

March 12, 2002

MEMORANDUM TO: William D. Travers
Executive Director for Operations

Karen D. Cyr
General Counsel

FROM: Annette L. Vietti-Cook, Secretary **/RA/**

SUBJECT: STAFF REQUIREMENTS - BRIEFING ON EEO PROGRAM ([SECY-02-0011](#) ) , 9:30 A.M., WEDNESDAY,
FEBRUARY 6, 2002, COMMISSIONERS' CONFERENCE ROOM, ONE WHITE FLINT NORTH, ROCKVILLE,
MARYLAND (OPEN TO PUBLIC ATTENDANCE)

The Commission was briefed by the NRC staff on the Equal Employment Opportunity (EEO) Program. In addition, the Director of the Office of Nuclear Material Safety and Safeguards (NMSS) provided an overview of EEO efforts in that office, and representatives of each EEO advisory committee and the National Treasury Employees Union (NTEU) made presentations to the Commission.

The staff should consider the following as it continues its efforts to ensure both a high quality and diverse workforce at NRC:

1. study how the attrition rate at NRC generally, and within specific offices, compares with other federal agencies and the private sector, and what best practices might be adapted at NRC.
2. examine how Federally-mandated outsourcing may impact diversity at NRC.
3. consider how the Commission itself can contribute to the staff efforts to manage diversity.
4. reexamine the issue of whether Waste Fund monies could be used to fund students and faculty at historically black colleges and universities for projects at the Center for Nuclear Waste Regulatory Analyses (CNWRA) and other national laboratories.
5. seek legislative authority, similar to that granted by Congress to the Department of Defense, to fund incentive programs to attract students and faculty at Hispanic-serving colleges and universities.
6. explore how to take advantage of an anticipated near-term growth in staff to improve the age balance in the NRC workforce.
7. examine through yearly reviews how to ensure that managers nurture new hires in ways that positively affect the retention rate.
8. focus on improving communications with all employees about the agency's personnel and EEO processes.
9. continue to work toward the elimination of any backlog through the use of the ADR process.

cc: Chairman Meserve
Commissioner Dicus
Commissioner Diaz
Commissioner McGaffigan
Commissioner Merrifield
EDO
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Office Directors, Regions, ACRS, ACNW, ASLBP (via E-Mail)
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