



UNITED STATES
NUCLEAR REGULATORY COMMISSION
WASHINGTON, D. C. 20555

November 21, 1989

Black Engineer of the Year
Selection Committee
729 E. Pratt Street
Suite 504
Baltimore, MD 21202

Dear Committee Chair:

SUBJECT: NOMINATION OF MICHAEL R. JOHNSON FOR 1990 BLACK ENGINEER
OF THE YEAR

The purpose of this letter is to nominate Michael R. Johnson, a Senior Reactor Operations Engineer with the Nuclear Regulatory Commission, for selection as the 1990 Black Engineer of the Year.

The basis for this nomination is the outstanding contribution he has made in strengthening the safety of commercial nuclear power plants nationwide. Mr. Johnson achieved this result through his design of a control process to optimize the effectiveness of engineering safety evaluations of nuclear power designs, plant construction and operations.

His extensive engineering knowledge and experience related to integrated power plant operations provided a strong foundation for determining the most efficient and effective system for ensuring that a high degree of reactor safety is achieved. This required a professional background in engineering that included mechanical, nuclear, electrical, and civil engineering and extensive knowledge related to radiological health physics, instrumentation and control systems, and human factors associated with complex control room operations.

Mr. Johnson was selected as a special assistant to the Executive Director for Operations when it became evident that he was an engineer with the expertise and motivation to make major contributions to this agency. This assessment of Mr. Johnson was based on his outstanding engineering analyses of several design, construction and operations aspects of commercial nuclear power plants. As the Executive Director's assistant, he was the principal engineer for control process design and in that position made major contributions to improving the effectiveness of the process. His system has been adopted for nationwide application in focusing the attention of NRC engineers and inspectors on the most safety significant aspects of commercial nuclear power plants.

He has now been assigned to the staff of the Office Director for Nuclear Reactor Regulation for the purpose of providing expert knowledge to support the implementation of the process. This involves numerous meetings across the country with nuclear engineers and inspectors, systems analysts, and key management personnel.

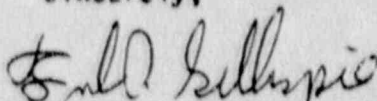
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PDR COMMS NRCC
CORRESPONDENCE PDR

Black Engineer of the Year
Selection Committee

- 2 -

It is a pleasure to have this opportunity to nominate Mr. Johnson for recognition through this award for his significant engineering achievements.

Sincerely,



Frank P. Gillespie, Director
Program Management, Policy Development
and Analysis Staff
Office of Nuclear Reactor Regulation

Enclosure:

Nomination Application with attachments:

1. Professional History
2. Standard Form 171
3. NRC Organization/Personnel Chart
4. Newspaper Articles
5. Current Job Description
6. Recent Photograph

PROFESSIONAL HISTORY

Michael R. Johnson

July 1974 - June 1978 Graduated from the United States Naval Academy with a B.S. in Ocean Engineering, with emphasis in mechanical engineering and reactor physics.

Jan 1979 - Jan 1980 Completed the Naval Nuclear Power Training Program, an intensive 12 month program which provides training in reactor theory, principles, and practices of nuclear engineering.

May 1980 - April 1983 Directly supervised all aspects of operations, maintenance, and testing of the ship's nuclear reactor, steam, and electrical systems and associated auxiliary equipment while serving in various engineering department positions aboard the USS Ulysses S. Grant (SSBN 631), Fleet Ballistic Missile Submarine.

April 1982 Certified Chief Engineer by Naval Reactors (ADM H.G. Rickover, NAVSEA 08), a distinction similar to that of professional engineer.

April 1982 - November 1985 Taught a progressive leadership and management course which prepares junior officers for first leadership duties aboard Navy nuclear submarines. Awarded distinction, "Navy Master Training Specialist" for instructor excellence. Headed submarine school task force to develop a curriculum to train future leadership instructors.

November 1985 Accepted a Commission in the Naval Reserve.

January 1986 - April 1987 Served as a Reactor Operations Engineer in the Office of Nuclear Reactor Regulation at the United States Nuclear Regulatory Commission (NRC). (initial assignment) Performed inspections of licensed operating commercial reactor plants in areas of engineering and maintenance. Served as team leader for creation of inspection guidance as part of a critical initiative to close out several high-priority multiple plant action items.

June 1987 Awarded a NRC High Quality Certificate for outstanding initiative and contribution while managing development of a computer system which enhanced management of the NRC inspection program. This first time effort resulted in creation of a database which enabled direct analysis of the correlation between NRC level of inspection effort and operating plant performance.

June 1987 - June 1989 Served as technical assistant to the Deputy Executive Director for Operations as the Region V (west coast) Coordinator. (competitive selection) Assisted the Deputy Executive Director in activities including review and assessment of significant reactor events, and Region V reactor plant performance, NRC Region V operations and policy implementation, assignment of foreign nationals, speech writing, and other duties as assigned.

December 1988 Awarded a NRC High Quality Certificate by the Deputy Executive Director for Operations for superior performance while supervising first-time development of a centralized computer based inspection management system which provided a NRC wide standardized planning approach and an accurate database of NRC inspection results for all reactor sites and for overall outstanding performance.

June 1989 - Present Serve as a Senior Reactor Engineer in the Program Management, Policy Development, and Analysis Staff in the Office of Nuclear Reactor Regulation. (competitive selection) Developed the methodology to assess the effectiveness of the NRC inspection program as part of ongoing efforts to ensure program efficiency and effectiveness. (See current job description)

CURRENT JOB DESCRIPTION

Michael R. Johnson

Assigned as a Senior Reactor Engineer on the Program Management, Policy Development and Analysis Staff in the Office of Nuclear Reactor Regulation. Based upon in-depth knowledge of general engineering theory, principles, and practices; expert knowledge and experience in nuclear power plant operation and component, system, and related support system design; and a thorough knowledge of regulations, standards, and NRC policies, performs the following:

- Reviews safety issues having nuclear and other related engineering implications and makes recommendations to resolve these concerns.
- Coordinates engineering task groups in the performance of special programmatic assignments. These assignments relate to inspection program development, trial implementation of program revisions or evaluation of generic problems.
- Prepares interpretations of inspection program requirements. He is responsible for providing interpretations of complex technical issues that arise in the inspection program to other members of the office and all levels of regional management and staff.

He conducts visits to NRC regional offices to assess regional performance in implementing the inspection program, prepares and presents technical and performance assessment briefings to senior office and regional management, and recommends program improvements where needed. In addition, he conducts analysis of statistical inspection data, inspection report findings, recent trends in industry performance, significant events, and changes to existing regulations to identify and recommend changes to enhance the effectiveness and efficiency of the NRC inspection program.

He heads the project, with task force participation from all regional offices and NRC Headquarters program and support offices, to develop and implement a centralized computer system for planning inspections and capturing inspection results as part of the safety information network.

Michael R. Johnson





United States Nuclear Regulatory Commission

High Quality Certificate

awarded to

Michael R. Johnson

*In recognition of high quality service which resulted
in a significant contribution to the work of the
Nuclear Regulatory Commission*

June 15, 1987
Date

J. H. P.



United States Nuclear Regulatory Commission

High Quality Certificate

awarded to

Michael R. Johnson

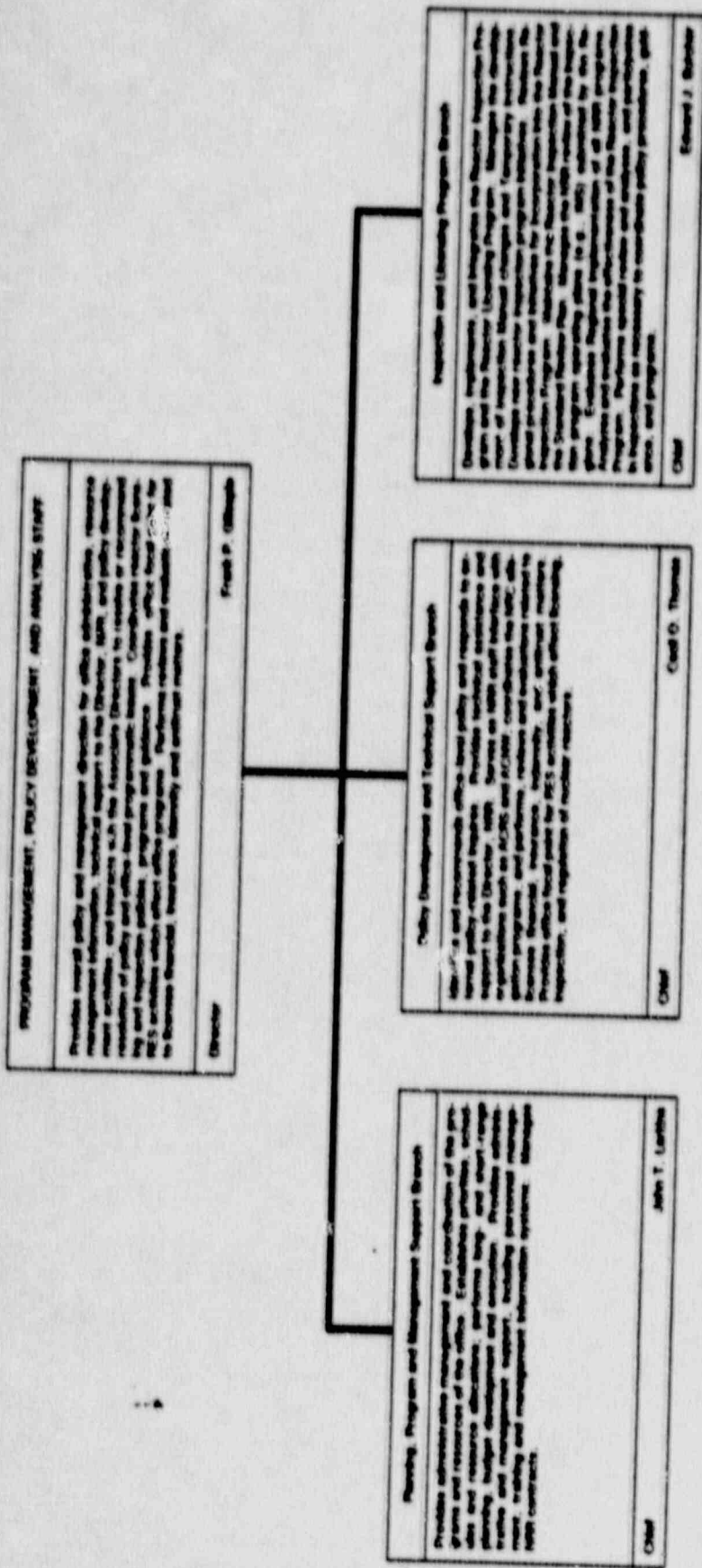
*In recognition of high quality service which resulted
in a significant contribution to the work of the
Nuclear Regulatory Commission*

14 December 1988
Date

A handwritten signature in cursive script, likely belonging to James H. Rosten, is located in the bottom right corner of the certificate.

ORGANIZATIONAL CULTURE







Honored — The Congregation of Miracle Temple Church honored 13 prominent members of the black community Sunday. Among those recognized were, from left, Navy Lt. Michael Johnson

of Ledyard, Brenda Jennings of New London, Mabel McKissick of New London, and her husband, Wallace McKissick. Carolyn Edwards, far left, is youth director of the church.

Blacks honored for achievements

By Kathleen Edgecomb
Day Staff Writer

NEW LONDON — In recognition of Black History Month, two teachers, a librarian and a high school senior were honored Sunday at Miracle Temple during the second of a series of services in honor of local blacks.

The Rev. Lloyd DeLong, pastor, presented certificates of achievement to Navy Lt. Michael Johnson, an instructor at the Submarine Base; Wallace McKissick, retired science teacher of New London High School; his wife, Mabel McKissick, New London High School librarian; and Brenda Jennings, a senior at New London High.

"I'm glad to be able to present these awards to these outstanding people," the Rev. DeLong said. "It's happening and I'm thrilled to see what these people have achieved."

DeLong said the four were not being honored just because they are black but because they are people of God and have accomplished something.

Johnson, of Ledyard, received a degree in oceanography in 1978 from the Naval Academy at Annapolis. He teaches leadership management to junior officers at the Sub Base.

In accepting his award, Johnson stressed the importance of education in bringing about accomplishments and change.

He told parents in the audience to become involved in their children's education and to emphasize learning. He told the youngsters to earn their parents' respect by studying and not using excuses to avoid homework.

"We can't all sing. We can't all be four-star generals or win the Nobel prize," he said. "But we can do our best and be true to ourselves. If we have support, we will be successful and will be able to achieve."

Miss Johnson, a senior at New London High, is president of the New London Chapter of the National Association for the Advancement of Colored People.

She also is active in drama and outdoor track at school.

She told the young people that if they don't get involved and find out what's going on, they will never accomplish anything.

"At first I didn't want to get involved," she said. "But then I realized that if you don't do anything, nothing gets done."

Mrs. McKissick, the first black librarian in the New London School system, told the audience that nothing is easy. "You just have to pick a goal and say you have a dream," she said. "Say I know what I can do and I'm going to do it no matter what."

Her husband, who taught for 25 years at New London High School, told the members of the church choir to keep singing and they would be able to accomplish their goals.

Rev. DeLong said the program is going to be an annual event so that all blacks who have reached their goals will be honored.

"The time has come; we should recognize our black heritage," the pastor said. "We've been looking for other people to do our thing. It's time to do our own thing and honor blacks who have achieved."

Next week's honorees will be Fred Edwards, host of "Insight," a Sunday morning talk show on WNLC radio; Elsie Johnson, owner of Elsie's Music World on Captain's Walk and co-host of "Insight;" Lester Gee, funeral home director in New London; and Fredericks Plummer, owner of Brownstone Beauty Parlor in New London.

Tina Cunningham, director of

**Watch For Our
BIGGEST SALE
EVER**
in this Thursday's
paper

Thomas Valley Council for Community Action (TVCCA) in Norwich and Norma Albright, director of the New London Welfare Department, will be honored Feb. 24.

Black History Month was founded in 1926 by the late Carter G. Woodson, a noted black educator. The Association for the Study of Negro Life and History, based in Washington D.C., sponsors the ceremonies nationally through churches, schools, and civic groups.

Polish league to meet

NORWICH — The Norwich-New London Chapter of the Polish Junior League will meet at 7 p.m. Thursday at the Chelsea Groton Savings Bank in Franklin Square.

Linda Salafia, judge of probate, will speak.

Hospital plans \$ to relocate psych

By Roberto Tuttle
Day Staff Writer

NEW LONDON — Lawrence and Memorial Hospital plans to move three of its outpatient psychiatric treatment programs into Pond House, its 24-bed inpatient psychiatric facility.

Dr. James M. Trench, chairman of the psychiatry department, said such a move would enable the hospital to treat more patients with minimum additional staffing and in a building renovated with patient and staff needs in mind.

Currently, the hospital's outpatient psychiatric clinic and "day" and evening partial hospitalization programs for psychiatric patients are offered in two former summer cottages next to Pond House on Ocean Avenue. Trench said the programs have outgrown the space.

The cottages are old buildings which are not comfortable for patients or staff, according to Trench. "They're hot in the summer and cold in the winter, and very difficult to maintain," he said.

The partial hospitalization programs, currently serving about 30 patients, provide more intensive and frequent therapy and instruction than patients who live and work in the community can receive in the outpatient clinic.

With a recommendation by the Health Systems Agency of Eastern Connecticut and approval by next summer from the state Commission on Hospitals and Health Care, the move could be made by the summer of 1986 at a cost of slightly over \$1 million, Trench said.



L&M's Pond House

Renovation of fourth floors which have been vacant years, would be added. Pond entered through front doors in former house nursing school.

Consolidating services would enhance while allowing for more services. Small staff increase more efficient.

"Many times waiting lists in treatment programs but can't

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Valentine's
send your Sweet



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Michael Johnson, OEDO



MICHAEL JOHNSON

From the time he was in elementary school, Michael Johnson knew he wanted to go to the Naval Academy. He'd gone there on school field trips. He'd watched the parades and seen the midshipmen in action. It looked glamorous and exciting, and the visions he had as a sixth grader stayed with him. Although the challenges of getting into the Academy were formidable, the childhood goal became reality.

Not long after Mike entered the Academy as a member of the Class of 1978, he found a new challenge, the Navy's nuclear power program. He learned about the program and the lore of the famed interviews with the father of the Navy's nuclear program, the late Admiral Hyman Rickover.

"I sensed the challenge, and I wanted the challenge," Mike says today. And he met the challenge. He survived the Rickover interview, was graduated from the Academy, successfully completed nuclear power training, and was assigned to the U.S.S. Ulysses S. Grant (SSB(N)-631. Mike remained on active duty until November 1985 when he trans-

ferred to the Naval Reserve and began his new civilian career at NRC.

"It was the right thing to do," he says unequivocally. Both he and his wife had been raised in Washington area, and moving back seemed like a good idea. So did coming to work for the NRC, where he could use much of what he had learned in the Navy's nuclear power program. On the practical side, it also was attractive that his time spent on active duty in the Navy would count toward civil service retirement.

Still, he was glad he could continue his affiliation with the Navy through the Naval Reserve. He now is assigned to the U. S. S. Holland (AS-32) and drills in Baltimore, although the ship itself is based in Charleston, South Carolina. He is justifiably proud of his recent promotion to Lieutenant Commander.

Mike, who now is on the staff of the Executive Director for Operations (EDO), started his NRC career in the Operating Reactor Program Branch of the former Office of Inspection and Enforcement (IE). One focus of his work was inspection program development and conducting plant inspections.

The most significant work product he cites from this assignment is "The Historical Data Summary of the SALP (Systematic Assessment of Licensee Performance) Program" (NUREG-1214). He headed the project to develop the computer system to compile the summary and completed the project just before the reorganization of April 1987.

From IE Mike was assigned to the Inspection and Licensing Program Branch in the Office of Nuclear Reactor Regulation (NRR) which, with the reorganization, acquired the responsibility for developing, maintaining, and assessing Regional implementation of the NRC reactor inspection program. Mike stayed in this job until June 1987 when he was assigned to the staff of the EDO.

On the EDO staff, Mike serves as the Regional Coordinator for Region V. He assists James M. Taylor, the Deputy Executive Director for Nuclear Reactor Regulation, Regional Operations, and Research (DEDR) in the supervision and coordination of Regional activities. Mike monitors the day-to-day operations in the Region to alert the DEDR of any potential problems, follows the technical details of events in the Region, and provides input for the evaluation of Regional performance.

In a collateral duty Mike serves as Project Manager for

Mike Johnson

Continued from Page 10

the creation of the Master Inspection Planning System (a responsibility he shares with Thomas Martin, also on the EDO staff).

The aim of the project is to create, on a computer, the capability to generate a master inspection plan for each plant. When implemented, it will be the first Agency-wide system of its type.

An equally important function of the system will be to provide the Agency with an accurate, efficient inspection results database to replace the NIH 766 system now used.

Outside the office, Mike spends some of his free time woodworking, or, he says, "wood destroying, depending on your perspective." He also likes to dabble in photography. He says he has the title of "Official Family Photographer," but says he earned it "mostly by being more willing to waste film than most."

He is an active member of his neighborhood homeowners association, serving as a member of the Facilities and Finance Committees, and as Deputy Chairman of the former.

And what does Mike see as the challenge of his future?

He says: "I see myself as moving within the Agency. I am happy here, but I do want to broaden my horizons so I am trying to keep my options open."

1990 Black Engineer of the Year NOMINATION APPLICATION

Recognizing and rewarding America's successful Black engineers,
scientists, and technology leaders.

BLACK ENGINEER OF THE YEAR AWARD CLASSIFICATIONS

Black Engineer of the Year • Outstanding Technical Contribution • Affirmative Action • Promotion of Higher Education
• Entrepreneur • Community Service • Student Leadership • Most Promising Engineer (less than 5 years professional
experience) • Professional Achievement (more than 5 years professional experience)

BLACK ENGINEER OF THE YEAR NOMINEE PROFILE

To The Selection Committee, I, Dennis M. Crutchfield

hereby nominate Frank Stewart Ashe

for the award classification of Black Engineer of the Year

I affirm that the statements in this
nomination application are correct to
the best of my knowledge and I
understand that all decisions of the
Selection Committee are final.

I am personally acquainted with the Nominee. I hereby endorse his/her nomination. Sponsor (signature & address):

Dennis M. Crutchfield, Associate Director for Special Projects

U.S. Nuclear Regulatory Commission

Washington, D.C. 20555

Dennis M. Crutchfield

Nominee's Name Frank Stewart Ashe Home Phone (301) 460-3294

Home Address 3854 Bel Pre Road, Apt. 7

City, State, Zip Silver Spring, Md 20906

Birth Date 7/29/45 Marital Status Single Spouse's Name _____

Last College Attended Virginia Polytechnic Inst. Degree Master of Science - Electrical Engineering

Engineering Field Electrical Registered P.E.? Yes _____ No X

Company Name U.S. Nuclear Regulatory Comm. Title Electrical Engineer

Business Address _____

City, State, Zip Washington, DC 20555 Bus. Phone (301) 492-0734

Principal Job Function Safety Evaluations Years of Professional Experience 20

Organizations to which Nominee belongs _____

Why should Nominee be considered for this award? Please include a resume and curriculum vitae, organization personnel chart, papers and articles by and about the nominee, a full job description, letters of recommendation, a recent color photograph, and other supporting materials.

See attached

PLEASE FILL OUT THIS FORM AND RETURN BY NOVEMBER 15, 1989 TO:
Black Engineer of the Year Selection Committee
729 East Pratt Street • Suite 504 • Baltimore, Maryland 21202

Mr. Ashe has been with the U.S. Nuclear Regulatory Commission (NRC) for the past 17 years. During this time he has held increasingly responsible positions as an electrical engineer. He has been responsible for the review and inspection of electrical, instrumentation and control equipment and systems that are vital to the safety of commercial nuclear power plants. Demonstrating his technical expertise, Mr. Ashe has reviewed a wide range of licensing activities associated with the regulation of nuclear power plants, from initial design considerations to the evaluation of operating experiences. Throughout his career, Mr. Ashe has upheld the highest standards of the mission of the NRC; to protect the health and safety of the public.

Mr. Ashe is currently assigned to the Comanche Peak Project Division, which was created to focus the agency's regulatory resources on the troubled Comanche Peak Steam Electric Station. Mr. Ashe was selected to this group because of his broad knowledge of electrical, instrumentation and control systems. Mr. Ashe has conducted inspections of the design process for key electrical safety systems at the Comanche Peak Steam Electric Station and has reviewed the utility's safety evaluation report for compliance with the agency's rules and regulations in the electrical, instrumentation and control systems areas. He has shown outstanding judgement in determining those issues which require review prior to the agency's issuance of an operating license to the utility. He has repeatedly demonstrated the ability to resolve complex technical issues and to present his evaluation in a clear and concise manner. His ability to interact with all levels of the agency's and utility's staffs has made Mr. Ashe a valuable asset to his management. The key to Mr. Ashe's effectiveness is his strong commitment to safety.

Mr. Ashe is also active in the Volunteers in the Schools Program sponsored by the NRC's Office of Governmental and Public Affairs. This program was established to assist the Montgomery County, Maryland Public Schools in improving the quality of education and in carrying out their programs through volunteer activities such as tutoring, career awareness sessions, counseling, faculty-staff assistance, and other designated activities. Mr. Ashe has participated in the Science Awareness Day at Gaithersburg Junior High, served as a Science Fair judge at Montgomery Blair High School, and hosted students visiting the NRC's facilities from a number of schools. Mr. Ashe's willingness to help the students involved in this program is a credit to himself and to the NRC.

In summary, Mr. Ashe is an excellent engineer who continues to exemplify the high professional standards required by the Nuclear Regulatory Commission to protect the health and safety of the public.