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THE WHITE HOUSE

WASHINGTON

April 16, 1975

MEMORANDUM FOR THE PRESIDENT

THROUGH: DONALD RUMSFELD

FROM: WILLIAM N. WALKER

SUBJECT: New Director, Presidential Personnel Office

I suggest the following as criteria which should be considered in making this choice.

a. The candidate must have your confidence and be able to deal easily and directly with you and your senior staff, the Members of your Cabinet, Members of the House and Senate and other prominent figures. He must therefore be an individual with personal poise and maturity.

b. Politically, he should be viewed as conservative, or at least not as a liberal.

c. He must have sufficient managerial skills to administer the affairs of the office.

I suggest the following ²three candidates:

a. James Connor (resume at Tab A), Secretary to the Cabinet.

b. Jack Shaw (resume at Tab B), Associate Director, Presidential Personnel Office.

c. William Geimer (resume at Tab C), Assistant Administrator, Federal Energy Administration.



Options:

a. My recommended option is to appoint Jim Connor and to have him continue in his role as Cabinet Secretary. He has personal and managerial capability and is known to both you and Don. The Eisenhower White House provides a precedent for combining the two positions (Bob Hampton did both in the latter years of the Eisenhower Administration, I am told). The Deputy in this office can carry on a large number of the responsibilities to give Connor adequate time to fulfill his Cabinet Secretary role and that role and its relations with the Cabinet Officers could be strengthened by the added personnel office responsibilities. In addition, the incumbent Deputy, Alan Woods has a great deal of political experience - - he worked on the Hill for Bob Ellsworth, in the 1968 Nixon Campaign, and ran Kit Bond's Campaigns for State Auditor and Governor in Missouri, and was Bond's Executive Assistant for his first year and a half in office. He could be an asset to Connor in carrying out his Cabinet Secretary's role by adding political insights to that process as well as by carrying a large share of the management responsibility for the Personnel Office. This change would be viewed as neutral politically, since Connor has no political or ideological identification.

b. An alternative to this arrangement is to have Woods and Connor exchange positions. Woods has sufficient substantive capability to perform the Cabinet Secretary's function, could supervise the scheduling under Don's direction and would, as indicated above, bring practical political considerations to the Cabinet Secretary's role.

c. Jack Shaw would be my second choice. He is perceived as a conservative and has the maturity and personal poise to handle the job. He has not had experience in Government prior to this position and thereby lacks some of the experience and cautious instincts which are very important in handling difficult situations such as the removal of John Powell and Bill Carey from the EEOC. He is also not well known to either you or Don and I don't know whether or not the chemistry would be right. He would also face the problem of supervising former colleagues who had previously been his equal. While not an insurmountable problem, this does pose institutional stresses. Finally, Jack's management capability is not a proven factor since he has not previously held a line management supervisory position. He is, however, smart and personable and a very credible candidate.

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JANUARY 3, 1975

Office of the White House Press Secretary

THE WHITE HOUSE

The President today announced the appointment of Dr. James E. Connor, of Pennsylvania, as Secretary to the Cabinet. He is currently Director, Office of Planning and Analysis, U. S. Atomic Energy Commission.

Prior to joining the AEC, Dr. Connor served as the Special Assistant for Policy Development to the Secretary of Commerce and was Director of Planning and Program Analysis, Office of Economic Opportunity.

During 1969 and 1970 he was a Senior Associate with Cresap, McCormick and Paget, Inc., a New York management consulting firm. In September, 1968 Dr. Connor was named a White House Fellow and served for a year in the Bureau of the Budget as Staff Assistant to the Director.

His previous positions include Assistant Professor of Government, Columbia University and Senior Research Associate, New York State Constitutional Convention Committee on the Executive Branch.

Dr. Connor was born on October 4, 1939, in Philadelphia, Pa. He received his B. A. degree in 1961, M. A. in 1963, and Ph.D. in 1968 from Columbia University.

He is married to the former Judith M. Turner of Toronto, Ontario, and they reside in Big Cove Tannery, Pennsylvania.

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Curriculum Vitae

JOHN ARTHUR SHAW

Born: July 1, 1939, Philadelphia, Pennsylvania

Marital Status: Married to the former Deborah Rossiter, two children

Current Addresses: USA: "Beverly", St. Michaels, Maryland 21663
Tel. (301) 745-9943

FRANCE: 83, quai d'Orsay, Paris 7e
Tel. 555-6802

OFFICE: 1730 M Street, NW, Washington, D.C. 20036
Tel. (202) 833-8000.

Education:

Kent School, Kent, Connecticut, graduated 1957
Williams College, Williamstown, Massachusetts, A.B. 1962
Cambridge University, Cambridge, England (Magdalene College),
B.A. (Cantab.), 1964
M.A. , 1967
Ph.D., Completed 1972, currently pending publication.

Specialization: European diplomatic history with an emphasis on the development of European diplomatic institutions.

Dissertation Subject: The German Policy of Vergennes: French Foreign Policy, the Rhine, and the Principalities of Germany in the Late Eighteenth Century.

Experience:

1967-1970: Williams College, Instructor in History and founder of crew. Taught five different courses dealing with European economic, political, and diplomatic history, including an honors seminar on European diplomacy. Secretary to the Department. In addition, founded crew as a sport at the college, leaving it as one of the largest sports on the campus with one of the finest plants of its kind in the country. In three years raised nearly one hundred thousand dollars, designed and supervised boathouse construction, and coordinated negotiations with city and state governments which resulted in the city's acquisition of the water rights to Onota Lake.

1970-1973: Resident in France charged with varied responsibilities:
(1) The publication of my dissertation, and research and

writing on several other studies dealing with French economic and diplomatic history, (2) Research for and direction of private investment in the securities markets and venture capital field, culminating in the creation of a Delaware corporation with myself as President. (3) Direction (as Special Assistant to the Chairman) of the European Republican Committee during the 1972 Presidential campaign. The committee served an electorate of 1.2 million absentee voters, twelve subordinate country committees composed of the leaders of the American communities in those areas, and comprising some 300 people actively engaged in the direction of the campaign. In my capacity as Special Assistant I acted for the Chairman in every area: coordination of the country committees, fundraising, and the provision of both information and absentee ballot forms as they pertained to the fifty states.

1973-1974: Returned to the U.S. to continue the above activities and do consulting work in Washington. (1) I am currently mid-way through what will be the definitive study of Philadelphia politics in the period 1898-1934, (2) continued direction of investment activities both in USA and abroad, (3) Served as Finance Chairman and Treasurer of First Congressional District of Maryland in special Congressional election in July-August of 1973 which resulted in the only Republican victory during the highwater period of the Watergate scandal, and in re-election efforts in 1974. Also serving as liason with Republican senatorial and gubernatorial campaigns in the district in 1974. (4) Political and management consultant: Served as consultant and Special Assistant to Congressman Robert E. Bauman of Maryland in areas ranging from defense policy to impeachment; Consultant to Government Research Corporation-National Journal in the reorganization and marketing of their National Policy Forum, a comprehensive monitoring and forecasting service dealing with Federal policy. Was responsible for the Forum's expansion into Pittsburgh and Philadelphia, and for the development of a joint venture with the Chase World Information Corporation to provide similar monitoring for major European corporations and foreign governments.

Personal Background:

Grandfather a Congressman and United States Senator (Republican) from Pennsylvania; Father a physician and Secretary of Health in Pennsylvania. Activities in school and college included captaincy of crew, treasurer of Episcopal Student Vestry, Treasurer of Graduate Society, and fraternity vice-presidency. Won national rowing championships for both Kent School and the Undine Barge Club of Philadelphia. Currently a director of The Talbot County Historical Society, and Friends of Williams Rowing, and a Trustee of both the Country School, Easton, Maryland, and the Delta Psi Society of Williams College.

References:

Mr. John E. Sawyer, Vice-President, Andrew W. Mellon Foundation, 140 East 62nd Street, New York.

Mr. Clement M. Brown, Jr., President, Cimaco S.A. (Squibb Europe),

Mr. Richard S. Jackson, President, WBEC, Pittsfield, Massachusetts

Mr. Joseph D. Hughes, Former President, R.K. Mellon Foundation, and
currently a director of Public Broadcasting Corporation,
1331 Bennington Avenue, Pittsburgh, Pennsylvania.

Mr. Russell H. Bostert, Stanfield Professor and Chairman of History
Department, Williams College, Williamstown, Massachusetts.

The Honorable Robert E. Bauman, U.S. House of Representatives, Washington, D.C.

Mr. Anthony C. Stout, Vice-President, Government Research Corporation,
1730 M Street, Washington, D.C.