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## CIVILIAN EMPLOYMENT BOARD

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Minutes of Meeting Held 1000 hours, 11 May 1948, Room 117, Headquarters

## PRESENT:

Lt. Colonel John M. Libby	Mr. William F. Friedman
Major Hamill D. Jones	Dr. S. Kullback
Major Maurice H. Klein	Mr. Alfred W. Rose
1st Lt. H. S. Buchanan	Dr. A. Sinkov
Mr. John L. Sullivan	

## 1. PROMOTION REQUEST:

The following promotion request was considered by the Board:

Gertrude E. Ullman (AS-93)  
Research Analyst (Cryptanalytic) P-2, to  
Research Analyst (Cryptanalytic) P-3

The Board unanimously recommended approval of the promotion.

## 2. TRAINING OF MAINTENANCE PERSONNEL:

Dr. Sinkov made reference to the training school period in connection with civilian personnel waiting there. He said that Security Division had been given authorization for an increase of nine people in the Maintenance Branch, and had received permission to assign these persons to a course using teletype machines so that their training could take place while they wait for clearance.

Dr. Kullback stated that he had made a request for a room for the purpose of training repairmen assigned to the Research and Development Division. He stated further that it is difficult to find suitable training material for instrument repairmen in the training school and that an unclassified place for them to work with unclassified equipment would be a great saving to the Agency because the repairmen could be put on some really productive work during the clearance period.

Major Klein stated that the Civilian Training Unit made provisions for Operations Division to conduct language courses and work on dictionary projects in the training school for those people assigned to Operations Division. He stated that a new project in the training unit, the construction of a Russian gazetteer, had been introduced and that Operations Division personnel and personnel assigned to other divisions are going to be utilized by the training unit for this project.

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## 2. TRAINING OF MAINTENANCE PERSONNEL (Continued):

Mr. Sullivan stated that these projects are very commendable because it is difficult to keep the personnel in the training school constructively engaged for more than three months.

Mr. Friedman inquired about the possibility of setting up a room in Headquarters Building for training purposes. It was decided that no adequate space was available for the purpose.

Dr. Kullback said that Research and Development Division had been able to utilize its machinists almost immediately by having them work in an unclassified part of the building on unclassified equipment.

Mr. Rose stated that his Division hoped to obtain a room for training purposes. Mr. Sullivan made reference to the basement of the cafeteria, stating that this area had been used during the war by the Rotor Winding Section of Security Division. Work benches had been installed and assemblers engaged in rehabilitation of rotors while awaiting clearance. He suggested the possibility of Research and Development Division's setting up a similar work shop in this area.

## 3. DISCUSSION OF SECURITY INVESTIGATION AND CLEARANCE:

Dr. Kullback stated that a large number of prospective applicants had been turned down as security risks, and inquired whether the criteria set up for clearances are realistic and practical. He cited several cases in which the only obvious reason for rejection seemed to be membership in the American Veterans Committee.

Mr. Sullivan pointed out that AS-27 conducts the clearance program for the Agency and approves or disapproves clearance eligibility. Lt. Col. Libby stated that he had questioned the methods used several times.

Major Klein pointed out that one reason for rejection is that the applicant might have a close relative living in a foreign country. Mr. Sullivan said that it was true that applications have been rejected for that reason and that he had recently discussed the matter with Colonel Hayes, who expressed the opinion that some rejections on this ground should be waived, dependent on the country concerned.

Dr. Kullback stated that another reason for rejection was membership in certain organizations.

Dr. Sinkov said that each Agency has a different list of subversive organizations, and that an applicant would be cleared or rejected depending upon which list was used.

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## 3. DISCUSSION OF SECURITY INVESTIGATION AND CLEARANCE (Continued):

Dr. Kullback stated that out of eight engineer students who applied here recently from one university, five or six were turned down because they had relatives in some foreign country. Mr. Sullivan added that Dr. Kullback possibly was referring to students from Penn State.

Mr. Friedman suggested that the Board draw up a recommendation to Colonel Hayes requesting revision of security clearance standards so that applicants are not declared ineligible solely for the reason of their having relatives in certain foreign countries. Such modification would be of definite assistance to the Agency.

Major Klein said that a further handicap is that there is no chance to interview an applicant before he has been rejected for security reasons.

Mr. Sullivan stated that when a person makes application, he fills out a personal history statement which is sent to AS-27 for surface clearance. The statement is returned to AS-61, and if it is marked "not eligible for hire" the applicant may not be considered for employment.

Major Klein cited an example wherein CIA sent over five translators, all highly recommended; four of them were rejected, one of them because his father was a missionary and his sister had married an Indian.

Mr. Friedman stated that when applicants are sponsored by someone on the premises, the sponsor should be qualified to discuss the matter and perhaps clear up some simple problem which might stand in the way of clearance. He said that something should be known about the grounds for rejection, and that the recommendation which the Board plans to make might assist in clarifying the mechanics of clearance and in setting up a policy which would help rather than hinder the Agency.

Mr. Sullivan suggested that the Board request a clarification and statement of present clearance policy before making any recommendations. He stated that knowing the present policy would facilitate recommending feasible and sound changes.

Dr. Sinkov asked whether clearances were revoked if an individual already cleared and on the job married a person from a foreign country. He brought out the point that if the Agency forced a resignation from such a person, he might become embittered and become a security risk.

Mr. Friedman said that it is unfair to hire anyone without telling him that a change in his marital status or other personal thing might affect his employment in the Agency.

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3. DISCUSSION OF SECURITY INVESTIGATION AND CLEARANCE (Continued):

Mr. Sullivan pointed out that if a detailed clarification was obtained, a special meeting of the Board could be called to further discuss the matter.

Major Jones expressed the opinion that several of the cases discussed should be cited in the Board's recommendation, along with the decision made and the reason given in each case.

Mr. Sullivan stated that the clarification of policy requested should cover two points: (1) initial and final clearances; and (2) temporary clearances which authorize personnel to work in restricted areas before final clearances are completed.

Mr. Sullivan suggested that Major Jones be appointed as a committee of one to discuss this subject with Colonel Hayes and secure the desired clarification. Major Jones will then submit report to the Board at its next or special meeting.

Mr. Friedman expressed the view that the cost of keeping people in the training school for such a long period would be cut down if the Agency had its own clearance body which would work directly on these cases and not depend on some other Agency.

There being no other subjects for discussion or comments, the meeting was adjourned.

*John L. Sullivan*

JOHN L. SULLIVAN  
Chairman,  
Civilian Employment Board

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