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PERSONNEL
Personnel 15
DD/S 68-1341

14 March 1968

MEMORANDUM FOR THE RECORD

SUBJECT: FCDP Applicant Testing

DDS 68-1263

1. A meeting was held today on the program outlined in my Memorandum for the Record of 12 March 1968 in the conduct of field testing on applicants. Attending were Drs. Tietjen and [redacted] from Medical and Messrs. Wattles, [redacted] from Personnel. It was pointed out in the discussion that in invoking the new program starting 1 July 1968 there is a potential of reaction at the university level if the university officials become aware that previous testing has been conducted on campus without their knowledge. This problem was recognized and it was decided that the best ways to minimize this possibility are (a) a most careful selection of those universities on whose campuses we expect to do testing and (b) the preparation of a guidance paper for the recruiters in their negotiations with the appropriate university officials. This paper will be prepared after negotiations and arrangements have been conducted [redacted]

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2. A question was raised by the Director of Personnel as to whether the FCDP/PATB is the best form that we really wish to use for field testing and whether such testing is really necessary at that stage in the recruitment process and selection. After discussion it was recognized that we do not have sufficient information in the form of feedback and validation between Agency officers selecting applicants for processing and the Office of Personnel and the Assessment and Evaluation Staff. It was agreed that in the absence of definitive information it would be quite improper to change the system of field testing until we know the value or lack of value of the field test. It was agreed that Dr. Tietjen and Mr. Wattles would immediately conduct a study with a view to measuring and validating the importance and effectiveness of field testing in this process.

[redacted signature box]

R. L. Bannerman
Deputy Director
for Support

cc: D/Pers (2)

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Approved For Release 2003/04/29 : CIA-RDP84-00780R002300190081-0

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