

## American Nuclear Society Standards Committee Suggested Approaches to Staffing Working Groups

The following are recommended approaches that a subcommittee or working group (WG) chair can do to identify and recruit WG members:

**General** – The principal reasons that people do not volunteer for standards are:

- They don't understand that there is a real need for this and assume someone else will do it.
- They don't really read email requests, and if they do, it is too easy just to ignore such emails.
- They can't get company support for travel costs.
- They are concerned about a significant time commitment.
- Their companies do not give credit for standards work in salary evaluations.

The ANS Standards Committee (SC) needs to implement changes or make people aware of changes that have already been implemented to facilitate WG volunteering as follows:

ISSUE	RECOMMENDED APPROACH
They don't understand that there is a real need for this and assume someone else will do it.	Use wording in requests that emphasize the importance of the standard, the need for volunteers, and the benefits of volunteering. (See slide presentation for non-standards members.)
They don't really read email requests, and if they do, it is too easy just to ignore such emails.	It is important to have direct contact in person or by phone.  One approach is to have someone in the standards organization or that you know personally recommend WG members from their company. Then either have that person make the initial contact or use their name during the initial contact.
They can't get company support for travel costs.	Point out that there will not be any required travel costs since all work can be done online. Only the WG chair or designee should ever need to travel.
They are concerned about a significant time commitment.	Discuss the amount of time that a potential volunteer feels comfortable with and work with them to define a role commensurate with the level of time that they can support.  Point out that if their conditions change or the time requirements become too great for them, they can withdraw from the WG at any time.
Their companies do not give credit for standards work in salary evaluations.	Consensus committees should write letters to the volunteer's senior managers when key milestones are reached (i.e., standard ready for ballot point and after completion). The letters should emphasize the importance of the member's contribution, thanking them for the support and pointing out the credit given the individual and the company in the foreword of the standard.

## Sources for Finding Potential Members

Personal Industry Contacts - It is expected that someone in the position of a subcommittee or WG chair would have a number of contacts with technical expertise in the technical area of the standard. She/he should initiate discussions with these contacts to solicit interest. If they do not feel qualified, you should have them recommend an alternate.

ANS Notifications - Request the Standards Manager ([standards@ans.org](mailto:standards@ans.org)) initiate ANS member notifications requesting volunteers. This includes the ANS Standards Workspace, LinkedIn, Notes & Deadlines, and *Nuclear News* postings.

ANS Technical Papers and Presentations - Search the ANS website for papers and presentations made on topics related to the standard. When names are identified, you can search for their contact information in the ANS member directory, LinkedIn (you may need to connect with them), or the web.

ANS Professional Divisions – Contact the Professional Division interface or the Internal Communications Task Group Chair and have your staffing needs added to the list of those being sought.

Owners Groups – If a standard would be important to an owners' group, contact the ANS standards coordinator for the appropriate owners' group and request that the owners' group be solicited to provide a member to support this standard.

Internet - Search the internet for topics related to the standard. Find persons who have made presentations or published information on these topics. When names are identified, you can search for their contact information in the ANS member directory, LinkedIn (you may need to connect with them), Anywho.com, or other web directories.

*In all cases it is important to initiate direct telephone communication as early as possible with potential volunteers to maximize the chances of success.*