

FBIS-1525-87
27 OCT 1987

MEMORANDUM FOR: Deputy Director for Science and Technology
FROM:
Director, Foreign Broadcast Information Service
SUBJECT: Request to EOD Critical Category Applicants

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1. During FY87, FBIS launched an active recruitment campaign in an effort to reach our ceiling. FBIS was aided in this effort by your decision in August to dedicate DS&T processing slots to this office. In addition, we specifically focused on minorities during the campaign not only because we thought it important, but because the Agency thought it important enough to allocate additional processing slots to aid the cause.

2. Currently, FBIS has 27 applicants in process by the Office of Personnel. Of these, nine are fully cleared and ready to EOD. Our recruitment among minorities and women has proven to be particularly successful. Of the nine cleared applicants, seven are women. Three of these women are also minority applicants.



Asian

Asian

Hispanic

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To date we have not been able to EOD any of these prospective employees.

3. It seems to me that minorities are going to have less and less confidence/patience in us if we do not culminate the prolonged process we have put them through to date. If the Agency is to be taken seriously in its attempt to recruit and retain minorities and females, then we should act decisively to EOD them when we have the opportunity.

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4. I ask your intervention on FBIS' behalf to EOD those candidates not because it will aid the FBIS staffing posture (which it will) but because of my personal concern about the negative effect on the Agency's credibility in the area of minority hiring and retention.



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APPROVED:

Deputy Director for Science and Technology

Date

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DDS&T/FBIS/Pers, _____/22 October 1987

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