

ADMINISTRATIVE - INTERNAL USE ONLY

OTE 82-1079

10 August 1982

MEMORANDUM FOR: Director of Personnel

FROM: [REDACTED]

Director of Training and Education

SUBJECT: [REDACTED]

1. Pursuant to the request of [REDACTED] Office of General Counsel, I will attempt to detail in this memorandum the rationale and justification for the decisions that have been made in response to [REDACTED] requests for assignments to the Office of Training and Education (OTE).

2. Early in 1982, [REDACTED] telephoned me to discuss the possibility of an assignment to OTE. One area he explored with me was that of becoming a senior instructor. Earlier in his career [REDACTED] had served a rotational tour as an instructor in the Office of Training. I pointed out to [REDACTED] that the only instructor positions available at close to his grade level and for which he could be considered qualified were the rotational assignments in the Analysis Training Branch. This Branch which is staffed by both OTE and Directorate of Intelligence (DI) careerists is charged with the development and the conduct of training courses designed to deal with the process of analysis. I pointed out to [REDACTED] that the DI careerists assigned to this Branch were nominated by the Deputy Director for Intelligence and were officers with current involvement in the analytical process. In view of [REDACTED] long absence from the day-to-day analytical world of the DI, I stated that I did not believe he would be a competitive candidate for such an assignment.

3. In the same telephone conversation, [REDACTED] inquired regarding staff vacancies in the Center for the Study of Intelligence (CSI). I advised him that there were at that time two vacancies--one of which was for an officer who would be responsible to organize seminars and the other for an officer to serve as the staff advisor and manager (or "Dean") of research fellows who might be assigned to CSI. Both positions currently are on the books at the GS-13 level, but I told [REDACTED] that it was our desire to have the positions upgraded to the GS-15 level and that such action was under way. I stated further that vacancy notices would be distributed for these positions, and we would competitively evaluate candidates at that time. [REDACTED] indicated to me that he might well apply for one of the two positions.

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4. In June the DDA sent to OTE a memorandum prepared by [REDACTED] in which that officer proposed that he be assigned to the CSI to do research. He envisaged such an assignment to involve the preparation of a "series of short papers based on our experiences during the course of the Bay of Pigs operation."

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5. [REDACTED] memorandum with its proposal was brought to the attention of the CSI Board of Advisors at its 18 June meeting. The Board members agreed to study the proposal and the feasibility of the work proposed by [REDACTED]. In a poll taken subsequent to the meeting, the Board disapproved of the proposed assignment and the DDA was so advised. Inherent in the Board's decision was the feeling that, while [REDACTED] long ongoing work on the Bay of Pigs history could be a valid effort in terms of the Agency's History Program, the related studies proposed by [REDACTED] would not be of sufficient additional worth to justify his assignment to the Center nor would these studies relate sufficiently to priority goals of the CSI.

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6. I am advised that [REDACTED] has stated that his memorandum of 2 June 1982 also constituted an application for a staff position in the Center. The paper does not say so. Even if it had, I would have resisted such an assignment. The only staff vacancy still existing in the Center by that time was for the "Dean of Fellows." Requirements for the incumbent of this position include both skill in interpersonal relationships and demonstrated research discipline and timeliness. In my opinion [REDACTED] performance of recent years does not measure up in either regard. The success or failure of the Fellows Program could be to a high degree dependent on the skill with which the "Dean" carries out his duties. I would be most hesitant to assign an officer to these duties who in my estimation is not fully qualified in terms of Agency experience and personal characteristics.

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cc: DDA

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D/OTE [REDACTED] (10Aug82)

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