

My father, James L. Tull, served in the Foreign Service from 1959 until 1990. After his death I set about scanning his work papers. These included some personal correspondence and all of his official assignment and performance evaluations.

It occurred to me that these might make interesting reading for anyone wanting to trace the professional evolution of a Foreign Service Officer from 1959 onwards, when the Foreign Service was a very different creature than it is today. It may be of particular interest for more recent FSO's to read the State Department evaluations during this period.

The records begin with a January 1955 letter from Senator Burke Hickenlooper (R-Iowa) to Elvin J. Ryan, an attorney in Eldora, Iowa and a friend of the family. My father had broached the idea of a diplomatic career with Ryan, who evidently had asked the senator whether the diplomatic service might be a worthwhile choice. Replied Hickenlooper:

I think this a very fine service and offers a most attractive career for any one who would really like the life. Most of the men and women in the Diplomatic and Foreign Service are fine people, able and dedicated to the service of their country. In the main they do a good job. Unfortunately, a few have gone bad in various ways and these have caused people, who don't know all the circumstances, to question the entire Service.

...

If this young man feels that he would like a life abroad, with only occasional returns to the United States, and that he wanted to dedicate his services to the foreign interest of the country, and if he has the over-all qualifications, then I certainly would recommend his serious consideration of trying to make this career.

At the time of this letter my father was finishing his master's program at the University of Colorado and he subsequently took his oral exams in December 1956. After a few hiccups in the application process (he needed a medical clearance because of a slipped disc) he was appointed in March 1958 "as Foreign Service Reserve Officer pending approval of appointment as Foreign Service Officer." In July 1958 he was commissioned as a "FSO-Class 8, Vice Consul of Career and Secretary in the Diplomatic Service of the USA."

Thus began my father's 40-year Foreign Service career. In 1960 he received his first overseas posting as a vice consul to the three-officer consulate in Cali, Colombia (1960 to 1963). In December 1961 he was temporarily detailed to the embassy in Bogotá for President Kennedy's visit.

His next embassy assignment was in London as staff assistant to Ambassador David K. Bruce. Those three years in England saw such events as the Skybolt Crisis, the Profumo affair, the Kennedy assassination, the election of Harold Wilson, and the death of Winston Churchill.

Returning to the United States in 1965, my father worked in the Bureau of International Organization Affairs' Office of United Nations Political Affairs (IO/UNP) and in 1967 he became special assistant to the Assistant Secretary of State for Inter-American Affairs, Covey T. Oliver.

Dad went overseas again in 1969 as the political officer in Montevideo, Uruguay, a position he held until 1973. It was during this difficult assignment that the embassy had to deal with

kidnappings and murder by the Tupamaros and the collapse of democratic government in Uruguay.

Upon his return to the United States, my father was assigned to the Office of Personnel (Latin America) from 1974 to 1976 and to European Affairs (EUR/EX) from 1976 to 1978. Prior to leaving Montevideo he was also selected to attend the National War College for the 1973-1974 academic year.

In 1978 my father began almost a decade of service overseas as the DCM at four embassies: the Dominican Republic (1978-1981), Cyprus (1981-1984), Colombia (this time in Bogotá 1984-1985), and Costa Rica (1985-1987).

After his final overseas assignment, he returned to Washington to serve as deputy director of the Office of Foreign Service Career Development and Assignments from 1987 to 1990, before retiring from the Foreign Service in June 1990. He died on March 12, 2011, at his home in Alexandria, Virginia.

Stephen L. Tull, 2024.

UNITED STATES SENATE
Committee on Foreign Relations

January 25th, 1955

Mr. Elvin J. Ryan
Attorney at Law
Pldora, Iowa

Dear Elvin:

I have your letter of January 23rd about your friend, who is in his third year of College and is interested in the Diplomatic and Foreign Service. I think this is a very fine Service and offers a most attractive career for any one who would really like the life. Most of the men and women in the Diplomatic and Foreign Service are fine people, able and dedicated to the service of their country. In the main they do a good job. Unfortunately, a few have gone bad in various ways and these have caused people, who don't know all the circumstances, to question the entire Service.

It can not be denied that a few have gone over to the left in their thinking and a few have deteriorated morally. A great many of these have been eliminated and while some may remain, nevertheless, I believe the standard of the Service has been raised by that much.

Some of the people who have gone "sour" have been in key positions in various spots. It is a whole lot like belonging to a Church; there are some who are backsliders and less desirable, but that should not detract from the benefits and fundamental standing of the Church itself.

If this young man feels that he would like a life abroad, with only occasional returns to the United States, and that he wanted to dedicate his services to the foreign interests of the country, and if he has the over-all qualifications, then I certainly would recommend his serious consideration of trying to make this career.

With highest personal regards, I am

Sincerely yours,

BURKE B. HICKENLOOPER
B.B.Hickenlooper

BBH:mb



DEPARTMENT OF STATE
WASHINGTON

November 5, 1956

Dear Mr. Tull:

I refer to your candidacy for appointment as a Foreign Service officer, Class 8.

Your Oral Examination has been scheduled for the date, time and place indicated below. The examination usually lasts from an hour to an hour and thirty minutes.

Date: November 12, 1956
Time: 10:30 a.m.
Place: U.S. Custom House, rooms 37 & 41
19th and Stout St.
Denver, Colorado

I should appreciate it if you would confirm immediately whether you will appear for the examination as scheduled.

Sincerely yours,

Cromwell A. Riches
Executive Director
Board of Examiners for the Foreign Service

Enclosure:

Request for information.

Mr. James L. Tull,
2755 14th St.,
Boulder, Colorado



December 10, 1956

POD/H

TO: Mr. James L. Tull dependent c/o parent
2755 14th St. applicant
Boulder, Colorado employee

This office has reviewed the medical examination recently taken by you. Before any decision can be made on your medical status, it will be necessary for you to have the items checked below completed:

Request more information regarding slipped disk; where and by whom

- | | |
|---|---------------------------------------|
| <input type="checkbox"/> Chest x-ray | <input type="checkbox"/> Hearing test |
| treated, was diagnosis made by <u>ap</u> of radiographs of spine? | |
| <input type="checkbox"/> Chest x-ray - repeat | <input type="checkbox"/> Vision test |
| <input type="checkbox"/> Serology | <input type="checkbox"/> EKG |
| <input type="checkbox"/> Urinalysis | <input type="checkbox"/> Form 89 |
| <input type="checkbox"/> Urinalysis - repeat | <input type="checkbox"/> Dental exam |
| <input type="checkbox"/> Other: _____ | |

For the completion of the items checked above, you are authorized to go to any U. S. Government facility within a hundred mile radius of your home, which is equipped to render the requested services. In the event such Government facility is non-existent consider this letter your authority to have the necessary services rendered by a private physician. Unless these instructions are followed, you will be responsible for the expenses incurred.

Kindly have a report of the findings sent to the Medical Director of the Foreign Service and Department of State, Washington 25, D. C.

Sincerely,

H. L. Crane

~~W. T. DeWack~~, M.D.

Assoc. Medical Director of the
 Foreign Service and
 Department of State

mm

DSL-616
 7-18-55

KW/nf
 cc: State Department
 James L. Tull
 File

KENNETH W. OLSHAUSEN, M. D.
220 PHYSICIANS BLDG.
BOULDER, COLORADO

Diplomat of the American Board of Orthopedic Surgery

PRACTICE LIMITED TO
ORTHOPEDIC SURGERY

TELEPHONES: HILLCREST 2-4837; 2-8187

December 13, 1956

H. L. Crane, M.D.
Medical Director of the Foreign Service and
the Department of State
Washington 25, D. C.

Re: Mr. James L. Tull
2755 14th St.
Boulder, Colorado
Letter dated - December 10, 1956

Dear Dr. Crane,

Mr. Tull has referred to me your letter requesting further information regarding his intervertebral disc condition.

I have seen Mr Tull intermittently between April 20, 1955 and December 12, 1956, at the University of Colorado Student Health Service and my office. In April 1955, he complained of pain for about two weeks over the left sacro-iliac area with radiation downwards along the posterior aspect of the left thigh. There was no history of injury just prior to the onset of symptoms and there was no previous history of back complaint. The pain was dull in character. It was worse when sitting down and by placing pressure on the left heel. It was not aggravated by coughing and was relieved by walking. There was no numbness present.

Physical examination in April 1955 revealed slight tenderness over the lumbosacral junction and upper sacrum. There was no scoliosis present. A slight flattening of the lumbar curve was seen. The back flexed 50 degrees and extended 10 degrees with pain in the posterior thigh but not in the back. Straight leg raising was accomplished through a range of 70 degrees on the right and 50 degrees on the left. The latter was accompanied by pain along the posterior thigh. There were no parasthesias to pinprick in the lower extremities and the ankle reflexes were normal.

X-rays of the lumbar spine were taken but no narrowing of the intervertebral disc spaces was apparent.

KENNETH W. OLSHAUSEN, M. D.

220 PHYSICIANS BLDG.
BOULDER, COLORADO

PRACTICE LIMITED TO
ORTHOPEDIC SURGERY

TELEPHONES: HILLCREST 2-4837; 2-8187

It was my impression that Mr. Tull had a compressed intervertebral disc at the lumbosacral junction.

Since symptoms did not particularly subside during the following six weeks, a plaster body cast was applied on June 9, 1955 and removed on July 7, 1955. This was followed by diathermy to the back.

Since the application and removal of the cast, the patient's back pains have gradually subsided, as well as the posterior thigh pains. At no time, even while wearing the cast, has he been confined to bed and he has been able to continually pursue his academic studies at the University of Colorado. I examined him last on December 12, 1956, at which time he had no complaints and at which time physical examination revealed no pathology relative to the intervertebral disc.

In my opinion there is no orthopedic contraindication for Mr. Tull to hold a position in the Foreign Service and the Department of State.

Sincerely yours,

Kenneth W. Olshausen, M.D.
LCDR-USNR-2105
209317

c.c. Mr. James Tull
file



DEPARTMENT OF STATE

WASHINGTON

March 25, 1957

Dear Mr. Tull:

You have become eligible for appointment as a Foreign Service officer, class 8. It is understood that you will be ready to enter on duty on Feb. 1, 1958. Your candidacy will be processed so as to permit you to enter the Foreign Service at that time.

You should bear in mind that your present medical clearance will expire in six months and your present suitability clearance in ninety days from their dates of issue. You can not be appointed unless both clearances are in effect, but will be notified in advance by the Board of Examiners if it becomes apparent that either clearance will lapse before your expected date of employment. You will be given the necessary instructions for renewing your eligibility at that time.

Please keep the Board informed of any change in your plans to accept appointment or in your address.

Sincerely yours,

A handwritten signature in cursive script, reading "H. P. Fales".

Herbert P. Fales
Executive Director
Board of Examiners for the Foreign Service

Mr. James L. Tull,
2755 14th. Street,
Boulder, Colo.

COPY

4 November 1957
Boulder, Colorado

Mr. Herbert P. Fales
Executive Director
Board of Examiners for the Foreign Service
Department of State
Washington 25, D.C.

Sir:

Following the completion of my oral examination last December, I was directed, after a successful conclusion of the suitability and medical investigations and a notification of eligibility, to inform the Board of Examiners three months prior to the date of my entry of my continued intent to accept appointment. I was told that this would be necessary in order to secure adequate time for the renewal of my clearances. Since I was notified of my eligibility for appointment in your letter of 25 March 1957 and it is now within ninety days of my entry date, I would like to reaffirm my intent to enter the Foreign Service on or about 1 February 1958.

Since the exact starting date of the February 1958 class at the Foreign Service Institute was not known last December, the Board at that time set 1 February as a tentative entry date for me, pending more specific information at a later date. Because my graduate work at the University of Colorado will continue into next January, I would appreciate any information which you may have in regard to the date in February on which I will be expected to report, in order that I may make advance arrangements both for my final examinations and for moving my family to Washington. I will be able to enter duty on any day in that month which you specify.

The address which you now have for me remains correct, and I will await your instructions regarding my part in renewing my medical and suitability clearances.

Respectfully yours,

James L. Tull
2755 14th Street
Boulder, Colorado



DEPARTMENT OF STATE
WASHINGTON

November 12, 1957

Dear Mr. Tull:

Thank you for your letter of November 4 in regard to your candidacy for appointment as Foreign Service officer.

Enclosed are the forms necessary for the renewal of your medical clearance. You should complete and return the enclosed Residence and Employment Statement in order that a revalidation of your suitability clearance may be requested.

I regret that it is not possible at this time to indicate that you will be offered an appointment in February, 1958. It is hoped, however, that any delay beyond that time will be of reasonable duration.

Sincerely yours,

Herbert P. Fales
Executive Director

Board of Examiners for the Foreign Service

Enclosures:

1. Medical forms 88 and 89, Letter of Introduction and Letter of Instructions.
2. Residence and Employment Statement.

Mr. James L. Tull,
2755 14th Street,
Boulder, Colorado.

KENNETH W. OLSHAUSEN, M. D.

220 PHYSICIANS BLDG.
BOULDER, COLORADO

1130 A Alpine Ave.

Diplomat of the American Board of Orthopedic Surgery

PRACTICE LIMITED TO
ORTHOPEDIC SURGERY

TELEPHONE HILLCREST 2-4837

November 20, 1957

Examining Officer of the
Foreign Service and the
Department of State
Washington 25, D.C.

Re: James L. TULL
2755 - 14th St.
Boulder, Colorado

Dear Sirs,

In reference to my letter dated December 13, 1956, to
H.L. Crane, M.D., Medical Director of the Foreign Service and
the Department of State, I am hereby presenting a follow-up
report on the status of the intervertebral disc condition of
James L. Tull.

I re-examined Mr. Tull on November 19, 1957. Between
December 12, 1956 and November 19, 1957, he has had no pain in
his back nor in his lower extremities. Orthopedic examination
of his back on November 19, 1957, revealed no evidence of
pathology relative to the intervertebral disc.

On the basis of my most recent examination of Mr. Tull on
November 19, 1957, in my opinion there is no orthopedic contra-
indication for Mr. Tull to hold a position in the Foreign Service
and the Department of State.

Sincerely yours,

Kenneth W. Olshausen, M.D.
LCDR-USNR-2105-209317
Designated Physician
U.S. Department of Labor
Bureau of Employees' Compensation

KWO/mf

cc: State Department
James L. Tull
File

COPY

15 January 1958
Boulder, Colorado

Mr. Herbert P. Fales
Executive Director
Board of Examiners for the Foreign Service
Department of State
Washington 25, D.C.

Dear Sir:

Since my studies for a Master's degree at the University of Colorado are nearly complete, and the year's extension granted me by the Board of Examiners in which to finish them will expire about 1 February, I would like to inquire about the status of my application for candidacy as a Foreign Service officer. If need be, I can extend my work here, and since I understand that the decision on my candidacy will quite possibly be delayed for several months, I hoped that you might comment upon the advisability of my reentering the University for the Spring semester. I would still be available for duty at any time during that term, because I will have completed the minimum requirements for a degree by 1 February, but I am anxious to learn if such a delay will in any way prejudice my candidacy. Depending, of course, upon the successful renewal of my medical and suitability clearances and a favorable reaction by the Board to my application, I would be happy to report at the earliest date which you may select.

I trust that you will understand my uncertainty in this, and if any additional materials are required in the renewal of my clearances, I will forward them to you immediately.

Respectfully yours,

James L. Tull
2755 14th Street
Boulder, Colorado



DEPARTMENT OF STATE
WASHINGTON

January 17, 1958

Dear Mr. Tull:

The receipt is acknowledged of your letter of January 15 addressed to Mr. Fales who is no longer assigned to the Board of Examiners.

The Board has received the renewals of your background and medical clearances and your eligibility for appointment as a Foreign Service officer has been reestablished.

Unfortunately, it will not be possible to offer you an appointment on February 1 and the present delay in appointments makes it difficult to predict when an appointment can be offered you after that date. In view of this uncertainty, the Board would have no objection to your continuing your academic work on the understanding that you will accept the first offer of appointment made to you.

Sincerely yours,



John C. Shillock, Jr.
Board of Examiners for the Foreign Service

Mr. James L. Tull,
2755 Fourteenth Street,
Boulder, Colorado.

CLASS OF SERVICE

This is a fast message unless its deferred character is indicated by the proper symbol.

WESTERN UNION

TELEGRAM

(16).

1201

W. P. MARSHALL, PRESIDENT

SYMBOLS

DL=Day Letter

NL=Night Letter

LT=International Letter Telegram

The filing time shown in the date line on domestic telegrams is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination.

1958 MAR 6 AM 11 44

KA050 SA227

S WA112 GOVT PD=WUX WASHINGTON DC 6 109PME=

JAMES L TULL=

2755 FOURTEENTH ST BOULDER COLO=

=POSSIBILITY FOREIGN SERVICE OFFICER APPOINTMENT APRIL OR MAY DEPENDENT ON REVALIDATION BACKGROUND CLEARANCE WHICH REQUIRES YOUR IMMEDIATE SUBMISSION OF FORM AIR MAILED MARCH 5=

THOMAS S CAMPEN EXECUTIVE DIRECTOR BOARD OF EXAMINERS FOR THE FOREIGN SERVICE DEPT OF STATE=

Copy

7 March 1958
Boulder, Colorado

Mr. Thomas S. Campen
Executive Director
Board of Examiners for the Foreign Service
Department of State
Washington 25, D.C.

Dear Sir:

In accordance with your telegram of 6 March, I am enclosing a Residence and Employment Statement as directed.

Depending, of course, upon a successful renewal of my suitability clearance, I will be happy to report for duty on any date in April or May which you may select.

Respectfully yours,

James L. Tull
2755 14th Street
Boulder, Colorado



DEPARTMENT OF STATE
WASHINGTON

March 17, 1958

Dear Mr. Tull:

You are today being certified as eligible for appointment as a Foreign Service officer. It is understood that the Employment Division has communicated with you concerning your appointment.

As you have not passed a foreign language examination, your appointment will be subject to the proviso that you later pass such an examination. You will not be eligible for promotion until you have done so.

Sincerely yours,

A handwritten signature in cursive script that reads "Thomas S. Campen".

Thomas S. Campen
Executive Director
Board of Examiners for the Foreign Service

Mr. James L. Tull,
2755 Fourteenth Street,
Boulder, Colorado.



DEPARTMENT OF STATE

WASHINGTON

March 18, 1958

Assigned to: Department - Foreign Service
Institute

Position: FSO-8

Salary: \$5200

Reporting Date: 4-3-58

Report to: Mrs. Nell M. Reed

State Annex 4, Room 216

801 19th Street, N. W.

Washington 25, D. C.

Dear Mr. Tull:

Your appointment in the Foreign Service to the position and at the salary indicated above, plus appropriate overseas allowances for the post to which you will be assigned, has been approved. You are therefore directed to report to your Recruitment Officer, named above, between 9 a.m. and 12 noon on the date indicated. If you are unable to report on this date, I should be notified immediately.

You are authorized to travel by privately owned automobile from your home to Washington, D. C. After your arrival in Washington, you will be reimbursed for travel expenses at the rate of ten cents per mile for a total sum not to exceed the cost of transportation by common carrier. Please keep an accurate record of your speedometer readings.

The Department looks forward to your arrival and entrance on duty in the Foreign Service.

Sincerely yours,

A handwritten signature in blue ink that reads "Barr V. Washburn".

Barr V. Washburn

Chief

Employment Division

Mr. James L. Tull,
2755 14th Street,
Boulder, Colorado.

NOTIFICATION OF PERSONNEL ACTION

SERVICE	
<input checked="" type="checkbox"/> FS	<input type="checkbox"/> DPTL

B4264

1. NAME (Mr.-Miss.-Mrs.-One given name, initial(s) and surname) Mr. James L. Tull	2. DATE OF BIRTH 12-5-30	3. JOURNAL OR ACTION NO. FSA 6	4. DATE 3-18-58
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This is to notify you of the following action affecting your employment:

5. NATURE OF ACTION (Use standard terminology) Limited Appointment	6. EFFECTIVE DATE 3/24/58	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY Section 522.1 PL 724 79th as amended
--	-------------------------------------	--

FROM:

TO:

<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL <input type="checkbox"/> Regular <input type="checkbox"/> Resident <input type="checkbox"/> Non-US	8. POSITION TITLE <i>Diplomatic or Consular Title</i> Foreign Service Reserve Officer
	9. SCHEDULE, SERIES NO., GRADE, SALARY FSR-8 \$5200
	10. ORGANIZATIONAL DESIGNATIONS <i>Post</i> Department/FSI
	11. HEADQUARTERS
<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL <input type="checkbox"/> Regular <input type="checkbox"/> Resident <input type="checkbox"/> Non-US	12. DS CATEGORY <i>FS Category</i> <input checked="" type="checkbox"/> Regular <input type="checkbox"/> Resident <input type="checkbox"/> Non-US

13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION					
NONE	5-PT	10-POINT		NEW	VICE	I. A.	REAL.
	X	Disab.	Other				Group III-e
15. SEX M	16. APPROPRIATION FROM TO 8A-9031		17. RETIREMENT COVERAGE <input checked="" type="checkbox"/> CSC <input type="checkbox"/> FS <input type="checkbox"/> FICA <input type="checkbox"/> NONE		18. DATE OF APPOINTMENT AFFIDAVITS (Accessions Only) 4/3/58		19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: Iowa

20. This action is subject to all applicable laws, rules and regulations and may be subject to investigation and approval by the United States Civil Service Commission or the Department.

Marital Status - Married - Two

Execute SF-61a.

Appointed as Foreign Service Reserve Officer pending approval of appointment as Foreign Service Officer.

BUREAU OF PERSONNEL

ENTRANCE PERFORMANCE RATING

21. SIGNATURE OR OTHER AUTHENTICATION

DEPARTMENT OF STATE
AUTHORIZATION OF OFFICIAL TRAVEL

A — Authorization Number



Mr. James L. Tull,
Boulder, Colorado.

8-08020

B — Authorization Date

March 18, 1958

D — You are hereby authorized by the Department of State to perform official travel at Government expense as indicated herein. This travel is not ordered at your request nor for your convenience, except as provision is made for leave as allowed by law. You are to proceed in accordance with the instructions contained herein or as amended. Unless otherwise noted, all expenses and the maximum per diem under the regulations checked below are authorized. Vouchers should be submitted promptly as provided in the applicable regulations.

E — Official Station (If Transfer, Post You are Leaving).

F — If Transfer or New Assignment, Post to which You are Proceeding. **Washington, D.C.**

G — The following information MUST be entered on all Transportation Requests issued. Failure to do so may result in your financial responsibility for travel performed.

Authorization Number

8-08020

Appropriation Number

1980113

Allotment Number

8A-3025

Obligation Number

8020

H — Itinerary, Purpose, Remarks, and Special Instructions and Authorizations.

In connection with your appointment to the Foreign Service for a tour of duty in the Department, you are hereby authorized to travel from Boulder, Colorado to Washington, D. C.

Unfurnished quarters to be occupied. Shipment of effects from Boulder, Colorado to Washington, D. C. under Table I of FSTR 5.11.

Effects - Group 4.

Family authorized to travel from Boulder to Washington, D. C.

I — Status of Traveler		J — Applicable Regulations		K — Appropriation Chargeable	
<input checked="" type="checkbox"/>	Foreign Service Officer or Employee	<input checked="" type="checkbox"/>	I FSM III 180 FSTR	<input checked="" type="checkbox"/>	Salaries and Expenses, Department of State
	Departmental Employee		Manual of Regulations and Procedures		International Contingencies Department of State
			Standardized Government Travel Regulations		International Information and Educational Activities, Department of State
			Public Law 600—79th Congress (60 Stat. 806), as amended, and Executive Orders Pertaining Thereto.		Government in Occupied Areas
			22 CFR 1:65	L — Fiscal Year	1958
		N — Travel Requested By:	Office PER	M — Activity	XXX# 2213
			Officer REED		

O — Authorizing Officer **db**
H. A. Blundin
H. A. Blundin, Chief, TM/T
Transportation Branch, Division of Central Services

IMPORTANT: Every Voucher and Message Concerning This Travel Must Refer to Authorization Number and Date at Top.

COPY FOR TRAVELER — SEE REVERSE SIDE

FORM DS-940 11-1-51		DEPARTMENT OF STATE BIOGRAPHIC DATA SHEET		NAME James Lewis Tull		DATE 3 Apr. 1958	
				TITLE FSR-8		POST Dept.-FSI	
PLACE OF BIRTH Humeston, Iowa		DATE OF BIRTH 5 Dec. 1930		NATURE OF APPOINTMENT		DATE 18 March 1958	
GRADE 8		IF FOREIGN BORN: OF AMERICAN PARENTS? <input type="checkbox"/> YES <input type="checkbox"/> NO		NATURALIZED? <input type="checkbox"/> YES <input type="checkbox"/> NO		DATE OF NATURALIZATION	
						MARITAL STATUS Married	
EDUCATION							
NAME AND LOCATION OF HIGH SCHOOL Eldora Consol. High, Eldora, Iowa				DID YOU GRADUATE? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		YEAR 1949	
NAME AND LOCATION OF BUSINESS SCHOOL None				DID YOU GRADUATE? <input type="checkbox"/> YES <input type="checkbox"/> NO		YEAR	
NAME AND LOCATION OF PREPARATORY SCHOOL None				DID YOU GRADUATE? <input type="checkbox"/> YES <input type="checkbox"/> NO		YEAR	
COLLEGES UNIVERSITIES AND FOREIGN SCHOOLING (Including Post-graduate work)							
NAME		DATES ATTENDED		DATE GRADUATED		DEGREE	
Iowa State Teachers College		1949 TO 19 50		-		None	
University of Colorado		1950 TO 19		-		None	
same		1955 TO 19 57		June 1957		B.A.	
same		1957 TO 19 58		June 1958		M.S.	
		19 TO 19					
		19 TO 19					
		19 TO 19					
MEMBER OF THE BAR? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO STATE							
FOREIGN LANGUAGES (Name and indicate the extent of your competence, i.e. Excellent, Good, Fair)							
		READ		WRITE		SPEAK	
Spanish		fair		fair		fair	
French		fair		fair		fair	
TYPING		SYSTEM OF SHORTHAND		OFFICE MACHINES		TEST DATA (Do not fill in)	
45 W.P.M.		None W.P.M.		None		TYPING SHORTHAND	
				OTHER SKILLS		W.P.M. W.P.M.	
				-			
PREVIOUS EMPLOYMENT (If more space is needed use separate sheet)							
DATE		TITLE OF POSITION		NAME AND TYPE OF ORGANIZATION OR BUSINESS			
19 TO 19							
19 TO 19							
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19 TO 19							
MILITARY SERVICE: <input type="checkbox"/> ARMY <input checked="" type="checkbox"/> NAVY <input type="checkbox"/> AIR FORCE <input type="checkbox"/> MARINES <input type="checkbox"/> COAST GUARD							
DATES		HIGHEST RANK		CAMPAIGNS, ASSIGNMENTS AND FOREIGN DUTY		DECORATIONS AND AWARDS	
TO FROM							
12/51 2/51		Airman		Training Centers, U.S.		none	
3/52 1/52		Airman		Pearl Harbor, T.H.		none	
3/53 3/52		Petty O. 3		Kwajalein, Marshall Is.		none	
2/55 4/53		Petty O. 2		N.A.S., Alameda, Calif.		Good Conduct, Natl. Def.	
NAMES OF WIFE AND CHILDREN				AGE		ADDRESS	
Nilva Jean Tull				25		913 11th St., Eldora, Iowa	
Stephen L. Tull				3½		same	
Elizabeth Ann Tull				6 mths.		same	

(Over)

NAME AND PRESENT ADDRESS OF MOTHER AND FATHER, IF LIVING

James E. Tull, 913 11th Street, Eldora, Iowa

PERSONAL DATA - HOBBIES, SPORTS, TASTE IN BOOKS, ETC. OR ANY OTHER RELEVANT PERSONAL INFORMATION

Sports - football, basketball
Books - political, historical, philosophical, etc.

CLUBS, TRADE AND CULTURAL ASSOCIATIONS, FRATERNAL AND ALUMNI ASSOCIATIONS, WITH ADDRESSES WITHIN UNITED STATES

Montague Lodge #117, A.F.&A.M., Eldora, Iowa
Evergreen Chap. #55, R.A.M., Eldora, Iowa
Phi Beta Kappa, University of Colorado chapter
Delta Sigma Rho (forensics), University of Colorado chapter
American Society for Public Administration, Chicago 37, Illinois
American Political Science Association

PUBLICATIONS: TITLES, DATES AND PUBLISHER OF BOOKS AND NAMES OF PERIODICALS TO WHICH CONTRIBUTIONS HAVE BEEN MADE

None

GENERAL (Items of general interest not included in Paragraphs above)

None

James E. Tull
(Signature)

DEPARTMENT OF STATE
ANNUAL END-USER SUMMARY REPORT

OFFICER REPORTED ON

PULL, James L.

CLASS

FSO-8

POST

REVIEWING DEPARTMENT OR BUREAU

VISA OFFICE

PERIOD COVERED

FROM

June 1, 1957

TO

May 31, 1958

DATE SUBMITTED

JUN 12 1958

Soldie B. Gould
(Signature of Reviewing Official)

Chief, Training and Evaluation Branch
Visa Office

(Functional Title of Reviewing Official)

PLEASE FOLLOW INSTRUCTIONS ON REVERSE SIDE OF FORM

A. TYPE OF WORK OR ACTIVITY UNDER REVIEW

Participation in Visa Training Course, Foreign Service Institute.

B. EVALUATION OF WORK PRODUCT OR ACTIVITY

This officer was a student in the Visa Training Course at the Foreign Service Institute during the review period. He attained a grade of 78 3/4 in the difficult final examination. This grade is considered good.

POB/PC-PERMANENT RECORD COPY
Logged *me 6-17-58*
Reviewed *MM* JUN 16 1958
File Position *C-4*

OFFICE OF PERSONNEL
JUN 16 1958

C. RATING

1

2

3

4

5

6

Senate

FRIDAY, JUNE 20, 1958

(There was no executive session this day)

MESSAGES REFERRED

During the legislative session this day, and by unanimous consent, the President pro tempore laid before the Senate the following messages received from the President of the United States, which were referred to the appropriate committees, as indicated:

THE WHITE HOUSE, June 20, 1958.

To the Senate of the United States:

I nominate the following-named Foreign Service officers for promotion from class 1 to the class of career minister:

- Walworth Barbour, of Massachusetts.
- Homer M. Byington, Junior, of Connecticut.
- James K. Penfield, of California.

The following-named persons, now Foreign Service officers of class 3 and secretaries in the diplomatic service, to be also consuls general of the United States of America:

- Taylor G. Belcher, of New York.
- William H. Christensen, of Ohio.
- Jacques J. Reinstein, of Georgia, for appointment as a Foreign Service officer of class 2, a consul, and a secretary in the diplomatic service of the United States of America.

Miss Alice C. Mahoney, of Arizona, for promotion from Foreign Service officer of class 6 to class 5.

The following-named Foreign Service officers for promotion from class 6 to class 5 and to be also consuls of the United States of America:

- John J. Bentley, of California.
- Miss Edna T. Flach, of Texas.
- J. William Henry, of Arizona.
- James B. Lindsey, of Florida.
- David S. Lusby, of Arizona, for promotion from Foreign Service officer of class 7 to class 6.

Warren L. Swope, of Illinois, for appointment as a Foreign Service officer of class 6, a consul, and a secretary in the diplomatic service of the United States of America.

Joseph A. Cicala, of Connecticut, for appointment as a Foreign Service officer of class 6, a vice consul of career, and a secretary in the diplomatic service of the United States of America.

Howard I. Blutstein, of New Jersey, for promotion from Foreign Service officer of class 8 to class 7.

The following-named persons for appointment as Foreign Service officers of class 8, vice consuls of career, and secretaries in the diplomatic service of the United States of America:

- Dan Alexander, of Washington.
- Donald M. Anderson, of Louisiana.
- Thomas H. Baldrige, of Iowa.
- William H. Bartsch, of the District of Columbia.
- William F. Beachner, of New York.
- Harry R. Bieling, Junior, of New York.

see next page

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John P. Blais, of Illinois.
 Frederick Z. Brown, of Pennsylvania.
 Alanson G. Burt, of California.
 William J. Dyess, of Alabama.
 Craig R. Eisendrath, of Illinois.
 James P. Farber, of Florida.
 John K. Franzen, of Minnesota.
 Gerald D. Gilbertson, of California.
 Martin I. Glassner, of New Jersey.
 Claude B. Goulet, of Rhode Island.
 Howard R. Gross, of Virginia.
 Elwood W. Guernsey, of Virginia.
 James P. Harte, of Missouri.
 Walter A. Hayden, of New York.
 George W. Heatley, of California.
 Dalton V. Killion, of California.
 Richard N. Kilpatrick, of South Carolina.
 Norbert J. Krieg, of Maryland.
 Geryld B. Krogius, of Minnesota.
 Edmund D. Lyons, of Illinois.
 William W. McGrew, of New York.
 James A. McNamara, of California.
 William C. Mithoefer, Junior, of North Carolina.
 John R. Oleson, of Wisconsin.
 James Ozzello, of Wisconsin.
 Robert P. Paganelli, of New York.
 Robert I. Randolph, of California.
 John J. Reed, of California.
 K. Anthony Rhodes, Junior, of Pennsylvania.
 Robert C. Richmond, of New Hampshire.
 Gerald A. Rosen, of New York.
 Richard J. Slott, of Indiana.
 Walter Burges Smith II, of New York.
 Wayne S. Smith, of the District of Columbia.
 Craig M. Stark, of California.
 Andrew L. Steigman, of New York.
 John W. Stephens, of Texas.
 Peter M. Storm, of Minnesota.
 James Stromayer, of Illinois.
 Miss Aleta D. Styers, of Indiana.
 Ralph G. Thorslund, of New York.
 John B. Tipton, of Illinois.
 James L. Tull, of Iowa.
 Robert D. Westfall, of California.
 Herbert E. Wilgis, Junior, of Maryland.
 Robert T. Willner, of Connecticut.

June 20, 1958

The following-named Foreign Service Staff officers to be consuls of the United States of America:

Charles D. Chamberlin, of New Hampshire.
 Robert D. Kennedy, of California.
 David Nalle, of the District of Columbia.
 Edward Stansbury, of Connecticut.

July 10, 1958

as a member of the Civil Aeronautics Board, and stressing his ability and devotion to his work.

There being no objection, it was

Resolved, That the Senate advise and consent to the appointment of the above-named person to the office named agreeably to his said nomination.

When the nominations of Walworth Barbour and 91 other persons for promotion or appointment in the Diplomatic and Foreign Service were announced,

On request of Mr. Johnson of Texas, and by unanimous consent, the Senate proceeded to consider the said nominations en bloc; and,

By unanimous consent, it was

Resolved, That the Senate advise and consent to the appointment of the following-named persons to the offices named agreeably to their respective nominations:

Walworth Barbour and 91 other persons for promotion or appointment in the Diplomatic and Foreign Service, which were received by the Senate on June 20, 1958, and which appear in full in the Executive Proceedings for that day, under the caption "Messages Referred," beginning with the name of Walworth Barbour, which occurs on page 810 of the printed Journal and ending with the name of Bernardo Hugh Tovar, appearing on page 812 of the said Journal.

When the nominations of certain persons for permanent appointment in the Coast and Geodetic Survey were announced,

On request of Mr. Johnson of Texas, and by unanimous consent, the Senate proceeded to consider the said nominations en bloc; and,

By unanimous consent, it was

Resolved, That the Senate advise and consent to the appointment of the following-named persons to the offices named agreeably to their respective nominations:

COAST AND GEODETIC SURVEY

The following persons for permanent appointment to the grade indicated in the Coast and Geodetic Survey, subject to qualifications provided by law:

To be ensigns:

Donald B. Clark

Jude T. Flynn

William N. Grabler (effective June 9, 1958)

Richard L. Hess

Donald W. Moncevicz

George M. Poor

Ray M. Sundean

On request of Mr. Johnson of Texas, and by unanimous consent, it was

Ordered, That the President of the United States be advised forthwith of the nominations this day confirmed by the Senate.

Mr. Johnson of Texas moved that the Senate resume the consideration of legislative business.

The motion was agreed to, and

The Senate resumed the consideration of legislative business.

FRIDAY, JULY 11 (LEGISLATIVE DAY, JULY 10), 1958

The Senate, at 10 o'clock and 10 minutes a. m., proceeded to consider executive business, in open executive session, with the Vice President in the chair.

NOTIFICATION OF PERSONNEL ACTION

SERVICE
 FS DPTL

B4264

1. NAME (Mr.-Miss-Mrs.-One given name, initial(s) and surname) Mr. James L. Tull	2. DATE OF BIRTH 12-5-30	3. JOURNAL OR ACTION NO. FS 68	4. DATE 7-17-58
--	------------------------------------	--	---------------------------

This is to notify you of the following action affecting your employment:

5. NATURE OF ACTION (Use standard terminology) Separation from the FSR Corps and Appointment by the President as FSO	6. EFFECTIVE DATE See Remarks	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY Section 571 PL 724 - 79th as amended
--	---	--

FROM: Foreign Service Reserve Officer		TO: Foreign Service Officer	
FSR-8	\$5720	FSO-8	\$5720
8. POSITION TITLE <i>Diplomatic or Consular Title</i>		9. SCHEDULE, SERIES NO., GRADE, SALARY	
10. ORGANIZATIONAL DESIGNATIONS <i>Post</i>		11. HEADQUARTERS	
12. DS CATEGORY <i>FS Category</i>		12. DS CATEGORY	
<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL <input type="checkbox"/> Regular <input type="checkbox"/> Resident <input type="checkbox"/> Non-US		<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL <input type="checkbox"/> Regular <input type="checkbox"/> Resident <input type="checkbox"/> Non-US	
Department/FSI		Department/FSI	

13. VETERAN'S PREFERENCE			14. POSITION CLASSIFICATION ACTION				
NONE	5-PT	10-POINT	NEW	VICE	I. A.	REAL.	
		Disab. Other					
			Group III-a				
15. SEX M	16. APPROPRIATION FROM TO 9A-9031		17. RETIREMENT COVERAGE <input type="checkbox"/> CSC <input checked="" type="checkbox"/> FS <input type="checkbox"/> FICA <input type="checkbox"/> NONE		18. DATE OF APPOINTMENT AFFIDAVITS (Accessions Only) AUG 1 - 1958		19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: Iowa

20. This action is subject to all applicable laws, rules and regulations and may be subject to investigation and approval by the United States Civil Service Commission or the Department.

Nominated: 6-20-58.
 Confirmed: 7-10-58.
 Attested : 7-10-58.

Appointment by the President as FSO-Class 8, Vice Consul of Career and Secretary in the Diplomatic Service of the USA.

Salary of FSO to commence 7-27-58.

Separation from FSR Corps and from the Civil Service Retirement System CO 7-26-58.

Contributions to the Foreign Service Retirement and Disability System to commence 7-27-58.

Appointment made with the proviso that you later pass an examination in modern languages.

ENTRANCE PERFORMANCE RATING

21. SIGNATURE OR OTHER AUTHENTICATION

DEPARTMENT OF STATE
FOREIGN SERVICE INSTITUTE
TRAINING EVALUATION REPORT

1. TRAINEE'S NAME <div style="border: 1px solid black; border-radius: 50%; padding: 5px; display: inline-block;">James L. Tull</div>	GRADE FSO-8
2. NAME OF COURSE Basic Foreign Service Officer Class (A-100)	INCLUSIVE DATES OF COURSE FROM 4/7/58 TO 6/27/58

DESCRIPTION OF COURSE (*Outline briefly the scope and content*)

Twelve weeks forming the basic training of persons embarking upon careers in the Foreign Service as FSOs of Class 8. The course provides instruction in the duties and functions of Foreign Service Officers; relations with and the interests of other Government agencies concerned with foreign affairs; reporting procedures; trade promotion and protection; consular services; administration, etc..

3. PERFORMANCE IN COURSE: (a) How diligently and effectively did officer apply himself to studies; (b) officer's level of comprehension of substance of course; (c) officer's analytical ability, i. e., ability to place knowledge acquired into perspective and relate it to broader issues; (d) officer's ability to organize his materials and present his ideas in logical, concise and convincing form, both orally and in writing.

This course demanded relatively little individual performance of its members. For the most part the course consisted of lectures, during which the members were free to ask questions as they wished.

	Highest Class Grade	Lowest Class Grade
SPECIAL CONSULAR SERVICES <u>32 (D-)</u>	<u>80 (A-)</u>	<u>32 (D-)</u>
VISA AFFAIRS <u>78-3/4 (B-)</u>	<u>91½ (A)</u>	<u>41½ (D-)</u>

Mr. Tull's performance was average in most respects, his abysmal showing in the Special Consular Services examination apparently being an isolated experience. Perhaps with more experience he will do better at relating acquired knowledge to broader issues, a matter in which he appeared to me to be somewhat lacking. He showed commendable interest throughout the course.

1958 JUL 21 PM 2 44

OFFICE OF PERSONNEL
RECEIVED

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Logged 7/21/58

Reviewed [Signature] JUL 21 1958

Position C-3

PERSONNEL
OPERATIONS/PE

1958 JUL 18 PM 4 11

OFFICE OF PERSONNEL

EMPLOYEE RELATIONS BRANCH

Oath of Office Ceremony, Friday, August 1, 1958 - 4:30 PM

International Conference Suite, 11th Floor, 1776 Pennsylvania Ave, NW.
(SA-17)

1. Oath of Office administered by Mr. Ancel N. Taylor, Chief of the Employment Division.
2. Remain standing for taking of group picture.
3. Remain in same position until names are taken.
4. Be seated.
5. Remarks by Mr. Wallace W. Stuart, Chief of the Personnel Operations Division.
6. Welcome by Mr. Aaron S. Brown, Deputy Assistant Secretary for Personnel.
7. Signing of Oaths (Sign behind check mark - 3 places)
8. Awarding of Commissions.



FOREIGN SERVICE INSTITUTE
A-100 BASIC FOREIGN SERVICE OFFICER COURSE
APRIL/JUNE CLASS 1958

From left to Right:

1st Row: Richard J. SLOTT; James P. FARBER; Peter M. STORM; ^{out} James L. TULL; James A. MONAMARA; ^{out} William F. BEACHNER; Geryld B. KROGFUS; Harry R. ^{out} BIELING; Thomas H. ^{out} BALDRIDGE; Walter A. HAYDEN, Jr.; ^{out} Kenneth A. RHODES.

2nd Row: Hyman BLOOM (Assistant Chairman); Michael R. GANNETT (Course Chairman); John J. ^{out} REED; Howard R. GROSS; James D. OZZELLO; Robert I. RANDOLPH; Ralph G. ^{out} THORSLUND; James STROMAYER; John W. ^{out} STEPHENS; Claude B. ^{out} GOULET; Gerald D. ^{out} GILBERTSON; Andrew L. STEIGMAN; Richard W. KILPATRICK; Gerald A. ROSEN; John P. ^{out} BLAIS; Daniel W. ^{out} ALEXANDER; Sean M. HOLLY (Program Assistant)

EMPLOYEE RELATIONS BRANCH

Persons to take oath of office Friday, August 1, 1958 at 4:30 P.M.

Dan Alexander	FSR-8	to	FSO-8
Donald M. Anderson	FSR-8	to	FSO-8
Thomas H. Baldridge	FSR-8	to	FSO-8
William F. Beachner	FSR-8	to	FSO-8
Harry R. Bieling, Jr.	FSR-8	to	FSO-8
John P. Blais	FSR-8	to	FSO-8
Frederick Z. Brown	FSR-8	to	FSO-8
Alanson G. Burt	FSR-8	to	FSO-8
Craig R. Eisendrath	FSR-8	to	FSO-8
James P. Farber	FSR-8	to	FSO-8
John K. Franzen	FSR-8	to	FSO-8
Gerald D. Gilbertson	FSR-8	to	FSO-8
Martin I. Glassner	FSR-8	to	FSO-8
Howard R. Gross	FSR-8	to	FSO-8
Elwood W. Guernsey	FSR-8	to	FSO-8
James P. Harte	FSR-8	to	FSO-8
Walter A. Hayden	FSR-8	to	FSO-8
George W. Heatley	FSR-8	to	FSO-8
Dalton V. Killion	FSR-8	to	FSO-8
Richard N. Kilpatrick	FSR-8	to	FSO-8

Norbert J. Krieg	FSR-8	to	FSO-8
Geryld B. Krognus	FSR-8	to	FSO-8
Edmund D. Lyons	FSR-8	to	FSO-8
William W. McGrew	FSR-8	to	FSO-8
James A. McNamara	FSR-8	to	FSO-8
William C. Mithoefer, Jr.	FSR-8	to	FSO-8
John R. Oleson	FSR-8	to	FSO-8
James Ozzello	FSR-8	to	FSO-8
Robert P. Paganelli	FSR-8	to	FSO-8
Robert I. Randolph	FSR-8	to	FSO-8
John J. Reed	FSR-8	to	FSO-8
K. Anthony Rhodes, Jr.	FSR-8	to	FSO-8
Gerald A. Rosen	FSR-8	to	FSO-8
Richard J. Slott	FSR-8	to	FSO-8
Walter Burges Smith II	FSR-8	to	FSO-8
Craig M. Stark	FSR-8	to	FSO-8
Andrew L. Steigman	FSR-8	to	FSO-8
John W. Stephens	FSR-8	to	FSO-8
Peter M. Storm	FSR-8	to	FSO-8
James Stromayer	FSR-8	to	FSO-8
Miss Aleta D. Styers	FSR-8	to	FSO-8

Ralph G. Thorslund	FSR-8	to	FSO-8
John B. Tipton	FSR-8	to	FSO-8
James L. Tull	FSR-8	to	FSO-8
Robert D. Westfall	FSR-8	to	FSO-8
Herbert E. Wilgis, Jr.	FSR-8	to	FSO-8
Robert T. Willner	FSR-8	to	FSO-8

NOTIFICATION OF PERSONNEL ACTION

B4264

9-ARA-8

SERVICE	
<input checked="" type="checkbox"/> FS	<input type="checkbox"/> DPTL

1. NAME (Mr.-Miss-Mrs.-One given name, initial(s) and surname) Mr. James L. Tull	2. DATE OF BIRTH 12-5-30	3. JOURNAL OR ACTION NO. FS-27	4. DATE 10-13-58
--	------------------------------------	--	----------------------------

This is to notify you of the following action affecting your employment:

5. NATURE OF ACTION (Use standard terminology) Assignment to Departmental Position	6. EFFECTIVE DATE 10-19-58	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY Section 571 PL 724 - 79th as amended
--	--------------------------------------	--

FROM:		TO:	
Foreign Service Officer Group III-a	8. POSITION TITLE <i>Diplomatic or Consular Title</i> 0111 Int'l Relations Officer	FSO-8	\$5720
Department/FSI	9. SCHEDULE, SERIES NO., GRADE, SALARY FSO-8 \$5720	Department/ Bureau of Inter-American Aff./ Office of Executive Director	
<input type="checkbox"/> FIELD <input type="checkbox"/> Regular	<input type="checkbox"/> DEPARTMENTAL <input type="checkbox"/> Resident	<input type="checkbox"/> FIELD <input type="checkbox"/> Regular	<input type="checkbox"/> DEPARTMENTAL <input type="checkbox"/> Resident
<input type="checkbox"/> Non-US	10. ORGANIZATIONAL DESIGNATIONS <i>Post</i>	<input type="checkbox"/> Non-US	
11. HEADQUARTERS	12. DS CATEGORY <i>FS Category</i>		

13. VETERAN'S PREFERENCE			14. POSITION CLASSIFICATION ACTION			
NONE	5-PT	10-POINT	NEW	VICE	I. A.	REAL
		Disab. Other		X		
		130.0050				GS-131-7 IS-12495

15. SEX M	16. APPROPRIATION FROM 9A-9031 TO 9A-0026	17. RETIREMENT COVERAGE <input type="checkbox"/> CSC <input checked="" type="checkbox"/> FS <input type="checkbox"/> FICA <input type="checkbox"/> NONE	18. DATE OF APPOINTMENT AFFIDAVITS (Accessions Only)	19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:
---------------------	---	--	--	---

20. This action is subject to all applicable laws, rules and regulations and may be subject to investigation and approval by the United States Civil Service Commission or the Department.

Salary to be paid while on this assignment FSO-8 \$5720.

Foreign Service Position.

Fills a funded vacancy.

ENTRANCE PERFORMANCE RATING

21. SIGNATURE OR OTHER AUTHENTICATION

FORM FS-315 4-15-57	DEPARTMENT OF STATE FOREIGN SERVICE OF THE UNITED STATES OF AMERICA EFFICIENCY REPORT Foreign Service Officers Foreign Service Reserve Officers Foreign Service Staff Officers Classes 1 - 10	CHECK ONE BOX: <input checked="" type="checkbox"/> Regular Report <input type="checkbox"/> Interim Report on Departure of <input type="checkbox"/> Rating Officer <input type="checkbox"/> Rated Officer <input type="checkbox"/> Change of Duty
------------------------	---	---

OFFICER BEING RATED TULL, James L.	CLASS FSO-8	CLASSIFICATION TITLE OF POSITION International Relations Officer	CLASS FSO-8 GS-7
FUNCTIONAL TITLE OF OFFICER BEING RATED Assistant Post Management Officer		DIPLOMATIC OR CONSULAR TITLE (If any)	

POST ARA-Dept.	DATE OF ARRIVAL 10-19-58	PERIOD COVERED BY REPORT 10-19-58 - 5-31-59	DATE SUBMITTED TO DEPT. <i>June 30, 1959</i>
--------------------------	------------------------------------	---	---

I have read and complied with current instructions for the preparation of this form.			WAS REVIEW PANEL USED? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<i>Richard W. Murray</i> (Signature of Rating Officer)	<i>Ben E. Nindel</i> (Sign Original Only) (Signature of Reviewing Officer)		
Richard W. Murray (Typed Name of Rating Officer)	Benjamin E. Nindel (Typed Name of Reviewing Officer)	HAVE THE CONTENTS OF THIS REPORT BEEN DISCUSSED WITH THE OFFICER RATED? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Post Management Officer, FSR-4 (Typed Title & Class of Rating Officer)	Chief, Budget & Management Branch, GS-14 (Typed Title & Class of Reviewing Officer)		

GENERAL INSTRUCTIONS: The officer named above is to be rated by you on the basis of your personal knowledge of him. His performance is to be evaluated on the basis of the standards for the specific assignment or assignments actually performed during the rating period and on those standards of character and conduct essential to all officers of the Foreign Service.

Ratings in Parts I, II, and III are to be recorded in terms of six levels. If the person is one of the most outstanding individuals you have ever known in a single characteristic or assignment and you believe him to be outstanding among all other persons in this regard, he should be rated at the higher end of the scale. Six (6) is the maximum score he can receive. The person having any quality to the minimum extent should be rated at the lower end of the scale (1). It is expected that the majority of officers will be rated (3) or (4) on most items.

PART I - EVALUATION OF DUTIES PERFORMED

PURPOSE: To permit the Department to identify rapidly the type of assignment including specialization, if any, held by the officer during the rating period and to provide an evaluation of his performance.

A. DESCRIPTION OF DUTIES

INSTRUCTIONS: Describe briefly but in sufficient detail to be clear to Selection Board members exactly what duties were performed. Indicate number and type of employees supervised. Sample:
 Public Affairs Advisor, Office of South American Affairs, supervises one steno.
 Visa section chief, supervised three officers, 2 American clerks, 10 locals.
 Positions, the functions of which are less well known, should be described in considerably greater detail.

As Assistant Post Management Officer, ARA, incumbent serves as principal assistant to the Post Management Officer (FSO-4). In this capacity he is responsible for assisting in the development of plans and programs relating to organization structure, procedures, distribution of functions, personnel staffing, and general administrative and budgetary management designed to effect efficient overall management of overseas posts. Prepares special studies related to the above; maintains liaison with other Departmental offices and other agencies; drafts letters, memoranda and telegrams related to administrative servicing of the field posts.

UNCLASSIFIED

Authorized by William O. Hall
 Director General of the
 Foreign Service, January 19, 1975

FOIA - PERMANENT RECORD COPY

19815 *7/2/59*

Reviewed *[Signature]* JUL 1 1959

File Position _____

PART I - EVALUATION OF DUTIES PERFORMED (CONT'D)

B. PERFORMANCE EVALUATION BY POSITION FUNCTIONS

INSTRUCTIONS: List each major function of the position in the left-hand column (e.g., political, economic, consular, intelligence, public affairs, and administration). When the position does not encompass all phases of a particular function, list specific activities thereunder. For example:

Political Reporting and Representation
 Economic Labor Intelligence
 (In the example chosen, the officer divides his time between certain phases of political, economic and intelligence work. See the current instructions for listing of activities.)

Evaluate relative ability of the officer by encircling the appropriate number to the right of each function or activity. Show percentage of time spent in each.

ASSIGNMENT	PER CENT OF TIME	EVALUATION OF WORK					
Administrative	100%	1	2	3	4	5	(6)
		1	2	3	4	5	6
		1	2	3	4	5	6
		1	2	3	4	5	6
		1	2	3	4	5	6
		1	2	3	4	5	6
		1	2	3	4	5	6
		1	2	3	4	5	6
		1	2	3	4	5	6
		1	2	3	4	5	6

PART II - PERSONAL QUALITIES

PURPOSE: To provide the Department with an evaluation of the personal qualities of each officer reported on.

INSTRUCTIONS: In accordance with general instructions above relative to rating in terms of six levels, encircle the number following each quality which in your judgment best represents the level of the officer being rated. Each factor must be rated

QUALITIES	RATING					
1. ABILITY	1	2	3	4	5	(6)
2. CONDUCT	1	2	3	4	5	(6)
3. INDUSTRY	1	2	3	4	5	(6)
4. DEPENDABILITY	1	2	3	4	5	(6)
5. GENERAL USEFULNESS	1	2	3	4	5	(6)
6. JUDGMENT	1	2	3	4	5	(6)
7. ABILITY TO GET ALONG WITH OTHERS	1	2	3	4	(5)	+ 6
8. TACTFULNESS	1	2	3	4	5	(6)
9. INITIATIVE	1	2	3	4	5	(6)
10. RESOURCEFULNESS	1	2	3	4	(5)	+ 6
11. DECISIVENESS	1	2	3	4	(5)	+ 6
12. FORCEFULNESS	1	2	3	4	5	(6)
13. ADAPTABILITY	1	2	3	4	5	(6)
14. COOPERATIVENESS	1	2	3	4	5	(6)
15. PATIENCE	1	2	3	4	5	(6)
16. SENSE OF HUMOR	1	2	3	4	5	(6)
17. GOOD MANNERS AND POLITENESS	1	2	3	4	5	(6)
	1	2	3	4	5	6
	1	2	3	4	5	6
	1	2	3	4	5	6

PART III - OTHER FACTORS

PURPOSE: To provide the Department with an evaluation of specific factors relating to the officer's knowledge and performance on this job.

INSTRUCTIONS: In accordance with general instructions above relative to rating in terms of six levels, indicate your evaluation of the officer with reference to the following factors. Factors not observed or in no way pertinent to the job should be so checked. Mark every factor.

FACTORS	NOT OBSERVED	NOT PERTINENT	RATING						
			1	2	3	4	5	6	
1. UNDERSTANDING OF POLITICAL FACTORS		X							
2. UNDERSTANDING OF ECONOMIC FACTORS		X							
3. UNDERSTANDING OF PUBLIC AFFAIRS PROGRAMS & TECHNIQUES		X							
4. UNDERSTANDING OF ADMINISTRATIVE PRACTICES			1	2	3	4	(5)	+ 6	
5. UNDERSTANDING OF CONSULAR DUTIES		X							
6. UNDERSTANDING OF INTELLIGENCE FUNCTIONS		X							
7. EFFECTIVENESS IN APPLYING LAWS & REGULATIONS CORRECTLY			1	2	3	4	(5)	+ 6	
8. THOROUGHNESS AND ACCURACY OF WORK			1	2	3	4	5	(6)	
9. POWER AND ACCURACY OF OBSERVATION			1	2	3	4	5	(6)	
10. EFFECTIVENESS OF WRITTEN EXPRESSION			1	2	3	4	5	(6)	
11. EFFECTIVENESS OF ORAL EXPRESSION			1	2	3	4	(5)	+ 6	
12. NEGOTIATING ABILITY			1	2	3	4	(5)	+ 6	
13. SKILL IN DEALING WITH THE PUBLIC			1	2	3	4	5	(6)	
14. EFFECTIVENESS AS A SUPERVISOR			1	2	3	4	(5)	+ 6	
15. MANAGERIAL EFFECTIVENESS			1	2	3	4	(5)	6	
16. COST CONSCIOUSNESS			1	2	3	4	5	(6)	
17. SECURITY CONSCIOUSNESS			1	2	3	4	5	(6)	

PART IV - LANGUAGE

PURPOSE: To provide the Department with an objective report relative to the language proficiency of the officer being rated.

INSTRUCTIONS: List all the languages of which the officer has some knowledge and indicate the degree of proficiency by listing the language above the most appropriately numbered column. Place an asterisk after every language where it has been necessary to rely upon the rated officer's own evaluation of his competence. Do not report in column one local languages deemed by the post as not necessary to be learned.

	French		Spanish		
1. NONE HAS NO KNOWLEDGE OF AND DISPLAYS NO INTEREST IN LEARNING LANGUAGE OF POST, EVEN FOR PERSONAL USE.	2. BEGINNER NOW STUDYING THE LANGUAGE. SATISFACTORY FOR PERSONAL NEEDS; NOT FOR CONVERSATION	3. LIMITED WORKING KNOWLEDGE OF THE BASIC STRUCTURE AND VOCABULARY.	4. USEFUL HANDLE ORDINARY CONTACTS WITHOUT AN INTERPRETER.	5. FLUENT FLUENT IN CONVERSATION. NO INTERPRETER NEEDED.	6. BILINGUAL SPEAKS, READS, WRITES AS WELL AS AN EDUCATED NATIVE.

PART V - OVER-ALL RATING

PURPOSE: To provide the Department with an over-all evaluation of officer's performance during the rating period.

INSTRUCTIONS: Based on your personal knowledge of the officer's over-all performance during the rating period, place an (X) at the left of that one of the following statements which most accurately reflects his level of performance. If either the top or bottom statement is selected such selection must be justified in full following the discussion of topics in Part VI.

<input type="checkbox"/>	PERFORMANCE IN MANY IMPORTANT RESPECTS FAILS TO MEET REQUIREMENTS.
<input type="checkbox"/>	PERFORMANCE MEETS MOST REQUIREMENTS BUT IS DEFICIENT IN ONE OR MORE IMPORTANT RESPECTS.
<input type="checkbox"/>	PERFORMANCE CLEARLY MEETS BASIC REQUIREMENTS.
<input type="checkbox"/>	PERFORMANCE CLEARLY EXCEEDS BASIC REQUIREMENTS.
<input type="checkbox"/>	PERFORMANCE IN EVERY IMPORTANT RESPECT IS SUPERIOR AND THERE IS NO WEAKNESS IN ANY MATERIAL RESPECT.
<input checked="" type="checkbox"/>	PERFORMANCE IN EVERY RESPECT IS OUTSTANDING AND THERE IS NO WEAKNESS IN ANY RESPECT.

UNCLASSIFIED
 AUTHORIZED BY W-111
 Director General of the
LIMITED OFFICIAL USE
 United States Service, January 1, 1973
 (WHEN COMPLETED)

A. PERSONAL

This officer is a distinct asset to the Service. During the period covered by this rating Mr. Tull has displayed an intense loyalty to the Service and is unquestionably proud of his role in it. Mr. Tull is of above average height, lean, well dressed and extremely personable. His educational background consists of a B.A. in Political Science and an M.S. in Public Administration. He is a member of Phi Beta Kappa (an achievement he has modestly never made known in the office). He served for four years in the U. S. Navy. His conduct is above reproach. He is well liked by his colleagues and associates, both senior and junior. He is industrious and completely dependable. His cooperative attitude, ability to get along well with others, and his fine sense of humor are distinct assets.

Mr. Tull has consistently subordinated his personal desires for the good of the Service. While attending intensive language training, he voluntarily reported for duty three weeks early and worked each afternoon for several hours in order to become fully orientated to his forthcoming assignment. This was done at his suggestion in order to maintain continuity in the Assistant Post Management Officer assignment. (His predecessor was being transferred without substantial overlap and his superior was absent due to illness.) On numerous occasions Mr. Tull voluntarily suggested working after hours and on weekends to assure timely completion of tasks for which he was not directly responsible. Similar additional examples of conscientiousness and teamwork spirit could be cited.

B. PERFORMANCE

Mr. Tull's performance has been outstanding in all major elements and well above average in every respect. Assigned as an FSO-8 in his first Service assignment he served as principal assistant to the Post Management Officer for South America (FSO-4). He has displayed an outstanding ability to draft reports, directives and other forms of correspondence. His ability to express himself orally is superior. Mr. Tull has demonstrated on numerous occasions his thoroughness and accuracy in research-type assignments and his ability to effectively apply laws and regulations pertinent to a given assignment. During the rating period he has demonstrated an outstanding faculty for negotiating and dealing with colleagues, personnel of other Federal agencies and to a limited extent the general public. His sound judgment and ability to make valid decisions far exceed that expected of an officer of his level. Because of his outstanding ability, his dependability and resourcefulness, Mr. Tull has been given and successfully performed the majority of tasks related to his position that would normally have been assigned to a more experienced officer. Based on his level of performance, Mr. Tull has been recommended for advancement to a position classified at the next higher Civil Service rating.

C. EXECUTIVE ABILITY

Although a junior officer, Mr. Tull has displayed a potential in this area when, in the absence of the Post Management Officer, he has been required to serve in this capacity. Although not fully responsible for the operation of the unit, on these occasions, he has assumed charge, scheduled work, and with a minimum of guidance from senior officers, directed the activities of the office. Only items of major consequence have been referred to higher authority or held pending the return of his immediate superior.

D. PHYSICAL

E. COURAGE

No weaknesses in these elements have been noted. Mr. Tull's health appears excellent. Absence from work because of illness has been extremely rare. His emotional and self-control indicate good balance. His performance under pressure has been excellent. His moral courage is above reproach. He will defend a considered judgment tactfully yet firmly but will comply willingly when so directed even though it is contrary to his recommended course of action.

F. REPRESENTATION

Based on limited observation it is apparent that both Mr. and Mrs. Tull are socially aggressive, excellent mixers and conduct themselves well in social situations. Their ability to cultivate friends will be a distinct asset when in the field.

G. CLASS

Mr. Tull has been assigned to a Departmental position classified FSO-8 (GS-7). He has been recommended for advancement to a GS-9 position. After the scope and depth of his experience increases, and prior to completion of his current assignment, he should be fully capable of performing the duties of the journeyman Assistant Post Management Officer position which is classified at the FSO-6 (GS-11) level.

H. FAMILY

The Tull's have two children, a son age 4 and a daughter 1-1/2 years old. They appear to be a well adjusted representative American family. Mrs. Tull is an attractive young lady of obviously good background. She attended Iowa State Teachers College and prior to her marriage taught school at the elementary level. She also appears to be a distinct asset to the Service.

I. TRAINING

Mr. Tull has completed the basic Foreign Service Officer course and is now completing his language training. No further training is recommended prior to obtaining field experience.

No adverse factors have been noted.

K. SERVE WITH

It would be a distinct pleasure and privilege to serve with Mr. Tull again.

L. PLACEMENT

Mr. Tull has displayed an outstanding ability in his current administrative assignment. However, his academic background equips him for assignment in the political reporting area. His first field assignment should be as a junior political officer in order that his full potential may be exploited to the greatest extent possible. Assignment in a subordinate administrative capacity might not permit as rapid development as could be achieved in a political section under the guidance of an experienced senior political reporting officer. Assignment in an administrative capacity should be deferred until Mr. Tull has reached an intermediate class level.

M. IMPROVEMENT

Mr. Tull has evinced a strong desire to learn as much as possible during this assignment. In addition to his eagerness to learn on the job, he has attended the voluntary early morning language class (Spanish). He is a member of an active seminar study group comprised of other junior officers who meet weekly to discuss subjects of mutual interest. He is well read and well informed on international relations and current events.

N. PROMOTION

Mr. Tull should be promoted to FSO-7 at the time of the next Selection Panel Meeting. His current performance equals or exceeds that expected at the FSO-7 level.

O. REACTION

This officer's performance has been discussed with him on a regularly recurring basis. He learns quickly and adapts previous experience to new situations. His interest in self-improvement is always evident. In discussing this rating, with proper modesty, he indicated satisfaction with the ratings and comments made.

P. SUMMARY

Mr. Tull is fully equipped for more responsible assignment. Additional experience in his current assignment will be beneficial but should be followed immediately by field experience. The objectives he has set forth in his Officer Preference Report (FS-505 dated May 25, 1959) are well within his capabilities. This officer's full potential is not known but easily encompasses the ten-year goal set forth in his FS-505.

The rating officer believes that Mr. Tull is senior officer material. With the proper opportunity for development it is believed he is capable of going to the top.

Q. JUSTIFICATION

As stated in B. PERFORMANCE above, this officer has been outstanding in every major facet of his job. During the past few years the rating officer has had occasion to supervise or closely observe the performance of three junior officers assigned in similar positions and has been associated with several others. None have performed as capably as Mr. Tull, even though they served in the capacity for a greater length of time. This can be attributed to his unusually high degree of perceptiveness, his sound judgment and an ability to make valid decisions. These attributes augmented by an equally high degree of aptitude, ambition and conscientiousness make Mr. Tull the most outstanding FSO-8 with whom the rating officer has been associated. During his eight-month assignment he has consistently displayed an ability to clearly and concisely express his thoughts in written or oral form. He has gained the respect of his Service associates, contemporary and senior, as well as those representing other Federal agencies. Work assignments, without exception, have been completed timely, thoroughly and accurately. The quality of his performance has been consistently higher than that normally found in or expected from a Class 8 officer. He works as well, if not better, under pressure and has invariably displayed the ability to tactfully deal with others. He has taken every opportunity to increase his knowledge and broaden the depth and scope of his experience. He is fully capable of assuming greater responsibility and has a potential that should take him to the top in the Service.

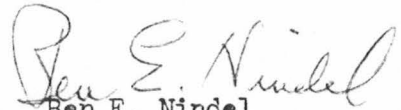
This rating officer never before has had occasion to rate a Class 8 officer as "Outstanding".

Attachment to the Efficiency Rating

of James L. Tull

I concur in the rating of Mr. Tull. He is an outstanding young officer who has performed extremely well in his first assignment in the Department.

The relations between the rating officer and the rated officer has been harmonious. The rating is neither lenient nor strict - it accurately describes this young officer and his performance.



Ben E. Nindel

Chief, Budget & Management Branch
ARA



DEPARTMENT OF STATE
WASHINGTON

February 19, 1960

Dear Mr. Tull:

I am pleased to inform you that your rating in the oral examination in Spanish which you took at the Foreign Service Institute on February 8, 1960 meets the standard which is considered useful to the Service. The language limitation on your appointment is therefore removed.

A copy of a memorandum to the Personnel Operations Division is enclosed.

Sincerely yours,

A handwritten signature in cursive script that reads "Frederick E. Farnsworth".

Frederick E. Farnsworth
Board of Examiners for the Foreign Service

Enclosure:

Memorandum

James L. Tull, Esquire,
ARA/EX - Room 421A,
SA-4.

Office Memorandum • UNITED STATES GOVERNMENT

TO : ARA- Room 6109- Mr. Tull

DATE: June 24, 1960

FROM : POD - Joseph J. Jova *JJ*

SUBJECT: Assignment

You have been assigned to Cali as Foreign Service Officer (General). You should arrange your official and personal affairs in order to arrive for duty at your post by mid-September, 1960.

If you have not already done so, you should, within ten days, make an appointment with Mr. Charles A. Gendreau, your Area Personnel Officer, Personnel Operations Division, for assistance in completing Form FS-471, required for the issuance of your travel authorization. You will be authorized shipment of effects up to the weight allowance specified in 1 FSM III 180 FSTR 5.11, Table II. You should bear in mind that you cannot be reimbursed for any expenses which you incur for travel or for packing, shipping, or storing your effects before the date of your travel authorization, subject also to any other limitations which may be contained in the authorization.

Your latest Residence and Dependency Report shows that 3 dependents will travel with you; your wife, son aged 6, and daughter 3 years of age. If this information is no longer correct, please submit a new Form FS-304.

Copies of this communication are being sent to the receiving post and to the supervising Embassy for information purposes.

Auth. No. 1-03140, dated June 30, 1960
Appro. No. 1910113
Allot. IA-3025
chkg. 3140

FORM FS-315 4-15-57	DEPARTMENT OF STATE FOREIGN SERVICE OF THE UNITED STATES OF AMERICA EFFICIENCY REPORT Foreign Service Officers Foreign Service Reserve Officers Foreign Service Staff Officers Classes 1 - 10	CHECK ONE BOX: <input type="checkbox"/> Regular Report <input checked="" type="checkbox"/> Interim Report on Departure of <input checked="" type="checkbox"/> Rating Officer <input type="checkbox"/> Rated Officer <input type="checkbox"/> Change of Duty
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OFFICER BEING RATED TULL, James L.	CLASS FSO-8	CLASSIFICATION TITLE OF POSITION Officer International Relations/	CLASS 0-7 GS-9
FUNCTIONAL TITLE OF OFFICER BEING RATED Assistant Post Management Officer		DIPLOMATIC OR CONSULAR TITLE (If any) ---	

POST ARA/EX Dept.	DATE OF ARRIVAL 10-19-59	PERIOD COVERED BY REPORT 7/27/59 - 4/12/60	DATE SUBMITTED TO DEPT.
-----------------------------	------------------------------------	--	-------------------------

I have read and complied with current instructions for the preparation of this form.		WAS REVIEW PANEL USED? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
_____ (Signature of Rating Officer) John W. Gordhamer FSO-5 Post Management Officer (Typed Name of Rating Officer)	_____ (Sign Original Only) (Signature of Reviewing Officer) Benjamin E. Nindel GS-14 Chief, Budget & Management Branch (Typed Name of Reviewing Officer)	HAVE THE CONTENTS OF THIS REPORT BEEN DISCUSSED WITH THE OFFICER RATED? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
_____ (Typed Title & Class of Rating Officer)	_____ (Typed Title & Class of Reviewing Officer)	

GENERAL INSTRUCTIONS: The officer named above is to be rated by you on the basis of your personal knowledge of him. His performance is to be evaluated on the basis of the standards for the specific assignment or assignments actually performed during the rating period and on those standards of character and conduct essential to all officers of the Foreign Service.

Ratings in Parts I, II, and III are to be recorded in terms of six levels. If the person is one of the most outstanding individuals you have ever known in a single characteristic or assignment and you believe him to be outstanding among all other persons in this regard, he should be rated at the higher end of the scale. Six (6) is the maximum score he can receive. The person having any quality to the minimum extent should be rated at the lower end of the scale (1). It is expected that the majority of officers will be rated (3) or (4) on most items.

PART I - EVALUATION OF DUTIES PERFORMED

PURPOSE: To permit the Department to identify rapidly the type of assignment held by the officer during the rating period and to provide an evaluation of his performance.

A. DESCRIPTION OF DUTIES

INSTRUCTIONS: Describe briefly but in sufficient detail to be clear to Selection Board members exactly what duties were performed. Indicate number and type of employees supervised. Sample:
 Public Affairs Advisor, Office of South American Affairs, supervises one steno.
 Visa section chief, supervised three officers, 2 American clerks, 10 locals.
 Positions, the functions of which are less well known, should be described in considerably greater detail.

Incumbent serves as the assistant to the Post Management Officer. He is responsible for drafting of letters, memoranda relating to all administrative areas of the ten South American countries. He assists in determining overall staffing patterns of the various diplomatic posts. It is his responsibility to follow through on Inspector's recommendations, budget management and other administrative duties in order to effect an efficient operation of overseas posts. He is also in daily contact with officers of other agencies, as well as officers within the Department, on matters relating to general administration. Mr. Tull supervises the activities of one clerk-stenographer and part of the activities of an administrative assistant.

Reviewed by William O. Hall
 Director General of the
 Foreign Service. January 1, 1973

PUBLIC AFFAIRS RECORDS COPY
 1960
 SEP 7 1960
 REVIEWED

PART III - OTHER FACTORS

PURPOSE: To provide the Department with an evaluation of specific factors relating to the officer's knowledge and performance on this job.

INSTRUCTIONS: In accordance with general instructions above relative to rating in terms of six levels, indicate your evaluation of the officer with reference to the following factors. Factors not observed or in no way pertinent to the job should be so checked. Mark every factor.

FACTORS	NOT OBSERVED	NOT PERTINENT	RATING					
1. UNDERSTANDING OF POLITICAL FACTORS		X	1	2	3	4	5	6
2. UNDERSTANDING OF ECONOMIC FACTORS		X	1	2	3	4	5	6
3. UNDERSTANDING OF PUBLIC AFFAIRS PROGRAMS & TECHNIQUES		X	1	2	3	4	5	6
4. UNDERSTANDING OF ADMINISTRATIVE PRACTICES			1	2	3	4	5+	6
5. UNDERSTANDING OF CONSULAR DUTIES		X	1	2	3	4	5	6
6. UNDERSTANDING OF INTELLIGENCE FUNCTIONS		X	1	2	3	4	5	6
7. EFFECTIVENESS IN APPLYING LAWS & REGULATIONS CORRECTLY			1	2	3	4	5	6
8. THOROUGHNESS AND ACCURACY OF WORK			1	2	3	4	5	6
9. POWER AND ACCURACY OF OBSERVATION			1	2	3	4	5	6
10. EFFECTIVENESS OF WRITTEN EXPRESSION			1	2	3	4	5	6
11. EFFECTIVENESS OF ORAL EXPRESSION			1	2	3	4	5	6
12. NEGOTIATING ABILITY			1	2	3	4	5	6
13. SKILL IN DEALING WITH THE PUBLIC			1	2	3	4	5	6
14. EFFECTIVENESS AS A SUPERVISOR			1	2	3	4	5	6
15. MANAGERIAL EFFECTIVENESS			1	2	3	4	5	6
16. COST CONSCIOUSNESS			1	2	3	4	5	6
17. SECURITY CONSCIOUSNESS			1	2	3	4	5	6

PART IV - LANGUAGE

PURPOSE: To provide the Department with an objective report relative to the language proficiency of the officer being rated.

INSTRUCTIONS: List all the languages of which the officer has some knowledge and indicate the degree of proficiency by listing the language above the most appropriately numbered column. Place an asterisk after every language where it has been necessary to rely upon the rated officer's own evaluation of his competence. Do not report in column one local languages deemed by the post as not necessary to be learned.

			S-3 R-3 Spanish		
1. NONE HAS NO KNOWLEDGE OF AND DISPLAYS NO INTEREST IN LEARNING LANGUAGE OF POST, EVEN FOR PERSONAL USE.	2. BEGINNER NOW STUDYING THE LANGUAGE. SATISFACTORY FOR PERSONAL NEEDS; NOT FOR CONVERSATION	3. LIMITED WORKING KNOWLEDGE OF THE BASIC STRUCTURE AND VOCABULARY.	4. USEFUL HANDLE ORDINARY CONTACTS WITHOUT AN INTERPRETER.	5. FLUENT FLUENT IN CONVERSATION. NO INTERPRETER NEEDED.	6. BILINGUAL SPEAKS, READS, WRITES AS WELL AS AN EDUCATED NATIVE.

PART V - OVER-ALL RATING

PURPOSE: To provide the Department with an over-all evaluation of officer's performance during the rating period.

INSTRUCTIONS: Based on your personal knowledge of the officer's over-all performance during the rating period, place an (X) at the left of that one of the following statements which most accurately reflects his level of performance. If either the top or bottom statement is selected such selection must be justified in full following the discussion of topics in Part VI.

<input type="checkbox"/>	PERFORMANCE IN MANY IMPORTANT RESPECTS FAILS TO MEET REQUIREMENTS.
<input type="checkbox"/>	PERFORMANCE MEETS MOST REQUIREMENTS BUT IS DEFICIENT IN ONE OR MORE IMPORTANT RESPECTS.
<input type="checkbox"/>	PERFORMANCE CLEARLY MEETS BASIC REQUIREMENTS.
<input type="checkbox"/>	PERFORMANCE CLEARLY EXCEEDS BASIC REQUIREMENTS.
<input type="checkbox"/>	PERFORMANCE IN EVERY IMPORTANT RESPECT IS SUPERIOR AND THERE IS NO WEAKNESS IN ANY MATERIAL RESPECT.
<input type="checkbox"/>	PERFORMANCE IN EVERY RESPECT IS OUTSTANDING AND THERE IS NO WEAKNESS IN ANY RESPECT.

Foreign Section of the
LIMITED OFFICIAL USE, January 3, 1973
 (WHEN COMPLETED)

PART VI

- A. PERSONAL - Mr. Tull is unquestionably an extremely capable and intelligent young man. He dresses well and is very neat in his appearance. He is extremely cooperative and is willing to take on duties completely unrelated to his overall responsibilities. He has an inquisitive mind and, when called upon to perform an unfamiliar duty, he takes great pride in doing the job well and thoroughly. He has a keen sense of humor and is well liked by his many associates.
- B. PERFORMANCE - This is Mr. Tull's first assignment in the Foreign Service. He has demonstrated an outstanding ability in the drafting of letters, instructions, and other forms of correspondence. In his negotiations with other officers of the Department and other agencies, he has demonstrated an outstanding ability, using sound judgment and tact. I consider Mr. Tull an officer with great potential, and his performance far exceeds that expected of an FSO-8.
- C. EXECUTIVE ABILITY - During the absence of the Post Management Officer, he assumes the duties of the office. He invariably chooses the correct course of action and requires a minimum of supervision. He has confidence in his ability and he can correctly plan his work, referring only those items of great importance to his superiors.
- D. PHYSICAL - Mr. Tull is a mature young man with great emotional stability. I have never known him to lose his self-control, although there were aggravating occasions where a lessor man might easily have done so. His health I believe to be excellent.
- E. COURAGE - From a limited observation, I believe his emotional courage to be beyond reproach. An example is, during the absence of the Post Management Officer on one occasion, it was necessary for Mr. Tull to approach an officer far his superior with a view to convincing him that the course of action the Bureau wished to follow was the correct one. This he managed to do only after approximately five hours of negotiating and persuasion.
- F. REPRESENTATION - Mr. Tull has a very charming young wife. They conduct themselves well in public. They are friendly in manner, meet people easily, and are excellent mixers at social functions.

- G. CLASS - Mr. Tull is assigned to a position classified at GS-9 (FSO-7). He has demonstrated beyond a doubt that he is fully qualified to assume the responsibilities associated with the FSO-7 level.
- H. FAMILY - Mr. Tull is the father of two small children, a son age five and a daughter age three. Mrs. Tull is very charming, and I consider them as being a truly representative American family who will be a distinct asset to the Foreign Service.
- I. TRAINING - After two years in Washington, Mr. Tull is due for an assignment to the field where he can receive on-the-job training.
- J. ADVERSE - None.
- K. SERVE WITH - I would be extremely delighted to serve with Mr. Tull again.
- L. PLACEMENT - Mr. Tull has recently been notified that he is to be assigned to Cali, Colombia in a position as FSO-7 General. I consider this an excellent assignment as it is one where he will have a variety of duties, and he will gain invaluable experience in the many phases of Foreign Service life.
- M. IMPROVEMENT - Mr. Tull has been attending the FSI religiously to improve his Spanish. He recently acquired an S-3, R-3 in the language, and I am certain his assignment to South America will assist him in further improvement.
- N. PROMOTION - Mr. Tull is now ready for promotion and I strongly recommend he be promoted to the FSO-7 level by the next selection panel.
- O. REACTION - Mr. Tull's performance has been a matter of discussion at various times during our association. He accepts suggestions gracefully and he is extremely eager to learn.
- This report has not been discussed with him as the rating officer is preparing it in the field while Mr. Tull is yet in Washington.
- P. SUMMARY - In summary, I have met and I know any number of officers of Mr. Tull's class. Although I have not been as

closely associated with those officers, I am of the opinion that Mr. Tull would rate in the top five percent of his class. He is not only intelligent and well educated but he has a drive which will help him to go a long way in the Foreign Service. I sincerely believe that he is one of the up and coming brilliant young men of the Foreign Service.

Q. JUSTIFICATION - ---

Part VII

I agree completely with the foregoing appraisal of Mr. Tull's performance. This young officer has the ability to make great strides in the Foreign Service. A good number of administrative problems confronting Mr. Tull in this assignment have been difficult and complicated, but with great perseverance, initiative and resourceful his solutions and recommendations have been invariably far beyond that expected of a new officer. Outstanding among his work have been his analysis and recommendations concerning the administrative problems arising from the transfer of a Class I mission to a newly-constructed city.

This officer's performance has been of such a caliber as to clearly warrant promotion to FSO-7 and it is strongly recommended that this be done at the next annual promotion review.


Ben E. Nindel

DEFICIENCY REPORT

Additional Statement Requested
by Bureau Panel Review

Mr. Tull shows considerable talent and potential as an executive. While the level of his present assignment does not call for great exercise of this ability, he has done a creditable job in organizing his heavy workload and assessing priorities. His supervision of the activities of his clerk-stenographer and the part-time administrative assistant indicates tact and understanding, particularly in view of his youthful appearance.

This officer's strong points are his drive and inherent ability. The only slight deficiency noticeable in his past performance has been a degree of diffidence but time and experience are remedying that.

J. E. Nudell

Senate Executive Journal

JANUARY 10, 1961

5

the retired list in the grade of lieutenant general under the provisions of section 8962, title 10, of the United States Code.

DWIGHT D. EISENHOWER.

To the Committee on Armed Services.

THE WHITE HOUSE, *January 10, 1961.*

To the Senate of the United States:

I nominate the officers named herein for appointment as Reserve commissioned officer in the United States Air Force under the provisions of sections 8351 and 8392, title 10 of the United States Code:

To be major general

Brigadier General Joe C. Moffitt, AO419945, Colorado Air National Guard.

Brigadier General Charles H. DuBois, Junior, AO429378, Missouri Air National Guard.

To be brigadier general

Colonel Leslie C. Smith, AO661245, California Air National Guard.

Colonel Emmanuel Schifani, AO663100, New Mexico Air National Guard.

Colonel Edward G. Johnson, AO421750, Oklahoma Air National Guard.

Colonel Enoch B. Stephenson, Junior, AO727573, Tennessee Air National Guard.

Colonel Frank W. Frost, AO395495, Washington Air National Guard.

DWIGHT D. EISENHOWER.

To the Committee on Armed Services.

THE WHITE HOUSE, January 10, 1961.

To the Senate of the United States:

I nominate—

The following-named Foreign Service officers for promotion from class 2 to class 1:

Byron E. Blankinship, of Oregon.

Samuel D. Boykin, of Maryland.

C. Vaughan Ferguson, Junior, of New York.

Ernest H. Fisk, of Ohio.

Henry H. Ford, of Florida.

Richard B. Freund, of Illinois.

Miss Constance R. Harvey, of Maryland.

Allen B. Moreland, of Florida.

R. Smith Simpson, of Virginia.

The following-named Foreign Service officers for promotion from class 2 to class 1 and to be also consuls general of the United States of America:

R. Austin Acly, of Massachusetts.

Robert W. Barnett, of New York.

William L. Blue, of Tennessee.

[Dad on p.19]

George Clay Nettles, of Alabama.
Minot B. Nettleton, of New Jersey.
Allen G. Noble, of New York.
Daniel A. O'Donohue, of Michigan.
George W. Ogg, of New Jersey.
John R. Oleson, of Wisconsin.
Edward L. Peck, of California.
Nicholas Platt, of Virginia.
James I. Powers, of Idaho.
Kenneth W. Preston, of New York.
William H. Price, of Florida.
Charles T. Prindeville, Junior, of Illinois.
Datus Proper, of Pennsylvania.
William T. Pryce, of Pennsylvania.
Frederick S. Quin, of New York.
Robert I. Randolph, of California.
Donald E. Rau, of Wisconsin.
Frank M. Ravndal, of the District of Columbia.
John D. Rendahl, of Minnesota.
Thomas J. Riegert, of Ohio.
Gerald A. Rosen, of New York.
James Sartorius, of Kansas.
David G. Shaw, of New York.
Gilbert H. Sheinbaum, of New York.
James M. Shoemaker, Junior, of Virginia.
Henry Sears Sizer, of New York.
Richard J. Slott, of Indiana.
Robert W. Smith, of Missouri.
John D. Spangler, of Tennessee.
Craig M. Stark, of California.
John W. Stephens, of Texas.
Robert S. Steven, Junior, of Rhode Island.
James Stromayer, of Illinois.
Miss Aleta D. Styers, of Indiana.
James P. Sullivan, of Pennsylvania.
Louis A. Tananbaum, of Colorado.
John B. Tipton, of Illinois.
James L. Tull, of Iowa. ————— for promotion from F508 to F507
Charles W. Walker, of California.
Jerome V. Wattel, of New York.
Leonard B. Weddle, of Indiana.
Mrs. Melissa F. Wells, of California.
Walter G. West, of Colorado.
Robert D. Westfall, of California.
Marshall W. Wiley, of Illinois.
Larry C. Williamson, of California.
Robert T. Willner, of Connecticut.
Thomas F. Wilson, of Michigan.
Michael van Breda Yohn, of Connecticut.

DWIGHT D. EISENHOWER.

To the Committee on Foreign Relations.

Senate

Feb. 2, 1961

Brig. Gen. Tom Victor Stayton, U.S. Army, and sundry other officers, for temporary appointment in the Army of the United States.

In addition, Mr. Case reported 408 nominations in the Army in the grade of colonel and below with the request that they lie on the Secretary's desk for the information of the Senate.

Without objection, it was ordered.

The nominations ordered to lie on the desk are as follows:

The nominations beginning Alvie O. Ashley to be first lieutenant, and ending Jimmy Wayne Woliver to be second lieutenant, which nominations were received by the Senate on January 17, 1961.

CONSIDERATION OF THE CALENDAR

The Senate proceeded to consider the following nomination:

John E. Horne, of Alabama, to be Administrator of the Small Business Administration.

The Senate proceeded to consider the following nominations en bloc:

FOREIGN SERVICE OFFICERS

The nominations beginning Byron E. Blankinship for promotion to class 1, and ending Michael van Breda Yohn for promotion to class 7;

The nominations beginning William P. Hughes for appointment to class 1, a consul general, and secretary, and ending William E. MacFarlane to be a consul; and

The nominations beginning Franklin Hawley to be a consul general, and ending Donald F. Ewing to be a secretary, which nominations were received by the Senate on January 10 (legislative day, January 9), 1961.

The nominations beginning Wilson T. M. Beale, Jr., to be a career minister, and ending Fraser Wilkins to be a career minister, which nominations were received by the Senate on January 20, 1961.

Resolved, That the Senate advise and consent to the said nominations.

PRESIDENT NOTIFIED

Ordered, by unanimous consent, That the President be notified of the confirmation of nominations this day made.

On motion by Mr. Mansfield, the Senate resumed legislative business.

SECOND EXECUTIVE SESSION

On motion by Mr. Mansfield, and by unanimous consent, the Senate proceeded to the consideration of executive business to consider the nomination of Leverett Edwards, of Oklahoma, to be a member of the National Mediation Board.

Resolved, That the Senate advise and consent to the nomination.

PRESIDENT NOTIFIED

Ordered, by unanimous consent, That the President be notified of the confirmation.


On motion by Mr. Mansfield, the Senate resumed legislative business.

DEPARTMENT OF STATE EFFICIENCY REPORT Foreign Service Officers, Reserve Officers, and Staff Officers Classes 1 - 10 Civil Service Officers, GS-7 and above	CHECK ONE BOX <input checked="" type="checkbox"/> REGULAR REPORT <input type="checkbox"/> INTERIM REPORT ON DEPARTURE OF <input type="checkbox"/> RATING OFFICER <input type="checkbox"/> RATED OFFICER <input type="checkbox"/> CHANGE OF DUTY
--	--

DISTRIBUTION

On Foreign Service personnel, prepare two copies. Forward original to Department; retain duplicate in post's file.
 On Civil Service personnel, prepare three copies. Forward original to Office of Personnel; retain duplicate in administrative officer's file; give triplicate to rated officer.

NOTE: Rating officers are cautioned to read instructions contained in Form FS-315(i) prior to preparation of this report.

OFFICER BEING RATED (Last, first, middle) TULL, James L.	OFFICER'S CLASS FSO-7	CLASSIFICATION TITLE OF POSITION Vice Consul	CLASS OR GRADE OF POSITION
OFFICER'S FUNCTIONAL OR ORGANIZATIONAL TITLE (If any)		DIPLOMATIC OR CONSULAR TITLE (If any)	
POST OR DEPT. OFFICE SYMBOL American Consulate CALI	DATE OF ARRIVAL 9-16-60	PERIOD COVERED BY REPORT 9-16-60 to 6-8-61	DATE SUBMITTED TO DEPT June 8, 1961
I have read and complied with instructions for completing this form.			WAS REVIEW PANEL USED? <input type="checkbox"/> YES <input type="checkbox"/> NO
SIGNATURE OF RATING OFFICER 		SIGNATURE OF REVIEWING OFFICER	
TYPED NAME OF RATING OFFICER John L. Ohmans		TYPED NAME OF REVIEWING OFFICER	
TYPED CLASS AND TITLE OF RATING OFFICER FSO-3 Principal Officer		TYPED CLASS AND TITLE OF REVIEWING OFFICER	
		HAS HE READ THE ENTIRE REPORT? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	

PART I - EVALUATION OF DUTIES PERFORMED

PURPOSE

For Foreign Service - To permit the Department to identify the type of assignment including specialization, if any, held by an officer of the Foreign Service during the rating period and to provide an evaluation of his performance.
 For Civil Service - To provide a specific statement of the knowledge, abilities, skills and other factors which constitute the major requirements for satisfactory performance of his duties and responsibilities to serve as a basis for a narrative appraisal of his performance in Part V.

A. DESCRIPTION OF DUTIES OR PERFORMANCE REQUIREMENTS

INSTRUCTIONS

For Foreign Service - Describe briefly but in sufficient detail to be clear exactly what duties were performed. Indicate number and type of employees supervised. Sample: Public Affairs Adviser, Bureau of Inter-American Affairs, supervised one steno; Visa Section Chief, supervised 3 officers, 2 American clerks, 10 locals. Positions, the functions of which are less well known, should be described in considerably greater detail.
 For Civil Service - List separately the major performance requirements of the officer's position; i.e., the knowledge, ability, skills and other factors stated in terms of quality, quantity, manner, timeliness or other terms which establish a standard of performance. The officer's performance will be rated against those requirements in Part V.

DESCRIPTION

During the major part of the period under review, Mr. Tull served as Visa Office. His secondary duties involved economic reporting and limited administrative activities. He was directly responsible for the work of the Visa Administrative Assistant and the Economic Investigator, both locals.

UNCLASSIFIED -
 Authorized by William O. Hall
 Director General of the
 Foreign Service, January 1, 1973

POD/PL-PERMANENT RECORD COPY
 Logged *BO 6/15/61*
 Reviewed *MW 6/14/61*
 File Position _____

PART I - EVALUATION OF DUTIES PERFORMED (Cont'd.)...

B. PERFORMANCE EVALUATION BY POSITION FUNCTIONS

UNCLASSIFIED
Classified by William O. Hall
Date of Declassification Indefinite
INSTRUCTIONS of the

Referring to the functional categories and subcategories shown in Form FS-315(i), Section 3.1B, list under Assignment each major function of the position to which rated officer has been assigned during rating period. In accordance with instructions found in Form FS-315(i), Section 3, relative to rating in terms of six levels, evaluate relative ability of the rated officer by encircling the appropriate number to the left of each function or activity. Show percentage of time spent in each.

1961 JUN 13 PM 4 06

EVALUATION OF WORK	ASSIGNMENT	PER CENT OF TIME
1 2 3 4 (5) 6	Visa Officer PERSONNEL	75
1 2 3 4 5 6	OPERATIONS/PE	
1 2 3 (4) 5 6	Economic Officer	20
1 2 3 4 5 6		
1 2 3 4 (5) 6	Administrative	5
1 2 3 4 5 6		
1 2 3 4 5 6		
1 2 3 4 5 6		
1 2 3 4 5 6		
1 2 3 4 5 6		
1 2 3 4 5 6		
1 2 3 4 5 6		
1 2 3 4 5 6		

PART II - PERSONAL QUALITIES

PURPOSE

To provide the Department with an evaluation of the personal qualities of each officer reported on.

INSTRUCTIONS

In accordance with instructions found in Form FS-315(i), Section 3, relative to rating in terms of six levels, encircle the number following each quality which in your judgment best represents the level of the officer being rated. See Section 3.2 of the Instructions for definitions of the following qualities. Each factor must be rated.

EVALUATION OF WORK	QUALITIES
1 2 3 4 (5) 6	1. Ability
1 2 3 4 5 (6)	2. Conduct
1 2 3 4 5 (6)	3. Industry
1 2 3 4 5 (6)	4. Dependability
1 2 3 4 (5) 6	5. General Usefulness
1 2 3 4 (5) 6	6. Judgment
1 2 3 4 5 (6)	7. Ability to get along with others
1 2 3 4 5 (6)	8. Tactfulness
1 2 3 4 5 (6)	9. Initiative
1 2 3 4 5 (6)	10. Resourcefulness
1 2 3 4 5 (6)	11. Decisiveness
1 2 3 4 5 (6)	12. Forcefulness
1 2 3 4 (5) 6	13. Adaptability
1 2 3 4 5 (6)	14. Cooperativeness
1 2 3 4 (5) 6	15. Patience
1 2 3 4 5 (6)	16. Sense of humor
1 2 3 4 5 (6)	17. Good manners and politeness
1 2 3 4 5 6	
1 2 3 4 5 6	
1 2 3 4 5 6	
1 2 3 4 5 6	
1 2 3 4 5 6	
1 2 3 4 5 6	

PART III - FUNCTIONAL FACTORS

PURPOSE

To provide the Department with an evaluation of the officer's knowledge of the primary functional categories of work, including that in which engaged at present time, assigned to officer personnel.

INSTRUCTIONS

In accordance with instructions found in Form FS-315(i), Section 3, relative to rating in terms of six levels, indicate your evaluation of the officer with reference to the following factors. Factors not observed or in no way pertinent to the job should be so checked. See Section 3.3 of the Instructions for definitions of the following factors. Mark every factor.

RATING	FACTORS	NOT OBSERVED	NOT PERTINENT
1 2 3 4 (5) 6	1. Understanding of administrative practices		
1 2 3 4 (5) 6	2. Understanding of commercial factors		
1 2 3 4 (5) 6	3. Understanding of consular duties		
1 2 3 4 (5) 6	4. Understanding of economic factors		
1 2 3 4 5 6	5. Understanding of intelligence functions	X	
1 2 3 4 5 6	6. Understanding of international organization affairs	X	
1 2 3 4 5 6	7. Understanding of labor factors	X	
1 2 3 (4) 5 6	8. Understanding of political factors		
1 2 3 (4) 5 6	9. Understanding of public affairs programs and techniques		

PART IV - OTHER FACTORS

PURPOSE

To provide the Department with an evaluation of specific factors relating to the officer's knowledge and performance on this job.

INSTRUCTIONS

In accordance with instructions found in Form FS-315(i), Section 3, relative to rating in terms of six levels, indicate your evaluation of the officer with reference to the following factors. Factors not observed or in no way pertinent to the job should be so checked. See Section 3.4 of the Instructions for definitions of the following qualities. Mark every factor.

RATING	FACTORS	NOT OBSERVED	NOT PERTINENT
1 2 3 4 5 (6)	1. Effectiveness in applying laws and regulations correctly		
1 2 3 4 5 (6)	2. Thoroughness and accuracy of work		
1 2 3 4 5 (6)	3. Analytical ability and keenness of perception		
1 2 3 4 (5) 6	4. Effectiveness of written expression		
1 2 3 4 (5) 6	5. Effectiveness of oral expression		
1 2 3 4 5 6	6. Negotiating ability	X	
1 2 3 4 (5) 6	7. Skill in dealing with the public		
1 2 3 4 (5) 6	8. Effectiveness as a supervisor		
1 2 3 4 (5) 6	9. Managerial effectiveness		
1 2 3 4 (5) 6	10. Cost consciousness		
1 2 3 4 5 (6)	11. Security consciousness		

PART V - COMPREHENSIVE COMMENTS AND RECOMMENDATIONS

Detailed instruction for the preparation of this narrative section are contained in Section 3.5 of Form FS-315(i) Instructions for Completing Form FS-315, Efficiency Report. Those instructions should be followed carefully. (Begin Part V on separate page.)

PART VI - REVIEWING OFFICER'S STATEMENT

The Reviewing Officer is required to attach to this report a statement indicating whether he concurs in the rating and why. He should comment on extent of observation of rated officer's work, whether rated officer had adequate supervision and guidance, whether a good working relationship existed between the rated officer and rating officer, whether the report appears strict or lenient, and any other matters he deems pertinent. Furthermore he should indicate whether his own comments have been discussed with the rated officer.

Reviewed by William C. Hall
 General of the

3.5 PART V - Comprehensive Comments and Recommendations

3.52A Personal: James L. Tull is a typical and representative American Foreign Service Officer who has made an excellent adjustment to life in Cali. In so doing he has reflected credit on himself and on the Foreign Service.

His is an outgoing personality; he is anxious to serve; and seeks to meet the requirements of the people whether they be Colombian, other foreign citizens, or of his own people of the United States of America.

3.52B Performance: Mr. Tull's work is better than what I consider to be an acceptable standard of performance for officers of his grade at posts such as this one. While his grade appears to be right for the job he occupies, the standard of his performance is much higher.

Mr. Tull's principal effort since arriving here in September 1960 has been in the Consular field. He acted as Visa Officer of the Consulate until May 15, 1961 when a new Vice Consul arrived. Concurrently, he prepared a fair amount of economic reports and assisted in some of the Consulate's administrative duties.

He entered into the Visa work with zest, and carried out his duties carefully, properly and with a desire to provide a welcome for the citizens of Colombia and other nations who desired to visit the United States. If any criticism could be made of his actions as Visa Officer, it might be said that in some borderline cases he appeared to be too strict in applying the letter of the law rather than tempering some of his decisions with a mature understanding of the exigencies of the situation. In nearly all cases, however, he demonstrated good judgment and close attention to pertinent regulations. About 1500 visas, the majority of them non-immigrant, were granted in the ten months he has acted as Visa Officer, and he handled personally more than 85% of them. During this period he helped winnow out and revise the visa files as well as install the new Visa system which is now in use at all Consulates in Colombia. He made a point of personally interviewing all prospective immigrants and visitors to the United States. In all cases he was unfailingly courteous and duly attentive. This created a favorable first impression for the prospective visitor to the United States. Favorable relations were also established with local travel agents and officials connected with the movement of tourists to the United States.

Mr. Tull's experience in the Department had been in the administrative field prior to his field assignment. Thus from time to time he was able to fill in and help prepare necessary administrative reports during personnel shortages here. His work in developing a local wage plan was carried out promptly and expeditiously. This required the development of contacts with local business men and comparing the salaries granted to employees of other concerns with those paid by the Consulate itself.

As far as his work in his first ten months of service in the field, Mr. Tull's standard of performance was clearly more than adequate.

3.52C

3.52C Executive Ability: Mr. Tull was responsible for the activities of one other employee of the Visa Section. He worked in a fine spirit of cooperation with this girl, a local resident, and demonstrated teamwork and efficiency in preparing the required reports. Each week I would indicate to Mr. Tull what the work targets would be for the up-coming period, and he would carry his part promptly and effectively.

3.52E Physical: Mr. Tull's health appears to be excellent. An accident which occurred in an athletic event some years ago has prevented him from participating in extremely active sports here but this has not interfered in any way with the proper performance of his duties. His emotional control and stamina under pressure present no problems, and he appears able to keep his temper within highly acceptable limits at all times.

3.52F Representation: As a representative of the United States Mr. Tull, his wife Nilva, and his two small children are excellent examples. Both of them are useful and worthwhile additions to the American Community and have gradually expanded their contacts with the local Colombians. Much more remains to be done in this respect, however, but the Tulls have shown a desire to improve. They have demonstrated no lack of willingness to develop close and effective social relations with the citizens of Colombia, but so far their position in the Consulate has not yet provided opportunities to expand those relationships. While Mr. Tull does have a number of Colombian friends, more along this line can be done and undoubtedly will be done as he develops in experience and expands his contacts. The question of language poses no barrier. Mr. Tull has demonstrated effectiveness in handling Spanish at a conversational level, and his wife is currently taking lessons to improve her own knowledge of Spanish.

3.52G Class: Not applicable.

3.52H Family: Mr. Tull is married to a pleasant, attractive girl from the Mid-West. The pair have two small children ages 6 and 3. The older, a boy, is in the first grade of school. In the brief period that they have been in Cali the Tulls have been elected Vice Presidents of the P-TA, and Mrs. Tull has worked diligently with other ladies, American and Colombian, in the maintenance of the library in Cali's Bi-National Center.

3.52I Training: Mr. Tull received Spanish language training and also took the Consular Operations Course (A-100) prior to his arrival here. Both of these courses have helped him. His work during this period has been related wholly to the beneficial training which he received prior to his arrival in Cali. More than that, he has had ample opportunity to perfect his Spanish, which he is doing in his daily contacts with the local citizens. Recently he enrolled in the Passport and Citizenship course. Since he is currently acting as Passport and Citizenship Officer, undoubtedly he will be able to relate his studies with his actual work in the Consulate. Further training and experience in political and economic work is warranted in order to give him a wider experience in other aspects of Foreign Service work.

3.52J Adverse Factors: There are no adverse factors which would affect his placement and promotion. He is anxious to share in all aspects of Consular and Embassy work and is willing for an assignment anywhere in the world.

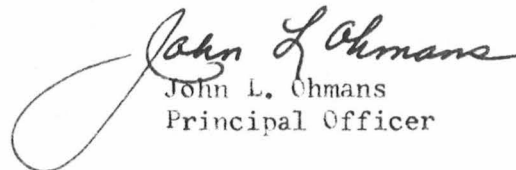
3.52K

3.52K Placement: An appropriate next assignment for Mr. Tull would be in a large Embassy in a capital, perhaps in an area other than Latin America. This would broaden his experience and give him greater maturity for the work as a Foreign Service Officer anywhere.

3.52L Improvement: Mr. Tull has enrolled in the Passport and Citizenship course in an effort to improve his usefulness to the Department. Undoubtedly this course will help him inasmuch as he is performing those duties at the present time. He reads avidly, and I am told that the latest book which he has read is "The Odyssey—a Modern Sequel" by Katzansakis. Although he has not taken Spanish language courses here, his mastery of Spanish is at an acceptable level and he has endeavored to speak Spanish as often as possible in an effort to improve his conversational ability.

3.52M Reaction: The reaction in general of this officer to this report and to other conversations which we have had on the same subject, has been good. He is anxious to improve and more than willing to receive suggestions as to how he might better his performance.

3.52N Summary: In sum, Mr. Tull is a young 30 year old Foreign Service Officer with two years' experience in the Department, and nearly a year's experience in the field. This is his first Foreign Service post, and the major share of his effort thus far has been as a Visa Officer. In this he has performed capably and has given due attention to the pertinent Visa regulations. Moreover, he and his charming wife have made an acceptable accommodation to life in a foreign country. They have developed friendships with Americans here of their own age group and are slowly but surely increasing their contacts with Colombian citizens. Mr. Tull is alert, quick, of good humor, and anxious to improve himself. To that end he has shown curiosity about all aspects of the Consular operation. His next assignment should probably be in a larger Embassy where he will have an opportunity to broaden his experience handling both political and economic reporting. He has done little thus far along those reporting lines only because he has not had the opportunity nor the time here. He has no adverse personality traits which might inhibit his further progress. He needs principally more experience in various aspects of Consular and Embassy work and should gain more maturity as the years pass on. I have high regard for Mr. Tull's abilities, and his performance over the past year leaves little to be desired.

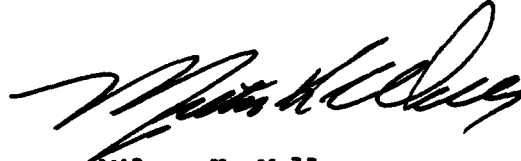

John L. Ohmans
Principal Officer

LIMITED OFFICIAL USE

James L. TULL

PART VI - REVIEWING OFFICER'S STATEMENT

While I have had but little opportunity (during one short visit to Cali) to form firsthand impressions of Mr. Tull and his performance, I believe the foregoing report is fair and objective. My first impression of the officer was good, and a similar impression was gained by several other USOM and Embassy officers who have had occasion to meet Mr. Tull. Therefore, I am happy to concur in this generally very satisfactory rating.



Milton K. Wells
Deputy Chief of Mission
FSO-2

OFFICE OF PERSONNEL

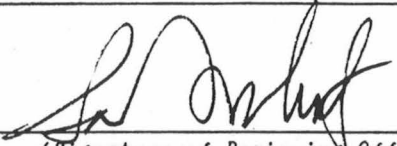
JUL 3 11 4 09

PERSONNEL
OPERATIONS/PE

UNCLASSIFIED
Authorized by William O. Hall
Director General of the
Foreign Service, USA
LIMITED OFFICIAL USE

DEPARTMENT OF STATE
ANNUAL END-USER SUMMARY REPORT

OFFICER REPORTED ON TULL, James L.	CLASS FSO-7	POST Barranquilla
REVIEWING DEPARTMENT OR BUREAU ARA/WST/CO	PERIOD COVERED FROM Jan. 9, 1961	TO Aug. 4, 1961
		DATE SUBMITTED September 5, 1961



 (Signature of Reviewing Official)

Officer in Charge of Colombian Affairs

 (Functional Title of Reviewing Official)

PLEASE FOLLOW INSTRUCTIONS ON REVERSE SIDE OF FORM

A. TYPE OF WORK OR ACTIVITY UNDER REVIEW

Economic and Political Reporting

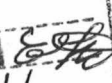
B. EVALUATION OF WORK PRODUCT OR ACTIVITY

Mr. Tull was serving his first year at his first foreign post of assignment during the period of this report. Most of his consular functions were of a non-reportorial variety affording him slight opportunity for significant scope or quantity of reports by which to pass adequate judgment on his efforts. He did make several trips in the consular district and turned in reports on what he observed. These were all well done and reflected considerable initiative and resourcefulness on his part, an active interest in his work, alertness of observation and understanding of significant economic, social and political factors of the local situation. These reports were written objectively and contained sound interpretations and conclusions. With additional experience and greater opportunity he should be able to make very valuable contributions as a reporting officer.

OFFICE OF PERSONNEL

1961 SEP 20 AM 10 17

PERSONNEL
OPERATIONS/PE

POD/PE-PERMANENT RECORD COPY
 Logged _____
 Reviewed **SEP 20 1961** 
 File Position **C-4**

C. RATING

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6



THE FOREIGN SERVICE
OF THE
UNITED STATES OF AMERICA

CONSULATE OF THE
UNITED STATES OF AMERICA

JAN 10 1962

CALI, COLOMBIA

American Embassy,
Bogotá, Colombia,
January 5, 1962

	ACT.	INFO	FILE
OHMANS		0	
TAYLOR			✓
TULL			
DE SOTO			
MEZA			
SHERWOOD			
ORTECA			
USIS			

OFFICIAL-INFORMAL

UNCLASSIFIED

Dear Mr. Ohmans:

I am writing this letter to commend in the highest terms the outstanding work performed by Vice Consul James L. Tull in connection with the visit of President Kennedy to Bogotá on last December 17. The Embassy is most appreciative of your cooperation in lending him to it for that important occasion.

Mr. Tull arrived approximately ten days before the President and I, as Control Officer, assigned him to be my Special Assistant in preparing for the visit. He threw himself into this work with all his energy and impressed us all not only by his diligence and conscientiousness but also by his stamina and his competence. He drafted numerous working papers, acted as expeditor, served as a center of information on the visit for both Embassy and private inquirers, organized much of the correspondence coming in for the President, and was of immense general usefulness. I know of no other Foreign Service Officer whom I would rather have assist me on a similar occasion in the future.

I am transmitting a copy of this letter to the Department with the request that it be made a part of Mr. Tull's permanent personnel record. Ambassador Freeman is in full accord with everything I have said.

Sincerely yours,

Henry Dearborn

Henry Dearborn
Counselor of Embassy

cc: J.L.Tull, Cali
V. Gallop/Admin.

John L. Ohmans, Esquire,
Consul,
American Consulate,
Cali, Colombia.

UNCLASSIFIED

Cali, Colombia
February 1, 1962

To: The Honorable Fulton J. Freeman
American Embassy
Bogota.

Dear Mr. Ambassador:

Our New York office has just returned to my attention your letter to Mr. George Wells.

Needless to say, I am most appreciative of your comments regarding myself and my company, and wish to thank you for the "good press".

Naturally, you and I both realize that none of the many benefits derived from the visit of the Purdue University Band to Colombia, would have been achieved without the initiative of Mr. John L. Ohmans, our American Consul in Cali. His vision and tenacity of purpose, and of course his salesmanship, were the prime movers which made us certain that our financial involvement was necessary and would be remunerative for us in our overall company objectives.

I would also like to mention the efforts of Messrs. James Tull and Harrison Sherwood, Vice Consuls of Cali.

These gentlemen are to be commended for their excellent plannings and certainly for their untiring desire to make a success of Purdue in Cali. We wish to extend our admiration and thanks to them both. This extends of course to all the other members of your staff in Colombia who were involved in the arrangements for the band.

We here were certain that not only Eveready, but the U.S. Government in Colombia had more than achieved desired goals with the bringing of Purdue. In order to assess the impact of the band in Colombia, we inserted the attached clipping in various newspapers throughout Colombia. We have been absolutely amazed at the response of the Colombian public from all walks of life and from everywhere in Colombia.

It is extraordinary to think that many of the people who sent the clippings in with their wonderful comments, were in many instances obviously hard put to buy the stamp for the letter.

We intend to send these responses to our N.Y. office, but

Cali, Colombia
February 1, 1962

To: The Honorable Fulton J. Freeman
American Embassy
Bogota

- 2 -

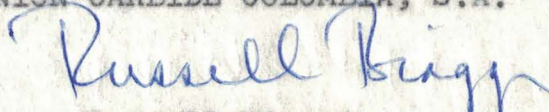
will show them first to Mr. Ohmans in the event that he feels that these might be of some value to the U.S.I.C. in their contents. Obviously, we can reach our neighbors through the medium of music, and definitely everyone wants Purdue back. This might possibly have some bearing on bringing future U.S. attractions through the U.S.I.S. group to Colombia.

Finally, we would like to express our many thanks to you for your mentioning of our Eveready name over the air and on various other occasions.

Please give my very best regards to your charming family, and I am hopeful that in your next visit to Cali you will be able to come and see Eveready in action, and the Biaggi's at home.

Sincerely,

UNION CARBIDE COLOMBIA, S.A.



Russell Biaggi
Managing Director

RB:lol
Encl. Clipping

cc: Messrs. John L. Ohmans - Cali
James Tull ✓ - "
Harrison Sherwood - "
J. R. Zerbst - N.Y.

DEPARTMENT OF STATE
ANNUAL END-USER SUMMARY REPORT

OFFICER REPORTED ON James L. Tull	CLASS FSO-7	POST Cali
REVIEWING DEPARTMENT OR BUREAU INR/CS/BR	PERIOD COVERED FROM 11/1/61 TO 5/1/62	DATE SUBMITTED 16 May 1952

William K. Radford
(Signature of Reviewing Official)

Chief, INR/CS/BR
(Functional Title of Reviewing Official)

PLEASE FOLLOW INSTRUCTIONS ON REVERSE SIDE OF FORM

A. TYPE OF WORK OR ACTIVITY UNDER REVIEW

Biographic Reporting

B. EVALUATION OF WORK PRODUCT OR ACTIVITY

During the period under review, Mr. Tull has submitted a number of cards containing brief but very good biographic data. Although several of these were on individuals of relatively minor importance, they were of interest since they were frequently based on personal contact and contained some evaluatory comments. It should be noted that three cards submitted on United States citizens were of no value as the Department keeps biographic files only on foreign nationals.

OFFICE OF PERSONNEL
 RECEIVED
 1962 JUN 7 PM 2 04
 PERSONNEL FILES

FOI/PE-PERMANENT RECORD COPY
 JUN 5 1962
 Reviewed
 File Position

JUN 5 1962
 OFFICE OF PERSONNEL

C. RATING i 2 3 (4) 5 6

DEPARTMENT OF STATE FOREIGN SERVICE OF THE UNITED STATES OF AMERICA INSPECTOR'S EFFICIENCY REPORT			INSTRUCTIONS Prepare in triplicate; Post fill in boxes 1 thru 11; Employee fill in boxes 12 thru 18. <u>Limit answers to front of this form.</u> Additional explanatory details may be given orally to Inspector.		
1. NAME (Last) (First) (Middle) TULL James Lewis		2. CLASS FSO-7 SALARY \$6575	3. DATE OF BIRTH December 5, 1930	4. POST Calif	
5. DEPT'S CLASSIFICATION TITLE OF POSITION AND CLASS Consular Officer FSO-6		6. POST'S FUNCTIONAL OR ORGANIZATIONAL TITLE Consular Officer-Vice Consul		7. DIPLOMATIC OR CONSULAR TITLE, IF ANY Vice Consul	
8. ARRIVED AT POST September 17, 1960	9. ELIGIBLE FOR HOME LEAVE September 17, 1962	10. ENTERED FOREIGN SERVICE March 24, 1958	11. LAST PROMOTED February 2, 1961		
12. MARITAL STATUS Married (Single, Married, Widowed, Divorced)		13. IF MARRIED, NATIONALITY OF SPOUSE AT BIRTH US Citizen IF SPOUSE NATURALIZED AMERICAN, GIVE DATE		14. CHILDREN - Give Number, Age, Sex Stephen - 7 - M Beth - 4 - F	
15. ARE THERE ANY SERIOUS LIMITATIONS THE DEPARTMENT SHOULD TAKE INTO CONSIDERATION IN TRANSFERRING YOU? REGARDING ANY POST OR AREA? IF YOUR ANSWER IS AFFIRMATIVE, EXPLAIN BRIEFLY. No					
16. DO YOU DESIRE A TRANSFER NOW OR WITHIN NEXT TWO YEARS? IF SO, EXPLAIN YOUR ANSWER. Yes, upon completion of my normal tour at this Post in the fall of 1962. I hope to move on to a larger post in another geographic area in order to broaden my own training and experience in Foreign Service work (see below).					
17. WHEN NEXT TRANSFERRED, WHAT WOULD BE YOUR PREFERENCE AS TO AREA, POST AND TYPE OF ASSIGNMENT? With the importance of language as a factor in effective Foreign Service work brought home to me during this tour, I would like to receive an assignment to another Spanish-speaking post. At the same time, however, all of my Foreign Service duties thus far have been in Latin American affairs, and I believe that an assignment in another geographic area is necessary for my own career development. On previous preference reports I have requested Spain as my next area. If not this, I would choose an Embassy in AF with the appropriate language training. I hope to receive an assignment in economic or political affairs upon my transfer from this post.					
18. WHAT FUNCTIONAL OR AREA COMPETENCE HAVE YOU DEVELOPED, OR DO YOU WISH TO DEVELOP, AND HOW DO YOU RELATE THIS COMPETENCE TO YOUR PERSONAL LONG TERM OBJECTIVE IN THE SERVICE? With the assistance of my present Principal Officer, I have attempted to develop my competence in reporting on and dealing with substantive economic affairs. I would very much welcome further assignments in this area and political matters. Ability in these subjects appears to me to be indispensable in my personal hopes to finally reach and work in the areas of Foreign Policy development and implementation in the Service.					
19. INSPECTOR'S NAME James W. Pratt		20. PERIOD OF INSPECTION FROM April 30 to May 7, 1962		21. DATE OF THIS REPORT May 7, 1962	

OFFICE OF PERSONNEL
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 Authorized by William G. Hall
 Director of the

~~UNCLASSIFIED~~
INSPECTOR COMMENTSAuthorized by William O. Hall
Director General of the
Foreign Service, January 1, 1973Personal

Mr. Tull is a tall, thin young man with close-cropped brown hair and a frank and open manner. He speaks well, marshalling his thoughts like an experienced debater. His manners are good and he mixes well at social functions.

He states that he became interested in the Foreign Service in high school and shaped his college studies with a diplomatic career in mind. After a period in the Navy from 1951 to 1955 he resumed his studies at the University of Colorado. Although he passed the Foreign Service examinations in 1956, he requested a deferral of his appointment until he had completed his work for a MS degree in Public Administration. His initial assignment was as Assistant Post Management Officer in ARA from 1958 to 1960. Cali, where he arrived in September 1960, is his first Foreign Service post.

According to Mr. Tull, his experience in the Foreign Service thus far has more than fulfilled his pre-entry expectations. He found his Washington assignment interesting, and considers it gave invaluable background for his service here. His work in the Consulate has been varied, and he feels he now has a good basic knowledge of most aspects of Foreign Service work. He estimates that his Spanish has improved over the S-3, R-3 rating given him when he completed FSI training. He admits, however, that he does not have exceptional language aptitude and believes that he would be at a disadvantage if sent to a post without previous language training.

Mrs. Tull is an attractive girl who shares her husband's interest in his work and is anxious to help in his career. They have a comfortable home here that is entirely suitable for their representational requirements. Mr. Tull prefers to do most of his entertaining by "business luncheons" with one or two guests at a restaurant. For his occasional home affairs he gives informal "cocktail-buffets" with about 20-30 guests. The Inspectors attended one such party and found it pleasant and well-managed.

Last year, in an effort at self-improvement, Mr. Tull registered for the correspondence course in passport and citizenship work. He has, however, been less than diligent and has finished only four lessons. He reports that he does not find the course hard; what is difficult is getting down to it. He does, however, intend to complete the work before he leaves here.

Performance

During his 20 months in Cali, Mr. Tull has had experience in all phases of consular operations except shipping and seaman. The post is particularly active in visa issuance and passport and citizenship work.

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- 2 -

TULL, James L.

Calif

May 7, 1962

Performance (Cont'd)

Mr. Tull handles his consular clients courteously and expeditiously. He has an adequate knowledge of the Regulations, and considers each case carefully. He has made occasional small errors in his consular work, but the Department has reported no real problems in connection with consular matters handled by Mr. Tull.

At a post of this size (4 Americans and 5 locals) administrative duties are not complicated. From April 1961 to March 1962, Mr. Tull acted as Administrative Officer in addition to his other duties. While his performance in this capacity was generally satisfactory, the Inspection disclosed several minor errors in procedure which might have been avoided by a closer study of the regulations. Mr. Tull is frank to say that his main interest is not administration. He strongly prefers reporting work, and in this he has done well. The Monthly Economic Summary, which he prepared until the report was ordered discontinued early this year, was carefully organized and well-written; it showed excellent use of local contacts and sound discrimination in choosing topics for reporting. His contributions to the post's biographic reporting have been valuable. Mr. Tull has traveled rather widely in the Consular District and has produced some interesting trip reports. He has good powers of observation and shows a nice appreciation for topics of political, economic and sociological significance.

Within the office Mr. Tull has good official and personal relationships. With the sympathetic advice and encouragement of the Principal Officer he has developed a number of useful contacts among Colombians and in the American business community. Because his reporting work has been mostly in economics, a high percentage of his contacts are in that field, but he also has useful acquaintance with officials whose cooperation is helpful in his consular functions.

In sum, Mr. Tull is an ambitious and energetic officer whose performance on his first foreign assignment has definitely exceeded the basic requirements of the job.

Recommendations

(a) For transfer:

Mr. Tull has requested another field assignment. He is torn between his desire to become acquainted with another area and his wish to capitalize on his knowledge of this language and area. I consider that for the time being he should remain in Latin America and should be assigned to a reporting position in an Embassy. He has no strong preference as between political and economic reporting. His academic background and representational ability would argue for a political assignment.

(b) For promotion: Mr. Tull was last promoted in February 1961. I would place him in the upper half of his class and would expect him to advance at a better-than-average rate.

This report was read in draft by Mr. Tull.

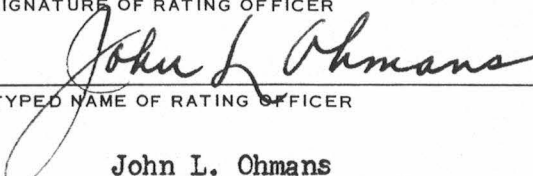
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Authorized by William C. Hall
Director General of the Foreign Service Inspector
James W. Pratt
Foreign Service, January 1, 1973
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DEPARTMENT OF STATE EFFICIENCY REPORT Foreign Service Officers, Reserve Officers, and Staff Officers Classes 1 - 10 Civil Service Officers, GS-7 and above	CHECK ONE BOX <input checked="" type="checkbox"/> REGULAR REPORT <input type="checkbox"/> INTERIM REPORT ON DEPARTURE OF OFFICER <input type="checkbox"/> RATING OFFICER <input type="checkbox"/> RATED OFFICER <input type="checkbox"/> CHANGE OF DUTY
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DISTRIBUTION

On Foreign Service personnel, prepare two copies. Forward original to Department; retain duplicate in post's file.
 On Civil Service personnel, prepare three copies. Forward original to Office of Personnel; retain duplicate in administrative officer's file; give triplicate to rated officer.

NOTE: Rating officers are cautioned to read instructions contained in Form FS-315(i) prior to preparation of this report.

OFFICER BEING RATED (Last, first, middle) TULL, James Lewis	OFFICER'S CLASS FSO-7	CLASSIFICATION TITLE OF POSITION Consular Officer	CLASS OR GRADE OF POSITION FSO-6
OFFICER'S FUNCTIONAL OR ORGANIZATIONAL TITLE (If any) Consular Officer		DIPLOMATIC OR CONSULAR TITLE (If any) Vice Consul	
POST OR DEPT. OFFICE SYMBOL American Consulate Cali, Colombia	DATE OF ARRIVAL Sept. 16, 1960	PERIOD COVERED BY REPORT June 1, 1961-May 31, 1962	DATE SUBMITTED TO DEPT. June 15, 1962
I have read and complied with instructions for completing this form.			WAS REVIEW PANEL USED? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
SIGNATURE OF RATING OFFICER 	SIGNATURE OF REVIEWING OFFICER NONE		HAVE THE CONTENTS OF THIS REPORT BEEN DISCUSSED WITH THE OFFICER RATED? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
TYPED NAME OF RATING OFFICER John L. Ohmans	TYPED NAME OF REVIEWING OFFICER		
TYPED CLASS AND TITLE OF RATING OFFICER FSO-3 Principal Officer	TYPED CLASS AND TITLE OF REVIEWING OFFICER		HAS HE READ THE ENTIRE REPORT? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO

PART I - EVALUATION OF DUTIES PERFORMED

PURPOSE

For Foreign Service - To permit the Department to identify the type of assignment including specialization, if any, held by an officer of the Foreign Service during the rating period and to provide an evaluation of his performance.
 For Civil Service - To provide a specific statement of the knowledge, abilities, skills and other factors which constitute the major requirements for satisfactory performance of his duties and responsibilities to serve as a basis for a narrative appraisal of his performance in Part V.

A. DESCRIPTION OF DUTIES OR PERFORMANCE REQUIREMENTS

INSTRUCTIONS

For Foreign Service - Describe briefly but in sufficient detail to be clear exactly what duties were performed. Indicate number and type of employees supervised. Sample: Public Affairs Adviser, Bureau of Inter-American Affairs, supervised one steno; Visa Section Chief, supervised 3 officers, 2 American clerks, 10 locals. Positions, the functions of which are less well known, should be described in considerably greater detail.
 For Civil Service - List separately the major performance requirements of the officer's position; i.e., the knowledge, ability, skills and other factors stated in terms of quality, quantity, manner, timeliness or other terms which establish a standard of performance. The officer's performance will be rated against those requirements in Part V.

DESCRIPTION


**In charge of Administration--nine months; supervised 1 local
 Alternate Agent Officer
 Economic Officer - supervised 1 local
 Visa Section Chief - 3 months; supervised 1 local.**


RECEIVED

JUN 29

DEPARTMENT OF STATE

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Logged 6/25/62 

Reviewed 6/26 

Directed by Sam O. Hall

File Position General of the Hall

Foreign Service, January 1, 1973

PART I - EVALUATION OF DUTIES PERFORMED (Cont'd.)

B. PERFORMANCE EVALUATION BY POSITION FUNCTIONS

INSTRUCTIONS

Referring to the functional categories and subcategories shown in Form FS-315(a), Section 3.1B, List Under Assignment each major function of the position to which rated officer has been assigned during rating period. In accordance with instructions found in Form FS-315(i), Section 3, relative to rating in terms of six levels, evaluate relative ability of the rated officer by encircling the appropriate number to the left of each function or activity. Show percentage of time spent in each.

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Direct ...
TOP SECRET

Table with 3 columns: EVALUATION OF WORK (1-6), ASSIGNMENT (Administration, Visa, Economic and Consular, Trade Promotion), PER CENT OF TIME.

PART II - PERSONAL QUALITIES

PURPOSE

To provide the Department with an evaluation of the personal qualities of each officer reported on.

INSTRUCTIONS

In accordance with instructions found in Form FS-315(i), Section 3, relative to rating in terms of six levels, encircle the number following each quality which in your judgment best represents the level of the officer being rated. See Section 3.2 of the Instructions for definitions of the following qualities. Each factor must be rated.

Table with 3 columns: EVALUATION OF WORK (1-6), QUALITIES (1-17), and a vertical stamp: PERSONNEL OPERATIONS/PB.

PART III - FUNCTIONAL FACTORS

PURPOSE

To provide the Department with an evaluation of the officer's knowledge of the primary functional categories of work, including that in which engaged at present time, assigned to officer personnel.

INSTRUCTIONS

In accordance with instructions found in Form FS-315(i), Section 3, relative to rating in terms of six levels, indicate your evaluation of the officer with reference to the following factors. Factors not observed or in no way pertinent to the job should be so checked. See Section 3.3 of the Instructions for definitions of the following factors. Mark every factor.

RATING						FACTORS	NOT OBSERVED	NOT PERTINENT
1	2	3	4	5	(6)	1. Understanding of administrative practices		
1	2	3	4	(5)	6	2. Understanding of commercial factors		
1	2	3	4	5	(6)	3. Understanding of consular duties		
1	2	3	4	(5)	6	4. Understanding of economic factors		
1	2	3	4	5	6	5. Understanding of intelligence functions		X
1	2	3	4	5	6	6. Understanding of international organization affairs		X
1	2	3	4	5	6	7. Understanding of labor factors		X
1	2	3	4	5	6	8. Understanding of political factors		X
1	2	3	(4)	5	6	9. Understanding of public affairs programs and techniques		

PART IV - OTHER FACTORS

PURPOSE

To provide the Department with an evaluation of specific factors relating to the officer's knowledge and performance on this job.

INSTRUCTIONS

In accordance with instructions found in Form FS-315(i), Section 3, relative to rating in terms of six levels, indicate your evaluation of the officer with reference to the following factors. Factors not observed or in no way pertinent to the job should be so checked. See Section 3.4 of the Instructions for definitions of the following qualities. Mark every factor.

RATING						FACTORS	NOT OBSERVED	NOT PERTINENT
1	2	3	4	(5)	6	1. Effectiveness in applying laws and regulations correctly		
1	2	3	4	(5)	6	2. Thoroughness and accuracy of work		
1	2	3	4	5	(6)	3. Analytical ability and keenness of perception		
1	2	3	4	(5)	6	4. Effectiveness of written expression		
1	2	3	4	(5)	6	5. Effectiveness of oral expression		
1	2	3	4	5	(6)	6. Negotiating ability		
1	2	3	4	5	(6)	7. Skill in dealing with the public		
1	2	3	4	(5)	6	8. Effectiveness as a supervisor		
1	2	3	4	5	(6)	9. Managerial effectiveness		
1	2	3	4	(5)	6	10. Cost consciousness		
1	2	3	4	5	(6)	11. Security consciousness		

PART V - COMPREHENSIVE COMMENTS AND RECOMMENDATIONS

Detailed instruction for the preparation of this narrative section are contained in Section 3.5 of Form FS-315(i) Instructions for Completing Form FS-315, Efficiency Report. Those instructions should be followed carefully. (Begin Part V on separate page.)

PART VI - REVIEWING OFFICER'S STATEMENT

The Reviewing Officer is required to attach to this report a statement indicating whether he concurs in the rating and why. He should comment on extent of observation of rated officer's work, whether rated officer had adequate supervision and guidance, whether a good working relationship existed between the rated officer and rating officer, whether the report appears strict or lenient, and any other matters he deems pertinent. Furthermore he should indicate whether his own comments have been discussed with the rated officer.

Authorized by William O. Hall
 Director General of the
 Foreign Service, January 1, 1974

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PAGE 2

PART I - EVALUATION OF DUTIES PERFORMED (Cont'd.)

B. PERFORMANCE EVALUATION BY POSITION FUNCTIONS

INSTRUCTIONS

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Director

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PAGE 4

OVER-ALL EVALUATION
FOR CIVIL SERVICE OFFICERS

UNCLASSIFIED
Authorized by William O. Hall

PURPOSE

To provide the Department with an over-all evaluation of the officer's performance during the rating period in accordance with the provisions of the Performance Rating Act of 1950, the Classification Act of 1949, as amended, and the Veterans Preference Act of 1944, as amended.

INSTRUCTIONS

Based on your personal knowledge of the officer's over-all performance during the rating period, place an (X) at the left of the statement below which most accurately reflects the level of his performance. There should be a correlation between the over-all rating, the factor ratings, and the narrative evaluation. If either Unsatisfactory or Outstanding is selected, a detailed statement supporting the rating must be provided. See Rating Levels below for requirements.

RATING LEVELS

- UNSATISFACTORY:** An employee whose performance becomes so deficient in important work requirements as to become ineffective shall receive the rating Unsatisfactory. However, this rating shall not be given unless preceded by a ninety day written warning indicating specifically the employee's strengths and weaknesses, how the employee has failed to meet the performance requirements of his position, and how he must improve in order to meet the requirements. Such a written warning must be given to the employee at least ninety days before receipt of his performance rating. An Unsatisfactory rating must be supported by a written statement indicating wherein his performance is unsatisfactory, the facts of the prior warning, and the efforts made after the warning to help the employee bring his performance up to a satisfactory level.
- SATISFACTORY:** An employee whose performance clearly meets all basic requirements shall be rated Satisfactory. This rating, while indicating that there is room for improvement, should not be considered a low or undesirable rating in any sense.
- OUTSTANDING:** An employee may be rated Outstanding when all aspects of his performance not only exceed requirements but are outstanding and deserve special commendation. This rating must be supported by a written statement setting forth in detail the reasons for considering the officer's performance outstanding in every respect. An Outstanding rating must be approved by the Reviewing Officer and the Performance Rating Committee. The written justification must cover all parts of the narrative rating in Part V concerning performance (See Section 3.52 B of Instructions).

- UNSATISFACTORY - Performance clearly fails to meet basic requirements.
- SATISFACTORY - Performance clearly meets all basic requirements.
- OUTSTANDING - Performance in every respect is outstanding and deserves special commendation.

SIGNATURE OF RATED CIVIL SERVICE OFFICER (Indicates discussion held)

DATE

APPROVED BY PERFORMANCE RATING COMMITTEE

DATE

SIGNATURE OF RATED OFFICER (Indicates receipt of rating)

DATE

~~CONFIDENTIAL~~
~~COMPREHENSIVE COMMENTS AND RECOMMENDATIONS~~

3.52A Personal

FSO-& James L. Tull, age 32, is aggressive, alert, earnest, friendly Foreign Service Officer who has performed capably during the past year and who has the potential for even greater development in the future. He is popular with the American community here and has developed good contacts with Colombians as well. He wishes to succeed in the Foreign Service, and has the drive and ability to do so.

3.52B Performance

In this three-man post, and considering the fact that this is his first Foreign Service Assignment, Mr. Tull has handled most adequately administrative affairs and economic-commercial matters during the major part of the rating period. He has shown initiative and drive in getting his jobs done. Since March 1 he has transferred back to full-time visa work in order to rotate jobs with the other Vice Consul here. He had proven his ability to handle consular services on earlier occasions, and switched back to this work cheerfully in recognition of the need for rotation of jobs at this Consulate. Perhaps the best expression of confidence in his ability is the fact that the reviewing officer will return to the United States on vacation shortly and will leave the post in Mr. Tull's control with full assurance that all necessary tasks will be carried out.

Administration:

For nine of the twelve-month rating period, this officer was in addition to other duties charged with the direction of administrative affairs at this Post. During this period, he showed that he had acquired a sound understanding of the Consulate's administrative needs. As alternate agent officer, his handling of the disbursing function was satisfactory. He gave close attention to the submission of vouchers and other financial reports and kept the rating officer properly informed regarding all significant operating matters in this area of his responsibility. Although he has indicated that administration is not his chief field of interest, he exhibited a good aptitude for this type of work.

Consular:

During the first three quarters of the rating year, this officer was in charge of passport, citizenship and protection and welfare duties of this post. His performance in these areas has been very good. He has given special attention to the public relations aspect of this phase of consular work and has established and utilized close contact with local public officials whose cooperation has been essential in citizenship and protection work. For the past three months, he has acted as the Post's Visa Officer, and recently all consular duties were consolidated under his direction. He has taken charge of these duties and executed them with a minimum of supervision but has kept his superiors (the rating officer) closely informed on all consular problems demanding special attention. Public and official inquiries in all phases of this work are handled promptly and courteously. He has shown that he is able to direct the work of his subordinate local employees in an effective manner, and has developed a smooth-running consular "shop". Consular work is not this officer's chief field of interest but he has approached it with a good attitude and spirit.

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Authorized by William O. Harbo
Director General of the
Foreign Service, January 1, 1973
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the nationals of Colombia, his actions toward that end have not been as persevering. Relations with Colombians are looked on more as part of a job effort than nearly spontaneous friendship and association. His entertaining is entirely satisfactory, and he and his wife have the potential to do a fine job in this field but not as much effort has gone into this as both could have carried out.

3.52H Family

Mrs. Nilva Tull and the two young Tull children ages 6 and 3 are fine, representative Americans. Mrs. Tull has been unstinting in her efforts to help the wife of the Principal Officer in local entertaining, and in fact she can be counted on to volunteer for action rather than wait to be asked. Mrs. Tull has learned enough Spanish so she is not handicapped in normal relations with Colombians. Her tact and discretion toward the staff are of a high order.

3.52I Training

In his daily work and in continuous contacts with Colombians, Mr. Tull is effectively applying the training he received previously in the Foreign Service Institute both in substantive matters and in language training. Mr. Tull's handling of Spanish is on a very useful plane and provides no impediment in his business and social contacts. No further language training seems indicated at this stage; rather, more experience in other parts of the world, and in other reporting activities, are indicated.

3.52J Adverse Factors

There are no adverse factors directly related to Mr. Tull which might affect his placement or promotion.

3.52K Placement

Mr. Tull should continue to receive further experience in the field, specifically in the economic or political section of a large Embassy, in another area of the world. This will give him the experience and broadening needed to continue to carry out his work assignments.

3.52L Improvement

Mr. Tull continues to try to improve his job effort. His Spanish has developed satisfactorily because of constant practice in day-to-day contacts with Colombian nationals. He is also enrolled in the Citizenship correspondence course and is making satisfactory progress in completing the lessons.

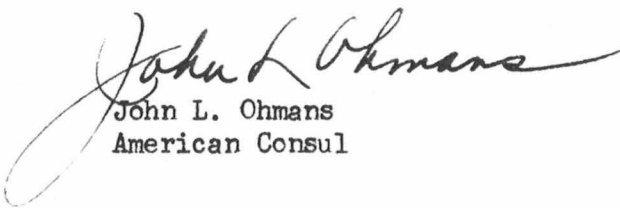
3.52M Reaction

Periodically the officers' performance has been discussed with him, and ways to improve performance have been considered. His reaction to these sessions has been good, and they have in fact been welcomed.

3.52N Summary

James L. Tull, FSO-7, is an aggressive, outgoing, and smart young Foreign Service Officer who is serving capably at his first Foreign Service post. He has handled administrative and consular affairs well, and has prepared several useful economic reports. He is a good supervisor and gets along well with people. He is in good physical condition. His family contributes well to his consular role in this city.

He has considerable potential for effective work in the Foreign Service, and needs only more age, experience and opportunity to show his abilities in other fields. His efforts to develop close contacts with nationals provide the only opportunity for criticism, but even so, the role he plays in this aspect of foreign service work is satisfactory.


John L. Ohmans
American Consul

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Director General of the
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Foreign Service, January 1, 1973

AIRGRAM

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RM/R	REP	AF
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ARA	EUR	FE
3		
NEA	CU	INR
E	P	IO
L	FBO	AID
AGR	COM	FRB
INT	LAB	TAR
TR	XMB	AIR
ARMY	CIA	NAVY
OSD	USIA	NSA

CA-5241
NO.

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HANDLING INDICATOR

TO : Amconsul CALI

INFO: Amembassy BOGOTA

FROM : Department of State

DATE: Nov 13 2 58 PM '62

SUBJECT: PERSONNEL: Transfer - James L. TULL

REF :

TM 4 Home Leave and Transfer from Cali to London as Staff Aide via Washington, D.C. for approximately five workdays consultation Department thence HL Eldora, Iowa . Authorized Table II shipment HHE Cali to London pending receipt Forms 471. ETA London early February. TO 3-03235, 11/9/62.

End.

RUSK

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FOR DEPT. USE ONLY

In Out

Drafted by: PER:POD:EUR:HNScott 11-5-62

Contents and Classification Approved by: PGraham: Chief, POD/ARA

Clearances:



THE FOREIGN SERVICE
OF THE
UNITED STATES OF AMERICA

American Embassy,
Bogotá, Colombia,
November 19, 1962

Dear Jim:

When Pierre Graham, the Chief of Personnel for Latin America in PER was in Bogotá, he mentioned that PER was looking for a top flight young Officer to be Staff Aide to Ambassador Bruce in London. Some day I will tell you orally what I said to him but the principal upshot of the conversation seems to be that you have got the job. I hope that you do not think I have done you a disservice, but in my opinion, Staff Aide to the Ambassador in London is about as good a job as one could find in the Service from the point of view of future advancement. Such an Officer gets to know a wide variety of people at all levels and also has an opportunity to become acquainted with the wide variety of highly important international problems. I do not think they could have picked a better man for the job.

With kindest regards,

Sincerely yours,

A handwritten signature in blue ink, appearing to read "Henry Dearborn", written in a cursive style.

Henry Dearborn
Chargé d'Affaires ad interim

James L. Tull, Esquire,
American Consulate
Cali

AMERICAN CONSULATE
Cali, Colombia
November 29, 1962

Dear Mr. Ambassador:

I have just been informed by the Department that I have been assigned to the Embassy as staff aide. I am of course extremely pleased to receive this assignment and I look forward to joining your staff as soon as possible.

I plan to depart this post on December 11, 1962, and after home leave, will arrive by air with my family on or about February 5, 1963. I will inform the administrative section of the final details on our arrival as soon as they are arranged and also on the shipment of our personal effects. My address on home leave will be: care of Mr. Howard Freed, 1901 South Washington Street, Eldora, Iowa.

Again, let me express my pleasure at receiving this assignment and my determination to meet the challenges which I am certain it will present.

I am

Respectfully yours,

James L. Tull
American Vice Consul

The Honorable
David K. E. Bruce
American Ambassador
London, England



EMBASSY OF THE UNITED STATES OF AMERICA
LONDON

December 3, 1962

Dear Mr. Tull:

Thank you for your letter dated November 29, 1962, concerning your assignment to London as staff aide. I am delighted to learn that you can arrive here by February 5, as this will ensure an adequate period of overlap between your arrival and the departure of the officer you are to replace.

We have received most favorable reports concerning your career, especially about your record in your present position. I am sure you will find your new assignment challenging and rewarding.

Sincerely yours,

David Bruce

David Bruce
American Ambassador

James L. Tull, Esquire,
American Vice Consul,
American Consulate,
Cali, Colombia.



DEPARTMENT OF STATE EFFICIENCY REPORT Foreign Service Officers, Reserve Officers, and Staff Officers Classes 1 - 10 Civil Service Officers, GS-7 and above	CHECK ONE BOX <input type="checkbox"/> REGULAR REPORT <input checked="" type="checkbox"/> INTERIM REPORT ON DEPARTURE <input type="checkbox"/> RATING OFFICER <input checked="" type="checkbox"/> RATED OFFICER <input type="checkbox"/> CHANGE OF DUTY
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OFFICER BEING RATED (Last, first, middle) TULL, James Lewis	OFFICER'S CLASS FSO-7	CLASSIFICATION TITLE OF POSITION Consular Officer	CLASS OR OF POSITION FSO-6
OFFICER'S FUNCTIONAL OR ORGANIZATIONAL TITLE (If any) Consular Officer		DIPLOMATIC OR CONSULAR TITLE (If any) Vice Consul	
POST OR DEPT. OFFICE SYMBOL American Consulate CALI	DATE OF ARRIVAL 9-16-60	PERIOD COVERED BY REPORT 6-1-62 - 1-10-63	DATE SUBMITTED TO DEPT. January 18, 1963
SIGNATURE OF RATING OFFICER <i>John L. Ohmans</i> John L. Ohmans			WAS REVIEW PANEL USED? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO HAVE THE CONTENTS OF THIS REPORT BEEN DISCUSSED WITH THE OFFICER RATED? <input type="checkbox"/> YES <input type="checkbox"/> NO
SIGNATURE OF REVIEWING OFFICER <i>William O. Hall</i> William O. Hall			
TYPED NAME OF RATING OFFICER John L. Ohmans		TYPED NAME OF REVIEWING OFFICER William O. Hall	
TYPED CLASS AND TITLE OF RATING OFFICER FSO-3 Principal Officer		TYPED CLASS AND TITLE OF REVIEWING OFFICER FSO-7	
			HAS HE READ THE ENTIRE REPORT? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO

PART I - EVALUATION OF DUTIES PERFORMED

PURPOSE

For Foreign Service - To permit the Department to identify the type of assignment including specialization, if any, held by an officer of the Foreign Service during the rating period and to provide an evaluation of his performance.
 For Civil Service - To provide a specific statement of the knowledge, abilities, skills and other factors which constitute the major requirements for satisfactory performance of his duties and responsibilities to serve as a basis for a narrative appraisal of his performance in Part V.

A. DESCRIPTION OF DUTIES OR PERFORMANCE REQUIREMENTS

INSTRUCTIONS

For Foreign Service - Describe briefly but in sufficient detail to be clear exactly what duties were performed. Indicate number and type of employees supervised. Sample: Public Affairs Adviser, Bureau of Inter-American Affairs, supervised one stenographer; Visa Section Chief, supervised 3 officers, 2 American clerks, 10 locals. Positions, the functions of which are less well known, should be described in considerably greater detail.
 For Civil Service - List separately the major performance requirements of the officer's position; i.e., the knowledge, ability, skills and other factors stated in terms of quality, quantity, manner, timeliness or other terms which establish a standard of performance. The officer's performance will be rated against those requirements in Part V.

DESCRIPTION
 Cali is a small consulate with two foreign service officers besides the Principal Officer. Mr. Tull acted primarily as administrative officer and economic officer during the period under review. He was also acting Principal Officer from mid July to October 9, 1962.

UNCLASSIFIED
 Authorized by William O. Hall
 Director General of the State Department

FSD/PA-PERMANENT PROGRAM COPY
 Logged
 Reviewed
JAN 25 1963
 [Signature]

PART I - EVALUATION OF DUTIES PERFORMED (Cont'd.)

B. PERFORMANCE EVALUATION BY POSITION FUNCTIONS

Director General of the Foreign Service

January 1, 1977

Referring to the functional categories and subcategories shown in Form FS-315(i), Section 3.1B, list under Assignment each major function of the position to which rated officer has been assigned during rating period. In accordance with instructions found in Form FS-315(i), Section 3, relative to rating in terms of six levels, evaluate relative ability of the rated officer by encircling the appropriate number to the left of each function or activity. Show percentage of time spent in each.

EVALUATION OF WORK	ASSIGNMENT	PER C OF TI
1 2 3 4 (5) 6	Administration	
1 2 3 4 5 6		
1 2 3 4 (5) 6	Consular	
1 2 3 4 5 6		
1 2 3 (4) 5 6	Economic	
1 2 3 4 5 6		
1 2 3 4 5 6		
1 2 3 4 5 6		
1 2 3 4 5 6		
1 2 3 4 5 6		
1 2 3 4 5 6		
1 2 3 4 5 6		
1 2 3 4 5 6		
1 2 3 4 5 6		

PART II - PERSONAL QUALITIES

PURPOSE

To provide the Department with an evaluation of the personal qualities of each officer reported on.

INSTRUCTIONS

In accordance with instructions found in Form FS-315(i), Section 3, relative to rating in terms of six levels, encircle the number following each quality which in your judgment best represents the level of the officer being rated. See Section 3.2 of the Instructions for definitions of the following qualities. Each factor must be rated.

EVALUATION OF WORK	QUALITIES
1 2 3 4 5 (6)	1. Ability
1 2 3 4 5 (6)	2. Conduct
1 2 3 4 (5) 6	3. Industry
1 2 3 4 5 (6)	4. Dependability
1 2 3 4 (5) 6	5. General Usefulness
1 2 3 4 (5) 6	6. Judgment
1 2 3 4 5 (6)	7. Ability to get along with others
1 2 3 4 (5) 6	8. Tactfulness
1 2 3 4 5 (6)	9. Initiative
1 2 3 4 5 (6)	10. Resourcefulness
1 2 3 4 5 (6)	11. Decisiveness
1 2 3 4 5 (6)	12. Forcefulness
1 2 3 4 5 (6)	13. Adaptability
1 2 3 4 5 (6)	14. Cooperativeness
1 2 3 4 (5) 6	15. Patience
1 2 3 4 5 (6)	16. Sense of humor
1 2 3 4 5 (6)	17. Good manners and politeness
1 2 3 4 5 6	
1 2 3 4 5 6	
1 2 3 4 5 6	
1 2 3 4 5 6	
1 2 3 4 5 6	
1 2 3 4 5 6	
1 2 3 4 5 6	
1 2 3 4 5 6	

OPERATIONS/PE
MAY 23 1977
PERSONNEL

PART III - FUNCTIONAL FACTORS

PURPOSE

To provide the Department with an evaluation of the officer's knowledge of the primary functional categories of work, including that in which engaged at present time, assigned to officer personnel.

INSTRUCTIONS

In accordance with instructions found in Form FS-315(i), Section 3, relative to rating in terms of six levels, indicate your evaluation of the officer with reference to the following factors. Factors not observed or in no way pertinent to the job should be so checked. See Section 3.3 of the Instructions for definitions of the following factors. Mark every factor.

RATING						FACTORS	NOT OBSERVED	NOT PERTINENT
1	2	3	4	5	(6)	1. Understanding of administrative practices		
1	2	3	4	(5)	6	2. Understanding of commercial factors		
1	2	3	4	5	(6)	3. Understanding of consular duties		
1	2	3	4	(5)	6	4. Understanding of economic factors		
1	2	3	4	5	6	5. Understanding of intelligence functions	X	
1	2	3	4	5	6	6. Understanding of international organization affairs	X	
1	2	3	4	5	6	7. Understanding of labor factors	X	
1	2	3	4	(5)	6	8. Understanding of political factors		
1	2	3	(4)	5	6	9. Understanding of public affairs programs and techniques		

PART IV - OTHER FACTORS

PURPOSE

To provide the Department with an evaluation of specific factors relating to the officer's knowledge and performance on this job.

INSTRUCTIONS

In accordance with instructions found in Form FS-315(i), Section 3, relative to rating in terms of six levels, indicate your evaluation of the officer with reference to the following factors. Factors not observed or in no way pertinent to the job should be so checked. See Section 3.4 of the Instructions for definitions of the following qualities. Mark every factor.

RATING						FACTORS	NOT OBSERVED	NOT PERTINENT
1	2	3	4	5	(6)	1. Effectiveness in applying laws and regulations correctly		
1	2	3	4	(5)	6	2. Thoroughness and accuracy of work		
1	2	3	4	5	(6)	3. Analytical ability and keenness of perception		
1	2	3	4	(5)	6	4. Effectiveness of written expression		
1	2	3	4	(5)	6	5. Effectiveness of oral expression		
1	2	3	4	5	6	6. Negotiating ability	X	
1	2	3	4	5	(6)	7. Skill in dealing with the public		
1	2	3	4	(5)	6	8. Effectiveness as a supervisor		
1	2	3	4	(5)	6	9. Managerial effectiveness		
1	2	3	4	5	(6)	10. Cost consciousness		
1	2	3	4	5	(6)	11. Security consciousness		

PART V - COMPREHENSIVE COMMENTS AND RECOMMENDATIONS

Detailed instruction for the preparation of this narrative section are contained in Section 3.5 of Form FS-315(i) Instructions for Completing Form FS-315, Efficiency Report. Those instructions should be followed carefully. (Begin Part V on separate page.)

PART VI - REVIEWING OFFICER'S STATEMENT

The Reviewing Officer is required to attach to this report a statement indicating whether he concurs in the rating and why. He should comment on extent of observation of rated officer's work, whether rated officer had adequate supervision and guidance, whether a good working relationship existed between the rated officer and rating officer, whether the report appears strict or lenient, and any other matters he deems pertinent. Furthermore he should indicate whether his own comments have been discussed with the rated officer.

Reviewed by William C. ...
 Director General of the
 Foreign Service, January 10, 1962

UNCLASSIFIED
Authorized by William O. Hall
Director General of the
Foreign Service
INSTRUCTIONS
January 1, 1973

Referring to the functional categories and subcategories shown in Form PS-315(i), Section 3.1B, list under Assignment

LIMITED OFFICIAL USE
(When Completed on Foreign Service Personnel)

OVER-ALL EVALUATION
FOR CIVIL SERVICE OFFICERS

UNCLASSIFIED
PURPOSE: used by William O. Hall

To provide the Department with an over-all evaluation of the officer's performance during the rating period in accordance with the provisions of the Performance Rating Act of 1950, the Classification Act of 1949, as amended, and the Veterans Preference Act of 1944, as amended.

INSTRUCTIONS

Based on your personal knowledge of the officer's over-all performance during the rating period, place an (X) at the left of the statement below which most accurately reflects the level of his performance. There should be a correlation between the over-all rating, the factor ratings, and the narrative evaluation. If either Unsatisfactory or Outstanding is selected, a detailed statement supporting the rating must be provided. See Rating Levels below for requirements.

RATING LEVELS

UNSATISFACTORY: An employee whose performance becomes so deficient in important work requirements as to become ineffective shall receive the rating Unsatisfactory. However, this rating shall not be given unless preceded by a ninety day written warning indicating specifically the employee's strengths and weaknesses, how the employee has failed to meet the performance requirements of his position, and how he must improve in order to meet the requirements. Such a written warning must be given to the employee at least ninety days before receipt of his performance rating. An Unsatisfactory rating must be supported by a written statement indicating wherein his performance is unsatisfactory, the facts of the prior warning, and the efforts made after the warning to help the employee bring his performance up to a satisfactory level.

SATISFACTORY: An employee whose performance clearly meets all basic requirements shall be rated Satisfactory. This rating, while indicating that there is room for improvement, should not be considered a low or undesirable rating in any sense.

OUTSTANDING: An employee may be rated Outstanding when all aspects of his performance not only exceed requirements but are outstanding and deserve special commendation. This rating must be supported by a written statement setting forth in detail the reasons for considering the officer's performance outstanding in every respect. An Outstanding rating must be approved by the Reviewing Officer and the Performance Rating Committee. The written justification must cover all parts of the narrative rating in Part V concerning performance (See Section 3.52 B of Instructions).

UNSATISFACTORY - Performance clearly fails to meet basic requirements.

SATISFACTORY - Performance clearly meets all basic requirements.

OUTSTANDING - Performance in every respect is outstanding and deserves special commendation.

SIGNATURE OF RATED CIVIL SERVICE OFFICER (Indicates discussion held) _____ DATE _____

APPROVED BY PERFORMANCE RATING COMMITTEE _____ DATE _____

SIGNATURE OF RATED OFFICER (Indicates receipt of rating) _____ DATE _____

en of

LIMITED OFFICIAL USE

3.5 PART V

Comprehensive Comments and Recommendations

This is the third report written from Cali on Mr. Tull and is prepared upon his transfer from this post. Mr. Tull is a young, able and intelligent Foreign Service officer who made a fine impression on American and Nationals alike. There is no doubt that he is the type of officer who should be watched carefully during his career because signs are clear that he will proceed far in the Service.

3.52A Personal. Cali was Mr. Tull's first foreign assignment and he carried out the various duties involved in it capably. Certainly his performance has been in the upper levels as compared with other officers for his rank and experience. He has cooperated well with all of the officers in this small consulate and both he and his wife have gone out of their way to be of assistance, especially to me as Principal Officer.

3.52B Administration. The many details involved in the administration of a post appear to be Mr. Tull's forte. He has developed useful procedures and has carried out the many details involved in the administration of this post in capable fashion. He has taken steps to see that all bills are paid on time and has developed useful procedures to be followed by the local disbursing assistant. Mr. Tull having the sharp, inquiring mind that he has, was at times somewhat impatient with the difficulties of the local employees in carrying out seemingly simple details. In other words, Mr. Tull had such a knowledge of administration matters and saw so easily the necessary steps which had to be taken that he was not fully understanding of the difficulties of others in doing their work.

3.52C Executive ability. During my absence on home leave from July 17 to the early part of October, Mr. Tull acted as the Principal Officer at this post and handled its overall executive details in capable fashion.

3.52E Physical. Mr. Tull maintained himself in good physical condition and had no outstanding health problems. At all times his emotions were well under control and he was not bothered unduly by many of the small difficulties which crop up in many field situations.

3.52F Representation. This perhaps is the weakest part of Mr. Tull's work. He, of course, got along well with the Americans in the community, and even in official relationships with citizens of Colombia he developed considerable rapport. On the other hand he did not show the same amount of drive or initiative in developing close and social relationships with citizens of Colombia. His entertaining concentrated more on persons whose company he enjoyed rather than on guests useful to the Consulate.

UNCLASSIFIED

Authorized by William O. Hall

LIMITED OFFICIAL USE the

Foreign Service, January 1, 1973

3.52G Class. Mr. Tull's grade of Class 7 was completely appropriate to his level of activities. In fact, as this was written, word was received on his promotion to Class 6, which was merited.

3.52H Family. Mrs. Tull is an attractive young woman, at her first post, who developed favorable and effective relationships with other women in the community. She was also of considerable assistance to the wife of the Principal Officer at parties held with Colombian women. While she did not demonstrate great initiative in this matter, she handled herself capably at social events.

3.52I Training. Mr. Tull has had language training which has been of considerable advantage to him. No further training is desirable at this step of his career, although undoubtedly advanced economic training or an advanced Service school might be indicated in five to ten years.

3.52J Adverse Factors. As this report is being written at the end of his assignment in Cali and he will shortly arrive in London as a Staff Assistant to the Ambassador, further comment on an appropriate next assignment is not indicated at this time.

3.52L Improvement. During the time under review, Mr. Tull has continued with his course in Citizenship within the limit of his available time. He has also been a member of a small group of Americans in this area who were involved in the study of the "great books." His language qualifications continually improve as he has used it to a considerable degree in his work. In addition, Mr. Tull also traveled around the area and developed additional understanding about the social and cultural aspects of it.

3.52M Reaction. This report was not prepared prior to Mr. Tull's departure for home leave. However, the general outline of the statements being made here were discussed with him in general fashion and were received favorably by him.

3.52N Summary. Summing up, Mr. Tull is an able Foreign Service officer in the early part of his career. So far, he has demonstrated intelligence, initiative, drive, cooperativeness and good humor to a high degree. He has handled consular functions capably and administrative jobs well. He needs more opportunity to develop competence in political work and in the more intricate aspects of economic reporting and negotiations. There are no clearly evident weak aspects of his personal and official job makeup, and he should be given increasingly difficult tasks so that he can develop to meet the challenges in the future.

John L. Ohmans
UNCLASSIFIED
Authorized by William O. American Consul
Director General of the
Foreign Service of the
LIMITED OFFICIAL USE
January 1, 1973

(Exception to SF-50 approved by
CSC and B. of B. July 1962)

NOTIFICATION OF PERSONNEL ACTION

A. DATE PROCESSED		B. SERVICE FS			
1. NAME (CAPS) LAST - FIRST - MIDDLE TULL, JAMES L., MR.			MR.-MISS.-MRS.	2. EMPLOYEE NO. & SEX 604825M	3. BIRTH DATE (Mo. Da. Yr.) 12-05-30
4. SOCIAL SECURITY NO. 483-26-4959			5. VETERAN PREFERENCE 2 1 - NO 3 - 10 PT. DISAB. 5 - 10 PT. OTHER 2 - 5 PT. 4 - 10 PT. COMP.		6. TENURE CODE (1) A
7. SERVICE COMP. DATE 03-26-54		8. PHYSICAL HANDICAP CODE		9. FEGLI 1 1 - COVERED 2 - INELIGIBLE 3 - WAIVED	
10. RETIREMENT 3 - FS 3 1 - CS 4 - NONE 2 - FICA 5 - OTHER			10A. MO. & YR. OF GRADE 02-61		11. (For CSC use)
12. NATURE OF ACTION 727 TRANSFER CODE			13. EFFECTIVE DATE 02-03-63		14. CIVIL SERVICE OR OTHER LEGAL AUTHORITY
15. FROM: POSITION TITLE AND NUMBER 3-013 CONSULAR OFFICER VICE CONSUL			16. PAY PLAN AND OCCUPATION CODE FO-3011		17. GRADE 07
			18. SALARY pa\$07,335.		
19. NAME AND LOCATION OF EMPLOYING OFFICE CALI, COLOMBIA AJ DEPARTMENT OF STATE, WASHINGTON 25, D. C.					

20. TO: POSITION TITLE AND NUMBER 0-464 STAFF AIDE DPL. CODE P 3RD SECRETARY		21. PAY PLAN AND OCCUPATION CODE (FO-0502) (Empl.) FO (Pos.)		22. GRADE STEP (07) 06	23. SALARY (pa\$07,335) 1 14 NEXT PSI DUE	WORK SCHED.
24. NAME AND LOCATION OF EMPLOYING OFFICE DEPARTMENT OF STATE, WASHINGTON 25, D. C.						

25. DUTY STATION (City-County-State) LONDON, UNITED KINGDOM			26. LOCATION CODE 935600925			
27. APPROPRIATION AJ A-2081-3232-32		ORG. OR POST CODE 23201 I25	CITY CODE	28. POSITION OCCUPIED 1 - COMPETITIVE 2 - EXCEPTED SERVICE		29. APPORTIONED POSITION FROM: TO: STATE 1 - PROVED - 1 2 - WAIVED - 2

30. REMARKS:		A. SUBJECT TO COMPLETION OF 1 YEAR PROBATIONARY (OR TRIAL) PERIOD COMMENCING				
		B. SERVICE COUNTING TOWARD CAREER (OR PERMANENT) TENURE FROM:				

SEPARATIONS: SHOW REASON BELOW, AS REQUIRED.

CHECK IF APPLICABLE:


C. DURING PROBATION

D. FROM APPOINTMENT OF 6 MONTHS OR LESS

This action is subject to all applicable laws, rules and regulations and may be subject to investigation and approval by the United States Civil Service Commission or the Department. This action may be corrected or canceled if not in accordance with all requirements.

The grade of the position to which you are officially assigned may be reviewed and corrected by the Department or by the Civil Service Commission.

TOUR OF DUTY OF TWO YEARS FOLLOWED BY HOME LEAVE AND TRANSFER
(SUBJECT TO NEEDS OF THE SERVICE).

31. DATE OF APPOINTMENT AFFIDAVIT (Accessions only)		34. SIGNATURE (Or other authentication) AND TITLE			
32. OFFICE MAINTAINING PERSONNEL FOLDER (If different from employing office)					
33. CODE EMPLOYING DEPARTMENT OR AGENCY ST 01 DEPARTMENT OF STATE					

1 EMPLOYEE COPY

C.E.P.

THE WHITE HOUSE, January 15, 1963.

To the Senate of the United States:

I nominate—

The following-named Foreign Service officers for promotion from class 2 to class 1:

- G. Edward Clark, of New York.
- Henry Dearborn, of New Hampshire.
- Joseph J. Jova, of New York.
- William Witman II, of Pennsylvania.

[Dad on p. 21]

The following-named Foreign Service officers for promotion from class 2 to class 1 and to be also consuls general of the United States of America:

- Robert W. Adams, of Texas.
- Basil Capella, of Maryland.
- Thomas T. Carter, of Connecticut.
- James N. Cortada, of Virginia.
- Edwin M. Cronk, of California.
- Edward W. Doherty, of Illinois.
- Seymour M. Finger, of New York.
- J. Robert Fluker, of Kansas.
- John E. Fobes, of Virginia.
- John W. Henderson, of the District of Columbia.
- Jack A. Herfurt, of California.
- Alfred leS. Jenkins, of Georgia.
- Henry L. T. Koren, of New Jersey.
- Jack W. Lydman, of New York.
- Daniel F. Margolies, of Maryland.
- Charles K. Moffly, of Michigan.
- Charles Robert Moore, of Washington.
- David L. Osborn, of Tennessee.
- Philip Raine, of the District of Columbia.
- Claude G. Ross, of California.
- Edward J. Rowell, of California.
- Albert W. Sherer, Junior, of Illinois.
- Ernest V. Siracusa, of California.
- Walter J. Stoessel, Junior, of Maryland.
- Irwin M. Tobin, of Maryland.
- Howard Trivers, of Maryland.
- William C. Trueheart, of Florida.
- Leonard Weiss, of Illinois.

The following-named Foreign Service officers for promotion from class 3 to class 2:

- Rodger C. Abraham, of Connecticut.
- Manuel Abrams, of Florida.
- J. Wesley Adams, Junior, of Illinois.
- Hugh G. Appling, of California.
- John A. Armitage, of Tennessee.
- Oscar V. Armstrong, of the District of Columbia.
- Laurin B. Askew, of Tennessee.
- Harry H. Bell, of Maryland.
- Josiah W. Bennett, of Maryland.
- James J. Blake, of the District of Columbia.

Kenneth N. Rogers, of Florida.
Gerald A. Rosen, of New York.
David Rowe, of Maryland.
Edward G. Ruoff, of Ohio.
James Sartorius, of Kansas.
Louis Schwartz, Junior, of Illinois.
David G. Shaw, of New York.
Gilbert H. Sheinbaum, of California.
William T. Shinn, Junior, of Minnesota.
David D. Shobe, of Illinois.
Robert W. Smith, of Missouri.
Roger A. Sorenson, of Utah.
John D. Spangler, of Tennessee.
Frederic N. Spotts, of Massachusetts.
Robert S. Steven, Junior, of Rhode Island.
James Stromayer, of Illinois.
James P. Sullivan, of Pennsylvania.
Nathaniel B. Thayer, of Massachusetts.
John B. Tipton, of Illinois.
George R. Tolles, of Ohio.
James L. Tull, of Iowa.
Joseph W. Twinam, of Tennessee.
John T. Vanderveen, of California.
James R. Vandivier, of Indiana.
Matthew H. Van Order, of Minnesota.
Robert von Pagenhardt, of Connecticut.
Frank E. Wallace, of Tennessee.
Benjamin Weiner, of New York.
Mrs. Melissa F. Wells, of California.
Herbert E. Wilgis, Junior, of Maryland.
A. Norman Williams, of Michigan.
Larry C. Williamson, of California.
Dawson S. Wilson, of Florida.
Thomas F. Wilson, of Michigan.
Edward C. Woltman, Junior, of Indiana.
Joseph R. Yodzis, of Pennsylvania.
Michael van Breda Yohn, of Connecticut.

for promotion from F507 to F506

The following-named Foreign Service officers for promotion from class 8 to class 7:

Francis J. Barrett, of Pennsylvania.
C. Thomas Bleha, of Michigan.
Richard Thomas Booth, of Michigan.
William T. Breer, of California.
Richard G. Brown, of Massachusetts.
Thomas J. Burke, of New York.
Harry E. Christie, of the District of Columbia.
Malcolm H. Churchill, of Iowa.
James Ford Cooper, of Michigan.
Trusten Frank Crigler, of Arizona.
Rolfe B. Daniels, of California.
Michael Dowling, of Georgia.
Adolph H. Eisner, of Florida.
Otho Evans Eskin, of the District of Columbia.

INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT

John C. Bullitt, of New Jersey, to be U.S. Executive Director of the International Bank for Reconstruction and Development for a term of 2 years, to which office he was appointed during the last recess of the Senate.

INTERNATIONAL MONETARY FUND

William B. Dale, of Maryland, to be U.S. Executive Director of the International Monetary Fund for a term of 2 years, to which office he was appointed during the last recess of the Senate.

AMBASSADOR

The following-named person, who was appointed during the last recess of the Senate, to the office indicated:

J. Wesley Jones, of Iowa, a Foreign Service officer of the class of career minister, to be Ambassador Extraordinary and Plenipotentiary of the United States of America to Peru.

Without objection, the nominations were confirmed.

The Senate proceeded to consider the following nominations en bloc:

IN THE DIPLOMATIC AND FOREIGN SERVICE

The nominations beginning G. Edward Clark, of New York, a Foreign Service officer for promotion from class 2 to class 1, and ending John W. O'Connell, of South Dakota, a Foreign Service officer to be a secretary in the diplomatic service of the United States of America, which nominations were received by the Senate and appeared in the Congressional Record on January 15, 1963.

Resolved, That the Senate advise and consent to the said nominations.

PRESIDENT NOTIFIED

Ordered, by unanimous consent, That the President be notified of the confirmations this day made.

LEGISLATIVE SESSION

On motion by Mr. Mansfield, the Senate resumed legislative business.

WEDNESDAY, FEBRUARY 20, 1963

MESSAGE REFERRED

During legislative session, the Vice President laid before the Senate, as in executive session, the following message from the President of the United States, transmitting nominations, which was referred to the Committee on Armed Services:

THE WHITE HOUSE, February 20, 1963.

To the Senate of the United States:

I nominate—

The following-named officers of the Marine Corps Reserve for permanent appointment to the grade of brigadier general:

William H. Klenke

Harry N. Lyon

Feb. 19, 1963

DEPARTMENT OF STATE
ANNUAL END-USER SUMMARY REPORT

OFFICER REPORTED ON TULL, James L.	CLASS FSO-6	POST Cali	
REVIEWING DEPARTMENT OR BUREAU INR	PERIOD COVERED		DATE SUBMITTED 16 May 1963
	FROM 1 May 1962	TO 1 May 1963	

William Kachber
(Signature of Reviewing Official)

Chief, INR/CS/BR

(Functional Title of Reviewing Official)

PLEASE FOLLOW INSTRUCTIONS ON REVERSE SIDE OF FORM

A. TYPE OF WORK OR ACTIVITY UNDER REVIEW

Biographic Reporting

B. EVALUATION OF WORK PRODUCT OR ACTIVITY

From May 1962 to February 1963 Mr. Tull forwarded numerous cards with useful biographic data, particularly on local personalities, to the Department. He is to be commended for his contributions to the biographic program.

OFFICE OF PERSONNEL
RECEIVED

1963 JUN 11 AM 8 44

PERSONNEL FILES

PERSONNEL
OPERATIONS/PE

1963 JUN 6 PM 4 05

OFFICE OF PERSONNEL

POD/PE - PERSONNEL OPERATIONS/PE
 Logged
 Reviewed *31* JUN 6 1963
 File Position *C-7*

C. RATING

1

2

3

4

5

6

DEPARTMENT OF STATE EFFICIENCY REPORT Foreign Service Officers, Reserve Officers, and Staff Officers Classes 1 - 10 Civil Service Officers, GS-7 and above	CHECK ONE BOX <input checked="" type="checkbox"/> REGULAR REPORT <input type="checkbox"/> INTERIM REPORT ON DEPARTURE OF <input type="checkbox"/> RATING OFFICER <input type="checkbox"/> RATED OFFICER <input type="checkbox"/> CHANGE OF DUTY
--	--

DISTRIBUTION

On Foreign Service personnel, prepare two copies. Forward original to Department; retain duplicate in post's file.
 On Civil Service personnel, prepare three copies. Forward original to Office of Personnel; retain duplicate in administrative officer's file; give triplicate to rated officer.

NOTE: Rating officers are cautioned to read instructions contained in Form FS-315(i) prior to preparation of this report.

OFFICER BEING RATED (Last, first, middle) TULL, James L.	OFFICER'S CLASS FSO-6	CLASSIFICATION TITLE OF POSITION Staff Aide	CLASS OR GRADE OF POSITION FSO-6
OFFICER'S FUNCTIONAL OR ORGANIZATIONAL TITLE (If any) Staff Aide		DIPLOMATIC OR CONSULAR TITLE (If any) Second Secretary	
POST OR DEPT. OFFICE SYMBOL London	DATE OF ARRIVAL 2-6-63	PERIOD COVERED BY REPORT 2-6-63 - 5-31-63	DATE SUBMITTED TO DEPT. 14 JUN 1963

I have read and complied with instructions for completing this form.

SIGNATURE OF RATING OFFICER <i>G. Lewis Jones</i>	SIGNATURE OF REVIEWING OFFICER <i>David Bruce</i>	WAS REVIEW PANEL USED? <input type="checkbox"/> YES <input type="checkbox"/> NO HAVE THE CONTENTS OF THIS REPORT BEEN DISCUSSED WITH THE OFFICER RATED? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
TYPED NAME OF RATING OFFICER G. Lewis Jones	TYPED NAME OF REVIEWING OFFICER David Bruce	
TYPED CLASS AND TITLE OF RATING OFFICER FSO - Career Minister Deputy Chief of Mission	TYPED CLASS AND TITLE OF REVIEWING OFFICER Ambassador	HAS HE READ THE ENTIRE REPORT? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO

PART I - EVALUATION OF DUTIES PERFORMED

PURPOSE

For Foreign Service - To permit the Department to identify the type of assignment including specialization, if any, held by an officer of the Foreign Service during the rating period and to provide an evaluation of his performance.
 For Civil Service - To provide a specific statement of the knowledge, abilities, skills and other factors which constitute the major requirements for satisfactory performance of his duties and responsibilities to serve as a basis for a narrative appraisal of his performance in Part V.

A. DESCRIPTION OF DUTIES OR PERFORMANCE REQUIREMENTS

INSTRUCTIONS

For Foreign Service - Describe briefly but in sufficient detail to be clear exactly what duties were performed. Indicate number and type of employees supervised. Sample: Public Affairs Adviser, Bureau of Inter-American Affairs, supervised one steno; Visa Section Chief, supervised 3 officers, 2 American clerks, 10 locals. Positions, the functions of which are less well known, should be described in considerably greater detail.
 For Civil Service - List separately the major performance requirements of the officer's position; i.e., the knowledge, ability, skills and other factors stated in terms of quality, quantity, manner, timeliness or other terms which establish a standard of performance. The officer's performance will be rated against those requirements in Part V.

DESCRIPTION **Under the general supervision of the Ambassador's senior Staff Aide, serves as Staff Aide to the Ambassador and Minister. For the Ambassador, drafts correspondence and arranges trip schedules. Also screens applicants and correspondence and prepares lists of persons to be nominated for various Royal and Government privileges. Replaces the senior Staff Aide in his absence. For the Minister, screens cables and other correspondence and attends his daily staff meetings. Carries out such other miscellaneous duties as assigned by the Minister and senior Staff Aide.**

UNCLASSIFIED
 Authorized by William O. Hall
 Director General of the
 Foreign Service

POD/PE - PERMANENT RECORD COPY
 Logged
 Reviewed *GM* JUN 18 1963
 File Position

PART I - EVALUATION OF DUTIES PERFORMED (Cont'd.)
B. PERFORMANCE EVALUATION BY POSITION FUNCTIONS

Director of Service,
 Foreign Service,
 INSTRUCTIONS

Referring to the functional categories and subcategories shown in Form FS-315(i), Section 3.1B, list under Assignment each major function of the position to which rated officer has been assigned during rating period. In accordance with instructions found in Form FS-315(i), Section 3, relative to rating in terms of six levels, evaluate relative ability of the rated officer by encircling the appropriate number to the left of each function or activity. Show percentage of time spent in each.

EVALUATION OF WORK	ASSIGNMENT	PER CENT OF TIME
1 2 3 4 (5) 6	Staff Aide	100
1 2 3 4 5 6		
1 2 3 4 5 6		
1 2 3 4 5 6		
1 2 3 4 5 6		
1 2 3 4 5 6		
1 2 3 4 5 6		
1 2 3 4 5 6		
1 2 3 4 5 6		
1 2 3 4 5 6		
1 2 3 4 5 6		
1 2 3 4 5 6		
1 2 3 4 5 6		

PART II - PERSONAL QUALITIES

PURPOSE

To provide the Department with an evaluation of the personal qualities of each officer reported on.

INSTRUCTIONS

In accordance with instructions found in Form FS-315(i), Section 3, relative to rating in terms of six levels, encircle the number following each quality which in your judgment best represents the level of the officer being rated. See Section 3.2 of the Instructions for definitions of the following qualities. Each factor must be rated.

EVALUATION OF WORK	QUALITIES
1 2 3 4 (5) 6	1. Ability
1 2 3 4 5 (6)	2. Conduct
1 2 3 4 5 (6)	3. Industry
1 2 3 4 5 (6)	4. Dependability
1 2 3 4 5 (6)	5. General Usefulness
1 2 3 4 (5) 6	6. Judgment
1 2 3 4 5 (6)	7. Ability to get along with others
1 2 3 4 5 (6)	8. Tactfulness
1 2 3 4 5 (6)	9. Initiative
1 2 3 4 5 (6)	10. Resourcefulness
1 2 3 4 (5) 6	11. Decisiveness
1 2 3 4 (5) 6	12. Forcefulness
1 2 3 4 5 (6)	13. Adaptability
1 2 3 4 5 (6)	14. Cooperativeness
1 2 3 4 5 (6)	15. Patience
1 2 3 4 (5) 6	16. Sense of humor
1 2 3 4 5 (6)	17. Good manners and politeness
1 2 3 4 5 6	
1 2 3 4 5 6	
1 2 3 4 5 6	
1 2 3 4 5 6	
1 2 3 4 5 6	
1 2 3 4 5 6	
1 2 3 4 5 6	

OFFICE OF PERSONNEL
 JUN 18 PM 2 09
 PERSONNEL OPERATIONS/PE

PART III - FUNCTIONAL FACTORS

PURPOSE

To provide the Department with an evaluation of the officer's knowledge of the primary functional categories of work, including that in which engaged at present time, assigned to officer personnel.

INSTRUCTIONS

In accordance with instructions found in Form FS-315(i), Section 3, relative to rating in terms of six levels, indicate your evaluation of the officer with reference to the following factors. Factors not observed or in no way pertinent to the job should be so checked. See Section 3.3 of the Instructions for definitions of the following factors. Mark every factor.

RATING	FACTORS	NOT OB-SERVED	NOT PER-TINENT
1 2 3 4 5 (6)	1. Understanding of administrative practices		
1 2 3 4 5 6	2. Understanding of commercial factors	✓	
1 2 3 4 5 6	3. Understanding of consular duties	✓	
1 2 3 4 5 6	4. Understanding of economic factors	✓	
1 2 3 4 (5) 6	5. Understanding of intelligence functions		
1 2 3 4 5 6	6. Understanding of international organization affairs	✓	
1 2 3 4 5 6	7. Understanding of labor factors	✓	
1 2 3 4 5 6	8. Understanding of political factors	✓	
1 2 3 4 5 6	9. Understanding of public affairs programs and techniques	✓	

PART IV - OTHER FACTORS

PURPOSE

To provide the Department with an evaluation of specific factors relating to the officer's knowledge and performance on this job.

INSTRUCTIONS

In accordance with instructions found in Form FS-315(i), Section 3, relative to rating in terms of six levels, indicate your evaluation of the officer with reference to the following factors. Factors not observed or in no way pertinent to the job should be so checked. See Section 3.4 of the Instructions for definitions of the following qualities. Mark every factor.

RATING	FACTORS	NOT OB-SERVED	NOT PER-TINENT
1 2 3 4 5 6	1. Effectiveness in applying laws and regulations correctly	✓	✓
1 2 3 4 5 (6)	2. Thoroughness and accuracy of work		
1 2 3 4 (5) 6	3. Analytical ability and keenness of perception		
1 2 3 4 (5) 6	4. Effectiveness of written expression		
1 2 3 4 (5) 6	5. Effectiveness of oral expression		
1 2 3 4 5 6	6. Negotiating ability	✓	
1 2 3 4 5 (6)	7. Skill in dealing with the public		
1 2 3 4 5 6	8. Effectiveness as a supervisor	✓	
1 2 3 4 5 (6)	9. Managerial effectiveness		
1 2 3 4 5 6	10. Cost consciousness	✓	
1 2 3 4 5 (6)	11. Security consciousness		

PART V - COMPREHENSIVE COMMENTS AND RECOMMENDATIONS

Detailed instruction for the preparation of this narrative section are contained in Section 3.5 of Form FS-315(i) Instructions for Completing Form FS-315, Efficiency Report. Those instructions should be followed carefully. (Begin Part V on separate page.)

PART VI - REVIEWING OFFICER'S STATEMENT

The Reviewing Officer is required to attach to this report a statement indicating whether he concurs in the rating and why. He should comment on extent of observation of rated officer's work, whether rated officer had adequate supervision and guidance, whether a good working relationship existed between the rated officer and rating officer, whether the report appears strict or lenient, and any other matters he deems pertinent. Furthermore he should indicate whether his own comments have been discussed with the rated officer.

UNCLASSIFIED
 Authorized by William O. Hall
 Director General of the
 Foreign Service, January 1, 1973

Performance:

Given the fact that Mr. Tull has only been here for three months and a number of the problems with which he has to deal must be outside his previous experience, Mr. Tull has already demonstrated considerable capacity. The London Embassy has a number of specialized activities centering around the Office of the Ambassador and the DCM which have no counterpart elsewhere; for example, the fair distribution of tickets for the Trooping the Colour; the submission of names to attend the annual Queen's Garden Party at Buckingham Palace; the elaborate staff work in connection with the Fall diplomatic reception given by the Queen; the Ambassador's submission of names for the Royal Enclosure at Ascot. Events of this kind require a great deal of intelligent labor. Each has certain precedents which have to be assimilated either by word of mouth or from the files. While much of Mr. Tull's time is consumed by handling such functions, he also drafts for the signature of the Ambassador or the Minister hundreds of letters replying to introductions given to constituents by Members of Congress. Such letters require more than routine attention: in the case of each a judgment has to be made as to the degree of Ambassadorial interest and the Embassy's capacity to be helpful to the visitors.

The part of Mr. Tull's job which interests him the most has to do with the Embassy's telegraphic traffic. He is responsible for winnowing out for his superiors the most important telegrams which arrive overnight and during the working day. This means that he must find time to read, or at least scan, the entire telegraphic take of the Embassy and that he must be able to respond at once when asked who is handling any particular subject. Thus the prolonged periods of letter writing are relieved by a glimpse of what is happening in the world. It has been gratifying to me to see how quickly Mr. Tull has absorbed my areas of special interest. He attends the Minister's daily staff meeting, which consists of the Embassy's seven top officials. He frequently makes cogent observations on matters of substance, and follows up without being told in instances where action within his competence is required. He shows keen interest in everything said at these meetings.

Mr. Tull's performance in the other jobs that come his way has also been superior. He is helpful in introducing people at cocktail parties, and he and his wife are a wholly presentable couple. He

meets airplanes and trains efficiently, having given careful attention to all the details of the staff work involved. Hard cases sometimes fall his way. Recently he handled with great aplomb the visit of a psychotic American airman to whom he gave a sympathetic hearing and sound advice. This is only one example of his capacity for taking pains with people, an attribute which I believe will do much to advance his career.

Staff Aide is one of the jobs which has to be performed in London. Although the job is conducted at the heart of the Embassy, the Ambassador's Office, it is probably not the most stimulating one from the point of view of an ambitious young officer who desires to make a name for himself in the field of political and economic reporting. To Mr. Tull, being a staff aide is only an interlude. He looks forward to a fully rounded Foreign Service career, but it is to his great credit that he is deriving from the staff aide job all the experience he can possibly assimilate. He is not just "putting in time" in London.

Executive Ability:

Except for the maintaining of good relations with everyone at the Embassy, Mr. Tull is not called upon to exercise any particularly noteworthy executive ability. He arranges his own work methodically and executes it promptly - the mark of an executive, but he does not have under him an organization which would reflect his executive abilities.

Policy Shaping:

Policy shaping is not a direct function of staff aides in this Embassy. They do so indirectly in their handling of a number of problems, but this is not the kind of policy shaping obviously envisaged under 3.52d.

Physical:

Mr. Tull appears to me to be physically fit, emotionally stable and to enjoy good health. I have not seen his endurance put to the test or seen him work under an unusual pressure, but I have every reason to believe that he has an almost soldierly emotional control.

Representation:

The Tulls, with their daughter age 5 and son age 8, are not called upon to do any representation in their own home. They do, however,

FC
4-c

assist both the Ambassador and the Minister at receptions and other functions. Both have a friendly, easy manner and create an excellent representational picture. Both are aware of the importance of handling foreign guests in a friendly, gracious manner.

Class:

Mr. Tull, an FSO-6, is filling a job rated FSO-6. He is thus evenly matched with his position. He was last promoted on March 1, 1963. If his performance in his first three months here is maintained, and I believe it will be, he should be considered for promotion as soon as he is eligible.

Family:

See representation above. Mr. Tull speaks Spanish and Mrs. Tull also has a good working knowledge of this language. She is a graduate of the State College of Iowa and is an attractive, cultivated young woman.

Training:

In a sense the job of staff aide in London is a training job since it inevitably broadens the outlook of anyone holding it and increases his knowledge of how to get things done. Mr. Tull has hopes of attending the Mid-Career Course when eligible and eventually the National War College, but no recommendations with regard to training are made at this time.

Adverse Factors:

I am aware of none.

Placement:

I have no thoughts regarding the next assignment of Mr. Tull. I trust that he will remain at this Embassy for a minimum of two years.

Director General of the

Limited Official Use

Improvement:

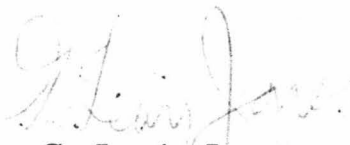
As is stated above, Mr. Tull has been working hard to improve his comprehension of the hundreds of details connected with his job. Since he works every Saturday and late in the evening during the week, I think it would be impossible for him to undertake now any particular line of study. After he has been here longer, this might be possible.

Reaction:

Mr. Tull was gratified.

Summary:

Mr. Tull is a Foreign Service Officer of promise. He is likeable and intelligent. I would be happy to have him serve with me anywhere. I believe that his capabilities are well beyond the staff aide work which he is now doing.


G. Lewis Jones
Deputy Chief of Mission

TULL, James L. - FSO -6

Part VI - Reviewing Officer's Statement

I endorse the remarks of the reviewing officer about James L. Tull. Since his assignment here, he has performed his duties with exactitude and efficiency, as well as with a real enthusiasm, which because of their nature, is a tribute to his conscientiousness as a Foreign Service Officer.

There is no diplomatic position with which I am familiar, more demanding of a personality than that of aide or assistant aide to an Ambassador or a DCM. It might be erroneously imagined that their preoccupation with innumerable visitors, and the responsibility of attending on the Ambassador's behalf to a multitude of requests from privileged sources would engross most of their attention. On the contrary, their substantive work is considerable, although they are not under the necessity of drafting reports in the strictly political, economic, or military sense. Their ability to do so in the future should be enhanced by the demands upon them to absorb, digest and direct, with appropriate deletions, to the highest officers of the Embassy the enormous amount of daily telegraphic traffic flowing over their desks.

I believe that Mr. Tull, after serving another year or two in London, should be assigned elsewhere for more substantive work. I recommend this in view of my apprehension that unless this is done, his professional advancement may be prejudiced. I regret that such a surmise may be sound, for unlike other Foreign Services, that of the United States has, in my opinion, always suffered from lack of emphasis on the necessity of experience, judgment, and continuity in such a position as Mr. Tull occupies.

David Bruce

UNCLASSIFIED — David Bruce, Ambassador
Authorized by William O. Hall
Director General of the
Foreign Service Institute
Limited Official Use 1, 1972

TELEGRAM

Foreign Service of the
United States of America

INCOMING AMERICAN EMBASSY LONDON

ACTION: AMB (C)

INFO:

CRS

MIN

FOL

PAC

E:MIN

POL:CN

PENELM

POL:F

POL:H

POL:E

POL:AE

POL:D

POL:FP

POL:S

POL:LA

E:AID

E:TP

E:GEN

E:COMMAT

E:FM

E:AG

E:DE

E:TRC

E:CUS

E:IRS

E:MAR

TRCEN

E:FET

ADM

AVIS

A:DS

A:BN

A:PER

A:SY

A:COM

COM:A

ACCIS

CG

CG:VI

CG:FP

CG:S

A:TU

AEC

FAA

SUPVR

MASTR

UNCLASSIFIED

Classification

Control: 11-1864

Recd: November 22, 1964
8:47 P.M.

FROM: DEPARTMENT

NO: CIRCULAR 931 November 22nd

FLASH

Inform Consul.

President Kennedy dead of gun shot wounds. Lyndon Johnson
now President of the United States.

BALL

Jn/30

48 Jn

TELEGRAM

Foreign Service of the
United States of America

INCOMING

Ambassy LONDON

ACTION: AMB (C)

UNCLASSIFIED

Classification

Control: 11-1881

INFO:

CRS

MIN

POL

PAO

E:MIN

POL:CN

P:NELM

POL:F

POL:N

POL:E

POL:AE

POL:L

POL:PP

POL:S

POL:LA

E:AID

E:TP

E:GEN

E:COMMAT

E:FN

E:AG

E:DE

E:TRC

E:CUS

E:IRS

E:MAR

RCEN

E:PET

DM

E:VIS

E:GS

E:BF

E:PER

E:SY

E:COM

OM:A

CCTS

CG

CG:VI

CG:PP

CG:S

E:TU

EC

AA

UPV

ASTR

Recd: Nov. 22, 1963
11:56 p.m.

FROM: DEPARTMENT

NO : CIRCULAR 934, November 22, 1963

P R I O R I T Y

INFORM CONSULS.

The following is a statement made today by the Acting Secretary of State:

Quote.

A great President is tragically dead.

At a critical moment in history he evoked from his own nation and from men who cherish human freedom and peace everywhere the confidence and the faith to move forward.

In his person there were courage, grace, and an understanding of the responsibility that power carries with it. There was also a compassionate sense of the meaning of poverty, fear, and injustice and a will to lift them.

In three years he set a course, at home and on the world scene, which visibly raised the hopes of men that freedom could triumph without war and that free men could, by their own devices, elevate their lives and those of their children.

He drew for his strength on the deepest traditions of this nation. As in grief we face the future, we draw from the living memory of his dedication to those traditions -- and from his unforgettable courage -- the will to carry on.

Unquote.

BALL

8/aem

UNCLASSIFIED

TELEGRAM

Foreign Service of the
United States of America

INCOMING

Amembassy LONDON

SECTION: AMB (C)

UNCLASSIFIED
Classification

Control: 11-1884

Recd: Nov. 23, 1963
12:21 a.m.

FROM: DEPARTMENT

NO : CIRCULAR 935, November 22, 1963

INFORM CONSULS.

Re our 933 November 22, 1963.

Vice President Lyndon B. Johnson took the oath of office
today at 3:39 p.m. EST.

BALL

.20/aem

INFO:
RS
IN
DL
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MIN
DL:CN
NELM
DL:F
DL:N
DL:E
DL:AE
DL:O
DL:PP
DL:S
DL:LA
AID
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COMMAT
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American Embassy
24 Grosvenor Square
London, W. 1

ADMINISTRATIVE MEMORANDUM

DISTRIBUTION: B

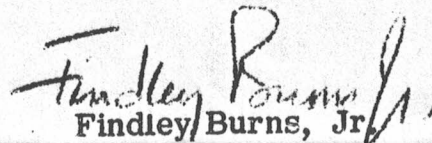
TO: All American Personnel

SUBJECT: Official Mourning Upon the Death of the
Late President Kennedy

The period of official mourning will be for thirty days from November 22nd 1963. During the period, personnel of the Embassy should not entertain formally and should excuse themselves from attendance at formal social functions.

It is recognized that there may be occasions of a strictly official character where an officer's attendance would be appropriate. In such cases the decision is left to the discretion of the officer concerned.

Any inquiries regarding the interpretation of these instructions should be directed to Mr. James Tull, extension 214.


Findley Burns, Jr.
Administrative Officer

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RENEWED
TO PER
JOP
DEPARTMENT OF STATE
FOREIGN SERVICE OF THE UNITED STATES OF AMERICA
INSPECTOR'S EFFICIENCY REPORT

INSTRUCTIONS

Prepare in triplicate; Post fill in boxes 1 thru 11. Employee fill in boxes 12 thru 18. Limit answer to front of this form. Additional explanatory details may be given orally to Inspector.

1. NAME (First) (Middle) TULL James L		2. CLASS 0-6	3. DATE OF BIRTH Dec. 5, 1930	4. POST LONDON
5. DEPT'S CLASSIFICATION TITLE OF POSITION AND CLASS Staff Aide 0-6		6. POST'S FUNCTIONAL OR ORGANIZATIONAL TITLE Asst. to the Ambassador		7. DIPLOMATIC OR CONSULAR TITLE, IF Second Secretary
8. ARRIVED AT POST 2/6/63	9. ELIGIBLE FOR HOME LEAVE 2/65 (extension * requested to 7/65)	10. ENTERED FOREIGN SERVICE March 24, 1958	11. LAST PROMOTED January 23, 1966	
12. MARITAL STATUS *Approved Depom 2/27/64 Married (Single, Married, Widowed, Divorced)		13. IF MARRIED, NATIONALITY OF SPOUSE AT BIRTH U.S. IF SPOUSE NATURALIZED AMERICAN, GIVE DATE		14. CHILDREN - Give Number, Age, Sex 2: son 9 and daughter 6
15. ARE THERE ANY SERIOUS LIMITATIONS THE DEPARTMENT SHOULD TAKE INTO CONSIDERATION IN TRANSFERRING YOU? REGARDING ANY POST OR AREA? IF YOUR ANSWER IS AFFIRMATIVE, EXPLAIN BRIEFLY. None				
16. DO YOU DESIRE A TRANSFER NOW OR WITHIN NEXT TWO YEARS? IF SO, EXPLAIN YOUR ANSWER. As noted above, I have requested that my home leave date be delayed until July 1965, mainly so that my children can complete that full year's schooling. From a career point of view, I do not think I should remain in staff work longer than this and would like to be assigned to some substantive area.				
17. WHEN NEXT TRANSFERRED, WHAT WOULD BE YOUR PREFERENCE AS TO AREA, POST AND TYPE OF ASSIGNMENT? I would prefer an assignment as political officer in a medium-size or small Embassy. I have wanted to do political work since entering the Service and have been recommended for it on several occasions. As for area, I really have no preference - I would probably be of greater use somewhere in Latin America, but having worked in Latin American affairs for five of my six years in the Service, I would prefer not to return there at this time. However, the type of assignment I receive is far more important to me now than the area or post.				
18. WHAT FUNCTIONAL OR AREA COMPETENCE HAVE YOU DEVELOPED, OR DO YOU WISH TO DEVELOP, AND HOW DO YOU RELATE THIS COMPETENCE TO YOUR PERSONAL LONG TERM OBJECTIVE IN THE SERVICE? For the long term, my hope is of course to head my own Mission one day. I have had both consular work and administration, which I enjoyed but do not wish to specialize in. Now I would like to move on into the functional areas of political and/or economic reporting and analysis, where I think I can make my most useful contribution. As for area, I've not decided at this point. I suspect that I might want to concentrate on Latin American affairs, but I think I should have a wider geographic experience first.				
19. INSPECTOR'S NAME Daniel M. Braddock		20. PERIOD OF INSPECTION OF THE DIRECTOR GENERAL OF THE FOREIGN SERVICE. 4/28/64 FROM 2/11/64 TO 4/28/64		21. DATE OF THIS REPORT 1973 April 14, 1964

Personal

Jim Tull is a tall slender man of trim appearance. He has an attractive warm personality and a candid, open manner that invite friendly response. He talks with animation and expresses himself well, with a good touch of humor.

Tull is enthusiastic about the Foreign Service and aspires to work his way to the top. He has liked all of his three assignments to date. Duty as a Staff Aide at London, he has found interesting and broadly educational as a prelude to more conventional duties to come. His morale is high.

He appears to possess in good measure the personal attributes which the Department wants in its officers. His deportment has been exemplary and I believe him to be a man of integrity and fine character.

Mrs. Tull is a charming, representative Foreign Service wife. She is active in the Embassy Wives Club and participates, with her husband, in the P.T.A. at the school their daughter attends. Together they do appropriately a modest amount of official entertaining for which they have claimed no reimbursement.

Performance

Tull's duties are correctly described in the efficiency report on him of June 14, 1963 prepared by G. Lewis Jones. The narrative in that report provides an objective evaluation of Tull with which I entirely agree.

The position of Staff Aide, which Tull fills to the full satisfaction of the Ambassador and the Deputy Chief of Mission, is one that calls for versatility, exceptional tact, alertness, efficiency, and attention to details. Tull must exercise judgment in screening matters to be brought to these officers' attention. He must show initiative in anticipating what they are likely to want in connection with problems coming up. He must be prepared to work long and unusual hours, if necessary, and must remain coolly effective in the tense atmosphere in which they are sometimes called to operate. Good public relations are indispensable in his function. He must be skillful in handling callers, outside contacts and correspondence on the Ambassador's behalf. On all these counts, he measures up.

Other officers and Embassy personnel find Tull a likable and capable person with whom to deal. He maintains cordial working relations with several British officials, including the Lord Chamberlain of the Queen's Household and the staff aides to the Foreign Secretary and the Secretary of Commonwealth Affairs.

Tull has no supervisory functions at London, and no opportunity to demonstrate his reporting ability. His drafting, judging from examples of correspondence he has prepared for the Ambassador, is clear, correct and well-turned.

LIMITED OFFICIAL USE

TULL, James L. - 0-6

- 2 -

I would rate Tull as an officer of much promise, who in time will prove to have Career Minister potential.

Recommendations:

Assignment - That on completion of his tour of duty at London, Tull's onward assignment be in accordance with the preference he has expressed on the front of this form.

Promotion - That Tull be rated for promotion purposes in the upper third of his class.



Daniel M. Braddock
Foreign Service Inspector

The foregoing has been discussed with Mr. Tull.

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Authorized for ~~LIMITED~~ OFFICIAL USE Hall
Director General of the
Foreign Service, January 1, 1973

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 JUL 28 1964
 SPD 1/30/64

DEPARTMENT OF STATE
EFFICIENCY REPORT
 Foreign Service Officers, Reserve Officers, and Staff Officers Classes 1 - 10
 Civil Service Officers, GS-7 and above

CHECK ONE BOX

REGULAR REPORT

INTERIM REPORT ON DEPARTURE OF

RATING OFFICER

RATED OFFICER

CHANGE OF DUTY

DISTRIBUTION

On Foreign Service personnel, prepare two copies. Forward original to Department; retain duplicate in post's file.

On Civil Service personnel, prepare three copies. Forward original to Office of Personnel; retain duplicate in administrative officer's file; give triplicate to rated officer.

Rating officers are cautioned to read instructions contained in Form FS-315(i) prior to preparation of this report.

OFFICER BEING RATED (Last, first, middle)	OFFICER'S CLASS	CLASSIFICATION TITLE OF POSITION	CLASS OR GRADE OF POSITION
TULL, James L.	0-6	Staff Aide	0-6

OFFICER'S FUNCTIONAL OR ORGANIZATIONAL TITLE (If any)	DIPLOMATIC OR CONSULAR TITLE (If any)
Staff Aide	Second Secretary

POST OR DEPT. OFFICE SYMBOL	DATE OF ARRIVAL	PERIOD COVERED BY REPORT	DATE SUBMITTED DEPT
LONDON	2/6/63	6/1/63 - 6/15/64	JUL 15 1964 JUN 29 1964

I have read and complied with instructions for completing this form.

SIGNATURE OF RATING OFFICER	SIGNATURE OF REVIEWING OFFICER	WAS REVIEW PANEL USED?
<i>G. Lewis Jones</i>	<i>David K. E. Bruce</i>	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
TYPED NAME OF RATING OFFICER	TYPED NAME OF REVIEWING OFFICER	HAVE THE CONTENTS OF THIS REPORT BEEN DISCUSSED WITH THE OFFICER RATED?
G. Lewis Jones	David K. E. Bruce	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
TYPED CLASS AND TITLE OF RATING OFFICER	TYPED CLASS AND TITLE OF REVIEWING OFFICER	HAS HE READ THE ENTIRE REPORT?
FSO-CM Mission Minister and Deputy Chief of	Ambassador	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO

PART I - EVALUATION OF DUTIES PERFORMED

PURPOSE

For Foreign Service - To permit the Department to identify the type of assignment including specialization, if any, held by an officer of the Foreign Service during the rating period and to provide an evaluation of his performance.

For Civil Service - To provide a specific statement of the knowledge, abilities, skills and other factors which constitute the major requirements for satisfactory performance of his duties and responsibilities to serve as a basis for a narrative appraisal of his performance in Part V.

A. DESCRIPTION OF DUTIES OR PERFORMANCE REQUIREMENTS

INSTRUCTIONS

For Foreign Service - Describe briefly but in sufficient detail to be clear exactly what duties were performed. Indicate number and type of employees supervised. Sample: Public Affairs Adviser, Bureau of Inter-American Affairs, supervised one steno; Visa Section Chief, supervised 3 officers, 2 American clerks, 10 locals. Positions, the functions of which are less well known, should be described in considerably greater detail.

For Civil Service - List separately the major performance requirements of the officer's position; i.e., the knowledge, ability, skills and other factors stated in terms of quality, quantity, manner, timeliness or other terms which establish a standard of performance. The officer's performance will be rated against those requirements in Part V.

DESCRIPTION Under the general supervision of the Ambassador's senior Staff Aide, serves as Staff Aide to the Ambassador and Minister. For the Ambassador, drafts correspondence and arranges trip schedules. Also screens applicants and correspondence and prepares lists of persons to be nominated for various Royal and Government privileges. Replaces the senior Staff Aide in his absence. For the Minister, screens cables and other correspondence and attends his daily staff meetings. Carries out such other miscellaneous duties as assigned by the Minister and senior Staff Aide.

Position No. 0-0502-464. For duties description see attachment. (H)

UNCLASSIFIED
 Approved by William O. Hall
 Director General of the
 Foreign Service, January 1, 1973

PART I - EVALUATION OF DUTIES PERFORMED (Cont'd.)

B. PERFORMANCE EVALUATION BY POSITION FUNCTIONS

Authorized by William O. Hall
Director General of the
Foreign Service

INSTRUCTIONS

Referring to the functional categories and subcategories shown in Form FS-315(i), Section 3.1B, list under Assignment the major function of the position to which rated officer has been assigned during rating period. In accordance with instructions found in Form FS-315(i), Section 3, relative to rating in terms of six levels, evaluate relative ability of the rated officer encircling the appropriate number to the left of each function or activity. Show percentage of time spent in each.

EVALUATION OF WORK						ASSIGNMENT	PER CENT OF TIME
2	3	4	5	6	(6)	Staff Aide	100
1	2	3	4	5	6		
1	2	3	4	5	6		
1	2	3	4	5	6		
1	2	3	4	5	6		
1	2	3	4	5	6		
1	2	3	4	5	6		
1	2	3	4	5	6		
1	2	3	4	5	6		
1	2	3	4	5	6		
1	2	3	4	5	6		
1	2	3	4	5	6		
1	2	3	4	5	6		
1	2	3	4	5	6		

PART II - PERSONAL QUALITIES

PURPOSE

To provide the Department with an evaluation of the personal qualities of each officer reported on.

INSTRUCTIONS

In accordance with instructions found in Form FS-315(i), Section 3, relative to rating in terms of six levels, encircle the number following each quality which in your judgment best represents the level of the officer being rated. See Section 3.2 of the Instructions for definitions of the following qualities. Each factor must be rated.

EVALUATION OF WORK						QUALITIES
1	2	3	4	5	(6)	1. Ability
1	2	3	4	5	(6)	2. Conduct
1	2	3	4	5	(6)	3. Industry
1	2	3	4	5	(6)	4. Dependability
1	2	3	4	5	(6)	5. General Usefulness
1	2	3	4	(5)	6	6. Judgment
1	2	3	4	5	(6)	7. Ability to get along with others
1	2	3	4	5	(6)	8. Tactfulness
1	2	3	4	5	(6)	9. Initiative
1	2	3	4	5	(6)	10. Resourcefulness
1	2	3	4	5	(6)	11. Decisiveness
1	2	3	4	(5)	6	12. Forcefulness
1	2	3	4	5	(6)	13. Adaptability
1	2	3	4	5	(6)	14. Cooperativeness
1	2	3	4	5	(6)	15. Patience
1	2	3	4	(5)	6	16. Sense of humor
1	2	3	4	5	(6)	17. Good manners and politeness
1	2	3	4	5	6	
1	2	3	4	5	6	
1	2	3	4	5	6	
1	2	3	4	5	6	

PART III - FUNCTIONAL FACTORS

PURPOSE

To provide the Department with an evaluation of the officer's knowledge of the primary functional categories of work, including that in which engaged at present time, assigned to officer personnel.

INSTRUCTIONS

In accordance with instructions found in Form FS-315(i), Section 3, relative to rating in terms of six levels, indicate your evaluation of the officer with reference to the following factors. Factors not observed or in no way pertinent to the job should be so checked. See Section 3.3 of the Instructions for definitions of the following factors. Mark every factor.

RATING						FACTORS	NOT OBSERVED	NOT PERTINENT
1	2	3	4	5	6			
					6	1. Understanding of administrative practices		
					5	2. Understanding of commercial factors	✓	
				5	6	3. Understanding of consular duties		
				5	6	4. Understanding of economic factors	✓	
				5	6	5. Understanding of intelligence functions	✓	
				5	6	6. Understanding of international organization affairs	✓	
				5	6	7. Understanding of labor factors	✓	
				5	6	8. Understanding of political factors		
				5	6	9. Understanding of public affairs programs and techniques		

PART IV - OTHER FACTORS

PURPOSE

To provide the Department with an evaluation of specific factors relating to the officer's knowledge and performance on this job.

INSTRUCTIONS

In accordance with instructions found in Form FS-315(i), Section 3, relative to rating in terms of six levels, indicate your evaluation of the officer with reference to the following factors. Factors not observed or in no way pertinent to the job should be so checked. See Section 3.4 of the Instructions for definitions of the following qualities. Mark every factor.

RATING						FACTORS	NOT OBSERVED	NOT PERTINENT
1	2	3	4	5	6			
					6	1. Effectiveness in applying laws and regulations correctly		
					6	2. Thoroughness and accuracy of work		
				5	6	3. Analytical ability and keenness of perception		
				5	6	4. Effectiveness of written expression		
				5	6	5. Effectiveness of oral expression		
				5	6	6. Negotiating ability	✓	
				5	6	7. Skill in dealing with the public		
				5	6	8. Effectiveness as a supervisor	✓	
				5	6	9. Managerial effectiveness		
				5	6	10. Cost consciousness	✓	
				5	6	11. Security consciousness		

PART V - COMPREHENSIVE COMMENTS AND RECOMMENDATIONS

Detailed instruction for the preparation of this narrative section are contained in Section 3.5 of Form FS-315(i) Instructions for Completing Form FS-315, Efficiency Report. Those instructions should be followed carefully. (Begin Part V on separate page.)

PART VI - REVIEWING OFFICER'S STATEMENT

The Reviewing Officer is required to attach to this report a statement indicating whether he concurs in the rating and why. He should comment on extent of observation of rated officer's work, whether rated officer had adequate supervision and guidance, whether a good working relationship existed between the rated officer and rating officer, whether the report appears strict or lenient, and any other matters he deems pertinent. Furthermore he should indicate whether his own comments have been discussed with the rated officer.

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Authorized by William O. Hall

Director General of the
LIMITED OFFICIAL USE January 1, 1973
(When Completed on Foreign Service Personnel)

DUTIES AND RESPONSIBILITIES

The duties and responsibilities of the Staff Aide are divided between (1) assisting the Ambassador's Special Assistant in the general management of the Ambassador's office (80%) and (2) working directly for the Minister (Deputy Chief of Mission) as his assistant (20%). As is true of the Special Assistant, the duties of the Staff Aide are many and varied; the principal ones are as follows:

1. For the Ambassador (80%) - Under the overall supervision of the Special Assistant:

(a) He prepares memoranda for the Ambassador on a variety of matters, including the statistical summaries on the operation of the Ambassador's office;

(b) He has direct responsibility for the planning and management of the Ambassador's Independence Day reception, the Ambassador's American nominees for both the annual Garden Party offered by Her Majesty the Queen and the Royal Enclosure stands at the Ascot Gold Cup races, and the Embassy's representation at the Queen's yearly reception for the Diplomatic Corps;

(c) Because of his responsibilities for (b) above, he must maintain close and effective relations with British officials in the offices of the Lord Chamberlain, the Marshal of the Diplomatic Corps and St. James's Palace;

(d) He drafts a large number of letters for the Ambassador's signature, as well as his own, based upon his knowledge of the Ambassador's attitudes and the information he requests from other offices in the Embassy;

(e) He is responsible for equitably balancing the Embassy's very limited allotment of tickets to the House of Commons with the 10,000 plus public requests received each year for them;

(f) He must deal with a large number of Americans who request to see the Ambassador. In this connection, he must be prepared to answer inquiries about the Embassy and its

functions, as well as myriad questions on public events and tourist attractions in London;

(g) He alternates each night, weekend and holiday with the Special Assistant as duty officer for the Ambassador;

(h) He handles "Exdis", "Nodis" and other highly sensitive documents;

(i) He assumes the duties of the Special Assistant in the absence of that officer;

2. For the Minister (Deputy Chief of Mission) (20%)

(a) He screens all incoming and outgoing telegrams, airmails, etc., and gives the Minister those of importance or special significance;

(b) He attends the Minister's twice-weekly staff meetings with the Embassy's Counselors and is responsible for following up on those items of continuing interest to the Minister;

(c) He prepares memoranda for the Minister on a wide variety of subjects.

The Staff Aide should possess the same qualities as those needed by the Special Assistant, that is, discretion, initiative, clarity of expression, and the ability to work quickly under pressure. Much of the background and research work of the Ambassador's office is done by the Staff Aide for the Special Assistant. This demands a high degree of exactitude and the ability to anticipate questions which may arise on any problem under study. Because of this and the fact that the Minister is responsible for the internal operations of the Embassy, the Staff Aide must have close relations with both officers and local employees in all sections of the Embassy, including the offices of the military attaches and other U.S. agencies represented here.

Despite the relatively low rank of this position, its duties bring the Staff Aide into close and continual contact with senior officers of the Embassy. He must be firm and quietly aggressive without being officious or overbearing, and must be able to judge quickly which decisions he can make and which must be referred to the Special Assistant.

James L. TULL, FSO-6

Part V - Comprehensive Comments and Recommendations

It is a pleasure to review one's previous report on a young officer and to find that one has done him justice. The 4 1/2 page report submitted to the Department on Mr. Tull on June 14, 1963, stands up very well after watching him work for a year. It was written approximately three months after Mr. Tull took up his duties here as Staff Aide to the Ambassador and to the DCM. It should be re-read.

In the period under review, Mr. Tull by virtue of his personality and his indefatigable working habits is probably one of the best known individuals in the Embassy after the Ambassador and the DCM. His responsibilities in the Executive Section cause him to be in close contact with individuals in every part of the Embassy. He remembers names, has a ready smile, and I think it is fair to say all classes of Americans and all classes of locals regard him as their friend.

During the past year, Mr. Tull's drafting abilities have improved: his style is firmer and less wordy. He revises skilfully draft letters on complicated subjects sent up from the Consular Section for signature by the Chief of Mission. His efforts have contributed greatly to improving the standard of our letter-writing.

Perhaps the greatest strain ever placed upon the Embassy's Executive Section occurred in the weeks immediately following the assassination of President Kennedy. He, and his superior in the Executive Section, had to deal with thousands of letters and telephone calls from persons of such eminence that some special attention was necessary in each case. Working almost around the clock, the Executive Section, in which Mr. Tull is a key figure, augmented by other officers, set up routines which gradually disposed of the vast accumulation of messages of sympathy. Mr. Tull helped devise these routines, but because of his alert and imaginative capacity for getting things done, he

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Director General of the

Foreign Service, January 1, 1973

was called upon frequently to cope with the non-routine.

One of the most admirable qualities of Mr. Tull is the fact that it is never necessary to tell him to do something twice. He has the staff-officer's gift for quick execution coupled with the good judgment to advise his superior to the contrary when the superior's decision does not fit the circumstances.

Owing to the large number of visitors passing through London almost everyone in the Embassy is something of a travel expert, but Mr. Tull has developed unusual abilities in this regard. He "staffs out" all travel by the Ambassador and the DCM to the most minute details. He spent in the year under review hundreds of man-hours riding back and forth to the airport to meet distinguished visitors, both official and unofficial. The people at the airport greet him by his first name, and he replies in kind. British officialdom can, on occasion, be stuffy, but they all seem to like Jim Tull.

A feature of Mr. Tull's life in the Executive Section is the fact that his normal working day is at least an hour longer than that of most people, and every other Saturday and Sunday he is on twenty-four hour call. Either he, or his colleague in the Executive Section, are informed by the Communications Center of high priority messages addressed to the Chief of Mission. When so alerted, they must come to the Embassy where they decide whether the action indicated should wait until morning. As Mrs. Tull says, their home life is somewhat chaotic.

Executive Ability:

It is evident to the reporting officer, from the way in which Mr. Tull arranges his work and takes account of the foibles and crotchets of individuals that Mr. Tull possesses unusual executive capacity, even though his operations at present make only minor demands in this regard.

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Director General of the

Foreign Service, January 1, 1973

Policy shaping:

Policy shaping is not a direct function of staff aides in this Embassy, but there is no doubt that Mr. Tull, and his colleague in the Executive Section, do influence policy decisions - sometimes in a major way. It is from them that one seeks probable reactions before issuing executive orders and similar documents.

Physical:

Mr. Tull continues to enjoy good health. Even at the height of the Kennedy assassination period when he was working under unusual pressure he kept his temper and displayed admirable self-control.

Representation:

No change. Both of the Tulls are extremely helpful on social occasions such as large receptions. He has demonstrated an ability to move with self-confidence among all classes of individuals.

Class:

Mr. Tull is an FSO-6 filling an FSO-6 job. His last promotion was on March 1, 1963. I hope that he will be promoted as soon as he is eligible to the next class, having demonstrated, as the foregoing paragraphs indicate, a very considerable potential.

Family:

No change.

Training:

No change.

Adverse factors:

I am aware of none.

Placement:

Mr. Tull is extracting the maximum from his present onerous, but interesting, job. After completing his tour of duty in London in the Executive Section, I hope that his next assignment will give him an opportunity to display his capabilities as a reporting officer.

Improvement:

Given the hours he works and the broad range of his duties, I do not see how Mr. Tull could find time to embark upon any particular course of study. He and his wife have, however, made a consistent and organized effort to learn about London and its environs. They are taking full advantage of their opportunities.

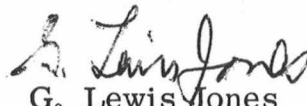
Reaction:

Mr. Tull was gratified.

Summary:

I cannot do better than quote from my previous report on this officer:

"Mr. Tull is a Foreign Service Officer of promise. He is likeable and intelligent. I would be happy to have him serve with me anywhere. I believe that his capabilities are well beyond the staff aide work which he is now doing."



G. Lewis Jones
Minister and
Deputy Chief of Mission

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Authorized by William O. Hall
Director General of the
Foreign Service

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Part VI - Reviewing Officer's Statement

This is the first report I have done on Mr. Tull, who took up his duties in London as Staff Aide to the Ambassador and the DCM on February 6, 1963. He came here from the Consulate at Cali, Colombia, where his duties were in the fields of consular affairs, economic reporting and administration. He has thus been in London just over three months which is hardly a sufficient time to form a full judgment regarding the capabilities of this young man. I must say, however, that I and those who have come in contact with him have all been favorably impressed and I, for one, have already reached the conclusion that he is a Foreign Service Officer of real promise.

Personal:

Mr. Tull has an enviably slim, athletic figure, a crew-cut, and is about six feet tall. He dresses neatly and soberly. He has a quick, engaging smile and an ingratiating manner without being obsequious. He looks, in fact, younger than his 32 years.

Mr. Tull was born in Humeston, Iowa. After attending high school at Eldora, Iowa, he served four years in the Navy and then entered the University of Colorado where he graduated in 1958. He has been in the Foreign Service since April 1958; his previous assignments have been in the Office of the Executive Director, ARA (1958-60) and at the Consulate in Cali (1960-62).

Mr. Tull has a quick mind. He absorbs instructions rapidly and executes them with zeal and alacrity, not leaving until tomorrow problems solvable today. When he is asked to recommend action, he does so clearly and concisely. In the three months he has been in the Embassy he has already developed a mass of information about its internal workings and the personalities of individuals.

His job is that of Staff Aide: he conceives his role in almost military terms and enjoys his work.

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Department of State
Foreign Service

James L. TULL, FSO-6

PART VI - REVIEWING OFFICER'S STATEMENT

Mr. Tull has justified the high expectations I had formed of him as stated in his 1962-63 efficiency report. He has taken on increasing responsibilities in a conscientious and effective manner. His devotion to duty is cheerful and unceasing. He is quick, resourceful, and excellent in dealing with people of all nationalities and occupations. I believe that after the conclusion of his present assignment he should be sent to a post where he will engage in substantive reporting work.

Both he and his wife are most helpful on social occasions, and they have made a large circle of friends.

As soon as he becomes eligible for promotion, I strongly advocate that he be advanced to the FSO-5 class.

David K. E. Bruce

David K. E. Bruce, Ambassador

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Authorized by William O. Hall
Director General of the
Foreign Service, January 1, 1973

Oregon

Alsea—Allan B. McVay
Ione—June Y. O'Connor

Pennsylvania

Beaver Springs—Eugene D. Mitchell
Bellwood—Paul B. Vandevander
Bryn Mawr—Joseph D. Murphy
Florence—John Gajdosik

Tennessee

Byrdstown—Taskel T. Rich
Middleton—George W. Whaley
Ten Mile—William R. Broadway

Texas

Amarillo—Clarence T. Davis, Junior
Burkeville—James T. Youngblood, Junior
Ferris—Austin Skinner
Follett—Dorothy F. Ehrlich
La Porte—Aubra C. Fuqua, Junior
Splendora—Oleta B. Coleman
Thornton—Louis F. Parsons
Weslaco—Ernest L. Ryan

Virginia

Altavista—Willie L. Yeatts
Boydton—Edwin A. Crowder
Chesapeake—E. Trigg Harrison
Montvale—Jennie D. Luck

Washington

Coupeville—Kenneth A. King

West Virginia

Berwind—Lansing H. Walker
Dunbar—Ova H. Tolley
Newell—William E. White

Wisconsin

Wyocena—Ferne L. Thompson

TUESDAY, APRIL 13, 1965

EXECUTIVE SESSION

On motion by Mr. Mansfield, the Senate proceeded to the consideration of executive business, with the Presiding Officer (Mr. Mondale) in the chair.

MESSAGES REFERRED

The following messages from the President of the United States, transmitting nominations, were referred as indicated:

THE WHITE HOUSE, April 13, 1965.

To the Senate of the United States:

I nominate—

The Foreign Service officers named in the following lists for promotion in the Foreign Service to the classes indicated, effective April 11, 1965:

[skip to p. 390 for Dad]

April 13, 1965

Herbert T. Mitchell, Junior, of North Carolina.
 Albert W. Noonan, Junior, of Illinois.
 Edward R. O'Connor, of New York.
 George W. Ogg, of New Jersey.
 Joseph E. Olenik, of Pennsylvania.
 John R. Oleson, of Illinois.
 Robert K. Olson, of Minnesota.
 Miss Alison Palmer, of New York.
 Edward L. Peck, of California.
 Jack R. Perry, of Georgia.
 John G. Peters, of Maryland.
 Donald K. Petterson, of California.
 J. William Piez, of Colorado.
 Arthur C. Plambeck, of Illinois.
 Nicholas Platt, of Virginia.
 Martin Polstein, of Maine.
 Dale M. Povenmire, of Ohio.
 Henry Precht, of Georgia.
 Russell O. Prickett, of Minnesota.
 William T. Pryce, of Pennsylvania.
 Frederick D. Purdy, of Pennsylvania.
 Anthony C. E. Quanton, of Washington.
 Robert I. Randolph, of California.
 William E. Rau, of Missouri.
 Frank M. Ravndal, of Maryland.
 Miss Rozanne L. Ridgway, of Minnesota.
 Gerald A. Rosen, of New York.
 Bernard J. Rotklein, of Minnesota.
 James Sartorius, of Kansas.
 Valentine E. Scalise, of New York.
 Roger C. Schrader, of Missouri.
 Louis Schwartz, Junior, of Illinois.
 Richard C. Searing, of New Jersey.
 Arthur P. Shankle, Junior, of Texas.
 Miss Elaine Diana Smith, of Illinois.
 Robert W. Smith, of Missouri.
 Peter Solmssen, of Pennsylvania.
 C. Richard Spurgin, of Illinois.
 James Stromayer, of Illinois.
 Daniel P. Sullivan, of Virginia.
 James P. Sullivan, of Pennsylvania.
 John J. Sullivan, of Massachusetts.
 Francis J. Tatu, of California.
 Charles H. Thomas II, of New Hampshire.
 Blaine C. Tueller, of Utah.
 — James L. Tull, of Iowa.
 Joseph W. Twinam, of Tennessee.
 Matthew H. Van Order, of Minnesota.
 Richard Noyes Viets, of Texas.
 Louis Villalovos, of California.
 Donald B. Wallace, Junior, of Michigan.
 Frank E. Wallace, of Tennessee.
 Leonard A. Warren, of Nevada.
 Benjamin Weiner, of New York.

for promotion from F506 to F505

CIVIL AERONAUTICS BOARD

Charles S. Murphy, of Maryland, to be a member of the Civil Aeronautics Board for the remainder of the term expiring December 31, 1968.

Resolved, That the Senate advise and consent to the said nominations. The Senate proceeded to consider and confirm the following nominations en bloc:

IN THE DIPLOMATIC AND FOREIGN SERVICE

The nominations beginning Stanley S. Carpenter, to be a Foreign Service officer of class 1, and ending Michael G. Wygant, to be a Foreign Service officer of class 6, which nominations were received by the Senate and appeared in the Congressional Record on April 13, 1965; and

The nominations beginning Barney B. Taylor, to be a consul general of the United States of America, and ending Elwin T. Vangas, to be a consul of the United States of America, which nominations were received by the Senate and appeared in the Congressional Record on May 10, 1965.

PRESIDENT NOTIFIED

Ordered, by unanimous consent, That the President be immediately notified of the confirmations this day made.

LEGISLATIVE SESSION

On motion by Mr. Mansfield, the Senate resumed legislative business.

WEDNESDAY, MAY 26 (LEGISLATIVE DAY OF MAY 24), 1965

EXECUTIVE SESSION

On motion by Mr. Mansfield, the Senate proceeded to the consideration of executive business, with the Acting President pro tempore (Mr. Metcalf) in the chair.

REPORTS OF A COMMITTEE

Mr. Stennis, from the Committee on Armed Services, reported favorably the following nominations that have previously appeared in the Congressional Record, and on his request and by unanimous consent, in order to save the expense of printing them on the Executive Calendar, it was ordered that they lie on the Secretary's desk for the information of any Senator, as follows:

IN THE AIR FORCE

The nominations beginning John C. Aarni, Jr., to be second lieutenant, and ending Furman E. Thomas, to be second lieutenant, which nominations were received by the Senate and appeared in the Congressional Record on April 23, 1965.

NOTIFICATION OF PERSONNEL ACTION

(Exception to 57-50 approved by
GSC and B. of B. July 1962)

5/10/142

SERVICE

FS

1. NAME (CAPS) LAST - FIRST - MIDDLE TULL, JAMES L. MR.		MR.-MISS-MRS.	2. EMPLOYEE NO. & SEX 604825M	3. BIRTH DATE (Mo. Da. Yr.) 12-05-30	4. SOCIAL SECURITY NO. 483-26-4959
5. VETERAN PREFERENCE 1 - NO 2 - 5 PT. 3 - 10 PT. DISAB. 4 - 10 PT. COMP. 5 - 10 PT. OTHER		6. TENURE CODE (1) 01		7. SERVICE COMP. DATE 03-26-54	8. PHYSICAL HANDICAP CODE
9. FEGLI 1 - COVERED 2 - INELIGIBLE 3 - WAIVED		10. RETIREMENT 3 - FS 1 - CS 2 - FICA 4 - NONE 5 - OTHER		10A. MO. & YR. OF GRADE 05-65	11. (For CSC use)
12. NATURE OF ACTION 728 TRANSFER AND ASSIGNMENT TO CODE DEPARTMENTAL POSITION		13. EFFECTIVE DATE 08-29-65		14. CIVIL SERVICE OR OTHER LEGAL AUTHORITY SECT. 571, P.L. 724, 79TH AS AMENDED	
15. FROM: POSITION TITLE AND NUMBER 0-464 STAFF AIDE 2ND SECRETARY		16. PAY PLAN AND OCCUPATION CODE FO-00502		17. GRADE 05	18. SALARY pa\$09,945
19. NAME AND LOCATION OF EMPLOYING OFFICE DEPARTMENT OF STATE, WASHINGTON, D. C. 20520 LONDON, UNITED KINGDOM 0113.0-2081-323201-000					

20. TO: POSITION TITLE AND NUMBER S-22762-00 FOREIGN AFFAIRS OFFICER DPL. CODE Z		21. PAY PLAN AND OCCUPATION CODE (FO-00130) 007 NEXT PSI DUE	22. GRADE 05	23. SALARY (pa\$09,945)	WORK SCHED. 1
24. NAME AND LOCATION OF EMPLOYING OFFICE DEPARTMENT OF STATE, WASHINGTON, D. C. 20520 BUREAU OF INTERNATIONAL ORGANIZATION AFFAIRS UNITED NATIONS POLITICAL AFFAIRS INTERNATIONAL SECURITY AFFAIRS					

25. DUTY STATION (City-County-State) WASHINGTON, D. C.		26. LOCATION CODE 080010001		
27. APPROPRIATION 0113.0-1097-160405-000 0967XXXX		28. POSITION OCCUPIED 1 - COMPETITIVE 1	29. APPORTIONED POSITION FROM: TO: STATE 2 - EXCEPTED SERVICE 1 - PROVED - 1 2 - WAIVED - 2	

30. REMARKS:
A. SUBJECT TO COMPLETION OF 1 YEAR PROBATIONARY (OR TRIAL) PERIOD COMMENCING
B. SERVICE COUNTING TOWARD CAREER (OR PERMANENT) TENURE FROM:

SEPARATIONS: SHOW REASON BELOW, AS REQUIRED.

CHECK IF APPLICABLE:

C. DURING PROBATION

D. FROM APPOINTMENT OF 6 MONTHS OR LESS

This action is subject to all applicable laws, rules and regulations and may be subject to investigation and approval by the United States Civil Service Commission or the Department. This action may be corrected or canceled if not in accordance with all requirements.

The grade of the position to which you are officially assigned may be reviewed and corrected by the Department or by the Civil Service Commission.

EOD IN DEPARTMENT 8-16-65

TOUR OF DUTY OF TWO (2) YEARS (SUBJECT TO NEEDS OF THE SERVICE).

31. DATE OF APPOINTMENT AFFIDAVIT (Accessions only)		34. SIGNATURE (Or other authentication) AND TITLE	
32. OFFICE MAINTAINING PERSONNEL FOLDER (If different from employing office)		35. DATE	
33. CODE EMPLOYING DEPARTMENT OR AGENCY ST 01 DEPARTMENT OF STATE		SUBMITTING OFFICE NO. 2951	

1 EMPLOYEE COPY

CEP 9/8

09 10 65

PERFORMANCE RATING REPORT

FOREIGN SERVICE OFFICERS, RESERVE OFFICERS,
AND STAFF OFFICERS FSS-1 - 6
CIVIL SERVICE OFFICERS GS-9 AND ABOVE

CHECK ONE BOX
 Regular Report

Interim Report:

Departure of Rated Officer
 Departure of Rating Officer
 Change of Duty

NAME OF OFFICER BEING RATED (Last, First, Middle) TULL, James L.		EMPLOYEE NUMBER 604825	OFFICER'S CLASS OR GRADE 0-5
POST OR (for Washington) ORGANIZATIONAL SYMBOL LONDON		OFFICER'S FUNCTIONAL OR ORGANIZATIONAL TITLE Staff Aide	
DATE OF ARRIVAL AT POST 2/6/63	PERIOD COVERED BY REPORT 6/16/64 - 6/15/65	DATE REPORT SUBMITTED TO AGENCY JUL 30 1965	

SIGNATURE <i>Philip M. Kaiser</i>		SIGNATURE <i>David Bruce</i>	
TYPED NAME: Philip M. Kaiser		TYPED NAME: David Bruce	
TYPED CLASS, TITLE FSR-1, Minister-DCM		TYPED CLASS, TITLE Ambassador	

I have read and received a copy of this report. **DATE** Mr. Tull had departed the post on transfer to the Department when this report was completed. **SIGNATURE OF RATED OFFICER** A copy has been sent to him.

GENERAL INSTRUCTIONS
Prepare in TRIPLICATE: Original for Washington Office of Personnel, a copy for post or administrative file, and a copy for the rated officer. The Development Appraisal Report (Form FS-315A) is to be prepared at the same time, but in DUPLICATE only.

PART I - POSITION DESCRIPTION AND PERFORMANCE REQUIREMENTS

Classification Title of Position	Category (FSO, FSS, GS, etc.)	Occupational Series	Class or Grade	Position Number
Staff Aide	FSO	050.2	0-6	0-0502-464

WHAT is done by the officer: List in descending order of importance, the major duties of the position. (Amount of time spent is not necessarily an indication of their relative importance.) If the duties of the position are described by a Standard Description of Duties (SDD) the SDD number may be cited below. Additional significant duties not covered by the SDD should be listed below.

SDD NO. _____ For duties see attached description

OFFICE OF PERSONNEL RECEIVED

JUL 7 AM 5 14

PER. PERMANENT RECORD COPY
LOGGED mlm 8/3/65
TO CMAD SPD JOP
REVIEWED [Signature]
TO PER. FILE

PART II - PERFORMANCE FACTORS

Evaluate the officer's performance with respect to the factors listed below. Place a (✓) in the box above the descriptive statement which most nearly applies, with a (+) or a (-) symbol to reflect any refinements you believe to be significant. Most of the 26 factors apply to most positions, and all of the first 17 factors are significant performance elements in almost every position. If, however, any of the 26 performance factors is not applicable to the position, the rating officer can so signify by marking "N. A." in the space below its number. If the factor is applicable but insufficiently observed, mark it "I. O."

1. Knowledge of Work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Lacks the kind of knowledge required for satisfactory performance.	Has most required knowledge but lacks depth or breadth in certain respects.	Possesses adequate knowledge for good work performance.	Work reflects particularly comprehensive and suitable knowledge.	Has exceptionally commanding knowledge of and insight into all aspects of work.	
2. Productivity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Useful output or volume of work is generally inadequate.	Somewhat slow or erratic in production of useful work.	Volume of useful output wholly adequate.	Consistently produces superiorly volume of useful work.	His work output is phenomenal.	
3. Accuracy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Error of commission or omission, or lack of precision, is frequent or serious.	Work is sometimes imprecise, incomplete, incorrect or superficial.	Careful, conscientious. Work meets position demands for accuracy.	Excels in thoroughness and accuracy. Makes minimum of errors of commission or omission.	Invariably turns out work outstanding in accuracy and completeness.	

4. Initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not take independent action.	Sometimes overlooks need for action or seeks guidance or approval unnecessarily before acting.	Acts on his own in usual activities; quite adequate.	Sees opportunities and acts promptly and independently in new or unforeseen situations.	Invariably sees opportunities and acts promptly and independently in the most difficult or important situations.	
5. Resourcefulness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Goes strictly "by the book". Does not produce original ideas or adaptations.	Prefers conventional solutions to problems but occasionally displays originality.	His work reflects the imagination and originality required.	Highly adept in finding original solutions to unforeseen problems.	Develops and applies original solutions to the most difficult problems with exceptional success.	
6. Dependability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Fails to follow instructions, or to observe commitments, or to complete work on time.	Needs undue amount of supervision to comply with instructions, and to meet deadlines and commitments.	Conscientious and steady worker. Complies with commitments, meets deadlines, and produces useful work with normal supervision.	Conscientious and reliable worker. Completes each task, meets deadlines and commitments with a minimum of supervision.	Regardless of own inconvenience, invariably meets the most difficult commitments and deadlines. Certain to follow through even in absence of instruction.	
7. Decisiveness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Cannot make up his mind, or vacillates.	Slow at making decisions unless pushed, or jumps too hastily to conclusions.	Makes sound decisions with reasonable promptness.	Makes sound decisions in a very timely and confident fashion.	Officer's decisiveness, even under acute pressure, is outstanding in speed and success.	
8. Analytical Ability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Generally misjudges or fails to realize causes or significance of problems, facts or events.	Tends to accept statements or events with little critical thought or frequently fails to interpret or interrelate facts adequately.	Generally identifies the facts or underlying events, ideas, or problems and interprets them with reasonable accuracy.	Thoughtfully and successfully examines the essential elements of problem situations and reaches valid conclusions.	Exceptionally effective in reaching the heart of a difficult problem, evaluates its elements and their interrelationships and their significance.	
9. Ability to Anticipate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Short-sighted. Tries to solve today's problem without regard to other problems or tomorrow's needs.	Sometimes compartmentalizes problems, does not perceive relationships to other events and later eventualities. Occasionally caught off base.	Foresighted. Usually chooses course of action that has broad and lasting utility.	Nearly always shapes actions to future developments as well as to present problem. Visualizes indirect as well as direct consequences of an action.	Exceptionally sensitive to ultimate consequences of action. Invariably examines particular item as part of the total stream of events. Whole decision making process is integrated.	
10. Judgment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Unreliable judgment. Overlooks pertinent considerations or has little sense of proportion.	Judgment adequate if clear-cut precedents exist; lacks practicality, wisdom, or sensitivity in new situations.	Exercises good judgment in normal activities. Carefully considers facts and possible courses of action.	Nearly always displays good judgment in meeting both normal and unusual situations.	Displays excellent judgment, timing, and insight, even in the most difficult and sensitive situations. Judgment unimpaired by work pressures.	
11. Perspective	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Has a poor understanding of the goals of his job.	Fair understanding of the principal objectives of his job, but poorly oriented in some respects.	Good knowledge of objectives and of his part in achieving them.	Well-informed, very good insights, knows what he is doing and why.	Remarkable grasp of relationship of his job to total picture and of currents which might affect this relationship.	
12. Attitude Toward Job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Indifferent attitude. Shows little interest in his work.	Makes an effort but has little real enthusiasm for the job.	Has an interest in the work and helps out on other tasks when asked.	Displays keen interest in job. Works extra hours on own initiative. Offers to assist in other duties.	Exceptionally high degree of interest, willingness and dedication. His job invariably comes first.	
13. Acceptance of Responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Generally seeks to avoid responsibility for past or future actions.	Sometimes reluctant to acknowledge or accept responsibility, and then only within well-defined limits.	Generally acknowledges or accepts responsibility willingly.	Displays well above-average sense of responsibility for past or future actions, including those of his subordinates, if any.	Invariably regards himself as fully accountable for his actions and those of subordinates, if any, not hesitate to act in interests of organization.	

14. Written Communication

Does not get ideas across clearly on paper.

Can do simple drafting. Writing often lacks clarity, brevity, or effectiveness. Composition results

Writing is understandable, to the point, and acceptably organized.

Writes clearly and effectively.

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OFFICE OF PERSONNEL RECEIVED

the officer's es, with a l of the first applicable to efficiently Work Lack ledg satis

Useful of work inadequ

Error of c omission, precision, or serious.

TEN COMPI SPECTION

effectiveness. Composition usually requires extensive editorial revision. tion requires little editing.

suited to the objective. Product rarely requires editing.

ness, good organization, persuasiveness and

15. Oral Communication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Has great difficulty in conveying ideas orally.	Effectiveness of oral communication sometimes lessened by defect such as wordiness, imprecision, poor grammar, or rambling.	Gets ideas across clearly in oral communication.	Speaks well. Convincing and to the point. Effective in debate.	Outstandingly articulate choice of words, clear conciseness, and persuasiveness. Holds listener's interest even under adverse conditions.	
16. Adaptability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Resists change or new approaches; or is upset by new or different environmental situations.	Adjustment to change or new approaches in work somewhat hampered by old habits or fixed ideas; or adjusts with difficulty to new environment.	Accepts change, new approaches, and new ideas in work and works well with them. Adjusts to new environment reasonably soon.	Receptive to new approaches and ideas in work. Applies them readily and effectively. Quickly adapts to new or different environment.	Immediately grasps new approaches, ideas, and methods. Exceptionally able to blend old and new, and adapt own interests and enthusiasms. Takes difficult environmental situations in stride.	
17. Relations with Americans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Officer's relations at work or socially are generally marked by friction.	Sometimes irritates others, or is quick to take offense, or goes along grudgingly, or shows limited sense of community responsibility, at the office or at home.	Maintains good relations at work and socially. Is generally well liked and respected. Cooperates in community affairs.	Effective in personal relations at all levels. Stimulates rapport. Tolerant, highly respected, and well liked. Active in community to extent job permits.	Exceptionally effective in personal relations at all levels. Has deep understanding of human nature. Highly respected and sought after. A leader in community affairs.	
18. Relations with Non-Americans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Insensitive to and lacks understanding of local people and customs. Creates problems.	Sometimes offends, or misunderstands, or is unduly sensitive; or may ignore rapport in "getting job done."	Maintains good relations at work and socially with local citizens.	Very successful in creating good relations at work and socially. Very well liked. Effective in contacts and develops rapport.	Exceptionally successful in developing good personal relations. Sincerely respected, sought after, and responsive.	
19. Language Improvement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Makes no or virtually no effort to learn the local language even when the demands of his job leave time for study.	Makes a little effort to learn the local language, but only when not at personal inconvenience.	Makes a satisfactory effort to improve knowledge of the local language insofar as job demands on his time permit.	Makes a determined effort to improve his grasp of the local language.	Neglects no opportunity to master the local language, giving it all attention his other duties permit, even at some personal inconvenience.	
20. Official Representation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Makes a poor impression as a representative of the United States.	Does not make the contacts he should or sometimes is rather ineffective in contacts.	Does his part in mixing with the local people and represents the organization effectively at social and unofficial functions.	Has wide range of useful contacts and is effective at using them and at promoting the interests of the U.S. in host country.	Makes excellent use of the U.S., of extraordinary range of local contacts. Performs effectively in any social or official function.	
21. Negotiating Ability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Not effective as a negotiator. Lacks force or the ability to think clearly in negotiations.	Generally successful in negotiating matters of only minor importance or complexity. Must be given detailed instructions.	Good negotiator. Displays good judgment, patience, and tact in applying instructions.	Performance superior in sensitive or difficult negotiations. Forceful. A clear thinker and well prepared. Obtains good results.	Excellent negotiator. Holds up under pressure. Rarely if ever caught guard. Knows subject thoroughly. Obtains desired results.	
22. Effectiveness as a Supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Unsuccessful as a supervisor.	Supervises repetitive operations fairly well. Is somewhat weak in meeting new demands, goals, or deadlines, or in staff relations.	Plans and assigns work in an orderly manner and sees that objectives are achieved. Maintains good morale. Carries out instructions conscientiously.	Performance reflects superior skill in most aspects of supervision. Strong both in staff relations and production.	Plans and organizes to meet all contingencies. Takes positive steps to develop staff capabilities. Subordinates give high performance and excellent morale.	

N.A.

N.A.

N.A.

23. Effectiveness as an Executive	<input type="checkbox"/>	Ineffective as an executive.	<input type="checkbox"/>	Marginal because he lacks forcefulness or decisiveness; or he does not comprehend the total picture; or he is weak in organization, planning, delegating, or staff relations.	<input type="checkbox"/>	Organizes and plans work effectively and produces good results through exercise of executive skills.	<input type="checkbox"/>	Achieves superior results through exercise of planning, organization, leadership and related executive skills.	<input type="checkbox"/>	Superb planner, organizer and leader. Accomplishment as executive is outstanding.
N.A.										
24. Effectiveness as a Rating Officer	<input type="checkbox"/>	Evaluations generally are not objective, candid, thorough or substantive, or frequently either are not submitted or are so delinquent as not to serve the purpose.	<input type="checkbox"/>	Evaluations sometimes are not candid, objective, thorough, perceptive, or do not demonstrate comprehension of service standards, or are not timely.	<input type="checkbox"/>	Reports are reasonably objective, candid, thorough, and perceptive. Gets reports in on time.	<input type="checkbox"/>	Evaluations are ample, unbiased, and perceptive, showing insight into the performance, character and ability of subordinates.	<input type="checkbox"/>	Evaluations are comprehensive, objective, candid, clearly depict the true value of the rated officers.
N.A.										
25. Technical Advice	<input type="checkbox"/>	Seriously deficient as a technician or advisor.	<input type="checkbox"/>	Fairly competent in his specialized field, but specific local advise or advisory technique is marginal.	<input type="checkbox"/>	Fully qualified in his specialized field and provides sound and timely advise in an acceptable manner.	<input type="checkbox"/>	Superior advisor in his technical field. Understands ramifications of problems and the implications of his advise.	<input type="checkbox"/>	Outstandingly competent advisor. His analysis of conditions is penetrating. Understands the implications of his advise. Inspires action.
N.A.										

PART III - NARRATIVE COMMENTS ON PERFORMANCE

On attached sheets, signed and dated, discuss the topics listed below. Reference to race, color, creed, or national origin must not be included in this report. Medical problems which could affect the officer's performance should be mentioned, but not be discussed in any detail. A response to items B and C observe carefully the instructions contained in agency guides to rating officers for selected occupations, where applicable.

- A. ASSOCIATION WITH RATED OFFICER. Indicate how long you have known the officer and the nature of your association.
- B. POSITION REQUIREMENTS. State briefly the requirements or performance factors which are of primary importance in measuring the officer's effectiveness in this job. This could include standards of quality, technique, or style, and such special circumstances as shift work, age of help, lack of direct supervision, or sudden emergency demands, or other operational difficulties.
- C. PERFORMANCE SUMMARY. Describe the depth and breadth of the officer's weaknesses in relation to the performance requirements as prescribed in Section B above, and discuss those factors in Part II above which were particularly significant, or which were rated high or low. Give concrete examples whenever possible.
- D. ALLOWANCE FOR POSITION CLASS. (Foreign Service Only.) If the officer's personal rank differs by more than one class from the rank of the position, explain as clearly as possible the allowance you have made in this report for such difference.

PART IV - REVIEWING OFFICER'S STATEMENT

The primary role of the reviewing officer concerning this report is to ensure the application of appropriate and equitable rating standards. After the rating officer has completed his report, including adjustments he may want to make after discussion of differing views with the reviewing officer, the latter prepares his own evaluation according to the instructions below, and attaches it to this report.

- A. The reviewing officer is required to indicate the extent of his observation of the rated officer's work, the extent to which he concurs with the rating officer's report and to explain any differences. He should comment on whether the rated officer received adequate supervision and guidance, whether the rating officer's report appears unduly strict or lenient, and any other matters he deems pertinent.
- B. The reviewing officer should summarize his own evaluation of the officer's performance if he has a sufficient basis and observation for doing so.

PART V - REVIEW PANEL

WAS REVIEW PANEL USED?

- No Yes. No comments. Yes. Panel's comments attached.

DATE SIGNED BY PANEL CHAIRMAN

SIGNATURE OF PANEL CHAIRMAN

TYPED OR PRINTED NAME, TITLE AND CLASS OF PANEL CHAIRMAN

PART VI - OVER-ALL RATING - CIVIL SERVICE EMPLOYEE

The appraisal under Part II and Part III-C constitute a general rating of "Satisfactory" under the Performance Rating Act of 1950 unless otherwise indicated below. (An additional statement of justification is required if the rating "Outstanding" or "Unsatisfactory" is given. See 3 FAM 573.6.)

- Unsatisfactory Outstanding

STAFF AIDE**DUTIES AND RESPONSIBILITIES**

The duties and responsibilities of the Staff Aide are divided between : (1) assisting the Ambassador's Special Assistant in the general management of the Ambassador's office (60%), and (2) working directly for the Minister (Deputy Chief of Mission) as his assistant (40%). As is true of the Special Assistant, the duties of the Staff Aide are many and varied; the principal ones are as follows:

1. For the Ambassador (60%) - Under the overall supervision of the Special Assistant:
 - a. He prepares memoranda for the Ambassador on a variety of matters, including the statistical summaries on the operation of the Ambassador's office;
 - b. He has direct responsibility for the planning and management of the Ambassador's Independence Day reception, the Ambassador's American nominees for both the annual Garden Party offered by Her Majesty the Queen and the Royal Enclosure stands at the Ascot Gold Cup races, and the Embassy's representation at the Queen's yearly reception for the Diplomatic Corps;
 - c. Because of his responsibilities for (b) above, he must maintain close and effective relations with British officials in the offices of the Lord Chamberlain, the Marshal of the Diplomatic Corps and St. James's Palace;
 - d. He drafts a large number of letters for the Ambassador's signature, as well as his own, based upon his knowledge of the Ambassador's attitudes and the information he requests from other offices in the Embassy;
 - e. He is responsible for equitably balancing the Embassy's very limited allotment of tickets to the House of Commons with the 10,000 plus public requests received each year for them;
 - f. He must deal with a large number of Americans who request to see the Ambassador. In this connection, he must be prepared to answer inquiries about the

Embassy and its functions, as well as myriad questions on public events and tourist attractions in London;

g. He alternates each night, weekend and holiday with the Special Assistant as duty officer for the Ambassador;

h. He handles "Exdis," "Nodis" and other highly sensitive documents;

i. He assumes the duties of the Special Assistant in the absence of that officer.

2. For the Minister (Deputy Chief of Mission) (40%):

a. He screens all incoming and outgoing telegrams, airgrams, etc., and gives the Minister those of importance or special significance;

b. He attends the Minister's twice-weekly staff meetings with the Embassy's Counselors and is responsible for following up on those items of continuing interest to the Minister;

c. He prepares memoranda for the Minister on a wide variety of subjects.

The Staff Aide should possess the same qualities as those needed by the Special Assistant, that is, discretion, initiative, clarity of expression, and the ability to work quickly under pressure. Much of the background and research work of the Ambassador's office is done by the Staff Aide for the Special Assistant. This demands a high degree of exactitude and the ability to anticipate questions which may arise on any problem under study. Because of this and the fact that the Minister is responsible for the internal operations of the Embassy, the Staff Aide must have close relations with both officers and local employees in all sections of the Embassy, including the offices of the military attaches and other U.S. agencies represented here.

Despite the relatively low rank of this position, its duties bring the Staff Aide into close and continual contact with senior officers of the Embassy. He must be firm and quietly aggressive without being officious or overbearing, and must be able to judge quickly which decisions he can make and which must be referred to the Special Assistant.

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Performance Rating Report

James L. Tull

A. Association with Rated Officer

I first met Mr. Tull when I arrived in the Embassy in late October 1964 and have observed his work daily since that time.

B. Position Requirements

The position of staff aide requires a high degree of intelligence, discretion, initiative and poise. The staff aide must above all be tactful and have a sensitive appreciation of his responsibilities to the Ambassador. He should have a capacity to deal daily with a myriad of pressing tasks -- many of them seemingly small -- which makes it easier for the top executive officers of the Embassy to devote more of their time and energy to their major tasks and responsibilities. He must be able to draft well and quickly and to deal effectively with Americans and British alike.

C. Performance Summary

There are few jobs more difficult for a young officer than that of staff aide to the top executives of a large mission, but during eight extremely active months in London, Mr. Tull has performed consistently at highest efficiency. His usefulness to the Ambassador and DCM has been greatly enhanced by his thorough knowledge of the operations of the Embassy. Mr. Tull has imagination, intelligence, is remarkably resourceful and has a capacity for sound judgment far beyond his years. He has a good understanding of international relations. He is completely dependable and his attitude toward his job leaves nothing to be desired. He is always prepared to perform beyond the call of duty and the quality and volume of his output have been outstanding. On quite frequent occasions, Mr. Tull has been roused in the middle of the night by an "Immediate" telegram or a phone call from Washington and in every instance he has handled himself with great skill and tact. He has the kind of ability and personality and dedication to job that makes him the almost indispensable young man to have around when the going gets rough.

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Authorized by William O. Hall

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Foreign Service, January 1, 1973

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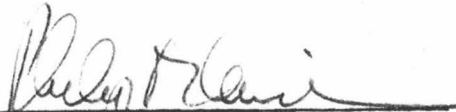
Mr. Tull has an easy and friendly style. One of his many talents is his ability to get on with people regardless of rank or nationality. As part of his job he dealt regularly with the top officials of the Embassy, often on difficult matters. He always managed not to ruffle any feathers. He has the respect and affection of everybody in the Embassy, local employees as well as Americans, at every level.

Particularly impressive is his quick mind and his willingness to express views even when they might be unpopular. He is never thrown off stride when his suggestions are not accepted and he accepts criticism maturely.

In sum, Mr. Tull's performance has been outstanding. He has the range of talents and the kind of personality that one looks for in our best young Foreign Service Officers. He should be moved up the ladder as rapidly as possible.

D. Allowance for Position Class

Until his recent promotion, Mr. Tull was a Class 6 officer serving in a position of that grade.


Philip M. Kaiser
July 13, 1965

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Foreign Service, January 1, 1973

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Performance Rating Report

James L. Tull

Mr. Tull has been attached to my office for more than two and a half years. I have had constant opportunities for observing his personality and his work.

I consider him an exceptionally promising young officer, and concur in the estimate of his qualifications made by the DCM.

Although he has recently been promoted, I believe he should receive another step up as soon as eligible.

David Bruce

David Bruce, Ambassador

July 26, 1965

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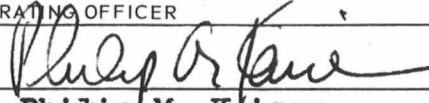
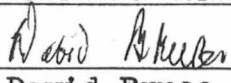
DEVELOPMENT APPRAISAL REPORT

FOREIGN SERVICE OFFICERS, RESERVE OFFICERS,
AND STAFF OFFICERS FSS-1 - 6
CIVIL SERVICE OFFICERS GS-9 AND ABOVE

 Regular Report

Interim Report:

 Departure of Rated Officer Departure of Rating Officer Change of Duty

NAME OF OFFICER BEING RATED (last, first, middle) TULL, James L.		EMPLOYEE NUMBER 604825	OFFICER'S CLASS OR GRADE O-5
POST OR (for Washington) ORGANIZATIONAL SYMBOL LONDON		OFFICER'S FUNCTIONAL OR ORGANIZATIONAL TITLE Staff Aide	
DATE OF ARRIVAL AT POST 2/6/63	PERIOD COVERED BY Performance Rating REPORT (attached) 6/16/64 - 6/15/65	DATE REPORT SUBMITTED TO AGENCY JUL 30 1965	
SIGNATURE 		SIGNATURE 	
TYPED NAME: Philip M. Kaiser		TYPED NAME: David Bruce	
TYPED CLASS, TITLE FSR-1, Minister - DCM		TYPED CLASS, TITLE Ambassador	

PURPOSE. The Development Appraisal Report is a written evaluation of the officer's capacity for growth, his leadership qualities, his ability to assume higher level responsibilities, and of any factors such as family, health, or suitability which might limit or enhance his advancement. It is not an evaluation of the officer's performance in any particular job during a particular rating period, although the appraisal must necessarily be based in part on an observation of the officer's performance and must bear a close relationship to the evaluation of that performance.

APPLICABILITY, SCHEDULE, AND PARTICIPATION. This report is to be prepared IN DUPLICATE whenever a Performance Rating Report (FS-315) is prepared. It shall be written and reviewed by the same rating and reviewing officers who prepared the Performance Rating Report, and will be attached to and submitted with it.

INSTRUCTIONS ON PREPARATION. The appraisal of a man's potential is one of your most difficult and important tasks as a supervisor. It demands impartiality, intellectual honesty, and precision of expression. It must take into account the projected needs of the organization, and must evaluate an individual in relation to these future needs.

Prepare the report on plain sheets of paper stapled to this form; follow the underlined subject headings listed below. Appraise the officer's potential for growth and development; describe and evaluate his capacities and limitations, and, where possible, use actual examples to illustrate points. Beware of understatements or overstatements, carelessness, or undue brevity which may injure both the organization and the officer being appraised.

Reference to race, color, creed, or national origin must not be included in this report. Medical problems which could affect the officer's performance or potential should be mentioned under item C below, but should not be discussed in detail. When reporting undesirable traits, or shortcomings, you should identify where and how their adverse effect, if any, on past performance is reported in the Performance Rating (FS-315). Likewise, the effect of outstanding personal attributes should also be reflected in the Performance Rating.

DISCUSSION AND DISCLOSURE. This report will not be shown to the rated officer at the time it is prepared, nor will it be shown to him subsequently unless and until a step is taken that is intended to lead to an adverse personnel action for which the officer is not otherwise entitled by law or regulation to an opportunity to reply to specific charges.

The restriction on disclosure is not intended to discourage discussion between supervisor and subordinate of matters covered in the report, particularly when such discussion and guidance could assist the subordinate in his self-improvement efforts. On the contrary, supervisors and personnel officers are obliged to counsel persons under their responsibility. Occasionally, however, some factors, traits, or limitations, though they form a necessary part of appraisal of an officer's potential, may be beyond his power to alter or control; in such cases a discussion of them with him might serve no useful end, and may even be counter-productive. In summary, you are obliged to report your appraisal of the officer's potential fully and candidly; you are also obliged to counsel him on all matters which lend themselves to such discussion.

PART I - RATING OFFICER'S COMPREHENSIVE COMMENTS**A. Personal Characteristics:**

- Appearance - Neatness, propriety in dress, general impression.
- Bearing - Degree of maturity, composure under varying circumstances, facility in personal contact.
- Personality - Discuss fully personality traits of the officer, e.g., bright, sparkling, extrovert, dull, abrasive, introvert, pleasant, spontaneous, sharp, witty, good sense of humor, heavy, obsequious, sarcastic, biting.
- Range of Interests - Languages, arts, reading, avocations, hobbies, and where appropriate membership in political science, economic, technical, social and other professional institutions or societies.
- Other - Matters of special significance not covered above, e.g., acceptance or evasion of responsibilities (community or otherwise), willingness to admit error, attitudes towards superiors and subordinates, personal integrity.

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Development Appraisal Report

James L. Tull

A. Personal Characteristics

1. Appearance: Mr. Tull is a neat person who is always well groomed and who conveys the impression of brisk competence.

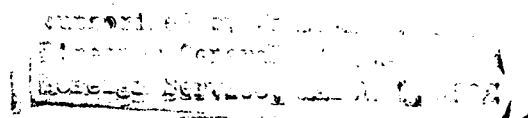
2. Bearing: Mr. Tull is a tall, lean person who carries himself with casual dignity. He has composure far beyond his years. By the very nature of his job, he has often had to deal with emergencies night and day and in every instance that I observed, he stood up to pressure with exceptional equanimity. Also impressive is the ease with which he gets on with people, regardless of age, rank or nationality.

3. Personality: Mr. Tull is a bright, well-integrated and well-motivated individual. He has a pleasant sense of humor which never bites. He is a lively person and has great poise. He is friendly and outward going. He has a way of making people feel comfortable without ever being obsequious. He is the kind of person you like to have around and whose advice you like to have even if you reject it.

4. Range of Interests: As one would expect, Mr. Tull has many interests. He is a regular theater-goer and reads extensively and not only on subjects of professional interest. He has developed a wide range of friendships during his tour in London. Mr. Tull has an interest in tennis, both as a player and spectator. He knows Spanish well and is the kind of person who quite obviously would learn other languages quickly, as required.

5. Other: Mr. Tull is a person of great personal integrity. His attitude toward his superiors is impeccable. He is respectful, conscientious, frank, honest and open. He never evades responsibility no matter how inconvenient it may be to him. He is a dedicated member of the Foreign Service.

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B. Family

Mr. Tull is married to a charming young lady who is bright, lively and has not only been a great asset to him, but also an addition to the Embassy community and to the wider American and British communities. An unusually attractive couple who like people and are outgoing, the Tulls are extremely popular. Although Mrs. Tull has been busy with a young family -- she gave birth to her third child two months ago -- she has managed to find time to participate in the activities of the Embassy Wives Association.

C. Limiting Factors

I have noticed no limiting factors. Mr. and Mrs. Tull are in excellent health, full of bounce, energy and good spirits on every occasion.

D. Leadership and Executive Capabilities

Mr. Tull's position and class are not such as to involve leadership or executive abilities. However, I am confident that given his range of talents, his personality, outlook and ability to deal with people, he will develop into a first-class executive.

E. Growth Capacity and F. Advancement Potential

It is clear from what I have said in his performance rating report, that I rate Mr. Tull's growth capacity very high indeed. He has the talents, energy, intellectual ability, versatility and imagination required to move up quickly in the Service. Mr. Tull is a young man who should be given positions of increasing responsibility. After his forthcoming tour in the Department in the Office of United Nations Political Affairs, he should be ready for a position of top political officer in a small Embassy or the Number 2 or Number 3 political slot in a large one. At appropriate stages, Mr. Tull should also be given the kind of training the Foreign Service provides for the young men they expect to go to the top rapidly.

UNCLASSIFIED

Authorized by William O. Hall

Director General of the
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Foreign Service, March 1, 1972

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Development Appraisal Report

James L. Tull

Excellent working relationships exist between the rated and the rating officers.

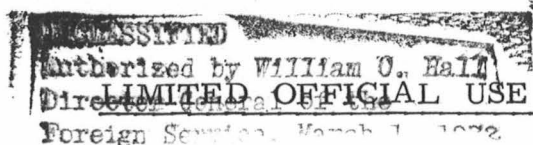
I concur entirely with the rating officer's estimate of Mr. Tull. I think he is a young man of unusual promise, capable of assuming satisfactorily even now the responsibilities of an O-4 position.

His personality and character are excellent, he is diligent, unselfish, intelligent and effective.

David Bruce

David Bruce, Ambassador

July 26, 1965





For Tom Hall: with warmest regards, and deep appreciation.
From David K. S. Bruce, American Embassy, London, July 1965.

PERFORMANCE RATING REPORT

FOREIGN SERVICE OFFICERS, RESERVE OFFICERS,

AND STAFF OFFICERS FSS-1 - 6

CIVIL SERVICE OFFICERS GS-9 AND ABOVE

CHECK ONE BOX

 Regular Report

Interim Report:

 Departure of Rated Officer Departure of Rating Officer Change of Duty

NAME OF OFFICER BEING RATED (Last, First, Middle) TULL, James L.		EMPLOYEE NUMBER 604825	OFFICER'S CLASS OR GRADE FSO-5
POST OR (for Washington) ORGANIZATIONAL SYMBOL IO:UNP		OFFICER'S FUNCTIONAL OR ORGANIZATIONAL TITLE Foreign Affairs Officer	
DATE OF ARRIVAL AT POST IO:UNP 8/29/65	PERIOD COVERED BY REPORT 8/29/65-7/15/66	DATE REPORT SUBMITTED TO AGENCY	
RATING OFFICER		REVIEWING OFFICER	
SIGNATURE <i>Paul W. Jones, Jr.</i>		SIGNATURE <i>Jonathan Dean</i>	
TYPED NAME: Paul W. Jones, Jr. GS-15		TYPED NAME: Jonathan Dean, FSO-2	
TYPED CLASS, TITLE Officer in Charge, International Security Affairs, UNP		TYPED CLASS, TITLE Deputy Director, Office of UN Political Affairs	
I have read and received a copy of this report.	DATE July 22, 1966	SIGNATURE OF RATED OFFICER <i>James L. Tull</i>	

GENERAL INSTRUCTIONS

Prepare in TRIPLICATE: Original for Washington Office of Personnel, a copy for post or administrative file, and a copy for the rated officer. The Development Appraisal Report (Form FS-315A) is to be prepared at the same time, but in DUPLICATE only.

PART I - POSITION DESCRIPTION AND PERFORMANCE REQUIREMENTS

Classification Title of Position	Category (FSO, FSS, GS, etc.)	Occupational Series	Class or Grade	Position Number
Foreign Affairs Officer	FO	130	5	S-22762

WHAT is done by the officer: List in descending order of importance, the major duties of the position. (Amount of time spent is not necessarily an indication of their relative importance.) If the duties of the position are described by a Standard Description of Duties (SDD) the SDD number may be cited below. Additional significant duties not covered by the SDD should be listed below. Under the general direction of the Officer-SDD NO. _____ in-Charge of International Security Affairs, drafts and clears

instructions, telegrams, and airgrams to USUN and other field posts on arms control and disarmament matters; drafts and clears position papers on these questions for use of U.S. Delegations to meetings of UN bodies; assists in clearance of instructions and position papers prepared in ACDA; prepares and clears information and action memoranda for high-level officers in the Department; prepares replies to inquiries from Congress and the public; assists in preparation of disarmament section of the President's Annual Report on U.S. Participation in the UN.

PART II - PERFORMANCE FACTORS

Evaluate the officer's performance with respect to the factors listed below. Place a (✓) in the box above the descriptive statement which most nearly applies, with a (+) or a (-) symbol to reflect any refinements you believe to be significant. Most of the 26 factors apply to most positions, and all of the first 17 factors are significant performance elements in almost every position. If, however, any of the 26 performance factors is not applicable to the position, the rating officer can so signify by marking "N. A." in the space below its number. If the factor is applicable but insufficiently observed, mark it "I. O."

1. Knowledge of Work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Lacks the kind of knowledge required for satisfactory performance.	Has most required knowledge but lacks depth or breadth in certain respects.	Possesses adequate knowledge for good work performance.	Work reflects particularly comprehensive and suitable knowledge.	Has exceptionally commanding knowledge of and insight into all aspects of work.	
2. Productivity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Useful output or volume of work is generally inadequate.	Somewhat slow or erratic in production of useful work.	Volume of useful output wholly adequate.	Consistently produces superior volume of useful work.	His work output is phenomenal.	
3. Accuracy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Error of commission or omission, or lack of precision, is frequent or serious.	Work is sometimes imprecise, incomplete, incorrect or superficial.	Careful, conscientious. Work meets position demands for accuracy.	Excels in thoroughness and accuracy. Makes minimum of errors of commission or omission.	Invariably turns out work outstanding in accuracy and completeness.	

4. Initiative	<input type="checkbox"/> Does not take independent action.	<input type="checkbox"/> Sometimes overlooks need for action or seeks guidance or approval unnecessarily before acting.	<input type="checkbox"/> Acts on his own in usual activities; quite adequate.	<input type="checkbox"/> Sees opportunities and acts promptly and independently in new or unforeseen situations.	<input checked="" type="checkbox"/> Invariably sees opportunities and acts promptly and independently even in the most difficult or important situations.
5. Resourcefulness	<input type="checkbox"/> Goes strictly "by the book". Does not produce original ideas or adaptations.	<input type="checkbox"/> Prefers conventional solutions to problems but occasionally displays originality.	<input type="checkbox"/> His work reflects the imagination and originality required.	<input checked="" type="checkbox"/> Highly adept in finding original solutions to unforeseen problems.	<input type="checkbox"/> Develops and applies original solutions to his most difficult problems with exceptional success.
6. Dependability	<input type="checkbox"/> Fails to follow instructions, or to observe commitments, or to complete work on time.	<input type="checkbox"/> Needs undue amount of supervision to comply with instructions, and to meet deadlines and commitments.	<input type="checkbox"/> Conscientious and steady worker. Complies with commitments, meets deadlines, and produces useful work with normal supervision.	<input type="checkbox"/> Conscientious and reliable worker. Completes each task, meets deadlines and commitments with a minimum of supervision.	<input checked="" type="checkbox"/> Regardless of own inconvenience, invariably meets the most difficult commitments and deadlines. Certain to follow through even in absence of instructions.
7. Decisiveness	<input type="checkbox"/> Cannot make up his mind, or vacillates.	<input type="checkbox"/> Slow at making decisions unless pushed, or jumps too hastily to conclusions.	<input type="checkbox"/> Makes sound decisions with reasonable promptness.	<input checked="" type="checkbox"/> Makes sound decisions in a very timely and confident fashion.	<input type="checkbox"/> Officer's decisiveness, even under acute pressure, is outstanding in speed and success.
8. Analytical Ability	<input type="checkbox"/> Generally misjudges or fails to realize causes or significance of problems, facts or events.	<input type="checkbox"/> Tends to accept statements or events with little critical thought or frequently fails to interpret or interrelate facts adequately.	<input type="checkbox"/> Generally identifies the facts or underlying events, ideas, or problems and interprets them with reasonable accuracy.	<input type="checkbox"/> Thoughtfully and successfully examines the essential elements of problem situations and reaches valid conclusions.	<input checked="" type="checkbox"/> Exceptionally effective in reaching the heart of a difficult problem, evaluating its elements and their interrelationships and true significance.
9. Ability to Anticipate	<input type="checkbox"/> Short-sighted. Tries to solve today's problem without regard to other problems or tomorrow's needs.	<input type="checkbox"/> Sometimes compartmentalizes problems, does not perceive relationships to other events and later eventualities. Occasionally caught off base.	<input type="checkbox"/> Foresighted. Usually chooses course of action that has broad and lasting utility.	<input checked="" type="checkbox"/> Nearly always shapes actions to future developments as well as to present problem. Visualizes indirect as well as direct consequences of an action.	<input type="checkbox"/> Exceptionally sensitive to ultimate consequences of action. Invariably examines particular item as a part of the total stream of events. Whole decision-making process is integrated.
10. Judgment	<input type="checkbox"/> Unreliable judgment. Overlooks pertinent considerations or has little sense of proportion.	<input type="checkbox"/> Judgment adequate if clear-cut precedents exist; lacks practicality, wisdom, or sensitivity in new situations.	<input type="checkbox"/> Exercises good judgment in normal activities. Carefully considers facts and possible courses of action.	<input type="checkbox"/> Nearly always displays good judgment in meeting both normal and unusual situations.	<input checked="" type="checkbox"/> Displays excellent judgment, timing, and insight, even in the most difficult and sensitive situations. Judgment unimpaired by work pressures.
11. Perspective	<input type="checkbox"/> Has a poor understanding of the goals of his job.	<input type="checkbox"/> Fair understanding of the principal objectives of his job, but poorly oriented in some respects.	<input type="checkbox"/> Good knowledge of objectives and of his part in achieving them.	<input checked="" type="checkbox"/> Well-informed, very good insights, knows what he is doing and why.	<input type="checkbox"/> Remarkable grasp of relationship of his job to total picture and of currents which might affect this relationship.
12. Attitude Toward Job	<input type="checkbox"/> Indifferent attitude. Shows little interest in his work.	<input type="checkbox"/> Makes an effort but has little real enthusiasm for the job.	<input type="checkbox"/> Has an interest in the work and helps out on other tasks when asked.	<input type="checkbox"/> Displays keen interest in job. Works extra hours on own initiative. Offers to assist in other duties.	<input checked="" type="checkbox"/> Exceptionally high degree of interest, willingness, and dedication. His job invariably comes first.
13. Acceptance of Responsibility	<input type="checkbox"/> Generally seeks to avoid responsibility for past or future actions.	<input type="checkbox"/> Sometimes reluctant to acknowledge or accept responsibility, and then only within well-defined limits.	<input type="checkbox"/> Generally acknowledges or accepts responsibility willingly.	<input checked="" type="checkbox"/> Displays well above-average sense of responsibility for past or future actions, including those of his subordinates, if any.	<input type="checkbox"/> Invariably regards himself as fully accountable for his actions and those of subordinates, if any. Does not hesitate to act in interests of organization.

<p>14. Written Communication</p>	<input type="checkbox"/> Does not get ideas across clearly on paper.	<input type="checkbox"/> Can do simple drafting. Writing often lacks clarity, brevity, or effectiveness. Composition usually requires extensive editorial revision.	<input type="checkbox"/> Writing is understandable to the point, and acceptably organized. Composition requires little editing.	<input checked="" type="checkbox"/> X Writes clearly and effectively. Composition and style are admirably suited to the objective. Product rarely requires editing.	<input type="checkbox"/> Composition has all qualities of excellence: clarity, precision, conciseness, good organization, persuasiveness and style.
<p>15. Oral Communication</p>	<input type="checkbox"/> Has great difficulty in conveying ideas orally.	<input type="checkbox"/> Effectiveness of oral communication sometimes lessened by defect such as wordiness, imprecision, poor grammar, or rambling.	<input type="checkbox"/> Gets ideas across clearly in oral communication.	<input checked="" type="checkbox"/> X Speaks well. Convincing and to the point. Effective in debate.	<input type="checkbox"/> Outstandingly articulate in choice of words, clarity, conciseness, and persuasiveness. Holds listeners' interest even under adverse conditions.
<p>16. Adaptability</p>	<input type="checkbox"/> Resists change or new approaches; or is upset by new or different environmental situations.	<input type="checkbox"/> Adjustment to change or new approaches in work somewhat hampered by old habits or fixed ideas; or adjusts with difficulty to new environment.	<input type="checkbox"/> Accepts change, new approaches, and new ideas in work and works well with them. Adjusts to new environment reasonably soon.	<input checked="" type="checkbox"/> X Receptive to new approaches and ideas in work. Applies them readily and effectively. Quickly adapts to new or different environment.	<input type="checkbox"/> Immediately grasps new approaches, ideas. Exceptionally able to blend old and new, and adapt own interests and enthusiasms. Takes difficult environmental situations in stride.
<p>17. Relations with Americans</p>	<input type="checkbox"/> Officer's relations at work or socially are generally marked by friction.	<input type="checkbox"/> Sometimes irritates others, or is quick to take offense, or goes along grudgingly, or shows limited sense of community responsibility, at the office or at home.	<input type="checkbox"/> Maintains good relations at work and socially. Is generally well liked and respected. Cooperates in community affairs.	<input checked="" type="checkbox"/> X+ Effective in personal relations at all levels. Stimulates rapport. Tolerant, highly respected, and well liked. Active in community to extent job permits.	<input type="checkbox"/> Exceptionally effective in personal relations at all levels. Has deep understanding of human nature. Highly respected and sought after. A leader in community affairs.
<p>18. Relations with Non-Americans <i>N.A.</i></p>	<input type="checkbox"/> Insensitive to and lacks understanding of local people and customs. Creates problems.	<input type="checkbox"/> Sometimes offends, or misunderstands, or is unduly sensitive; or may ignore rapport in "getting job done."	<input type="checkbox"/> Maintains good relations at work and socially with local citizens.	<input type="checkbox"/> Very successful in creating good relations at work and socially. Very well liked. Effective in contacts and develops rapport.	<input type="checkbox"/> Exceptionally successful in developing good personal relations. He is sincerely respected, sought after, and responsive.
<p>19. Language Improvement <i>N.A.</i></p>	<input type="checkbox"/> Makes no or virtually no effort to learn the local language even when the demands of his job leave time for study.	<input type="checkbox"/> Makes a little effort to learn the local language, but only when not at personal inconvenience.	<input type="checkbox"/> Makes a satisfactory effort to improve knowledge of the local language insofar as job demands on his time permit.	<input type="checkbox"/> Makes a determined effort to improve his grasp of the local language.	<input type="checkbox"/> Neglects no opportunity to master the local language, giving it all the attention his other duties permit, even at some personal inconvenience.
<p>20. Official Representation <i>N.A.</i></p>	<input type="checkbox"/> Makes a poor impression as a representative of the United States.	<input type="checkbox"/> Does not make the contacts he should or sometimes is rather ineffective in contacts.	<input type="checkbox"/> Does his part in mixing with the local people and represents the organization effectively at social and unofficial functions.	<input type="checkbox"/> Has wide range of useful contacts, and is effective at using them and at promoting the interests of the U.S. in host country.	<input type="checkbox"/> Makes excellent use, for the U.S., of extraordinary range of local contacts. Performs effectively at any social or official function.
<p>21. Negotiating Ability</p>	<input type="checkbox"/> Not effective as a negotiator. Lacks force or the ability to think clearly in negotiations.	<input type="checkbox"/> Generally successful in negotiating matters of only minor importance or complexity. Must be given detailed instructions.	<input type="checkbox"/> Good negotiator. Displays good judgment, patience, and tact in applying instructions.	<input checked="" type="checkbox"/> X Performance superior in sensitive or difficult negotiations. Forceful. A clear thinker and well prepared. Obtains good results.	<input type="checkbox"/> Excellent negotiator who holds up under pressure. Rarely if ever caught off guard. Knows subject thoroughly. Obtains desired results.
<p>22. Effectiveness as a Supervisor <i>N.A.</i></p>	<input type="checkbox"/> Unsuccessful as a supervisor.	<input type="checkbox"/> Supervises repetitive operations fairly well. Is somewhat weak in meeting new demands, goals, or deadlines, or in staff relations.	<input type="checkbox"/> Plans and assigns work in an orderly manner and sees that objectives are achieved. Maintains good morale. Carries out instructions conscientiously.	<input type="checkbox"/> Performance reflects superior skill in most aspects of supervision. Strong both in staff relations and production.	<input type="checkbox"/> Plans and organizes work to meet all contingencies. Takes positive steps to develop staff capabilities. Subordinates give maximum performance and excel in morale.

<p>23. Effectiveness as an Executive</p> <p>N. A.</p>	<p><input type="checkbox"/></p> <p>Ineffective as an executive.</p>	<p><input type="checkbox"/></p> <p>Marginal because he lacks forcefulness or decisiveness; or he does not comprehend the total picture; or he is weak in organization, planning, delegating, or staff relations.</p>	<p><input type="checkbox"/></p> <p>Organizes and plans work effectively and produces good results through exercise of executive skills.</p>	<p><input type="checkbox"/></p> <p>Achieves superior results through exercise of planning, organization, leadership and related executive skills.</p>	<p><input type="checkbox"/></p> <p>Superb planner, organizer and leader. Accomplishment as executive is outstanding.</p>
<p>24. Effectiveness as a Rating Officer</p> <p>N. A.</p>	<p><input type="checkbox"/></p> <p>Evaluations generally are not objective, candid, thorough or substantive, or frequently either are not submitted or are so delinquent as not to serve the purpose.</p>	<p><input type="checkbox"/></p> <p>Evaluations sometimes are not candid, objective, thorough, perceptive, or do not demonstrate comprehension of service standards, or are not timely.</p>	<p><input type="checkbox"/></p> <p>Reports are reasonably objective, candid, thorough, and perceptive. Gets reports in on time.</p>	<p><input type="checkbox"/></p> <p>Evaluations are ample, unbiased, and perceptive, showing insight into the performance, character and ability of subordinates.</p>	<p><input type="checkbox"/></p> <p>Evaluations are comprehensive, objective, and candid, clearly depicting the true value of the rated officers.</p>
<p>25. Technical Advice</p> <p>N. A.</p>	<p><input type="checkbox"/></p> <p>Seriously deficient as a technician or advisor.</p>	<p><input type="checkbox"/></p> <p>Fairly competent in his specialized field, but specific local advise or advisory technique is marginal.</p>	<p><input type="checkbox"/></p> <p>Fully qualified in his specialized field and provides sound and timely advise in an acceptable manner.</p>	<p><input type="checkbox"/></p> <p>Superior advisor in his technical field. Understands ramifications of problems and the implications of his advise.</p>	<p><input type="checkbox"/></p> <p>Outstandingly competent advisor. His analysis of conditions is penetrating. Understands the implications of his advise. Inspires action.</p>

PART III - NARRATIVE COMMENTS ON PERFORMANCE

On attached sheets, signed and dated, discuss the topics listed below. Reference to race, color, creed, or national origin must not be included in this report. Medical problems which could affect the officer's performance should be mentioned, but not be discussed in any detail. As you respond to items B and C observe carefully the instructions contained in agency guides to rating officers for selected occupations, where applicable.

- A. ASSOCIATION WITH RATED OFFICER. Indicate how long you have known the officer and the nature of your association.
- B. POSITION REQUIREMENTS. State briefly the requirements or performance factors which are of primary importance in measuring the officer's effectiveness in this job. This could include standards of quality, technique, or style, and such special circumstances as shortage of help, lack of direct supervision, or sudden emergency demands, or other operational difficulties.
- C. PERFORMANCE SUMMARY. Describe the depth and breadth of the officer's weaknesses in relation to the performance requirements described in Section B above, and discuss those factors in Part II above which were particularly significant, or which were rated high or low. Give concrete examples whenever possible.
- D. ALLOWANCE FOR POSITION CLASS. (Foreign Service Only.) If the officer's personal rank differs by more than one class from the class of the position, explain as clearly as possible the allowance you have made in this report for such difference.

PART IV - REVIEWING OFFICER'S STATEMENT

The primary role of the reviewing officer concerning this report is to ensure the application of appropriate and equitable rating standards. When the rating officer has completed his report, including adjustments he may want to make after discussion of differing views with the reviewing officer, the latter prepares his own evaluation according to the instructions below, and attaches it to this report.

- A. The reviewing officer is required to indicate the extent of his observation of the rated officer's work, the extent to which he concurs in the rating officer's report and to explain any differences. He should comment on whether the rated officer received adequate supervision and guidance, whether the rating officer's report appears unduly strict or lenient, and any other matters he deems pertinent.
- B. The reviewing officer should summarize his own evaluation of the officer's performance if he has a sufficient basis and observation for doing so.

PART V - REVIEW PANEL

WAS REVIEW PANEL USED?

No Yes. No comments. Yes. Panel's comments attached.

DATE SIGNED BY PANEL CHAIRMAN	SIGNATURE OF PANEL CHAIRMAN
-------------------------------	-----------------------------

TYPED OR PRINTED NAME, TITLE AND CLASS OF PANEL CHAIRMAN

PART VI - OVER-ALL RATING - CIVIL SERVICE EMPLOYEE

The appraisal under Part II and Part III-C constitute a general rating of "Satisfactory" under the Performance Rating Act of 1950 unless otherwise indicated below. (An additional statement of justification is required if the rating "Outstanding" or "Unsatisfactory" is given. See 3 FAM 573.6.)

Unsatisfactory Outstanding

Tull, James L.

PART III - NARRATIVE COMMENTS ON PERFORMANCE

A. Association with Rated Officer

I have known Mr. Tull since he was assigned to UNP in August, 1965.

B. Position Requirements

The position which Mr. Tull occupies is one of the more difficult ones in UNP for several reasons. First, the subject matter is highly technical and complex. The incumbent must have a good grasp of the long history of disarmament and arms control negotiations, both inside and outside the United Nations, and be thoroughly familiar with disarmament positions taken by the United States, the Soviet Union and other key countries. He must keep up with negotiations in the Eighteen Nation Disarmament Committee (ENDC), the UN General Assembly and other UN bodies. A basic understanding of UN procedures and the problems of multilateral diplomacy is essential.

Second, the incumbent is responsible for assisting in preparing U.S. positions on disarmament issues in the United Nations and determining U.S. tactics. He must be able to analyze substantive disarmament issues on the one hand and the tactical situation at a given time in UN bodies on the other, and reach sound judgments on how the United States should proceed to obtain its objectives.

There are a number of other important requirements for this position. The incumbent should be able to draft clear and concise position papers, background materials, cables of instruction, and letters for the Congress and the public. Considering the complexity of the subject, this is a particularly difficult aspect of the job.

The incumbent must work closely with other people in developing U.S. positions and tactics. His effectiveness depends in large part upon his ability to establish good working relationships with officers in the geographic bureaus and G/PM and also in ACDA, many of whom are above his own grade level.

During peak periods, particularly when the United States is preparing for and participating in the annual session of the General Assembly, the incumbent must work under heavy pressure and put in a good deal of overtime.

C. Performance Summary

Mr. Tull's work during the period in question was outstanding. Considering that he was new on the job and immediately undertook preparations for a very difficult General Assembly session on

Tull, James L.

PART III - NARRATIVE COMMENTS ON PERFORMANCE (CONT'D.)

disarmament issues, his performance was all the more impressive.

The Political Committee of the General Assembly devoted almost all of its meetings, from October into December, to six disarmament agenda items, many of them involving difficult questions of policy and tactics. Two of these items -- the problem of proliferation of nuclear weapons and the question of a world disarmament conference -- were particularly important to the United States and demanded the attention of the highest levels in the Government. Mr. Tull was the UNP action officer on these items. In this capacity he drafted and cleared position papers, participated in Departmental and inter-Departmental meetings; prepared and cleared cables of instruction to the U.S. Delegation in New York; assisted in the preparation and clearance of speeches delivered by Mr. William Foster, Director of ACDA and the U.S. Representative in the Political Committee of the General Assembly who handled disarmament items; took necessary follow-up action on a day-to-day basis; and prepared briefing memoranda for the Secretary and for Assistant Secretary Sisco as well as round-ups for the President's nightly reading. Mr. Tull completed this phase of his work with the preparation of a 50-page narrative on UN disarmament developments during 1965 for inclusion in the President's annual report to Congress on U.S. participation in the United Nations. This section covered a two-month session of the UN Disarmament Commission, which met in the spring of 1965, before Mr. Tull arrived on duty, as well as the debates in the General Assembly.

Mr. Tull quickly mastered a massive amount of detailed information and was of immediate help in preparing position papers, cables, etc. He showed an excellent ability to analyze issues, pick out essential elements, and reach sound decisions. He was able to draft quickly and concisely. He easily established effective working relationships with people in UNP, IO, G/PM, the geographic bureaus, and ACDA, most of whom occupied higher positions. He did a superb job of negotiating and clearing out positions within the Government and obtained a remarkable grasp of operating procedures. He was extremely thorough in following up on details and was exceptionally well organized. He moved papers quickly and was always on top of his assignments. He showed a rare ability to anticipate and to plan ahead. His attitude was always cooperative and he willingly worked long hours at night and on weekends.

Mr. Buffum, Deputy Assistant Secretary, commented as follows in a memorandum of June 3, 1966: "Mr. James Tull has, in my judgment,

Tull, James L.

PART III - NARRATIVE COMMENTS ON PERFORMANCE (CONT'D.)

during his assignment in IO, developed a grasp of a highly technical field (disarmament) and displayed a degree of initiative, imagination and maturity which could normally be expected only of an outstanding officer at least two grades above Mr. Tull's level."

I strongly recommend that Mr. Tull be promoted. His outstanding performance fully justifies a higher grade and, as Mr. Buffum pointed out, Mr. Tull can certainly carry much greater responsibilities than those at the FSO-5 level.

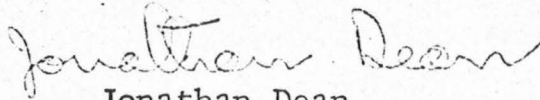
Performance Rating Report
James L. Tull

PART IV - REVIEWING OFFICER'S STATEMENT

- A. I have known Mr. Tull only since my assignment to this office in early September 1965 but I have talked with him and reviewed his work several times daily throughout the rating period. I consider Mr. Jones' evaluation of his work thorough and fair. I consider that Mr. Tull received conscientious and skillful supervision from Mr. Jones which contributed to the high quality of his own performance.
- B. I have been particularly struck by three aspects of Mr. Tull's work during the rating period. The first is the speed with which he mastered a complex new field and became productive and useful in it. When I arrived in my present assignment, he had only been on the job one month yet already had a very adequate grasp of the fundamentals. The second is his flair for rapidly establishing an easy, cooperative arrangement with new acquaintances and colleagues. This has made Mr. Tull a valuable asset for this office: Structurally, there is a built-in factor of friction between a functional office like this and geographic areas of the Department. Through his capacity to create a good working relationship at short notice, Mr. Tull has been able to overcome this structural difficulty and ensure that the views of the office were given full consideration by other parts of the Department and other agencies of the executive branch. Third, I have found Mr. Tull's judgment to be exceptionally good. On a large number of occasions, his advice to this office and to the Assistant Secretary in charge of the Bureau on disarmament initiatives has been proven by the outcome to be sound and balanced. This quality was particularly evident in his assessment of attitudes of other UN member states on disarmament questions during the 1965 General Assembly; his tactical advice was shrewd and effective.

Mr. Tull's exceptionally friendly and cooperative attitude and the quality of his work place him in my estimate

in the top 10% of his class. I fully concur with Mr. Jones' recommendation that Mr. Tull be favorably considered for promotion by the next board.



Jonathan Dean
Deputy Director
United Nations Political Affairs

Department of State U.S. Information Agency
DEVELOPMENT APPRAISAL REPORT
FOREIGN SERVICE OFFICERS, RESERVE OFFICERS,
AND STAFF OFFICERS FSS-1 - 6
CIVIL SERVICE OFFICERS GS-9 AND ABOVE

CHECK ONE BOX
 Regular Report
Interim Report:
 Departure of Rated Officer
 Departure of Rating Officer
 Change of Duty

NAME OF OFFICER BEING RATED (last, first, middle) TULL, James L.		EMPLOYEE NUMBER 604825	OFFICER'S CLASS OR GRADE FSO-5
POST OR (for Washington) ORGANIZATIONAL SYMBOL IO:UNP		OFFICER'S FUNCTIONAL OR ORGANIZATIONAL TITLE Foreign Affairs Officer	
DATE OF ARRIVAL AT POST 8/29/65	PERIOD COVERED BY Performance Rating REPORT (attached) 8/29/65-7/15/66		DATE REPORT SUBMITTED TO AGENCY
SIGNATURE <i>Paul W. Jones, Jr.</i>		SIGNATURE <i>Jonathan Dean</i>	
TYPED NAME: Paul W. Jones, Jr. GS-15		TYPED NAME: Jonathan Dean, FSO-2	
TYPED CLASS, TITLE Officer in Charge, International Security Affairs, UNP		TYPED CLASS, TITLE Deputy Director, Office of UN Political Affairs	

PURPOSE. The Development Appraisal Report is a written evaluation of the officer's capacity for growth, his leadership qualities, his ability to assume higher level responsibilities, and of any factors such as family, health, or suitability which might limit or enhance his advancement. It is not an evaluation of the officer's performance in any particular job during a particular rating period, although the appraisal must necessarily be based in part on an observation of the officer's performance and must bear a close relationship to the evaluation of that performance.

APPLICABILITY, SCHEDULE, AND PARTICIPATION. This report is to be prepared IN DUPLICATE whenever a Performance Rating Report (FS-315) is prepared. It shall be written and reviewed by the same rating and reviewing officers who prepared the Performance Rating Report, and will be attached to and submitted with it.

INSTRUCTIONS ON PREPARATION. The appraisal of a man's potential is one of your most difficult and important tasks as a supervisor. It demands impartiality, intellectual honesty, and precision of expression. It must take into account the projected needs of the organization, and must evaluate an individual in relation to these future needs.

Prepare the report on plain sheets of paper stapled to this form; follow the underlined subject headings listed below. Appraise the officer's potential for growth and development; describe and evaluate his capacities and limitations, and, where possible, use actual examples to illustrate points. Beware of understatements or overstatements, carelessness, or undue brevity which may injure both the organization and the officer being appraised.

Reference to race, color, creed, or national origin must not be included in this report. Medical problems which could affect the officer's performance or potential should be mentioned under item C below, but should not be discussed in detail. When reporting undesirable traits, or shortcomings, you should identify where and how their adverse effect, if any, on past performance is reported in the Performance Rating (FS-315). Likewise, the effect of outstanding personal attributes should also be reflected in the Performance Rating.

DISCUSSION AND DISCLOSURE. This report will not be shown to the rated officer at the time it is prepared, nor will it be shown to him subsequently unless and until a step is taken that is intended to lead to an adverse personnel action for which the officer is not otherwise entitled by law or regulation to an opportunity to reply to specific charges.

The restriction on disclosure is not intended to discourage discussion between supervisor and subordinate of matters covered in this report, particularly when such discussion and guidance could assist the subordinate in his self-improvement efforts. On the contrary, supervisors and personnel officers are obliged to counsel persons under their responsibility. Occasionally, however, some factors, traits, or limitations, though they form a necessary part of appraisal of an officer's potential, may be beyond his power to alter or control; in such cases a discussion of them with him might serve no useful end, and may even be counter-productive. In summary, you are obliged to report your appraisal of the officer's potential fully and candidly; you are also obliged to counsel him on all matters which lend themselves to such discussion.

PART I - RATING OFFICER'S COMPREHENSIVE COMMENTS

- A. Personal Characteristics:
- Appearance - Neatness, propriety in dress, general impression.
 - Bearing - Degree of maturity, composure under varying circumstances, facility in personal contact.
 - Personality - Discuss fully personality traits of the officer, e.g., bright, sparkling, extrovert, dull, abrasive, introvert, pleasant, spontaneous, sharp, witty, good sense of humor, heavy, obsequious, sarcastic, biting.
 - Range of Interests - Languages, arts, reading, avocations, hobbies, and where appropriate membership in political science, economic, technical, social and other professional institutions or societies.
 - Other - Matters of special significance not covered above, e.g., acceptance or evasion of responsibilities (community or otherwise), willingness to admit error, attitudes towards superiors and subordinates, personal integrity.

UNCLASSIFIED
Authorized by
Director General of
Foreign Service, March 1, 1972

LIMITED OFFICIAL USE

Tull, James L.

DEVELOPMENT APPRAISAL REPORT

A. Personal Characteristics

Mr. Tull has a pleasant and friendly personality and gets along well with people both above and below his level. He is even-tempered. He meets people easily and gets to know them quickly. An interesting conversationalist with a good sense of humor, he is an enjoyable person to be associated with both in an office environment and on social occasions.

Mr. Tull is a conscientious and cooperative officer, and a man of great personal integrity.

Mr. Tull has a variety of interests outside his official duties which give him a well-rounded life. He is an avid reader and is particularly interested in history and biographies.

Mr. Tull is neat in appearance and well dressed. He carries himself well, walks energetically and generally behaves with an air of self-confidence in what he is doing. He is courteous and polite.

B. Family

I have been with the Tulls several times on social occasions. Mrs. Tull is a very attractive and pleasant woman who I am sure does well by the Foreign Service on overseas assignments. Both of them seem to have taken an active interest in countries where they have been assigned and made a point of associating with foreign nationals.

C. Limiting Factors

I know of no limiting factors.

D. Leadership and Executive Capabilities

One of Mr. Tull's strongest points is his ability to organize his work and plan ahead. In fact, he is one of the best organized officers I have ever known. He carries out his assignments in the right line of priorities. At the busiest times his desk is somehow always orderly. Before starting an assignment of any scope, he thoroughly outlines how to proceed, analyzes the problem involved and reaches sound judgments.

Mr. Tull has no subordinates in this position. However, I would judge that he would make an excellent supervisor. He is willing to

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Approved by
Director General of the
Foreign Service, March 13, 1912

Tull, James L.

DEVELOPMENT APPRAISAL REPORT (CONT'D.)

take responsibility and make decisions. He gets along well with people and is sensitive to their needs. The combination of these traits should make for good leadership qualities in a supervisory capacity.

E. Growth Capacity

Mr. Tull is a mature and highly intelligent officer with a very sound mind. He has grown considerably with each assignment and gives every indication that he will continue to do so. He has shown an ability to handle effectively different kinds of work and to adapt to new situations. Handling UN disarmament matters in the Department is a far cry from the job of Staff Assistant to the Ambassador in London. But Mr. Tull made the switch easily. Moreover, he is an effective operator in the best sense of the word. He knows how to deal with people effectively and his bureaucratic know-how is excellent. He can work well and without strain under considerable pressure.

Mr. Tull is a sound substantive officer and also is an excellent administrator. Which way he will finally go I am not sure. Right now his interest lies in political-military affairs, and I would hope he would continue to have assignments in that area. Whatever direction he takes in the end, I am fully confident of a substantial growth capacity.

Mr. Tull has been in his present assignment for less than a year. I should think he would continue in this position for a further period. I would strongly urge that he be assigned to a U.S. delegation to an international conference while he is in UNP. Conference experience would be invaluable in developing his capabilities in the field of multilateral diplomacy.

F. Advancement Potential

I fully believe Mr. Tull is "suitable for advancement to highest rank." This is based upon my own observation of his performance, a careful evaluation of this performance in terms of growth potential, and my own comparison of his performance with that of many other officers in the Department over a period of almost 19 years.

Development Appraisal Report
James L. Tull

PART II. REVIEWING OFFICER'S STATEMENT

I do not have much to add to Mr. Jones appraisal of James Tull's development potential. I consider the appraisal to be fair and accurate and to reflect the good working relationship which pertained between the two men.

Tull is an exceptional person. His easy friendliness, good judgment and capacity for work are an unusual combination in any man. I believe they provide a sound basis for Mr. Jones' assessment of him as "suitable for advancement to highest rank".

Jonathan Dean

Jonathan Dean
Deputy Director
Office of United Nations
Political Affairs

DEPARTMENT OF STATE
ASSISTANT SECRETARY

June 3, 1966

SEARCHED	INDEXED
SERIALIZED	FILED
JUN 3 1966	
STATE DEPARTMENT	

my 8/3/66
JPR

MEMORANDUM TO: UNP - Miss Brown

SUBJECT: Commendation of James Tull, (FSO-5)

I have been so impressed by the performance of one member of your staff that I should like to make my reaction a matter of record.

Mr. James Tull has, in my judgment, during his assignment in IO, developed a grasp of a highly technical field (disarmament) and displayed a degree of initiative, imagination and maturity which could normally be expected only of an outstanding officer at least two grades about Mr. Tull's level.

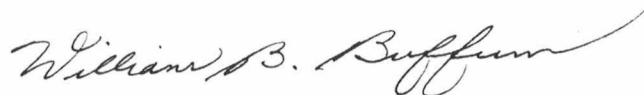
These qualities characterized Mr. Tull's performance throughout the UN General Assembly session last fall. He has consistently demonstrated superior performance in every respect since that time. For example, when I had to prepare, on twenty-four hours notice, to serve as State Department Adviser to the Congressional delegation to the Inter-Parliamentary Union, Mr. Tull provided explicit and sound guidance in very short order on the position which the United States should take on a number of difficult disarmament items scheduled for debate at the conference. As one who has handled disarmament in earlier years myself, I was deeply impressed by Mr. Tull's knowledge of the subject and his good judgment on how to handle the matter tactically.

On another

On another disarmament matter, I was equally impressed by the way in which Mr. Tull handled a recent letter from Secretary McNamara to Secretary Rusk. The issue raised was an important and delicate one. Mr. Tull drafted a reply which was not only sound in terms of substance but, which dealt with the matter in an exceedingly tactful and adept fashion.

In addition, I wish to comment on Mr. Tull's brief performance as Staff Assistant during the temporary absence of the regular Staff Assistant. Mr. Tull displayed a surprisingly broad knowledge about the variety of subjects dealt with in the UN system and bureaucratic know-how in coping with the flow of materials relating to them which permitted him to fit in quickly in an unfamiliar job with maximum efficiency. Moreover, his pleasant personality, his self-control and "unflappability" under stress made him a strong and welcome addition to the front office staff. If he were not such a good substantive officer with a major contribution to make to policy formulation -- even at his present grade -- I would be disposed to ask for his full-time services as staff assistant on the departure of the incumbent.

In short, from a vantage point where we see at least some part of the performance of over a hundred officers, Mr. Tull strikes me as a truly outstanding individual with all the qualities which should lead to his early advancement to positions of much greater responsibility.



William B. Buffum
Deputy Assistant Secretary of State
for International Organization Affairs

1967 JAN 25 PM 5 10

IO

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(TL) GOVT PD WUX THE WHITE HOUSE WASHINGTON DC 25 NFT

MR & MRS JAMES L TULL, DONT DWR

ROOM 6336 DEPT OF STATE WASHDC

ON THE OCCASION OF THE SIGNING OF THE OUTER SPACE TREATY THE
PRESIDENT AND MRS. JOHNSON INVITE YOU TO A CEREMONY AND RECEPTION
FRIDAY, JANUARY 27, 1967, AT 5:00 P.M. AT THE WHITE HOUSE.

PLEASE PRESENT THIS TELEGRAM AT THE SOUTHWEST GATE. RSVP

THE SOCIAL SECRETARY THE WHITE HOUSE.

427P EST.

January 27, 1967

Secretary Rusk, Mr. Vice President, Mr. Chief Justice, Your Excellencies, ladies and gentlemen:

This is an inspiring moment in the history of the human race.

We are taking the first firm step toward keeping outer space free forever from the implements of war.

It was more than 400 years ago when Martin Luther said:

“Cannons and firearms are cruel and damnable machines. I believe them to have been the direct suggestion of the devil. If Adam had seen in a vision the horrible instruments that his children were to invent, he would have died of grief.”

Well, I wonder what he would have thought of the far more terrible weapons that we have today.

We have never succeeded in freeing our planet from the implements of war. But if we cannot yet achieve this goal here on

earth, we can at least keep the virus from spreading.

We can keep the ugly and wasteful weapons of mass destruction from contaminating space. And that is exactly what this treaty does.

This treaty means that the moon and our sister planets will serve only the purposes of peace and not of war.

It means that orbiting man-made satellites will remain free of nuclear weapons.

It means that astronaut and cosmonaut will meet someday on the surface of the moon as brothers and not as warriors for competing nationalities or ideologies.

It holds promise that the same wisdom and good will which gave us this space treaty will continue to guide us as we seek solutions to the many problems that we have here on this earth.

It is a hopeful and a very promising sign.

We are so pleased that we could be joined

here today by the representatives of so many of the other nations of the world.

I now take great pleasure in presenting to you our distinguished Secretary of State—Mr. Dean Rusk.

NOTE: The President spoke at 5:15 p.m. in the East Room at the White House. In his opening words he referred to Secretary of State Dean Rusk, Vice President Hubert H. Humphrey, and Chief Justice Earl Warren.

In his remarks following the President's, Secretary Rusk reviewed the major steps taken since the Soviet Union launched its first Sputnik in 1957 in the quest for peace and security. "There is great satisfaction," he noted, "in being able to present this treaty within 10 years after the launching of that Sputnik."

Arthur J. Goldberg, U.S. Representative to the United Nations, then spoke briefly. He commended the members of the United Nations Committee on the Peaceful Uses of Outer Space and expressed his appreciation to the President "for initiating this effort on behalf of our country."

Ambassador Goldberg also read a message from United Nations Secretary General U Thant. The Secretary General described the outer space treaty, together with the Antarctic treaty of 1959 and the nuclear test ban treaty of 1963 as "true landmarks in man's march towards international peace and security. I fervently hope," he said in conclusion, "that these achievements will shortly be followed

by similar agreements on nonproliferation of nuclear weapons and other steps towards international peace and security."

The British Ambassador, Sir Patrick Dean, and the Ambassador from the Soviet Union, Anatoly F. Dobrynin, also spoke briefly. Stating that the treaty was an important step toward the creation of a world free from the fear of war, Sir Patrick added that its signature by the United States and the Soviet Union would "give fresh encouragement and new hope to the world."

In signing the treaty on behalf of the Soviet Union Mr. Dobrynin stated: "We believe that the treaty . . . will be an important step in further development of cooperation and understanding among states and peoples, and will contribute to the settlement of other major international problems facing humanity here on this planet."

The full text of the various remarks at the signing ceremony is printed in the Weekly Compilation of Presidential Documents (vol. 3, p. 127). After signatures by Secretary Rusk and Ambassador Goldberg for the United States, Ambassador Dean for the United Kingdom, and Ambassador Dobrynin for the Soviet Union, the treaty was signed by the representatives of 57 other nations. Signing ceremonies were also held in London and Moscow.

On February 7, 1967, the President transmitted the treaty to the Senate (see Item 38). It was favorably considered by the Senate on April 25, 1967. The text of the treaty is printed in Senate Executive D (90th Cong., 1st sess.).

The Space Treaty was opened for signature in London, Moscow, and Washington on January 27, 1967. In Washington the ceremony at the White House was followed by a reception attended by leading members of the three branches of government and the diplomatic community. Among the many dignitaries present there was lively competition for discussion with several U.S. astronauts present, those whom the treaty regards as "envoys of mankind" deserving all possible assistance in case of distress. Towards the end of the reception it became apparent that President Johnson and the astronauts had learned of the shocking death of three of their colleagues in a fire atop the Saturn rocket which was shortly to have launched them on another Apollo mission.

One of those who died that afternoon was Colonel Edward White, the first American to "walk in space." After that historic occasion in 1965 Col. White had visited the United Nations to present to the Secretary-General the U.N. flag which he had worn in space under his suit. Asked by U Thant what it was that he most noticed from space Col. White said that when he looked at the Earth passing below he recognized the familiar shapes of oceans and land masses. But what struck him most forcefully was something he did not see; he did not see any national boundaries.

Even in the days of the real Cold War, the one with all of the ICBMs poised and armed and ready to launch, the U.S. and the Soviet Union quietly had each other's backs in space. On January 27, 1967, Lyndon Johnson, Soviet Ambassador Anatoly Dobrynin, a gaggle of dignitaries from 60 countries and a delegation of American astronauts gathered in the Green Room of the White House for the formal signing of the clumsily named "Treaty on Principles Governing the Activities of States in the Exploration and Use of Outer Space." The agreement committed all signatories to keeping space forever non-militarized, to making no land claims on the moon or any other cosmic body and to offering all assistance to any astronauts in distress from any nation.

It is a matter of historical record that at 6:32 PM that night, even as the White House reception was still underway, a fire was breaking out in the Apollo 1 spacecraft on its launchpad at Cape Canaveral, where astronauts Gus Grissom, Ed White and Roger Chaffee were rehearsing liftoff procedures. It is a matter of historical record too that by 6:34 all three were dead. Many of the same dignitaries from the same 60 countries who had planned to travel home the next day instead stayed around to attend the funeral of three men who would never fly again.

THE WHITE HOUSE, March 22, 1967.

To the Senate of the United States:

I nominate Richard H. Nolte, of Connecticut, to be Ambassador Extraordinary and Plenipotentiary of the United States of America to the United Arab Republic.

LYNDON B. JOHNSON.

To the Committee on Foreign Relations.

THE WHITE HOUSE, March 22, 1967.

To the Senate of the United States:

I nominate Karl F. Rolvaag, of Minnesota, to be Ambassador Extraordinary and Plenipotentiary of the United States of America to Iceland.

LYNDON B. JOHNSON.

To the Committee on Foreign Relations.

THE WHITE HOUSE, March 22, 1967.

To the Senate of the United States:

I nominate Claude G. Ross, of California, a Foreign Service officer of class 1, to be Ambassador Extraordinary and Plenipotentiary of the United States of America to Haiti.

LYNDON B. JOHNSON.

To the Committee on Foreign Relations.

THE WHITE HOUSE, March 22, 1967.

To the Senate of the United States:

I nominate—

The following-named Foreign Service officers for promotion in the Foreign Service to the classes indicated:

Foreign Service officers of class 1:

- Delmar R. Carlson, of the District of Columbia.
- John Calvin Hill, Junior, of South Carolina.
- Robert A. Hurwitch, of Illinois.
- George H. Owen, of New York.
- Donald L. Ranard, of Vermont.
- Herbert Reiner, Junior, of Connecticut.

Foreign Service officers of class 1 and consular officers of the United States of America:

- Douglass K. Ballentine, of Texas.
- Jules Bassin, of New York.
- Robert O. Blake, of California.
- Davis Eugene Boster, of Ohio.
- Herbert D. Brewster, of Maine.
- Miss Elizabeth Ann Brown, of Oregon.
- Thomas R. Byrne, of Pennsylvania.
- Charles T. Cross, of Virginia.
- David C. Cuthell, of Connecticut.
- Richard T. Davies, of Wyoming.
- Nathaniel Davis, of New Jersey.
- Robert H. Harlan, of Texas.
- Martin F. Herz, of New York.

[Dnd on p. 270]

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March 22, 1967

Roger C. Schrader, of Missouri.
 Louis Schwartz, Junior, of Illinois.
 Thomas J. Scotese, of Pennsylvania.
 Leslie Andrew Scott, of the District of Columbia.
 Richard C. Searing, of New Jersey.
 William T. Shinn, Junior, of Minnesota.
 John P. Shumate, Junior, of California.
 William L. Simmons, of Mississippi.
 John W. Simms, of Pennsylvania.
 Donnell D. Smith, of Illinois.
 Wayne S. Smith, of California.
 Edward H. Springer, of Oregon.
 Daniel P. Sullivan, of Virginia.
 Herbert D. Swett, of California.
 Donald C. Tice, of Kansas.
 Blaine C. Tueller, of Utah.

James L. Tull, of Iowa.

for promotion from F505 to F504

Joseph W. Twinam, of Tennessee.
 James W. White, of Florida.
 Albert W. Whiting, of Virginia.
 Albert N. Williams, of Michigan.
 Larry C. Williamson, of California.
 Thomas F. Wilson, of Michigan.
 Raymond S. Yaukey, of Maryland.
 Joseph R. Yodzis, of Pennsylvania.
 William B. Young, of New Hampshire.

Foreign Service officers of class 5:

Morris J. Amitay, of New York.
 Andrew F. Antippas, of Massachusetts.
 Robert B. Bentley, of California.
 Alan D. Berlind, of Virginia.
 Werner W. Brandt, of New York.
 Kenneth L. Brown, of California.
 Richard C. Brown, of New Mexico.
 James R. Bullington, of Tennessee.
 John Franklin Campbell, of California.
 Donald D. Casteel, of Wyoming.
 Richard A. Christensen, of Wisconsin.
 David W. Cox, of Wisconsin.
 Anthony S. Dalsimer, of New York.
 John R. Davis, of New York.
 Dale Alan Diefenbach, of Ohio.
 William A. Feldt, of South Dakota.
 Ronald D. Flack, of Minnesota.
 Lowell R. Fleischer, of Ohio.
 Stephen R. Gibson, of California.
 Harry J. Gilmore, of Pennsylvania.
 Donald Keith Guthrie, of New Mexico.
 Alan M. Hardy, of Ohio.
 Jerome L. Hoganson, of Wisconsin.
 Richard Holbrooke, of New York.
 Miss Linda C. Irick, of Arizona.
 Philip K. Johnson, Junior, of Ohio.
 Roland Karl Kuchel, of New Jersey.

On request by Mr. Mansfield, and by unanimous consent, the above nominations were considered en bloc, and it was

Resolved, That the Senate advise and consent to the said nominations.

IN THE DIPLOMATIC AND FOREIGN SERVICE

The nominations beginning Dr. Charles E. Klontz, to be a Foreign Service officer of class 1, a consular officer, and a secretary in the diplomatic service of the United States of America, and ending Edward H. Wilkinson, to be a consular officer of the United States of America, which nominations were received by the Senate and appeared in the Congressional Record on March 9, 1967; and

The nominations beginning Delmar R. Carlson, to be a Foreign Service officer of class 1, and ending John M. Yates, to be a Foreign Service officer of class 6 and a consular officer of the United States of America, which nominations were received by the Senate and appeared in the Congressional Record on March 22, 1967; and

The nominations beginning Alan W. Ford, to be a Foreign Service officer of class 3, a consular officer, and a secretary in the diplomatic service of the United States of America, and ending Russell M. Winge, to be a consular officer of the United States of America, which nominations were received by the Senate and appeared in the Congressional Record on March 23, 1967.

On request by Mr. Mansfield, and by unanimous consent, the above nominations placed on the Secretary's desk were considered en bloc, and it was

Resolved, That the Senate advise and consent to the said nominations.

PRESIDENT NOTIFIED

Ordered, by unanimous consent, That the President be immediately notified of the confirmations this day made.

LEGISLATIVE SESSION

On request by Mr. Mansfield, and by unanimous consent, the Senate resumed the consideration of legislative business.

THURSDAY, APRIL 20, 1967

MESSAGES REFERRED

During legislative session, the President pro tempore laid before the Senate, as in executive session, the following messages from the President of the United States, transmitting nominations, which were referred as indicated:

THE WHITE HOUSE, April 20, 1967.

To the Senate of the United States:

I nominate R. Peter Straus, of New York, to be an Assistant Administrator of the Agency for International Development.

LYNDON B. JOHNSON.

To the Committee on Foreign Relations.

April 19, 1967

<input checked="" type="checkbox"/> Department of State DEVELOPMENT APPRAISAL REPORT FOREIGN SERVICE OFFICERS, RESERVE OFFICERS, AND STAFF OFFICERS FSS-1 - 6 CIVIL SERVICE OFFICERS GS-9 AND ABOVE		LIMITED OFFICIAL USE (When Completed) CHECK ONE BOX <input checked="" type="checkbox"/> Regular Report Interim Report: <input type="checkbox"/> Departure of Rated Officer <input type="checkbox"/> Departure of Rating Officer <input type="checkbox"/> Change of Duty	
NAME OF OFFICER BEING RATED (last, first, middle) TULL, James L.		EMPLOYEE NUMBER 604825	OFFICER'S CLASS OR GRADE FSO-4
POST OR (for Washington) ORGANIZATIONAL SYMBOL IO/UNP		OFFICER'S FUNCTIONAL OR ORGANIZATIONAL TITLE Foreign Affairs Officer	
DATE OF ARRIVAL AT POST 8/29/65	PERIOD COVERED BY Performance Rating REPORT (attached) 6/16/66 - 6/15/67	DATE REPORT SUBMITTED TO AGENCY	
SIGNATURE <i>Gerald B. Helman</i>		SIGNATURE <i>Elizabeth Ann Brown</i>	
TYPED NAME: Gerald B. Helman		TYPED NAME: Elizabeth Ann Brown	
TYPED CLASS, TITLE FSO-4, OIC, International Security Affairs		TYPED CLASS, TITLE FSO-1, Director, IO/UNP	
<p>PURPOSE. The Development Appraisal Report is a written evaluation of the officer's capacity for growth, his leadership qualities, his ability to assume higher level responsibilities, and of any factors such as family, health, or suitability which might limit or hinder his advancement. It is not an evaluation of the officer's performance in any particular job during a particular rating period although the appraisal must necessarily be based in part on an observation of the officer's performance and must bear a close relationship to the evaluation of that performance.</p> <p>APPLICABILITY, SCHEDULE, AND PARTICIPATION. This report is to be prepared IN DUPLICATE whenever a Performance Rating Report (FS-315) is prepared. It shall be written and reviewed by the same rating and reviewing officers who prepared the Performance Rating Report, and will be attached to and submitted with it.</p> <p>INSTRUCTIONS ON PREPARATION. The appraisal of a man's potential is one of your most difficult and important tasks as a supervisor. It demands impartiality, intellectual honesty, and precision of expression. It must take into account the projected needs of the organization, and must evaluate an individual in relation to these future needs.</p> <p>Prepare the report on plain sheets of paper stapled to this form; follow the underlined subject headings listed below. Appraise officer's potential for growth and development; describe and evaluate his capacities and limitations, and, where possible, use examples to illustrate points. Beware of understatements or overstatements, carelessness, or undue brevity which may injure both the organization and the officer being appraised.</p> <p>Reference to race, color, creed, or national origin must not be included in this report. Medical problems which could affect the officer's performance or potential should be mentioned under item C below, but should not be discussed in detail. When reporting undesirable traits, or shortcomings, you should identify where and how their adverse effect, if any, on past performance is reported in the Performance Rating (FS-315). Likewise, the effect of outstanding personal attributes should also be reflected in the Performance Rating.</p> <p>DISCUSSION AND DISCLOSURE. This report will not be shown to the rated officer at the time it is prepared, nor will it be shown to him subsequently unless and until a step is taken that is intended to lead to an adverse personnel action for which the officer is not otherwise entitled by law or regulation to an opportunity to reply to specific charges.</p> <p>The restriction on disclosure is not intended to discourage discussion between supervisor and subordinate of matters covered in this report, particularly when such discussion and guidance could assist the subordinate in his self-improvement efforts. On the contrary, supervisors and personnel officers are obliged to counsel persons under their responsibility. Occasionally, however, some factors, traits, or limitations, though they form a necessary part of appraisal of an officer's potential, may be beyond his power to alter or control; in such cases a discussion of them with him might serve no useful end, and may even be counter-productive. In summary, you are obliged to report your appraisal of the officer's potential fully and candidly; you are also obliged to counsel him on all matters which lend themselves to such discussion.</p>			
PART I - RATING OFFICER'S COMPREHENSIVE COMMENTS			
<p>A. Personal Characteristics:</p> <ol style="list-style-type: none"> <u>Appearance</u> - Neatness, propriety in dress, general impression. <u>Bearing</u> - Degree of maturity, composure under varying circumstances, facility in personal contact. <u>Personality</u> - Discuss fully personality traits of the officer, e.g., bright, sparkling, extrovert, dull, abrasive, introvert, pleasant, spontaneous, sharp, witty, good sense of humor, heavy, obsequious, sarcastic, biting. <u>Range of Interests</u> - Languages, arts, reading, avocations, hobbies, and where appropriate membership in political science, economic, technical, social and other professional institutions or societies. <u>Other</u> - Matters of special significance not covered above, e.g., acceptance or evasion of responsibilities (community or otherwise), willingness to admit error, attitudes towards superiors and subordinates, personal integrity. 			

DEVELOPMENT APPRAISAL REPORT

PART I - Rating Officer's Comprehensive Comments

A. Personal Characteristics

Mr. Tull is tall, and spare. His manner is outgoing, relaxed, calm, and informal, though always solicitous and proper. His dress is conservative and neat.

Mr. Tull's general appearance and quiet approach give an impression of maturity which is borne out by his speech, his actions, and overall demeanor. He makes friends easily and very widely and maintains those friendships. He does not get easily excited; under pressure his actions are purposeful and directed at getting the job done.

As noted above, Mr. Tull presents a calm, relaxed appearance. His easy-going nature is combined, however, with a strict sense of propriety and with a disciplined approach to problems. His sense of humor is warm and he seems to have a genuine interest in other people and a desire to be completely helpful. He willingly and happily pitches in to any task, even the simple mechanical, in order to insure that the job is done properly and in time. He does not appear to be particularly sensitive to his own status although he appreciates the importance others attach to the symbols of status.

American history, and particularly American biography, are Mr. Tull's primary outside interests. He is unusually widely read in American biography (including Freeman's seven volume history of Washington and his four volume history of Lee and his lieutenants) and can talk for hours with confidence and knowledge of the Colonial and Civil War periods. He maintains as well a continuing interest in international affairs, follows current events closely, and is sensitive to the way in which international developments might affect the items for which he has responsibility.

Mr. Tull's relationship with his colleagues, and his principals is a warm and friendly one. He presents his point

of view briefly and with precision. He has command of his facts and has available the documents necessary to demonstrate those facts. He accepts direction easily and when a decision is given, even though contrary to his recommendation, Mr. Tull takes it in good grace and does his best to carry out his instructions. His honesty and integrity are unquestioned.

B. Family

Mr. Tull is married. Both he and his wife come from the same small town in rural Iowa. They have three children, a son 12, a daughter 9, and a son 2. As a group, they give the impression of being a solid, hospitable, mid-Western family. The children are friendly and well behaved. Mrs. Tull is a slender, pleasant woman who complements her husband very nicely. The rating officer has had only a few opportunities to observe Mrs. Tull in a representational situation. However, the rating officer is convinced that she would be an asset to her husband overseas and would do well in representation.

C. Limiting Factors

The rating officer knows of no physical or emotional factors which would in any way affect the future assignment of Mr. Tull or his family.

D. Leadership and Executive Capabilities

Mr. Tull has not had the opportunity during this assignment to exercise significant executive or supervisory authority. The observations which follow, therefore, are an effort to extrapolate from those skills related to executive capability which he has demonstrated.

Mr. Tull's very marked strength -- which makes him an asset to any office -- is his ability to work with and to organize large volumes of information. This is manifested, for instance, by his development for the office of an efficient filing system and his ability to find almost anything needed in the files. Other offices in the Department and even offices in ACDA know that Mr. Tull will have a relevant document or cable and will as a matter of course ask him for it rather than search

their own files. In the narrative section of the performance rating report, it was noted that Mr. Tull was extremely helpful in preparing for the White House ceremony at which the Outer Space Treaty was signed. This involved developing a complicated scenario, making certain that all parts of the ceremony were properly timed and coordinated, and compiling very quickly a list of several hundred invitees. There was a great deal of detail involved in the task and Mr. Tull performed it very well.

This ability of Mr. Tull's to organize effectively and efficiently is a reflection of his uncluttered thought processes. It is also clear in his effective oral communication and in his well-organized drafting. He quickly recognizes what is relevant and irrelevant to an issue. He knows what offices can make legitimate contributions to a particular decision and acts accordingly. His performance in the situations described above indicates that he does have genuine executive ability and a capacity to sensibly and logically organize work and insure that the work is accomplished in a satisfactory manner. It is felt, as well, that he would know well how to organize and delegate authority. He is invariably considerate of others, particularly subordinates, and gives instructions clearly, and simply and with patience. He has never hesitated to undertake any task, even one which is simply mechanical, in order to contribute toward the efficient completion of a job.

It is a bit more difficult to assess Mr. Tull's capacity for leadership. He has the ability to make friendships widely and to hold those friendships. His integrity is well established and he is sensitive to the effect of his actions on others. He seeks agreement through accommodation and compromise which, in general, is most commendable. At times, however, his approach lacks forcefulness and suggests that his strength lies as an organizer and synthesizer rather than as someone who might force an issue or get tough when the situation demands. He is not an innovator, although he recognizes sound ideas and contributes to their development.

E. Growth Capacity

As has been noted in this report and in the Performance Rating, Mr. Tull has a very marked ability to organize and

assimilate information and to break problems down into their logical components. He is qualified intellectually, and has a ready grasp of policy goals and the reasoning and history behind those goals. His energy is abundant and he takes great pride in performing his work in a professional and complete manner. He requires a minimum of supervision, learns the details of his job thoroughly and does not hesitate to ask for advice when he feels he needs it. He accepts suggestions and criticism with very good grace. He is frank and tactful in expressing disagreement and on several occasions the rating officer has had reason to appreciate his words of caution.

As is apparent from his Performance Rating Report, Mr. Tull is unusually versatile. As a consequence, a number of diverse items have been assigned to him. These tasks he has performed most capably. In addition to the usual factors involved in assessing whether Mr. Tull has a capacity to grow, the rating officer would emphasize two: his maturity, and his sober and no-nonsense attitude towards his work. Mr. Tull has a strong sense of responsibility for his work, and a quiet and firm loyalty to his colleagues and to the Foreign Service.

In the opinion of the rating officer, he is fully qualified to undertake broader responsibility, particularly that involving supervision. Mr. Tull has expressed an interest in political work in Latin America as his next assignment and the rating officer concurs. He also has an excellent background for political-military work and would do well at it. It is suggested that a job as number two in a small consulate general or in a consulate would give Mr. Tull an opportunity to do political reporting and would, as well, draw upon his ability to organize effectively and to handle diverse tasks.

F. Advancement Potential

The rating officer would characterize Mr. Tull as "suitable for advancement of more than one rank". He has the maturity, common sense, intellectual capacity and judgment necessary to undertake the responsibility of higher rank and even very senior rank. He maintains an open mind and has the capacity of refining and making concrete the ideas of others. In summary, Mr. Tull is a highly qualified officer fully capable of assuming broader responsibilities. He was promoted to class 4 on the most recent list and is deserving of promotion at a rate more rapid than usu


Gerald B. Helman

Date June 17, 1967

Director, 10/01
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LIMITED OFFICIAL USE

DEVELOPMENTAL APPRAISAL REPORT

Reviewing Statement

TULL, James

I concur completely in the rating officer's comprehensive comments. Good working relationships existed between the two officers. I had repeated opportunities to observe Mr. Tull's work at first hand and my own appraisal of his performance fully confirms Mr. Helman's assessment.

Mr. Tull is very personable and well-liked by all his colleagues. He is at ease in any situation. I agree that he is a superb organizer. However, unlike the rating officer, I believe that, given the opportunity, he would also be able to make an imaginative contribution to policy formulation. In his present assignment the prospect for developing an original approach to the problems of disarmament is almost non-existent. He has had to work within rather rigid policy lines in circumstances where progress when it comes is the result of a gradual, almost evolutionary process.

I have been so well impressed by Mr. Tull's qualifications and consistently high level of performance that I have arranged his transfer to another section of the office where he will have an opportunity to put his first-rate talents to work on specific political issues such as Cyprus and a variety of African issues and thus to broaden his own range of experience in the field of multilateral diplomacy. I fully anticipate that this additional experience will greatly enhance his future growth. He learns very rapidly and knows how to apply his past experience effectively to the problem at hand. As indicated elsewhere, he has already proved his ability to handle diverse tasks, and I expect his professional growth to continue steadily. Consequently, I endorse Mr. Helman's recommendations regarding possible future assignments. Finally, I fully share Mr. Helman's expectation that Mr. Tull should advance in his career at a rate better than that of the average Foreign Service Officer, and in time should qualify for senior assignments.

UNCLASSIFIED

Authorized by William O. Hall
Director General of the
Foreign Service, January 1, 1973

Elizabeth Ann Brown
Elizabeth Ann Brown
Director

IN Political Affairs

Department of State

U. S. Information Agency

ARA/LA

CHECK ONE BOX

Regular Report

6258

Interim Report:

Departure of Rated Officer

Departure of Rating Officer

Change of Duty

PERFORMANCE RATING REPORT

FOREIGN SERVICE OFFICERS, RESERVE OFFICERS,
AND STAFF OFFICERS FSS-1 - 6
CIVIL SERVICE OFFICERS GS-9 AND ABOVE

NAME OF OFFICER BEING RATED (Last, First, Middle) **TULL, James L.** EMPLOYEE NUMBER **604025** OFFICER'S CLASS OR GRADE **FSS-4**

POST OR (for Washington) ORGANIZATIONAL SYMBOL **IO/UNP** OFFICER'S FUNCTIONAL OR ORGANIZATIONAL TITLE **Foreign Affairs Officer**

DATE OF ARRIVAL AT POST **6/29/65** PERIOD COVERED BY REPORT **6/15/66 - 6/15/67** DATE REPORT SUBMITTED TO AGENCY

RATING OFFICER SIGNATURE *Gerald B. Helman* REVIEWING OFFICER SIGNATURE *Elizabeth Ann Brown*

TYPED NAME: **Gerald B. Helman** TYPED NAME: **Elizabeth Ann Brown**

TYPED CLASS, TITLE **FSS-4, OIC, International Security Affairs** TYPED CLASS, TITLE **FSS-1, Director, IO/UNP**

I have read and received a copy of this report. DATE **June 17, 1967** SIGNATURE OF RATED OFFICER *James L. Tull*

GENERAL INSTRUCTIONS

Prepare in TRIPLICATE: Original for Washington Office of Personnel, a copy for post or administrative file, and a copy for the rated officer. The Development Appraisal Report (Form FS-315A) is to be prepared at the same time, but in DUPLICATE only.

PART I - POSITION DESCRIPTION AND PERFORMANCE REQUIREMENTS

Classification Title of Position	Category (FSO, FSS, GS, etc.)	Occupational Series	Class or Grade	Position Number
Foreign Affairs Officer	FSO	130	O-4	S-22762

WHAT is done by the officer: List in descending order of importance, the major duties of the position. (Amount of time spent is not necessarily an indication of their relative importance.) If the duties of the position are described by a Standard Description of Duties (SDD) the SDD number may be cited below. Additional significant duties not covered by the SDD should be listed below.

SDD NO. _____

See attached.

PART II - PERFORMANCE FACTORS

Evaluate the officer's performance with respect to the factors listed below. Place a (✓) in the box above the descriptive statement which most nearly applies, with a (+) or a (-) symbol to reflect any refinements you believe to be significant. Most of the 26 factors apply to most positions, and all of the first 17 factors are significant performance elements in almost every position. If, however, any of the 26 performance factors is not applicable to the position, the rating officer can so signify by marking "N. A." in the space below its number. If the factor is applicable but insufficiently observed, mark it "I. O."

1. Knowledge of Work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Lacks the kind of knowledge required for satisfactory performance.	Has most required knowledge but lacks depth or breadth in certain respects.	Possesses adequate knowledge for good work performance.	Work reflects particularly comprehensive and suitable knowledge.	Has exceptionally commanding knowledge of and insight into all aspects of work.	
2. Productivity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Useful output or volume of work is generally inadequate.	Somewhat slow or erratic in production of useful work.	Volume of useful output wholly adequate.	Consistently produces superior volume of useful work.	His work output is phenomenal.	
3. Accuracy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Error of commission or omission, or lack of precision, is frequent or serious.	Work is sometimes imprecise, incomplete, incorrect or superficial.	Careful, conscientious. Work meets position demands for accuracy.	Excels in thoroughness and accuracy. Makes minimum of errors of commission or omission.	Invariably turns out work outstanding in accuracy and completeness.	

POSITION DESCRIPTION AND PERFORMANCE REQUIREMENTS

The position description provides a general account of the job. The comments offered below are intended to supplement and to highlight certain aspects of the position.

The incumbent is the chief contact between ACDA and the Department insofar as consideration of disarmament questions in the United Nations are concerned. He must assist in preparing and clearing instructions, position papers, memoranda, staff studies, and public statements of policy on all aspects of disarmament; instructions and position papers prepared in ACDA must be reviewed and cleared to insure consistency with positions taken in the United Nations and relevancy to the political situation there. The problems presented by the type of multilateral diplomacy practiced in the United Nations must be brought to bear on all questions of disarmament and the incumbent acts as an adviser to his principals and to ACDA on these questions.

The incumbent must also be prepared to undertake additional duties which require policy formulation, the drafting and clearance of position papers, instructions, and memoranda. Thus a number of political-legal questions for which the office is responsible, such as those emanating from the General Assembly item on "Principles of Friendly Relations and Cooperation Among States," have been assigned to the incumbent.

The incumbent also assists in the preparation and clearance of relevant material on U.N. peacekeeping matters. The office recently has been assigned certain responsibilities in oceanography and the incumbent has been assigned duties relevant to the consideration of certain aspects of this subject in the Assembly.

<p>4. Initiative</p> <p>Does not take independent action.</p>	<p>Sometimes overlooks need for action or seeks guidance or approval unnecessarily before acting.</p>	<p>Acts on his own in usual activities; quite adequate.</p>	<p>Sees opportunities and acts promptly and independently in new or unforeseen situations.</p>	<p>Invariably sees opportunities and acts promptly and independently even in the most difficult or important situations.</p>
<p>5. Resourcefulness</p> <p>Goes strictly "by the book". Does not produce original ideas or adaptations.</p>	<p>Prefers conventional solutions to problems but occasionally displays originality.</p>	<p>His work reflects the imagination and originality required.</p>	<p>Highly adept in finding original solutions to unforeseen problems.</p>	<p>Develops and applies original solutions to his most difficult problems with exceptional success.</p>
<p>6. Dependability</p> <p>Fails to follow instructions, or to observe commitments, or to complete work on time.</p>	<p>Needs undue amount of supervision to comply with instructions, and to meet deadlines and commitments.</p>	<p>Conscientious and steady worker. Complies with commitments, meets deadlines, and produces useful work with normal supervision.</p>	<p>Conscientious and reliable worker. Completes each task, meets deadlines and commitments with a minimum of supervision.</p>	<p>Regardless of own inconvenience, invariably meets the most difficult commitments and deadlines. Certain to follow through even in absence of instructions.</p>
<p>7. Decisiveness</p> <p>Cannot make up his mind, or vacillates.</p>	<p>Slow at making decisions unless pushed, or jumps too hastily to conclusions.</p>	<p>Makes sound decisions with reasonable promptness.</p>	<p>Makes sound decisions in a very timely and confident fashion.</p>	<p>Officer's decisiveness, even under acute pressure, is outstanding in speed and success.</p>
<p>8. Analytical Ability</p> <p>Generally misjudges or fails to realize causes or significance of problems, facts or events.</p>	<p>Tends to accept statements or events with little critical thought or frequently fails to interpret or interrelate facts adequately.</p>	<p>Generally identifies the facts or underlying events, ideas, or problems and interprets them with reasonable accuracy.</p>	<p>Thoughtfully and successfully examines the essential elements of problem situations and reaches valid conclusions.</p>	<p>Exceptionally effective in reaching the heart of a difficult problem, evaluating its elements and their interrelationships and true significance.</p>
<p>9. Ability to Anticipate</p> <p>Short-sighted. Tries to solve today's problem without regard to other problems or tomorrow's needs.</p>	<p>Sometimes compartmentalizes problems, does not perceive relationships to other events and later eventualities. Occasionally caught off base.</p>	<p>Foresighted. Usually chooses course of action that has broad and lasting utility.</p>	<p>Nearly always shapes actions to future developments as well as to present problem. Visualizes indirect as well as direct consequences of an action.</p>	<p>Exceptionally sensitive to ultimate consequences of action. Invariably examines particular item as a part of the total stream of events. Whole decision-making process is integrated.</p>
<p>10. Judgment</p> <p>Unreliable judgment. Overlooks pertinent considerations or has little sense of proportion.</p>	<p>Judgment adequate if clear-cut precedents exist; lacks practicality, wisdom, or sensitivity in new situations.</p>	<p>Exercises good judgment in normal activities. Carefully considers facts and possible courses of action.</p>	<p>Nearly always displays good judgment in meeting both normal and unusual situations.</p>	<p>Displays excellent judgment, timing, and insight, even in the most difficult and sensitive situations. Judgment unimpaired by work pressures.</p>
<p>11. Perspective</p> <p>Has a poor understanding of the goals of his job.</p>	<p>Fair understanding of the principal objectives of his job, but poorly oriented in some respects.</p>	<p>Good knowledge of objectives and of his part in achieving them.</p>	<p>Well-informed, very good insights, knows what he is doing and why.</p>	<p>Remarkable grasp of relationship of his job to total picture and of currents which might affect this relationship.</p>
<p>12. Attitude Toward Job</p> <p>Indifferent attitude. Shows little interest in his work.</p>	<p>Makes an effort but has little real enthusiasm for the job.</p>	<p>Has an interest in the work and helps out on other tasks when asked.</p>	<p>Displays keen interest in job. Works extra hours on own initiative. Offers to assist in other duties.</p>	<p>Exceptionally high degree of interest, willingness, and dedication. His job invariably comes first.</p>
<p>13. Acceptance of Responsibility</p> <p>Generally seeks to avoid responsibility for past or future actions.</p>	<p>Sometimes reluctant to acknowledge or accept responsibility, and then only within well-defined limits.</p>	<p>Generally acknowledges or accepts responsibility willingly.</p>	<p>Displays well above-average sense of responsibility for past or future actions, including those of his subordinates, if any.</p>	<p>Invariably regards himself as fully accountable for his actions and those of subordinates, if any. Does not hesitate to act in interests of organization.</p>

<p>14. Written Communication</p>	<input type="checkbox"/> Does not get ideas across clearly on paper.	<input type="checkbox"/> Can do simple drafting. Writing often lacks clarity, brevity, or effectiveness. Composition usually requires extensive editorial revision.	<input type="checkbox"/> Writing is understandable to the point, and acceptably organized. Composition requires little editing.	<input checked="" type="checkbox"/> Writes clearly and effectively. Composition and style are admirably suited to the objective. Product rarely requires editing.	<input type="checkbox"/> Composition has all qualities of excellence: clarity, precision, conciseness, good organization, persuasiveness and style.
<p>15. Oral Communication</p>	<input type="checkbox"/> Has great difficulty in conveying ideas orally.	<input type="checkbox"/> Effectiveness of oral communication sometimes lessened by defect such as wordiness, imprecision, poor grammar, or rambling.	<input type="checkbox"/> Gets ideas across clearly in oral communication.	<input type="checkbox"/> Speaks well. Convincing and to the point. Effective in debate.	<input checked="" type="checkbox"/> Outstandingly articulate in choice of words, clarity, conciseness, and persuasiveness. Holds listeners' interest even under adverse conditions.
<p>16. Adaptability</p>	<input type="checkbox"/> Resists change or new approaches; or is upset by new or different environmental situations.	<input type="checkbox"/> Adjustment to change or new approaches in work somewhat hampered by old habits or fixed ideas; or adjusts with difficulty to new environment.	<input type="checkbox"/> Accepts change, new approaches, and new ideas in work and works well with them. Adjusts to new environment reasonably soon.	<input type="checkbox"/> Receptive to new approaches and ideas in work. Applies them readily and effectively. Quickly adapts to new or different environment.	<input checked="" type="checkbox"/> Immediately grasps new approaches, ideas. Exceptionally able to blend old and new, and adapt own interests and enthusiasms. Takes difficult environmental situations in stride.
<p>17. Relations with Americans</p>	<input type="checkbox"/> Officer's relations at work or socially are generally marked by friction.	<input type="checkbox"/> Sometimes irritates others, or is quick to take offense, or goes along grudgingly, or shows limited sense of community responsibility, at the office or at home.	<input type="checkbox"/> Maintains good relations at work and socially. Is generally well liked and respected. Cooperates in community affairs.	<input checked="" type="checkbox"/> Effective in personal relations at all levels. Stimulates rapport. Tolerant, highly respected, and well liked. Active in community to extent job permits.	<input type="checkbox"/> Exceptionally effective in personal relations at all levels. Has deep understanding of human nature. Highly respected and sought after. A leader in community affairs.
<p>18. Relations with Non-Americans</p>	<input type="checkbox"/> Insensitive to and lacks understanding of local people and customs. Creates problems.	<input type="checkbox"/> Sometimes offends, or misunderstands, or is unduly sensitive; or may ignore rapport in "getting job done."	<input type="checkbox"/> Maintains good relations at work and socially with local citizens.	<input type="checkbox"/> Very successful in creating good relations at work and socially. Very well liked. Effective in contacts and develops rapport.	<input type="checkbox"/> Exceptionally successful in developing good personal relations. He is sincerely respected, sought after, and responsive.
<p>19. Language Improvement</p>	<input type="checkbox"/> Makes no or virtually no effort to learn the local language even when the demands of his job leave time for study.	<input type="checkbox"/> Makes a little effort to learn the local language, but only when not at personal inconvenience.	<input type="checkbox"/> Makes a satisfactory effort to improve knowledge of the local language insofar as job demands on his time permit.	<input type="checkbox"/> Makes a determined effort to improve his grasp of the local language.	<input type="checkbox"/> Neglects no opportunity to master the local language, giving it all the attention his other duties permit, even at some personal inconvenience.
<p>20. Official Representation</p>	<input type="checkbox"/> Makes a poor impression as a representative of the United States.	<input type="checkbox"/> Does not make the contacts he should or sometimes is rather ineffective in contacts.	<input type="checkbox"/> Does his part in mixing with the local people and represents the organization effectively at social and unofficial functions.	<input type="checkbox"/> Has wide range of useful contacts and is effective at using them and at promoting the interests of the U.S. in host country.	<input type="checkbox"/> Makes excellent use, for the U.S., of extraordinary range of local contacts. Performs effectively at any social or official function.
<p>21. Negotiating Ability</p>	<input type="checkbox"/> Not effective as a negotiator. Lacks force or the ability to think clearly in negotiations.	<input type="checkbox"/> Generally successful in negotiating matters of only minor importance or complexity. Must be given detailed instructions.	<input type="checkbox"/> Good negotiator. Displays good judgment, patience, and tact in applying instructions.	<input checked="" type="checkbox"/> Performance superior in sensitive or difficult negotiations. Forceful. A clear thinker and well prepared. Obtains good results.	<input type="checkbox"/> Excellent negotiator who holds up under pressure. Rarely if ever caught off guard. Knows subject thoroughly. Obtains desired results.
<p>22. Effectiveness as a Supervisor</p>	<input type="checkbox"/> Unsuccessful as a supervisor.	<input type="checkbox"/> Supervises repetitive operations fairly well. Is somewhat weak in meeting new demands, goals, or deadlines, or in staff relations.	<input type="checkbox"/> Plans and assigns work in an orderly manner and sees that objectives are achieved. Maintains good morale. Carries out instructions conscientiously.	<input type="checkbox"/> Performance reflects superior skill in most aspects of supervision. Strong both in staff relations and production.	<input type="checkbox"/> Plans and organizes work to meet all contingencies. Takes positive steps to develop staff capabilities. Subordinates give maximum performance and excel in morale.

N.A.

N.A.

N.A.

N.A.

23. Effectiveness as an Executive

N.A.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ineffective as an executive.	Marginal because he lacks forcefulness or decisiveness; or he does not comprehend the total picture; or he is weak in organization, planning, delegating, or staff relations.	Organizes and plans work effectively and produces good results through exercise of executive skills.	Achieves superior results through exercise of planning, organization, leadership and related executive skills.	Superb planner, organizer and leader. Accomplishment as executive is outstanding.

24. Effectiveness as a Rating Officer

N.A.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Evaluations generally are not objective, candid, thorough or substantive, or frequently either are not submitted or are so delinquent as not to serve the purpose.	Evaluations sometimes are not candid, objective, thorough, perceptive, or do not demonstrate comprehension of service standards, or are not timely.	Reports are reasonably objective, candid, thorough, and perceptive. Gets reports in on time.	Evaluations are ample, unbiased, and perceptive, showing insight into the performance, character and ability of subordinates.	Evaluations are comprehensive, objective, and candid, clearly depicting the true value of the rated officers.

25. Technical Advice

N.A.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Seriously deficient as a technician or advisor.	Fairly competent in his specialized field, but specific local advise or or advisory technique is marginal.	Fully qualified in his specialized field and provides sound and timely advise in an acceptable manner.	Superior advisor in his technical field. Understands ramifications of problems and the implications of his advise.	Outstandingly competent advisor. His analysis of conditions is penetrating. Understands the implications of his advise. Inspires action.

PART III - NARRATIVE COMMENTS ON PERFORMANCE

On attached sheets, signed and dated, discuss the topics listed below. Reference to race, color, creed, or national origin must not be included in this report. Medical problems which could affect the officer's performance should be mentioned, but not be discussed in any detail. As you respond to items B and C observe carefully the instructions contained in agency guides to rating officers for selected occupations, where applicable.

- A. ASSOCIATION WITH RATED OFFICER. Indicate how long you have known the officer and the nature of your association.
- B. POSITION REQUIREMENTS. State briefly the requirements or performance factors which are of primary importance in measuring the officer's effectiveness in this job. This could include standards of quality, technique, or style, and such special circumstances as shortage of help, lack of direct supervision, or sudden emergency demands, or other operational difficulties.
- C. PERFORMANCE SUMMARY. Describe the depth and breadth of the officer's weaknesses in relation to the performance requirements described in Section B above, and discuss those factors in Part II above which were particularly significant, or which were rated high or low. Give concrete examples whenever possible.
- D. ALLOWANCE FOR POSITION CLASS. (Foreign Service Only.) If the officer's personal rank differs by more than one class from the class of the position, explain as clearly as possible the allowance you have made in this report for such difference.

PART IV - REVIEWING OFFICER'S STATEMENT

The primary role of the reviewing officer concerning this report is to ensure the application of appropriate and equitable rating standards. When the rating officer has completed his report, including adjustments he may want to make after discussion of differing views with the reviewing officer, the latter prepares his own evaluation according to the instructions below, and attaches it to this report.

- A. The reviewing officer is required to indicate the extent of his observation of the rated officer's work, the extent to which he concurs in the rating officer's report and to explain any differences. He should comment on whether the rated officer received adequate supervision and guidance, whether the rating officer's report appears unduly strict or lenient, and any other matters he deems pertinent.
- B. The reviewing officer should summarize his own evaluation of the officer's performance if he has a sufficient basis and observation for doing so.

PART V - REVIEW PANEL

WAS REVIEW PANEL USED?

- No Yes. No comments. Yes. Panel's comments attached.

DATE SIGNED BY PANEL CHAIRMAN

SIGNATURE OF PANEL CHAIRMAN

TYPED OR PRINTED NAME, TITLE AND CLASS OF PANEL CHAIRMAN

PART VI - OVER-ALL RATING - CIVIL SERVICE EMPLOYEE

The appraisal under Part II and Part III-C constitute a general rating of "Satisfactory" under the Performance Rating Act of 1950 unless otherwise indicated below. (An additional statement of justification is required if the rating "Outstanding" or "Unsatisfactory" is given. See 3 FAM 573.6.)

- Unsatisfactory Outstanding

Narrative Comments on PerformanceA. Association with the Rated Officer

I have known Mr. Tull for two years, ever since Mr. Tull came into the office of U.N. Political Affairs. Since February 1966, I have been Mr. Tull's Supervisor.

B. Position Requirements

50-2, BARSCW, LO DNF

The first requirement for this position is a thorough knowledge of all aspects of our disarmament and arms control policy. This includes mastery, in detail, of the history of arms control, particularly as that issue has been pursued in the United Nations. A thorough knowledge of General Assembly precedents is essential as well as a sensitivity for politics as practiced in the General Assembly. The same detailed knowledge is required with respect to peacekeeping, political-military, and political-legal questions.

The incumbent must be capable of operating under considerable pressure with very short deadlines. Particularly during the three months in which the General Assembly is in session, the incumbent works under very stringent time requirements and often under unusual pressure in drafting instructions and public statements, clearing positions, and advising his principals clearly and concisely on current issues. The incumbent must have firmly in mind U.S. policy objectives and be able to articulate these persuasively and clearly.

Excellent contacts are essential throughout the Department, in ACDA and in DOD. The officer's knowledge of General Assembly politics must be unquestioned and his integrity beyond doubt in order to permit rapid and harmonious clearances of positions for use in the General Assembly.

The incumbent must be prepared to serve as political advisor on U.S. delegations. He is also expected to keep under review our policies in the areas for which he has responsibility, make suggestions for their reformulation and develop new initiatives and tactics as required to meet political problems in the General Assembly.

C. Performance Summary

Mr. Tull is in every respect an intelligent, proficient, and mature officer. He meets all of the requirements of his job and has shown no significant weaknesses in the performance of his duties.

The period covered by this report represents the second year in which Mr. Tull has occupied his present position. He knows his work thoroughly. His sound performance has led to the assignment of additional tasks to him such as on political-legal questions, peacekeeping, and oceanography. This is a tribute to the high regard in which he is held by his principals and to the careful and sober manner in which he approaches his work.

Mr. Tull's outstanding characteristic is his ability to organize and absorb a large volume of information, and to assess and act on that information against the perspective of overall policy goals. His skill in this regard is particularly useful in the field of disarmament where ACDA is active in developing a sizeable body of arms control policy and a considerable volume of related information. Mr. Tull has successfully kept careful track of the main threads of arms control policy and related them as necessary to our activities in the United Nations. The United Nations, and particularly the General Assembly, have through the years played an active and sometimes troublesome role in the field of disarmament and arms control. Political trends in the General Assembly have a significant bearing on our policy; careful monitoring and a sensitivity to political issues are necessary in order to protect U.S. interests. Mr. Tull has successfully kept track of arms control developments both within the government and in the U.N. He has been most valuable as an advisor to the Bureau of disarmament and as a source of recommendations on tactics and policy.

Mr. Tull has maintained excellent contacts both in ACDA and the Department of Defense. He has dealt regularly with officials in ACDA much senior to him and enjoys their confidence. His good contacts and knowledge of the interests of other bureaus in the Department has enhanced his value to this office and permitted him to rapidly clear difficult positions in time

to meet the deadline imposed by the General Assembly's schedule. An example of his ability to deal with sensitive issues was his preparation of a position and instructions to meet gas warfare charges leveled by the communist bloc during the Twenty-first General Assembly. The item was introduced in the General Assembly clearly with the purpose of provoking criticism of the U.S. position in Viet-Nam. The U.S. response to this tactic had to be flexible and sensitive to the politically possible. The fact that the U.S. was able to meet this challenge and successfully turn the initiative to its own advantage was a credit to Mr. Tull's work both in the Department and as a member of our delegation to the General Assembly at the time the item was being considered.

Mr. Tull's effectiveness is a result of his ability to establish his integrity and his calm and forthright approach in dealing with others. He can orally express very clearly, precisely, and authoritatively the background of an issue, its political ramifications and his recommendations. His drafting is well-organized, and effective, although it could be crisper.

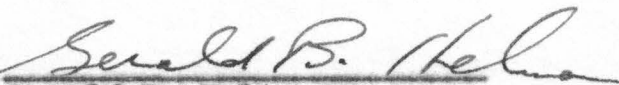
There are a number of examples of Mr. Tull's ability to move into new subjects and to quickly absorb the information relevant to effective performance. He has been given the assignment of following an item in the Sixth Committee of the General Assembly entitled the Principles of Friendly Relations and Cooperation Among States. This is an item with a long and complex history in the General Assembly. It involves an effort on the part of a large number of countries and the General Assembly to formulate international law and to restate the Charter's obligations in such politically sensitive areas as the use of force, non-intervention, self-determination, and peaceful settlement among states. The potential for harm to U.S. interests if the General Assembly goes on record as favoring a statement of international law which conflicts with our commitments around the world is politically significant. It is an item which at times has come to the attention of senior officials in the Department and its sensitivity has been well understood. In order to deal effectively with this item, the action officer must have a broad grasp of a great variety of political and legal issues and sound understanding of the political commitments and goals of the government. He must have reviewed a large body of reports, studies, and recommendations which have thus far been developed by the General Assembly

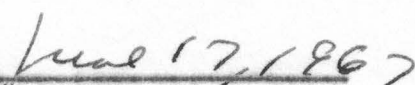
on this item and be able to deal with broad questions of international law. Since Mr. Tull undertook action responsible for this item, he has made admirable progress in assimilating the issues and material involved. Confidence in his judgement and in his ability to deal with the complexities of the item has led the bureau to name him as political advisor to the U.S. Delegation at the forthcoming meeting of the U.N.'s Special Committee on Friendly Relations.

Mr. Tull brings sound judgement to bear on his work. He quietly and forthrightly gives his principals advice and does not hesitate to tell them that they have gone too far in pressing an issue with others. Cautious in putting out new ideas, Mr. Tull understands the limitations of proposals and does not permit enthusiasm to effect his sense of proportion. His ability to deal with important policy issues was demonstrated by the excellent work he did in helping to develop recommendations on the question of security assurances for non-nuclear powers. This is one of the key ancillary issues involved in negotiations on a Non-proliferation Treaty.

A final aspect of Mr. Tull's performance meriting emphasis is his adaptability and knack for organization. His help was very useful during the final stages of negotiation of the Outer Space Treaty. Even though outer space issues are not part of his regular duties, on his own initiative, he followed carefully the course of the negotiations and was able to help in a very material way. In August 1966, when the office was short handed, Mr. Tull was very helpful in advising his principals on the course of negotiations and in preparing for Ambassador Goldberg's consultations with Congressional leaders. Again, when the office was heavily burdened with the task of preparing for the signing ceremony on the Outer Space Treaty, Mr. Tull undertook the task of developing the scenario for the ceremony and the guest list of several hundred. He worked closely with officials in the White House and made a significant contribution to the success of a major diplomatic event.

In summary, Mr. Tull has performed in a fully professional, competent manner. He is direct and mature and has solid common sense.


Gerald B. Helman


Date

REVIEWING OFFICER'S STATEMENT

TULL, James

PART IV

I concur fully in the rating officer's comments. Mr. Tull received excellent supervision and guidance, and relations between the two officers are good.

I have had considerable opportunity over the past two years to see Mr. Tull's work first-hand and have found his performance across the board consistently at a very high level. I should like particularly to endorse the comments regarding his adaptability and versatility. He is very much an all-round officer.

On at least one occasion during the year he took over on very short notice for the staff assistant in the Assistant Secretary's Office and turned in such an outstanding performance that it was subsequently the subject of an enthusiastic commendation from one of the deputy assistant secretaries. Mr. Tull served as adviser to the U.S. Delegation to the 21st General Assembly during the Political Committee's discussion of disarmament. He proved himself an excellent liaison man and a fine reporting officer. He clearly demonstrated his understanding of the processes of multilateral diplomacy and his own ability to use them to advance U.S. interests.

Mr. Tull has an outstanding capacity for effective organization and knows how to get things done expeditiously and correctly. I consider him one of the most valuable officers in UNP, particularly because of his ability to pick up a subject quickly and carry through on it effectively. His relationships with his colleagues are superior, and his even temperament, and poise and good judgment qualify him especially well for work in an assignment where pressure and emergency requirements must be taken in stride.

Elizabeth Ann Brown

Elizabeth Ann Brown

Director

UN Political Affairs

DELEGATION OF THE UNITED STATES OF AMERICA

18 August 1967

Dear Joe:

I am writing to thank you for making Jim Tull available as a member of the United States Delegation to the Special Committee on Friendly Relations.

Jim has been invaluable. His political instincts are good and his insight considerable. He took over many liaison functions, especially with the Latin American delegations -- work of some sensitivity in view of an unfortunate Latin initiative seeking to curb the role of regional agencies in peace-keeping and the importance of Latin support in connection with work on non-intervention.

May I add two further comments? Jim is the most reliable officer I have ever met; one has only to ask that something be done to know that it will be done, promptly and well. In addition, his devotion is remarkable; it was he who invariably finished up reporting tasks well on towards ten o'clock in the evening, necessitated by our late meetings at the Palais. Such clarity of reporting as we exhibited has been, in no small measure, due to his good work.

With warm regards,

Yours sincerely,



Herbert Reis
Chairman, United States Delegation
Special Committee on Friendly
Relations and the United
Nations Charter

The Honorable
Joseph J. Sisco
Assistant Secretary of State
for International Organization Affairs
Department of State
Washington, D. C. U.S.A.

ASSISTANT SECRETARY OF STATE
WASHINGTON

August 30, 1967

Mr. Herbert Reis,
Chairman, United States Delegation,
Special Committee on Friendly
Relations and the United
Nations Charter

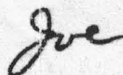
Dear Herb:

Thank you for your letter of August 18, 1967, regarding Jim Tull's work as a member of the United States Delegation to the Special Committee on Friendly Relations. I share your enthusiasm for Jim, as his performance in our own Bureau matches your description of his contributions to the Delegation.

It is of course always gratifying to receive letters such as yours, and I appreciate your thoughtfulness in writing.

I am asking Pete Nielson to include your letter in Jim Tull's personnel file.

Sincerely,



Joseph J. Sisco