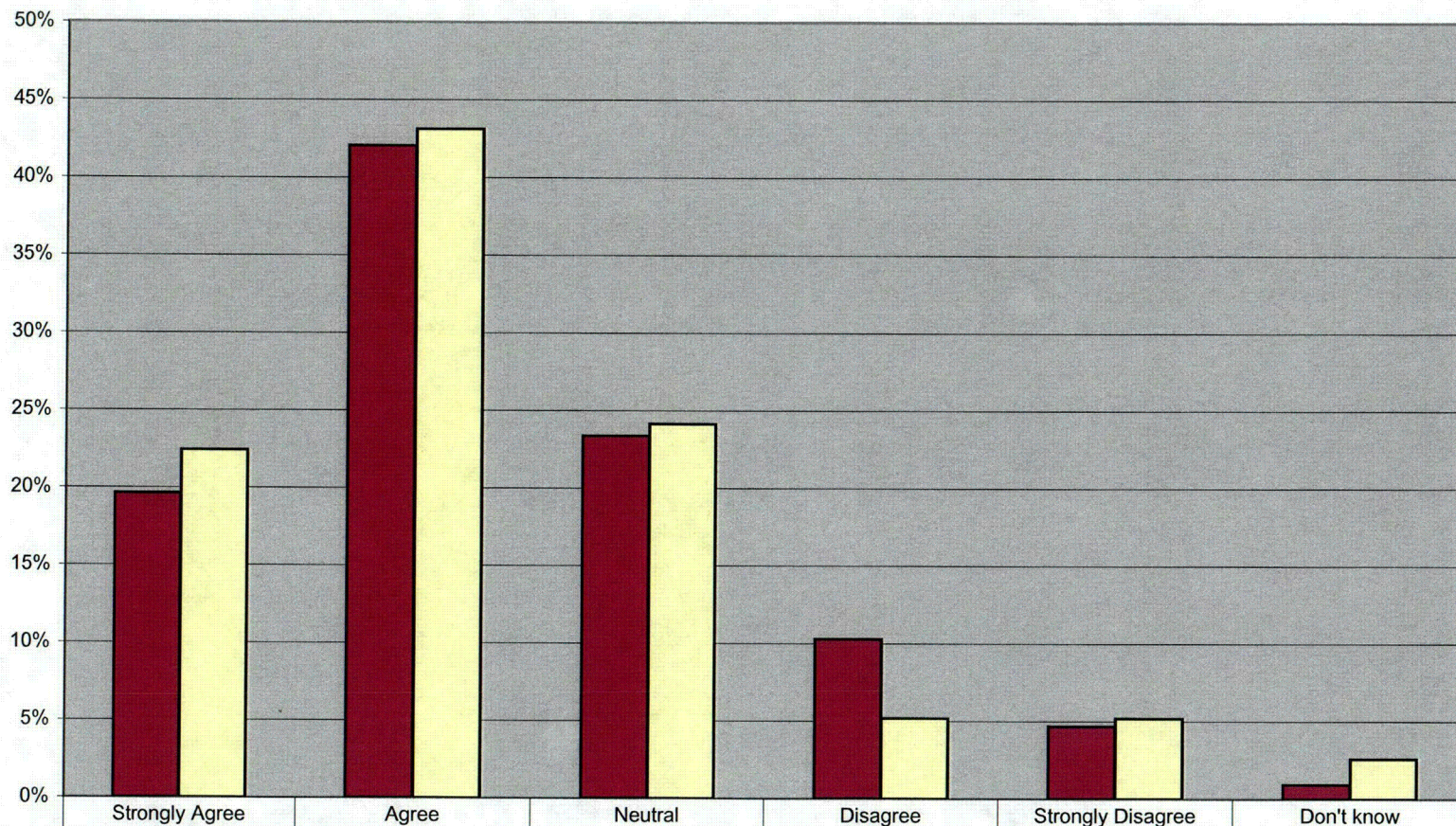
Q15 - I believe my work environment is generally professional and open (i.e., free of any harassment, intimidation, discrimination or retaliation)



| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Don't know |
|-----------------|----------------|-------|---------|----------|-------------------|------------|
| ■ Sept 05 (108) | 46% | 31% | 11% | 7% | 4% | 0% |
| ■ Apr 04 (119) | 43% | 30% | 14% | 8% | 6% | 2% |

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Q16 - Resolution of potential nuclear safety/quality issues including root cause and broader implications through CAP is effective in our organization

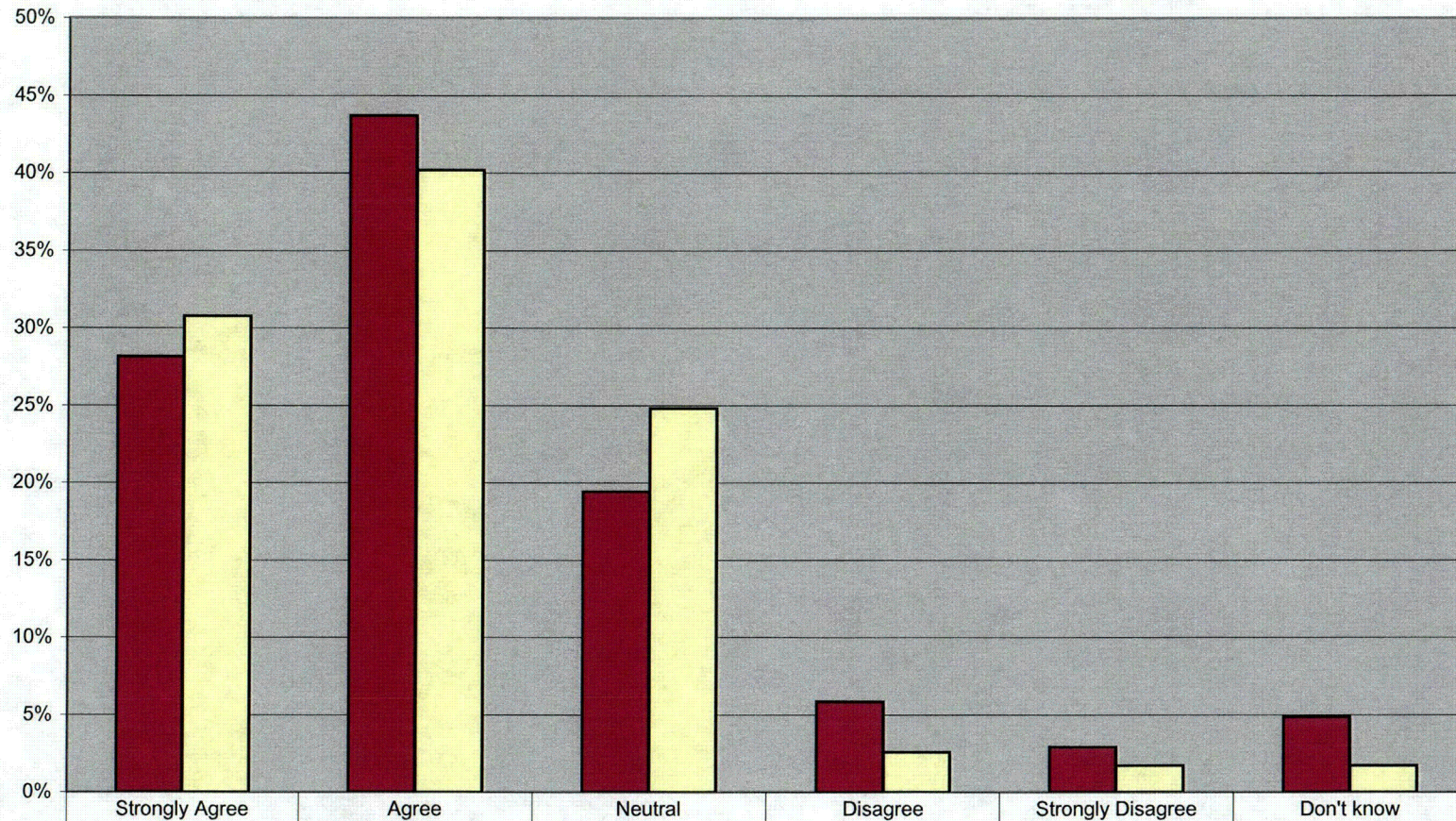


| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Don't know |
|-----------------|----------------|-------|---------|----------|-------------------|------------|
| ■ Sept 05 (108) | 20% | 42% | 23% | 10% | 5% | 1% |
| ■ Apr 04 (119) | 22% | 43% | 24% | 5% | 5% | 3% |

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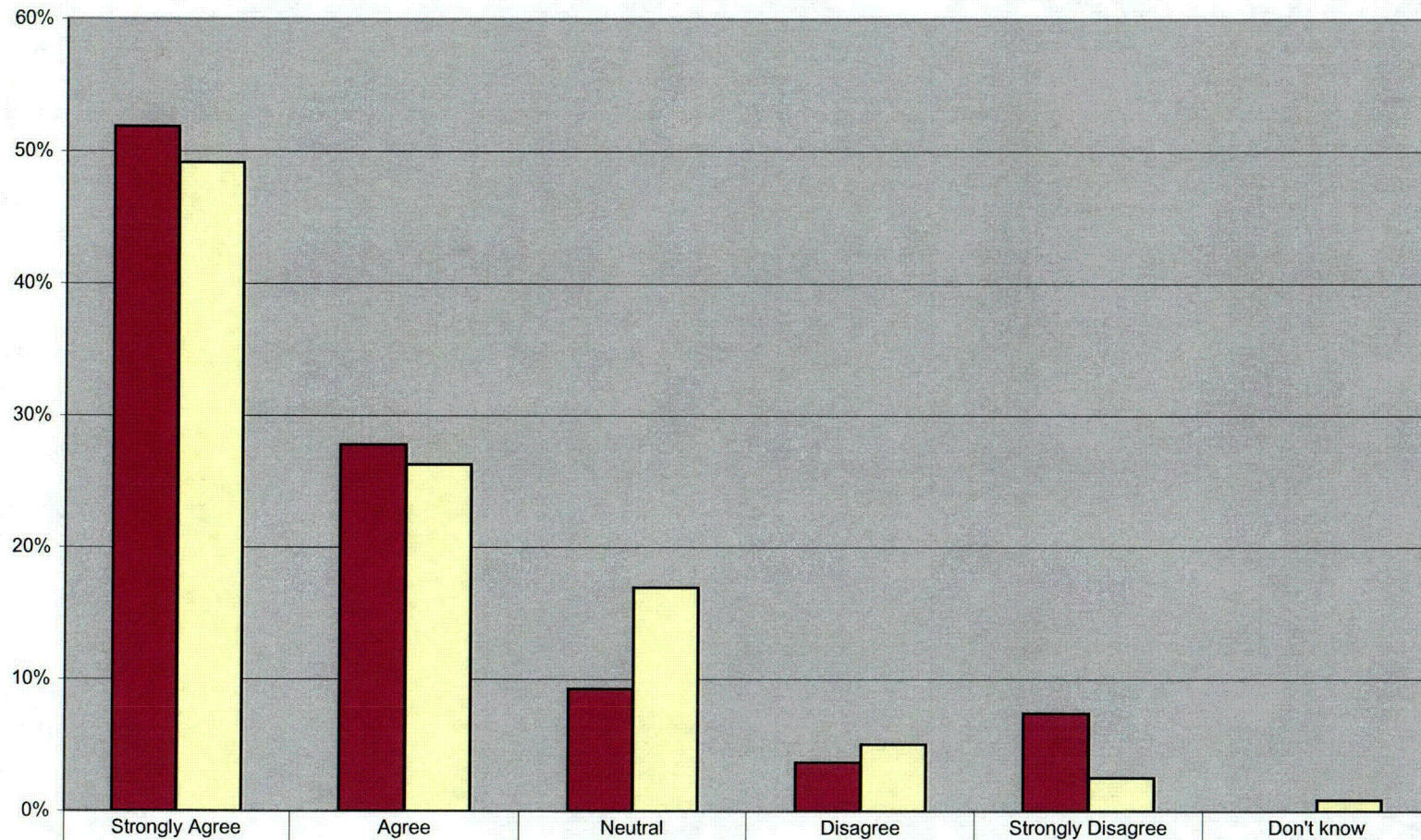
Q17 - Identification of potential nuclear safety/nuclear quality issues through the CAP is effective in our organization



| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Don't know |
|-----------------|----------------|-------|---------|----------|-------------------|------------|
| ■ Sept 05 (108) | 28% | 44% | 19% | 6% | 3% | 5% |
| □ Apr 04 (119) | 31% | 40% | 25% | 3% | 2% | 2% |

MURR 2005/2004 SCWE Survey Comparison
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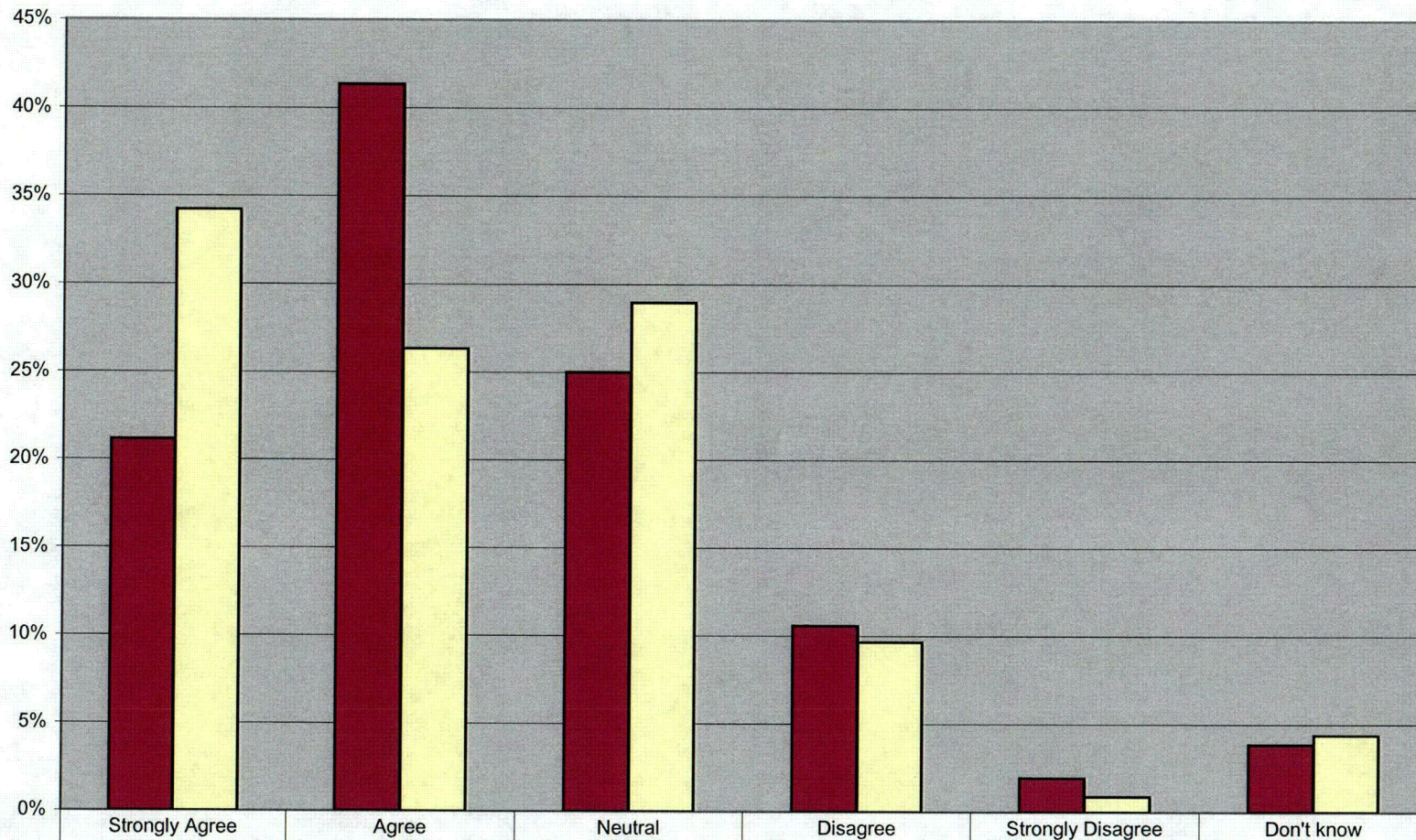
Q18 - I feel free to raise nuclear safety/quality concerns through the CAP without fear of reprisal



| | | | | | | |
|-----------------|-----|-----|-----|----|----|----|
| ■ Sept 05 (108) | 52% | 28% | 9% | 4% | 7% | 0% |
| ■ Apr 04 (119) | 49% | 26% | 17% | 5% | 3% | 1% |

MURR 2005/2004 SCWE Survey Comparison
December 28, 2005
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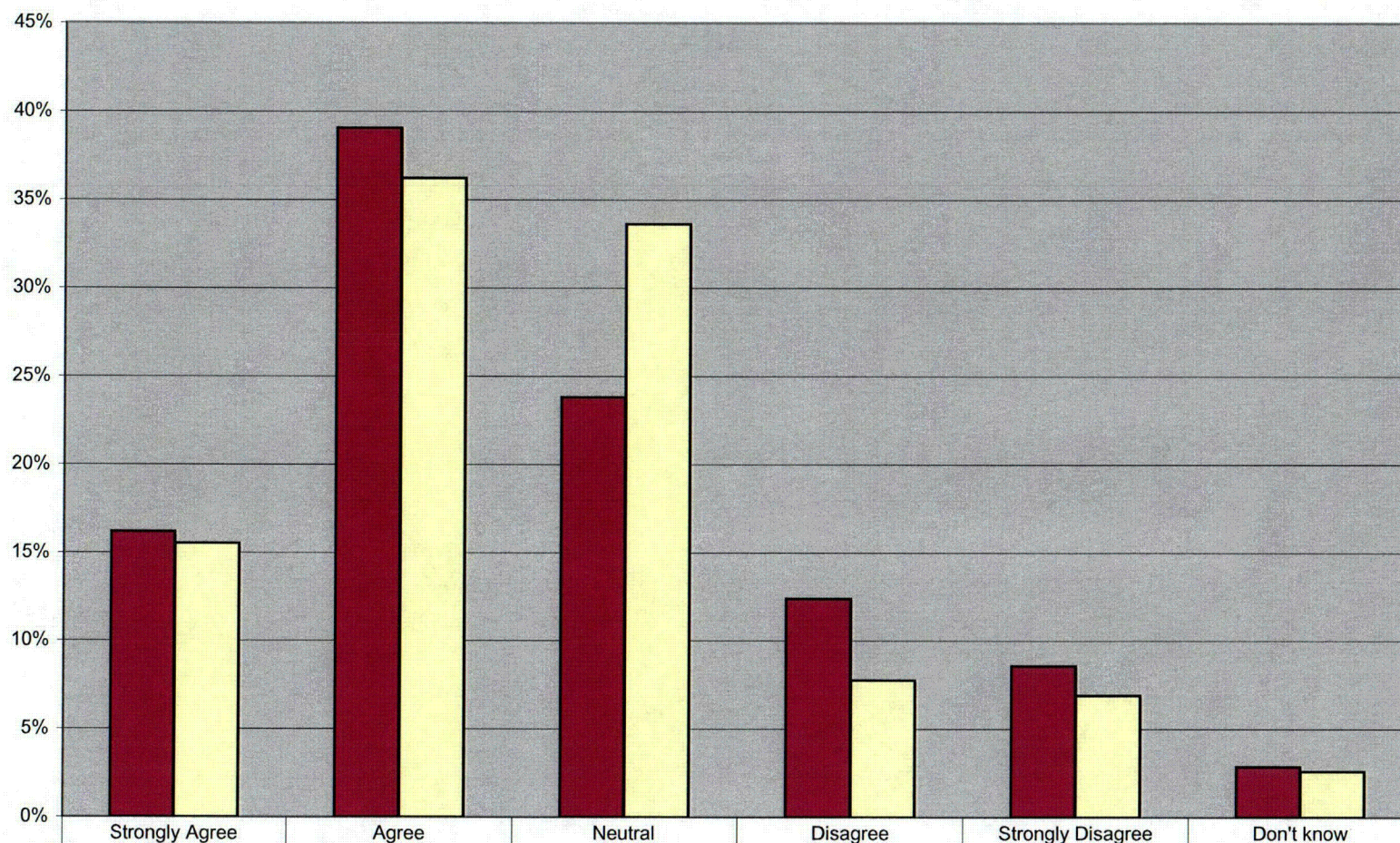
Q19 - I am confident that issues reported through the CAP are prioritized appropriately, and thoroughly investigated



| | | | | | | |
|-----------------|-----|-----|-----|-----|----|----|
| ■ Sept 05 (108) | 21% | 41% | 25% | 11% | 2% | 4% |
| ■ Apr 04 (119) | 34% | 26% | 29% | 10% | 1% | 4% |

MURR 2005/2004 SCWE Survey Comparison
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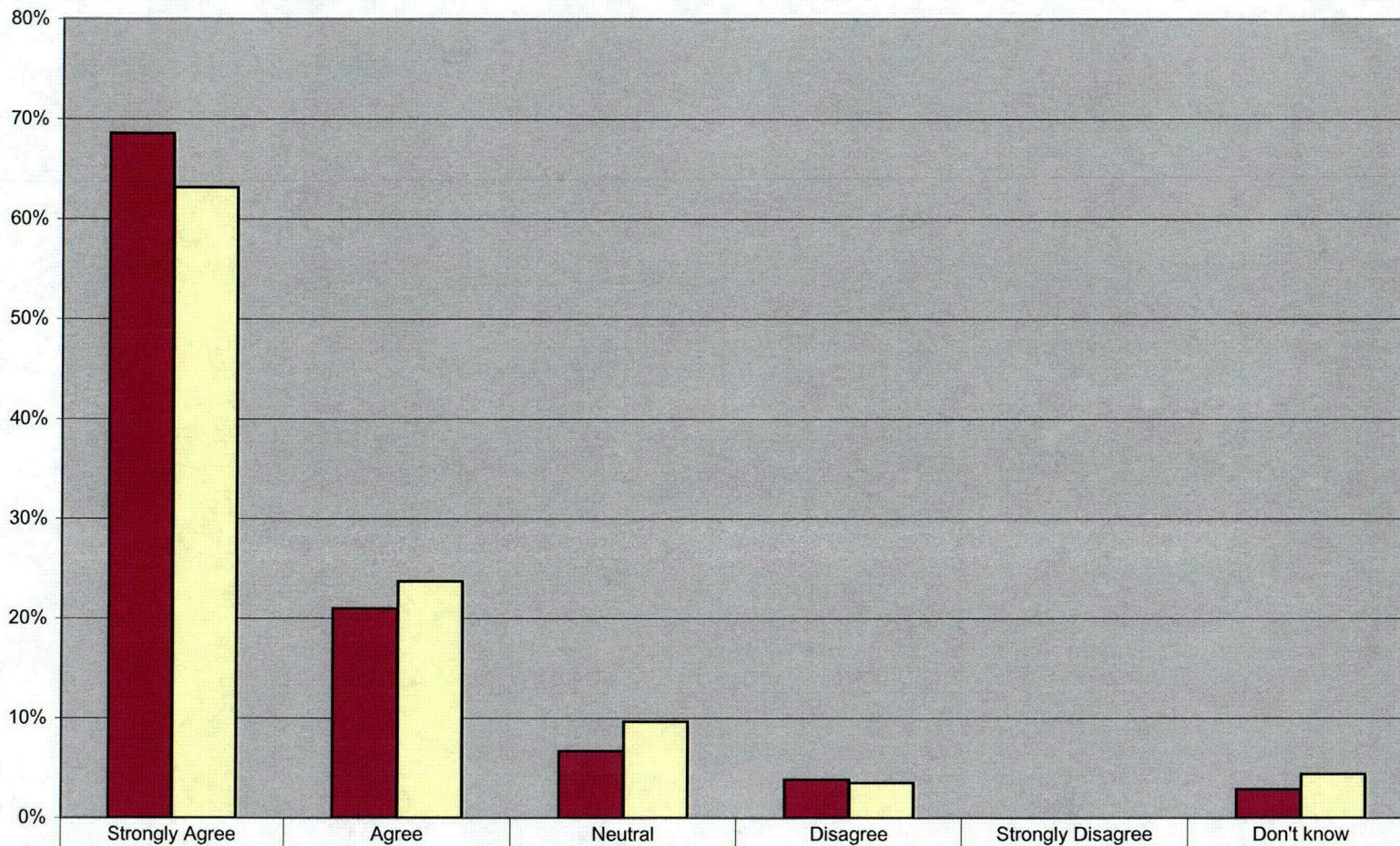
Q20 The CAP is utilized effectively by MURR to resolve conditions adverse to quality in a timely manner



| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Don't know |
|-----------------|----------------|-------|---------|----------|-------------------|------------|
| ■ Sept 05 (108) | 16% | 39% | 24% | 12% | 9% | 3% |
| □ Apr 04 (119) | 16% | 36% | 34% | 8% | 7% | 3% |

MURR 2005/2004 SCWE Survey Comparison
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Q21 - I know how to write a CAP Report and get it into the system



| | | | | | | |
|-----------------|-----|-----|-----|----|----|----|
| ■ Sept 05 (108) | 69% | 21% | 7% | 4% | 0% | 3% |
| ■ Apr 04 (119) | 63% | 24% | 10% | 4% | 0% | 4% |