

March 26, 2001

Nomination Format

Name of the Nominee: Anthony H. Hsia
Position Title: Senior Research Engineer
Grade Level: GG-15
Department/Agency: Office of Nuclear Regulatory Research
U. S. Nuclear Regulatory Commission
Mailing Address: U.S. Nuclear Regulatory Commission
Office of Nuclear Regulatory Research
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Mr. Hsia is an outstanding representative of the Asian Pacific American Community. He is active in promoting human rights and equal opportunities for all minorities. Moreover, Mr. Hsia has been involved in the recruitment of minorities to the NRC and has been very effective with different professional organizations. While serving as Commissioner Diaz's Technical Assistant for four years, Mr. Hsia's exceptional performance was an inspiration for others. Mr. Hsia now serves in a position responsible for technical liaison among the NRC and the Department of Energy National Laboratories, and technical organizations such as the Electric Power Research Institute. He is an outstanding performer at the NRC.

Name of individual preparing this nomination: Nils J. Diaz
Position Title and Grade: Commissioner, EX-03
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Anthony H. Hsia

Mr. Hsia has been an NRC Asian Pacific American Advisory Committee (APAAC) member since 1992 and served as Vice Chair and Chair from 1994 to 1995. He has demonstrated the ability to quickly grasp issues that affect Asian Pacific Americans (APAs) and has been skillful in coordinating the efforts from APAAC members to arrive at the most effective resolution of various issues. His courage and creativity in addressing issues facing APAs were evident during the monthly APAAC executive committee meetings where many APA issues were discussed in search of possible resolutions. Mr. Hsia has always been able to achieve innovative resolutions to many of the issues facing APA employees at the NRC. He has demonstrated outstanding skill in working with management and in advising the Commission on matters concerning APAs and other minorities, as well as those matters related to EEO and civil rights.

Through regular meetings sponsored by the Office of Small Business and Civil Rights, Mr. Hsia has always exhibited courage and skill in promoting better understanding and cooperation between the various advisory groups. This was evidenced by the advisory groups' joint effort in preparing the semi-annual EEO briefing for the Commission. In the workplace, Mr. Hsia has earned respect and friendship from many co-workers by understanding others, including different cultures and backgrounds. In the meantime, Mr. Hsia continues to introduce his own culture and background to those interested colleagues.

Mr. Hsia was instrumental in analyzing the NRC survey results of APA employees. Since the results showed a perception among the NRC APA employees that some have experienced discrimination, particularly with regard to promotions, Mr. Hsia initiated the formation of an APAAC Focus Group to clearly identify the issues and recommend resolutions. Mr. Hsia and other members in the Focus Group were able to suggest changes to the selection process to enhance the success rate of APA employees in applying for promotions, particularly in the GG-14 and GG-15 levels. The Focus Group also recommended changes to the selection process that would minimize bias to APAs and would make managers more sensitive to workplace diversity.

Mr. Hsia initiated an APAAC effort to identify the specific areas that contributed to the Office of Human Resources survey result which showed that a portion of the NRC's APA respondents felt they had been treated unfairly due to race. In an effort to correct this situation, APAAC determined the root cause of this perception, brought that to the attention of management, and recommended solutions. Part of the root cause was the inadequate work assignments and the unfair treatment in promotions. Based on Mr. Hsia's effort within APAAC, NRC management has since taken corrective actions to investigate complaints from APA staff members, and has standardized the selection process to bring about equal treatment.

Since 1992, Mr. Hsia has been involved in much of the planning and execution of the annual Asian Pacific American Heritage Month activities. Each year, Mr. Hsia, along with his colleagues in APAAC, designed a series of activities that promote awareness of the diverse cultures of APAs, in contrast with other ethnic groups, with the goal of achieving increased mutual understanding and respect.

Mr. Hsia has, on many occasions, offered advice to APA colleagues in the NRC regarding technical and management issues. Drawing from his broad experience, Mr. Hsia was able to provide assistance to many NRC APA employees by recommending ways to enhance job performance, to obtain the necessary skill through training, and to request career enhancing assignments.

As a technical assistant for Commissioner Diaz, Mr. Hsia was instrumental in bringing issues of EEO or civil rights to the Commissioner's attention in a timely manner. He accompanied the Commissioner to many meetings with external stakeholders and with foreign government counterparts. He exemplified the exceptional qualification and professionalism of the NRC employees, as well as the diverse backgrounds of the NRC staff members. In addition, Mr. Hsia has also assisted the Commissioner in several Science Fairs sponsored by the NRC to encourage students to enter into the fields of science and engineering. Mr. Hsia has also participated in the NRC's School Volunteer Program to introduce NRC and Nuclear Engineering to high school students, particularly to minority students who have an interest in science and engineering.

Outside the NRC, Mr. Hsia is active in many other activities sponsored by other APA organizations such as the alumni associations, the Organization of Chinese Americans, and the local ethnic newspapers. In 2000, Mr. Hsia was appointed by the Montgomery County Executive, Doug Duncan, to be a Director on the Montgomery County Public Library Board of Directors. His responsibilities include advising the County Executive and the Director of Library Systems, and working with other board members to improve library services. Mr. Hsia also works with the library system to ensure that the libraries serve the needs of a diversified community of many different racial, ethnical constituents.

RESUME

Anthony H. Hsia

EDUCATION:

Ph.D., Fluid Mechanics, The University of Connecticut, 1977

M.S., Aerospace Engineering, The University of Connecticut, 1971

B.S., Mechanical Engineering, The Cheng-Kung University (Taiwan), 1969

MEMBERSHIP AND PROFESSIONAL LICENSE:

ASME member, Tau Beta Pi member, Registered Professional Engineering in the State of Maryland.

EXPERIENCE:

12/00 - Present, Senior Research Engineer, Office of Nuclear Regulatory Research

- ▶ Technical coordination between RES and other NRC program offices
- ▶ Technical liaison between RES and the ACRS/ACNW
- ▶ Technical liaison between RES and the Department of Energy, National Laboratories, and EPRI

10/96 -12/00, Technical Assistant for Commissioner Diaz

- ▶ Review Commission papers related to reactor safety and policy matters
- ▶ Summarize Commission papers and brief the Commissioner
- ▶ Provide recommendations on various technical and policy matters to the Commissioner
- ▶ Draft correspondences for Commissioner Diaz' signature
- ▶ Analyze complex technical and policy issues and provide recommendations for Commissioner Diaz' consideration
- ▶ Keep Commissioner Diaz apprised of current issues and events related to reactors
- ▶ Draft position papers and speeches for Commissioner Diaz

11/94 - 10/96, Project Manager for NRC's Probabilistic Risk Assessment (PRA) Implementation Plan

- ▶ Publish the NRC's Final PRA Policy Statement, 8/95
- ▶ Prepare the quarterly PRA Implementation Plan update for the Commission
- ▶ Coordinate and prepare for the semi-annual Commission briefing of the PRA Implementation Plan
- ▶ Coordinate PRA Implementation Plan task activities from NRR, RES, AEOD, NMSS
- ▶ Assist the PRA Coordination Committee in providing guidance for the agency's PRA activity and in resolving technical issues among the Offices
- ▶ Coordinate meetings between the staff and the ACRS to discuss PRA related issues
- ▶ Develop position papers with pros and cons on PRA policy issues for Commission's consideration

- ▶ Conduct public PRA Workshop and interact with members of the public and industry groups regarding PRA issues

8/90 - 10/94, Project Manager for several operating nuclear power plants including both PWR and BWR

- ▶ Review, prioritize, and coordinate with technical staff the processing of licensee submittals
- ▶ Act as Section Chief in Region III, Division of Reactor Projects, 1992
- ▶ Perform regular site visits, on-site inspections, and coordinate other on-site activities
- ▶ Monitor plant status, follow up of plant events, and ensure licensee compliance with NRC regulations
- ▶ Assess plant performance in operations, maintenance, engineering, and safety areas and document results for the Systematic Assessment of Licensee Performance (SALP) process
- ▶ Represent NRC in the public SALP meeting for all the assigned plants
- ▶ Participate in the 1993 Augmented Inspection Team (AIT) for Palisades fuel failure event
- ▶ Regular plant status briefings for senior managers
- ▶ Prepare Safety Evaluation Reports based on the technical review of licensee's submitted license amendment request

9/89 - 8/90, Project Engineer in the Standardization Project Directorate

- ▶ Review Westinghouse RESAR/SP-90 design and preparation of the Draft Safety Evaluation Report
- ▶ Review EPRI's Evolutionary Reactor Design Requirements Document
- ▶ Coordinate NRR and RES review activities for the advanced reactor design

9/85 - 8/89, Family business, Office Manager responsible for international trading business development in the United States

1978 - 1985, Engineer and advancement to Supervisor, Thermal-Hydraulic Section, Control Data Corporation

- ▶ Perform Loss of Coolant Accident (LOCA) and transient analyses for utilities
- ▶ Conduct training for utility engineers in NRC regulations, LOCA and transient analysis, and model development
- ▶ Supervise the work load in the Thermal-Hydraulic Section including review of technical analyses, calculational notebooks, and the final report
- ▶ Develop plant system models for use in RETRAN and RELAP codes

1975 - 1978, Nuclear Safety Engineer, Combustion Engineering

1974 - 1975, Senior Engineer, Westinghouse Electric Corporation

- ▶ Design test facility and conduct tests for rod bundle blowdown experiment
- ▶ Perform safety analyses in support of new plant licensing process

FOREIGN LANGUAGE:

Chinese, read and write fluently.