

2. Maintain a review or appeal procedure for personnel decisions in which psychological test data and psychological assessment have had an important part, perhaps with the possible use of an outside panel composed in part of psychologists.

3. Establish an interagency committee on assessment composed of representative agency psychologists. This committee would share experiences and formulate guidelines for sound practices.

4. Establish an advisory panel to such an interagency committee, composed of recognized psychologists from outside Government to periodically review agency assessment procedures and programs and to assist the committee in its activities.

5. Establish a task force under contract with the National Academy of Sciences—National Research Council, perhaps in conjunction with the Division of Behavioral Sciences of the NRC, to survey and evaluate current agency assessment procedures and practices and to make recommendations.

A task force, under the direction of an eminent psychologist and public figure such as, say, the present president of the Carnegie Corp., the vice president of the Rockefeller Institute, the executive officer of the American Association for the Advancement of Science, or a recent National Medal of Science recipient, would bring superb scientific and professional resources to the task.

I might just interject at the time I prepared this I mentioned the president of the Carnegie Corp. I was not aware he was about to be appointed to a Cabinet officership in the Government and is thus unavailable. He is a psychologist.

Mr. GALLAGHER. How do you view this appointment? You point out he is a psychologist. Do you think he will agree with us or psychologists?

Dr. BRAYFIELD. I'm inclined to say that is his problem.

Mr. GALLAGHER. But you do say it is a problem?

Dr. BRAYFIELD. I think his appointment was a most distinguished one on the part of the Government in that he brings to the position great competence and great integrity and I'm sure that because of his background he will be particularly sensitive to the issues to which this committee addresses itself.

Mr. GALLAGHER. I'm very happy to hear that.

Dr. BRAYFIELD. Such a task force would start with the advantage of having available to it the considerable preliminary work of this subcommittee and its staff on these matters. One would hope that the final recommendations of this committee might be deferred until the findings of such a task force were reported to it.

6. Provide for continuing empirical research on the effectiveness of the personnel procedures used in those agencies where psychological assessment is an integral part of the procedures.

It has now been almost 4 months since this subcommittee held its first hearings on this topic. And meanwhile, Senator Sam Ervin's Subcommittee on Constitutional Rights has held thoroughly prepared hearings on the same subject. Perhaps you would be interested in an appraisal of these recent events.

First, I believe that a useful purpose has been served by reminding all of us—Government officials, professionals, and the public generally—that we must subject our personnel procedures to continuing review—and I have just suggested several arrangements for effectively doing this.