

Area colleges team up to grow Tobyhanna Army Depot

Facility's workload is increasing and local schools will look into helping fill the positions.

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Five Luzerne County colleges are collaborating to help Tobyhanna Army Depot train prospective employees to fill its growing ranks.

The depot's workload increased 40 percent this year and is expected to increase another 20 percent in 2005, according to the Northeastern Pennsylvania Alliance.

Tobyhanna is the largest Department of Defense facility for the repair, overhaul and a fabrication of communications-electronics systems.

"These are some of the best jobs in

the area, averaging well over \$40,000 per year with excellent benefits," said Cameron Moore, president and chief executive of the Northeastern Pennsylvania Alliance.

Moore said there aren't enough students in local training programs to fulfill the depot's anticipated needs. "The pipeline wasn't nearly as full as it needed to be."

The Training Consortium is trying to address that shortfall. College Misericordia, King's College, Luzerne County Community College, Penn State University and Wilkes University are comparing their education offerings to Tobyhanna's employment requirements. Eight other colleges from Lackawanna and surrounding counties are in the consortium.

Wilkes University's engineering

department chairman, David Wells, said the consortium has provided area colleges a good opportunity to collaborate and discuss their different roles.

He said traditional and non-traditional students, as well as current Tobyhanna employees seeking additional training, can benefit from the consortium.

Susan Spry, LCCC associate dean of work force development, said students in the college's electronics engineering technology program participate in a cooperative education program at Tobyhanna. Second-year associate degree students attend classes and work part time at the depot.

"For our students, it's a motivator for them," said Spry. The depot has hired some LCCC electronics graduates. Wells said a large percentage of

engineers at Tobyhanna are Wilkes graduates.

The Army depot in Monroe County is the region's largest employer, with more than 4,000 workers.

Moore also serves as co-chairman of Tobyhanna's Blue Ribbon Task Force. It continues to examine strategies and opportunities for the depot as another round of possible base closing approaches.

He said there will be more employment opportunities at the depot because of an increased workload for Operation Iraqi Freedom and the war on terror. Also, Moore said 50 percent of the depot's work force will become retirement eligible in the next five years.

Bonnie Adams, a Times Leader staff writer, may be reached at 829-7241.



Frask



Bosco



Shellok



Conboy



Matechak



Fuhr



Flynn



Pezak



Engler



Wells



Folk



Jones

CORPORATE LADDER

HIRINGS/PROMOTIONS

Wilkes University: David Wells, Ph.D., has been named chairman of the Engineering Division. He will oversee program and course offerings in electrical engineering, mechanical engineering, engineering management, applied engineering science and physics.

Wells was director of distribution and logistics engineering and associate professor of industrial engineering at the University of Houston.

He also was director of interdisciplinary engineering and management and associate professor of mechanical and aeronautical engineering at Clarkson University, New York.

He is a three-time recipient of the Tau Delta Kappa Teacher's Excellence Award and received the Engineering Management Society Outstanding Service Award in 1998 and the Millennium Medal from the Institute of Electrical & Electronic Engineers.

He is editor-in-chief of IEEE Engineering Management Review.

Wells received a bachelor's degree in interdisciplinary engineering and management as well as a master's degree in mechanical engineering and a doctorate in engineering science from Clarkson University.

Pennsylvania State Police: Two Northeastern Pennsylvania residents are among 17 new state liquor enforcement officers.

Liquor enforcement officers are responsible for enforcement of the state's Liquor Code and are assigned to the state police Bureau of Liquor Control Enforcement.

The new officers received their assignments at the completion of a 14-week training program at the State Police Academy in Hershey.

They are:

- James C. Ricci of Scranton, assigned to the Allentown office. Ricci was the class speaker.

- Matthew A. Knock of Falls, also assigned to the Allentown office. Knock received the High Scholastic Award.

Geisinger Wyoming Valley Medical Center: Dr. Jeffrey R. Folk has been named medical director.

A graduate of Albright College, Folk earned a medical degree from the Temple University School of Medicine. He also earned a Master of Health Administration degree from King's College.

He is board-certified in cardiovascular and internal medicine and is a Fellow of the American College of Cardiology.

He has been affiliated with Geisinger for 14 years and previously was chief of medicine and director of cardiology.

He is a Mosaic resident.

Pennsylvania Department of Transportation: The department has announced the following personnel

changes:

- Victor "Butch" Bosco of Pittston has been hired at the Lackawanna County Maintenance Facility, Clarks Summit.

Bosco diagnoses and repairs heavy-duty trucks and construction equipment. He is a graduate of Pittston Area High School.

- Dan Conboy of Montrose has been promoted from transportation equipment operator A to operator B at the Auburn Center stockpile in Susquehanna County.

Conboy is part of a crew that is responsible for summer and winter road maintenance.

- Staci Flynn of Mayfield was promoted to payroll clerk in the Dunmore office.

Flynn is responsible for inputting payroll information and travel expense vouchers. She is attending Lackawanna College.

- Jeffrey J. Fuhr of Throop was named traffic operation supervisor at the Dunmore office.

He supervises line-painting, highway signs and electronic message signs and highway radio advisory programs. He is a graduate of Johnson Technical Institute in Scranton.

- Daniel Matechak Jr. of Jermyn was promoted to transportation construction inspector in the Dunmore office.

Matechak oversees all aspects of work on various roadway construction projects. He earned an associate's degree in drafting and design technology from the Lincoln Technical Institute.

- Gary N. Pezak of Jessup is now a highway foreman II in the Lackawanna County Maintenance Division.

He supervises a crew that performs state road maintenance activities year round. He is a graduate of Penn State University.

Zodiac Printing: The Wilkes-Barre company has announced three personnel changes.

- Daniel T. Engler of Clarks Summit and Randy M. Frask of Drums have been named account executives and sales consultants.

They are responsible for existing accounts, developing new business and day-to-day sales operations.

- Shirley G. Shellok of Weatherly has been named customer service representative.

She is responsible for trafficking jobs through the production department and assisting in day-to-day operations.

First Union: Wilkes-Barre native Diane Jones has been promoted to assistant vice president in the retail organization.

A financial specialist based in East Greenville, Jones is responsible for acquisition, retention and expansion of customer financial relationships.

She is a graduate of Wilkes University, where she earned a bachelor's degree in education and a Master of Business Administration in finance.

Date:

Please draft a release announcing Dr. Wells as Chairman of the Engineering Division

David John Wells, Ph.D., P.E.
(Not the Yankee)

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Potsdam, New York 13676

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Dr. Wells' responsibilities and experience bridge industry and academe. His industrial experience includes all facets of power systems services including strategic, managerial, and engineering perspectives. In this sector, remote tooling development, reliability analysis, and outage management are all areas of significant project success. While his industrial research efforts have focused on robotic tooling and safety, his initial areas of academic research includes automated failure identification, systems diagnostics, robotic positioning accuracy, probabilistic risk assessment and, more recently, distribution and logistics. He was the founding director of the University of Houston's Distribution and Logistics Engineering Program and previously directed Clarkson University's Engineering and Management Program. At Clarkson he helped to establish Interdisciplinary Engineering and Management (E&M) as the leading program of its kind in the US. His consulting activities include logistics, distribution management, strategic planning, professional development, R&D management, and project management. Dr. Wells is Editor-in-Chief of the *IEEE Engineering Management Review* and maintains engineering registration in Wyoming.

Statement of Purpose — I value organizations where mission and competence both serve to nurture and demand individual growth coincident with improved business performance. Accordingly, clear communication, key performance metrics, and a collective pursuit of mission, both collective and individual, remain key personal values.

experience

MANAGEMENT

Academic Program Director - Dr. Wells initiated Distribution and Logistics Engineering (DLE) at the University of Houston; a program option within Industrial Engineering and raised over \$750,000 of industrial financial support for this key strategic initiative. DLE experienced rapid growth and has enjoyed 100% placement of its graduates (MS and BS). Previously he directed the E&M Program at Clarkson University, the nation's oldest and foremost distribution education program. With several hundred students enrolled, and an alumni body approaching 4,000 members, E&M became the institution's most heavily recruited major.

Industrial Program Management - Directed efforts of a highly experienced and successful technology development group in designing, qualifying, and implementing field use of robotic tooling for nuclear power generation systems inspection and repair. Various tooling systems are used for inspecting and maintaining nuclear steam generators, reactor vessels, and other reactor system components. Significant reductions in radiation exposure and project durations were obtained.

Project Manager - Managed successful multi-million dollar effort for remote manipulator development successfully used in the naval nuclear program. Initial project technical challenges were effectively overcome leading to numerous subsequent development projects,

all of which improved task performance, reduced expected radiation exposure, and generated profit in an otherwise tough market.

Strategic Planning - Wells first assumed strategic planning responsibilities at Combustion Engineering (now ABB) in the commercial nuclear services industry which was in continuing transition toward extensive robotic automation. That planning exercise yielded a successful organizational transformation and achieved the goals of successfully acclimating to a market in transition. Later responsibilities in strategic planning occurred at Windsor Public Schools as School Board member, Clarkson University, and in consulting with several organizations including General Electric. With GE, the principle focus of transformation centered on the employee development program.

Outage Management - Responsible for the strategic planning and control of short-term multi-million dollar plant repair efforts. Among the major efforts were the outages for core barrel removal at Florida Power and Light's Saint Lucy I and the first refueling at NYPA's James A. Fitzpatrick Nuclear Power Plant. Both outages were highly dynamic in scope and logistically challenging. In retrospect, these outages are also considered to be highly successful in their planning, management, and accomplishment of goals.

Consulting - Areas of expertise include distribution management, project planning, project management, strategic planning, systems reliability, hazardous area robotics, R&D policy development and review, technical team development, and the development of educational programs at the University level. Current and past clients include Florida Power & Light, Gannon University, General Electric Corporation, University of Houston, IEEE Press, Long Island Lighting Company, Niagara Mohawk Power Corporation, Puget Sound Naval Shipyard, United States Department of Energy, New York Power Authority, and the Waste (hazardous) Policy Institute.

Management Publications - Editor-in-Chief of the *IEEE Engineering Management Review* since 1994. Published for the practitioner, this journal has a worldwide circulation of 10,000 and continues to be one of the most highly rated IEEE publications according to a recent comprehensive market study. The *Review* is published for practicing engineers in industry who seek enhanced understanding of current management and leadership issues and best practices.

SYSTEMS ENGINEERING AND DEVELOPMENT

Delivery Systems - *NAV/RIMS*: a remotely operated steam generator tubesheet "finger walker." *GENESIS*: a manipulator arm for remote inspection and repair of steam generators.

Tooling Systems - *Steam Generator*: tooling packages for inspection, tube plugging, tube removal, plug removal, sleeving, seal welding, and machining (all packages designed, built, and qualified for use on the above delivery systems). *Reactor Vessel*: systems developed and used RV inspection, core barrel repair, and thermal shield sectioning (plasma torch). All tooling successfully used under water in extremely high radiation areas at a depth of twenty-five feet.

Program Administration - Directed third largest academic program at Clarkson University, served on Dean's committee, Executive Council, Administrative Council and held several service responsibilities. Effectively reconfigured E&M curriculum and image resulting in increased placement and increased student quality with average SAT board scores now at approximately 1150. Oversaw the highly successful decennial Institutional Self-Study and re-accreditation effort.

Teaching - Distribution and Logistics (DLE) Performance Analysis, DLE Design and Strategy, Engineering Senior Seminar, Strength of Materials, Systems Reliability Modeling (graduate engineering), Engineering Economy, DLE Information Systems, and Introduction to Computing. Ratings remained consistently above norms for comparable courses. Tau Delta Kappa Teacher's Excellence Award - three years.

Accreditation - Chaired a challenging and wholly successful institutional self-study and accreditation review. Achieved strongly favorable results while providing important information to the then new strategic planning initiative. Various involvement with ABET and AACSB accreditation reviews and visitations.

SAFETY AND RELIABILITY

Risk Assessment - Nuclear plant emergency feedwater and primary feed and bleed systems were reviewed and modeled in depth to estimate their performance reliability for both normal and off-normal plant conditions. Results were subsequently used to estimate the increased likelihood of a reactor meltdown resulting from off-normal plant conditions and successfully factored into operating procedure revisions for improved safety.

Statistical Analysis - Instrumentation performance, reactor fuel elongation, and S/G tube sheet anomalies were evaluated in detail to better define performance expectations, reduced life expectancies, and improved inspection and repair strategies.

Reliability Modeling - Using fault tree and failure modes and effects analyses, various robotic and nuclear safety systems were evaluated to identify possible design or procedural vulnerabilities.

RESEARCH

Automated Failure Diagnostics - Combined PRA, fuzzy set theory, and a priori failure rate information for diagnosing the failure of complex systems. The approach is directly applicable to operator controlled systems such as power and process plants, and robotic tooling. Now ten years old, this work is still widely referenced throughout Japan.

Reliability Analysis - Robotic system's operational performance has been an issue, particularly when the application is remote. Appropriate application of PRA methods helps to identify needs for improved design, procedures, and component selection.

Probabilistic Positioning Accuracy - The positioning accuracy of robotic systems has been a challenge for industry, particularly among multiple interfacing robotic systems. This research

characterized the positioning accuracy of various configurations of systems for all locations within the systems workspace and allowed users to configure robots such that they can be positioned for optimum positioning accuracy and performance. The US Air Force funded further investigation of this work for the application of these modeling methods to aircraft inspection and servicing needs.

Early Career Management - In concert with current responsibilities, research interests are gravitating toward motivation, professional growth, and career management. Of note is an ongoing investigation of the functional relations among motivation, learning, ability, and individual present value of employees.

employment

University of Houston (January 1999 - June 2002): Director, Distribution and Logistics Engineering. Associate Professor, Industrial Engineering

Clarkson University (October 1986 _ December 1998): Director, Interdisciplinary Engineering & Management, and Assistant Professor, Mechanical and Aeronautical Engineering

Combustion Engineering, Incorporated (September 1981 _ October 1986): Project Manager/Manager - Nuclear Field Services; Engineer/Senior Engineer _ Reliability Analysis

Clarkson University (August 1978 _ August 1981): Graduate Student, Teaching Assistant _ Mechanical and Aeronautical Engineering; Instructor _ Civil and Environmental Engineering

Stone and Webster Engineering Corporation (September 1976 _ August 1978): Senior Planning Engineer/Group Leader _ Outage Planning

Newport News Shipbuilding and Dry Dock Company (August 1973 _ August 1976): Planning Engineer _ Cost and Scheduling; Nuclear Plant Performance Testing.

publications

Engineering a Balance , *IEEE Engineering Management Review*, V28, No4, IEEE, Piscataway, NJ, 2000

Positive about Engineering , *IEEE Engineering Management Review*, V28, No3, IEEE, Piscataway, NJ, 2000

The World of New Product Development , *IEEE Engineering Management Review*, V28, No1, IEEE, Piscataway, NJ, 2000

A New Golden Age for Engineering? Part I - Business to Business E-Commerce and Almost Superconducting Supply Chains , D. J. Wells, IEEE-USA Professional Development Conference Proceedings, pp 23-26

A New Golden Age for Engineering? Part II - Leadership: Engineering a Difference , D. J. Wells, IEEE-USA Professional Development Conference Proceedings, pp 27-29, Sep 2000
The IEEE Engineering Management Review, D. J. Wells, Editor-in-Chief (1995 - present), IEEE, Piscataway, NJ, published quarterly.

Managing Your First Years in Industry, D.J. Wells, IEEE Press, Piscataway, NJ, 1995.

"Career Reflections: The Early Years", J.A. Dudley and D.J. Wells, 8th IEEE-USA, Careers Conference, Fort Worth, Texas, April 14-15, 1994. p. 69-71.

"Reflections on an Interdisciplinary Program in Engineering and Management", D.J. Wells, SEFI 93 European Society for Engineering Education, Lulea, Sweden, June 28 - July 1, 1993.

"Managing Technology: A Vision for the 22nd Century", D.J. Wells, AACJC Journal, November 1991, p. 50-51.

"Hazardous Area Robotics: A Challenge in Reliability", D.J. Wells, PICMET Conference, March 15, 1991.

"Robotic Assembly Operation Reliability", D.J. Wells and D. Gao, 2nd ASME Conference on Flexible Assemble System, Chicago, ILL, September 16-19, 1990.

"The Statistical Characteristics of Robot Accuracy and Repeatability in Work Space", D.J. Wells and D. Gao, 2nd ASME Conference on Flexible Assembly System, Chicago, ILL, September 16-19, 1990.

"Simulation Modeling of Robot Accuracy and Repeatability", D.J. Wells and D. Gao, 2nd ASME Conference on Flexible Assembly System, Chicago, ILL, September 16-19, 1990.

Review of *Professional Liability of Architects and Engineers*, Streeter, Wiley Interscience, IEEE Transactions on Engineering Management, Vol. 37, No. 3, August 1990, p. 235-236.

"Fault Analysis and Recovery Strategies for Deep_Sea Robots", D. J. Wells and K. Krishnaswami, Current Practices and New Technology in Ocean Engineering _ 1988, ASME OED Vol. 13, p. 39_47.

"The Diagnosis of Nuclear Power System Faults", D. J. Wells, Ph.D. Dissertation, Dept. of Mechanical and Aeronautical Engineering, Clarkson University, December 1984.

"Associating Automated Diagnostics with Reliability Analysis", D. J. Wells, ASME Winter Annual Meeting, Boston, November 1983.

"Engineering Diagnostics and Troubleshooting: A New Use for Fuzzy Logic", D.J. Wells (with M. Shahinpoor), ASME Conference on Reliability and Failure Prediction, Hartford, 1981, p. 167_172.

"Applications Possibilities for Fuzzy Failure Analysis and Diagnosis of Reactor Plant Components and Areas", D.J. Wells (with M. Shahinpoor), Nuclear Engineering and Design, November 1980.

"Fuzzy Set Theory and Fault Diagnosis of Mechanical Systems", D. J. Wells, M.Sc. Thesis, Dept. of Mechanical and Aeronautical Engineering, Clarkson University, May 1980.

Ph.D., Engineering Science _ Systems Analysis, Clarkson University, 1985.

M.S., Mechanical Engineering, Clarkson University, 1980.

B.S., Interdisciplinary Engineering & Management, Clarkson University, 1972.

additional information

OFFICES

Board of Governors (elected) - IEEE Engineering Management Society (1991-1995)
Chair, Dean of Admissions Search Committee (1990)
Editor-in-Chief, *IEEE Engineering Management Review* (1995 - present: 10000circ.)

PROFESSIONAL MEMBERSHIP

Engineering Management Society - IEEE (1993 - present)
The Institute of Electrical & Electronic Engineers - Senior Member (1987 - present)
The Institute of Industrial Engineers - Senior Member (1999 - present)
The Society of Logistics Engineers (1999 - present)

REGISTRATION

Professional Engineer, Wyoming (1993 - present)

AWARDS

2000 - Recipient: IEEE Millennium Medallion
1998 - Engineering Management Society: Outstanding Service Award
- Clarkson University Institutional Service Award
1997 - University Outstanding Academic Advisor

1991 - Tau Delta Kappa Teacher's Excellence Award
- University Outstanding Academic Advisor
1989 - Tau Delta Kappa Teacher's Excellence Award
1988 - Tau Delta Kappa Teacher's Excellence Award

CITINGS

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