

~~EYES ONLY~~

~~SECRET~~

16 May 1966

25X1A9a

MEMORANDUM FOR: [REDACTED]

Deputy Director/ORD

SUBJECT : Career Service Panel

1. Per our discussion Friday, 13 May, I believe that a three man panel should be established in lieu of the present panel. These three would be yourself, [REDACTED] and [REDACTED]. The present panel is large and difficult to control and, due to the number of people handled by each member, has lost any semblance of objectivity. A smaller group could be more objective and would spend considerably less time in "nit picking." It took the present panel several months to establish the competitive evaluation list and the "sniping" at the present method has not ceased since it was approved by the Panel. The Panel has yet to establish a promotability list that is not governed by the current promotion recommendation, i. e., "Let's take the evaluation list and put so-and-so at the top and call it a promotability list."

25X1A9a

25X1A9a

2. With the three man panel concept, a recommendation for a personnel action would be presented to the Panel and defended by the Division Chief concerned. The Panel then meeting in closed session would be able to make the most appropriate recommendation to Mr. Chapman. This would eliminate the present subjective type consideration of promotion actions.

3. I have only mentioned promotion actions since these and the comparative evaluation list are the only items that have been discussed by the Panel during the past two years.

~~SECRET~~

~~EYES ONLY~~

~~EYES ONLY~~  
~~SECRET~~

SUBJECT: Career Service Panel

4. Due to the diminishing number of vacancies in ORD, it might, perhaps, be advantageous if the Panel reviewed personnel files of those applicants which the Division Chiefs wish to be placed in process.

25X1A9a



Administrative Officer  
Office of Research and Development

~~SECRET~~

EYES ONLY