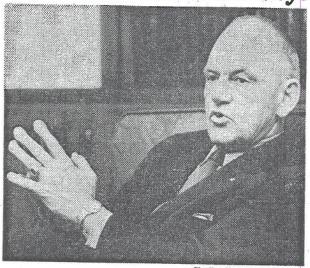
Gray Plans Wide Changes In F.B.I. Policies and Style



L. Patrick Gray 3d, acting director of the F.B.I., explaining yesterday his plans for changes in the organization.

By ROBERT M. SMITH

Patrick Gray 3d, acting direc-critics of the bureau. tor of the Federal Bureau of Investigation, disclosed today a drawn up a 13-point agenda to series of steps that may radical-ly change both the appearance nates. That agenda, distilled and substance of an agency from 13 pages of notes he wrote held rigidly to a single pattern to himself last weekend, was by J. Edgar Hoover for nearly titled "Responsive to the Chal-

begin discussion with his sub-ordinates about a wide range the F.B.I." of topics that deal with basic policies and practices, includ-

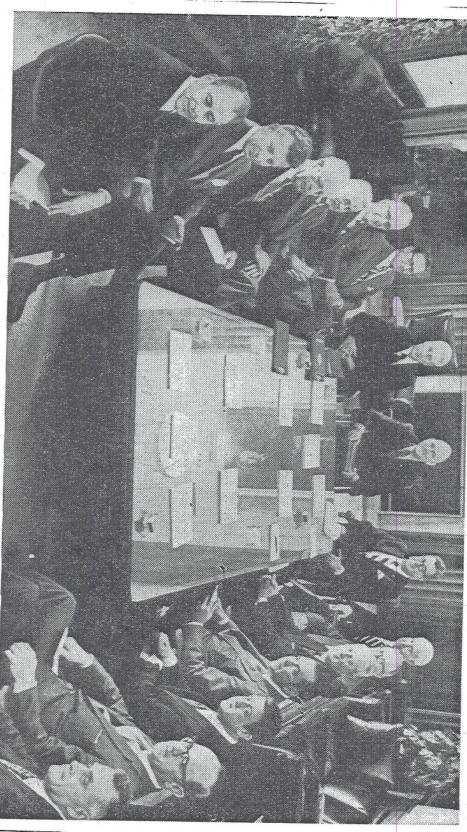
WASHINGTON, May 11-L. drawn heavy fire from liberal

Mr. Gray said that he had 50 years. lenge of Change" and including such "avenues of inquiry" said that he would immediately as "who will police the police?"

The acting director, who is

ing some that have recently Continued on Page 45, Column 2

THE NEW YORK TIMES, FRIDAY, MAY 12, 1972



F.B.I. STAFF: L. Patrick Gray 3d, at head of table, in first formal photograph with his aides. Clockwise from Mr. Gray are John P. Mohr, Alex Rosen, assistants to the director; Ivan W. Conrad, Thomas E. Bishop, William V. Cleveland, Joseph K. Ponder, Frank W. Waikart, Wil-

liam B. Soyars, Charles W. Bates, Edward S. Miller, Dwight W. Dalbey, Leonard M. Walter, Joseph J. Casper, Nicholas P. Callahan, all assistant directors, and W. Mark Felt, associate director. Photograph was taken in the renovated office of former director, the late J. Edgar Hoover.

also an Assistant Attorney of the F.B.I. from the complaints of critics beards.

¶Establishment of a "director's advisory committee" "director's consulting group" composed of 12 to 18 academics,

Continued From Page 1, Col. 3 of the Criminal Division, and to mustaches or neatly trimmed be dispelled when the window

General, said that he would take with him to his new job Barbara L. Herwig, his current special assistant, and David D. Kinley, his executive assistant, and would add Daniel M. Armstrong 3d as a special assistant, and would add Daniel M. Armstrong 3d as a special assistant, and constituted only topics for discussion and included "Questions raised by some critics." However, he promised at a minimum the following changes in the Bureau."

Questions raised by some critics." However, he promised at a minimum the following changes in the Bureau."

Questions raised by some criticis." However, he promised at a special agents.

Questions raised by some criticis." However, he promised at a minimum the following changes in the Bureau."

Questions raised by some criticis." However, he promised at a minimum the following changes in the Bureau."

Questions raised by some criticitics." However, he promised at a minimum the following changes in the Bureau."

Questions raised by some criticitics." However, he promised at a minimum the following changes in the Bureau."

Questions raised by some criticitics." However, he promised at a minimum the following changes in the Bureau."

Questions raised by some criticitics." However, he promised at a minimum the following changes in the Bureau."

Questions raised by some criticitics." However, he promised at a minimum the following changes in the Bureau."

Questions raised by some criticitics." However, he promised that the ferror interest in the proposal pleaded for the recognition that "It was a proceased that the manifold with the ment of the manifold with the manifold with the manifold with the manifold with the manifold of the ment of the manifold with the manifold with the manifold of the ment of the manifold with the manifold with

Mr. Gray cited Mr. Kiney as a model of the new grooming standards for special agents. or Mr. Kinley's blond hair ex-up" tends over the back of his collar and his sideburns reach ists, below his ears.

Following are the points on his agenda.

¶Organized Crime. "Is the F.B.I. doing all it should be doing in this area?" Mr. Gray asked. "Is our effort commensurate with our resources?" Numerous critics of my bureau have contended that it was slow to recognize the menace of organized crime and cautious in attacking it because of the difficulties and potential danger of corruption involved.

"director's consulting group" composed of 12 to 18 academics, Congressmen, social scientists, law enforcement personnel and other experts, all from outside the bureau.

¶Establishment of a "director's staff group" for short-range and long-range policy planning.

¶Liberalized standards of dress and grooming for special agents.

¶More exposure of the bureau's operations to public exposure and scrutiny. "I want to open the window a little," he said.

Draws on Critics' Charges

Mr. Gray said that he accepted yesterday the retirement, "for personal reasons," of Alex Rosen, assistant to the director in charge of investigating operations. Mr. Rosen, 66 years old, has been with the bureau's operations to public exposure and scrutiny. "I want to open the window a little," he said.

Draws on Critics' Charges

Mr. Gray said that he visited the New Haven office last Monday and the Washington office yesterday and planned to visit the New York office tomorrow.

At the Washington office, he recalled, "I told the agents, "It should be obvious by the color of the shirts that I wear called, "I told the agents, with other department officials, such as Henry E. Petersen, head the also had no objection of the National Crime of the Na

Tiles and the bureau's relationship to the National Crime Information Center. Jack Anderson, the Columnist, printed today what he said were excerpts from the bureau's "secret files" on Jane Fonda, Mrs. Martin Luther King Jr., the Rev. Ralph David Abernathy and Joe Namath, among others. The files, Mr. Gray said, constitute "a continuing subject that I have under review." He said that he planned to visit and inspect the files and communications divisions next week, Last week Mr. Gray said flatly, "there are no dossiers or secret files."

"Jurisdiction. "I want to make sure," he said, "our jurisdiction is such that we are not reaching, reaching, reaching, reaching. I have the gut feeling that we've

diction is such that we are not reaching, reaching, reaching. I have the gut feeling that we've got more than sufficient to do."

Training of state and local Gray said, "the questions raised by some — are police dominated by the F.B.I. and is the F.B.I. creating a police state apparatus?" He continued "I ame paratus?" He continued, "I am-convinced that the fears now held by a small minority will

is opened." The acting director

mittee or director's advisory committee or director's consulting group. Twelve to 18 experts from outside the bureau would "meet with the acting director on a regular basis and exchange ideas and submit recommendations."

A director's staff group. He

described this as "a very small group, from inside or outside the bureau, to report to him directly on short- and longrange policy planning."

¶Whether to create an office of miniority affairs.

¶Women. "We have a stat-

TWomen. "We have a statute, an Executive order. Women want equal opportunity, equal treatment—my own personal belief is that they should have it. If they want to be special agents of the F.B.I., so be it. But it is not going to be for limited duties, and so it's a real tough decision involving institutional factors." volving institutional factors."
He said these factors involved female agents "being sent into dangerous situations" and promised a prompt "statement on women."

Grooming and appearance

standards.
Mr. Gray said that the "ex-Mr. Gray said that the "executive conference" of the
F.B.I., consisting of himself and
the 14 top officials of the bureau, would meet periodically
"to assist in the formulation
of policy." The group met today to consider his 13-point
agenda.