Answer.—On June 4, 1965, the Department submitted a copy of the CAUSE II Application Questionnaire to the Civil Service Commission for comment. Commission representatives met with Department of Labor representatives and analyzed the various items contained in the document. Following a review of the basic purpose of the application questionnaire and a comparison of it with standardized civil service methods, the Commission sent the following letter to the Department:

"JULY 19, 1965.

"Mr. LEO R. WERTS,
"*Assistant Secretary for Administration,*
"*Office of the Administrative Assistant Secretary,*
"*U.S. Department of Labor,*
"*Washington, D.C.*

"DEAR MR. WERTS: This is in reply to your request for my comments on the Project CAUSE II Application Questionnaire, as suggested by the Special Inquiry of the House Committee on Government Operations. My staff has discussed in some detail with your representatives the use of this questionnaire in your program for selecting applicants for training as counselors.

"I have reviewed the questionnaire, and I see no serious problem of invasion of privacy, especially since the scoring plan deals only with the total score of the applicant on certain groups of items and the response of an applicant to a particular question is not singled out or identified. I understand that for various reasons, five questions have been eliminated from the scoring of the questionnaire.

"Our main reservation has to do with a set of 21 questions which were designed to help identify within the total group of applicants those who have been brought up in deprived circumstances or through experience have a firsthand knowledge of disadvantaged groups. In ordinary Federal personnel recruiting and examining, we would not consider it appropriate to attempt to identify members of a specific cultural subgroup and to give these applicants special consideration for selection, where there is no evidence that the members of this one subgroup are clearly better qualified for the work to be done. However, in the staff discussions, your representatives stressed that in the light of the purposes of the CAUSE II project, it seemed reasonable for an effort to be made to bring into training persons who are themselves drawn from underprivileged groups.

"We understand that, to meet your deadlines for beginning the training classes at various schools and after discussions had been held by Mr. Kranz of your Department with individual members of the special inquiry, the Department has carried out in the past few weeks the original scoring plan. This plan provided for using the set of 21 questions in determining the order in which applicants, otherwise qualified, should be invited to training. We have been informed that to fill the training quotas in most areas of the country, every eligible and available person has already been invited to training. Thus, it appears that the 21 questions have in fact had little impact on the opportunity of any particular eligible.

"However, our staffs agreed that this unexpected outcome does not eliminate the need for a full reappraisal of such a questionnaire before it should ever be used again. This reappraisal must include adequate research and pretesting to meet technical standards, and thorough review of each question in terms of possible invasion of privacy. Furthermore, the necessity for singling out a special cultural subgroup of applicants by this or any other appraisal device must be clearly justified. My staff will be available to consult with yours on these matters if and when further use of the device is planned.

"I am forwarding a copy of this letter to the special inquiry of the House Committee on Government Operations and returning for your files the keyed copy of the questionnaire in the enclosed confidential envelope.

"Sincerely yours,

"JOHN W. MACY, JR., *Chairman.*

NOTE.—Since the original meetings between the Civil Service Commission and the Department of Labor took place, a total of 19 out of 124 questions were eliminated from the scoring plan for purposes of selection. (See question No. 6.)

(The 19 questions excluded from the CAUSE selection are as follows:)

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11. How many times have you been married?
A. Never
B. Once
C. Two or more times

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