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8 NOV 1956

MEMORANDUM FOR: The CIA Career Council

SUBJECT: Foreign Language Development Program

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1. On 25 October 1956 the Chief of Operations, DD/P, provided me with detailed comments on [redacted] "Development of Foreign Language Proficiency," and [redacted] "Foreign Language Development Awards." These regulations are designed to put the decision of the Career Council, in approving the Foreign Language Development Program, into effect. These regulations were considered and approved by the Ad Hoc Committee on the Foreign Language Development Program, in a meeting held on 1 June 1956. While DD/P was represented on the Committee throughout the development of the Staff Study which recommended approval of the Program, the DD/P member was not present at the 1 June meeting. For this reason, copies of the draft regulation were sent to DD/P for concurrence in early June.

2. The DD/P comments in the 25 October memorandum consist of more than six pages of recommended deletions, substitutions and changes. While many of these are minor language changes, some acceptable and some not, in my view, other changes are either contrary to policies governing the conduct of the program as approved by the Career Council or in conflict with my understanding of the basic objectives of the program. A summary of the significant DD/P comments is contained in paragraph 3 following.

3. The summary is organized in three parts as follows: (a) those in conflict with policies previously approved by the CIA Career Council; (b) those which I believe are detrimental to the objectives of the program; and (c) those with which I find myself in agreement.

a. DD/P Comments Contrary to Policies Approved by the CIA Career Council

- (1) Foreign Language Development Awards should not be limited to members of the CIA Career Staff; completion of a year's probationary status should be sufficient.
- (2) Clandestine Services personnel assigned to full-time intensive language training as a duty assignment should be ineligible for awards.

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- (3) Foreign Language Development Awards should be retro-active "when an employee can prove that past study was undertaken on individual initiative to enhance his value to his Agency assignment."
- (4) The Language Specialist Reserve will include only those members of the Clandestine Services who have been determined by appropriate Clandestine Services panels to possess functional qualifications, the exercise of which requires competence in one of those languages which is unusual, difficult or in short supply.
- (5) Maintenance of foreign language proficiency on the part of the individual should be a responsibility of the Agency to the extent that "all Clandestine Services personnel should have free and easy access to the language laboratory and that, if necessary, OTR should expand its class and laboratory facilities for after-hours study."

b. DD/P Comments in Conflict with the Objectives of the Program

- (1) "DD/P cannot tie language qualifications to individual positions. Unfortunately, personnel and operational requirements dictate a flexibility which does not lend itself to this."
- (2) Candidates for Awards may not make direct application to the Director of Training, but should do so "through established command channels."
- (3) Deputy Directors will establish appropriate procedures within their components to insure the orderly and just processing of applications for awards.

c. DD/P Comments in Which DTR Concurs

Language aptitude testing will be included as an integral part of the prescribed EOD testing for professional personnel, and the results of such tests will be incorporated into appropriate personnel and training records.

4. I have attached hereto copies of the OTR draft regulation approved by the Ad Hoc Committee on 1 June which include the additions, substitutions and deletions now proposed by DD/P. In view of the foregoing summary of the DD/P comments, I recommend that the CIA Career Council:

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- a. Authorize the promulgation of the draft regulations [REDACTED] dated 1 and 5 June respectively, which were approved by the Ad Hoc Committee.
- b. Approve the inclusion of Foreign Language Aptitude tests in the Professional Employees Test Battery for all entrants-on-duty in professional positions in the Agency. (Note: This will not require amendments to the regulations. I can accomplish this by including the Language Aptitude tests in the test battery.)
- c. Provide DD/P an opportunity to demonstrate, six to twelve months hence, wherein these regulations have hampered effective fulfillment of the mission of the Glandestine Services.

[REDACTED]

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MATTHEW BAIRD  
Director of Training

Attachments

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[REDACTED]