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REVIEWER ASSIGNMENTS  
OFFICE OF RESEARCH AND DEVELOPMENT  
COMPETITIVE EVALUATION - GS-14s

25X1A9a	<u>NAME</u>	<u>DIVISION</u>	<u>DATE OF GRADE</u>	25X1A9a <u>REVIEWER</u>
		SPG	02/23/69	
		SPG	09/27/64	
		D/ORD	07/05/64	
		P-C	06/18/67	
		Optics	06/30/68	
		An	04/17/66	
		Optics	06/15/69	
		An	06/15/69	
		An	06/18/67	
		Optics	10/10/65	
		BSD	10/23/66	
		RP	01/25/70	
		RP	07/30/67	
		An	08/07/66	
		Optics	06/15/69	
		RP	09/17/67	
		P-C	06/30/68	
		An	06/15/69	
		BSD	01/25/70	
		SPG	05/07/67	

RECENTLY PROMOTED TO GS-14s



AP	06/14/70
P-C	06/14/70

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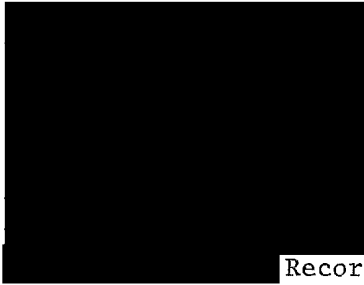
GROUP 1  
Excluded from automatic  
downgrading and  
declassification

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CAREER SERVICE PANEL  
Minutes of the Meeting  
8 June 1970

Attendees:

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Chairman

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Recording Secretary

Absentees:

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1. The Chairman called the meeting to order at 0912 hours.
2. There were no additions to the agenda for 8 June 1970.

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3. [REDACTED] moved that the minutes for 4 May 1970 be approved as written. [REDACTED] seconded the motion. Vote was unanimous of those in attendance. Motion carried.

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4. [REDACTED] reported the following:

PROMOTIONS:

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- a. [REDACTED] Phys Scien-Res., An/ORD from GS-12 to GS-13 effective 31 May 1970.

QUALITY STEP INCREASE:

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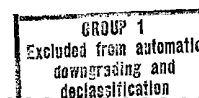
- a. [REDACTED] GS-14, Phys Scien-Res., SPG/ORD from GS-14, step 4 to GS-14, step 5.

ADDITIONS:

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- a. [REDACTED] Secretary Steno, GS-5 to P-C/ORD on 25 May 1970.

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4. (Continued)

TERMINATIONS:

25X1A9a a. [REDACTED] Computer Programmer, GS-8, An/ORD - 15 May 1970 -  
Leaving the area.

25X1A9a b. [REDACTED], Secretary Steno, GS-5, BSD/ORD - 28 May 1970 -  
Transferring to CRS/DDI - Intelligence Assistant.

ADVANCE TRAINING NOTICE

ORD will be receiving, within the next month, a request for nominations for the Fall running of Midcareer Development Course and DD/S&T Career Development Course.

25X1A9a 5. [REDACTED] moved that the CSP recommend [REDACTED] 25X1A9a  
for promotion from GS-13 to GS-14. Motion seconded by [REDACTED] 25X1A9a  
Vote was unanimous of those in attendance. Motion carried.

25X1A9a 6. [REDACTED] moved that the CSP recommend [REDACTED] for 25X1A9a  
promotion from GS-13 to GS-14. Motion was seconded by [REDACTED] 25X1A9a  
Vote was unanimous of those in attendance. Motion carried.

25X1A9a 7. There were no ORD nominations for Senior Officer Schools -  
1971 - 1972, although [REDACTED] were discussed as  
possible nominees. The CSP decision was reached after consideration of  
the shortage of time to make a decision and prepare the necessary  
paperwork.

25X1A9a 8. A continuation of the discussion on the role of the younger  
officer in ORD, which was discussed at the May CSP meeting, was then  
taken up by the Panel. [REDACTED] reiterated some of his statements made  
at the last CSP meeting. He stated that he felt ORD should involve their  
younger officers in gaining experience in management problems for some  
day they would be shackled with these responsibilities without any previous  
experience. [REDACTED] further stated that when he suggested that a  
Career Enhancement and Training Panel for younger officer of ORD might  
be taken up for consideration by the CSP (4 May 1970) he was trying to  
introduce a way that ORD could involve the younger officers in improving  
their capabilities in training and enhancing their career through new  
experiences. He felt that this would be a worthwhile project for ORD.

25X1A9a [REDACTED] went on to say that he felt this was in line with the thinking  
of the President when he recommended a greater role for the younger  
officers in the government. [REDACTED] further stated that ORD might  
include their younger officers in participation of advance thinking plans

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8. (Continued)

and technical work for the future but does ORD give them the opportunity to know how ORD functions as a whole, how ORD performs its review of programs, or do we make these younger officers aware of training programs which could improve their capabilities and enable them to attain a more professional maturity.

The discussion revealed:

a. In order to give younger officers or others in ORD more training opportunities, it would be necessary to request a training complement. It is felt that functional slots were difficult to get let alone slots for a training complement.

b. Performance of an officer is important. Promotion actions are usually recommended on the accomplishments of the individual.

c. Most members felt that the younger officers have a great deal of opportunity to participate in many aspects of management and freedom in participating in other activities of the Agency. It was felt that ORD was 50 years ahead of the President's recommendation in what ORD is doing now and what the President has asked for.

The decision was to:

a. Determine if there is a certain amount of unrest and dissatisfaction to warrant a panel for younger officers. It was felt that there might be some but it was not acute. If a panel were put into existence and the members came up with suggestions that did not receive immediate response, ORD might build up another problem. It was agreed, however, that this could be a way of getting the dissatisfactions aired.

b. Decide on what really would be a good mechanism of establishing better relations with the younger officers.

25X1A9a c. Discuss again at the CSP meeting in July. [REDACTED] recommended that each division chief make a survey of the people within his division and try to ferret out if there are problems, frustrations, gripes, etc. Each division was asked to report their findings at the next meeting. It was also recommended that if the CSP finds out that there is a need for a panel one person from each division would be selected to serve on this panel.

25X1A9a 9. [REDACTED] asked if it would be possible for [REDACTED] to brief CSP on his participation in various Agency panels. [REDACTED] was to check with [REDACTED] to see if this was possible.

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10. [REDACTED] asked about the ORD office mission and establishment of an office charter outlining the framework within which ORD operates. It was stated that many of the offices in the Agency have essentially written their mission and charter and have had their Director sign it. [REDACTED] stated ORD has done this but has not had it approved.

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11. It was decided that more of the CSP activities should be included in the report to ORD employees such as:

- a. Statement of the role and mission of ORD.
- b. Statement that employees of ORD have representation through the division chief who is also a CSP representative.
- c. Statement that in addition to normal functions such as competitive evaluation, promotions, consideration for extensive training, etc., the panel has discussed the role of the younger officer in ORD. Comments from the memo and CSP discussion could be made.
- d. Statement that ORD has a responsibility to the future even under the tight ceiling situation. A statement should be made that despite the fact that this is a problem, 23 promotions have been made since the last report from the CSP.
- e. Statement that the CSP has made a careful review of each man's progress and advancement.

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- f. Include graph of grade levels worked up by [REDACTED]
- g. List some of the topics on the agenda and comments as to their difficulties or interesting aspects. Also a statement should be included as to the kind of consideration it was given, pointing out it was either important or serious problem which CSP spent many hours of deliberation. These statements would indicate that CSP is active.

- h. Number of people who have transferred.
- i. Statement that in the CSP the division chief has a chance to air his problems or to get other opinions due to discussions in these meetings.

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12. [REDACTED] directed that a more extensive draft of the semi-annual CSP report to ORD be prepared by [REDACTED] and sent around to the division chiefs for their comments before putting into final form. 25X1A9a

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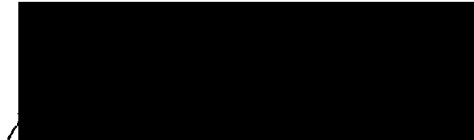
13. [REDACTED] made a statement of intent to promote [REDACTED] III from GS-13 to GS-14.

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14. The next meeting for the CSP was scheduled for 13 July at 0900 hours.

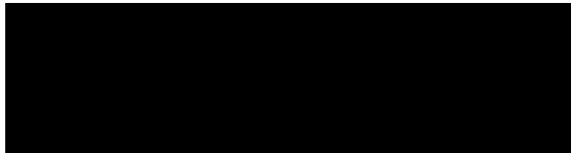
15. Meeting adjourned at 1055 hours.

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Executive Secretary/CSP

APPROVED:



Chairman/CSP/ORD

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