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CAREER SERVICE PANEL
SECOND SESSION
Minutes of the Meeting
13 July 1971

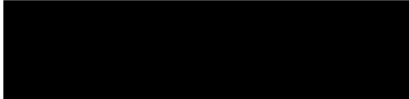
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Attendees:



Chairman

ing Secretary

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Absentees:



1. The meeting was called to order by the Chairman at 0907 hours.
2. Competitive Evaluation - GS-14s:

25X1A9a	<u>Division</u>	<u>Division Rating</u>	<u>Reviewer's Rating</u>	<u>CSP Rating</u>
	SPG	C	C	C
	SPG	C	C	C
	P-C	B	B	B
	O	B	B	
	An	C	C	
	An	B	B	
	RP	B	B	B
	An	D	D	W
	BSD	B	B	B
	AP	B	B	
	An	C	C	
	O	A	A	
	RP	C	C	C
	PC	B	B	C
	An	B	B	
	BSD	C	C	C
	SPG	C	B	C
	P-C	B	B	B
	O	B	B	

*CSP Rating to be done in August

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Excluded from automatic
downgrading and
declassification

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3. [REDACTED] stated there would be more discussion on SPG employees if there is a decision made on the status of SPG/ORD. He went on to review the following employees:

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[REDACTED]

SPG cannot do anything for him at this time. There is a possibility that he can go back for more training to bring up his capabilities or he can transfer to OSI if there is a right spot where he can continue doing the work he is now doing for SPG.

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[REDACTED]

Advise transfer to AP/ORD in a program management job. Give him an assignment that is not as extensive as what he has been doing. If this fails, further discussion will be necessary.

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[REDACTED]

Should be set up as an aerodynamicist in a division and should be some division chief's responsibility. He should be used as a consultant in ORD.

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4. [REDACTED] reviewed as follows:

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[REDACTED]

Has a great deal of mobility. He could work in any office in ORD or the Agency. He has a solid forefront and he will be promotable in another year. He has attended the Advanced Management (Planning) in June 1971.

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[REDACTED]

Was looking at other job aspects but decided to stay in ORD. He wants to get away from project monitoring. He is taking leadership. Right now he is drifting into administration support - is seeking managerial aspects. He is being encouraged in the field of weather modification. Plan to schedule him for the Advanced Management (Planning) Seminar.

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[REDACTED]

Will keep in the same capacity. He is action-oriented. He would be excellent for the Watch Office or where things are happening. No specific training is planned at this time. Later, he will probably be scheduled for the Advanced Management (Planning) Seminar.

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5. [REDACTED] reviewed as follows:

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[REDACTED] pointed out that [REDACTED] had transferred to OSP/DD/S&T. This could be considered mobility. [REDACTED] is now under the direction of DD/S&T)

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5. (Continued)

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Very good in follow-up and works well with other people. Will continue to handle staybehind black box systems. He should go on to a GS-15 without too much trouble. Attended the Midcareer Development Course this year.

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He needs to show me initiative and to improve his competence in correlating with tasks and people. Rather than look for the solution of a problem, he tends to look for confirmation of a solution. Briefings are very good. He is supervising [redacted] His strength is his technical knowledge and experience. His major weakness is that he operates as a company staff type. He is not pushing hard enough as a project manager. [redacted] stated he has set schedules up with him, talked with him and is trying to keep him on schedule on projects for which he is responsible. Probably will schedule him for Advanced Management (Planning) seminar in the future.

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6. [redacted] reviewed as follows:

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Very personable and makes contacts very well. Does his job well. Waited to see him develop some of our low dollar level projects. Needs broader job responsibilities and is capable of doing it. Major change has been gained maturity in dealing with people. Long-term problem is that he is a Biological Scientist. After he serves as Congressional Operations Fellow, he could come back as an Agency management employee. It would be a horrendous mistake to forget him for the year and not follow closely his progress plan for his return. [redacted] stated he will come back as a manager.

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Biggest problem is that he doesn't communicate well in some of the things he is doing. He has good basic ideas. He cannot sell his programs. Has come up with some good ideas in the past year or so. Really don't expect him to make GS-15 level. Will give him an opportunity to change. Have sent him to Advanced Management Seminar (Planning) and he is on schedule for Briefing Techniques course. He is not the strongest in his technical field but strong enough if he changed his approach to things. He would do a much better job if he did. He gets caught up in details, other than technical. If he would stress the technical side, this would help. [redacted] stated he felt that [redacted] did not understand Agency needs which are clearly useful. [redacted] stated [redacted] has applied for a patent and a suggestion award would be considered from this.

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7. [redacted] reviewed as follows:

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[redacted]
Is a problem. I have tried to counsel him in his career and he still continues to be a problem. [redacted] told the Panel that he needs help in this matter. [redacted] is being difficult to direct. He was assigned the task of microtechnology. We have also asked him what other activity he would like to undertake. [redacted] does not come up with anything new because he feels it is probably being done by someone else. He has been asked to talk with other division chiefs for possible assignments but nothing has resulted.

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[redacted] stated that [redacted] has a very fine mind but his talents are limited. He wants to be a DDP case officer and he is not interested in anything else. [redacted] also stated that he had talked with Agency people about [redacted] but nothing suitable has been available.

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[redacted] asked that the CSP appoint a committee to handle the problem of [redacted] [redacted] felt that the D/ORD, DD/ORD, [redacted] and Personnel should handle the problem and seek a solution which would place [redacted] in a suitable position. [redacted] does not want to leave the Agency. Some of the suggestions for other placement was as follows: a) DDP job; b) Reports Officer - writing formal reports from raw intelligence; and 3) Historical Reporting.

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8. [redacted] instructed the Panel members to vote in terms of "ratings" for those employees in the Competitive Evaluation - GS-14s located in Analysis, Optics and AP. CSP then would ask Messrs.

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[redacted] for their views on career development for their employees. Completion of GS-14s evaluation and discussion would be done at the August meeting. [redacted] asked that the division chiefs be contacted to make sure that they will attend.

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9. [redacted] suggested that a list be kept of those employees who are managers and should be considered if such openings occur in ORD.

10. Meeting adjourned at 1205 hours.

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[redacted]

Executive Secretary
CSP/ORD

APPROVED:

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[redacted]

Chairman, CSP/ORD

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