

IN RESPONSE, PLEASE
REFER TO: M090416

May 7, 2009

MEMORANDUM TO: R. W. Borchardt
Executive Director for Operations

FROM: J. Samuel Walker, Acting Secretary **/RA/**

SUBJECT: STAFF REQUIREMENTS - BRIEFING ON HUMAN CAPITAL
AND EQUAL OPPORTUNITY (EEO), 1:30 P.M., THURSDAY,
APRIL 16, 2009, COMMISSIONERS' CONFERENCE ROOM,
ONE WHITE FLINT NORTH, ROCKVILLE, MARYLAND (OPEN
TO PUBLIC ATTENDANCE)

The NRC staff briefed the Commission on the status of the agency's Human Capital and Equal Employment Opportunity (EEO) Programs. Topics presented included the State of Human Capital, Worklife, the Federal Human Capital Survey, the State of Training, the Future, and the Status of the Compliance Coordination Program. In addition, the president of the local chapter of the National Treasury Employees Union (NTEU) commented on related issues.

The Commission directs the staff to:

1. streamline the New Employee Orientation for employees transferring to NRC from within the Federal Government, as appropriate.
2. ensure that technology used to improve efficiency is user friendly (e.g., iLearn).—
3. ensure that the curriculum for first-line supervisors incorporates techniques in fostering an open, collaborative working environment and training on various ways to address differing views, such as the Open Door Policy, the Non-Concurrence process, and the Differing Professional Opinions Program.
4. expand the analysis of exit interview responses to include the length of NRC service to inform agency efforts.
5. ensure that individual office best practices in diversity management are proactively shared among all offices.

cc: Chairman Klein
Commissioner Jaczko
Commissioner Lyons
Commissioner Svinicki
OGC
CFO
OCA
OIG
OPA
Office Directors, Regions, ACRS, ASLBP (via E-Mail)
PDR