

Hester, Janice

From: David Lochbaum <dlochbaum@ucsusa.org>
Sent: Friday, April 17, 2015 12:32 PM
To: FOIA Resource
Subject: WWW Form Submission

FOIA/PA REQUEST
Case No.: 2015-0229
Date Rec'd: 4/17/2015
Specialist:
Related Case:

Below is the result of your feedback form. It was submitted by

David Lochbaum (dlochbaum@ucsusa.org) on Friday, April 17, 2015 at 12:31:42

through the IP (b) (6)

using the form at <http://www.nrc.gov/reading-rm/foia/foia-submittal-form.html>

and resulted in this email to foia.resource@nrc.gov

Company/Affiliation: Union of Concerned Scientists

Address1: PO Box 15316

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Country-Other:

Phone: 423-468-9272

Desc: UCS requests any and all written guidance—both formal and informal—in the possession of human resources staff of all NRC offices and pertaining to the preparation of selection certificates and the interviewing of candidates, including:

(a) Any and all information on internal NRC webpages that contain any guidance pertaining to the preparation of selection certificates and the interviewing of candidates,

(b) Any and all memoranda containing any guidance pertaining to the preparation of selection certificates and the interviewing of candidates,

(c) Any and all announcements that contain any guidance pertaining to the preparation of selection certificates and the interviewing of candidates,

(d) Any and all training materials (e.g. training manuals, power point presentations) containing any guidance pertaining to the preparation of selection certificates and the interviewing of candidates,

(e) Any and all emails in the possession of Human Resources personnel that contain any guidance pertaining to the preparation of selection certificates and the interviewing of candidates,

(f) Any and all notes or other job aids in the possession of Human Resources personnel that contain any guidance pertaining to the preparation of selection certificates and the interviewing of candidates,

(g) Any non-public drafts of any Management Directive that Human Resources personnel have been instructed to follow and that contains guidance pertaining to the preparation of selection certificates and the interviewing of candidates.

UCS is not requesting selection certificates and notes from interviews of job candidates; just the applicable guidance records.

FeeCategory: Educational

MediaType:

MediaType_Other_Description:

Expedite_ImminentThreatText:

Expedite_UrgencyToInformText:

Waiver_Purpose: During the 2015 RIC, I had conversations with two NRC senior managers about the agency's AIM report projecting staffing levels. Both mentioned that the agency was emphasizing promoting from within the agency rather than outside hiring with the intention of minimizing the impact on morale that downsizing can cause. This reported emphasis and its relationship to sustaining morale piqued UCS's interest in better understanding how the agency makes job selections.

Waiver_ExtentToExtractAnalyze: UCS will review the requested records with two objectives: (1) to understand how the agency handles internal applicants, and (2) to see if this handling is consistent across the agency's offices and divisions.

Waiver_SpecificActivityQuals: I have monitored/engaged the NRC for nearly 20 years, acquiring some familiarity with the agency's policies and practices. I will apply that familiarity when reviewing the requested records. In addition, UCS's Center for Science and Democracy has been monitoring other federal agencies. I will check with my CSD colleagues to see how NRC's guidance for internal selections stacks up against other federal agencies.

Waiver_ImpactPublicUnderstanding: The NRC publicly announced its AIM report with its projected decline in staffing levels. The public has a general awareness that staffing cuts can adversely impact morale. UCS expects that our review of the requested records will enable us to explain how emphasizing internal selections can meet the goal stated to me by two NRC senior managers of sustaining morale. UCS similarly explained the NRC's Knowledge Management program in our report "The NRC and Nuclear Power Plant Safety in 2015" as helping to retain agency tribal knowledge despite many experienced staffers retiring over the past decade. We hope to be able to explain how the projected staffing declines will not result in the NRC's safety oversight capability being diminished due to lower morale.

Waiver_NatureOfPublic: Process issues like internal selections are not likely to attract the public and media attention that a near-miss or unresolved safety matter garners. But a subset of the audience will listen. For example, Senator Voinovich was very interested in the NRC's plans to avoid problems posed by its aging work force retiring (the Senator's concerns also extended to other federal agencies.) Thus, rather than attempt to communicate to wide audiences on this topic, UCS will likely trim our outreach efforts to that subset of the audience most interested in process matters.

Waiver_MeansOfDissemination: UCS uses blog posts, fact sheets, backgrounders, reports, and presentations to communicate with the public. This specific topic will likely yield at least a blog post and may also be captured in next year's annual report similar to how we described the agency's Knowledge Management program in this year's report.

Waiver_FreeToPublicOrFee: Information posted to UCS's AllThingsNuclear blog and website, www.ucsusa.org, are available for viewing/downloading free of charge.

Waiver_PrivateCommericalInterest: None.
