

January 14, 1998

MEMORANDUM TO: L. Joseph Callan Executive Director for Operations
FROM: John C. Hoyle, Secretary /s/
SUBJECT: STAFF REQUIREMENTS: BRIEFING ON EEO PROGRAM, 10:00 A.M. TUESDAY, OCTOBER 14, 1997, COMMISSIONERS CONFERENCE ROOM, ROCKVILLE, MARYLAND (OPEN TO PUBLIC ATTENDANCE)

The Commission was briefed by the NRC staff, selected office directors, and representatives of the agency's EEO employee advisory committees on the status of NRC's EEO program. The Commission requested that the staff:

- provide information comparing the relative success of other technical agencies, such as DOE, EPA, and NASA, with NRC in hiring technical entry level women and minorities.
- develop a tracking matrix to monitor selection, based on availability on the BQL, of women and minority candidates (to the extent they are identified as such) by professional (engineering, scientific, legal, professional/administrative) category in each NRC office.
- provide information on the extent to which the NRC contract with the Southwest Research Center to operate the Center for Nuclear Waste Regulatory Analysis, a Federally Funded Research and Development Center (FFRDC), requires good performance in the EEO area as well as information on the EEO performance contract clauses of DOE, NASA, DOD FFRDCs.
- emphasize in recruitment efforts that challenging technical jobs exist at the NRC.
- ensure that in future EEO briefings, the Office of Human Resources describes how recruitment source information is disseminated among offices and regions.
- include the Director of NRR and another Regional Administrator among the office directors making formal presentations to the Commission at the next EEO briefing and require that the NRR representative provide statistical data on the number and type of advanced degrees held by members of NRR's professional staff.
- assess the merits of, and need for, restoring the NRC intern program.
- highlight specific actions being taken to address the issue of under representation of Hispanics in the agency at all levels.

(EDO)

(SECY Suspense: 4/30/98)

cc: Chairman Jackson
Commissioner Dicus
Commissioner Diaz
Commissioner McGaffigan
OGC
CFO
CIO
OCA
OIG
Office Directors, Regions, ACRS, ACNW, ASLBP (via E-Mail)
PDR
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