

Michael Marler has more than 38 years of nuclear power plant experience managing nuclear training, nuclear safety culture programs, organizational effectiveness, and performance improvement, as well as developing staffing plans for new build nuclear power plants (NPPs). Michael's noteworthy accomplishments include the following:

- Developed and implemented a nuclear strategic plan for Entergy Nuclear focused on improving nuclear safety culture.
- Assessed Washington River Protection Services personnel adherence to Department of Energy conduct of operations guidelines.
- Evaluated Nuclear Power Plant (NPP) training program adherence to INPO accreditation standards, and WANO training objectives and criteria.
- Advised International Atomic Energy Agency (IAEA) member states (Finland, Egypt, Vietnam, Uganda, Malaysia) on commissioning training and staffing for new nuclear power plant projects.
- Worked with Toshiba Nuclear to develop a training program for a planned new build Advanced Boiling Water Reactor in the USA.
- Coached the Sellafield Ltd senior management team on organizational effectiveness improvements including training program enhancements.
- Managed the Duke Energy fleet reactor services training standardization project.

Michael was Director of Organizational Effectiveness for the Comanche Peak Nuclear Power Plant. He also worked at the Institute of Nuclear Power Operations (INPO) for ten years as an accreditation team manager and accreditation evaluator, and in various supervisor and technician roles at the St. Lucie and Waterford 3 nuclear power plants.

Michael Marler

Work Experience:		
Project Manager – Factors Affecting Workforce Increases Analysis	Idaho National Lab	12/19
Project Manager – Conduct of Operations Assessment	Washington River Protection Services	9/19
Project Manager – Conduct of Training Assessment	Washington River Protection Services	8/19
Project Manager – Training and Staffing Strategy	Fennovoima Oy	5/18 - 4/19
Project Manager - Nuclear Strategic Plan	Entergy	5/16 - 4/18
Consultant – Training and Knowledge Management	IAEA	11/15 - 10/18
Project Manager - NRC 95003 Recovery	ANO NPP	4/15 - 4/16
Project Manager - Fleet Training Standardization	Duke Energy	11/13 - 1/15
Coach - Organizational Effectiveness	Sellafield Ltd	4/13 - 8/13
Leader - NRC Recovery Corrective Action Effectiveness	Browns Ferry NPP	12/12 - 3/13
Project Manager - Organization Effectiveness	Ft. Calhoun NPP	6/12 - 11/12
Director - Organizational Effectiveness	Comanche Peak NPP	1/11 - 4/12
Manager - Future of Learning	INPO	4/10 - 1/11
Manager - Accreditation Team	INPO	8/09 - 4/10
Manager - South Texas Project Units 3 & 4 Training	STPNOC	8/07 - 8/09
Manager - Accreditation Team	INPO	5/04 - 8/07
Manager - Training	Davis Besse NPP	11/02 - 4/04
Senior Evaluator - Accreditation	INPO	4/00 - 11/02
Analyst - Engineering Training Program	St. Lucie NPP	10/98 - 4/00
Supervisor - Technical Training	Waterford 3 NPP	6/98 - 10/98
Coordinator - Engineering Training Program	Waterford 3 NPP	1/93 to 5/98
Senior Instructor/Technician – Radiation Protection	Waterford 3 NPP	10/82 to 1/93

Accomplishments and Responsibilities:

IAEA: Chairman of the Decommissioning of Nuclear Facilities: Training and Human Resource Considerations working group.

IAEA: Completed a Consultancy to identify and share good practices and approaches for organizational learning and Knowledge Management in nuclear organizations.

INPO: Identified and managed the implementation of leading-edge training strategies and techniques with a focus on next generation workers. This included use of learning content and learning management systems for effective delivery of training.

Entergy: Managed organizational capacity, leadership assessments, and nuclear safety culture efforts for the NRC 95003 recovery project.

Duke Energy: Analyzed the training programs for six NPPs resulting in the design and development of a standardized fleet reactor services training program.

Sellafield Ltd: Provided advice and insight to senior management on how to implement the newly formed organizational effectiveness department. This included methods for implementing training programs based on the systematic approach to training. Also provided assistance with management of key work streams in the site excellence plan such as leadership evaluations, nuclear safety culture metric development, and new plant startup training readiness assessments.

Ft. Calhoun NPP: Prepared and managed implementation of the organizational effectiveness recovery plan resulting in resolution of an NRC 0350 Checklist item. This included leading organizational effectiveness and safety culture root cause analysis teams.

Davis Besse NPP: During the extended shutdown, managed the training department to support the restart effort.

Browns Ferry NPP: Streamlined the process for reviewing and confirming corrective action effectiveness.

STP Units 3 & 4 NPP: Negotiated terms and conditions for the training section of the Engineering, Procurement, and Construction contract. Analyzed, designed, developed, and implemented training plans and programs for a first-of-a-kind Advanced Boiling Water Reactor in the USA.

Awards and Certifications:

- Senior Management Representative for Accreditation, INPO
- BWR Senior Reactor Operator Certification, Limerick NPP
- National Registry of Radiation Protection Technologist
- Program Evaluator, American Board of Engineering and Technology

Education:

University of Maryland: Bachelor of Science, Management and Technology

United States Navy: Nuclear Power School