

76-609/A

DD/A Registry
76-1632

1976

Executive Registry
76-1398/1

MEMORANDUM FOR: Director of Central Intelligence

FROM : F. W. M. Jamney
Director of Personnel

VIA : Deputy Director for Administration

SUBJECT : Nominations for the 1976 Federal Woman's Award

REFERENCE : Letter to DCI from Chairman, Board of Trustees, Federal Woman's Award, dated 5 March 1976 (attached)

1. Action Requested: That you approve the nomination of Miss Eloise R. Page, Ms. Diana [redacted] and Ms. Harritte T. Thompson for the 1976 Federal Woman's Award and that you sign the attached letter and nominating forms.

2. Basic Data or Background: Referent invited nominations for the Federal Woman's Award by 28 May 1976. This awards program is designed to provide recognition to women who have made outstanding contributions to the efficiency and quality of the Federal career service. Six awards are given annually. The Agency had one previous winner, Penelope Thunberg, in 1965.

3. Staff Position: In April 1975 the Deputy Directors were requested in a memorandum from the Director of Personnel to nominate candidates for the various 1975-76 public service awards. In the case of the Federal Woman's award, agencies may nominate as many as six candidates. Miss Page and Ms. Thompson were nominated by DDO and Ms. [redacted] was nominated by NIO. Following the practice of previous years, these candidates were considered by the Honor and Merit Awards Board in June 1975 and the Board recommended that all three be nominated. Mr. Colby subsequently concurred in the Board's recommendation.

The attached nominating documents were prepared by DDO and NIO staff members and have been reviewed and concurred in by representatives of the Cover and Commercial Staff and the Office of Security.

4. Recommendation: That you approve the nomination of Miss Page, Ms. [] and Ms. Thompson for the 1976 Federal Women's Award and that you sign the attached letter and nomination forms.

[]

F. W. M. Janney

Atts

Distribution:

Orig - Return to D/Pers

1 - DCI

1 - DDCI

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1 - C/[] (1 w/hold)

OP/BSO, [] gec (25 Mar 76)

2 APR 1976

Mrs. Jayne B. Spain, Chairman
Board of Trustees, Federal Woman's Award
U. S. Civil Service Commission
Washington, D. C. 20415

Dear Mrs. Spain:

It is a distinct pleasure for me to submit the nomination of three outstanding employees of the Central Intelligence Agency for the 1976 Federal Woman's Award. They are Miss Eloise R. Page, Ms. Diana [] and Ms. Harritte T. Thompson.

Throughout the history of this Agency, women have had a significant role in all phases of intelligence activity. Our candidates this year reflect this diversity of background and experience. Miss Page has served the Agency since its inception in 1947 and has risen through a series of increasingly responsible positions in developing guidance and overseeing the collection of intelligence, particularly in the scientific and technical fields. The Agency career of Ms. [] began in 1963 and in this relatively short span of time she has established a remarkable record of achievement in three distinct areas of intelligence work with our Operations Directorate, our Intelligence Directorate and the National Intelligence Officer system. By contrast, Ms. Thompson has concentrated her exceptional organizational talent during nearly her entire Agency career of twenty-four years to the management of the operational programs of our largest geographical area.

In an organization such as the CIA, it is all too seldom that our employees can be given the public recognition for their accomplishments which many of them so richly deserve. I am convinced that Miss Page, Ms. [] and Ms. Thompson are particularly deserving of such honor and am, therefore, very pleased to nominate them for the Federal Woman's Award.

Sincerely,

/s/ George Bush

George Bush
Director

Enclosures

Mrs. Jayne B. Spain, Chairman
Board of Trustees, Federal Woman's Award
U. S. Civil Service Commission
Washington, D. C. 20415

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APR 1 1976

Originator: _____
Director of Personnel Date

Concur: _____
Signed: John F. Blake
Deputy Director for Administration Date
1 APR 1976

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- 1 - D/Pers
- 1 - OPF - Eloise R. Page
- 1 - OPF - Diana [redacted]
- 1 - OPF - Harritte T. Thompson
- 2 - C/BSD (1 w/held)

**NOMINATION
FOR
FEDERAL WOMAN'S AWARD**

DATE:

2 APR 1976

TO: BOARD OF TRUSTEES OF THE FEDERAL WOMAN'S AWARD	FROM: (DEPARTMENT OR AGENCY) Central Intelligence Agency Washington, D. C. 20505
(1) NAME OF NOMINEE Miss Eloise R. Page	(2) POSITION TITLE AND ORGANIZATIONAL TITLE Intelligence Officer
(3) GRADE AND SALARY GS-18 \$37,800	(4) LOCATION Washington, D. C.

(5) SUMMARY OF PRINCIPAL ACHIEVEMENTS IN THIS AGENCY (NOT TO EXCEED 150 WORDS):

Miss Page has served CIA since 1947 with sustained distinction in positions of increasing responsibility and authority. In 1975 she was promoted to GS-18, making her the highest ranking woman in CIA. She is currently chief of one of the Agency's senior staffs. Also she is the CIA member and Acting Chairman of the interagency Critical Collection Problems Committee, a group which determines priorities among the various intelligence collection goals of member agencies of the United States Intelligence Board.

Throughout her career Miss Page has played a key role in CIA's collection program, particularly in scientific and technical fields. She has been adept at handling sensitive materials and conducting liaison with government and private entities. Her managerial skills have made her one of the Agency's top executives as well as an invaluable member of important interagency committees. Her career has been marked by exceptional integrity and dedication to her work.

(6) EDUCATION

SCHOOL OR COLLEGE	MAJOR FIELD	DEGREES	DATE
Hollins College	Music		1936-7
University of South Carolina	French, English		1937-8
Rice Business College	Business	Diploma	1938
Peabody Conservatory	Music		1940-1
George Washington University	American Thought & Civilization	BA with Distinction	1952-7
George Washington University	American Literary & Cultural History	MA	1957-60
			1965-66
			Part-time

(7) HIGHLIGHTS OF WORK EXPERIENCE (WITH DATES):

After working briefly for the British War Relief Society, Miss Page joined the Office of Strategic Services (OSS) in 1942 as secretary to its Chief, General William E. Donovan. She served with OSS in Washington, [redacted] and Brussels. Following the termination of OSS, Miss Page continued with other predecessors of CIA, joining the latter agency at its inception in 1947 as a GS-07. In succeeding years she was engaged in increasingly responsible work, progressing to GS-18 in 1975; the only woman of that rank in CIA. As early as 1951 Miss Page had become chief of the CIA staff concerned with developing guidance and overseeing collection of scientific and technical clandestine intelligence. She pioneered in this arcane but highly important field, organizing and coordinating world-wide programs. In 1965 she was selected to be the CIA representative on the interagency Critical Collection Problems Committee (CCPC) of the United States Intelligence Board (USIB). This committee has been involved in the preparation of several studies focused on matters of highest national priority in the field of military defense which have been of direct interest to the White House. While acting as Chairman of the Committee, Miss Page designed and directed a priority and highly acclaimed study of the anti-ship missile threat which focused national attention and provided the supportive documentation

/Continued/

(8) HONORS RECEIVED (FROM THIS AGENCY AND OTHER SOURCES):

Because of Security restrictions it is not possible to describe explicitly many of the honors given Miss Page. However, the following is a general description of these honors:

Commendation 1952 from CIA Deputy for Staff Training for effective support rendered to Staff Indoctrination Course.

/Continued/

(9) DETAILED STATEMENT OF BASIS FOR NOMINATION (INCLUDING PERTINENT PERSONAL QUALITIES, SCOPE OF INFLUENCE ON ACTIVITIES BOTH WITHIN AND OUTSIDE THE AGENCY, ETC.):

The nomination of Miss Page is based on her continuous record of distinguished service since 1942. Miss Page has played a key role in the U.S. government intelligence collection effort since World War II. She has a unique understanding of CIA and its missions as well as of the U.S. intelligence community at large. Her broad gauge approach to intelligence community problems combined with her managerial and executive capabilities have contributed greatly to national intelligence objectives of priority importance. In her work with the USIB Critical Collection Problems Committee, working closely with senior civilian and military intelligence agency representatives (ranging from GS-15 to Rear Admirals and Major Generals), Miss Page has excelled in an ability to resolve diverse and often nearly intransigent opinions. She has been a prime force in melding contributions from the entire intelligence community and developing them into integrated, well written, and constructive studies on priority matters of national interest, frequently in the field of national defense.

/Continued/

SIGNED: (HEAD OF DEPARTMENT OR AGENCY)

/s/ George Bush

George Bush, Director of Central Intelligence
(ATTACH ADDITIONAL SHEETS AS NECESSARY)

(7) Highlights of Work Experience (continued)

for subsequent assignment of the highest national priority to this problem. In a letter to the Director of CIA, the Commander of the Naval Intelligence Command commended Miss Page's efforts and said among other things that her "complete dedication, balanced sense of humor, impartial judgment and above all her exceptional managerial talents were largely responsible for the effective synthesis of the efforts of the various members of the working group, each of whom brought to the working table diverse experience and professional specialities." In addition to her work with the CCPC, Miss Page has regularly represented CIA on other high level interdepartmental working groups on intelligence issues. In March 1973 Miss Page was formally named Acting Chairman of the CCPC and continues to serve in that capacity. In addition to her heavy responsibilities with the CCPC, Miss Page was appointed in January 1972 Deputy Chief of one of the Agency's senior staffs. In 1975 she was named Chief of this staff. This staff, consisting of 139 employees, is responsible for a variety of diverse activities concerning guidance, coordination, and collection of clandestine intelligence. This staff is of critical importance to the Operations Directorate of the Agency.

(8) Honors Received (continued)

Commendation 1954 from a Staff chief within the Agency for valuable contributions made by members of Miss Page's staff in the analysis of intelligence materials.

Commendation 1961 for the outstanding manner in which Miss Page organized and conducted a very sensitive operational task force.

Commendation 1965 from an Agency Staff Long Range Planning Officer for Miss Page's assistance in preparing an Agency directorate Long Range Plan.

Appreciation 1968 from the Chairman of Critical Collection Problems Committee, USIB for major assistance provided by Miss Page in a recent CCPC intelligence study.

Letter of Appreciation 1968 from General Wood, Joint Chiefs of Staff, for the valued comment and assistance toward a USIB study. Endorsed by the Chairman of CCPC.

/Continued/

(8) Honors Received (continued)

Appreciation 1971 from Chairman, USIB for support given to work of CCPC during several years of his Chairmanship.

Letter of Appreciation 1972 from Commander, Naval Intelligence Command for the outstanding and highly professional support rendered to the U.S. Navy by Miss Page. Endorsed by the Director of Central Intelligence.

(9) Detailed statement of basis for nomination (continued)

In addition to her interagency activities, Miss Page has made an especially vital contribution to the CIA through her work on intelligence collection problems and her expertise in intelligence community matters. The latter knowledge and experience was especially valuable to the CIA in a period in 1970 and 1971 which involved reorganization of the intelligence community and drafting of new directives. Recognition should also be given to Miss Page's continuing efforts to increase opportunities for women in the CIA career service and in furthering the principles of Equal Employment Opportunity. The sensitive nature of Miss Page's work makes a detailed discussion of her many accomplishments impossible. That she is regarded with high esteem not only by this Agency but by the intelligence community as well is attested to by commendations from outside CIA such as that cited above. We believe that Miss Page's record of 34 years of exceptional service as a professional intelligence officer unquestionably warrants the public acknowledgement which this award confers.

**NOMINATION
FOR
FEDERAL WOMAN'S AWARD**

DATE:
2 APR 1976

TO: <p style="text-align: center;">BOARD OF TRUSTEES OF THE FEDERAL WOMAN'S AWARD</p>	FROM: (DEPARTMENT OR AGENCY) <p style="text-align: center;">Central Intelligence Agency Washington, D. C. 20505</p>
(1) NAME OF NOMINEE Ms. Diana 	(2) POSITION TITLE AND ORGANIZATIONAL TITLE Intelligence Officer
(3) GRADE AND SALARY GS-14 \$25,581	(4) LOCATION Washington, D. C.

(5) SUMMARY OF PRINCIPAL ACHIEVEMENTS IN THIS AGENCY (NOT TO EXCEED 150 WORDS):

Ms. thirteen years in CIA have been marked by three principal achievements. First, in eight years with the Operations Directorate she compiled an enviable record of accomplishment, in both Washington and the field. During this stage, increasing responsibilities were rapidly conferred upon her. Second, Ms. demonstrated a remarkable facility in a three-year assignment in the Intelligence Directorate, where she quickly became a senior analyst, first in research and then in current intelligence, on Soviet affairs.

Third, Ms. over the last two years has applied this unusual combination of experience, along with her own outstanding gifts, to the challenging tasks of the National Intelligence Officer system. As Assistant NIO/USSR and Eastern Europe, she has played a key role in creating a community of Soviet analysts among the intelligence agencies, promoting cooperation between collectors and producers, and making their work responsive to governmental policy concerns.

(6) EDUCATION

SCHOOL OR COLLEGE	MAJOR FIELD	DEGREES	DATE
Stanford University	History	BA (magna cum laude)	<div style="border: 1px solid black; width: 100%; height: 100%;"></div>
Yale University	History	MA	

(7) HIGHLIGHTS OF WORK EXPERIENCE (WITH DATES):

Ms. [] entered CIA in 1963 in the rather select corps of Junior Officer Trainees. Upon completion of training, her first four years were devoted to Headquarters support of field operations. She quickly proved expert in analyzing how individual field components could most effectively help in collecting priority national intelligence and in providing them with specific guidance. During this period her supervisor awarded her the only "Outstanding" annual evaluation he had ever conferred. Ms. [] subsequent three years of overseas work cannot be described in detail. They centered on direct involvement in collection, and she continued to display exceptional imagination, energy, and judgment.

In 1971 Ms. [] transferred -- an unusual step in this compartmented Agency -- to the production of finished intelligence, first as a political researcher and then as a current intelligence officer. In the first of these capacities, she produced excellent studies on the role of the KGB in the USSR and on the Soviet military-industrial complex, each of which remains the best work extant on these topics. In the second, she immediately established a fine reputation for quick, incisive analysis and writing. From her previous work she brought to these assignments a keen appreciation of the Soviet system, (continued on attached)

(8) HONORS RECEIVED (FROM THIS AGENCY AND OTHER SOURCES):

Numerous Commendations and Expressions of Appreciation from Agency officials for specific accomplishments.

(9) DETAILED STATEMENT OF BASIS FOR NOMINATION (INCLUDING PERTINENT PERSONAL QUALITIES, SCOPE OF INFLUENCE ON ACTIVITIES BOTH WITHIN AND OUTSIDE THE AGENCY, ETC.):

The nomination of Ms. [] is based upon outstanding service throughout her career with this Agency. She has earned an unusual degree of esteem from all her colleagues in her various assignments, and they have themselves been stimulated by her example of dedication, initiative, imagination, and unfailing cheerfulness. Her performance in her present assignment is a natural culmination of the personal and professional qualities that she has brought to and developed in an intelligence career. Her contribution to the creation of the National Intelligence Officer system is particularly noteworthy, but she has proven herself capable of outstanding performance in all aspects of her profession.

SIGNED: (HEAD OF DEPARTMENT OR AGENCY)

/s/ George Bush

George Bush, Director of Central Intelligence
(ATTACH ADDITIONAL SHEETS AS NECESSARY)

(7) Highlights of Work Experience (continued)

which she effectively shared with others. In an analytic team, she provided an unending stream of ideas and suggestions to her fellow analysts.

Ms. [] was thus a natural choice, when the National Intelligence Officer system was created in 1973, for the job of Assistant NIO/USSR and Eastern Europe. Her approach to this new task has been highly creative. She has made a key and continuing contribution to the effort to vitalize the intelligence community in support of priority national policy concerns. Her personal qualities -- particularly her ability to enlist the cooperation of others and stimulate their best efforts -- have been as important to this achievement as her professional qualifications. She is in large measure responsible for the formal and informal structures and the wide network of contacts among intelligence officers and their policymaking consumers which have now been brought into being.

**NOMINATION
FOR
FEDERAL WOMAN'S AWARD**

DATE:

2 APR 1976

<p>TO:</p> <p style="text-align: center;">BOARD OF TRUSTEES OF THE FEDERAL WOMAN'S AWARD</p>	<p>FROM: (DEPARTMENT OR AGENCY)</p> <p style="text-align: center;">Central Intelligence Agency Washington, D. C. 20505</p>
<p>(1) NAME OF NOMINEE</p> <p>Ms. Harritte T. Thompson</p>	<p>(2) POSITION TITLE AND ORGANIZATIONAL TITLE</p> <p>Operations Officer</p>
<p>(3) GRADE AND SALARY</p> <p>GS-14 \$24,156</p>	<p>(4) LOCATION</p> <p>Washington, D. C.</p>

(5) SUMMARY OF PRINCIPAL ACHIEVEMENTS IN THIS AGENCY (NOT TO EXCEED 150 WORDS):

This nomination is based upon Ms. Thompson's service since 1964 when she was assigned responsibility for developing and administering command and control systems for Operations Directorate's activities in East Asia. In this role she has been the principal architect and monitor of programs and resource requirements in the Agency's largest geographic division. The programs under her oversight have encompassed most of the major foreign policy issues of the recent past, including matters of extreme sensitivity in both a political and operational sense.

Ms. Thompson has the rare ability to diagnose a management system and spot flaws while the system is still in theoretic form, thus avoiding costly efforts which result from having to correct actual systems in operation. Her inventiveness in improving techniques concerned with budgeting and programming have made an extraordinary contribution to Agency efficiency. While no employee is indispensable, Ms. Thompson approaches that state to a remarkable degree.

(6) EDUCATION			
SCHOOL OR COLLEGE	MAJOR FIELD	DEGREES	DATE
Winthrop College for Women	Business Administration	BS	
American University	International Relations, Advertising Writing		

(7) HIGHLIGHTS OF WORK EXPERIENCE (WITH DATES):

After working from 1946 to 1952 as a secretary in the Department of Agriculture, Ms. Thompson joined this Agency in April 1952. Her career falls into three phases involving a steady increase in the scope of her responsibilities: from 1952 to 1954 she was an analyst in the economic warfare field. In the next period, from 1954 to 1964, she was the coordinator for all covert action programs in the East Asia area. In 1964 her responsibilities were expanded to take in the management of all operational programs in that geographical area, intelligence collection and counterintelligence as well as covert action. This has been a task of major scope, since East Asia is the Directorate's largest geographical division in terms of personnel and has had responsibility, in addition to normal functions, for the Agency's overall [redacted] programs plus, during Ms. Thompson's tenure, sustained crisis situations in Vietnam and [redacted] involving major investments of personnel and funds. While it is not possible to describe Ms. Thompson's duties in detail, they have involved drawing up annual budgets for all Division activities forecasting requirements for future budgets; performing constant review and issuing guidance daily on individual cases to assure that these programs are complied with or, when appropriate, revised; and devising new methods for performing these functions with maximum efficiency and precision yet minimizing the person-hours required for the purpose. She

/continued/

(8) HONORS RECEIVED (FROM THIS AGENCY AND OTHER SOURCES):

CIA Achievement Award for \$2,000 in 1973 (shared with another employee) for advanced country-based programming concept.

Also, several Quality Step Increases and numerous commendations from her superiors in East Asia Division.

(9) DETAILED STATEMENT OF BASIS FOR NOMINATION (INCLUDING PERTINENT PERSONAL QUALITIES, SCOPE OF INFLUENCE ON ACTIVITIES BOTH WITHIN AND OUTSIDE THE AGENCY, ETC.):

The nomination of Ms. Thompson is based on three factors: (1) her sustained superior performance, as detailed in paragraph 7 above; (2) the substantial monetary savings to the U. S. Government achieved by the budgetary processes devised and managed by her; and (3) the pioneering nature of her work in the budgetary/planning field. The last factor is perhaps the crucial one. Partly because of its sheer size (involving management of thousands of employees and hundreds of millions of dollars), the Directorate's East Asia budget has required an exceptional degree of close management. Ms. Thompson has provided this in an outstanding manner. There were no precedents or tested guidelines for this process, and so she was obliged to devise her own methodology applying basic principles of planning, programming and budgeting and management by objectives to the operational requirements of her Division. Her success in this not only accomplished the immediate purpose, but also led to emulation of her techniques in other Divisions and in the Agency's Operations Directorate generally.

/continued/

SIGNED: (HEAD OF DEPARTMENT OR AGENCY)

/s/ George Bush

George Bush, Director of Central Intelligence
(ATTACH ADDITIONAL SHEETS AS NECESSARY)

(7) Highlights of Work Experience (continued)

has accomplished this formidable and complex task with a personal style which has earned her the complete confidence of successive superiors, whose reliance on her has approached the absolute, and the respect and affection of her co-workers and personnel junior to her.

(9) Detailed Statement of Basis for Nomination (continued)

In a role which is strewn with temptations to fall into the routine, Ms. Thompson's has been truly a creative performance; and in the more than a decade during which she has been engaged in our overall programming, her conscientiousness, enthusiasm, and outgoing helpfulness to co-workers at all levels in the Division has never flagged. Ms. Thompson's is the sort of role which is absolutely essential to professional management of the work of a major Government entity, yet which is really only noticed when there is a lapse in consistency of quality of performance. It can be flatly stated that there have been no such lapses in Ms. Thompson's performance. At all times she has demonstrated a high degree of personal integrity, honesty, judgment, and creativity in improving the effectiveness and efficiency of programs under her direction. The unsung nature of her role is in itself an argument for according her superb contribution special recognition.