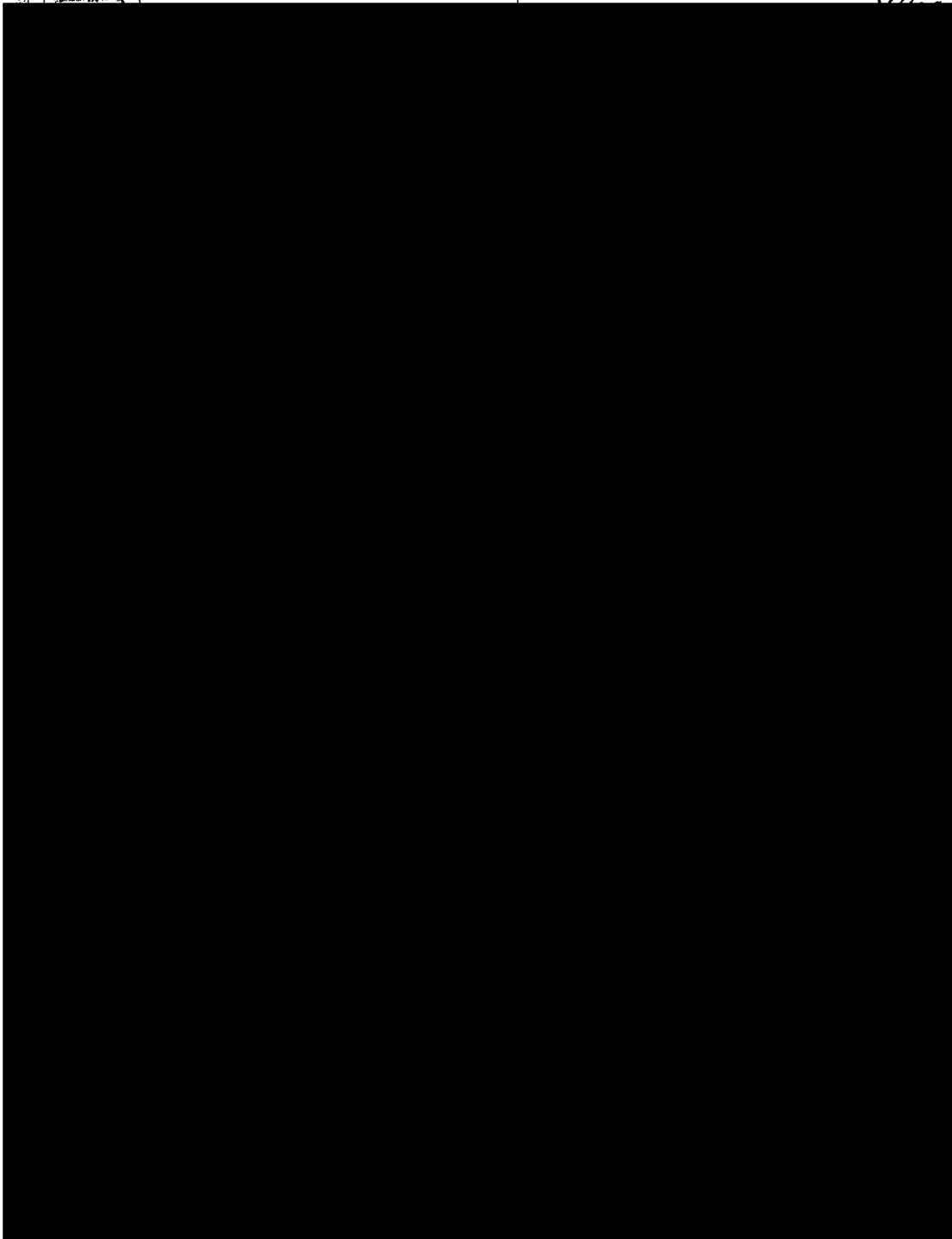


STATINTL
DD/A Registry
06 6131



UNCLASSIFIED CONFIDENTIAL SECRET

OFFICIAL ROUTING SLIP

DD/A Registry
File PERSONNEL-15

STATINTL

| TO | NAME AND ADDRESS | DATE | INITIALS |
|----|---------------------------------|------|-------------|
| 1 | [REDACTED] CAR 3E63 Hdqs | 12-8 | [Signature] |
| 2 | Director of Personnel 5E58 Hdqs | 12-9 | [Signature] |
| 3 | DD R+P | | |
| 4 | | | |
| 5 | | | |
| 6 | | | |

| | | |
|-------------|--------------|----------------|
| ACTION | DIRECT REPLY | PREPARE REPLY |
| APPROVAL | DISPATCH | RECOMMENDATION |
| COMMENT | FILE | RETURN |
| CONCURRENCE | INFORMATION | SIGNATURE |

Remarks:
Attached is another letter to me from [REDACTED] regarding the recent recruiting flap there.

STATINTL

FOLD HERE TO RETURN TO SENDER

FROM: NAME, ADDRESS AND PHONE NO. DATE

[REDACTED] Acting D/GCR [REDACTED] 6 Dec 76

UNCLASSIFIED CONFIDENTIAL SECRET

STATINTL

STATINTL

25X1A

Approved For Release 2001/07/30 : CIA-RDP79-00498A000500140004-7

Approved For Release 2001/07/30 : CIA-RDP79-00498A000500140004-7

| TO | NAME AND ADDRESS | DATE | INITIALS |
|----|---|------|----------|
| 1 | <i>B Approved</i> Approved For Release 2001/07/30 : CIA-RDP79-00498A000500140004-7 | | |
| 2 | Room 7D-6011 Headquarters | | |
| 3 | | | |
| 4 | | | |
| 5 | | | |
| 6 | | | |

| | | |
|-------------|--------------|----------------|
| ACTION | DIRECT REPLY | PREPARE REPLY |
| APPROVAL | DISPATCH | RECOMMENDATION |
| COMMENT | FILE | RETURN |
| CONCURRENCE | INFORMATION | SIGNATURE |

DD/A Registry
File Personnel 15

Remarks:

A most unusual letter

Att DDA 76-6005

FOLD HERE TO RETURN TO SENDER

| | |
|---|---------|
| FROM: NAME, ADDRESS AND PHONE NO. | DATE |
| DD/Administration 7D24 <div style="background-color: black; width: 80px; height: 15px; display: inline-block;"></div> | 12/6/76 |

| | | |
|--------------|--------------|--------|
| UNCLASSIFIED | CONFIDENTIAL | SECRET |
|--------------|--------------|--------|

STATINTL

STATINTL

FORM NO. 1-67 **237** Use previous editions *USGPO: 1976 - 202-953 (40)

STATINTL

Att: DDA 76-6005 - Ltr to D/Pers
dtd 25 Nov 1976; re Mr.

- Distribution:
- Orig RS - DDCI w/Orig of Att
 - 1 RS - ER w/Att
 - 1 RS - D/OP w/Att
 - ~~1~~ RS - DDA Subject w/att
 - 1 RS - DDA Chrono w/o att
 - 1 RS - JFB Chrono w/o att

STATINTL

DDA:JFBlake:der (6 Dec 1976)

76 3549

BSR 76-5949

10 NOV 1975

MEMORANDUM FOR: Director of Central Intelligence

FROM : [REDACTED]
Acting Director of Personnel

THROUGH : Deputy Director for Administration

SUBJECT : Recruiter's Indiscretion at the
University of Minnesota

1. Last week you phoned Professor Richard H. Skaggs, Chairman, Department of Geography, University of Minnesota, and apologized to him for the inexcusable conduct of our recruiter, Mr. [REDACTED]. You asked that your apology also be conveyed to Professor John F. Hart of the same Department. A few days earlier, you had signed a letter of apology to each professor. It was our intent that after your calls, the letters would be handcarried to Professors Skaggs and Hart by the Chief of our Recruitment Division, who would prepare a damage assessment report upon his return. We would then determine whether [REDACTED] effectiveness had been damaged to the extent that the University of Minnesota should be transferred to another recruiter. Earlier, the Director of Personnel had sent a letter of apology to each professor, as had [REDACTED].

2. On 29 November we learned that [REDACTED] had just received a letter from Professor Skaggs. In that letter the Professor gave Mr. [REDACTED] the name of yet another graduating member of his Department who had expressed an interest in CIA. Professor Skaggs also stated that he accepted our apology and that he was quite willing to cooperate fully and personally with Mr. [REDACTED]. It was indeed a most welcomed letter.

3. In light of the written and oral apologies already made, and Professor Skaggs' offer of "continuing cooperation with [REDACTED] we feel that either sending or handcarrying your letters of apology now would constitute an "overkill."

STATINTL

If you approve, the letters will be destroyed and Mr. [REDACTED] will be allowed to continue his recruiting activities at the University of Minnesota. His schedule calls for interviews with engineering students in Minneapolis on 6 and 7 December.

STATINTL

[REDACTED]

APPROVED/DISAPPROVED:

Director of Central Intelligence

Date

Distribution:

- Orig - Adse, return to D/Pers
- 1 - DCI
- 1 - DDCI
- 1 - ER
- 1 - DDA
- 1 - OLC
- 2 - D/Pers (1 w/held)
- 1 - DD/Pers/R&P
- 1 - C/RD/OP

STATINTL

DD/Pers/R&P/[REDACTED] dhg-Retyped:OD/Pers:bkf (30 Nov 76)

STATINTL

OFFICIAL ROUTING SLIP

Approved For Release 2001/07/30 : CIA-RDP79-00498A000500140004-7

DD/A Registry
File Personnel 15

| TO | NAME AND ADDRESS | DATE | INITIALS |
|----|-------------------------------------|------|----------|
| 1 | [REDACTED] | | |
| 2 | Director of Personnel Room 5E-58 | | |
| 3 | Headquarters | | |
| 4 | | | |
| 5 | | | |
| 6 | | | |

| | | |
|-------------|--------------|----------------|
| ACTION | DIRECT REPLY | PREPARE REPLY |
| APPROVAL | DISPATCH | RECOMMENDATION |
| COMMENT | FILE | RETURN |
| CONCURRENCE | INFORMATION | SIGNATURE |

Remarks:

*I see no need
to forward this
memo to DCI*

att: DDA 76-5949

FOLD HERE TO

STATINTL

STATINTL

DD/Administration 7D24 [REDACTED]

| | | |
|--------------|--------------|--------|
| UNCLASSIFIED | CONFIDENTIAL | SECRET |
|--------------|--------------|--------|

FORM NO. 1-67 237 Use previous editions *USGPO: 1976 - 202-953 (40)

Att: DDA 76-5949 Memo to DCI re D/OP, dtd 30 Nov 76;
Subject: Recruiter's Indiscretion at the University of Minnesota

Distribution:
Orig RS - D/OP w/Orig & 7cc of Att
1 RS - DDA Subject w/cy Att
1 RS - DDA Chrono w/o att
1 RS - JFB Chrono w/o att

DDA:JFBlake:der (6 December 1976)

Registry
File Personnel-15

DDA 76-5759

17 November 1976

NOTES FOR CALL BY DIRECTOR:

Professor Skaggs [REDACTED]

Professor Hart [REDACTED]

STATOTHR

I

- A. Professor Richard Skaggs, Chairman, Geography Department, University of Minnesota.
- B. Professor John F. Hart, Department of Geography, University of Minnesota.

STATINTL

C. [REDACTED]

II

STATINTL

In mid-October, [REDACTED] made his first visit to the University of Minnesota -- contacted Skaggs -- asked for a list of all graduating graduate students in Skaggs' department, which [REDACTED] would then use to make a direct approach to each. STATINTL

Skaggs declined to release names and addresses of students without their permission -- would violate his policy, which is in line with State law (and, of course, Privacy Act).

STATINTL

Skaggs did agree to notify graduating students of CIA employment opportunities and then forward to [REDACTED] names and addresses of those who had indicated personal interest.

STATINTL

STATINTL

[REDACTED] assumed Skaggs was being non-cooperative -- sought out Hart, [REDACTED] Hart is subordinate of Skaggs.

STATINTL

[REDACTED] asked Hart for same list -- did not mention previous discussion with Skaggs.

STATINTL

Hart did not know of Skaggs' policy and gave list to [REDACTED] who sent contact letter to each student on the list.

STATINTL

STATINTL

On 2 November Skaggs wrote a letter to [REDACTED] giving him a list of six graduate students who were interested in discussing employment with CIA. Second part of letter chastised [REDACTED] for getting list elsewhere and writing to students who had not expressed an interest in CIA.

On 5 November Hart also wrote to [REDACTED] accusing him of duplicity and being made to look a fool in the eyes of his boss, Skaggs. Hart furious at [REDACTED]

STATINTL

STATINTL

III

Fred Janney has sent letters of apology to Skaggs and Hart.

We have prepared letters of apology for [REDACTED] to send to Skaggs and Hart. STATINTL

Director has signed letters of apology to Skaggs and Hart, which will be handcarried by the Chief, Recruitment Division.

IV

For Skaggs

Incident is one of grave concern to the Agency.

Agency does not condone this gross circumvention of a Department Head's policy.

STATINTL

Apologize for [REDACTED] ethics and extreme bad judgment.

STATINTL

[REDACTED] is being officially reprimanded.

Appreciate Skaggs' good faith in sending names he had promised -- unfortunate that good faith of our recruiter not commensurate.

University of Minnesota a fine source for Agency -- candidates of highest caliber -- hope this incident will not adversely affect future Agency/University relationship.

V

For Hart

Incident of grave concern.

STATINTL Action by [REDACTED] put you in grossly untenable position.

Insensitivity, precipitance, and poor judgment violate the standards of conduct we demand and are accustomed to from our recruiters.

STATINTL

[REDACTED] is being officially reprimanded.

STATINTL

STATINTL Hope [REDACTED] action will not permanently alienate.

Distribution:

Orig - DCI
1 - DDCI
1 - DDA
1 - D/Pers
1 - DD/Pers/R&P

STATINTL

DD/Pers: [REDACTED]:D/Pers:FWMJanney:bkf (17 Nov 76)

| | | |
|---|----------|-----------|
| TRANSMITTAL SLIP | | DATE |
| TO: DDA | | |
| ROOM NO. | BUILDING | |
| REMARKS: Mr. Blake, Fred Janney hand carried the original to the DCI and a copy of attached to DDCI, this date, personally. | | |
| ADDA — <i>[Signature]</i> 18 NOV 1976 EO - DDA — <i>[Signature]</i> 19 NOV 1976 | | |
| FROM: Director of Personnel | | |
| ROOM NO. | BUILDING | EXTENSION |

FORM NO. 241
1 FEB 55

REPLACES FORM 36-8
WHICH MAY BE USED.

(47)

76-3367
500140004-7
CIA Registry
76-5699

15 NOV 1976

DDIA Registry
File Personnel 15

MEMORANDUM FOR: Director of Central Intelligence
VIA : Deputy Director of Central Intelligence
FROM : F. W. M. Janney
Director of Personnel
SUBJECT : Recruiter's Indiscretion at the University
of Minnesota

1. Attached at Tabs A and B are copies of letters forwarded to your office by Professor Richard H. Skaggs, Chairman, Department of Geography, University of Minnesota, and by Professor John F. Hart of the same Department. These letters were addressed to Mr. [REDACTED]

[REDACTED] also is responsible for [REDACTED]. The letters complain in very emphatic terms about Mr. [REDACTED] conduct in seeking out prospects for Agency employment from among graduate geography students of the University. The incident certainly is one of grave concern to this office, and I have already forwarded to each professor my personal letter of apology. Copies are attached for your review at Tab C.

2. As I indicated to Professor Skaggs, the matter has been investigated and I have concluded that Mr. [REDACTED] should be officially reprimanded for his actions. A copy of my letter of reprimand is attached at Tab D.

3. To recap the incident, Mr. [REDACTED] telephoned Chief, Recruitment Division late in the afternoon of 4 November to report that he had received Professor Skaggs' letter which chastised him for circumvention of the Professor's policy concerning recruitment approaches to his students. [REDACTED] reported orally and in writing that he had visited the University in mid-October and made his first approach to the Department of Geography. He had not previously met members of that faculty and chose to call upon Chairman Skaggs to introduce himself and to request permission to approach students of the graduate school, one of the better

graduate schools of geography in the country. Chairman Skaggs was opposed to a direct approach by Mr. [redacted] and declined providing him a list of all those graduating. [redacted] admits as Chairman Skaggs has pointed out in his letter, that the latter advised him that release of the addresses of students without their permission would violate his policy which is in line with State law (and, of course, the Privacy Act). Professor Skaggs did consent to notify his students of CIA interest in discussing employment with them and to forward to [redacted] the names and addresses of those who indicated interest. Mr. [redacted] has stated frankly that he sensed the Chairman did not choose to be cooperative and that nothing would come of the gesture. Subsequently, it has been demonstrated that this assumption resulted from a misdirected judgment of Skaggs' good faith.

4. Dissatisfied with the outcome of his discussion with Chairman Skaggs, Mr. [redacted] proceeded to contact Professor John F. Hart, who teaches under the direction of the Chairman.

[redacted] but reference to Chairman Skaggs' discussion of Department policy, [redacted] told Professor Hart that he was interested in obtaining a list of graduate students who would be available for employment in the Summer of 1977. [redacted] is emphatic that Professor Hart voluntarily provided this list to him; but, even at this point, [redacted] did not tell Professor Hart that the Chairman had advised that such action is against Department policy. In his letter to Mr. [redacted] Professor Hart has indicated that he was not aware of this policy and, quite understandably, he takes umbrage at [redacted] for not telling him that the Chairman had earlier denied promulgation of the listing. There is no question that [redacted] failure to do so constituted a serious breach of ethics which may well alienate Professor Hart to the Agency in general [redacted]

5. Upon returning to his [redacted] addressed standard contact letters to the listed students. These were brought to the attention of Chairman Skaggs. Skaggs' reaction to [redacted] circumvention is indeed justified and certainly it is not difficult to imagine his chastisement of Professor Hart.

STATINTL

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Approved For Release 2001/07/30 : CIA-RDP79-00498A000500140004-7

6. As distressed as he was, Chairman Skaggs nonetheless furnished the recruiter with a list of six graduate students who indicated interest in discussing Agency employment. While Mr. [redacted] infers in his memo that this is a small number, it does represent nearly 12 percent of the class, which is an acceptable return from any recruitment source. The penultimate paragraph of [redacted] memo further attests to a continuing, perhaps stubborn, failure to judge properly and accept the good faith of Chairman Skaggs. I feel his statement that "maybe Professor Skaggs is simply opposed to the Agency" is an ill-conceived rationalization. A copy of Mr. [redacted] memo is attached at Tab E. He now is in [redacted] but has been directed to prepare his personal letters of apology to both professors immediately [redacted] next week. He is to telephone the texts of these letters to Headquarters for review and approval before putting them in the mail.

7. We are currently discussing the possibility of sending the Chief of our Recruitment Division, Mr. [redacted] to the University to gauge the extent of damage with the Placement Director, and while there he would also meet with Chairman Skaggs and Professor Hart. Possibly he could handcarry the Director's letters of apology, should the DCI agree to sign them.

8. If after discussion with the Placement Director, it should appear that Mr. [redacted] is in effect "persona non grata," Mr. [redacted] will so communicate with the Director of Personnel and we would then transfer the coverage of the University of Minnesota to [redacted] [redacted] could, of course, use this information with both Skaggs and Hart as a further attempt to mollify them.

9. Attached at Tabs F and G are suggested letters of apology for you to address to the aggrieved professors.

10. The Office of Legislative Counsel and [redacted] [redacted] have been apprised of the foregoing incident.

F. W. M. Janney

Attachments

Distribution:

Orig - DCI
1 - DDCI
1 - ER
1 - DDA
1 - OLC
1 - D/Pers
1 - DD/Pers/R&P
1 - FWMJ Chrono w/held

STATINTL

DD/Pers/R&P: [REDACTED]:D/Pers:FWMJanney:bkf (12 Nov 76)

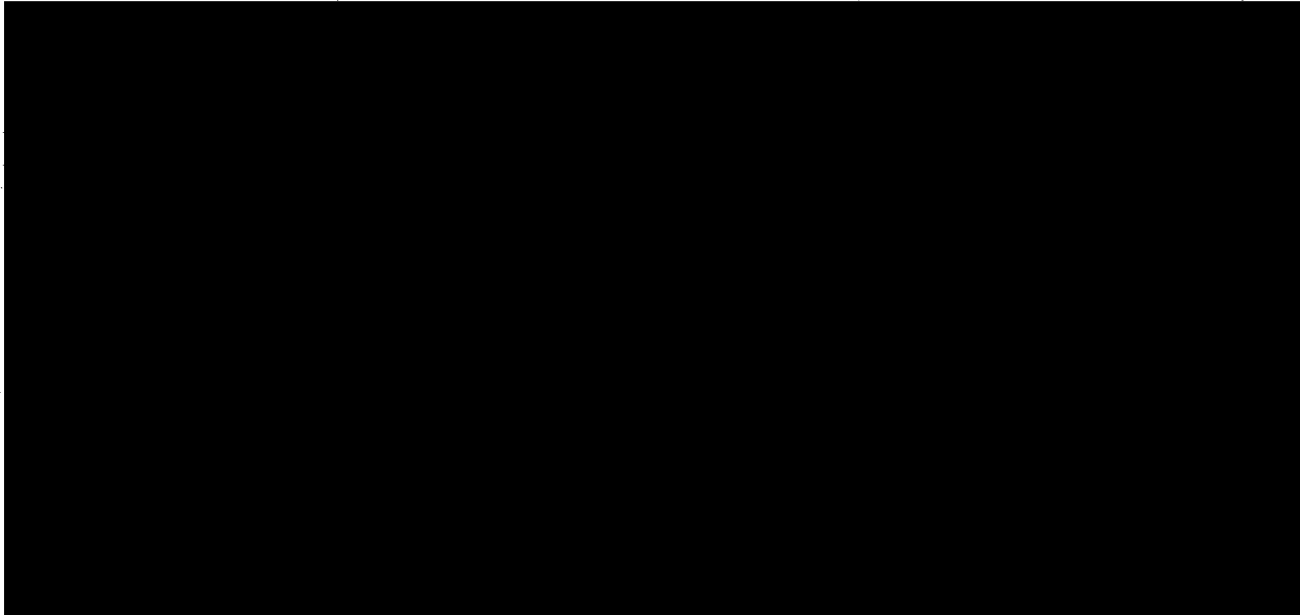


UNIVERSITY OF MINNESOTA
TWIN CITIES

Department of Geography
414 Social Sciences Building
Minneapolis, Minnesota 55455

2 November 1976

STATINTL



Now to a more serious matter. I understand that several of our graduate students have received letters from you indicating that their name "has been referred to us with the notation that you might be interested in a position with this federal organization." I consider that mailing to be a serious breach of faith. We had agreed that some of our graduate students might well be interested and that they should be given the opportunity of responding. I pointed out to you, however, that release of the addresses of students without permission is against my policy (guided by state law) as Chairman of the Department. The policy applies to all requests. I do not understand why you found it necessary to circumvent our agreement. I acted in good faith and have secured for you the names and addresses of several excellent people who are interested. Your action has cast doubt on the veracity of the CIA and some of its employees.

Sincerely,

Richard H. Skaggs
Chairman

mlr

cc: Congressman Donald M. Fraser
Senator Hubert H. Humphrey
Mr. George Bush, Director, CIA
Professor J. F. Hart



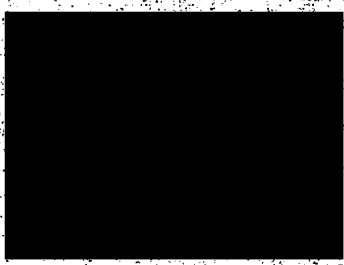
UNIVERSITY OF MINNESOTA
TWIN CITIES
Approved For Release 2001/07/30 : CIA-RDP79-00498A000500140004-7

Department of Geography
414 Social Sciences Building
Minneapolis, Minnesota 55455

Executive Registry
76-5584/1

5 November 1976

STATINTL



Your duplicity has made me intensely angry. I do not appreciate being made to look like a fool, sir, and you have made me look like one. Your behavior has cast yet another shadow upon the CIA, and it has endangered the friendship of one who has been a strong supporter of the Agency.

I did not realize, when I gave you a list of the names and addresses of graduate students in this department, that our Chairman had already informed you that it is against departmental policy to release such lists. I am startled and angered by your insensitivity in having failed to give me this information.

Certainly I should have been aware of departmental policy in this area, but I was not, and I am furious at you for having taken advantage of my ignorance.

John Fraser Hart
John Fraser Hart
Professor

STATINTL

Mr
cc:
George Bush
Richard H. Skaggs

NOV 12 1976

CENTRAL INTELLIGENCE AGENCY

Approved For Release 2001/07/30 : CIA-RDP79-00498A000500140004-7
WASHINGTON, D.C. 20505

5 November 1976

Dr. Richard H. Skaggs
Chairman, Department of Geography
University of Minnesota
414 Social Sciences Building
Minneapolis, Minnesota 55455

Dear Dr. Skaggs:

STATINTL
STATINTL

I am just now aware of the contents of your letter of 2 November to Mr. [REDACTED]

In my opinion, Mr. [REDACTED] at a minimum exercised poor judgment and I sincerely apologize for his ethics in this matter. I wish to assure you that we were not a party to nor do we support his circumvention of your good offices. The incident will be promptly and thoroughly investigated.

STATINTL

We are most appreciative of your cooperation in furnishing the names of students who have expressed interest in employment with this Agency. Certainly, I would hope that what has transpired will not affect the excellent relationship we have enjoyed with the University of Minnesota in the past and that we can look forward to your continued help in future years.

Sincerely,

STATINTL

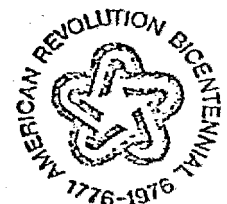
[REDACTED]
F. W. M. Janney
Director of Personnel

Distribution:

Orig - Adse
1 - DDA
1 - OLC
1 - D/Pers
1 - DD/Pers/R&P

D/Pers:FWMJanney:bkf (5 Nov 76)

Approved For Release 2001/07/30 : CIA-RDP79-00498A000500140004-7



9 November 1976

Professor J. F. Hart
Department of Geography
University of Minnesota
414 Social Sciences Building
Minneapolis, Minnesota 55455

Dear Professor Hart:

STATINTL

I have just finished reading a copy of your letter of 5 November to Mr. [REDACTED]

STATINTL

I indeed appreciate your anger for my emotion is the same. I have responded to Dr. Skaggs' letter of 2 November to Mr. [REDACTED]. I am sorely distressed with the fact that Mr. [REDACTED] not only circumvented his agreement with Dr. Skaggs, but that he also placed you in a most embarrassing and untenable position. I can neither excuse nor condone Mr. [REDACTED] deportment; suffice it to say, the Central Intelligence Agency deeply regrets what has transpired and we offer our profound apology.

STATINTL

STATINTL

STATINTL

STATINTL

STATINTL

I indicated to Dr. Skaggs that the incident in question would be promptly and thoroughly investigated. This we have done. We conclude that Mr. [REDACTED] conduct, without question, is contrary to the policies of this Agency; under no circumstances can it be justified. Mr. [REDACTED] is to be officially reprimanded, and we will take action to ensure that none of our recruiters will be a party to such duplicity in the future.

The Agency is most appreciative of your interest in being of assistance to us. We are hopeful that one day we can regain your confidence in our representatives and the prescribed standards under which they are expected to work.

- J - OFC
- I - DDV
- I - DDCI
- I - DCI
- I - EK
- OLIA - vqse

Distribution:

Sincerely,

[REDACTED]

F. W. M. Janney
Director of Personnel

STATOTHR

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Next 2 Page(s) In Document Exempt

Approved For Release 2001/07/30 : CIA-RDP79-00498A000500140004-7

UNITED STATES GOVERNMENT

Approved For Release 2001/07/30 : CIA-RDP79-00498A000500140004-7
Memorandum

STATINTL TO : CH/RD, Mr. [REDACTED]

DATE: 5 November 1976

STATINTL FROM : [REDACTED]

SUBJECT: Lead/Sources, Geography Dept., University of Minnesota

REFERENCES: Our telecon of 4 November 1976; a letter from the Chairman of the Geography Department; a list of Graduate Students in Geography; a standard Agency referral letter. (See attachments).

Dear Bob:

As per our telephone conversation of 4 November 1976, I am sending you a copy of the letter from Professor Richard Skaggs, Chairman, Geography Department, University of Minnesota. It is clear from his letter that he is providing me 6 names of graduate students in Geography out of a total of 51. (See attachments).

First off, it must be stated that this Recruiter is just beginning to develop Lead/Sources at the University of Minnesota. His last visit in October represented his first visit to the Geography Department. As you know, when a Recruiter visits a particular Department at the University, he usually starts with the Chairman of the Department. However, some Chairmen are either too busy or uncooperative to provide the Recruiter with much assistance. In many cases, therefore, the Recruiter must turn to the Department Secretary or the Graduate Advisor. If these particular contacts are unfruitful, he can turn to other faculty members in the Department. This somewhat explains the standard operational procedure. When we develop an excellent Lead/Source who will provide us with graduate student referrals, we usually continue to deal with such a Lead/Source whether it be the Chairman, the Department Secretary, the Graduate Advisor, or simply a member of the faculty.

During my visit to the University of Minnesota in October 1976, I contacted Professor Richard Skaggs, Chairman of the Geography Department. Professor Skaggs went to great lengths to explain to me why it would be difficult for him to give me a list of graduate students, and that he would prefer to contact each student and get their permission for their names to be submitted to CIA for employment purposes. In all honesty, this Recruiter thought that Professor Skaggs was being less than cooperative. Expecting little assistance, if any, from the Chairman of the Department, this Recruiter contacted [REDACTED] Professor John F. Hart. Professor Hart has known several of our geographers in the Agency, particularly Mr. [REDACTED]. In conversation with Professor Hart, I told him I

STATINTL

STATINTL

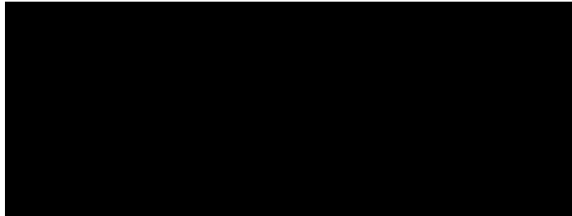
- 2 -

was interested in getting a list of the graduate students who would be available for employment in June or August 1977. He volunteered to give me a list of names and addresses of some 51 graduate students. (See list attached). Certainly I was pleased to receive this rather extensive graduate student list. Subsequently on 29 October 1976, we sent referral letters to all 51 students, giving them an opportunity to respond favorably if they were interested. In this context, a reading of Professor Skaggs' letter becomes clear and meaningful. Apparently he did follow through, at least to some extent, on his pledge to check with the graduate students and thus sent me the names of six. The form letter, which he quotes, is the standard referral letter used by Recruiters. (See copy attached). Certainly, in this Recruiter's opinion, all 51 of these graduate students should receive the opportunity for employment with the Agency rather than only 6.

This Recruiter has been developing Lead/Sources on numerous campuses and in various Departments for the past ten years and this is the first time that a Chairman has responded so unfavorably to our Recruitment activities. Maybe Professor Skaggs is simply opposed to the Agency.

The above information will serve to clarify the circumstances surrounding Professor Skaggs' letter.

STATINTL



JOH/rg
Attachments

ER-76-5584

Approved For Release 2001/07/30 : CIA-RDP79-00498A000500140004-7
CENTRAL INTELLIGENCE AGENCY
WASHINGTON, D.C. 20505

17 Sept. 76

Professor Richard H. Skaggs
Chairman, Department of Geography
University of Minnesota
414 Social Sciences Building
Minneapolis, Minnesota 55455

Dear Professor Skaggs:

STATINTL

Your letter of 2 November to Mr. [REDACTED] has been brought to my attention. I assure you I am deeply distressed by his serious breach of ethics, an action which this Agency cannot condone and will not tolerate.

STATINTL

As our Director of Personnel indicated in his 5 November letter to you, Mr. [REDACTED] conduct of business with your Department has been investigated. We recognize his failure to abide by your stated policy and understand clearly that he did consciously circumvent your authority. He will receive an official reprimand for disregarding the strict standards which always have governed our recruitment activities.

STATINTL

I am most appreciative indeed of the assistance you extended to Mr. [REDACTED] and regret that his actions did not reflect the same fine spirit of cooperation. I apologize sincerely for what has transpired and hope that our relationship with the University of Minnesota may prosper in the future.

STATINTL

Sincerely,

19

George Bush
Director



ER - 76 5584

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CENTRAL INTELLIGENCE AGENCY
WASHINGTON, D.C. 20505

17 Sept 76

Professor John F. Hart
Department of Geography
University of Minnesota
414 Social Sciences Building
Minneapolis, Minnesota 55455

Dear Professor Hart:

Please accept my personal apology for the conduct of our recruitment representative, Mr. [REDACTED] which prompted your letter to him dated 5 November.

STATINTL

In my relatively short tenure as Director of Central Intelligence, I have become consciously aware of the excellent and valued relationships which long have existed between our recruiters and their university sources throughout the country. I am most distressed that our bond with the University of Minnesota and with you has been compromised. As our Director of Personnel emphasized in his response to you, the Agency can neither excuse nor condone the actions of Mr. [REDACTED]. His breach of ethics is a matter of grave concern to us and appropriate administrative action will be taken in his case.

STATINTL

STATINTL

I do appreciate the friendship and support which you expressed in your letter, and I deeply regret the personal embarrassment you have suffered as a consequence of Mr. [REDACTED] insensitivity.

Sincerely,

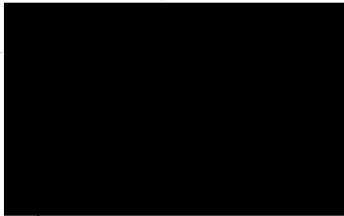
15/ Signed

George Bush
Director



5 November 1976

STATINTL



Your duplicity has made me intensely angry. I do not appreciate being made to look like a fool, sir, and you have made me look like one. Your behavior has cast yet another shadow upon the CIA, and it has endangered the friendship of one who has been a strong supporter of the Agency.

I did not realize, when I gave you a list of the names and addresses of graduate students in this department, that our Chairman had already informed you that it is against departmental policy to release such lists. I am startled and angered by your insensitivity in having failed to give me this information.

Certainly I should have been aware of departmental policy in this area, but I was not, and I am furious at you for having taken advantage of my ignorance.

Handwritten signature of John Fraser Hart in cursive.

John Fraser Hart
Professor

STATINTL

mlr
cc:

George Bush
Richard H. Skaggs

Minnesota

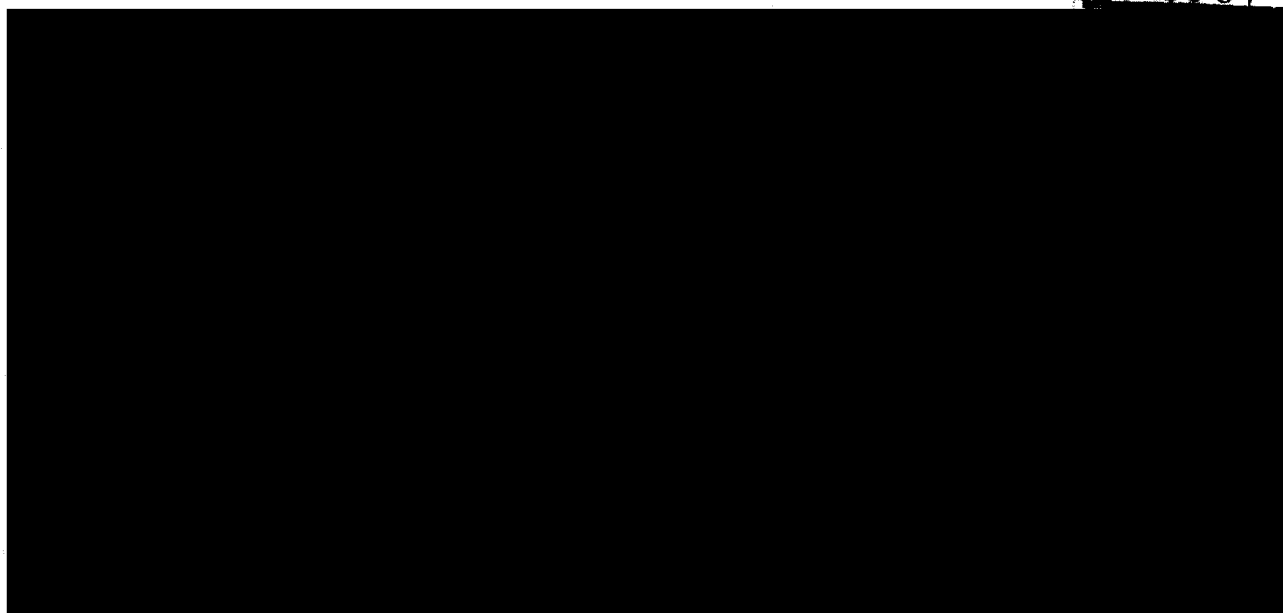
COPI

COLLEGE OF LIBERAL ARTS
DEPARTMENT OF GEOGRAPHY - MINNEAPOLIS, MINNESOTA 55455

PERS 11-3301

2 November 1976

Executive Registry
76-5584



STATINTL

Now to a more serious matter. I understand that several of our graduate students have received letters from you indicating that their name "has been referred to us with the notation that you might be interested in a position with this federal organization." I consider that mailing to be a serious breach of faith. We had agreed that some of our graduate students might well be interested and that they should be given the opportunity of responding. I pointed out to you, however, that release of the addresses of students without permission is against my policy (guided by state law) as Chairman of the Department. The policy applies to all requests. I do not understand why you found it necessary to circumvent our agreement. I acted in good faith and have secured for you the names and addresses of several excellent people who are interested. Your action has cast doubt on the veracity of the CIA and some of its employees.

Sincerely,

Richard H. Skaggs
Chairman

NOV 8 5 18 PM '76

mlr

cc: Congressman Donald M. Fraser
Senator Hubert H. Humphrey
Mr. George Bush, Director, CIA
Professor J. F. Hart
Dean Frank J. Sorauf, College of Liberal Arts

EW

Approved For Release 2001/07/30 : CIA-RDP79-00498A000500140004-7
EXECUTIVE SECRETARIAT

Routing Slip

D/PERS

| TO: | | ACTION | INFO | DATE | INITIAL |
|----------|----------|----------------------------|------|------|---------|
| 1 | DCI | | | | |
| 2 | DDCI | | | | |
| 3 | D/DCI/IC | | | | |
| 4 | DDS&T | | | | |
| 5 | DDI | | | | |
| 6 | DDA | | X | | |
| 7 | DDO | | | | |
| 8 | D/DCI/NI | | | | |
| 9 | GC | | | | |
| 10 | LC | | X | | |
| 11 | IG | | | | |
| 12 | Compt | | | | |
| 13 | D/Pers | X | | | |
| 14 | D/S | | | | |
| 15 | DTR | | | | |
| 16 | Asst/DCI | | | | |
| 17 | AO/DCI | | | | |
| 18 | C/IPS | | | | |
| 19 | DCI/SS | | | | |
| 20 | | | | | |
| 21 | | | | | |
| 22 | | | | | |
| SUSPENSE | | <u>12 November</u> Date | | | |

Remarks:
 For review and comment to DCI via DDCI.
2 ltrs attached



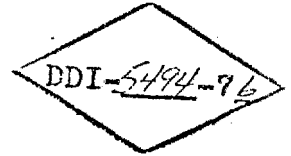
B. C. Evans
 Executive Secretary
8 Nov 76
 Date

STATINTL



UNIVERSITY OF MINNESOTA
TWIN CITIES

Department of Geography
414 Social Sciences Building
Minneapolis, Minnesota 55455



8 November 1976

Dear Dick:

STATINTL

I apologize for inflicting this letter upon you, but [redacted] dropped your name in my conversation with him, and I think it only fair to let you know what I have said to him.

STATINTL

I was not aware that the address list was a privileged document when I gave it to [redacted] but our Chair- STATINTL man had told him quite explicitly that it was, and I blame [redacted] for his failure to share this information with me.

I might add that his letters to our graduate students have stirred up a real mare's nest in the department, and they have done far more harm than good.

Whatever the merits of the situation, I think it is foolish not to recognize the fact that there is still a lot of blind emotional prejudice against the Agency in the groves of Academe, and this prejudice is not going to disappear [redacted] STATOTHR

Warmest regards,

Frasen



UNIVERSITY OF MINNESOTA
TWIN CITIES

Department of Geography
414 Social Sciences Building
Minneapolis, Minnesota 55455

DDI-5494-76

5 November 1976

STATINTL



Your duplicity has made me intensely angry. I do not appreciate being made to look like a fool, sir, and you have made me look like one. Your behavior has cast yet another shadow upon the CIA, and it has endangered the friendship of one who has been a strong supporter of the Agency.

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Certainly I should have been aware of departmental policy in this area, but I was not, and I am furious at you for having taken advantage of my ignorance.

John Fraser Hart
Professor

STATINTL

m/r
cc:



George Bush
Richard H. Skaggs

12 November 1976

Memorandum for: Associate DDI
Chief, DDI Admin Staff

STATINTL

The attached letter from University of Minnesota indicates that Agency recruiter [redacted] had a very bad trip indeed. Fraser Hart, the author of the letter, is a prestigious U.S. geographer whose opinion matters. Minnesota is probably the strongest of U.S. geography departments.

I'm quite bewildered -- OGCR is not soliciting applicants. Perhaps [redacted] did an overkill on the Summer Intern Program.

Since Hart sent a copy of his blast to the DCI, we may be hearing from O/DCI or OP. Richard Skaggs is the Chairman of the Minnesota geography department.

STATINTL

STATINTL



[redacted]
Deputy Director,

made
[redacted]

STATINTL

OGCR
Office of Geographic and Cartographic Research

SENDER WILL CHECK CLASSIFICATION TOP AND BOTTOM

UNCLASSIFIED CONFIDENTIAL SECRET

Approved For Release 2001/07/30 : CIA-RDP79-00498A000500140004-7
OFFICIAL ROUTING SLIP

| TO | NAME | DATE | INITIALS |
|----|-------------------------------------|------|----------|
| 1 | [REDACTED] | | |
| 2 | Director of Personnel Room 5E-58 | | |
| 3 | Headquarters | | |
| 4 | | | |
| 5 | | | |
| 6 | | | |

| | | |
|-------------|--------------|----------------|
| ACTION | DIRECT REPLY | PREPARE REPLY |
| APPROVAL | DISPATCH | RECOMMENDATION |
| COMMENT | FILE | RETURN |
| CONCURRENCE | INFORMATION | SIGNATURE |

Remarks:

Have on the [REDACTED] copies. I have made copies of your memorandum available to Paul Walsh so he will know what we have done [REDACTED]

FOLD HERE TO RETURN

FROM: NAME, ADDRESS AND

DATE

DD/Administration 7D24 [REDACTED]

11/16/76

UNCLASSIFIED

CONFIDENTIAL

SECRET

FORM NO. 1-67

237

Use previous editions

USGPO: 1976 - 202-953 (40)

Att: DDA 76-4724 Memo to ADDI fr DD/OGCR, dtd 12 Nov 1976,
Subject: [REDACTED] Agency Recruiter w/atts

Distribution: Orig RS - D/OP w/att.
 1 RS - DDA Subject w/att & background (DDA 76-5699)
 1 RS - DDA Chrono w/o att
 1 RS - JFB Chrono w/o att

DDA:JFBlake:der (16 November 1976)

DDA
Personnel 15

STATINTL

STATINTL

STATINTL

STATINTL

STATINTL

CENTRAL INTELLIGENCE AGENCY

WASHINGTON, D.C. 20505

76-5570

DD/A Registry

File Personnel 15

5 November 1976

Dr. Richard H. Skaggs
Chairman, Department of Geography
University of Minnesota
414 Social Sciences Building
Minneapolis, Minnesota 55455

13 NOV 1976

13 NOV 1976

Dear Dr. Skaggs:

STATINTL

STATINTL

I am just now aware of the contents of your letter of 2 November to Mr. [REDACTED]

STATINTL

In my opinion, Mr. [REDACTED] at a minimum exercised poor judgment and I sincerely apologize for his ethics in this matter. I wish to assure you that we were not a party to nor do we support his circumvention of your good offices. The incident will be promptly and thoroughly investigated.

We are most appreciative of your cooperation in furnishing the names of students who have expressed interest in employment with this Agency. Certainly, I would hope that what has transpired will not affect the excellent relationship we have enjoyed with the University of Minnesota in the past and that we can look forward to your continued help in future years.

STATINTL

Sincerely,

[REDACTED]
F. W. M. Janney
Director of Personnel

Distribution:

- Orig - Adse
- 1 - DDA
- 1 - OLC
- 1 - D/Pers
- 1 - DD/Pers/R&P

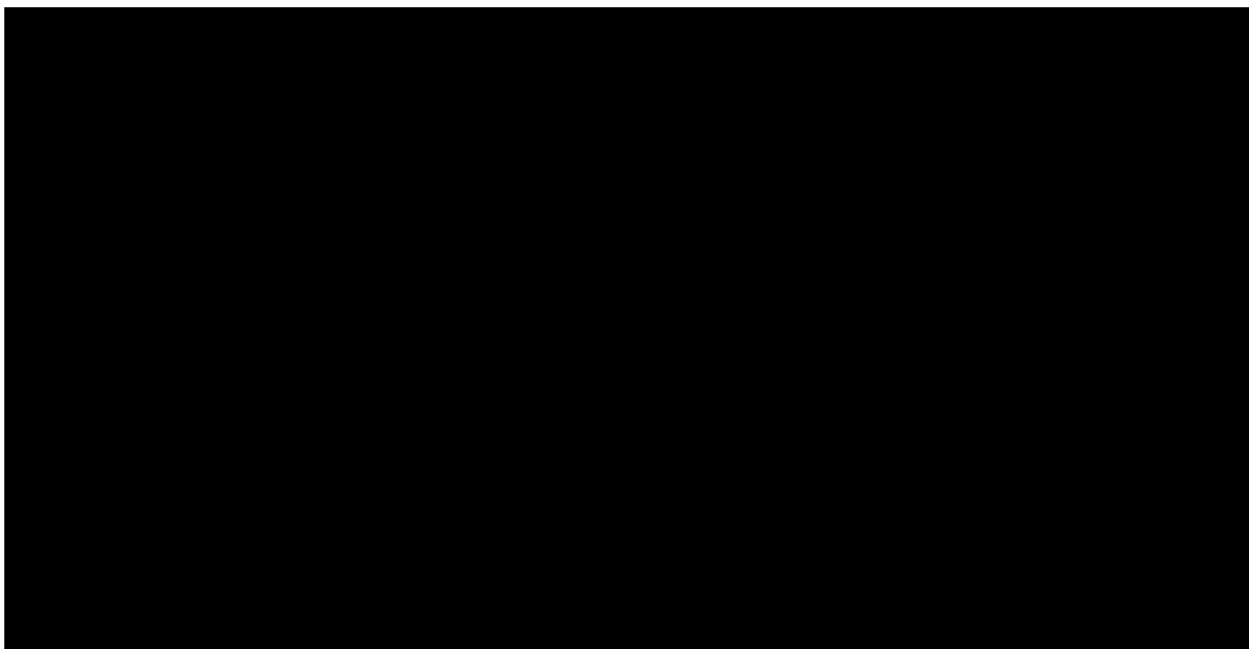


STATINTL

COPY/DICTATED OVER PHONE TO OP/RECRUITMENT DIVISION FROM
[REDACTED]

University of Minnesota
Department of Geography
414 Social Sciences Building
Minneapolis, MN 55455
2 November 1976

STATINTL



Now to a more serious matter. I understand that several of our graduate students have received letters from you indicating that their names "have been referred to us with the notation that you might be interested in a position with this Federal organization." I consider that mailing to be a serious breach of faith. We had agreed that some of our graduate students might well be interested and that they should be given the opportunity of responding. I pointed out to you, however, that release of the addresses of students without permission is against my policy (quided by state laws) as Chairman of the Department. The policy applies to all requests. I do not understand why you found it necessary to circumvent our agreement. I acted in good faith and have secured for you the names and addresses of several excellent people who are interested. Your action has passed doubt on the veracity of the CIA and some of its employees.

Sincerely,

Richard H. Skaggs
Chairman

cc: Congressman Donald M. Fraser
Senator Herbert H. Humphrey
Mr. George Bush, Director, Central Intelligence Agency
Dean Frank J. Sorauf, College of Liberal Arts

8:30 Meeting -- Friday, 5 November 1976

Approved For Release 2001/07/30 : CIA-RDP79-00498A000500140004-7

STATINTL

STATINTL

Chief, Recruitment Division, reports that [redacted] [redacted] called to say that he had traveled to the University of Minnesota, where he visited Dr. Richard Skaggs, Chairman, Department of Geography. Reason: 51 in graduate school who will graduate in spring 1977. [redacted] laid out program for Skaggs. Skaggs not overly cooperative but said he would pass the word to his students and let [redacted] know of any interest.

STATINTL

STATINTL

[redacted] then went to see Professor John Hart, Skaggs' subordinate [redacted]

STATINTL

[redacted] did not tell Hart of his conversation with Skaggs and Hart, ^{not} knowing of his boss' feelings, gave

STATINTL

[redacted] a complete listing of 51 students. [redacted] then sent out letters to them.

2 November: Letter sent to [redacted] from Skaggs

STATINTL

furnishing names of six students, but in paragraph two he blasted [redacted] on basis of professional ethics, breach, etc. Added that he was sending carbon copies to Senator Hubert Humphrey, Congressman Donald Fraser, and DCI George Bush.

STATINTL

Handwritten notes: [redacted] Skaggs case - rec'd copy of ltr +
all papers [redacted]

UNIVERSITY OF

Minnesota

COPY

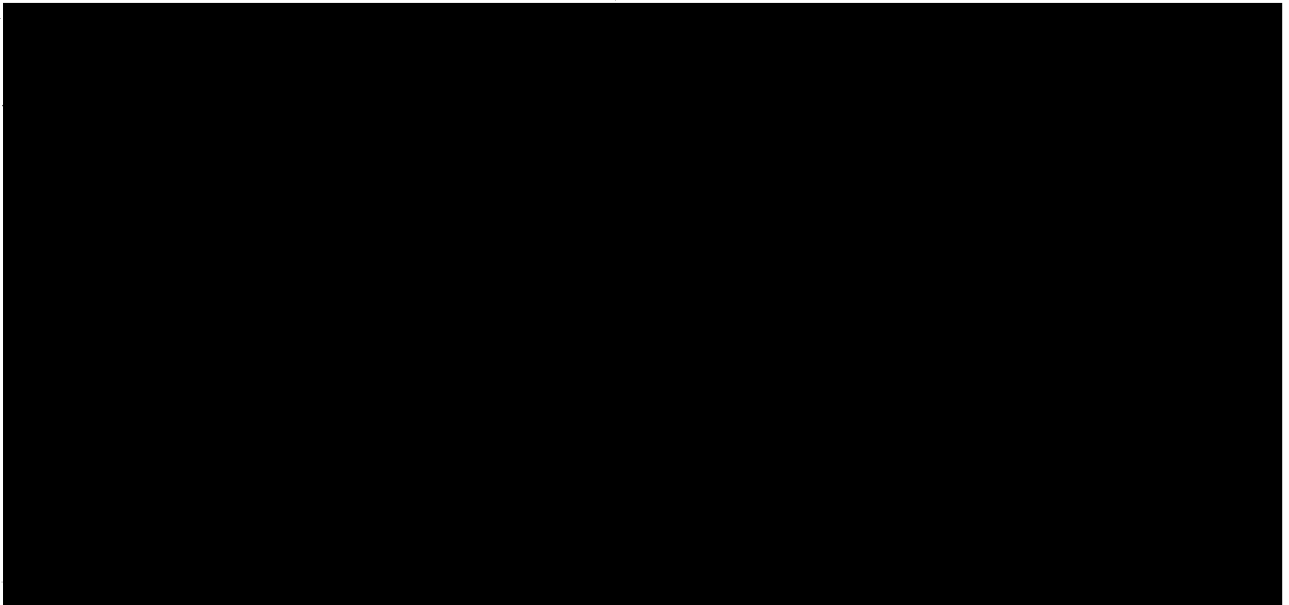
DD/A Registry

76-5554

COLLEGE OF LIBERAL ARTS
DEPARTMENT OF GEOGRAPHY • MINNEAPOLIS, MINNESOTA 55455

2 November 1976

Executive Registry
76-5554



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Sincerely,

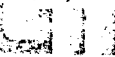
Richard H. Skaggs
Chairman

nlr

cc: Congressman Donald M. Fraser
Senator Hubert H. Humphrey
Mr. George Bush, Director, CIA
Professor J. F. Hart

Dean Frank J. Sorauf, College of Liberal Arts

STATINTL



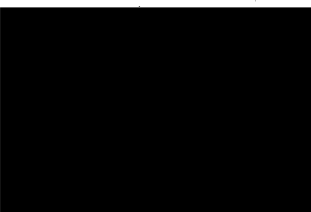
UNIVERSITY OF MINNESOTA
TWIN CITIES

Department of Geography
414 Social Sciences Building
Minneapolis, Minnesota 55455

Executive Register
10-5539/11

5 November 1976

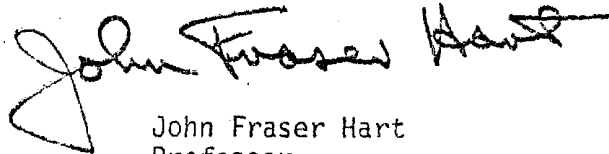
STATINTL



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Professor

STATINTL

m/r
cc:


George Bush
Richard H. Skaggs

NOV 8 7 33 PM '76

EW

EXECUTIVE SECRETARIAT

Routing Slip

DDA

| TO: | | ACTION | INFO | DATE | INITIAL |
|-----|----|----------|------|------|---------|
| | 1 | DCI | | | |
| | 2 | DDCI | | | |
| | 3 | D/DCI/IC | | | |
| | 4 | DDS&T | | | |
| | 5 | DDI | | | |
| | 6 | DDA | | | |
| | 7 | DDO | | | |
| | 8 | D/DCI/NI | | | |
| | 9 | GC | | | |
| | 10 | LC | | | |
| | 11 | IG | | | |
| | 12 | Compt | | | |
| | 13 | D/Pers | | | |
| | 14 | D/S | | | |
| | 15 | DTR | | | |
| | 16 | Asst/DCI | | | |
| | 17 | AO/DCI | | | |
| | 18 | C/IPS | | | |
| | 19 | DCI/SS | | | |
| | 20 | | | | |
| | 21 | | | | |
| | 22 | | | | |
| | | SUSPENSE | Date | | |

Remarks:
 For review and comment to DCI via DDCI.
B. C. Evans

STATINTL

B. C. EVANS
 3 Nov 76
 Date

| | | |
|--|---------------------------------------|-------------|
| TRANSMITTAL SLIP | | DATE |
| TO: Deputy Director for Administration | | 5 NOV 1976 |
| | | 13 NOV 1976 |
| ROOM NO. | BUILDING | |
| 7D 26 | Headquarters | |
| REMARKS: | | |
| <i>Per your request of Mr. Jamney at 0850 mtg. 5 Nov. 1976</i> | | |
| 15 NOV 1976 | | |
| ay | | |
| 15 NOV 1976 | | |
| FROM: Director of Personnel | | |
| ROOM NO. | BUILDING | EXTENSION |
| 5E 58 | Hqs. | |
| FORM NO. 241 1 FEB 55 | REPLACES FORM 36-B WHICH MAY BE USED. | |

STATINTL