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



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

By **ROBERT M. SMITH**

Special to The New York Times

WASHINGTON, May 11—L. Patrick Gray 3d, acting director of the Federal Bureau of Investigation, disclosed today a series of steps that may radically change both the appearance and substance of an agency held rigidly to a single pattern by J. Edgar Hoover for nearly 50 years.

In an interview, Mr. Gray said that he would immediately begin discussion with his subordinates about a wide range of topics that deal with basic policies and practices, including some that have recently drawn heavy fire from liberal critics of the bureau.

Mr. Gray said that he had drawn up a 13-point agenda to take up with his key subordinates. That agenda, distilled from 13 pages of notes he wrote to himself last weekend, was titled "Responsive to the Challenge of Change" and including such "avenues of inquiry" as "who will police the police?" and "are police dominated by the F.B.I."

The acting director, who is

Continued on Page 45, Column 2

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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. Walkart, 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.

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also an Assistant Attorney 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.

Mr. Gray stressed that the agenda constituted only topics for discussion and included "Questions raised by some critics." However, he promised at a minimum the following changes in the Bureau.

¶Efforts to recruit more blacks, Spanish-speaking people and American Indians as special agents.

¶"A statement concerning women." Mr. Gray said that he wanted women to be able to become special agents, provided certain "institutional factors" permitted it.

¶Establishment of a "director's advisory committee" or "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 his agenda had been drawn from his own experience in the Justice Department as Assistant Attorney General in charge of the Civil Division, from his conversations with other department officials, such as Henry E. Petersen, head

of the Criminal Division, and from the complaints of critics of the F.B.I.

Mr. Gray's special assistant, Miss Herwig—who will hold a job of considerable stature in an agency whose troops, the special agents, are still men—is a 27-year-old graduate of the Boalt Hall Law School of the University of California, Berkeley. Mr. Kinley, the executive assistant, is a 30-year-old Harvard Law School graduate and Mr. Armstrong, the new special assistant, is a 30-year-old staff lawyer in the Justice Department's Civil Division.

When Mr. Gray called Miss Herwig to tell her a photographer was on the way to her office, he said, "Don't give me that 'groovy'—just look pretty." Asked if she had said "groovy," he replied, "Sure. I've told you you've got a different F.B.I. director."

Mr. Gray cited Mr. Kinley as a model of the new grooming standards for special agents. Mr. Kinley's blond hair extends over the back of his collar and his sideburns reach below his ears.

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 38 years and worked in one of its most sensitive areas.

The acting director said that he planned to visit all the bureau's field offices. He 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 that I'm no longer going to insist on white shirts,' and that brought down the house." He said he also had no objection

to mustaches or neatly trimmed beards.

Asked about his own hair, which is cropped close to the scalp, the former Navy captain explained, "I cut it like this in 1946 to keep diesel oil out of it—that's the only reason."

Mr. Gray said that in the majority of the 13 "points of interest" he had selected for his agenda "we will see a different approach." Striking again the theme he has sounded since his selection, Mr. Gray pleaded for the recognition that "I've got a tough job to do" and promised change "that will build upon and enhance the legacy of Mr. Hoover."

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.

¶Subversion. "What we are doing about national security has got to be reviewed."

¶Drug abuse. "This is an area I am going to educate myself in. Are we cooperating to the fullest extent, are we exchanging information? The President has emphasized this area so heavily—I don't really know what I'm going to find, and I'm mindful of all the other agencies working in the area."

¶National police force. "I have two things here," he said. "Who will police the police, and should the [bureau's internal] Inspection Division report directly to the acting director? This stems from the criticism and from my reading of the Federalist Papers. This is really an American question."

¶Files 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. 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 am convinced that the fears now held by a small minority will

be dispelled when the window is opened." The acting director said that he intended "to open the window" on bureau operations by making himself available "on a reasonable basis" to the press and by "convincing our people that the press is not their mortal enemy." Hitherto, the bureau has been one of the most least communicative agencies in Washington, and probably the one most unresponsive to press inquiries.

¶Recruiting, standards, evaluation and discipline. "Even though at this time we have a surplus of recruits," Mr. Gray said, "we must do more by recruiting qualified black Americans, Spanish-speaking Americans and American Indians. Our membership should certainly include all the people of the United States."

¶A 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 long-range policy planning."

¶Whether to create an office of minority affairs.

¶Women. "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." 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 "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.