

~~SECRET~~
~~CONFIDENTIAL~~

130753

GIA CAREER SERVICE BOARD MEETING

DCI CONFERENCE ROOM, ADMINISTRATION BUILDING

13 July 1953

DOC	2	REV DATE	8 JUL 81	BY	029725
ORIG COMP	-	OPI	32	TYPE	01
ORIG CLASS	5	PAGES	23	REV CLASS	C
JUST	22	NEXT REV	2011	AUTH:	HR 70-2

Reported by: [REDACTED]

25X1A9a

~~SECRET~~
~~CONFIDENTIAL~~

. . . A special meeting of the CIA Career Service Board convened on 13 July 1953 in the DCI Conference Room, Administration Building, at 3:00 p.m., with Lyman B. Kirkpatrick presiding . . .

MR. KIRKPATRICK: The meeting will come to order.

We have two items on the regular agenda: the Professional Selection Panel's decision and further discussion of the CIA Executive Inventory.

Before we get to those two items there are one or two other things which I would like to take up. [REDACTED] has here^{no} the minutes of the last 25X1A9a meeting and I presume he means the last meeting of this Monday group. Secondly, he states that we have representatives appointed on the Legislative Task Force

25X1A9a

25X1A9a

[REDACTED]
[REDACTED] from DDP.

MR. KIRKPATRICK: The only comment I have to make on that is that I think we want to move fairly rapidly in getting down on paper exactly what we want in the way of legislation so that the General Counsel can prepare the Bill, because I think the time is becoming ripe rapidly for getting that to the appropriate members of the Congress.

With that we will get on with the agenda.

Item 1 is an appeal from the Professional Selection Panel's decision 25X1A9a on the suitability for career employment of [REDACTED] is here from the Professional Selection Panel and will make a statement on the reasons for their decision.

25X1A9a [REDACTED] I might say, Kirk, this is about the toughest case the Panel has tried to handle, as will be clear. It was one where we wanted to be awfully sure of the facts and the story in the case. The case was referred to the Panel by ¹⁴⁵INS because the informants in Washington, where the subject had been an Air Force officer stationed here from February to October of 1941, furnished derogatory information concerning his integrity and discretion. These

145

[REDACTED] on at least one occasion, and 25X1C4a

apparently there were more than one, the instructor called upon a member of the class to defend the Communist point of view on a particular problem, and this one member of the class who as it turned out was the most outstanding member of the class or the brightest of the class, gave such a good exposition of the Communist point of view that this man [REDACTED] turned him in as a security risk to the [REDACTED]

25X1A9a MR. [REDACTED] What year was this?

25X1A9a [REDACTED] That was in 1951. OSI conducted a very thorough investigation and eventually cleared the man completely. He was cleared for Top Secret and completely exonerated of these charges. As this thing developed we discovered that this whole incident occurred in a class conducted by [REDACTED] 25X1A9a

25X1A9a [REDACTED], who is now with us. We asked INS to interview him and INS talked to him without indicating the particular reasons but just asking him what he

25X1A9a thought of [REDACTED] who is the subject of this case. He thought rather highly of

25X1A9a him. He indicated [REDACTED] was one of the better students in the class, and that he thought he was a good man. He also said that some months after the training

25X1A9a was terminated he--[REDACTED]--had been visited by an Air Force agent investi-

25X1A9a gating a fellow student, a [REDACTED] [REDACTED] described [REDACTED] as a 25X1A9a
25X1A9a brilliant, well-informed individual who had written an outstanding psychological
warfare report on Yugoslavia which was considered by Georgetown to be the fore-
most report written on the subject to date. The Air Force agent told [REDACTED] 25X1A9a
that charges of disloyalty had been brought against [REDACTED] and charges had been 25X1A9a

~~SECRET~~
Security Information

placed on events which had taken place in [REDACTED] 25X1A9a
searched his mind thoroughly for any statement which might be construed against
the interests of the United States and he could recall nothing. He said that
if the accusation had been made by [REDACTED] had based the accusation 25X1A9a
on appearances taking place within his class, [REDACTED] had displayed total lack of 25X1A9a
judgment. He indicated that if it were true that the subject [REDACTED] did accuse 25X1A9a
[REDACTED] unjustly, that he would not recommend [REDACTED] to make decisions or establish 25X1A9a
policy. He said, however, he would recommend him for a position which would
merely entail objective research, analysis or recording.

Two other things that ¹⁴⁵INS had to tell us I think had a bearing on the
matter. One was that [REDACTED] in a signed statement which he made to the Air Force 25X1A9a
used this language which they thought was a little odd: "Prior to my recall to
active duty with the Air Force I was a student at the [REDACTED] 25X1A6a
majoring in Far Eastern Affairs. As with many other college campuses, this
University was upset by numerous proponents of left wing and outright sympathizers
of Communism. It was my pleasure to give information to the FBI concerning 25X1A6a
certain individuals at [REDACTED]" Perhaps this is not entirely just but we
thought it was rather unusual for somebody to use the term "it was my pleasure"
to furnish information to the FBI. It seemed to us the personality of a person
who enjoys going around being obstinate.

Incidentally, [REDACTED] entered on duty in January on a provisional 25X1A9a
clearance. It was not a full clearance. Since he has been on duty with CIA
one other case has come up in which he was apparently the instigator of an
investigation which the FBI is conducting concerning an employee in the Army
Historical Division. So far ¹⁴⁵INS has been entirely unable to find out what that
was all about, except that he was the original informant who told the Bureau
about this employee of the Army.

Based on all of this we asked that an assessment be arranged through

Assessment Branch

[REDACTED] They had an assessment made and did not tell the 25X1A9a

25X1A

- 3 -

~~SECRET~~
Security Information

psychologist who was assessing [REDACTED] anything about his background. They just 25X1A9a sent him in cold. I just reviewed a little while ago the transcription of what the psychologist said, and I made these notes. She said he had an average intellectual ability for CIA; in other words, he was bright compared with the general level of population. But she said he was not using his intellectual ability effectively. That he was subject to lapses of judgment. This is boiling down about an hour's statement. That he was not good on reasoning which involved abstractions, and that he was not good at analyzing and interpreting information, although that is what he thinks he is best at. He said he was very anxious for recognition and prestige. Primarily he is ambitious for recognition as an expert in his field. He doesn't want power as such but he wants to be recognized as an expert. She said that he stated that the principal handicap to employment in CIA as far as he could see was the necessity for professional anonymity and the uncertainty of tenure. The psychologist said that he unconsciously wants to work independently and without close supervision but he does want to work as part of a group. She said he is not socially perceptive. He sees people as stereotypes rather than individuals, and that he was quite capable of riding roughshod over people with little regard to their feelings. She said he showed poor judgment in social situations and relies almost entirely on external standards. He is opinionated and has rigid standards regarding conduct and behavior and shows a strong lack of perceptiveness. She added, however, that he was not abnormal in any way and could not be called either abnormal or pathological, and didn't vary greatly from the norm.

She also said he was not likely to change his personality much with either age or experience.

On the basis of all of that we also questioned the psychologist quite closely, going down this so-called working list that we have, and tried to get her ideas as to answers to specific questions. I don't think it would be worthwhile to go over all of those in detail but generally speaking her assessment

of the man presented the same picture that I at least formed in my mind of what type of man he was, based on these various bits of evidence from INS. On the basis of his apparent lack of judgment and objectivity the Panel voted 4 to 1 that he was not suitable for employment in CIA.

I think you all have Bob Amory's memorandum as to why they are appealing the thing, which basically says that they don't question our decision on the basis of the evidence that we have, but that he is a very valuable man and they would like to keep him at least until the end of his trial service period. I think the Panel felt that the type of thing that bothered us about the man would not necessarily show up in the course of a year, and if you let him stay on a year and voted to keep him because these things had not shown up, you wouldn't be protecting yourself against his bad judgment in the future. I don't think there is any indication that there was any malice in any of these instances where he reported on people. I think it was a case of just listening to someone present an argument and putting an interpretation on it which someone of greater maturity, or better discretion or better judgment, would not have put on it. That is about the story.

MR. KIRKPATRICK: Any questions, gentlemen?

How old is [REDACTED]?

25X1A9a

25X1A9a

25.

What is his grade?

25X1A9a

A Grade 9, I believe.

MR. [REDACTED] Where was he assigned? Do you have anything on his military assignments?

25X1A9a [REDACTED] There was a little, yes. I believe he was with a Wing.

Right after the war he was in the Marines [REDACTED] I think he was in the Marine unit that was with [REDACTED]

25X1A6a

25X1A6a

One other thing that I didn't mention was that the Air Force officers further reported that on returning from duty in the [REDACTED] he related a

25X1A6a

completely false and fabricated story concerning the morale of the units at

[REDACTED] This affected the morale of the wing base.

25X1A6a

MR. WHITE: Did the Panel form any opinion as to how well disciplined he might be? Are we running a risk, in view of his lack of judgment, objectivity, etc., that if he knew of something the Agency was doing with which he did not agree that he might take it outside the Agency for discussion?

25X1A9a [REDACTED] We talked about that particularly in talking with this psychologist and she said she thought while he might not accept discipline from an individual particularly well, she thought he would conform to the discipline or regulations of an organization. He might pay attention to regulations but he might indirectly disobey the instructions of a superior if he disagreed with him.

25X1A9a [REDACTED] It seems to me that is a contradiction of terms.

MR. BAIRD: In the course of the ¹⁴⁵INS investigation were there none of his troopmates or officers who disagreed with this general picture they had of him? That is the thing I often had trouble finding out from the INS investigation.

25X1A9a [REDACTED]: No, there were others -

MR. BAIRD: Who didn't agree with the derogatory statements but who supposedly knew him as well?

25X1A9a [REDACTED] Four references who were in the Air Force endorsed the subject's character and loyalty and integrity. Not everyone that I talked to in the Air Force was in agreement.

MR. BAIRD: Did anything come up at this time that brought the investigation on? Was there any anti-Semitism connected with his reaction at all? Was that ever brought out?

25X1A9a [REDACTED] I didn't feel that at all. [REDACTED] was the top of his 25X1A9a class and there was a little discussion as to whether he could have been motivated partially by jealousy or envy.

25X1A9a [REDACTED] Wasn't [REDACTED] offered a fellowship, Bill? 25X1A9a
[REDACTED] They asked [REDACTED] as an 25X1A9a

instructor. I had the feeling that his only motive was straight patriotism but he was going off half-cocked about it.

MR. BAIRD: What became of the personnel policy paper that separated different categories of employees and would enable an office to hire a man on a spot basis for a two-year assignment to do a specific job?

MR. WHITE: It is going to be published as a part of the personnel manual.

25X1A9a [REDACTED]: I think it is published. [REDACTED] sets up the 25X1A
temporary category of personnel. It exists.

MR. BAIRD: It does exist? Would this person by any chance fall under that category of being brought on to do a specific job for ORR for a two-year period and then perhaps at some later date change his personnel category?

MR. KIRKPATRICK: It seems to me we have a legitimate position to take here in view of DDI's recommendation that he be allowed to serve out his one-year period; in other words, if it is the inclination of the Board to allow the man to stay on my feeling would be why not accept that DDI recommendation of a one-year period, at which time it would be reviewed?

25X1A9a [REDACTED], who is the Division Chief from ORR, with whom
25X1A9a [REDACTED] works, is standing by if it is the will of the Board to discuss this matter with him.

25X1A9a [REDACTED] What I would like to know: who is the father confessor around here who is going to sit that man down and tell him the facts of life? It looks to me like there is youth involved, and what he needs is a good talking to about the way individuals conduct themselves.

MR. KIRKPATRICK: And probably periodically, too.

25X1A9a [REDACTED]: It does seem to me it should stay on a temporary basis, and that we have something here that is correctable. If he were 55 we would

say the guy is hopeless. It's pretty hard to pick up these specialists of the type he is, with everything else -- a 72 in golf, etc. (Laughter). So I hate to see the guy just lost to the Agency if these things are actually, in fact, correctable, and they would seem to be correctable from what appears here.

MR. KIRKPATRICK: The only thing about his background, it seems to me, is that there is such a variety of it. He has an aeronautical degree and a Bachelor's Degree in Medicine, plus historical, economic, and the iron and steel of [REDACTED]. He is either a genius or else he is fluttering.

25X1A9a [REDACTED] The psychologist who talked to him learned that his father was apparently a very successful aeronautical engineer, and this fellow started out going to engineering school and did very well. She says that he got out of the field of engineering because of a sort of feeling of inferiority, and a feeling that he was never going to be successful in competition with his father, so he chose to get into international activities in an effort to get away from that.

MR. KIRKPATRICK: That is a good psychological explanation. If you get a job in competition with your father you get in a different field.

MR. BAIRD: For what it's worth, this assessment is a pretty good assessment. I mean it's a pretty favorable assessment. There are fewer derogatory remarks in that assessment than one normally gets among people we give jobs to knowingly.

25X1A9a [REDACTED] I think the interesting thing about the assessment was that in most respects it bore out the picture that a lot of us developed.

25X1A9a MR. KIRKPATRICK: Would you like to discuss this with [REDACTED] who is standing by, or do you feel you have enough facts to make a decision?

25X1A9a [REDACTED] I'd like to recommend we waive seeing [REDACTED] and that 25X1A9a we go along with Bob Amory's recommendation that he fulfill his year trial period and that somebody be specifically designated, by name preferably-- 25X1A9a

25X1A9a [REDACTED] --to sit this man down to the facts and see if he can't straighten him out.

~~SECRET~~

I must say that when Bill started out I was pretty well over on the fact that he looked to me like an amateur witch hunter, but the further he went along the more it seemed to me it was over-zealousness and a misguided desire to do what he thought was right. Now maybe that is correct. If it is not we will have to let him go.

25X1A9a MR. [REDACTED] I agree with Dick, contingent upon the latter part-- if somebody took him in hand and pointed out his misplaced zeal and jumping to conclusions.

MR. KIRKPATRICK: There is another aspect that comes up, too, in that CIA employees have a channel to use if they want to start making allegations concerning anybody's political affiliations or security, they should use the Security Office.

So, as Chairman of the Panel, and having talked to you once on this before, when you talk to him again tell him that the Board's feelings are that he has to take this fellow in hand and tell him the facts of life. Also point out to him if this fellow has any misgivings about the way the Agency is run there are properly constituted bodies such as the Personnel Office, the Inspector General, and so on.

25X1A9a MR. [REDACTED] Was [REDACTED] at all impressed with the other side of the picture? Did he seem to consider that these were dangerous --

25X1A9a [REDACTED] Very much so. I think it was [REDACTED] develop- 25X1A9a ments that persuaded him to okay this, really.

MR. BAIRD: I suggest that it is the providence and the responsibility of the Chairman of the CIA Board to acquaint [REDACTED] - 25X1A9a

25X1A9a MR. [REDACTED]: Shouldn't it be done in reply to the DDI? Shouldn't it be a formal reply back saying what the Board feels?

MR. BAIRD: Yes. I don't think that [REDACTED] should have to carry 25X1A9a the ball.

25X1A9a [REDACTED]: We are just asking [REDACTED] to act on behalf of the Board 25X1A9a

~~SECRET~~

Security Information

~~SECRET~~

since he has all the facts. There is no sense in parceling them out.

25X1A9a [REDACTED] I have already given [REDACTED] just about the same 25X1A9a
story. 25X1A9a

MR. [REDACTED] To make it official we should reply to this and 25X1A9a
state we have asked the Chairman of the Selection Panel to request [REDACTED]
to see to it that the boy is properly indoctrinated.

25X1A9a MR. KIRKPATRICK: I think we should put in the reply what points 25X1A9a
we want brought out. So [REDACTED] will draft the reply and [REDACTED] will
carry the ball.

25X1A9a Thank you, Bill, and thank [REDACTED] and tell him he won't be needed.

25X1A9a . . . [REDACTED] retired from the Meeting . . .

25X1A9a

MR. [REDACTED] I've got one like this. He writes me a 10-page
diatribe against various and sundry officials of the Agency and so-called
unrealistic personnel evaluation reports and possible Communist infiltration
of the organization. Everybody who doesn't agree with him is a Communist.

25X1A9a [REDACTED] The atmosphere is really something.

MR. KIRKPATRICK: Once again I would like to skip on the agenda to
an item which is not actually on the formal agenda but which has come in
since its preparation. 25X1A8a

We have received from the Chief, [REDACTED], a
25X1A9a memorandum on the subject: Rotation Loan Slot for [REDACTED] while on
IWOP. (Reading)

25X1A9a "1. It is requested that a Rotation Loan Slot be made available
25X1A9a for [REDACTED], GS-11, presently a member of the [REDACTED] 25X1A8a
25X1A9a [REDACTED] plans to spend one year at Cornell
25X1A8a University studying International Labor Relations. During this
period, [REDACTED] will be receiving a Fellowship and will be
appointed as a Graduate Assistant. He has requested LWOP during
this period.

25X1A9a "2. [REDACTED] is a highly intelligent employee, a Phi Beta
25X1A9a Kappa graduate, and has had extensive training during his two years
in CIA. [REDACTED] is thirty-two years of age and married.

~~SECRET~~

25X1A9a

"3. [REDACTED] has many assets that should be preserved by the Agency. The Chief, [REDACTED] and the Chief, Office of Training, concur this statement.

25X1A8a

25X1A8a

25X1A9a

"4. Neither the [REDACTED] nor the Office of Training has a slot in which to carry [REDACTED] during his period of LWOP.

25X1A8a

25X1A9a

"5. The [REDACTED] would be most anxious to have [REDACTED] Staff for duty upon his return from this schooling if a position is open at the time.

25X1A8a

25X1A9a

On the other hand, the Chief, [REDACTED] would not object to the placement of [REDACTED] elsewhere in the Agency where his qualifications might be better utilized."

That is the request. The only thing in my mind which is left out is

25X1A9a what does international labor relations have to do with what [REDACTED] plans to do when he returns to the Agency.

25X1A9a

[REDACTED]: That's a good question. I don't know the answer. Do you, Mat?

MR. BAIRD: No, I don't.

MR. KIRKPATRICK: I think the point that should be taken on this, without prejudicing this particular case, is that rotation loan slots should be made available only if the rotation is definitely a part of furthering an individual's career in the Agency. If this is a mechanism to get the fellow carried while he is on LWOP without any thought as to what his future in the Agency is concerned, then I don't think that is the purpose of these loan slots.

25X1A9a

[REDACTED]: The staff paper on career slots spells out the procedure

25X1A9a whereby this would be worked out and the career plan for [REDACTED] supported

by some unit of the Agency.

25X1A9a

MR. KIRKPATRICK: I can see where international labor relations would be very valuable in the Agency in say IO Division, or possibly in OCI, or in another research part of the organization, but there is no indication here that [REDACTED] has discussed his future with any parts of those organizations, nor have they indicated any interest in it. It just looks to me like a fellow wanting a year's leave of absence and somebody trying to find out a way of carrying him.

~~SECRET~~
Security Information

25X1A9a

MR. [REDACTED] What is the advantage? To preserve his superiority?

MR. KIRKPATRICK: People on LWOP are still on the T/O.

MR. WHITE: I don't really see why it is necessary to use a rotation slot because they say that they will be glad to have him back if they have a slot when he comes back. But we can carry him on leave-without-pay without that.

25X1A9a [REDACTED] He has to be carried in some slot, though.

[REDACTED] Why does the Career Service Board have to get involved in these things? LWOP has been handled a long time.

MR. WHITE: We do it all the time.

25X1A9a [REDACTED]: But you have to carry him in some slot and they don't have a slot.

MR. KIRKPATRICK: You don't need a slot.

25X1A9a MR. WHITE: No.

[REDACTED]: We checked that with Personnel. If somebody doesn't provide him with a slot--and [REDACTED] can't--then he will have to resign. He can't be carried on LWOP unless he is in a T/O slot. 25X1A8a

MR. WHITE: We will make a T/O slot.

25X1A9a [REDACTED]: That is what they are requesting.

MR. WHITE: Make a T/O slot in the Personnel Office or my office or some place without using a rotation loan slot.

25X1A9a [REDACTED]: I feel embarrassed about this because I don't think it has received proper consideration down where it should have received it. I don't know about it and I have never heard about this guy. For a long time we were pretty tough about LWOP because all kinds of people were wanting an arrangement whereby they could go off for a year and they wanted a job when they got back.

If you don't mind, I would prefer to have the whole thing thrown back to us to be worked out.

- 12 -

~~SECRET~~
Security Information

~~SECRET~~

MR. KIRKPATRICK: We will be delighted. We will throw it back at you. But I think those things should be answered. Does anybody in the Agency really want him?

MR. WHITE: It would be more reasonable to give the rotation loan slot to the office to use until he gets back.

25X1A9a

MR. [REDACTED] I have a man going to Cornell to get his doctor's degree in electronics. We are paying his way and I am holding the slot open for him, and it's arranged to give him jobs to do.

MR. BAIRD: That is a straight training job.

25X1A9a

MR. [REDACTED] During recesses he will come back and work right in the shop.

MR. KIRKPATRICK: Let's go to the next item on the agenda, the CIA Executive Inventory. The latest development in this particular operation is that on the request of [REDACTED] and Colonel White, we have added some names to the original list. Does everybody have the list of added names?

25X1A9a

25X1A9a

[REDACTED] Yes, sir.

[REDACTED] I might comment briefly there, Bob had in mind those exercising line direction over people who really should have executive capacity and look to the numbers of people supervised, and that is why he brought in for the first time the Chief of [REDACTED] each supervising over 300. Bob used a rough rule of about 300 people.

FOIAb3b1

MR. KIRKPATRICK: Yes, those Divisions are nearly as big as DDP Division.

25X1A9a

[REDACTED] It really was a misnomer. We no longer have a deputy in that sense but rather in 3, two of which he wants to include, Chief, Economic Research and Chief, Geographic. The third man is Chief, Coordination, but that he ruled out as not being executive in the sense these others are.

MR. KIRKPATRICK: The same thing would apply against the Deputy

~~SECRET~~

Security Information

Director, Admin.

25X1A9a [REDACTED] Yes, with one exception. In OCD we have left the administrative man off as being more staff than line.

MR. KIRKPATRICK: Any comments?

MR. BAIRD: I just have one query. Are these positions or are they people occupying positions?

MR. WHITE: I was a little confused in that when I went over this I didn't have any reservations about the divisions, but to be perfectly honest one or two of the people who are in these divisions I doubt very much if they are executives in the sense we are thinking here.

MR. KIRKPATRICK: That is very important, because the more I think about this the more I think that we want a little variation on this procedure. The way we propose to do it is to have two meetings, having the individuals come up here and be told how these things are going to be handled and how they submit the names to the Chairman of the Career Service Board. It seems to me the next step in that should then be that the names submitted should be reviewed by the Deputy Director or the Director of Commo or Training for your concurrence or non-concurrence. It seems exactly that, that there are going to be individuals on those lists whom you would not consider, and even some of the incumbents of the positions listed here. I think that is a necessary operation that must be followed through before the Director looks at it, because if he sees the name and doesn't know the individual he will say, "Well, [REDACTED] or Mathew Baird 25X1A9a considers this fellow is an executive."

25X1A9a MR. [REDACTED] I think he would have to call us in and let us justify it by facts based on observation. This doesn't disturb me very much and I don't feel too strongly about it because these are oranges over here, and these are apples, and these are lemons, and you can't change them around. I think in some parts of the shop you can, but I think it would be the great exception if there was someone there who was capable of going and taking over.

I think it would be such a standout that people would be coming to me to get that chap. So I have my own executive inventory in my shop. So I don't know how it affects the other offices and I don't feel strongly that these people are executives and doing executive work. I wouldn't want the Director to take this list and pick out one of these fellows and say he will be a good man for General Services, for instance.

MR. KIRKPATRICK: Well, I think when the cards are finally put together for the use of the Director that any caveats concerning the qualifications of the individual should be in there; in other words, "This man is an excellent technician but should stay in his field." Once we get these cards together then I think we can get down and really thrash out the wheat as to whether we really want to put all those names in there.

25X1A9a [REDACTED] It's an inventory, too, in the sense that you refer to it to look for something, not that something automatically pops out when you want something.

25X1A9a MR. [REDACTED] I think when the word gets around there is going to be competition to get on the list. Perhaps it ought to be very much more restricted than this.

25X1A9a [REDACTED]: The inventory is that and nothing more. The contents of the inventory can be good or bad. An inventory just isn't a selected list, it's a list of all persons who are in the executive orbit, and some of them may be the last people that should be doing that, but nevertheless that is part of the inventory.

MR. KIRKPATRICK: This is part of the Career Service Program, and the purpose of the inventory is to give the Director and the managing personnel--the managing directorate of this Agency--a facility with which to place people in responsible positions, as we know that in the course of a year we may have 20 to 50 key positions which will change. We will just use that as our criteria for selection.

~~SECRET~~
Security Information

25X1A9a [REDACTED] For what positions? Are all of these positions the ones for which the Board is going to make recommendations to the Director? In other words, we are talking about positions, not people, first. We have to talk about positions otherwise we don't know for what purpose we have the inventory.

25X1A9a [REDACTED] Positions change more often than people do.

MR. KIRKPATRICK: We haven't got all of the executive positions of the Agency here by any manner of means. The Senior Representative of [REDACTED] is one of the biggest executive jobs in the Agency.

25X1A6a

25X1A9a [REDACTED] All of the overseas positions are eliminated for the time being.

25X1A9a MR. [REDACTED] If this is to assist the Director in filling these positions, with the exception of my Deputy I'm the one to decide.

25X1A9a [REDACTED] There has never been anything promulgated that has become the policy by usage.

25X1A9a MR. [REDACTED] In that case I would delete all of mine except the Deputy.

MR. KIRKPATRICK: Now what about military personnel? Should they be on the list?

25X1A9a [REDACTED] On active duty? I wouldn't think so if they are subject to recall to the Army.

25X1A9a MR. [REDACTED] Take the case of somebody nearing retirement, such as Shef Edwards.

25X1A9a [REDACTED] That is different. If there is someone you know you are not going to have more than two or three years --

MR. KIRKPATRICK: Then suppose we sort of lay down the ground rule that the military be nominated only if they have indicated a desire to remain with the Agency.

~~SECRET~~

~~SECRET~~
Security Information

25X1A9a [REDACTED] If a military officer is with the Air Force that is what he has chosen to do.

MR. WHITE: Would that come into play if you are considering one of those individuals for a position?

25X1A9a [REDACTED]: I think that would be a selection of employment. That is a determination we would have to make in his individual case.

25X1A9a MR. WHITE: I think also, Kirk, from the ones I have added here I rather feel the same way as [REDACTED] does, that I doubt if the Director wants to get down to deciding who shall be Shef Edwards' executive officer, for instance, and who shall be the Chief of the Procurement Division. If that is correct, that these are limited to the positions in which the Directors want to take a personal interest --

MR. KIRKPATRICK: That is what it was at first.

MR. WHITE: If I am right I think each one of these I have added have an asterisk by them, and I think all of those asterisks should be knocked out.

MR. KIRKPATRICK: Now the next question: What is this executive inventory regulation that you speak of, [REDACTED] 25X1A9a

25X1A9a [REDACTED] There is a regulation on the books to be written and published on the executive inventory. In [REDACTED] it says there will be an executive inventory. 25X1A

MR. KIRKPATRICK: Let's wait and write that in. We will get people all excited if they think there is an elite corps of executives being nominated. This is an exercise we are engaged in and if somebody doesn't happen to get his cap on the first go-around let's not be worried about it.

MR. BAIRD: We hope that the executive inventory would serve the purpose of making certain that before an appointment from outside the Agency was made, for an executive position, that the Director be sure that such a man didn't exist within the Agency.

~~SECRET~~
Security Information

~~SECRET~~
Security Information

MR. KIRKPATRICK: I think it is the Director's desire to do that because he always seems to look that way first. Wasn't that your impression, Dick?

25X1A9a [REDACTED] Yes.

MR. KIRKPATRICK: So I think that is something that would just happen.

MR. WHITE: I must say, for my own selfish purposes, I would look forward to this thing being developed further so that if we had a position, for instance, that we wanted to fill badly, that we would have a list of people to look at and say, "Well, here are the people that might be considered." I have this all the time. I have several positions right now that I wish I had more competent people in.

MR. KIRKPATRICK: It seems this is the first step; and the second is for each AD to develop his own inventory, and that would act as a feeder up into the main one.

MR. WHITE: Did you notice my deletions?

25X1A9a [REDACTED]: Yes. And take out all the ones you added?

MR. WHITE: Yes.

25X1A9a [REDACTED] I made it very clear when we went over this that these are the ones the Director would be interested in appointing. I know where there have been vacancies in these jobs he has consulted with the Director. If they are all super-grades they are all subject to the approval of the DDI anyway.

25X1A9a [REDACTED] You have two Deputy Assistant Directors in ONE.

[REDACTED] I would like to mention, if I may, that this would be the only Deputy Assistant Director who would not be in the executive inventory.

~~SECRET~~

~~CONFIDENTIAL~~

MR. KIRKPATRICK: Then as the list now stands we will set up these two meetings and explain to the individuals how this is to be handled. Just to make sure everybody is clear on the procedure, they will be requested, according to this memorandum of 23 July, to prepare their lists, forward them to the Chairman of the CIA Career Service Board on an "eyes only" basis, and after receipt the Chairman will note them, will return the appropriate lists to the Deputy Director concerned, or to the AD Commo, or to the Director of Training, for their verification that they concur in these nominations. Then the final card file will be made up for the Director for the use of the Director and the Career Service Board on an "eyes only" basis.

25X1A9a [REDACTED] And the Deputy Director, General Cabell.

MR. KIRKPATRICK: Yes. And it will be held that way. And I think it will be a good indication of how much security we have as to how much leakage there is of this item.

25X1A9a [REDACTED] Bob, do you have the request about certain personnel figures?

MR. KIRKPATRICK: I did.

25X1A9a [REDACTED] I wanted to say in connection with this not to send it through me since I gathered you wanted independent judgment.

MR. KIRKPATRICK: This was not a Career Service Board item. It was an Inspector General item having to do with my inspection of the Personnel Office. What I would like to get is the independent views. [REDACTED] 25X1A9a asked me about that, too, and I said I wanted to get the independent views. The DDP Divisions and Staffs, that is all.

25X1A9a There is one final item I would like to bring up and get the views of the Board. In accordance with the instructions of the Board at the last formal meeting, I raised with the Director the subject of AD Personnel. I expressed the views expressed by [REDACTED] and Colonel Baird, and also the views expressed by Colonel White. He made no comment other than to indicate that at the moment he did not have a candidate for filling the AD

~~CONFIDENTIAL~~

~~CONFIDENTIAL~~

Personnel job. Now in view of that it would be my recommendation to the Board that Mr. Meloon as Director of Personnel be asked to attend the Career Service Board meetings inasmuch as the Personnel Office and the Career Service Board have to work so hand-in-glove in all of their work. What is your view?

25X1A9a

[REDACTED] Suits me.

[REDACTED]: I agree.

MR. BAIRD: Yes, and I am assuming that is the way Red would like it.

MR. WHITE: Yes, I feel that personnel is such an integral part of the program that the No. 1 man in personnel should be here.

MR. KIRKPATRICK: They have to implement what this Board is trying to do. This Board could meet from now until eternity but unless the Personnel Office has the same spirit and desire to make a career service in this Agency we are not going to get anywhere, because they have too much of an effect on personnel.

25X1A9a

[REDACTED] Hear, hear.

Start MR. KIRKPATRICK: I think the discussion of a professional selection panel and whether they handle applicants or review those going from probation into career --

25X1A9a

[REDACTED]: The transcript of the meeting will go to the panel tomorrow and they will get started on putting into effect what I regard as the directive of the Board to the panel. That is why the transcript is going to them, so they will get the exact words of the Board.

Report MR. WHITE: I have arranged with the Medical Staff and the Security Office and the Personnel Office so that any administrative information which is developed by any office will be flagged without writing a lot of memoranda, and sticking religiously to the principle that security information, even though it may be information which has been obtained with the promise to the informant that it will be kept confidential, will be kept in that file -- likewise preserving the doctor-patient relationship on the medical side. But

~~CONFIDENTIAL~~

~~SECRET~~~~CONFIDENTIAL~~

the document will be flagged, which means there is something here which must be discussed and there will actually be a meeting by a representative of each of the three offices to advise the Assistant Director for Personnel as to whether there is enough overall derogatory information to warrant declining to accept the man. In case it is decided that he should not be accepted the office which is sponsoring the applicant will be notified, and if they desire to appeal the case in accordance with procedures which are already in existence -- if they desire to appeal it it would come to me. If I can't settle it it would go to Kirk. I hope that will fill the gap without wasting a lot of peoples' time.

MR. KIRKPATRICK: I think that is the better way to handle it.

25X1A9a [REDACTED] That takes the panel out of the business of examining cases from this point.

MR. KIRKPATRICK: Applicant cases, and it puts them into examining people passing from the probationary period. If you recall the minutes -- it's in accordance with their recommendations that they have personal interviews with these individuals.

25X1A9a [REDACTED] N: May I give this transcript also to the panel?

MR. WHITE: As far as I am concerned.

MR. KIRKPATRICK: And if the panel has any questions about it why I'd be glad to talk to them.

25X1A9a [REDACTED] This changes a Notice which is on record; in other words, [REDACTED] is still in existence which gives the panel the responsibility of doing this, and I would say that this would change that Notice. But until we can get the Notice changed the panel will have to know whether to accept cases or not.

25X1A

MR. KIRKPATRICK: Any other matters to be brought up? Then we stand adjourned. Thank you, gentlemen.

. . . The meeting adjourned at 4:00 p.m. . . .

~~SECRET~~~~CONFIDENTIAL~~