Management & Operations Seri

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| --- |
| Skills and Expertise |
| ♦ Development of environment, safety, and health programs to include radioactive and high hazard materials and waste♦ Experience in environment safety and health at National Laboratories, operatingFacilities and D&D projects |
| Education |
| ♦ PhD, Industrial and System Engineering, University of Alabama, 2007♦ MSE, System Engineering/ Engineering Management, University of Alabama, 2003♦ MS, Hazardous and Waste Materials Management/ Environmental Engineering, Southern Methodist University, 1996♦ BS, Industrial Hygiene & Safety/Chemistry, Saint Augustine’s College, 1980 |
| Training |
| ♦ HAZWOPER♦ Project Management♦ Hazard Communications♦ OSHA 1926♦ Conventional Safety♦ Electrical Safety♦ NQA-1 Lead Auditor ♦ Industrial Hygiene♦ Safety Management♦ Environmental Management |
| Certifications |
| ♦ Certified Hazards MaterialManager (CHMM)♦ Certified Professional EngineeringManager (CPEM) ♦ AECOM PM Path Project Manager Certification  |
|  |

 Frances Alston, PhD, CHMM, CPEM

 **Personal Profile**

 Frances Alston is a proven professional with over 30 years of in-depth experience in

 developing, managing, and implementing environmental, safety, and health programs in

 an operational and research environment. She is a bottom-line focused professional with

 outstanding leadership and interpersonal skills, and has developed and implemented

 programs that have been benchmarked by several Department of Energy (DOE) sites.

 Frances also has a broad background and understanding of regulatory compliance to

 include Occupational Safety and Health Administration (OSHA), Environmental

 Protection Agency (EPA), and the DOE Orders. She has proven experience with

 safety culture efforts: and throughout her career, she has delivered superior performance

 within complex, multi-stakeholder situations and has dealt effectively with challenging

 safety, operational, regulatory, environmental, strategic, and key personnel issues.

**Current Assignment**

***BWXT Technologies, Aiken South Carolina (February 2021 – Present)***

***ESH&Q Manager***

Provides ESH&Q oversight and support to a 20- site, 15,000-employee,

$7.4 billion/year portfolio of BWXT nuclear projects that include nuclear

 chemical processing. Provides all aspects of ESH&Q support, guiding project staff,

leading program assessments, providing ConOps evaluation and mentoring, and

supporting contract transitions. Responsible for ensuring integration of ESH&Q

best practices and lessons learned throughout BWXT-managed programs.

A member of the Savannah River Mission Completion (SRMC)

board subcommittee for safety, quality and operations and is the Secretary

for the EFCOG Safety Working Group.

**Past Assignments**

**Strata-G, LLC**

***Senior Project Manager, Knoxville Tennessee (March 2020 – June 2021)***

Provided Support and consultation in ESH&Q and business development

***Lawrence Livermore National Laboratory, Livermore California (May 2012-May 2020)***

*Associate Director, Environment, Safety & Health*

Lead and manage all ES&H functions and staff of ~ 290 for the Lawrence Livermore

National Laboratory to include worker safety and health (industrial hygiene and

safety), radiation safety, health physics, ES&H training, Assurance management,

biosafety, occupational medicine, human reliability, environmental compliance,

laboratories, and facilities.

♦ Collaborate with and provide services to a diverse customer base to include
the National Nuclear Security Administration (NNSA), corporate partners, federal

 and state regulators, and LLNL Principal Associate Directors

♦ Provide leadership and management support to ES&H personnel; and ensure that

 qualified staff is available to meet LLNL’s projects and mission

♦ Interpret and implement regulatory standards

♦ Participate and lead facility walkdowns, work observations, and senior management

 watch to facilitate deliberate and structured work performance, procedure

 compliance and implementation of safe work practices

♦ Responsible for more than $40M budget and equipment

♦ Responsible for all ES&H procurement, personnel, infrastructure, and facility

 management decisions

♦ Is the Laboratory’s principal contact for ES&H matters

***East Tennessee Technical Park, Oak Ridge Tennessee (May 2011-May 2012)***

*ES&H Director*

Plan, develop, and direct the personnel within ESH functions to include operation

 functions of environmental, safety, industrial hygiene, radiological controls, fire

 protection, VPP, ISMS, occupational medicine, emergency management, security, and

 training.

♦ Transition manager for ESH&Q activities during contract transition

♦ Managed and maintained operating budget

♦ Served as the UCOR representative for the Oak Ridge Business Safety Partnership

♦ Appointed to the City of Oak Ridge Environmental Quality Advisory Board as the corporate representative

***URS Safety Management Solutions (SMS), Aiken, SC (2009-2011)***

*Environmental, Safety, and Health (ES&H) Director*

Managed, directed, and planned the environmental, safety, and health programs used by several SMS projects/facilities. Provided ES&H leadership and direction to management; and developed and provided training for employees.

♦ Recognized, evaluated, recommended, and implemented policies and procedures to assure awareness of and compliance with ES&H requirements to prevent occupational-related illnesses and chemical/biological/physical hazards

♦ Reviewed and incorporated health standards in company policies and procedures published by regulatory authorities while promoting communication programs to enhance and encourage employee awareness of accident and fire prevention, industrial hygiene, safety, and environmental compliance

♦ Planned, developed, and directed the personnel and programs within ESH&Q functions to include environmental, safety, industrial hygiene, quality assurance, radiological controls, fire protection, and nuclear safety for SMS projects, domestic and international

♦ Communicated and collaborated with internal and external customers, such as: South Carolina Department of Health and Environmental Control (SCDHC), union members, DOE representatives, and senior leadership teams

♦ Conducted ESH&Q and NQA-1 assessments

***Savannah River National Laboratory (SRNL), Aiken, SC (2007-2009)***

*Environment, Safety, Health, and Waste Management Manager*

Developed, implemented, and improved environment, safety, health, and waste management programs for SRNL. Directed environment, safety, and waste management activities, including environmental media guidance, waste characterization and disposal, assay, radioactive and chemical material handling, and shipping, etc., and ensured they were performed safely and cost effectively. Ensured facility compliance with federal, state, local laws and regulations, site procedures, and DOE Orders. Provided leadership for all safety and industrial hygiene programs and personnel.

♦ Managed, developed mentored a staff of environmental, safety, health, waste management, and transportation personnel

♦ Collaborated with over 1,000 staff members to develop a cost-effective safety program for working with specialty chemicals, radioactive and highly radioactive materials, and nanomaterials

♦ Implemented an extensive regulatory Consent Agreement imposed by the Department of Health and Environmental Control (SCDHEC) for the SRNL using a project approach

***Savannah River Site (SRS), Aiken, SC (March 2007-May2007)***

 *Manager, Environmental Compliance (ECA) F Closure/H Completion Projects*

Led the Environmental Compliance Authority (ECA) for F/H Laboratories and F Canyon/FB Line. Provided leadership and management support for F Area Closure, H Area Material Disposition, and F/B Laboratory ECA programs. Provided support as needed between site personnel and DOE, SCDHEC, and EPA personnel with regard to regulatory compliance issues. Mentored and developed junior environmental professionals in regulatory facility and project support.

***Savannah River Site (SRS), Aiken, SC (2005-2007)***

*Industrial Hygiene Project Manager*

Managed a staff of industrial hygiene professionals, nonexempt, and subcontract professionals assigned to establish, define, and implement the Industrial Hygiene Program for the Savannah River Site. This includes hazardous materials and chemicals such as chromium, asbestos, beryllium, lead, and mercury.

♦ Established and defined specifications for programs that ensured compliance with contract obligations, SRID requirements, DOE Orders, and OSHA regulations. Led industrial hygiene professionals, non-exempt, and subcontract professionals assigned to establish, define, and implement the Industrial Hygiene Program

♦ Monitored financial status to ensure program operated within, and oftentimes below, the prescribed budget

***Savannah River Site (SRS), Aiken, SC******(1992-2004)***

 *Industrial Hygienist/Lead IH/IH Program Manager*

Managed and defined program requirements and processes for delivering world-class industrial hygiene support to the customer. Developed and maintained systems of performance measures and tracking of staff deliverables.

♦ Provided technical advice on safety and health issues to management and employees on physical, chemical, and biological stressors

♦ Provided workplace guidance and monitoring of activities involving potential chemical, physical, and biological exposures. Trained and mentored employees on hazard recognition and safe work practices while complying with

 Work control documents

♦ Established and defined specifications for programs that ensured compliance with procedures, contract obligations, SRID requirements, DOE orders, and OSHA regulations. Monitored performance and mentored workers toward achieving systematic compliance

♦ Issued programmatic guidance and direction through development and maintenance of the site-level 4Q Procedure Manual and four lower-tier manuals, which outline the procedures, protocol, reporting, etc., to meet regulatory obligations and future EEOICPA claims processing needs

♦ Championed development and implementation of an industrial hygiene program for beryllium, and collaborated with physicians regarding beryllium medical surveillance

 **Professional Awards/Recognition**

♦ Four-time winner of the Champions of Excellence Award, awarded by the Academy of Certified Hazardous Materials Managers (ACHMM)

♦ Member of the Engineering Management Honor Society, Epsilon Mu Eta

♦ American Society for Engineering Managers – Fellow

♦ American Society for Engineering Managers – Bernard R. Sarchet Award

♦ Department of Energy, Women in Energy

 **Professional Affiliations**

♦ Academy of Certified Hazardous Materials Managers (ACHMM)

♦ American Society for Engineering Management (ASEM)

* President 2017-2018
* Executive Board Member
* Fellow

 **Publications**

♦ Articles in the American Society of Engineering Managers Journal and conference proceeding

Atagbuzia, C, Ng.E., Natarajan G, & Alston, F., Factors Affecting Safety Culture: What’s Missing, Proceedings of the 2021 International Annual Conference of the American Society for Engineering Management

Alston, F., & Harris, S. (2017). Applying Engineering Management Concepts to a Lean Project. Proceedings of the 2017 International Annual Conference of the American Society for Engineering Management, 1–7

Alston and Tippett Donald, Does a Technology Driven Organization’s Culture Influence the Trust Employees Have in Their Manager, Engineering Management Journal, April 20, 2015, Pages 3-10

♦ Books published:

*Culture and Trust in Technology-Driven Organizations*

*Guide to Environment Safety & Health Management*

*Lean Implementation Applications and Hidden Costs*

*Industrial Hygiene: Improving Worker Health Through an Operational Risk Approach*

*Peak Performance How to Obtain and Sustain Excellence in Operations Management*

*Strategic Environmental Performance: Obtaining and Sustaining Compliance*

**Other**

Instructor – School of Civil and Construction Engineering, Oregon State University