

NOTE!

Evan  
14  
Feb

1. supports initiative.
2. suggests it be under SR. Officers-in-Residence Program
3. two year sabbatical.
4. DDA said in ltr to RIT President "regard Fry's 2 yr stay as extension of the OIRP."

31 Jan

5. said place S+T Sabbatical (NOTICE) under OIRP.
6. will assist in any way possible.

STAT

7. Evan wants <sup>2 year</sup> program:
- member of RIT faculty
  - teach 2 hours <sup>teach</sup> <sub>grad course</sub>
  - recruiting for S+T. Focal point
  - research (\$500k grants to RIT from S+T)
  - lectures
  - attend graduate course

Date  
**6 MAY 1986**

**ROUTING AND TRANSMITTAL SLIP**

TO: (Name, official symbol, room number)	Initials	Date
1. [Redacted]	RIT	15 Aug
2. <i>St. Paying</i>		
3. <i>Jim Frye</i>		29 Mar
4. <i>Househurst</i>		
5.		

Action	File	Note and Return
Approval	For Clearance	Per Conversation
As Requested	For Correction	Prepare Reply
Circulate	For Your Information	See Me
Comment	Investigate	Signature
Coordination	Justify	

STAT

**REMARKS**

On Wednesday, 7 May, at 1515 hours, [Redacted] of the Center for the Studies of Intelligence, OTE, would like to talk with you about the administrative arrangements for the Agency's new Officer-in-Residence Program. He will have on his agenda questions such as under whose<sup>?</sup>/what authority do we have to disburse funds, ~~etc~~ *who is in charge of program, etc.*

STAT

**DO NOT use this form as a RECORD of approvals, concurrences, disposals, clearances, and similar actions**

<b>FROM:</b> (Name, org. symbol, Agency/Post)	Room No.—Bldg.
	Phone No.

DDA Registry  
86-0799X

**ROUTING AND RECORD SHEET**

SUBJECT: (Optional)				
FROM: Robert W. Magee Director of Personnel		EXTENSION	NO.	
			DATE 21 April 1986	
TO: (Officer designation, room number, and building)	DATE		OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
	RECEIVED	FORWARDED		
1. DDA/EXO	23 APR 1986		EM	FYI CC: D/OTE } down D/OP } 4/23/86 force  ADDA - I Did DDA decide who is "Action - focal point" for the University Resident Program - is it D/OTE (Studies of Intell) or D/OP? Will DDS+T handle their man at Univ. of Rochester? D/OP has action in 21 22  D/OP addendum: [ ] EXO, has been delegated OP action for D/OP... Kal 4/29
2. ADDA	23 Apr 86		[initials]	
3. DDA EXO/DDA	24 APR 1986		[initials]	
4. DA/CMS/STO	25 APR 1986		EM	
5.	4/28		[initials]	
6.			4/28 [initials]	
7. <del>DDA REG.</del>				
8.				
9.				
10. EXO/DDA	30 APR 1986		EM	
11.				
12.				
13.				
14. DDA REG.				
15.				

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STAT

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DL 77  
86-0799X

**GEORGETOWN UNIVERSITY**

*School of Foreign Service  
Institute for the Study of Diplomacy*

**April 9, 1986**

*Hon. Ellsworth Bunker  
Chairman (1978-1984)  
Hon. Martin F. Herz  
Director of Studies (1978-1983)*

**Mr. Robert W. Magee  
Director of Personnel  
Central Intelligence Agency  
Washington, D.C. 20505**

*Board of Directors  
Hon. Edmund S. Muskie  
Chairman  
Hon. John P. Humes  
Dr. Peter F. Krogh  
Hon. George C. McGhee  
Vice-Chairmen*

**Dear Mr. Magee:**

*Hon. Lucius D. Battle  
Hon. Maurice M. Bernbaum  
Hon. Winthrop G. Brown  
Mrs. John Moors Cabot  
Marshall B. Coyne  
Hon. Joseph S. Farland  
Hon. Kenneth Franzheim II  
Hon. Parker T. Hart  
Hon. Ulric Haynes, Jr.  
Dr. Elisabeth K. Herz  
Jim Hoagland  
R. Michael Huffington  
Hon. Carol C. Laise  
Gloria Elliott Lemos  
Hon. Alonzo L. McDonald  
Hon. Robert S. McNamara  
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Dr. Edmund D. Pellegrino  
Jane G. Pisano  
Hon. John E. Reinhardt  
Hon. Abraham Ribicoff  
Hon. Kenneth Rush  
Smith Simpson  
Hon. Gerard C. Smith  
Hon. John Wills Tuthill  
Hon. Charles S. Whitehouse*

**On behalf of the Institute for the Study of Diplomacy and the Georgetown School of Foreign Service, I want to express appreciation to the Central Intelligence Agency and your office for making it possible for Harold Bean to join us on sabbatical for the 1985-86 school year and to remain with us through Fall 1986.**

**Mr. Bean has done an outstanding job in designing and teaching a major and unique course in the Master's program entitled Institutions and Management in Foreign Affairs. In the Fall of last year Mr. Bean dedicated his time to researching and designing the course, which he offered for the first time this Spring. What makes his course of particular value (and student/faculty enthusiasm for it is high) is that it exposes the students to real management problems in foreign affairs and how to deal with them.**

**In addition, Mr. Bean has served as faculty advisor to one of the Institute's Junior Fellows, who is doing a grant-financed case study on the role of multilateral corporations in the foreign policy making process.**

**In making this government/academic cooperation possible, your agency can take a large measure of satisfaction for the high degree of professionalism and scholarship Mr. Bean has brought to the campus.**

**Sincerely,**

**David D. Newsom**

**cc: Allan E. Goodman**

*Hon. David D. Newsom  
Director  
(202) 625-3321  
Hon. Harold E. Horan  
Director of Programs  
Margery R. Boichel  
Editor*

### ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM: James Fry  
NPIC/DPG/SEID

EXTENSION

NO.

DATE: 5 March 1986

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

NO.	TO:	DATE		OFFICER'S INITIALS
		RECEIVED	FORWARDED	
1.	C/CDS/DS&T 6E40 Hqs.		3/7	C
2.				
3.	D/CSI/OTE 1036 CofC Attn: [redacted]			
4.				
5.				
6.				
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13.				
14.				
15.				

STAT

STAT

STAT

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February 28, 1986

The Sabbatical Program at the Rochester Institute of Technology,  
Rochester, New York, for Jim Fry, NPIC.

The purpose of the Sabbatical Program is to attract highly qualified students to seek employment with the Directorate of Science and Technology. The specific DS&T goals are to focus the recruitment activities, to facilitate the DS&T research efforts and to initiate a seminar program to promote a meaningful exchange of knowledge between the academic environment and the Agency.

To accomplish these goals, I have structured a two year sabbatical program at the Rochester Institute of Technology commencing in September 1986. The six major elements of the program are recruiting, research work, coordinating seminars, teaching, presenting special lectures, and attending graduate level courses. I will work out of the Center for Imaging Science which is a school in the College of Graphic Arts and Photography directed by Dr. Robert Desmond. The first quarter will focus on acclimation, teaching and course work. The remaining three quarters of the year will concentrate on establishing interfaces and developing the core program. The major DS&T benefits will be accomplished in the second year through efficient implementation of the mature program.

The major thrust of the recruitment effort will be informal discussions with students and faculty and participation in the formal recruitment activities. I will visit the DS&T offices to understand their specific career opportunities, and to review available recruitment literature. I will also investigate the coop, summer intern, and career training programs to ascertain their availability to RIT students.

Four offices in the DS&T are under contract or contemplating research contracts with RIT. I will review the goals and objectives with the COTRs and mutually establish procedures for on campus support. Work will include liaison with Agency and RIT personnel, problem resolution, review of deliverables for quality improvement, and recommendations to RIT for research that would be most desirable to the Agency. My options are to conduct research at RIT in areas that are of interest to DS&T and/or to assist RIT in their ongoing research efforts.

The seminar program has two facets; arranging for RIT faculty or students to present meaningful seminars or tutorials in Washington and arranging for Agency personnel to present seminars at RIT. I will solicit topics from DS&T offices and arrange a program for Agency or contract personnel to give presentations at RIT once every month or two. Excellent candidate speakers would be Agency personnel who are alumni of RIT.

I plan to team teach the graduate course, Remote Sensing and Image Analysis with Dr. John Schott. My responsibilities will be to teach the photogrammetry portion of the course and to assist in the laboratory assignments. I will also present informal lectures on topics of interest to the students and faculty during the academic year.

The first year I will attend two graduate level courses, Remote Sensing and Image Analysis and Analysis and Evaluation of Imaging Systems. The second year I will attend Instrumental and Photographic Optics. These courses will give me an excellent academic working knowledge of imaging systems and an opportunity to work closely with many students whose interests match those desired by DS&T.

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ROCHESTER INSTITUTE OF TECHNOLOGY  
SABBATICAL PROGRAM

JIM FRY, NPIC  
28 FEB 86

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## SABBATICAL PROGRAM AT RIT

### PURPOSE

TO ATTRACT HIGHLY QUALIFIED STUDENTS TO SEEK EMPLOYMENT WITH THE  
DIRECTORATE OF SCIENCE AND TECHNOLOGY

TO ENHANCE THE RIT CURRICULUM TO BE MORE RESPONSIVE TO DS&T NEEDS

### GOALS

TO FOCUS DS&T RECRUITMENT ACTIVITIES  
TO FACILITATE DS&T RESEARCH EFFORTS  
TO INITIATE A SEMINAR PROGRAM FOR TECHNOLOGY EXCHANGE

SABBATICAL PROGRAM AT RIT

RIT STRUCTURE

COLLEGE OF GRAPHIC ARTS AND PHOTOGRAPHY - DR. MARK GULDIN, DEAN  
SCHOOL OF PHOTOGRAPHIC ARTS AND SCIENCES - THOMAS ITEN, DIRECTOR  
SCHOOL OF PRINTING - MILES SOUTHWORTH, DIRECTOR  
CENTER FOR IMAGING SCIENCE - DR. ROBERT DESMOND, DIRECTOR  
IMAGE MICROSTRUCTURE AND EVALUATION LABORATORY  
PHOTOGRAPHIC CHEMISTRY LABORATORY  
IMAGING OPTICS LABORATORY  
DIGITAL IMAGERY AND REMOTE SENSING - DR. JOHN SCHOTT  
- REMOTE SENSING AND IMAGE ANALYSIS LAB  
- DIGITAL IMAGE PROCESSING LAB

OFFER BS AND MS IN IMAGING AND PHOTOGRAPHIC SCIENCE AND HAVE UNDER CONSIDERATION  
A PHD PROGRAM

MOST RESEARCH IS ACCOMPLISHED IN THE DIGITAL IMAGERY AND REMOTE SENSING LABS

SABBATICAL PROGRAM AT RIT

PROGRAM STRUCTURE

PLANNED TWO YEAR PROGRAM

PROGRAM ASSESSMENT IN JULY 1987 TO REVIEW SECOND YEAR

PROGRAM FINALIZATION AND HOUSE HUNTING VISIT TO ROCHESTER 29 MAY - 2 JUNE 1986

IN PLACE 15 AUGUST 1986 AT RIT

RIT CLASS SCHEDULE

FALL QUARTER	8 SEPTEMBER - 21 NOVEMBER 1986
WINTER QUARTER	1 DECEMBER 1986 - 28 FEBRUARY 1987
SPRING QUARTER	9 MARCH - 22 MAY 1987
SUMMER QUARTER	30 MAY - 17 AUGUST 1987

EVALUATIONS

JANUARY 1987  
JULY 1987 - ASSESSMENT FOR SECOND YEAR  
JANUARY 1988  
JULY 1988

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## SABBATICAL PROGRAM AT RIT

### PROGRAM STRUCTURE

- RECRUITMENT
- RESEARCH
- SEMINARS
- TEACHING
- COURSE WORK
- SPECIAL LECTURES

SABBATICAL PROGRAM AT RIT

RECRUITMENT

ESTABLISH AN OPEN AGENCY AFFILIATION FOR ALL RIT INVOLVEMENT

ASSIST AGENCY RECRUITER  AND DDS&T OFFICES WITH ON CAMPUS  
FORMAL RECRUITING (NON INTERVIEWING)

STAT

FREELY DISCUSS AGENCY OPPORTUNITIES TO FACULTY AND STUDENTS

MAINTAIN AGENCY RECRUITMENT MATERIAL

- OFFICE PUBLICATIONS

- DS&T VIDEO TAPE

STAT

PROVIDE APPLICATION FORMS TO REQUESTING INDIVIDUALS

THROUGH DISCUSSIONS WITH DS&T OFFICES, UNDERSTAND THE PERSONNEL NEEDS AND THE  
TECHNICAL JOBS AVAILABLE IN THE AGENCY

UNDERSTAND THE CAREER TRAINING PROGRAM FOR POSSIBLE RIT INVOLVEMENT

STAT

UNDERSTAND AGENCY COOP AND SUMMER EMPLOYMENT PROGRAMS

RESEARCH

FACILITATE EXISTING AGENCY CONTRACTS WITH RIT TO PROVIDE:

SINGLE FOCUS FOR AGENCY PROGRAMS AND PROBLEM RESOLUTION  
IMPROVED QUALITY BY INFLUENCING SELECTION OF RESEARCH OR STUDY  
PROGRAMS THAT ARE MORE APPLICABLE TO AGENCY NEEDS  
IMPROVED TIMELINESS FOR DELIVERABLES THROUGH CLOSER MONITORING  
INTERFACE WITH RIT RESEARCH CORPORATION

CURRENT DDS&T STATUS FOR 1986

NPIC - \$20K STUDENT GRANTS, DELIVERABLES ARE STUDENT REPORTS

STAT

OD&E - \$250K CONTRACT FOR THE DEVELOPMENT OF SCENE ANALYSIS ALGORITHMS,  
AD HOC STUDIES, EXCHANGE OF KNOWLEDGE BETWEEN EXPERTS

STAT

OTS - \$100K CONTRACT FOR STUDIES INVOLVING PRINTING, IMAGE PROCESSING  
AND FURNITURE MANUFACTURING

STAT

OSO - \$100K CONTRACT PLANNED (CORLEY WONUS)

SABBATICAL PROGRAM AT RIT

RESEARCH (CONT'D)

CONDUCT RESEARCH IN AREAS OF INTEREST TO DS&T

NPIC AREAS OF INTEREST

ADVANCED TERMINAL STUDY  
MAN MACHINE INTERFACE  
GRAPHICS AND IMAGE GENERATION  
AUTOMATED REPORTS GENERATION  
ARTIFICIAL INTELLIGENCE  
VIDEO MENSURATION  
RADIOMETRY  
UNCONTROLLED TERRESTRIAL PHOTOGRAMMETRY - USER FRIENDLY GRAPHICS DISPLAYS

OD&E AREAS OF INTEREST

IMAGE PROCESSING AND MANIPULATION  
PATTERN RECOGNITION  
INTELLIGENT OFFICE SYSTEMS  
ARTIFICIAL INTELLIGENCE

OTS AREAS OF INTEREST

PRINTING  
PATTERN RECOGNITION

OSO AREAS OF INTEREST

SABBATICAL PROGRAM AT RIT

RESEARCH (CONT'D)

SUPPORT RIT IN CONDUCTING RESEARCH ON THEIR ONGOING PROJECTS SUCH AS:

AERIAL THERMAL INFRARED IMAGERY  
RADIOMETRY AND RADIOMETRIC MODELING  
CLOSE RANGE PHOTOGRAMMETRY TO ESTABLISH 3D MAPPING OF TEETH  
CALIBRATION OF THERMAL MAPPER ON LANDSAT 4  
THREE DIMENSIONAL RECONSTRUCTION OF TWO DIMENSIONAL ECHO  
CARDIOGRAPHIC IMAGES  
ANALYSIS OF THE MOVEMENT OF ICE FIELDS IN LARGE LAKES  
DIGITAL IMAGE PROCESSING DEVELOPMENT  
ATMOSPHERIC MODELING IN LONGE WAVE IR



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SABBATICAL PROGRAM AT RIT

#### SEMINAR SERIES

ARRANGE FOR RIT FACULTY OR STUDENTS TO PRESENT SEMINARS OR TUTORIALS TO THE AGENCY

ASSIST IN COORDINATING THE RIT SEMINAR SERIES  
A TWO HOUR EVENING PROGRAM EVERY TWO WEEKS  
AGENCY PARTICIPATION ONCE EVERY MONTH OR TWO

#### CANDIDATE TOPICS

HISTORY OF RECONNAISSANCE PHOTOGRAPHY - NPIC DINO BRUGIONI  
COLLECTION SYSTEMS, REQUIREMENTS AND TECHNIQUES - HOW CIA DOES BUSINESS - OD&E  
IMAGE RECONNAISSANCE SYSTEMS, PAST AND PRESENT - LMSC  
GROUND PROCESSING OF IMAGERY - OD&E  
IMAGE CHAIN PROCESSING - EK  
STEREO MAPPING AND MODELING - NPIC  
PHOTOGRAMMETRIC INSTRUMENTATION - NPIC  
PAPERS AND INKS IN INTELLIGENCE - OTS  
DOCUMENT FORGERY AND AUTHENTICATION - OTS  
WEATHER EFFECTS ON IMAGING SYSTEMS - OD&E

SABBATICAL PROGRAM AT RIT

TEACHING AND SPECIAL LECTURES

TEAM TEACH THE PHOTOGRAMMETRY AND LAB PORTION OF REMOTE  
SENSING AND IMAGE ANALYSIS GRADUATE COURSE WITH DR. SCHOTT  
4 CREDIT; 3 HOUR CLASS, 4 HOUR LAB; 3 QUARTERS

IF OFFERED AND AGREEABLE, ASSIST A. DAVIDHAZY IN AN UNDERGRADUATE  
PHOTOGRAMMETRY COURSE

PRESENT INFORMAL LECTURES TO STUDENTS AND FACULTY ON TOPICS OF INTEREST

PHOTOGRAMMETRY  
REMOTE SENSING SYSTEMS  
IMAGE PROCESSING

PROGRAM DEVELOPMENT PROCESS  
IMAGERY INTERPRETATION

SABBATICAL PROGRAM AT RIT

COURSE WORK

ATTEND FOR CREDIT OR AUDIT 1986-1987 ACADEMIC YEAR

REMOTE SENSING AND IMAGE ANALYSIS

4 CREDIT; 3 HOUR CLASS, 4 HOUR LAB: 3 QUARTERS

ANALYSIS AND EVALUATION OF IMAGING SYSTEMS

4 CREDIT; 2 HOUR CLASS, 6 HOUR LAB WINTER QUARTER

3 CREDIT; 3 HOUR CLASS FALL AND SPRING QUARTER

ATTEND FOR CREDIT OR AUDIT 1987-1988 ACADEMIC YEAR

INSTRUMENTAL AND PHOTOGRAPHIC OPTICS

3 CREDIT; 3 QUARTERS

**SABBATICAL PROGRAM AT RIT**

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**FOCUS OF ACTIVITY**

**BEFORE LEAVING FOR RIT**

ESTABLISHMENT OF SABBATICAL PROGRAM  
ESTABLISH AGENCY POINTS OF CONTACT  
PREPARE COURSE MATERIAL

**FALL QUARTER AT RIT**

TEACHING  
COURSE WORK  
SEMINAR PROGRAM

**WINTER, SPRING, SUMMER AT RIT**

RECRUITMENT  
TEACHING - LECTURES  
SEMINARS  
RESEARCH PROGRAM  
COURSE WORK

**SECOND YEAR AT RIT**

RECRUITMENT  
RESEARCH  
TEACHING - LECTURES  
SEMINAR  
COURSE WORK

## SABBATICAL PROGRAM AT RIT

### PROGRAM NEEDS

COGNIZANT OF ALL AGENCY PERSONNEL VISITS TO RIT

KNOWLEDGE OF ALL AGENCY CONTRACTS WITH RIT AND THE DS&T OFFICE POC

IDENTIFY DS&T AND NPIC POC FOR SABBATICAL PROGRAM TO COORDINATE ADMINISTRATIVE MATTERS

IDENTIFY DS&T POC FOR RECRUITMENT ACTIONS

IDENTIFY DOMESTIC CONTACT SERVICE POC FOR RIT AREA

IDENTIFY DS&T POC FOR SECURITY MATTERS

MEMORANDUM FOR: Executive Director  
Deputy Director for Intelligence  
Deputy Director for Operations  
Deputy Director for Science and Technology

FROM: Harry E. Fitzwater  
Deputy Director for Administration

SUBJECT: The Officer-in-Residence Program at Colleges  
and Universities

1. As you probably are aware, with the assignment of Hal Bean -- former Director of Training and Education -- to the Institute for the Study of Diplomacy at Georgetown University's School of Foreign Service, the Central Intelligence Agency has launched its Senior Officer-in-Residence Program for the Academic Year 1985-86. Modeled on the State Department's Ambassador-in-Residence Program, though far less ambitious, the Officer-in-Residence Program is designed to:

- Assist Agency staff recruiting efforts by placing in selected schools experienced officers who can spot promising career candidates, can counsel students as to career opportunities, and can use their knowledge and experience to address questions or concerns students may have regarding the Agency.
- Encourage the study and knowledge of the intelligence profession through participating in seminars, courses and research.
- Afford senior officers a year or two to recharge their intellectual batteries in an academic setting by teaching in an area of academic or work-related expertise.

2. Officers enrolled in the program remain staff employees of the Central Intelligence Agency and their continuing association with the Agency is acknowledged openly by any school to which they are seconded. While continuing to pay their salaries, the Agency will defray relocation and housing costs and is prepared to reimburse participating schools for whatever expenses result from administrative overhead. While on a campus, the officers in the program are accountable for their teaching duties and research to the administrative and academic authorities of the respective colleges and universities. As pointed out above, it is our desire that in addition to teaching and engaging in research relevant to Agency interests these officers will serve as role models -- prompting the students with whom they associate to consider a career in intelligence.

**SUBJECT: The Officer-in-Residence Program at Colleges  
and Universities**

3. The Directors of Personnel and Training and I look upon the nascent Officer-in-Residence Program as integral to our efforts to forge an executive development program and as an adjunct to the Senior Intelligence Officer Sabbatical Program. Although that program offers people enrolled in it other opportunities as well, the Officer-in-Residence Program can be a means of challenging our managers with an opportunity to "retool" and hone their professional skills before returning to a meaningful and challenging assignment with the Agency.

4. I hope that you will support the Officer-in-Residence Program, and identify men and women who can benefit by participating in it. We have had positive responses from six schools:

Georgetown -- Harold G. Bean  
Clemson -- no candidate  
University of Texas -- no candidate  
University of Illinois (Chicago) -- no candidate  
Texas A&M -- no candidate  
Winston-Salem -- no candidate

Do you have any candidates for these schools? Or candidates for other possible university openings, which we could pursue?

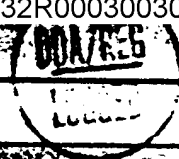
5. We have made a modest beginning; the expressions of interest that we have received from the colleges and universities learning about the program suggest that a real opportunity awaits us. (See attachments -- letters of interest from five universities.) I count on your support and participation.



HARRY E. FITZGERALD

STAT

Attachments



### ROUTING AND RECORD SHEET

**SUBJECT:** (Optional) *DS&T Nominee for the Officer-in-Residence Program at Colleges & Universities*

**FROM:** R. E. Hineman  
Deputy Director for Science and Technology

**EXTENSION NO.:** DS&T-116-86

**DATE:** 14 February 1986

STAT

**TO:** (Officer designation, room number, and building) **DATE:** **RECEIVED:** **FORWARDED:** **OFFICER'S INITIALS:** **COMMENTS:** (Number each comment to show from whom to whom. Draw a line across column after each comment.)

ILLEGIB

1. EXO/DDA  
224 Hqs. 21 FEB 1986 *EH*

2. ADDA

3. DDA

4.

5. *EXO for 2/24/86*

6. *DDE 2/25 Wally*

7. *DRE*

8.

9. *D/CSI*

10.

11.

12.

13.

14.

15.

*7-9 for action  
see 1st page  
next 27*

ILLEGIB





DS&T-116-86

14 FEB 1986

MEMORANDUM FOR: Deputy Director for Administration

FROM: R. E. Hineman  
Deputy Director for Science and Technology

SUBJECT: DS&T Nominee for the Officer-in-Residence  
Program at Colleges and Universities

REFERENCE: DDA Memo, dtd 11 Oct 85, Same Subject

1. The Directorate of Science and Technology is interested in establishing a one- to two-year sabbatical for one or two of its officers at the Rochester Institute of Technology (RIT) beginning late summer 1986.

2. [redacted] Director of Training and Education, supports this initiative and suggests that we place our proposal under the Agency's Officer-in-Residence Program at Colleges and Universities. This Program, as you know, was announced in a memorandum from the DDA last October. Six universities were listed as participants, and I would like to add RIT to that list and maintain it under DS&T sponsorship.

STAT

3. The Directorate has selected Mr. James Fry, a Systems Design Manager at NPIC, for the sabbatical at RIT. Mr. Fry is currently involved in the NPIC upgrade effort, where he manages the development of system and interface specifications and conducts system readiness reviews.

4. We look forward to this relationship with RIT and would welcome any suggestions or ideas you may have on formalizing this request.

[redacted signature box]

R. E. Hineman

*Handwritten:* RUT  
*Handwritten:* STAT

STAT

ADMINISTRATIVE - INTERNAL USE ONLY



Washington, D. C. 20505

OTE 86-4005

Dr. M. Richard Rose  
President  
Rochester Institute of Technology  
One Lomb Memorial Drive  
Rochester, New York 14623

Dear Dr. Rose:

I write to congratulate you for the accord that you and Evans Hineman have struck to bring Jim Fry to the Rochester Institute of Technology for a sabbatical and to express the appreciation of the Central Intelligence Agency's Management for your cooperation.

We are confident that Mr. Fry's two-year sabbatical will prove career enhancing for him and beneficial both to RIT and the Agency.

The CIA recently has undertaken to arrange for several of its senior officers to take up residence at colleges and universities. One such officer already is in place at Georgetown University, where he is actively engaged in leading a seminar program on management. We have decided to regard Jim Fry's two-year stay at RIT as an extension of the Officer-in-Residence Program. This does not alter in any way the agreement that you, Evans Hineman, and Mr. Fry have worked out.

With all good wishes, I am

Sincerely,

Richard J. Kerr  
Deputy Director  
for  
Administration

STAT

DDS&T-095-86  
31 January 1986

MEMORANDUM FOR: Deputy Director for Science and Technology

FROM:

[REDACTED]  
Chief, Career Development Staff, DS&T

STAT

SUBJECT: Meeting with Director, OTE  
Re: RIT Sabbatical

1. Yesterday afternoon I met with [REDACTED] D/OTE, to discuss the DS&T interest in establishing a program for one or two officers on a sabbatical at the Rochester Institute of Technology (RIT). He was very supportive of the idea and stated that he would approve any such request coming from the DS&T.

STAT

2. In our discussion of the proposed S&T Notice on sabbaticals, he proposed that we place the program under the Agency's Officer-in-Residence Program at Colleges and Universities rather than creating a separate sabbatical program. He further stated that the Agency program is already established and procedures for application are in place. He would welcome the addition of RIT to the list of colleges under the sponsorship of DS&T.

3. As you know, six universities were named in the DDA's memo of 11 October 1985 announcing the Officer-in-Residence Program. They are: Georgetown, Clemson, University of Texas, Texas A&M, Winston Salem, and University of Illinois (Chicago). To date, only Hal Bean, former D/OTE, is enrolled.

4. In summary, Stan supports your idea and is willing to assist the Directorate in any way possible.

[REDACTED]  
STAT

ADMINISTRATIVE - INTERNAL USE ONLY

CONFIDENTIAL

DOS&amp;T-106/86

MEMORANDUM FOR: Director of Development and Engineering  
 Director of Research and Development  
 Director of SIGINT Operations  
 Director of Technical Service  
 Director, Foreign Broadcast Information Service  
 Director, National Photographic Interpretation Center

FROM: R. E. Hineman  
 Deputy Director for Science and Technology

SUBJECT: Directorate Recruiting Plan for  
 Rochester Institute of Technology

25X1

1. The Rochester Institute of Technology and the DS&T have undertaken a wide-ranging association which will be mutually beneficial to each organization. Over the years, the academic curriculum of this institution has provided the Agency and especially this Directorate with many employees. RIT has continually upgraded their academic Colleges in response to the needs of the industrial community. The research contracts established this year with RIT serve to provide the DS&T with a conduit for selected technical work (done under contract), as well as providing an opportunity to identify potential Agency careerists. As a part of this endeavor, the Directorate's recruiting needs for full-time, co-op, and summer intern hiring are being coordinated to best utilize the student resources. I have designated  of OTS  as the focal point for recruitment efforts at RIT. Please have the appropriate officer in your office provide an estimate of the number of people and the academic majors which will be required for your staffing needs for this fiscal year and FY-87. The complete list of academic disciplines available at RIT is attached (Attachment A). The recruiting plan encompasses full time, co-op and summer intern personnel.

25X1,  
25X1

25X1

2. The recruiting schedule for the remainder of this academic year has been established with RIT (Attachment B). The on-campus interviews are planned for 8 and 9 April, and each office may designate an individual (possibly an RIT alumni) to serve as a member of the recruiting team.

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R. E. Hineman

Attachments:  
 As stated

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# RIT Program Codes for Graduating Students

## ENGINEERING & ENGINEERING TECHNOLOGY

Civil Engineering Technology	ITEC
Computer Engineering	ECC**
Computer Technology	ITEP
Electrical Engineering	EEEE**
Electrical Engineering Technology	ITEE
Energy Engineering Technology	ITEY
Industrial Engineering	EIEI**
Manufacturing Engineering Technology	ITEF
Mechanical Engineering	EMEM**
Mechanical Engineering Technology	ITEM
Microelectronic Engineering	EMCR

## BUSINESS, RETAILING & FOOD MANAGEMENT

Accounting	BBUA**
Business Administration	BBUB**
Career & Human Resource Development	IJCC*
Dietetics	ISMD
Finance	BBUF
Food Management	ISMF
General Business Management	BBUG
Hotel & Resort Management	ISMH
Information Systems	BBUI
Marketing	BBUM
Personnel & Human Resource Mgmt.	BBUN
Retailing Management	BRER
Travel Management	ISMT

## COMPUTER SCIENCE & TECHNOLOGY

Applied Software Science	ICSA
Computer Science	ICSG**
Computer Systems	ICSS
Computer Systems Management	ICSM*
Information Science	ICSI*
Systems Software Science	ICSP

## ART, DESIGN & CRAFTS

Art Education	FADA*
Ceramics & Ceramic Sculpture	FSCC
Computer Graphics Design	FADG*
Fine Arts - Medical Illustration	FADM
Fine Arts - Painting	FADP
Fine Arts - Printmaking	FADR
Glass	FSCG
Graphic Design	FADC
Industrial & Interior Design	FADD
Metalcrafts & Jewelry	FSCM
Weaving & Textile Design	FSCT
Woodworking	FSCW

## PHOTOGRAPHIC ARTS & SCIENCES

Biomedical Photographic Communications	PPHB
Film & Television	PPHT
General Photography	PPHG*
Imaging & Photographic Science	PPHS**
Photo Processing & Finishing Management	PPHM
Photographic Marketing Management	BREP
Professional Photo Illustration	PPHL
Technical Photography	PPHT

## LIBERAL ARTS

Criminal Justice	GCJC
Social Work	GSWS

## PACKAGING

Packaging Design	FADK
Packaging Science	IPKG**
Packaging Science/Management	IPKM
Packaging Science/Technical	IPKT

## GRAPHIC ARTS

Newspaper Production Management	PPRN
Printing	PPRP
Printing & Applied Computer Science	PPRC
Printing Systems & Engineering	PPRI
Printing Technology	PPRT*

## SCIENCE

Applied Mathematics	SMAM
Applied Statistics	SMAS
Biology	SBIB
Biomedical Computing	SCLB
Biotechnology	SBIT
Chemical Technology	SCHT
Chemistry	SCHC**
Clinical Chemistry	SCLC*
Computational Mathematics	SMAC
Diagnostic Medical Sonography	SCLS
Material Science & Engineering	SESM**
Medical Technology	SCLM
Nuclear Medicine Technology	SCLN
Physics	SPSP

## INSTRUCTIONAL TECHNOLOGY

Audio Visual Communications	ICIC
Instructional Technology	ICIT*

\*Programs offer Master's Degree ONLY

\*\*Programs offer both Master's & Bachelor's

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ATTACHMENT B

## R.I.T. Recruiting Plan - FY-86

- 12 February            " Solicitation of FY-86 and FY-87 Recruiting Goals from S&T offices.
- 26 February            Formation of the Directorate's RIT Recruiting Team composed of S&T officers from various offices (including RIT alumni)
- 12 March                Finalize Recruiting Goals by academic major
- 26-27 March            On-campus Presentation Program on CIA and DS&T Career Opportunities
- 8-9 April                On-campus Interviews

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SUBJECT: Directorate Recruiting Plan for  
Rochester Institute of Technology

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OTS/ATG/NTE/PO  (4 Feb 86)

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Distribution:

- 1 - D/OD&E, w/atts/hw
- 1 - D/ORD, w/atts/hw
- 1 - D/OSO, w/atts/hw
- 1 - D/OTS, w/atts/hw
- 1 - D/FBIS, w/atts/hw
- 1 - D/NPIC, w/atts/hw
- 2 - DDS&T, w/atts/hw
- 2 - DS&T Registry, w/o/atts
- 1 - OTS/ATG/NTE/PO, w/atts/hw

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**Rochester Institute of Technology**

Center for Imaging Science

One Lomb Memorial Drive  
Post Office Box 9887  
Rochester, New York 14623-0887

December 6, 1985

Mr. Evan Hineman *RSA*  
Deputy Director  
for  
Science and Technology  
Central Intelligence Agency  
Washington, D.C. 20505

Dear Evan:

President Rose has asked me to respond to that section of your 12 November 1985 letter to him in which you express an interest in establishing a program whereby you could have one or two senior officers on a sabbatical at RIT where they could serve as members of our faculty. Our response to your inquiry is a resounding "yes". I have enclosed a copy of an advertisement which we ran in the December 4, 1985 issue of the "Chronical of Higher Education" indicating four areas within the Center for Imaging Science where we have need for faculty. Anything your agency could do to help us fill the existing openings, including supplying individuals on a sabbatical basis, would be greatly appreciated.

We look forward to having the opportunity to work with some of your senior officers as a sabbatical program with RIT evolves. If there is anything I can do to expedite the process, please feel free to call on me. My office telephone number is (716) 475-2774. In the meantime, we are most appreciative of the support which is being received by RIT from your agency.

Sincerely,

Robert M. Desmond, Director  
Center for Imaging Science

RMD:cak

Encl: As noted



# TENURE TRACK FACULTY POSITIONS IN IMAGING SCIENCE

Rochester Institute of Technology's Center for Imaging Science has expanded to create four positions for junior or senior level teaching and research faculty in the following areas:

**OPTICS:** The optics program stresses imaging optics, emphasizes physical, geometric and applied optical systems.

**ELECTRO-OPTICS:** This program will emphasize image acquisition, storage, processing, display and output with applications in fields including remote sensing, machine vision, biomedical imaging and the graphic arts.

**DIGITAL IMAGE PROCESSING:** This program stresses development and application of techniques for image analysis and image understanding in the areas of machine vision, medical imaging, remote sensing and graphic arts.

**IMAGE EVALUATION:** This area emphasizes the development and application of linear systems theory to describing and evaluating the quality of images and imaging systems.

Successful candidates must have Ph.D. level training in an appropriate field and must demonstrate a capability to teach and conduct research.

If you are interested in joining this dynamic and expanding program located in the optics and imaging capital of the country, send your resume and three references to:

Dr. Robert M. Desmond, Director  
Center for Imaging Science



ROCHESTER INSTITUTE OF TECHNOLOGY

One Lomb Memorial Drive  
Bldg. 7B  
Rochester, NY 14623

Search closes: February 15, 1986. All replies will be kept confidential  
An Equal Opportunity Employer

## CHAIRPERSON Department of Education

Salem State College seeks nominations and applications for the position of Chairperson of the Department of Education. This is a full time, tenure-track faculty position, available in September, 1986. Principal duties include exercising professional leadership in the development of creative teacher education programs at both baccalaureate and master's degree levels and adminis-



## Purdue University DEPARTMENT OF EDUCATION

Tenure track at assistant, associate or full professor rank. Purdue University seeks an educational computing specialist, a computer scientist, cognitive scientist or curriculum theorist interested in conducting research and directing graduate students in instructional computing. Possible areas of interest include artificial intelligence, database systems, cognitive psychology, learning or curricular implications of computers.

Applications received by January 15, 1986 will be given preferential consideration. For detailed position description, contact Dr. James D. Russell, Chair, Search Committee, Education Department, Purdue University, West Lafayette, IN 47907. Phone: (317) 494-6673. AA/FFO Employer

Central Intelligence Agency



Washington, D. C. 20505

12 November 1985

Dr. M. Richard Rose  
President  
Rochester Institute of Technology  
One Lomb Memorial Drive  
Rochester, New York 14623

Dear Rich,

I must first apologize for being so tardy in thanking you for the excellent visit that I had at RIT in early October. It was a pleasure to have the opportunity to meet with you, to hear your views of the capabilities at Rochester, and how they pertain to the needs of the Government, particularly of our Agency. As I am sure you have heard by now, I was very favorably impressed by all that I saw at RIT. You have a institution which must turn out some of the proudest youngsters that we have, and it certainly turns out men and women who are ready to go to work and become taxpayers.

I had a meeting with some of our people this afternoon. The purpose was to determine what are some of the initial steps we should be taking in order to enhance our relationship with RIT. Four of our offices (OD&E, OTS, OSO and NPIC) are looking forward to establishing research contracts which I believe will total upwards of \$500,000. OD&E already has a proposal in hand for \$244,000 and is preparing to take the necessary steps to get under contract.

I am very interested in establishing a program whereby I could have one or two senior officers on a sabbatical at RIT where they could serve as a member of your faculty. I am taking action here to establish a list of individuals who would be interested and who have the proper credentials. If you agree, it would be useful for you to have someone give us ideas as to what areas of expertise would be most valuable on your faculty.

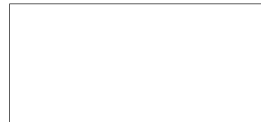
In addition, we are preparing a list of topics which would be the subject of two-hour seminars that we could offer to you. We have in mind sending an officer once a month or once every two months to spend two hours in an evening addressing a specific topic in a seminar type session. When we have some concrete proposals, I will formally forward them to you.

Dr. M. Richard Rose  
12 November 1985  
Page Two

Finally, whereas in the past our individual offices have recruited at RIT, we are taking steps to recruit as a directorate but with the eye to placing RIT graduates in all of our offices. We are not sure yet exactly what form that will take, but we have established a focal point and we will work together to present a unified front in the recruiting process. Any ideas that your placement people have will be welcome.

Again, I thank you sincerely for the education that you and your people gave me while in Rochester. I hope that this is only the start of a lasting and profitable relationship for all of us.

Sincerely,



Evan Hineman  
Deputy Director  
for  
Science and Technology

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ASSIGNMENT AGREEMENT

NAME: Harold G. Bean

GRADE: SIS-04

AGENCY: Central Intelligence Agency

ASSIGNMENT TO: Georgetown University  
Diplomatic Associate  
Institute for the Study of Diplomacy

DATE OF ASSIGNMENT: August 1985

DURATION OF ASSIGNMENT: Three academic semesters, with extension  
open contingent upon agreement with all  
parties

FUNDING: \$10,000 flat fee to cover space and other administrative  
support. Fee to be paid by the Central Intelligence Agency.

ACKNOWLEDGED:

/s/ Harry E. Fitzwater

9 1985

\_\_\_\_\_  
Harry E. Fitzwater  
Deputy Director for Administration

\_\_\_\_\_  
Date

\_\_\_\_\_  
Peter F. Krogh  
Dean, School of Foreign Service

\_\_\_\_\_  
Date

## ROUTING AND RECORD SHEET

DDA Building  
 86-092511

**SUBJECT:** (Optional)

**FROM:** [Redacted] Executive Officer to the DDA

**EXTENSION NO.** [Redacted]

**DATE:** 12 May 1986

STAT

**TO:** (Officer designation, room number, and building)

	DATE		OFFICER'S INITIALS
	RECEIVED	FORWARDED	
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**COMMENTS** (Number each comment to show from whom to whom. Draw a line across column after each comment.)

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Paul:

Attached are the papers on Jim Fry's assignment to RIT. OTE can process Mr. Fry for his external training assignment. He is a GS-15 and is not precisely a candidate for the Senior Officer-in-Residence Program which was primarily designed to enhance our Agency-wide recruiting at a specific university (also to encourage the teaching of intelligence and to recharge the batteries of our valuable employees). In Fry's case, all objectives of the assignment are exclusively for S&T who should fund this assignment.

I will send a memo to D/OTE and D/OP this week reporting my meeting with DDA which assigns responsibility for the Senior Officer-in-Residence Program to D/OTE. The D/OP would handle recruitment aspects of the assignment in coordination with OTE and play the major role in selection of the universities. OTE, OP and EXO/DDA should coordinate in the development and publication of a DA Instruction on this subject. Thank you.

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SSA/DDA

Attachment [Redacted] and I will be pleased to answer any questions for Mr. Fry's domestic move, house hunting trip, domestic relocation, support etc.

I will be happy to meet Mr. Fry & help.

**DRAFT** DDA 86-0925

MEMORANDUM FOR: Director of Personnel  
Director of Training and Education

FROM:   
Executive Officer to the DDA

SUBJECT: Officer-in-Residence Program at Colleges  
and Universities

STAT

1. I talked with Bill Donnelly on 9 May concerning the focal point for the senior Officer-in-Residence Program at selected universities. He decided that the Director of Training should be that focal point officer.

2. The DDA also decided that Jim Fry's assignment was almost exclusively a DDS&T activity and that it should be funded by the DDS&T. Mr. Fry is a GS-15 and the Senior Officer-in-Residence Program is primarily intended for SIS sabbaticals although it does not preclude the involvement of a GS-15 in this Program. OTE should process and support Mr. Fry in coordination with S&T. There is no objection to Mr. Fry being the CIA Officer-in-Residence at RIT; however, this is a special situation and not one which addresses the universal CIA recruiting objectives.

3. The DDA asked the Executive Officer to the DDA to draft a DDA Instruction which would define the administration of the Senior Officer-in-Residence Program. While the Director of Training and Education is the focal point, the Director of Personnel (D/OP) plays a continuing and essential role. The D/OP probably should be the one who initiates action to have a particular university selected for the Officer-in-Residence Program. This should be based on the recruitment opportunities that will be enhanced by such an assignment. The D/OP, in coordination with D/OTE, would initiate correspondence for the DDA's signature communicating with the President or designated official of a particular university where recruiting opportunities

**DRAFT**

DRAFT

are of special interest. Once the position is established at the university, the resident officer is selected, and the assignment is approved by both CIA and the university, we would then see D/OTE taking over the administration of the Program. He would handle the communications with the university, including the development of the academic program (teaching, research, etc), the actual processing, travel orders, and support while the officer is on assignment at the university. OTE would continue to provide academic support to the officer in preparing for lectures, seminars, programs, etc. OP would be responsible to orchestrate the opportunities and efforts to enhance recruiting at this university and to work with the resident officer, the OP area recruiter, placement deans, etc. in developing the appropriate program for this particular university and in providing needed Headquarters support.

4. We also should develop estimates of how many officers in residence might be selected for assignment during FY 87-88-89 so we can develop budget estimates for this program.

5. We should jointly develop and publish a DA Instruction on this subject. Request D/OTE and D/OP send EXO/DDA an informal draft of what you think should be included and we will prepare a final copy for your concurrence. Would appreciate your draft by 28 May.

*Both [redacted] discussed this with EXO [redacted] 18 May 86. Bottom line - do nothing now. Let a sleeping dog lie. [redacted] advised [redacted] 15 May.*

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