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28 March 1966

MEMORANDUM No. 3

SUBJECT: Principles and Some Applications

1. Principle: The Agency recognizes the distinction between an employee as a specialist in his own right and as an officer of CIA, and therefore permits the employee to write for publication in the field of his specialty as representing himself and not the Agency.

Conditions:

a. Provided that his manuscript does not contain information in violation of Security (classified information, sources, methods, intelligence organization and operations, etc.);

b. Provided that the Agency finds no reasonable cause for embarrassment or injury in the quality or the content of the manuscript, it being assumed that the author may be identified as a CIA employee;

c. And provided that the employee's activity does not interfere with or otherwise take from satisfactory performance of his duty in the Agency.

2. Principle: The question of public identification as an employee of CIA is one to be answered by the employee in consultation with his publisher or academic sponsor.

Conditions:

a. Provided that the employee in question belongs to the class of employees for whom no assignment requiring cover is planned or desired; and

b. Provided that neither the employee as author nor his publisher and sponsor shall misrepresent the fact of employment in CIA to make use of it and thereby abuse it for commercial ends.

3. Applications:

a. The CIA employee does not write as a member of the Agency - unlike a professor who publishes as a member of a university department or a research analyst who publishes as a member of an institute. Identification with CIA is restricted to the fact of employment, and therefore it would not appear on the title page or as part of the employee's professional credentials. CIA employment as such is not an academic certification.

b. If the author needs academic or professional credentials, he should use membership in a professional society, advanced degrees, "author of...", if and as meaningful or appropriate.

c. Identification with CIA would be treated as one among other items in the biographical sketch of the author, which ordinarily appears in the foreword, preface or inside fold of the dust cover of a book, or in "about the authors" in a professional journal or anthology. There could be no objection to a limited description of the nature of employment, as, for example, "analyst", "research analyst".

d. Attached are examples of identification taken from past publications by Agency employees. In brief they consist of the following familiar stereotypes:

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'An American student of...',
'a consultant to the U.S. Government on...',
'presently working with the federal government
in Washington',
'currently engaged in research for the U.S.
Government on...'. .

These identifications bring smiles of recognition that anyone who works for the "U.S. Government" but for no department of it works for the unnamed or clandestine department, namely CIA. (We are probably more sensitive to this old saw than people outside of CIA, but even so it is time we break the saw. The Agency does not really think overt employees need cover - otherwise it would have found cover for them by this time).

4. Breaking non-existent cover will probably raise a bump or two. There should be no illusion that all can be pleased in everything we do. There are those both in and out of government who like secrecy and mystery and who therefore can be pleased or titillated when a well-known reporter identifies the author of a celebrated article as an officer of CIA. Lovers of cloak and dagger fiction may feel deprived of fun when identifications are permanent, i.e. bound in print along with the publication. But as long as identification has been authorized by the Agency to and for the employee, the option then is his and there should be little reason to borrow trouble from imagination on futures. The above principles are defensible and sensible and furthermore essential in the long run to the Agency's attraction for and retention of superior analysts. The ability to attract superior analysts from the universities depends on the Agency's image, and this can only be improved when authoritative and scholarly published work is known as the work of CIA employees. The ability to retain scholarly analysts as career employees is likewise enhanced by an Agency policy which understands the benefit to the Agency of professional publication by its employees.

[Redacted Signature]

Chief, DDI/Research Staff

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