

Senate Judiciary Committee invited the Peace Corps to testify before it on this subject on June 9.

Mr. Shriver has prepared and submitted to that subcommittee a statement of his own. I would like to read the substance of that statement and add to it a few brief personal remarks of my own.

In 1961, President Kennedy assured the Congress that Peace Corps applicants "will be carefully screened to make sure that those who are selected can contribute to Peace Corps programs, and have the personal qualities which will enable them to represent the United States abroad with honor and dignity."

In our opinion the single most critical issue which confronted the Congress in considering the Peace Corps Act in 1961 was whether or not the Peace Corps would be able to select the right people to be Peace Corps volunteers. Had there been any substantial question as to the Peace Corps ability to do this, we doubt if the Peace Corps Act would have been passed.

Before we asked Dr. Nicholas Hobbs to be the Peace Corps' first Director of Selection, we asked many selection experts for recommendations. Dr. Hobbs was then and is now chairman of the Human Development Division of the George Peabody College for Teachers in Nashville, Tenn. Previously, he had been head of the department of psychology at Louisiana State. During World War II, he was the Air Force Director of Research in the selection and training of aviation cadets and gunners. Nick is now the American Psychological Association's president-elect.

Dr. Hobbs gathered an outstanding group of experts in selection. They developed a comprehensive selection process. It includes references, aptitude, and intelligence tests, evaluations from instructors during the 10-to-12-week-long Peace Corps training program, the opinions of host country nationals participating in the training program, peer ratings, health examinations, observations and interviews by qualified and experienced psychologists, performance in the various components of training including technical skills, language achievement and physical education, psychiatric interviews when indicated, and review of a full field investigation conducted by the Civil Service Commission or in some cases the Federal Bureau of Investigation.

No one element of this process is determinative. No one element makes the same contribution as another. But each makes a definite and distinctive contribution to the process.

A selection board meets once during and once at the end of training to weigh all the available evidence about each applicant. It is chaired by a highly qualified and experienced psychologist employed by the Peace Corps. We call him the field selection officer. On the board sit the training program director, the training program psychologist, resource persons representing the various components of training, the Peace Corps representative from the country for which the volunteers are being trained, and others. The decision to enroll or not to enroll an applicant is made by the field selection officer. But it is a product of the board's deliberations.

Dr. Hobbs was succeeded as Director of Selection by Dr. E. Lowell Kelly, a former president of the American Psychological Association. Lowell was and is chairman of the Department of Psychology at the University of Michigan.