

Mr. LUCE. That is correct. It is listed as being used only in exceptional cases.

Mr. GALLAGHER. But these tests that have been identified are the tests that we are now discussing in connection with the Bonneville Power Administration?

Mr. LUCE. They are two of the tests, Mr. Chairman, or excerpts from two of the tests.

Mr. GALLAGHER. Yes.

Mr. Romney?

Mr. ROMNEY. Mr. Luce, in your testimony this morning I recall that you stated something like this, "If we cease making these tests, the Bonneville Power Administration would, of course, not collapse." The Civil Service Commission has issued a policy statement clearly directed toward personality evaluation type tests. In view of that recent statement by the Commission, do you feel that it would be consistent with that policy to continue to administer or have a consultant administer tests of the type which we have just given examples from the four tests which I think have been mentioned either directly or indirectly by Mr. Cornish in citing specific examples of questions?

Mr. LUCE. According to my notes, Mr. Cornish mentioned two tests, is that correct?

Mr. CORNISH. No; I mentioned three tests, including the Minneapolis Multiphasic Personality Inventory. And the fourth one which I did not give examples from, in order to save time, was the Guilford Zimmerman Temperament Survey.

Mr. LUCE. What was the first one? That was not a personality test, as I recall.

Mr. CORNISH. That was a test which is described as a study of values.

Mr. LUCE. What is the title of it?

Mr. CORNISH. The Allport-Vernon-Lindsey Study of Values.

Mr. LUCE. Oh, it is just listed study of values here. Yes.

Well, to answer your question, Mr. Romney, I think as we administer these tests, and with the safeguards of privacy we have thrown around them and in the limited areas that we test, with the approval of the Civil Service Commission, under the criteria that they have enunciated, that this testing would still be proper.

Mr. ROMNEY. Have you taken steps to obtain the approval of the Commission with respect to these?

Mr. LUCE. No; but we will do that. The Commission's regulations are new, and were only made known to us, I think, about 3 days ago. We will, in due course, present the testing program that we have to the Civil Service Commission, because they have to be the final arbiters, as to whether it is consistent with criteria they have established.

Mr. ROMNEY. Let me quote from their policy statement:

The Commission will consider proposals for the use of a particular personality test only when it has been shown by systematic research to have a direct value in making personnel decisions.

Are you prepared to present evidence of the systematic research which would validate these tests in your submission to the Commission?

Mr. LUCE. Yes; we will expect to do that.

Mr. ROMNEY. Do you have such evidence now?