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UNITED STATES
NUCLEAR REGULATORY COMMISSION

WASHINGTON, D.C. 20555-0001

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CHAIRMAN

Mr. David A. Lochbaum
Nuclear Safety Engineer
Union of Concerned Scientists
1616 P Street N.W., Suite 310
Washington, D.C. 20036-1495

Dear Mr. Lochbaum:

Thank you for your letter of January 14, 2000, concerning adoption by the Nuclear Regulatory Commission (NRC) of a management effectiveness evaluation process in which employees would assess their supervisors in selected areas. The NRC has used this kind of assessment tool in formal management development training programs and, less frequently, in individual development activities. The results have usually been helpful both to the organization and to the individuals involved.

The agency's formal individual performance appraisal process is currently under review. Now that we have developed an agency performance plan that focuses on results-oriented organizational goals, we are exploring ways to structure a better link between individual performance plans and these organizational goals. As part of that review process, we are evaluating the use of improved assessment tools, such as the one you have recommended. As an outgrowth of this effort, we may test peer and/or subordinate assessments on a trial or pilot basis.

The Commission appreciates your comments on this matter.

Sincerely,

Richard A. Meserve

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