

MINUTES

OF THE

CIA CAREER COUNCIL

22nd Meeting, Thursday, 19 April 1956, 4:00 p.m.
DCI Conference Room, Administration Building

Present: Lyman B. Kirkpatrick, IG, Acting Chairman
 25X1A9a [redacted] COP-DD/P, Alt. for DD/P, Member
 25X1A9a H. Gates Lloyd, ADD/S, Alt. for DD/S, Member
 [redacted] D/OC, Member
 [redacted] SA/DDI/AD, Alt. for DD/I, Member
 25X1A9a [redacted] AD/TR, Alt. for DTR, Member
 [redacted] D/Pers, Alt. for D/Pers, Member
 [redacted] Executive Secretary
 [redacted] Reporter

EXCERPT ↓

6. The Council considered the revised Staff Study, "Individual Career Planning" (item 3 on the Agenda). The Staff Study was approved with the following conditions:

a. It would be permissive not mandatory to show to the employee concerned the recommendations and comments of supervisors and Career Services on the plans which he proposed.

b. In line with a) above, the title of the form would be changed from "Career Plan" to "Career Preference Outline." This change in title would help to discount the implication that a long-range commitment or "contract" had been entered into, and would emphasize the fact that this was a guide.

c. The several Panels or Boards should play a larger part in initiating the planning activity and the employee concerned should receive wise and adequate counseling.

d. The proposed additions to Discussion and Conclusions that had been distributed to the members of the Council, concerning the guidance nature of the document rather than an implied contractual obligation, were adopted.

e. The Council agreed that the "Career Preference Outline" including the desires of the individual together with the comments of the supervisor and the Career Service concerned would be placed in the Official Personnel Folder on condition that the handling of and access to the folder be tightened up.

f. The Council agreed that this basic "Career Preference Outline" would be used on an Agency-wide basis.

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