This is a preview mode of page **Advanced Reactor Highlights**. Close [/cms/getdoc/66eedaf4-7bf0-421c-8d1c-916df7ac89ec/Advanced-Reactor-Highlights.aspx?lang=en-US&langobjectlifetime=request&viewmode=0] the preview mode.

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Advanced Reactor Highlights

Stay Connected

To subscribe to email updates, select **Advanced Reactor Updates** from the Advanced Reactors list after entering your email into the GovDelivery [https://service.govdelivery.com/accounts/USNRC/subscriber/new] system.

November 21, 2024

NRC Issues Construction Permits to Kairos Power LLC

On November 21, the NRC staff issued construction permits CPTR-7 [/docs/ML2432/ML24324A021.pdf] and CPTR-8 [/docs/ML2432/ML24324A022.pdf] to Kairos Power LLC (Kairos) authorizing construction of the two reactors for the Hermes 2 test reactor facility in Oak Ridge, Tennessee. Issuance of the permits was authorized by Commission Order CLI 24-03 [/docs/ML2432/ML24325A378.pdf] .

Page Last Reviewed/Updated Tuesday, February 11, 2025

This is a preview mode of page **Asian American and Pacific Islander Institutions (AAPII)**. **Close [/cms/getdoc/fe463a45-7f69-4fd7-a2a2-e41153d866e9/Asian-American-and-Pacific-Islander-Institutions-(.aspx?lang=en-US&langobjectlifetime=request&viewmode=0)]** the preview mode.

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Asian American and Pacific Islander Institutions (AAPII)

Grant Awards

In FY 11, NRC awarded $450,000 in grants to AAPIIs. In FY 12, NRC awarded $100,306 in grants to AAPIIs. The 23% decrease is due to funding from two different programs.

NRC Measurable Results

NRC's measurable results include:

- Implemented an AAPII program;
- Provided outreach, technical assistance, training, coordination of effort, and other support and assistance to AAPIIs;
- Made AAPII faculty and students aware of NRC's mission, jobs, programs, and funding opportunities; and
- Participated in recruitment activities, career fairs, events and information sessions sponsored by, or at AAPIIs (e.g., Georgia Tech University, University of Maryland) and the Federal Asian Pacific American Council (FAPAC).

Return on NRC Education Investments

University of Maryland (UM) - Nuclear Engineering Undergraduate Laboratory Enhancement at the University of Maryland. UM's goal is to develop a new laboratory course in radiation detection/measurement and reactor operations. UM's measurable results include:

- Drafted 4 PowerPoint modules; and
- Additional modules will be written during summer 2013, with the intent to finalize them by August 31st.

SECTION NAVIGATION +

Spotlight

This is a preview mode of page **Asian American and Pacific Islander Institutions (AAPII)**. **Close [/cms/getdoc/fe463a45-7f69-4fd7-a2a2-e41153d866e9/Asian-American-and-Pacific-Islander-Institutions-(.aspx?lang=en-US&langobjectlifetime=request&viewmode=0)]** the preview mode.

Page Last Reviewed/Updated Wednesday, January 22, 2025

This is a preview mode of page **Working at NRC**. **Close [/cms/getdoc/9879a9ee-b827-4197-9a43-b7f6f4ce37d5/Working-at-NRC.aspx?lang=en-US&langobjectlifetime=request&viewmode=0]** the preview mode.

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Working at NRC

The NRC represents a career opportunity that you will find rewarding on many levels. It begins with a mission as important as it is far-reaching, and continues with a positive and collaborative work environment.

NRC Values

Ethics

Diversity

Quality of Life

Pay & Benefits

Training

Awards & Recognition

The awards and recognition received by the NRC are listed below.

Some of the links on this page are to non-NRC servers and websites and are provided solely as a reference for the convenience of users. NRC cannot guarantee the authenticity of documents or the validity of information obtained at these non-NRC websites. See our Site Disclaimer [/site-help/disclaimer.html] for more information.

This is a preview mode of page **Working at NRC**. **Close [/cms/getdoc/9879a9ee-b827-4197-9a43-b7f6f4ce37d5/Working-at-NRC.aspx?lang=en-US&langobjectlifetime=request&viewmode=0]** the preview mode.

	Employee Satisfaction Survey Results [/about-nrc/employment/surve
	Winds of Change Top 50 Workplaces for Indigenous STEM Professio [https://read.nxtbook.com/aises/winds_of_change/spring_2024/top_5
	Ranked in the "Top 20 Government Employers" in Women Engineer I [https://www.eop.com/awards-WE.php]

SECTION NAVIGATION +

Spotlight

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Page Last Reviewed/Updated Wednesday, February 5, 2025

This is a preview mode of page **Briefing on ADVANCE Act Activities**. **Close [/cms/getdoc/c88aef47-26b4-4120-a9ff-b29e9aa0247e/Briefing-on-ADVANCE-Act-Activities.aspx?lang=en-US&langobjectlifetime=request&viewmode=0]** the preview mode.

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Briefing on ADVANCE Act Activities

Doug True [/docs/ML2503/ML25030A327.pdf] , Chief Nuclear Officer, Nuclear Energy Institute

Kathryn Huff [/docs/ML2503/ML25034A049.pdf] , Associate Professor, Department of Nuclear, Plasma, and Radiological Engineering, University of Illinois Urbana Champaign

Nader Mamish [/docs/ML2503/ML25030A328.pdf] , Vice President for Nuclear Regulatory Affairs, Westinghouse

NRC Staff [/docs/ML2503/ML25031A074.pdf]

Page Last Reviewed/Updated Tuesday, February 25, 2025

This is a preview mode of page **Hispanic Serving Institutes (HSIs)**. **Close [/cms/getdoc/475c9c9c-67d6-466c-a155-771c0d11a25d/Hispanic-Serving-Institutes-(HSIs).aspx?lang=en-US&langobjectlifetime=request&viewmode=0]** the preview mode.

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Hispanic Serving Institutes (HSIs)

Grant Awards

NRC awarded HSIs $1,108,932 in FY 11, and $2,395,280 in FY 12. The 47% increase is attributed to available funds, outreach efforts, and HSIs effectively competing for resources.

NRC Measurable Results

NRC's measurable results include:

- Provided outreach, technical assistance, training, coordination of effort, and support to HSIs (e.g., Universities of Texas Permian Basin and El-Paso, Texas A&M Universities of Corpus Christi and Kingsville, Columbia Basin Community College);
- NRC University Champions made HSI faculty and students aware of NRC's mission, jobs, and program and funding opportunities; and
- NRC participated in recruitment activities, career fairs, events and sessions sponsored by, or at HSIs (e.g., Universities of Florida and Puerto Rico-Mayaguez), the Society for Advancement for Chicanos and Native Americans in Science, Society of Hispanic Professional Engineers, and the 2012 Maryland Hispanic Business Conference.

Return on NRC Education Investments

City College of New York (CCNY) - Nuclear Research Opportunity Program (NY-NROP). NY-NROP's goal is to enable students (5 Master of Engineering (M.Eng), and 1 Ph.D.) to conduct research in Nuclear Thermal-Hydraulics and Safety Research Laboratory at the Energy Institute in Grove School of Engineering at CCNY-Manhattan. Fellows will conduct numerical and experimental investigations of thermal-hydraulics problems relevant to the design, operation, and safety of current and future nuclear reactors. CCNY's measurable results include:

- One M.Eng student graduate completed all four nuclear engineering courses offered by NY-NROP: Reactor Physics, Reactor Thermal-Hydraulics, Reactor Design and Operation, Reactor Safety. Student also conducted research for thesis on subcooled flow boiling PWRs contributing to CCNY experimental research for DOE's Nuclear Simulation HUB Project. Student received job from Naval Air Systems. Student is currently in a leadership development program;
- One M.Eng student received a fellowship to conduct experimental research on thermal storage technology for use with high temperature gas reactors. Student completed thesis, and is working as a research assistant in the CCNY laboratory as part of the DOE NEUP project team for the development of a Very High Temperature Reactor; and
- One Ph.D. student is developing a lattice Boltzmann code for simulation of turbulent flows in a high temperature reactor in collaboration with researchers at Argonne National Laboratory.

This is a preview mode of page **Hispanic Serving Institutes (HSIs)**. **Close [/cms/getdoc/475c9c9c-67d6-466c-a155-771c0d11a25d/Hispanic-Serving-Institutes-(HSIs).aspx?lang=en-US&langobjectlifetime=request&viewmode=0]** the preview mode.

Industrial Technology program in Nuclear Technology and Information Technology. UTPB's measurable results include:

- Seven of the first 8 graduates with ME degrees are in ME Nuclear Emphasis;
- Eight graduates during total project period of performance and 22 expected in 2013;
- Graduated 2 classes under the NEED program: 3rd graduation class May 2013;
- Sixty-four scholarships have been awarded since program inception;
- Both the ME-Nuc and ME are now ABET (Accreditation Board for Engineering and Technology) accredited;
- Chemistry Department expects to grant first degree in Nuclear Chemistry Fall 2013;
- Experiential learning impacted 88 students that participated in conferences and field trips to enhance classroom curriculum and prepare for diverse skilled workforce;
- One of the first ME-Nuc graduates is a Process Engineer at the company that his father helped to build as a laborer;
- Eight graduates are working in the nuclear industry or the gas and oil industry; and
- Current enrollment in NEEDII is150 students and 4 faculty members.

Polytechnic University of Puerto Rico (PUPR) - PUPR Fellowship to Increase Research and Education in NRC Related Areas in Puerto Rico. PUPR's goal is to support 9 graduate students from the Electrical and Computer Engineering and Computer Science Department. PUPR's measurable results include:

- Five fellowship students supported-all have presented or been published at local and national conferences. 85% of project research expected has been presented;
- Two fellows selected for internship for 2nd time at Lawrence Livermore National Laboratory;
- Four students are in last state of Master Degree thesis; and
- Two fellows presented research at the "International Security Conference."

Texas A&M University – Kingsville (TAMUK) - TAMUK Integrated Assessment of Uranium Mining Environmental Impacts and Restoration Effectiveness Program. The goals of TAMUK is to conduct groundwater quality monitoring near future and closed in-situ (ISR) uranium mining sites, development of a reactive transport model and radioisotope forensic methods, and to recruit minority engineers interested in nuclear-related employment from the vicinity. TAMUK's measurable results include:

- Three graduate students (2 MS and 1 PhD) were recruited; and
- One MS student completed their thesis.

Letter to NRC

Yesenia D. M., a former student at Polytechnic University of Puerto Rico (PUPR), provided correspondence [/about-nrc/civil-rights/msip/yesenia-dm-letter.pdf] to NRC officials expressing her appreciation for participating in NRC's fellowship grant program. PUPR received a Minority Serving Institutions Program (MSIP) fellowship grant to increase research education in academic fields related to the NRC mission. The program goal is to support nine PUPR graduate students from the Electrical and Computer Engineering and Computer Science Departments.

SECTION NAVIGATION +

Spotlight

Choose a section

Page Last Reviewed/Updated Wednesday, January 22, 2025

This is a preview mode of page **Historically Black Colleges/Universities (HBCU)**. **Close [/cms/getdoc/d91d4e64-68d9-4f64-b7c6-e01289359746/Historically-Black-Colleges-Universities-(HBCU).aspx?lang=en-US&langobjectlifetime=request&viewmode=0]** the preview mode.

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Historically Black Colleges/Universities (HBCU)

Grant Awards

In FY 11, NRC awarded $1,451,109 in grants to HBCUs. In FY 12, NRC awarded $2,658,464 ($2,015,522 in grants and $642,942 in stipends) to HBCUs. The 55% increase in awards is attributed to available funds, outreach efforts, and HBCUs effectively competing for resources.

NRC Measurable Results

NRC's measurable results include:

- Voted a "Top Supporter" of HBCU Engineering Schools for the 6th consecutive year;
- Requested to share MSIP "Best Practices" with Federal agencies, and at White House and Federal-public conferences: FEMA Emergency Management Institute, Alabama A&M (Entrepreneurship), Fort Valley (Energy Career Day), the MSI Research Partnership Consortium, and National Energy Institute - Nuclear Talent Taskforce meeting;
- Appointees included 35 HBCU faculty, 1 high school faculty, and 20 HBCU students.
- Conducted outreach including field-visits, which resulted in HBCUs achieving the cited MSIP Measurable Objectives (e.g. Morgan, Tennessee, Norfolk, South Carolina);
- Collaborated with 5 HBCUs (Fisk, South Carolina, Tennessee, Oakwood, and Norfolk) to conduct 6 summer camps for K-12, which promoted nuclear STEM education and inspired student interest in STEM education and career fields;
- Partnered with Jackson State University to conduct a "Boot Camp," resulting in HBCUs utilizing sound business practices, leveraging partnerships to compete for resources;
- Partnered with Norfolk State University to conduct a "Veterans Transitioning to Civilian Life Program" symposium, which resulted in Federal-public collaboration around providing educational and workforce opportunities for veterans and their families;
- Sponsored pre-summer symposium, which resulted in 21 HBCU and high school faculty and graduate students receiving experiential learning in conducting STEM camps;
- Commended for providing Federal financial assistance to faculty and students to attend the "6th Annual State of Environmental Justice in America Conference," which allowed them to participate, and build and strengthen relationships for the purpose building collaborations to advance educational opportunities in minority communities;
- Participated in recruitment activities, events and interactions with HBCU faculty and students, which resulted in awareness of NRC's mission, careers, jobs, programs, and funding opportunities; and sparked faculty and student interest in NRC, and a higher number of students applying for NRC jobs; and

This is a preview mode of page **Historically Black Colleges/Universities (HBCU)**. **Close [/cms/getdoc/d91d4e64-68d9-4f64-b7c6-e01289359746/Historically-Black-Colleges-Universities-(HBCU).aspx?lang=en-US&langobjectlifetime=request&viewmode=0]** the preview mode.

Return on NRC Education Investments

Fort Valley State University (FVSU) - Establishing a Nuclear Science and Engineering Minor at FVSU. FVSU's measurable results include:

- Graduated 76 engineers, 27 geoscientists, and 7 health physicist;
- Graduated 3 students from UNLV with BS degrees in health physics;
- Two CDEP students were summer interns at NRC Headquarters (Health Physics);
- Two students are permanent hires at NRC;
- Sponsored the 2nd CDEP's 9th grade Math, Science and Engineering Academy (M-SEA) pre-college symposium held at NRC;
- Fifty-five percent of CDEP scholars exceeded national average of females in STEM disciplines; and
- Eighty-one percent of students are pursuing degrees in engineering disciplines, 8.3% are pursuing degrees in health physics, and 10% pursuing degrees in geology.

Howard University (HU) - Development of a new nuclear power course on safety critical applications in digital instrumentation and control. HU's measurable results include:

- Thirty-nine students were trained in digital instrumentation and control;
- Three graduate students presented and are published;
- One graduate student completed Master of Engineering - thesis: "Analysis of Recent Emergency Diesel Generator Failure Incidents in Nuclear Power Plants;"
- Eight graduate students supported by project with stipends and/or tuition support;
- New course and trainings contributed to educating students in critical areas of computer control safety in nuclear energy; and
- Publications: 30th International System Safety Conference, August 2012, Atlanta, Georgia, and the 7th International Symposium on Management Engineering and Informatics (IME2011).

South Carolina State University (SCSU) - Nuclear engineering and science program activities. SCSU's measurable results include:

- Graduated 13 Nuclear Engineering, 7 Radiochemistry, and 1 Health Physics;
- Three graduates are permanent employees of USNRC; and
- Established monitoring station for airborne radio-active material as part of the Applied Radiation Sciences Laboratory (APLS) supported in part by NRC's MSIP grant assistance. The APLS is able to measure radioactive iodide and cesium from Fukushima Daiichi nuclear plant releases in Japan.

SECTION NAVIGATION +

Spotlight

Choose a section

Page Last Reviewed/Updated Wednesday, January 22, 2025

This is a preview mode of page **Information Notice No. 95-10: Potential for Loss of Automatic Engineered Safety Features Actuation**. **Close [/cms/getdoc/07094b54-9e94-41c3-be40-c99646ea7c0e/Information-Notice-No-95-10-Potential-for-Loss-of-.aspx?lang=en-US&langobjectlifetime=request&viewmode=0]** the preview mode.

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Information Notice No. 95-10: Potential for Loss of Automatic Engineered Safety Features Actuation

UNITED STATES
NUCLEAR REGULATORY COMMISSION
OFFICE OF NUCLEAR REACTOR REGULATION
WASHINGTON, D.C. 20555

February 3, 1995

NRC INFORMATION NOTICE 95-10: POTENTIAL FOR LOSS OF AUTOMATIC EN SAFETY FEATURES ACTUATION

Addressees

All holders of operating licenses or construction permits for nuc reactors.

Purpose

The U.S. Nuclear Regulatory Commission (NRC) is issuing this info notice to alert addressees to the potential for loss of the autom actuation function of engineered safety features (ESF) as a resul electrical faults in some non-class 1E input signals. It is expe recipients will review the information for applicability to their and consider actions, as appropriate, to avoid similar problems. suggestions contained in this information notice are not NRC requ therefore, no specific action or written response is required.

Description of Circumstances

On February 2, 1995, the licensee for the Diablo Canyon facility the NRC a condition that could result in the failure of one train solid state protection system (SSPS) during a main steamline brea turbine building (10 CFR 50.72 report number 28318). The license a break of a main steamline at the turbine stop valve in the turb If the steamline breaks completely, it is free to rotate approxim degrees. The 10-degree rotation of the steamline could result in jet from the faulted steamline striking an electrical junction bo junction box contains terminations for non-safety input signals t turbine stop valve position indication (four circuits, two circui train).

The force of the steam jet impinging on the junction box is postu destroy the box and result in electrical faults in the affected n inputs to the SSPS. The high current resulting from the electric would cause 15-ampere fuses to open, interrupting 120-V ac power

This is a preview mode of page **Information Notice No. 95-10: Potential for Loss of Automatic Engineered Safety Features Actuation**. **Close [/cms/getdoc/07094b54-9e94-41c3-be40-c99646ea7c0e/Information-Notice-No-95-10-Potential-for-Loss-of-.aspx?lang=en-US&langobjectlifetime=request&viewmode=0]** the preview mode.

ESF train actuation relay bank. This would render one SSPS train
If a single failure of the other SSPS train is considered, as is

9502030313.

the high energy line break analysis methodology, both trains of t
be rendered inoperable and no ESF actuations would be automatical
to mitigate the consequences of the steamline break. The reactor
circuitry would be de-energized resulting in a reactor trip. Man
could be initiated to operate individual pieces of equipment.

NRC inspectors determined that other non-class 1E circuits that p
to the SSPS were not properly isolated. These circuits include t
stop oil (three circuits), seismic trip (constructed to class 1E
12-kV undervoltage, 12-kV underfrequency, and reactor coolant pum
position indication. An electrical fault in any of these circuit
loss of power to SSPS logic circuit in the same way described abo

Although a single main steamline break would likely render only o
inoperable, either train could be rendered inoperable depending u
location of the steamline break. The licensee declared the ESF p
solid state protection system inoperable and entered Technical Sp
3.3.2 for inoperable ESF instrumentation and then Technical Speci
3.0.3 limiting condition for operation to start shutdown of both
1 hour.

On February 1, 1995, the licensee for the Salem facility notified
it had been determined that the design of the SSPS at its facilit
to that at the Diablo Canyon facility (10 CFR 50.72 report number
Salem licensee concluded that a main steamline break could have t
effect on non-class 1E circuits as that postulated at the Diablo
facility. In addition, the licensee concluded that a seismic eve
challenge both trains of SSPS since both junction boxes associate
trains of SSPS are located in the turbine building (the Diablo Ca
is continuing to evaluate seismic and other vulnerabilities of th
1E circuits). The circuits that are potentially affected at Sale
turbine stop valve position indication, auto-stop oil pressure sw
reactor coolant pump breaker position indication. The circuit fa
initiated by the steamline break or seismic event could result in
power to SSPS logic circuitry similar to that postulated by the D
licensee. The resulting impact would be either a partial or tota
automatic actuation function of the SSPS. The reactor trip circu
de-energized, resulting in a reactor trip. Manual action would b
mitigate the consequences of a main steamline break event. The l
declared the SSPS inoperable and began a shutdown of Unit 1 as re
Technical Specifications. (Unit 2 was already shut down.)

Discussion

The licensees are undertaking similar corrective actions. The el
supply to the SSPS dc power supplies will be taken from a point e
upstream of the 15-ampere fuse referred to above. This modificat
ensure that opening of the fuse, because of faults in the non-cla
circuits, does not cause a loss of power to the class 1E dc power
Figure 1 is a one-line diagram illustrating the as-found conditio
channel of the SSPS at Diablo Canyon. Two out of four channels a

potentially affected in SSPS Train A and two out of four channels
potentially affected in SSPS Train B.

The Diablo Canyon licensee plan for repairs includes drafting a f
modification procedure, curtailing work near the vulnerable junct
deferring train-related maintenance and surveillance during the m
period, maintaining constant power level, testing the procedure o
de-energizing one channel at a time while modifying that channel
trip bypass breaker will be closed during the modification), trai
operators on safety considerations during the repairs, and postmo
testing. The licensee estimated that the increase in core damage
during the repair period would be less than 2E-7. (The Salem lic
plan was not available when this information notice was prepared.

This information notice requires no specific action or written re
you have any questions about the information in this notice, plea
one of the technical contacts listed below or the appropriate Off
Nuclear Reactor Regulation (NRR) project manager.

Brian K. Grimes, Director
Division of Project Support
Office of Nuclear Reactor Reg

Technical contacts: E. Nick Fields, NRR

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(301) 415-2847

Attachments:
1. Figure 1 (See File IN95010.WP1 for Figure 1)

Page Last Reviewed/Updated Thursday, February 13, 2025

This is a preview mode of page **NRC AI Compliance Plan**. **Close [/cms/getdoc/6d96bb3d-6171-455a-a538-3c8502252657/NRC-AI-Compliance-Plan.aspx?lang=en-US&langobjectlifetime=request&viewmode=0]** the preview mode.

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NRC AI Compliance Plan

On this page:

- Purpose [#purpose]
- Authority [#authority]
- Scope [#scope]

Purpose

The AI in Government Act of 2020 and OMB Memorandum M-24-10, Advancing Governance, Innovation, and Risk Management for Agency Use of Artificial Intelligence, direct each agency to submit to OMB and post publicly on its website either a plan to achieve consistency with M-24-10 or a written determination that the agency does not use and does not anticipate using covered AI.

This document outlines the minimum information required for the US Nuclear Regulatory Commission's compliance plans that will satisfy the requirements of Section 3(a)(iii) of M-24-10 and Section 104(c) of the AI in Government Act. NRC will report compliance with the individual use-case-specific practices mandated in Section 5(c)(iv) and (v) of M-24-10 separately through the annual AI use case inventory.

Authority

The establishment of AI policies within NRC is primarily guided by mandates from the Office of Management and Budget (OMB), Presidential Directives, and other federal regulations. OMB mandates, such as the Federal Data Strategy, the Cloud Smart Strategy, and M-10-24, Advancing Governance, Innovation, and Risk Management for Agency Use of Artificial Intelligence, provide a framework for leveraging data as a strategic asset and adopting modern technology practices, including AI. Presidential directives and national strategies, such as the Executive Order on the Safe, Secure, and Trustworthy Development and Use of Artificial Intelligence (Oct 20, 2023), further outline the government's commitment to advancing AI technology for the public good while ensuring ethical, secure, and transparent use. These authorities collectively empower federal agencies to develop and implement AI policies that align with national priorities, promote innovation, and uphold the principles of accountability and fairness in the use of AI technologies.

This is a preview mode of page **NRC AI Compliance Plan**. **Close [/cms/getdoc/6d96bb3d-6171-455a-a538-3c8502252657/NRC-AI-Compliance-Plan.aspx?lang=en-US&langobjectlifetime=request&viewmode=0]** the preview mode.

This AI Compliance plan applies to NRC, including their employees and all third parties (such as consultants, vendors, and contractors) that use or access any Information Technology (IT) resources under the administrative responsibility of the NRC or its IT services. This encompasses systems managed or hosted by third parties on behalf of the agency. All organizational units within the agency must abide by the compliance policies outlined in this document.

This policy covers all technology systems that deploy AI technology, hereinafter called "AI systems." AI is a machine-based system that can make predictions, recommendations, or decisions influencing real or virtual environments for a given set of human-defined objectives. AI systems use machine- and human-based inputs to perceive environments, abstract perceptions into models through automated analysis, and use model inference to formulate options for information or action. The definition includes systems using machine learning, large language models, natural language processing, computer vision technologies, and generative AI. Still, it excludes basic calculations, basic automation, or pre-recorded "if this, then that" response systems.

This policy applies to all new and existing AI systems developed, used, or procured by NRC, which could directly impact the mission or security of the NRC. It does not govern regulatory or other actions regarding non-agency uses of AI.

- Strengthening AI Governance [#strengthening]
  - General [#general]
  - AI Governance Bodies [#governance-bodies]
  - AI Use Case Inventories [#use-case-inventories]
  - Reporting on AI Use Cases Not Subject to Inventory [#reporting]
- Advancing Responsible AI Innovation [#advancing]
  - AI Strategy [#strategy]
  - Removing Barriers to the Responsible Use of AI [#removing-barriers]
  - AI Talent [#talent]
  - AI Sharing and Collaboration [#sharing]
  - Harmonization of Artificial Intelligence Requirements [#harmonization]
- Managing Risks from the use of Artificial Intelligence [#managing]
  - Determining Which Artificial Intelligence Is Presumed to Be Safety-Impacting or Rights-Impacting [#determining]
  - Implementation of Risk Management Practices and Termination of Non-Compliant AI [#implementation]
  - Minimum Risk Management Practices [#risk-management]

| RETURN TO LIST -[#scope]

Strengthening AI Governance

General

Planned or current efforts to update any existing internal AI principles, guidelines, or policy to ensure consistency with M-24-10:

- The NRC did not develop any internal AI principles, guidelines, nor policies prior to the issuance of M-24-10 that would require update.

| RETURN TO LIST -[#scope]

AI Governance Bodies

The offices that are represented on the NRC's AI governance body:

- Office of the Chief Information Officer
- Office of Small Business and Civil Rights
- Office of Nuclear Regulatory Research
- Office of the Chief Human Capital Officer
- Office of Administration
- Office of the General Counsel
- Office of the Executive Director of Operations
- Office of Nuclear Reactor Regulation
- Office of Nuclear Materials and Safety and Safeguards
- Office of Nuclear Security and Incident Response
- Regional Offices
- Office of the Inspector General

The expected outcomes for the AI governance body and the NRC's plan to achieve them:

- The NRC AI Governance Board (AIGB) was established to remove barriers to the use of AI and to manage its associated risks by convening senior agency officials to discuss the governance, risks, and benefits of leveraging AI solutions. The primary outcomes of the board include:
  - Senior Leadership Awareness – Board meetings will consist of informational sessions relevant to AI solutions in consideration for agency use. This will ensure that senior leadership have a general understanding of the concepts and technologies to be applied to specific agency functions.
  - Risk-Informed Decision-Making – Board meetings may result in decisions regarding governance of the use of new capabilities and/or decisions regarding capabilities that should be disallowed within the NRC environment. These decisions will leverage risk inputs from the various senior managers with input from functional

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Description of NRC plans to consult with external experts as appropriate and consistent with applicable law:

- The Chief AI Officer (CAIO) may choose to engage external experts via local acquisitions or interagency agreements on a variety of AI topics. As appropriate, the CAIO will provide a forum for the AIGB to review expert findings, observations, recommendations, and/or general field expertise.
- The CAIO will continue to engage in relevant communities of practice and will share information with the AIGB as appropriate.
- The NRC currently retains access to industry expertise across a variety of technical domains including AI. License holders will periodically obtain and share information with the AIGB as appropriate to inform decision-making and awareness.
- The NRC is working with the General Services Administration (GSA) Center of Excellence to perform an AI maturity assessment in accordance with the requirements of M-24-10. The findings, observations, and recommendations resulting from this effort will provide input into the agency's AI strategic planning.

| RETURN TO LIST [#scope]

AI Use Case Inventories

NRC process for soliciting and collecting AI use cases across all sub-agencies, components, or bureaus for the inventory:

- **Idea Collection:** The NRC leverages an application named Ideascale for the capture of staff ideas pertaining to the potential use of AI. These ideas are periodically assessed by the AI Use Case Review Team in consultation with relevant functional subject matter experts to determine the feasibility of the ideas and to make a determination as to whether the idea will be elevated to or included within an agency AI use case.
- **IT Service Management:** The NRC's IT Service Managers and IT Product Owners may periodically identify opportunities to leverage AI to support IT service operations and continual service improvement. These use cases will be included within the use case inventory as appropriate.
- **Focus Groups:** The NRC will engage specific functional areas to identify opportunities to leverage AI in areas where the agency is building technical capacity. This will allow use cases to be focused on maximizing the use of emerging technologies for a specific subset of business needs. Use cases identified through this engagement will be included within the use case inventory as appropriate.
- **Program Office Requests** – The NRC will capture and process requests for the delivery of AI capabilities via the agency's digital governance process (known as Intake). This process engages IT policy subject matter experts from a variety of domains in the review of all IT service requests that may result in a change to the agency's architecture.

To ensure that the NRC inventory is comprehensive, complete, and encompasses updates to existing use cases, the NRC will:

- Provide a single process for capturing and communicating use cases to the CAIO and AIGB as appropriate.
- Maintain detailed use case metadata as required.

| RETURN TO LIST [#scope]

Reporting on AI Use Cases Not Subject to Inventory

NRC process for soliciting and collecting AI use cases that meet the criteria for exclusion from being individually inventoried, as required by Section 3(a)(v) of M-24-10:

- While the NRC aims to maintain a transparent inventory of AI use cases, certain use cases may be excluded based on any one or more of the following:
  - **Mission Risk:** Use cases that, if disclosed, could negatively impact or create risks to the agency's mission, employees, customers, or the public.
  - **Confidentiality Agreements:** Use cases subject to confidentiality agreements with other agencies, customers, employees, or stakeholders.
  - **Security Concerns:** Use cases that involve sensitive or classified information that cannot be publicly disclosed.

NRC plans to periodically revisit and validate AI use cases:

- **AIGB Reviews:** The NRC will conduct semi-annual reviews of the AI use case inventory to coincide with AIGB meetings to identify any changes or updates needed. The AIGB may also be convened outside of the standard schedule should the need arise.
- **Validation Criteria:** The NRC will leverage predefined criteria (as described above) to reassess use cases and determine whether previously excluded cases should be included or whether any new cases meet the exclusion criteria.

| RETURN TO LIST [#scope]

Advancing Responsible AI Innovation

AI Strategy

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resulting from this effort will provide input into the agency's AI strategic planning.

| RETURN TO LIST [#scope]

Removing Barriers to the Responsible Use of AI

Barriers to the responsible use of AI identified by the NRC to include steps the NRC has taken (or plans to take) to mitigate or remove these identified barriers:

- **Governance** – The NRC must continue to identify and mitigate the risks associated with the use of AI capabilities. To address this, the agency must acquire dedicated resources with adequate expertise to understand the technology and its risks in the context of the potential impact to the agency's mission and its stakeholders. The NRC will continue to communicate its budgetary needs in an attempt to fill resource gaps in governance development.
- **Digital Expertise** – The NRC must build an AI workforce that can manage AI capabilities as a service. To address this, the agency must acquire dedicated resources with adequate expertise to understand the technology and how it can be responsibly and ethically applied to the varied business functions of the agency. These resources must also be able to manage the lifecycle of these capabilities while modernizing them at the pace of industry. The NRC will continue to communicate its budgetary needs in an attempt to fill resource gaps in AI application development and service management.
- **AI-Enabling the Workforce** – Though the NRC's workforce has expressed interest in AI capabilities, it has also expressed trepidation as well as a general lack of knowledge of AI capabilities. To address this, the agency must continue to enable effective change management to enable the workforce to take full advantage of AI capabilities as they are introduced.
- **Develop an AI Ecosystem** – The NRC must develop a data and application infrastructure to support AI development, testing, and implementation. To address this, the agency will continue to identify existing and needed resources (e.g., tools, libraries, monitoring capabilities, etc.) while communicating the associated budgetary requirements via budget formulation and execution processes.
- **Government Availability** – Many AI capabilities that are available to the public and/or the commercial sector are not available to the government sector at the same time due to the more stringent cybersecurity requirements. There will always be a lag between the availability of these capabilities in the market and the NRC's use of these capabilities.
- **Budget** – The NRC is only able to assess, test, implement, and maintain new capabilities where resources have been made available to do so. Budgetary constraints and resource prioritization associated with the delivery of IT/IM services limit the agency's capacity for innovation and modernization. The CIO/CAIO will continue to express the need for budgetary resources during budget formulation and execution cycles.

Status of internal guidance for the use of generative AI:

- The NRC has developed internal guidance for the use of generative AI in the form of AI Rules of Behavior which is accompanied by a training course designed to inform staff of the capabilities and risks of generative AI. These rules of behavior will be incorporated into the agencywide IT rules of behavior.

| RETURN TO LIST [#scope]

AI Talent

Planned or in-progress to increase NRC AI talent:

- The NRC is leveraging the Direct Hire Authority to acquire additional staff to support AI activities. Additional FTE in this area were acquired via the FY25 OMB passback and have been requested in the FY26 budget.
- The agency seeks to expand its AI workforce with expertise in Business Analysis, AI-enabled Knowledge Discovery, AI-enabled Content Generation, AI Application Testing, Development, and Monitoring.
- The agency's AI Strategic Leadership Council is responsible for assessing the agency's resource needs and is co-chaired by the Office of the Chief Information Officer and the Office of Nuclear Regulatory Research.
- NRC has developed an AI Competency Model in accordance with the AI Competency Model developed by the Office of Personnel Management (OPM). The agency will use the competency model as an input into its efforts to upskill and reskill existing and new staff.

NRC's plans to provide resources or training to develop AI talent internally and increase AI training opportunities for Federal employees:

- The NRC is in the process of expanding its learning management toolset via the acquisition of a new learning management platform. In combination with existing capabilities, this new platform will expand learning opportunities for management and staff in the use of AI capabilities.
- Via the CAIO Council, the agency is taking advantage of leadership training in AI that has been made available to the federal government via conferences, online courses, instructor-led classes, and symposiums.
- The NRC is currently leveraging training support staff to provide agencywide brown bag learning sessions on a variety of AI capabilities.

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NRC's position on for ensuring that custom-developed AI code—including models and model weights—for AI applications in active use is shared consistent with Section 4(d) of M-24-10:

- At this time, the NRC has no intentions of developing custom-developed AI code. The goal is to leverage commercial off the shelf (COTS) AI tools and services. Though unlikely, if the agency does venture into custom-developed AI code, the agency's governance processes will include provisions to require that code is shared consistent with the Section 4(d) of M-24-10.

NRC's position on encouraging or incentivize the sharing of code, models, and data with the public:

- At this time, the NRC has no intentions of developing custom-developed AI code. The goal is to leverage commercial off the shelf (COTS) AI tools and services. Though unlikely, if the agency does venture into custom-developed AI code, the agency's governance processes will include provisions to require that code, models and data are shared consistent with the Section 4(d) of M-24-10.

| RETURN TO LIST [#scope]

Harmonization of Artificial Intelligence Requirements

NRC actions taken to document and share best practices regarding AI governance, innovation, or risk management:

- The NRC will leverage the AIGB, the AI Steering Committee, and the AI Strategic Leadership Council to share best practices. As they are developed, these best practices will be embedded within their respective domains to ensure that they can be incorporated into the agency's relevant standard operating procedures.

| RETURN TO LIST [#scope]

Managing Risks from the use of Artificial Intelligence

Determining Which Artificial Intelligence Is Presumed to Be Safety-Impacting or Rights-Impacting

NRC process for determining which AI use cases are rights-impacting or safety-impacting:

- The NRC assesses AI use cases based on a combination of the type of AI to be applied, the data to be leveraged, and the desired outcomes of the use case. It is the combination of these factors, compared against the purposes that are presumed to be safety-impacting and the purposes that are presumed to be rights-impacting that illustrates the potential impact to human safety and/or human rights.

NRC-specific criteria to guide a decision to waive one or more of the minimum risk management practices for a particular use case:

- The NRC has not developed distinct criteria to guide a decision to waive one or more of the minimum risk management practices as the agency currently has no need nor intention of providing opportunities for waivers.

NRC process for issuing, denying, revoking, tracking, and certifying waivers for one or more of the minimum risk management practices:

- Per the statement above, this is not applicable to the NRC.

| RETURN TO LIST [#scope]

Implementation of Risk Management Practices and Termination of Non-Compliant AI

NRC controls to prevent non-compliant safety-impacting or rights-impacting AI from being deployed to the public:

- The NRC currently does not anticipate deploying any AI-enabled technology to the public.
- The NRC will leverage its process for determining which AI is presumed to be safety-impacting or rights-impacting prior to the implementation of any AI capability.

NRC's intended process to terminate, and effectuate that termination of, any non-compliant AI:

- Should an AI tool or service be deemed non-compliant, the agency's governance process will ensure that it will be removed from the production environment following engagement and collaboration with impacted stakeholders.
- In accordance with the agency's developing governance process, the NRC will assess the conditions in which the tool or service entered into a state of non-compliance and work to identify a remediation plan. If non-compliance cannot be remediated, an alternate approach will be sought to deliver the desired outcomes.

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management practices:

- The NRC will manage the use of AI capabilities in accordance with its existing practices for IT Service Management. All AI tools and services will be overseen by IT Service Manager(s) with responsibility for Service Operation and Continual Service Improvement which will encompass the minimum risk management practices.
- In alignment with existing internal IT Service and IT Investment reporting practices, the IT Service Manager(s) and their respective team(s) will provide periodic updates to the CIO and CAIO while raising topics for AIGB consideration.

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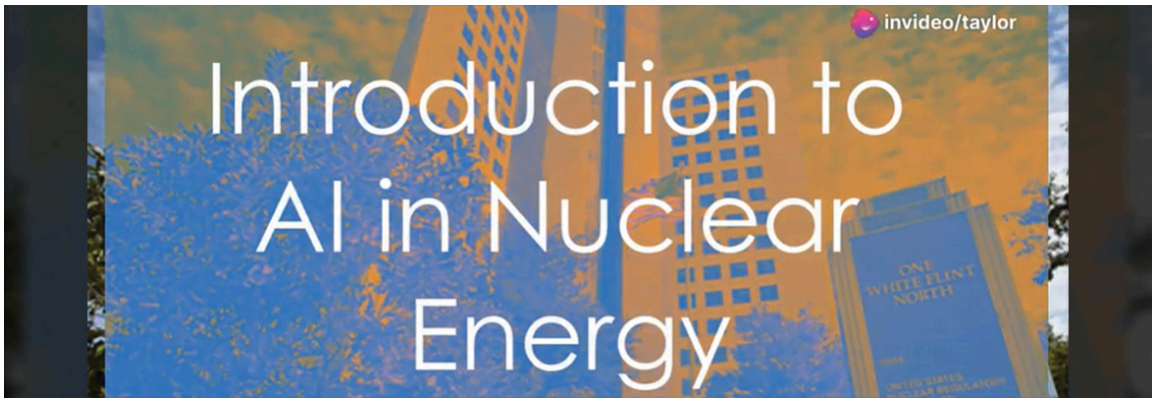
SECTION NAVIGATION +

Spotlight

Choose a section

Page Last Reviewed/Updated Monday, February 3, 2025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Introduction to AI in Nuclear Energy
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This is a preview mode of page **Supplement2:Loss of Reactor Coolant Inventory and Potential Loss of Emergency Mitigation Functions W**. **Close [/cms/getdoc/b2ab4803-d711-458c-9a1a-f3f07fec5c57/Supplement2-Loss-of-Reactor-Coolant-Inventory-and-.aspx?lang=en-US&langobjectlifetime=request&viewmode=0]** the preview mode.

The U.S. Nuclear Regulatory Commission is in the process of rescinding or revising guidance and policies posted on this webpage in accordance with Executive Order 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing [https://www.federalregister.gov/documents/2025/01/29/2025-01953/ending-radical-and-wasteful-government-dei-programs-and-preferencing] , and Executive Order 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government [https://www.federalregister.gov/documents/2025/01/30/2025-02090/defending-women-from-gender-ideology-extremism-and-restoring-biological-truth-to-the-federal] . In the interim, any previously issued diversity, equity, inclusion, or gender-related guidance on this webpage should be considered rescinded that is inconsistent with these Executive Orders.

Supplement2:Loss of Reactor Coolant Inventory and Potential Loss of Emergency Mitigation Functions While in a Shutdown Condition

UNITED STATES
NUCLEAR REGULATORY COMMISSION
OFFICE OF NUCLEAR REACTOR REGULATION
WASHINGTON, D.C. 20555-0001July 3, 2000

NRC INFORMATION NOTICE 95-03, SUPPLEMENT 2:	LOSS OF REACTOR COOLANT INVENTORY AND POTENTIAL LOSS OF EMERGENCY MITIGATION FUNCTIONS WHILE IN A SHUTDOWN CONDITION

- Addressees [#_1_1]
- Purpose [#_1_2]
- Background [#_1_3]
- Discussion [#_1_4]
- Related Generic Communications [#_1_5]

Addressees

All holders of operating licenses for nuclear power reactors except those who have ceased operations and have certified that fuel has been permanently removed from the reactor vessel.

Purpose

The U.S. Nuclear Regulatory Commission (NRC [/]) is issuing this information notice supplement to alert addressees to insights from inspections related to losses of reactor coolant while the reactor is in a hot, pressurized, shutdown condition with the potential for adversely affecting accident mitigation capability. It is expected that recipients will review the information in this supplement for applicability to their facilities and consider actions, as appropriate, to avoid similar problems. However, suggestions contained in this information notice supplement are not NRC requirements; therefore, no specific action or written response is required.

Background

Information Notice 95-03 [../1995/in95003.html] , "Loss of Reactor Coolant Inventory and Potential Loss of Emergency Mitigation Functions While in a Shutdown Condition," issued on January 18, 1995, discusses an incident at Wolf Creek involving the loss of reactor coolant while the reactor was in a hot, pressurized, shutdown condition. At Wolf Creek, all residual heat removal (RHR) and emergency core cooling system (ECCS) pump suction lines are supplied by

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ECCS pumps. This hot water flashed to steam, resulting in a steam/water mixture in the header. Had an ECCS actuation occurred, this mixture could have been introduced into the suction of the ECCS pumps. If operators had not been able to terminate the event, the hot water in the suction piping may have led to steam binding, which could have adversely affected the pumps in both ECCS trains. In addition, water flashing to steam in the header and the RWST could have caused serious mechanical damage to the RHR piping and the RWST as a result of water hammer. Finally, the flow path from the RCS through the RWST establishes a containment bypass path.

The NRC issued **Generic Letter (GL) 98-02**, "Loss of Reactor Coolant Inventory and Associated Potential for Loss of Emergency Mitigation Functions While in a Shutdown Condition," on May 28, 1998, to request that addressees (1) perform an assessment to determine if their ECCSs include certain design features, such as a common pump suction header, which can render the systems susceptible to common-cause failure and if this susceptibility is found, (2) prepare, with consideration of plant-specific design attributes, a description of the features of their Appendix B quality assurance program (for example, the methods used to verify valve position; the controls in place to ensure compliance with plant surveillance, maintenance, modification, and operating procedures; and the adequacy of operator training for such activities) that provide assurance that the safety-related functions of the RHR system and the ECCS will not be adversely affected by activities conducted at hot shutdown.

This information notice supplement discusses additional insights that have been gained from NRC inspections performed in response to GL 98-02.

Discussion

Licensee and staff analyses of the Wolf Creek event assumed failure to isolate the RCS draindown path. If this were to occur, within 5 minutes, the reactor vessel water level could drain to the bottom of the hot leg, and, as a consequence, the operating RHR pump would lose suction, cavitate, and fail. Continued boiloff would result in uncovering of the core in less than 1 hour. Failure to quickly isolate the flow path could also result in the RWST suction header filling with steam, which would continually discharge into the RWST. This steam could lead to water hammer events with the potential for mechanical damage to pump components, piping, and tank structural components.

A special NRC report dated March 1995 and titled "Reactor Coolant System Blowdown at Wolf Creek on September 17, 1994" (AEOD/S95-01), identified 19 loss-of-coolant events that have occurred at reactors during shutdown. Of these 19 events, only 2 have taken place at temperatures and pressures sufficient to result in voiding RWST piping. Considering pressurized-water reactor operating experience, the staff estimated the initiating event frequency may be equal to or greater than 1E-3 per reactor year. The initiating event frequency and the heavy dependence upon short-term operator action highlight the importance of careful planning, the accuracy of administrative procedures, and disciplined adherence to those procedures.

GL 98-02 focused on requesting that affected licensees take adequate protective measures to minimize the likelihood of a Wolf Creek type event. The generic letter was not intended to address all aspects related to recovery from a shutdown loss-of-coolant accident (LOCA). However, during NRC inspections performed in response to GL 98-02, the staff identified a potentially generic weakness regarding the procedures used to mitigate a Wolf Creek type event that licensees may wish to review.

At one facility, the procedure used to recover from a hot, pressurized shutdown LOCA directs operator actions that could increase the probability that ECCS equipment would be disabled and could delay recovery from the LOCA. Specifically, for entry conditions in which the pressurizer level is less than 10 percent or RCS subcooling is less than 32 degrees C (58 degrees F), and the RWST level is greater than 27 percent, that is, a Wolf Creek type scenario, closure of the RHR hot-leg isolation valves are not explicitly directed early in the procedure, and, as such, the LOCA is not terminated. The procedure subsequently directs alignment of the suction of the operating centrifugal charging pump to the common suction header, potentially exposing it to hot reactor coolant and rendering it inoperable. If that centrifugal charging pump is rendered inoperable, the operator is expected to evaluate aligning the suction of the second centrifugal charging pump to the common suction header, exposing it to the same conditions which rendered the first centrifugal charging pump inoperable. This progression continues with the two safety injection pumps, potentially rendering them inoperable, also, and could ultimately result in a significant loss of ECCS capability.

Related Generic Communications

- **GL 98-02**, "Loss of Reactor Coolant Inventory and Associated Potential for Loss of Emergency Mitigation Functions While in a Shutdown Condition," May 28, 1998.
- Information Notice 95-03 [../1995/in95003.html] , "Loss of Coolant Inventory and Potential Loss of Emergency Mitigation Functions While in a Shutdown Condition," January 18, 1995.
- Supplement to Information Notice 95-03 [../1995/in95003s1.html] , March 25, 1996.

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setting goals and performing periodic evaluations under Section 50.65 [/reading-rm/doc-collections/cfr/part050/part050-0065.html], "Requirements for monitoring the effectiveness of maintenance at nuclear power plants," of Part 50 of Title 10 of the Code of Federal Regulations. If you have any questions about the information in this notice, please contact the technical contact listed below or the appropriate Office of Nuclear Reactor Regulation (NRR) project manager.

	Original signed by Ledyard B. Marsh, Chief Events Assessment, Generic Communications and Non-Power Reactors Branch Division of Regulatory Improvement Programs Office of Nuclear Reactor Regulation

Technical contact:	Eric J. Benner, NRR 301-415-1171 E-mail: ejb1@nrc.gov

Attachment: **List of Recently Issued NRC Information Notices**

(ADAMS Accession Number ML003727420)

Page Last Reviewed/Updated Thursday, February 13, 2025

This is a preview mode of page **Tribal Colleges and Universities (TCU)**. **Close [/cms/getdoc/c76390b0-3ced-4720-969a-c647712b3d67/Tribal-Colleges-and-Universities-(TCU).aspx?lang=en-US&langobjectlifetime=request&viewmode=0]** the preview mode.

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Tribal Colleges and Universities (TCU)

Grant Awards

NRC awarded $475,000 to TCUs in both FY 11 and FY 12.

NRC Measurable Results

NRC's measurable results include:

- Provided outreach, coordination, training, and different types of assistance, resulting in TCUs achieving the goals and measurable objectives;
- Visited Blackfeet and Salish Kootenai Colleges to monitor NRC funded program activities, increase awareness of NRC's mission, jobs, programs and funding opportunities, which promoted interest in the MSIP and other NRC investment programs;
- Collaborated with a TCU Engineering Work Group representative (during the visit to Salish Kootenai, located in Montana) to encourage submittal of an application for funding through the MSI Grants program. The Work Group is comprised of 11 Tribal Colleges and Universities (Blackfeet, Chief Dull Knife, Menominee Nation, Navajo Technical College, Fort Berthold, Haskell Indian Nations, Salish Kootenai, Sitting Bull, Southwestern Indian Polytechnic Institute, United Tribes Technical, and White Earth Tribal and Community), which resulted in the representative visiting NRC Headquarters (located in Maryland) to further discuss responding to MSIP funding announcements; and
- Participated in recruitment activities, and events sponsored by the American Indian Science and Engineering Society Conference, which resulted in interactions with TCU faculty and students increasing interest in NRC's mission, careers, jobs, programs, and funding opportunities; and a higher number of employment applications.

Return on NRC Education Investments

Blackfeet Community College (BCC) - Development of an Associate of Science (AS) Degree program for Civil, Electrical and Electronic Technology. In 2012, Blackfeet requested a change in scope of the grant to add a curriculum weighted in math, physics, and chemistry to prepare students to pursue a Bachelor's degree in the Engineering field of choice and support a future Civil Engineering program. BCC's measurable results include:

- Two students graduated in 2012; and
- Seven students are currently enrolled in the revised program.

College of Menominee Nations (CMN) - Presidential STEM Leadership Program (PSLP) to support recruitment, retention and graduation. The PSLP's overall goals are to 1) increase the number of educated Native American STEM skilled employees, and 2) prepare a pipeline of underrepresented students in STEM careers relevant to nuclear safety, security and environmental protection.

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recruitment and retention. CMN's measurable results include:

- Fourteen students participated in the PSLP;
  - Two students left school and the program.
  - Four students transferred to partnering institutions.
    - One to University of Wisconsin (UW)-Oshkosh, then UW-Madison: graduating in spring 2013, with Bachelors of Science (BS) Physics, BS Engineering.
    - One to UW-Madison, then UW-Oshkosh: completing BS in Computer Science.
    - One continuing at UW-Madison for BS in Native American Studies; and
    - One completed Associates of Arts (AA) in Sustainable Development, transferred to UW-Madison to complete BS in Environmental Studies.
  - Two students completed AA at CMN in Bio/Physical Sciences.
  - Five students graduated from CMN.
    - Two students received AA in Bio/Physical Sciences; both continuing at CMN; 1 student continuing at CMN for Nursing Degree.
    - One student received AA in Sustainable Development, Transferred to UW-Green Bay, continuing in Environmental Policy.
    - One student received AA in Math and Liberal Studies, continuing at CMN and will transfer to NWTC for Engineering.
    - One student received AA in Natural Resources, transferred to UW-Stevens Point for Wildlife Ecology, transferred to Arizona State to complete degree.
  - One student of the 14 is currently enrolled in Accounting Studies.
- Seven cohorts are on scheduled for graduation; and
- The PSLP sponsored a "Native STEM Role Models" Conference, attended by over 240 participants including Menominee Indian Tribal and Middle Schools.

United Tribes Technical Colleges (UTTC) - Developed Associated Applied Science Degrees in Environmental Pre-Engineering and Computer Information Technology. UTTC hired a former graduate as a Professor to support student retention and academic success. UTTC's measurable results include:

- One student completed an internship, and has matriculated to a partnership school (South Dakota School of Mines) to attend their 2+2 degree program.

SECTION NAVIGATION +

Spotlight

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The U.S. Nuclear Regulatory Commission is in the process of rescinding or revising guidance and policies posted on this webpage in accordance with Executive Order 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing [https://www.federalregister.gov/documents/2025/01/29/2025-01953/ending-radical-and-wasteful-government-dei-programs-and-preferencing] , and Executive Order 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government [https://www.federalregister.gov/documents/2025/01/30/2025-02090/defending-women-from-gender-ideology-extremism-and-restoring-biological-truth-to-the-federal] . In the interim, any previously issued diversity, equity, inclusion, or gender-related guidance on this webpage should be considered rescinded that is inconsistent with these Executive Orders.

Working at NRC

The NRC represents a career opportunity that you will find rewarding on many levels. It begins with a mission as important as it is far-reaching, and continues with a positive and collaborative work environment.

NRC Values

Ethics

Diversity

The NRC creates and maintains a work environment to maximize the potential of all employees. At the NRC, we encourage trust, respect, and open communication to foster and promote an inclusive work environment. Our goal is to build a diverse work force that is valued, appreciated and committed to enhancing regulatory excellence. Come join our agency team and experience a rewarding and challenging career.

DIVERSITY IN NRC'S WORKFORCE

NRC's approximately 3,000 employees are at our Headquarters complex in Rockville, Maryland, and in four regional offices in Pennsylvania, Georgia, Illinois, and Texas. Our workforce represents diversity in gender, ethnicity, education, occupation, and age.

The agency's workforce is 40% female and 60% male. Workforce under the age of 40 is 22% and workforce over the age of 50 is 57%. Ethnic and racial demographics are African-American—15%; Asian Pacific American—10%; Hispanic—7%; Native American—less than 1%; Two or more races—less than 1%; and white—63%.

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MANAGEMENT PROGRAM

The Office of Small Business and Civil Rights administer NRC's Affirmative Employment and Diversity Management program (AEDM), which helps the agency pursue actions to eradicate employment discrimination and eliminate prejudice, improve diversity and inclusion in the workplace, and create an environment where NRC employees are valued, respected, and free to develop and perform to their fullest potential. The AEDM also leads NRC's efforts to integrate its FY 2021-2026 Inclusive Diversity Strategic Plan (IDSP) agency-wide.

INCLUSIVE DIVERSITY STRATEGIC PLAN

It is the policy of the NRC to foster equal opportunity for all employees and to promote principles of diversity management that will enhance the level of effectiveness and efficiency of its programs. The concept of diversity management is a strategic business objective that seeks to increase organizational capacity in a workplace where the contributions of all employees are recognized and valued. NRC's goal is to build a high-performing, diverse workforce based on mutual acceptance and trust. It is also NRC's policy to select the best-qualified applicant for the job, regardless of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.

The NRC's FY 2021-2026 Inclusive Diversity Strategic Plan (IDSP) [/docs/ML2102/ML21027A103.pdf] is a six-year plan to help us achieve our business and people goals. The IDSP is the centerpiece of the NRC's diversity and inclusion initiative. The IDSP provides agency direction and organizational commitment to foster a culture that encourages workplace diversity and inclusion. It provides a solid foundation for fully integrating diversity and inclusion into the NRC's mission and strategic decisionmaking and for developing strategies and initiatives at all agency levels. The NRC considers the IDSP as a blueprint that links engagement of our employees and transformation of our organization to our safety and security objectives.

The NRC recognizes that a diverse workforce contributes directly to the achievement of NRC's mission by bringing a wide variety of perspectives and approaches to our work. An ideal workforce is an inclusive workforce, supported by an agency that draws on the creativity and innovation produced by employees with diverse backgrounds, perspectives, experiences, approaches, and thoughts. By considering diversity and inclusion in recruitment, hiring, promotion, advancement, and other selection activities, as well as developmental and training opportunities and inter-agency working groups, we position our workforce to effectively address the greatest challenges we face.

Workforce diversity is often linked to stronger organizational performance, increased innovation, and high productivity. The IDSP will guide the NRC as it competes for qualified talent in today's job market. It will also help us maintain our focus on proactive pursuit of a healthy organizational culture in which employees feel a sense of belonging and accomplish the NRC's mission in a high-trust environment. We also strive to ensure that the NRC is regarded as an agency that provides equal employment opportunity and serves as an employer of choice for a diverse workforce.

EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEES

The agency has eight Equal Employment Opportunity (EEO) Committees to assist agency management in accomplishing diversity objectives. These include the Advisory Committee for African Americans, Advisory Committee for Employees with Disabilities, the Asian Pacific American Advisory Committee, Diversity Advisory Committee on Ageism, Federal Women's Program Advisory Committee, Hispanic Employment Program Advisory Committee, Native American Advisory Committee, and the NRC Pride Alliance Advisory Committee. These committees provide advice and recommendations to the Director, Office of Small Business and Civil Rights, regarding policies, procedures, and practices related to career development of NRC employees and selection of applicants for employment.

DISABILITY PROGRAM STRATEGIC PROJECT PLAN

On July 2010, Executive Order 13548 was signed which required Federal agencies to improve their efforts to employ individuals with disabilities through increased recruitment, hiring, and retention of individuals with disabilities. For more information, please see the U.S. Nuclear Regulatory Commission's (NRC) Disability Program Strategic Project Plan, FY2019 – FY2024 [/docs/ML2009/ML20092J667.pdf] .

DISABILITY AFFIRMATIVE ACTION PLAN

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amended. Pursuant to 29 CFR 1614.203(e)(2), each agency shall make an affirmative action plan for the hiring, placement, and advancement of individuals with disabilities and make it available to the public. This plan is updated on an annual basis. Click on the U.S. Nuclear Regulatory Commission's (NRC) Affirmative Action Plan [/docs/ML2305/ML23058A446.pdf] to access the agency's Disability Affirmative Action Plan, which was approved by the EEOC.

ACCESSIBILITY AND REASONABLE ACCOMMODATION FOR PEOPLE WITH DISABILITIES

NRC provides reasonable accommodation for qualified applicants and employees with disabilities except when doing so would pose an undue hardship on the agency. Information about accommodations can be found in the Procedures for Providing Reasonable Accommodation for Individuals with Disabilities. [/docs/ML2303/ML23030B873.pdf]

CULTURAL EVENTS

NRC sponsors several special emphasis observance celebrations and Diversity Day at its Headquarters offices to highlight contributions made to this country by people from various cultures. Similar events are frequently sponsored at the regional offices.

January	Martin Luther King, Jr., Birthday (Poster Exhibit)
February	African American History Month (Poster Exhibit/Program)
March	Women's History Month (Poster Exhibit/Program)
May	Asian Pacific American Heritage Month (Poster Exhibit/Program)
May	Older Americans Month (Poster Exhibit/Program)
May	Military Appreciation Month (Poster Exhibit/Program)
June	Lesbian, Gay, Bisexual, Transgender, and Queer Pride Month (Poster Exhibit/Program)
June	Juneteenth (Poster Exhibit/Program)
August	Women's Equality Day (Poster Exhibit)
September	Hispanic Heritage Month (Poster Exhibit/Program)
October	National Disability Employment Awareness Month (Poster Exhibit/Program)
November	Native American Heritage Month (Poster Exhibit/Program)

DIVERSITY REPORTS

- Disabled Veterans Affirmative Action Program (DVAAP) Accomplishment Report for FY 2022 and Action Plan for FY 2023 [/docs/ML2232/ML22326A207.pdf]
- Federal Equal Opportunity Recruitment Program (FEORP) for FY 2021 and Action Plan FY 2022 [/docs/ML2212/ML22125A181.pdf]
- Management Directive (MD) 715 Report [/docs/ML2315/ML23156A679.pdf]

Quality of Life

Pay & Benefits

Training

Awards & Recognition

SECTION NAVIGATION +

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