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UNITED STATES
NUCLEAR REGULATORY COMMISSION

WASHINGTON, D.C. 20555-0001

February 29, 2000

CHAIRMAN

The Honorable Gilbert F. Casellas
Chairman
Equal Employment Opportunity Commission
1801 L Street, N.W.
Washington, D.C. 20507

Dear Mr. Casellas:

Enclosed is the U.S. Nuclear Regulatory Commission's (NRC) "Annual Affirmative Employment Program Accomplishment Report" for Fiscal Year 1999, which was developed in accordance with EEOC's Management Directive No. 714 (MD-714). This Report reflects NRC's affirmative employment accomplishments with respect to recruitment, hiring, career development, and retention of women and minorities.

As reflected in the Report, we have continued our aggressive outreach efforts to recruit highly qualified women and minorities, especially Hispanics who are under-represented in several occupations at the NRC. We have also continued to engage in special efforts to ensure that our downsizing activities do not have a disproportionate adverse impact on women and minorities.

We continue to promote a strong diversity management approach emphasizing equal employment opportunity and full productivity of all NRC employees and applicants for employment. During FY 1999, the agency conducted Managing Diversity awareness and advocacy sessions for managers and supervisors to assist them in understanding their roles, responsibilities, and accountability in the agency's efforts to move toward effective management of a diverse work force. Our Managing Diversity sessions for all employees were initiated in early 2000 and should be complete by the end of calendar year 2000.

We continue to meet the challenges established by the guiding principles, goals, objectives, and actions of the agency's Affirmative Employment Plan for FY 1999-2003, as we move towards a more diverse, efficient, effective, and high-performing organization.

If you have any questions regarding this Report, please contact Mrs. Irene P. Little, Director, Office of Small Business and Civil Rights, at 301-415-7380.

Sincerely,

A handwritten signature in black ink, appearing to read "Richard A. Meserve", is written over the word "Sincerely,".

Richard A. Meserve

Enclosures:
As stated

DFOZ

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT
FOR FISCAL YEAR 1999

- * SUMMARY ANALYSIS OF WORK FORCE
- * ACCOMPLISHMENT REPORT ON OBJECTIVES AND ACTION ITEMS
- * NOTEWORTHY ACTIVITIES AND INITIATIVES

United States Nuclear Regulatory Commission

NAME OF ORGANIZATION

Washington, D.C. 20555

ADDRESS OF ORGANIZATION

ORGANIZATIONAL LEVEL: AGENCY X MOC REGION
 COMMAND INSTALLATION HEADQUARTERS

NUMBER OF EMPLOYEES COVERED BY PLAN: TOTAL 2832
 PROFESSIONAL 1752 ADMINISTRATIVE 571 TECHNICAL 157
 CLERICAL 340 OTHER 3 BLUE COLLAR 9

Kyoko Tockman

(301) 415-7385

NAME OF CONTACT PERSON/PERSON PREPARING FORM

TELEPHONE NO.

Irene P. Little, Director, Office of Small Bus. & Civil Rights 301-415-7380

NAME OF TITLE OF PRINCIPAL EEO OFFICIAL

Irene Little
SIGNATURE OF PRINCIPAL EEO OFFICIAL

DATE

2/25/00

CERTIFIES THAT THIS REPORT IS IN COMPLIANCE WITH EEO-MD-714.

Richard A. Meserve, Chairman, U.S. Nuclear Regulatory Commission

NAME AND TITLE OF HEAD OF ORGANIZATION OR DESIGNATED OFFICIAL

Richard Meserve
SIGNATURE OF HEAD OF ORGANIZATION OR DESIGNATED OFFICIAL

2/29/00

CERTIFIES THAT THIS REPORT IS IN COMPLIANCE WITH EEO-MD-714.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT

SUMMARY ANALYSIS OF WORK FORCE

PROVIDE A NARRATIVE WORK FORCE ANALYSIS USING THE RELEVANT CIVILIAN LABOR FORCE. ANALYZE OCCUPATIONAL CATEGORIES, GRADE GROUPINGS, AND MAJOR OCCUPATIONS.

The following narrative summarizes the analysis of NRC's work force in five major occupations by grades and Professional, Administrative, Technical, Clerical, Other, and Blue Collar (PATCOB) categories.

MAJOR OCCUPATIONS

The NRC's permanent workforce decreased from 2961 in FY 98 to 2832 in FY 99. This reduction of 129(4.3%)employees was absorbed across-the-board and to date has not had a disproportionate adverse impact on the representation of women or minorities. During FY 99, representation of women and minorities increased in number and percentage in PATCOB categories as follows: Professional: White women increased by one (0.56%), African American women increased by six (0.44%), and Hispanic men increased by two(0.18%); Administrative: White women increased by three (1.33%), Hispanic women increased by one (0.19%), Asian Pacific American men increased by one (0.18%); and Clerical: African American men increased by two (0.43%), African American women increased by eight (0.64%), Hispanic men increased by one (0.29%), Asian Pacific American women increased by three (0.72%), and Native American men increased by one (0.29%). Although the number of White women increased by eleven, their relative percentage in the clerical category decreased by 2.36%.

The chart on page 7 reflects the change in NRC's workforce from FY 98 to FY 99 by EEO group in five major PATCOB categories. The chart on page 8 reflects the distribution of NRC's workforce in FY 99 by EEO group in the five major PATCOB categories in comparison to the 1990 Census Availability Data (CAD). The chart on page 9, reflects the distribution of NRC's workforce by EEO group in five major occupational series (343, 801, 840, 1301 and 1306) in comparison to the 1990 CAD.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

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The chart on page 9 reflects an under-representation of EEO groups (based on the 1990 CAD) in the following job series:

Management/Program Analyst (343):

- White men (14.37%)
- African American men (1.92%)
- Hispanic men (1.76%); Hispanic women (0.92%)
- Asian Pacific American men (1.40%); Asian Pacific American women (0.56%)
- Native American women (0.30%)

General Engineers (801):

- White men (4.60%)
- White women (0.94%)
- Hispanic men (1.29%)
- Hispanic women (0.22%)
- Native American men (0.05%); Native American women (0.15%)

Nuclear Engineering (840):

- White men (0.19%)
- White women (0.19%)
- Asian Pacific American men (1.40%); Asian Pacific American women (0.16%)
- Native American women (0.07%)

General Physicist (1301):

- White women (5.44%)
- African American men (1.51%)
- Hispanic men (0.78%)
- Asian Pacific American women (0.05%)
- Asian Pacific American men (0.04%)
- Native American men (0.23%); Native American women (0.21%)

Health Physicist (1306):

- White men (1.67%)
- White women (6.21%)
- Native American men (0.23%)
- Native American women (0.21%)
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SUMMARY ANALYSIS OF WORK FORCE

PROVIDE A NARRATIVE WORK FORCE ANALYSIS USING THE RELEVANT CIVILIAN LABOR FORCE. ANALYZE OCCUPATIONAL CATEGORIES, GRADE GROUPINGS, AND MAJOR OCCUPATIONS.

The charts on pages 10-14 reflect a comparison of the distribution of NRC employees by grade (7 and above) for the five major occupational categories from FY 97 to FY 99. The following summary provides an analysis of NRC employees at the full performance levels (grades GG-13 and above), in the five occupational categories for FY 99:

Management Analyst (343) - 119 employees:

- 33 (28%) White men, 65 (55%) White women, and 21 (18%) minorities
- 16 employees at the GG-15 level: 7(43%) White men, 6 (38%) White women, and 3 (19%) minorities
- 41 employees at the GG-14 level: 18 (44%) White men,17(41%) White women, and 6(15%) minorities
- 24 employees at the GG-13 level: 5 (21%) White men,17 (71%) White women, and 2(8%)minorities

General Engineer (801) - 542 employees:

- 397 (73%) White men, 38 (7%) White women, and 107(20%) minorities
- 61 employees above the GG-15 level: 47 (77%) White men, 6 (10%)White women, and 8(13%)minorities
- 240 employees at GG-15 level: 189 (79%) White men,14(6%) White women, and 37 (15%) minorities
- 151 employees at GG-14 level: 106(70%)White men,11(7%)White women, and 34(23%) minorities
- 76 employees at GG-13 level: 48(63%) White men, 5(6%)White women, and 24(30%)minorities

Nuclear Engineer (840) - 464 employees:

- 386 (83%) White men, 26 (6%) White women, and 52 (11%) minorities
- 62 employees above GG-15 level: 55 (89%) White men,1(1%) White woman, and6(10%)minorities
- 100 employees at GG-15 level: 88 (88%) White men,3 (3%) White women, and 9 (9%) minorities
- 174 employees at GG-14 level: 148 (85%) White men, 9 (5%) White women, and 17 (10%) minorities
- 122 employees at GG-13 level: 92 (75%) White men, 11 (9%) White women, and 19 (16%) minorities

Physical Scientist (1301) - 126 employees:

- 91 (72%) White men, 25 (20%) White women, and 10 (10%) minorities
- 13 employees above GG-15 level: 7 (54%) White men, 5(38%) White women, and 1(8%) minorities
- 50 employees at GG-15 level: 37 (74%) White men, 10(20%) White women, and 3 (6%) minorities
- 41 employees at GG-14 level: 33 (80%) White men, 6(15%) White women, and 2 (5%) minorities
- 20 employees at GG-13 level: 13 (65%) White men, 3(15%) White women, and 4(20%) minorities

Health Physicist (1306) - 215 employees:

- 135 (63%) White men, 41(19%)White women, and 39 (18%) minorities
- 6 employees above GG-15 level: 4 (67%) White men, 2(33%) White women, and 0 (0%) minorities
- 34 employees at GG-15 level: 22 (65%) White men, 7 (20%) White women, and 5 (15%) minorities
- 81 employees at GG-14 level: 57 (70%) White men, 14 (17%) White women, and 10 (12%) minorities
- 85 employees at GG-13 level: 49 (58%) White men, 15(18%) White women, and 21 (25%) minorities

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

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PROVIDE A NARRATIVE WORK FORCE ANALYSIS USING THE RELEVANT CIVILIAN LABOR FORCE. ANALYZE OCCUPATIONAL CATEGORIES, GRADE GROUPINGS, AND MAJOR OCCUPATIONS.

The chart included at page 15 reflects a comparison of the distribution of NRC employees for FY 98 and FY 99 by grades in the EEO groups. The following summary provides a comparison of the total number of employees and their representation in the workforce for FY 98 and FY 99 by EEO group:

	FY 98	FY 99	Change
Total Employees:	2961	2832	-129
White Men	1552 (52.4%)	1467 (51.8%)	-85 (-0.6%)
White Women	765 (25.8%)	731 (25.8%)	-34 (0.0%)
African American Men	118 (4.0%)	114 (4.0%)	-4 (0.0%)
African American Women	256 (8.6%)	252 (8.9%)	-4 (0.3%)
Hispanic Men	39 (1.3%)	40 (1.4%)	1 (0.1%)
Hispanic Women	23 (0.8%)	23 (0.8%)	0 (0.0%)
Asian Pacific American Men	154 (5.2%)	151 (5.3%)	-3 (0.1%)
Asian Pacific American Women	46 (1.6%)	45 (1.6%)	-1 (0.0%)
Native American Men	5 (0.2%)	5 (0.2%)	0 (0.0%)
Native American Women	3 (0.1%)	4 (0.1%)	1 (0.0%)

The chart also reflects that while the total number of employees was reduced from 2961 in FY 98 to 2832 in FY 99, the number of women in grades GG-13 through GG-15 increased from 421 to 437 (White women from 318 to 325 and minority women from 103 to 112).

**CHANGE IN NRC EEO GROUPS BY PATCOB CATEGORIES
FISCAL YEARS 1998 - 1999**

OCCUPATIONAL CATEGORY	TOTAL		WHITE		AFRICAN AMERICAN		HISPANIC		ASIAN AMERICAN/PACIFIC ISLANDER		AMERICAN INDIAN/ALASKAN NATIVE	
	ALL	FEMALE	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
TOTAL												
FY 1998	2961	1093	1552	765	118	256	39	23	154	46	5	3
%	100%	36.91%	52.41%	25.84%	3.99%	8.65%	1.32%	0.78%	5.20%	1.55%	0.17%	0.10%
FY 1999	2832	1055	1467	731	114	252	40	23	151	45	5	4
%	100%	37.25%	51.80%	25.81%	4.03%	8.90%	1.41%	0.81%	5.33%	1.59%	0.18%	0.14%
% CHANGE	-4%	0.34%	-0.61%	-0.02%	0.04%	0.25%	0.10%	0.04%	0.13%	0.04%	0.01%	0.04%
NRC Professional												
FY 1998	1824	295	1276	221	68	44	30	6	153	24	2	0
%	100%	16.17%	69.96%	12.12%	3.73%	2.41%	1.64%	0.33%	8.39%	1.32%	0.11%	0.00%
FY 1999	1752	302	1203	222	64	50	32	6	149	23	2	1
%	100%	17.24%	68.66%	12.67%	3.65%	2.85%	1.83%	0.34%	8.50%	1.31%	0.11%	0.06%
% Change	-4%	1.06%	-1.29%	0.56%	-0.08%	0.44%	0.18%	0.01%	0.12%	0.00%	0.00%	0.06%
NRC Administrative												
FY 1998	584	298	243	207	33	79	8	3	0	9	2	0
%	100%	51.03%	41.61%	35.45%	5.65%	13.53%	1.37%	0.51%	0.00%	1.54%	0.34%	0.00%
FY 1999	571	300	229	210	33	77	6	4	1	9	2	0
%	100%	52.54%	40.11%	36.78%	5.78%	13.49%	1.05%	0.70%	0.18%	1.58%	0.35%	0.00%
% Change	-2%	1.51%	-1.50%	1.33%	0.13%	-0.04%	-0.32%	0.19%	0.18%	0.04%	0.01%	0.00%
NRC Technical												
FY 1998	230	204	15	123	8	68	1	4	1	7	1	2
%	100%	88.70%	6.52%	53.48%	3.48%	29.57%	0.43%	1.74%	0.43%	3.04%	0.43%	0.87%
FY 1999	157	136	14	75	6	52	0	3	1	4	0	2
%	100%	86.62%	8.92%	47.77%	3.82%	33.12%	0.00%	1.91%	0.64%	2.55%	0.00%	1.27%
% Change	-32%	-2.07%	2.40%	-5.71%	0.34%	3.56%	-0.43%	0.17%	0.20%	-0.50%	-0.43%	0.40%
NRC Clerical												
FY 1998	312	294	12	212	6	65	0	10	0	6	0	1
%	100%	94.23%	3.85%	67.95%	1.92%	20.83%	0.00%	3.21%	0.00%	1.92%	0.00%	0.32%
FY 1999	340	316	14	223	8	73	1	10	0	9	1	1
%	100%	92.94%	4.12%	65.59%	2.35%	21.47%	0.29%	2.94%	0.00%	2.65%	0.29%	0.29%
% Change	9%	-1.29%	0.27%	-2.36%	0.43%	0.64%	0.29%	-0.26%	0.00%	0.72%	0.29%	-0.03%
NRC Blue Collar												
FY 1998	11	2	6	2	3	0	0	0	0	0	0	0
%	100%	18.18%	54.55%	18.18%	27.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FY 1999	9	1	5	1	3	0	0	0	0	0	0	0
%	100%	11.11%	55.56%	11.11%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
% Change	-18%	-7.07%	1.01%	-7.07%	6.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NRC Other												
FY 1998	0	0	0	0	0	0	0	0	0	0	0	0
%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FY 1999	3	0	2	0	0	0	1	0	0	0	0	0
%	100%	0.00%	66.67%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%
% Change	300%	0.00%	66.67%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%

DISTRIBUTION OF NRC EEO GROUPS BY PATCOB CATEGORIES
FISCAL YEAR 1999
(OCTOBER 1, 1998 - SEPTEMBER 30, 1999)

OCCUPATIONAL CATEGORY	TOTAL	WHITE		AFRICAN AMERICAN		HISPANIC		ASIAN AMERICAN/PACIFIC ISLANDER		AMERICAN INDIAN/ALASKAN NATIVE	
		MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
STAFF	2832	1467	731	114	252	40	23	151	45	5	4
NRC Professional											
#	1752	1203	222	64	50	32	6	149	23	2	1
%	100%	68.66%	12.67%	3.65%	2.85%	1.83%	0.34%	8.50%	1.31%	0.11%	0.08%
Civilian Work Force											
%	100%	54.70%	30.30%	2.40%	3.20%	2.10%	1.40%	3.50%	1.90%	0.20%	0.20%
NRC Administrative											
#	571	229	210	33	77	6	4	1	9	2	0
%	100%	40.11%	36.78%	5.78%	13.49%	1.05%	0.70%	0.18%	1.58%	0.35%	0.00%
Civilian Work Force											
%	100%	42.10%	40.40%	3.60%	5.30%	2.60%	2.80%	1.40%	1.40%	0.30%	0.30%
NRC Technical											
#	157	14	75	6	52	0	3	1	4	0	2
%	100%	8.92%	47.77%	3.82%	33.12%	0.00%	1.91%	0.64%	2.55%	0.00%	1.27%
Civilian Work Force											
%	100%	36.10%	42.90%	3.60%	6.60%	3.20%	3.40%	1.90%	1.60%	0.40%	0.40%
NRC Clerical											
#	340	14	223	8	73	1	10	0	9	1	1
%	100%	4.12%	65.59%	2.35%	21.47%	0.29%	2.94%	0.00%	2.65%	0.29%	0.29%
Civilian Work Force											
%	100%	14.00%	63.40%	2.80%	9.80%	1.70%	5.20%	0.80%	1.90%	0.10%	0.50%
NRC Blue Collar											
#	9	5	1	3	0	0	0	0	0	0	0
%	100%	55.56%	11.11%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Civilian Work Force											
%	100%	65.40%	9.80%	9.10%	2.20%	8.70%	1.50%	1.70%	0.50%	0.80%	0.20%
NRC Other											
#	3	2	0	0	0	1	0	0	0	0	0
%	100%	66.67%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%
Civilian Work Force											
%	100%	67.60%	11.20%	9.70%	3.20%	4.80%	1.00%	1.20%	0.30%	0.90%	0.20%

DISTRIBUTION OF NRC EEO GROUPS AND COMPARISONS FOR MAJOR OCCUPATIONS
FISCAL YEAR 1999
(OCTOBER 1, 1998 - SEPTEMBER 30, 1999)

OCCUPATIONAL CATEGORY	TOTAL	WHITE		AFRICAN AMERICAN		HISPANIC		ASIAN AMERICAN/PACIFIC ISLANDER		AMERICAN INDIAN/ALASKAN NATIVE	
		MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
GG-343 Mgmt & Prog Analyst											
#	119	33	65	2	13	1	2	0	1	2	0
%	100%	27.73%	54.62%	1.68%	10.92%	0.84%	1.68%	0.00%	0.84%	1.68%	0.00%
Civilian Work Force											
#											
%	100%	42.10%	40.40%	3.60%	5.30%	2.60%	2.60%	1.40%	1.40%	0.30%	0.30%
UNDERREPRESENTATION											
GG-801 General Engineer											
#	542	397	38	22	6	7	1	59	10	1	1
%	100%	73.25%	7.01%	4.06%	1.11%	1.29%	0.18%	10.89%	1.85%	0.18%	0.18%
Civilian Work Force											
#	341,722	266,021	27,183	9,597	2,131	8,828	1,370	23,081	2,608	785	118
%	100%	77.85%	7.95%	2.81%	0.62%	2.58%	0.40%	6.75%	0.76%	0.23%	0.03%
UNDERREPRESENTATION											
GG-840 Nuclear Engineer											
#	464	386	26	9	3	14	2	22	1	1	0
%	100%	83.19%	5.60%	1.94%	0.65%	3.02%	0.43%	4.74%	0.22%	0.22%	0.00%
Civilian Work Force											
#	10,801	9,006	626	186	5	232	13	663	41	21	8
%	100%	83.38%	5.80%	1.72%	0.05%	2.15%	0.12%	6.14%	0.38%	0.19%	0.07%
UNDERREPRESENTATION											
GG-1301 General Physicist											
#	126	91	25	1	2	1	2	3	1	0	0
%	100%	72.22%	19.84%	0.79%	1.59%	0.79%	1.59%	2.38%	0.79%	0.00%	0.00%
Civilian Work Force											
#	18,769	12,098	4,745	433	433	295	68	455	158	44	40
%	100%	64.46%	25.28%	2.31%	2.31%	1.57%	0.36%	2.42%	0.84%	0.23%	0.21%
UNDERREPRESENTATION											
GG-1306 Health Physicist											
#	215	135	41	7	9	7	1	13	2	0	0
%	100%	62.79%	19.07%	3.26%	4.19%	3.26%	0.47%	6.05%	0.93%	0.00%	0.00%
Civilian Work Force											
#	18,769	12,098	4,745	433	433	295	68	455	158	44	40
%	100%	64.46%	25.28%	2.31%	2.31%	1.57%	0.36%	2.42%	0.84%	0.23%	0.21%
UNDERREPRESENTATION											

ACCOMPLISHMENTS BY GRADE
FOR MAJOR OCCUPATION GG-343

02/10/2000

GRADE	FISCAL YEAR	TOTAL	WHITE		AFRICAN AM		HISPANIC		ASIAN PAC AM		NATIVE AM	
			MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
7	FY-97	0	0	0	0	0	0	0	0	0	0	0
	FY-98	0	0	0	0	0	0	0	0	0	0	0
	FY-99	1	0	0	0	1	0	0	0	0	0	0
9	FY-97	2	0	2	0	0	0	0	0	0	0	0
	FY-98	3	0	3	0	0	0	0	0	0	0	0
	FY-99	2	0	2	0	0	0	0	0	0	0	0
11	FY-97	11	2	5	0	4	0	0	0	0	0	0
	FY-98	12	3	7	0	2	0	0	0	0	0	0
	FY-99	11	1	7	0	3	0	0	0	0	0	0
12	FY-97	17	3	10	0	3	0	0	0	1	0	0
	FY-98	18	2	10	1	4	0	0	0	1	0	0
	FY-99	24	2	16	1	4	0	0	0	1	0	0
13	FY-97	29	6	19	1	3	0	0	0	0	0	0
	FY-98	24	5	17	0	2	0	0	0	0	0	0
	FY-99	24	5	17	0	1	0	1	0	0	0	0
14	FY-97	41	18	20	0	1	1	1	0	0	0	0
	FY-98	43	19	18	1	3	1	1	0	0	0	0
	FY-99	41	18	17	1	3	1	1	0	0	0	0
15	FY-97	15	5	6	0	2	0	0	0	0	2	0
	FY-98	18	7	8	0	1	0	0	0	0	2	0
	FY-99	16	7	6	0	1	0	0	0	0	2	0
TOTAL	FY-97	115	34	62	1	13	1	1	0	1	2	0
	FY-98	118	36	63	2	12	1	1	0	1	2	0
	FY-99	119	33	65	2	13	1	2	0	1	2	0

**ACCOMPLISHMENTS BY GRADE
FOR MAJOR OCCUPATION GG-801**

02/10/2000

GRADE	FISCAL YEAR	TOTAL	WHITE		AFRICAN AM		HISPANIC		ASIAN PAC AM		NATIVE AM	
			MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
5	FY-97	0	0	0	0	0	0	0	0	0	0	0
	FY-98	1	1	0	0	0	0	0	0	0	0	0
	FY-99	0	0	0	0	0	0	0	0	0	0	0
7	FY-97	7	5	0	0	0	0	0	2	0	0	0
	FY-98	4	3	0	0	0	1	0	0	0	0	0
	FY-99	5	3	1	0	1	0	0	0	0	0	0
9	FY-97	6	2	1	1	1	0	0	0	1	0	0
	FY-98	5	1	1	0	0	0	0	2	1	0	0
	FY-99	4	1	0	0	1	1	0	0	0	0	1
11	FY-97	11	3	5	0	1	0	0	0	2	0	0
	FY-98	3	2	0	1	0	0	0	0	0	0	0
	FY-99	3	2	0	0	0	0	0	1	0	0	0
12	FY-97	7	2	1	1	1	0	0	1	1	0	0
	FY-98	7	2	2	0	0	0	0	0	3	0	0
	FY-99	2	1	1	0	0	0	0	0	0	0	0
13	FY-97	69	45	4	5	4	1	0	7	3	0	0
	FY-98	79	50	5	7	4	1	0	10	2	0	0
	FY-99	76	48	5	7	2	1	0	9	4	0	0
14	FY-97	173	120	15	7	1	3	1	20	5	1	0
	FY-98	168	118	12	9	2	2	1	19	4	1	0
	FY-99	151	106	11	7	2	4	0	18	3	0	0
15	FY-97	245	197	13	7	0	0	0	26	2	0	0
	FY-98	243	191	15	7	0	0	0	28	2	0	0
	FY-99	240	189	14	6	0	0	1	26	3	1	0
>15	FY-97	75	61	5	3	0	0	0	6	0	0	0
	FY-98	73	59	6	2	0	0	0	6	0	0	0
	FY-99	61	47	6	2	0	1	0	5	0	0	0
TOTAL	FY-97	593	435	44	24	8	4	1	62	14	1	0
	FY-98	583	427	41	26	6	4	1	65	12	1	0
	FY-99	542	397	38	22	6	7	1	59	10	1	1

ACCOMPLISHMENTS BY GRADE
FOR MAJOR OCCUPATION GG-840

02/10/2000

GRADE	FISCAL YEAR	TOTAL	WHITE		AFRICAN AM		HISPANIC		ASIAN PAC AM		NATIVE AM	
			MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
7	FY-97	1	0	1	0	0	0	0	0	0	0	0
	FY-98	1	0	1	0	0	0	0	0	0	0	0
	FY-99	1	0	1	0	0	0	0	0	0	0	0
9	FY-97	2	1	0	1	0	0	0	0	0	0	0
	FY-98	1	1	0	0	0	0	0	0	0	0	0
	FY-99	0	0	0	0	0	0	0	0	0	0	0
11	FY-97	2	1	1	0	0	0	0	0	0	0	0
	FY-98	2	1	0	1	0	0	0	0	0	0	0
	FY-99	2	2	0	0	0	0	0	0	0	0	0
12	FY-97	4	2	1	0	1	0	0	0	0	0	0
	FY-98	4	2	1	0	0	0	1	0	0	0	0
	FY-99	3	1	1	1	0	0	0	0	0	0	0
13	FY-97	128	96	14	5	1	7	1	2	1	1	0
	FY-98	126	98	10	3	2	8	1	2	1	1	0
	FY-99	122	92	11	2	2	10	2	1	1	1	0
14	FY-97	207	177	11	4	0	4	0	11	0	0	0
	FY-98	197	164	13	6	0	5	0	9	0	0	0
	FY-99	174	148	9	4	0	2	0	11	0	0	0
15	FY-97	111	96	3	0	0	1	0	11	0	0	0
	FY-98	106	93	1	0	0	2	0	10	0	0	0
	FY-99	100	88	3	0	0	1	0	8	0	0	0
>15	FY-97	60	55	1	0	0	2	0	2	0	0	0
	FY-98	58	53	0	1	0	2	0	2	0	0	0
	FY-99	62	55	1	2	1	1	0	2	0	0	0
TOTAL	FY-97	515	428	32	10	2	14	1	26	1	1	0
	FY-98	495	412	26	11	2	17	2	23	1	1	0
	FY-99	464	386	26	9	3	14	2	22	1	1	0

ACCOMPLISHMENTS BY GRADE
FOR MAJOR OCCUPATION GG-1301

02/10/2000

GRADE	FISCAL YEAR	TOTAL	WHITE		AFRICAN AM		HISPANIC		ASIAN PAC AM		NATIVE AM	
			MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
7	FY-97	0	0	0	0	0	0	0	0	0	0	0
	FY-98	1	0	1	0	0	0	0	0	0	0	0
	FY-99	0	0	0	0	0	0	0	0	0	0	0
9	FY-97	0	0	0	0	0	0	0	0	0	0	0
	FY-98	0	0	0	0	0	0	0	0	0	0	0
	FY-99	2	1	1	0	0	0	0	0	0	0	0
12	FY-97	1	0	1	0	0	0	0	0	0	0	0
	FY-98	1	0	1	0	0	0	0	0	0	0	0
	FY-99	0	0	0	0	0	0	0	0	0	0	0
13	FY-97	17	10	4	0	2	0	0	0	1	0	0
	FY-98	18	8	4	1	3	0	0	1	1	0	0
	FY-99	20	13	3	0	2	0	0	1	1	0	0
14	FY-97	46	35	7	0	0	1	1	2	0	0	0
	FY-98	45	36	7	0	0	0	1	1	0	0	0
	FY-99	41	33	6	0	0	1	1	0	0	0	0
15	FY-97	62	45	12	1	0	1	1	2	0	0	0
	FY-98	53	40	9	1	0	0	1	2	0	0	0
	FY-99	50	37	10	1	0	0	1	1	0	0	0
>15	FY-97	17	11	4	0	1	0	0	1	0	0	0
	FY-98	16	10	4	0	1	0	0	1	0	0	0
	FY-99	13	7	5	0	0	0	0	1	0	0	0
TOTAL	FY-97	143	101	28	1	3	2	2	5	1	0	0
	FY-98	134	94	26	2	4	0	2	5	1	0	0
	FY-99	126	91	25	1	2	1	2	3	1	0	0

**ACCOMPLISHMENTS BY GRADE
FOR MAJOR OCCUPATION GG-1306**

02/10/2000

GRADE	FISCAL YEAR	TOTAL	WHITE		AFRICAN AM		HISPANIC		ASIAN PAC AM		NATIVE AM	
			MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
7	FY-97	1	1	0	0	0	0	0	0	0	0	0
	FY-98	0	0	0	0	0	0	0	0	0	0	0
	FY-99	0	0	0	0	0	0	0	0	0	0	0
9	FY-97	1	1	0	0	0	0	0	0	0	0	0
	FY-98	0	0	0	0	0	0	0	0	0	0	0
	FY-99	2	0	1	0	1	0	0	0	0	0	0
11	FY-97	6	2	4	0	0	0	0	0	0	0	0
	FY-98	4	3	1	0	0	0	0	0	0	0	0
	FY-99	3	1	0	0	1	0	0	1	0	0	0
12	FY-97	4	2	1	0	0	1	0	0	0	0	0
	FY-98	7	2	4	0	0	0	0	1	0	0	0
	FY-99	4	2	2	0	0	0	0	0	0	0	0
13	FY-97	81	50	13	5	3	3	1	5	1	0	0
	FY-98	85	53	13	6	3	3	1	5	1	0	0
	FY-99	85	49	15	5	3	4	1	7	1	0	0
14	FY-97	83	57	15	3	3	2	0	3	0	0	0
	FY-98	78	55	14	1	3	2	0	3	0	0	0
	FY-99	81	57	14	1	3	2	0	3	1	0	0
15	FY-97	36	27	4	0	2	1	0	2	0	0	0
	FY-98	32	24	4	0	1	1	0	2	0	0	0
	FY-99	34	22	7	1	1	1	0	2	0	0	0
>15	FY-97	6	4	2	0	0	0	0	0	0	0	0
	FY-98	8	5	3	0	0	0	0	0	0	0	0
	FY-99	6	4	2	0	0	0	0	0	0	0	0
TOTAL	FY-97	218	144	39	8	8	7	1	10	1	0	0
	FY-98	214	142	39	7	7	6	1	11	1	0	0
	FY-99	215	135	41	7	9	7	1	13	2	0	0

REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: RECRUITMENT AND HIRING

PROBLEM/BARRIER STATEMENT: There is an under representation of Hispanic employees in three (343, 801 and 1301) of NRC's five major occupational categories (See Chart on page 9).

OBJECTIVE: Increase the number of Hispanic employees in all occupational groups at the NRC.

RESPONSIBLE OFFICIAL: Office of Small Business and Civil Rights, Office of Human Resources, Managers and Supervisors,

TARGET DATE: FY 2000

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
Continue advertising positions in Hispanic publications.	Office of Human Resources	FY 2000
Continue to encourage Hispanic employees to participate in the Agency's mentoring program.	Managers and Supervisors Office of Small Business and Civil Rights	FY 2000
Continue to review and evaluate exit interview data to determine reasons for Hispanic attrition and ways to reduce it.	Office of Human Resources Office of Small Business and Civil Rights	FY 2000

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: RECRUITMENT AND HIRING CONTINUED

REPORT ON ACCOMPLISHMENT OF OBJECTIVE: Increase the number of Hispanic employees in all occupational groups at the NRC.

Advertisements were placed in several Hispanic newspapers, journals, and websites. NRC participated in several diversity career fairs which focused on Hispanic applicants. NRC continued to make contact with the Hispanic Association of Colleges and Universities (HACU) to discuss ways to enhance cooperative efforts with Hispanic colleges.

Numerous recruitment trips were made to minority schools and career fairs sponsored by women/minority technical organizations. From these events, the resumes of highly qualified applicants were forwarded to managers in Headquarters and the regions to fill current and future vacancies. Every effort was made to assure that recruitment team participants reflected the diversity NRC is seeking. As a result, 5 (5%) of the NRC's hires in FY 99 were Hispanic.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT

NOTEWORTHY ACTIVITIES/INITIATIVES WHICH HAVE BEEN SUCCESSFUL IN INCREASING THE NUMBER OF HISPANIC EMPLOYEES IN ALL OCCUPATIONS

- Featuring Hispanic employees in recruitment brochures and other NRC material and utilizing Hispanic employees as members of the Agency's recruitment teams.
- Advertising in Hispanic newspapers
- Recruiting at institutions and other universities that have at least 10% Hispanic enrollment.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: RECRUITMENT AND HIRING CONTINUED

PROBLEM/BARRIER STATEMENT: There is an under representation of women and minorities in professional occupations at the NRC (See Chart on page 9).

OBJECTIVE: Enhance opportunities for advancement of minorities and women in professional positions.

RESPONSIBLE OFFICIAL: Office Directors and Regional Administrators, Office of Human Resources, Office of Small Business and Civil Rights, Managers and Supervisors.

TARGET DATE: FY 2000

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
Utilize more entry level hiring to broaden available pool of candidates.	Office of Human Resources	FY 2000
Continue target recruitment at Historically Black Colleges and Universities (HBCU) and HACU institutions.	Office of Human Resources	FY 2000
Increase the utilization of minorities and women as technical representatives on recruiting teams.	Office of Human Resources Office of Small Business and Civil Rights Office Directors and Regional Administrators	FY 2000
Continue advertising in publications targeting minorities and women.	Office of Human Resources	FY 2000

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: RECRUITMENT AND HIRING CONTINUED

REPORT ON ACCOMPLISHMENT OF OBJECTIVE: Enhance opportunities for advancement of minorities and women in professional positions.

The FY 99 recruitment plan continues to focus on attracting women and minority applicants for entry-level and higher-level positions in the fields of science and engineering. This specifically supports the Agency's goal to increase diversity in the applicant pools for professional positions. The plan included 31 recruitment trips and advertisements in several newspapers, journals, and websites.

In FY 99, the Technical Intern Program applications and brochures were distributed to potential candidates during recruitment visits to college campuses and professional career fairs. Ten women and minority interns were hired including four African Americans, one Asian Pacific American, one Native American, and four White women.

Recruitment brochures for the Intern Program were sent to several universities with large Native American populations. NRC participated in career fairs sponsored by the Society for Advancement of Chicanos and Native Americans in Science (SACNAS) and the American Indian Science and Engineering Society. Advertisements were placed in Native American publications, including the Native American Yearbook, Winds of Change, American College Guide for Native Americans, Indian Report, and Indian Country Today. Advertisements were also placed in several newspapers in areas having a high Native American population.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT

NOTEWORTHY ACTIVITIES/INITIATIVES WHICH HAVE BEEN SUCCESSFUL IN INCREASING THE REPRESENTATION OF WOMEN AND MINORITIES IN PROFESSIONAL OCCUPATIONS

- Recruiting at HACU, and HBCU institutions, and at campuses with significant diversity among their graduating engineers and scientists
- Including women and minority professional employees as members of recruitment teams
- Advertising for entry-level engineers and scientists on the World Wide Web through coordination with the National Association of Colleges and Employers
- Announcing vacancies (including professional and technical positions) externally through the Federal Research Service, the Office of Personnel Management, on the World Wide Web, the Agency's external web site, and in journals and newspapers targeting women, minorities, and individuals with disabilities.
- Utilizing the Technical Intern Program to recruit college graduates at the GG-5 and 7 trainee levels for positions at the GG-13 full performance level.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: INTERNAL RECRUITMENT AND CAREER DEVELOPMENT

PROBLEM/BARRIER STATEMENT: There is under-representation of women and minorities in positions at grade 15 and above (See Chart on page 15).

OBJECTIVE: Expand the pool of women and minority candidates for positions at grade 15 and above.

RESPONSIBLE OFFICIAL: Office of Executive Director for Operations, Office Directors and Regional Administrators, Office of Human Resources, Office of Small Business and Civil Rights, Managers and Supervisors

TARGET DATE: FY 2000

ACTION ITEM	RESPONSIBLE OFFICIAL	TARGET DATE
Continue to place special emphasis on development of rating factors and rating criteria to ensure job relatedness and consistency in the merit selection evaluation process.	Office of Human Resources Office Directors and Regional Administrators Managers and Supervisors	FY 2000
Continue to increase utilization of women and minorities in "Acting" supervisory capacities.	Managers and Supervisors	FY 2000
Continue utilizing and publicizing rotational opportunities to NRC staff on Agency Web Site.	Office of Human Resources Managers and Supervisors	FY 2000
Continue to broker rotational assignments to broaden skills and opportunities for staff at grade 14 and below.	Office of Small Business and Civil Rights	FY 2000

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
Continue to use an Executive Succession Planning process to identify and assess the management skills and competencies needed for successful executive performance.	Office of Executive Director for Operations Office of Human Resources	FY 2000
Continue to use a panel of management officials to review best qualified lists of non-bargaining unit positions GG-15 and above.	Executive Resources Board EEO Review Group	FY 2000
Continue to include women and minorities on rating panels, whenever possible, to provide a broader perspective in the evaluation of candidates.	Office Directors and Regional Administrators Office of Human Resources	FY 2000
Continue to emphasize the purpose of completing an Individual Development Plan (IDP) and work with employees to make the IDP a valuable process.	Office Directors and Regional Administrators Office of Human Resources Office of Small Business And Civil Rights	FY 2000
Continue to encourage and support the mentoring program and train mentors and mentees to enhance their effectiveness.	Managers and Supervisors Office of Small Business and Civil Rights	FY 2000

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: INTERNAL RECRUITMENT AND CAREER DEVELOPMENT

REPORT ON ACCOMPLISHMENT OF OBJECTIVE: Expand the pool of women and minorities for grades 15 and above.

At the end of FY 1999, there were 49 employees in Senior Level Service (SLS): 35 White men, 9 White women, 4 Asian Pacific American men, and 1 Hispanic woman. Five selections were made during FY 1999: 4 White men and 1 White woman.

The total number of women in the Senior Executive Service (SES) decreased from 21 in FY 1998 to 18 in FY 1999. The number of minority men decreased from 15 to 12.

Several supervisors, managers and executives participated as mentors in the Mentoring Program.

In FY 99, 141 employees (66 (47%) women and 75 (53%) men) participated in rotational assignments to enhance their technical, supervisory and managerial skills. The participation of employees was distributed as follows:

60 (43%) White men
50 (35%) White women
12 (9%) African American women
3 (2%) African American men
2 (1%) Hispanic men
3 (2%) Asian Pacific American women
9 (6%) Asian Pacific American men
1 (1%) Native American woman
1 (1%) Native American man