

15 October 1973

MEMORANDUM FOR: Deputy Director for Management and Services

SUBJECT : Request for Assistance from Directorate
Career Services' Career Management
Officers and Office Advisory Groups

REFERENCE : Memorandum from CMO/DD/M&S, dated
4 October 1973, subject as above

As requested, the views and recommendations of the Medical Career Service on the two issues raised in the referent memorandum are as follows.

1. Tangible method of recognition to employee who obtains a college degree, principally on his own time

A one-time cash award under the provisions of the Federal Awards Act, in our judgment, would be appropriate as recognition in this respect. We would also recommend, however, that the obtaining of Board Certification by an American Specialty Board on the part of an Agency medical officer, principally on his own time, also be included in such awards system. Monetary award for such certification should be at least as high as that for obtaining the Ph.D. degree.

2. System for competitively evaluating the relative capabilities and potentials of employees outside of the Fitness Report system

a. It appears to us that the evaluation system proposed by the DD/M&S can be readily adopted by the Medical Career Service for its evaluations. It is our belief that our panels conducting evaluations could use the "Attribute Definitions" as guides even

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though the new Fitness Report may not contain any explicit comments concerning potential other than that related to job requirements. We believe this judgmental matter is well within the competency of panel members.

b. Since we, of course, have had no experience with the new Fitness Report, we do not feel qualified to suggest how the attributes referred to above can be used in recording performance evaluations in the new Fitness Report. Certainly, in our experience with the current Fitness Report we have found no problem in covering -- in the narrative portion -- attributes such as those suggested by the DD/M&S.

c. We would like to suggest one other means for comparative evaluations that lays particular emphasis on potential in the widest sense. This is the Assessment Center technique. We have on other recent occasions and in other papers dealt at some length with this, and our Psychological Services Staff has done considerable work in this area. We recommend this for your consideration in connection with the current matter. We would be pleased to assist in any such consideration.

JOHN R. TIETJEN M.D.
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Director of Medical Services

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