

March 19, 2003

MEMORANDUM TO: James Horn  
Office of Human Resources

FROM: Corenthis B. Kelley, Acting Director **/RA/**  
Office of Small Business & Civil Rights

SUBJECT: NOMINATIONS FOR THE 2003 FEDERAL ASIAN PACIFIC AMERICAN  
COUNCIL (FAPAC) OUTSTANDING ACHIEVEMENT AWARD

In response to the request from the Office of Human Resources for a FAPAC award nomination, the Office of Small Business and Civil Rights recommends Mr. Martin Virgilio, Director, Office of Nuclear Materials Safety & Safeguards. This nomination was presented to my office by the Asian Pacific American Advisory Committee and I concur in the recommendation. See supporting documentation attached.

Attachment: As stated

## **FAPAC Diversity Excellence Award Nomination**

Name of the Nominee: Martin J. Virgilio

Position Title: Director, Office of Nuclear Material Safety and Safeguards

Grade Level: SES

Department/Agency: U.S. Nuclear Regulatory Commission

Mailing Address: Two White Flint North  
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11555 Rockville Pike  
Rockville, Maryland 20852-2738

Work Phone Number: 301-415-7800

Mr. Martin J. Virgilio, Director, Office of Nuclear Materials Safety & Safeguards (NMSS), is nominated for the FAPAC Diversity Excellence Award for his creative and innovative approaches to enhance diversity and improve organizational effectiveness in the office. Mr. Virgilio's contributed to the promotion of Diversity/Equal Employment Opportunity (EEO) in the Federal workforce and the APA community at the U. S. Nuclear Regulatory Commission (NRC) by supporting a diversity management initiative within NMSS, including the establishment of the NMSS Diversity Panel. He has been a consistent and committed champion in promoting diversity within the agency. As a result, NMSS established a values statement, identified actions to improve communication within the office, and improve working relationships and work activities of the administrative support staff.

Committed to recruiting, hiring and retaining a diverse workforce, he was one of the first Office Directors at NRC to actively incorporate diversity into the day-to-day operations of the office. He continues to work closely with the APA community in the recruitment process, and has recently participated in a job fair at the University of California, Berkeley, where he maintain liaison with academic officials, and routinely supports his senior managers who serve as a member on the University's Nuclear Engineering Program Advisory Committee.

Under his leadership, the Diversity Panel maintains an active and representative voice of the office's diverse workforce. The panel's primary purpose is to be a high functioning group that makes recommendations to management regarding the most effective and efficient ways to manage diversity within NMSS. Managing diversity requires organizational and cultural changes, and to support this objective Mr. Virgilio identified several specific goals: (1) enhance recruitment, development and retention of a high quality diverse workforce, (2) promote healthier work environment and relationships among the staff, and (3) improve quality (including innovativeness), quantity and timeliness of our organizational products.

Mr. Virgilio is committed to create opportunities for all employees that fully utilize their diverse talents in supporting NRC's mission of protecting public health and safety. Mr. Virgilio believes that the agency's mission cannot be accomplished without a harmonious work environment that is free of discrimination and other work environment barriers. To that end, Mr. Virgilio supported an initiative to obtain information from the NMSS staff (including all the EEO committees<sup>1</sup>) regarding their views on attributes of employee subgroups that the NMSS staff could benefit from, better understand and utilize. More importantly, the staff made recommendations to management regarding strategies to ensure that all employees are being treated fairly and equitably.

In addition, Mr. Virgilio encourages his senior management team to meet with the NMSS representatives of the NRC's Equal Employment Opportunity Advisory Committees to discuss future partnerships with academic and professional organizations, and enhance cooperation between NRC managers, staff, licensees, and the public. During routine meetings, Mr. Virgilio stresses the importance of harnessing and channeling NMSS' diverse talent to achieve NRC's mission, improve how we relate to each other, encourage staff input based on diverse perspectives and style, and promote teamwork to influence thoughtful and successful outcomes.

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<sup>1</sup>EEO committees are comprised of the Committee on Age Discrimination, Advisory Committee of African Americans, the Asian Pacific American Advisory Council, Hispanic Employment Program Advisory Council and Federal Women's Program Advisory Committee.

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Office of Small Business & Civil Rights      **Corenthis Kelley**

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