



# **Addressing the Insider Threat A Call to INMM Community Action**

**52st INMM Annual Meeting  
Palm Desert, CA**

**18 July 2010**

**Ruth Duggan, Chair  
Standing Committee on  
International Security of Radioactive and Nuclear Materials  
Nonproliferation & Arms Control Technical Division**



# Outline

---

- **The Insider Threat**
- **Setting the Stage**
- **Particular Challenges Associated with**
  - **The Insider and Illicit Trafficking**
  - **The Insider and Transportation Security**
  - **Performance Testing for the Insider**
- **Working Group Discussions**
- **Recommendations – The Call to Action**



---

# **Who/What is the Insider Threat?**



# The Insider Threat

---

- **Anyone with access**

- Employees
- Managers
- Vendors
- Cleaning Crews
- Others

- **Anyone with a role**

- Policy
- Licensing
- Design
- Implementation
- Operations
- Inspections
- Research and Development

**Everyone is a potential Insider Threat!**



# Stetting the Stage

---

## Three Key Questions

- **What are you willing to give up to prove that you are not a threat?**
- **What do you need to keep you from becoming a malicious insider?**
- **What do our organizations need to do to**
  - **identify vulnerable employees?**
  - **prevent coercion that might exploit our vulnerabilities?**
  - **support us if we are targeted?**



# Challenges in Illicit Trafficking

---

- **Many of the purveyors of illicit trafficking are insiders**
- **These insiders have access and authorization to get at nuclear materials**
- **Many cases discovered only after the material has left the facility and been detected elsewhere**



# Challenges in Transportation Security

---

- Increasing amount of materials being transported due to expansions in nuclear energy
- Exposure of nuclear materials outside the layers of protection in a nuclear facility
- Continuous tracking of materials while being transported
- Information protection during transport



# Challenges in Performance Testing

---

- **The need to analyze physical protection systems and material control systems for the insider threat**
- **Determining the standard against which insider threat analysis is conducted**
- **Measuring the organizational performance in nuclear security culture and overall organizational excellence**





# Working Group Discussions

---

## Three Key Questions

- **What are you willing to give up to prove that you are not a threat?**
- **What do you need to keep you from becoming a malicious insider?**
- **What do our organizations need to do to**
  - **identify vulnerable employees?**
  - **prevent coercion that might exploit our vulnerabilities?**
  - **support us if we are targeted?**



# INMM Call to Action

---

- **Support your people!**
  - Supportive programs to address potential employee vulnerabilities
  - Healthy compensation packages
- **Minimize the potential for undetected insider malevolent acts**
  - Process analysis for material movement activities
  - Transportation analysis
- **Continue working toward global system of**
  - Tracking of material containers
  - Detection at borders
  - National response teams
- **Develop standard for measuring system performance against the insider threat**



---

## Conclusion

**The insider threat is a systemic threat  
requiring a systemic solution**



# Next Steps

---

- **Sixth workshop in planning**
  - **7-8 February 2012**
  - **Washington DC**
- **Theme – Finding Solutions for Prevention, Detection, and Response for Addressing the Insider Threat**



# Our Generous Sponsors

---

## Gold Sponsors



## Silver Sponsors



***Special Thanks Our Host,  
the Student Chapter at Texas A&M!***



# Workshop Committee Members

---

**Ruth Duggan, Chairperson**

- **Galya Balatsky**
- **Steve Bellamy**
- **David Lambert**
- **Steve Mladineo**
- **Deb Pederson**
- **William Severe**
- **Larry Satkowiak**

**If you have an interest in  
this topic,  
please let me know if you  
would like to  
participate in this committee  
or in the next workshop.**



---

**Ruth Duggan**  
**Sandia National Laboratories**  
**[rduggan@sandia.gov](mailto:rduggan@sandia.gov)**  
**505-844-9320**