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DIARY NOTES

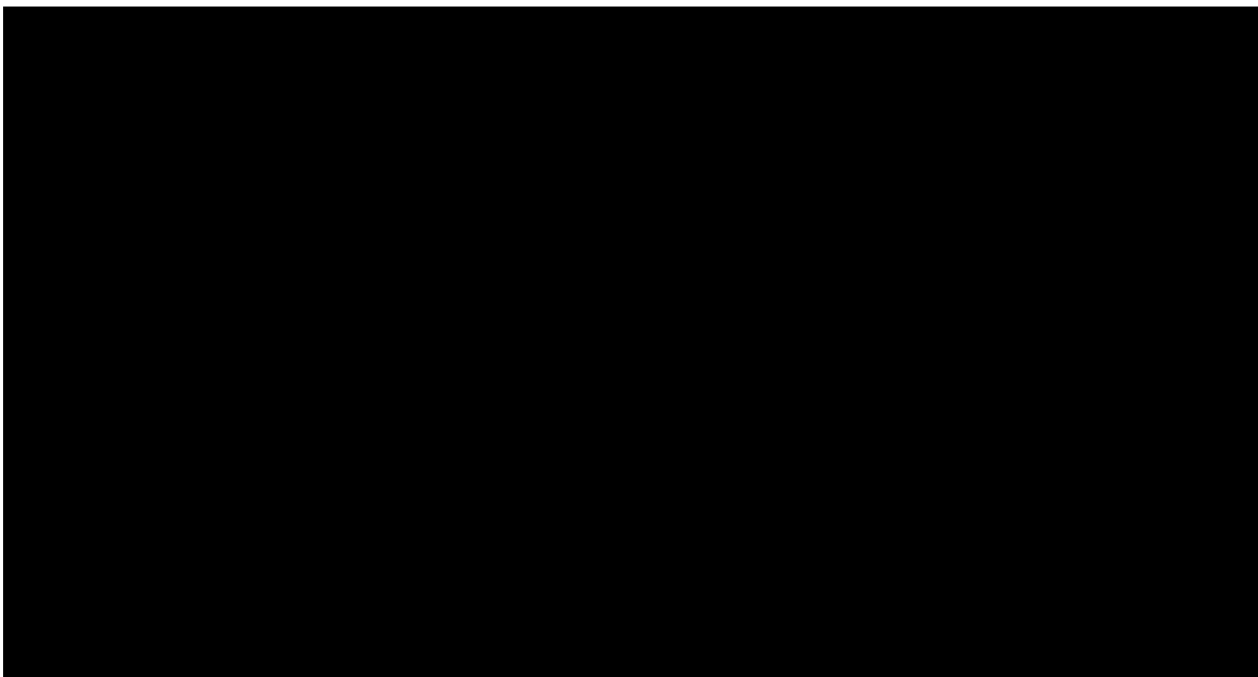
DD/S

31 January 1967

1. Medical Approvals : Dr. Tietjen advised that he is establishing a third category of medical approval known as "Conditional." This category applies to employees who have problems which the Medical Staff wants to observe further rather than give a "yes" or "no" approval. The "Conditional" category means that the employing office can go ahead with its planning but that the Medics are noting a problem for their benefit and they will render a later final decision on the individual's case.

2. Civil Service Form 89 : Dr. Tietjen presented his proposal on the elimination of Form 89 as the result of the Civil Service Commission's action banning the use of this form in the Government. We went over the proposal in detail and I agreed to the principles and procedures proposed. However, I indicated that if the new system does not work satisfactorily we should be prepared to go back to the old system (using a revised medical form, different from the Form 89) of including the form with the application package as is now done.

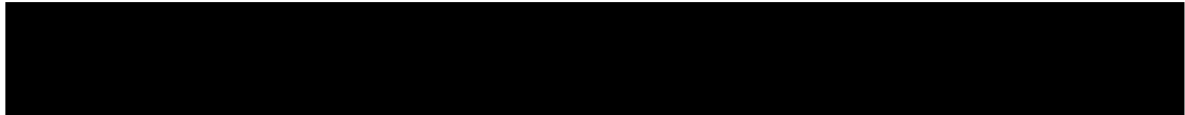
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4. Security Presentation "Communist Political Indoctrination" :

At the DD/S Staff Meeting today a twenty-minute recording and commentary was given [redacted] of the Office of Security on Communist indoctrination of American personnel captured in Vietnam. It was a good presentation and raised a series of questions as to whether the Agency is providing enough defensive indoctrination training to offset Communist indoctrination should our personnel be captured. This is a touchy subject with the military and we should be careful we don't become involved in their province. I asked to see an Air Force film referred to and arrangements are being made for this showing. I asked that [redacted] follow through with OTR and Dr. Tietjen as to our training and briefing in this area. Bob [redacted] made an excellent presentation and he is an individual who has potential and is well worth watching.

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5. At the DD/S Staff meeting a discussion developed on the quality of the CT's and some comments made by the DD/P wherein there is a "feeling" that the CT's of today are not as good as those of "yesterday." The evaluation records do not bear this out. I asked that those responsible for assessment and evaluation and performance of CT's be most careful in their comments so that generalizations do not become a problem. Offhand comments on some things are later repeated out of context and then become accepted as fact and you spend endless hours trying to overcome the presumptions raised. I also advised that comparison between the CT of 1967 and the CT of 1953 cannot be on exactly the same basis of training, promotions etc. and therefore broad comparisons are not valid.

6. Report "Some Causes of Organizational Ineffectiveness Within the Department of State" : The Washington Star of 26 January cited this report by Dr. Argyris which is a 52-page pamphlet produced by the Government Printing Office. I asked [redacted] to arrange for copies for our review and possible circulation within the Agency.

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7. The [redacted] Report--Audio Countermeasures : I met with representatives of the Offices of Security and Communications to establish the DD/S position on the recommendations contained in the [redacted] Report which are to be submitted to the Executive Director.

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8. Termination of Employment [REDACTED]: I called Mr. [REDACTED]

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[REDACTED] (in John Richardson's absence) to ensure that the one student Miss [REDACTED] is teaching will be taken over [REDACTED]. I further instructed that [REDACTED] who is a contract employee under no circumstances is to be utilized for language instruction with this one student.

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On 30 January the Executive Director interviewed [REDACTED] following appeals to the Director by Congressman Ashmore and Senator Thurmond on her behalf. The Executive Director affirmed the Agency's position that her contract will terminate on 24 February 1967. He offered her Outplacement assistance which she refused. She was extremely emotional and was a most difficult person to reason with. It is apparent that she had not fully accepted the termination procedure but certainly she knows now that this is our decision. The case has been handled extremely well and all the proper procedures, appeals, hearings and interviews have been conducted.

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