

reexamined and reconsidered the procedures that we now use, both before last Friday's hearings and since that time.

We now have, we believe, a series of procedures by which we believe an improvement can be made and the interest of the privacy of the individual can be better protected.

I would like, with your permission, to outline what we intend to do in this regard.

Mr. GALLAGHER. If you will, please.

Mr. BERLEW. First, the Peace Corps at this point does not destroy the answer sheets to the MMPI questions. We propose in the future to destroy all answer sheets after they are scored. The answer sheets will come into Peace Corps at Washington and be destroyed by our own psychologist in Peace Corps Washington to insure there was no slip-up in this regard.

The profiles or the patterns of answers will be sent to the psychologists who are responsible for the selection of individuals in or out of the Peace Corps.

It is not possible to determine the answer to any given question from these profiles. Nevertheless, these profiles will also be destroyed as soon as the selection process is completed, that is at the end of the training period.

Secondly, there are some 185 questions on the MMPI which are not scored. One hundred and eighty-five of the five hundred and sixty-six total questions are not scored—I will leave to Dr. Carp any explanations you may wish as to why they are there if they are not scored. In any event, they are not scored.

We would propose to eliminate these questions from future tests administered by the Peace Corps.

Thirdly—

Mr. CORNISH. May I interrupt you there. I understand a number of the 185 questions include those which members of the subcommittee have taken some exception as being too intrusive.

Mr. BERLEW. That is correct, Mr. Cornish.

Mr. GALLAGHER. Questions referring to Christ and other religious matters.

Mr. BERLEW. I believe some 10 of the 22 questions which might be described as religious are unscored and would be eliminated as a result of this new procedure.

Mr. GALLAGHER. Please continue.

Mr. BERLEW. Thirdly, we intend to negotiate for a test booklet which is specifically designed for Peace Corps purposes. This test booklet for example, would omit these 185 questions to which I just referred. It would also include new test instructions on a cover sheet.

Mr. GALLAGHER. The test that you will remove the 185 questions from is the Minnesota Multiphasic Personality Inventory presently being used?

Mr. BERLEW. That is correct, Mr. Chairman.

The new test instructions would state more clearly than they do at this point that any person who has personal convictions against answering any one or more of the questions on this test is free to omit the answer to those questions, and will also state that any such omission will not lead to selection out of the Peace Corps.

Mr. Chairman, those are the principal procedures that we intend and propose to institute, largely as a result of your inquiries into this subject matter, which we very much appreciate.