

11-6-67

Dear Carl:

Once when I wrote a protest to Wagner about Mr. Broger's disallowance of travel voucher after I had succeeded in keeping him out of Tulsa newspapers, your reaction was "Olew!"

Robertson's letter of November 3 will elicit the same response!

I mail this hurriedly but as you skim his items will comment thus:

1. The only rational part of this is the part about "extraneous." I write a public relations, promotional style which Oklahoma newspaper men have learned to reject. I explain the agency with the news, and add history where it concerns Okla. (Such as BPH Training Center for Nurses, Shiprock, N. M., I add that the vocational training of practical nurses began at Lawton Indian Hospital.) Fortunately you

know that publishers like Jim Robertson like my stuff and believe in my integrity. I won't have any after a year more of Robertson.

2. I have had no clear directives.

He clears a news item on Service Unit Directors conference and when I add a list of participants by city to help a publisher make local news, Robertson jumps on ~~my~~ me for adding the "breached" page, which has always been added as a matter of procedure in news.

(How would I know that he does not want a list of Service Unit Directors because he has in mind getting rid of one of them? But that's a proper explanation from another of them.) I have had no "Overall" directive from him.

3.

"Repeated conferences" is 3 in five months. Number two was to ask me

to rewrite my position description down to clerk-steno. If I am "subordinate" it is because I gave him a new position description (which I sent you) based on jobs which had been done during his time here. I will admit much of the opportunity did not come thru him, but despite his attempts to abolish my job.

I have sincerely tried to adjust from the former requirements of public information combined with tribal affairs to the "separateness" which each tribal affairs officer has attempted to achieve, but as I have reported again and again "in Oklahoma, tribal affairs is public affairs" and they need to be approached with full cooperation and teamwork on the part of public information officer and tribal affairs officers. If not, Carl, it is best to allow me to go. As I

have told you, I could have weathered the Supreme Court scandal and Choctaw and Chickasaw Capitalization ~~of~~ on this tragedy, had not Calvin Beames seen me as "of the old regime" and unable to function with the new. He caused any rift I have had with the newer powers in your section. I'm not real sure yet there would be a rift if he did not pursue this attitude.

4. This is farce. I do have a hard time getting public health people to be interested in news from the present ~~view~~ ^{view} of the publisher. Many of them appreciate my efforts and like their stuff better after I have "worked thru" with them - which is not usually an easy-going game.

As I have said earlier, the best place for me is out of Indian Health, but where to go has been a problem because public information specialists are not common.

Joe McCain was my good hope in Social Security --- but I did not make it in time. A test I must take is not given until January.

Sid Carney was my next best hope, but again not in time.

Surely something will develop, for I should not have to be subjected to Robertson's lack of knowledge of me and his obvious intention to rid himself of me based on a bias which he seems to have arrived with.

Sula



DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
PUBLIC HEALTH SERVICE

INDIAN HEALTH AREA OFFICE
HHS PETROLEUM CENTER BUILDING
OKLAHOMA CITY, OKLAHOMA 73102

REFER TO: OD

OFFICIAL USE ONLY - PERSONNEL

November 3, 1967

TO : Ursula S. Goodman
Public Information Specialist

FROM: Jack C. Robertson, M. D.
Indian Health Area Director

As required by the Federal Salary Reform Act of 1962 your work has been currently reviewed. As your supervisor I have regretfully determined that it is not of an acceptable level of competence for purposes of within-grade increase.

Your work fails to attain this level in the following respects:

1. Your basic writing assignments do not meet normal, reasonable performance requirements. Your composition is often awkward, disorganized, and confusing. Your practice of deleting articles of speech makes your material difficult to read. Your subject matter is often cluttered up with extraneous material which detracts from the central theme. Your work must be carefully proofread and edited for the above reasons and for the added problem of ensuring that it does not contain basic errors in factual data.
2. It has been difficult to get you to follow clear directives in fulfilling your responsibilities. You persist in preparing and transmitting material which has not been assigned or cleared by your supervisor. In some instances this has happened after specific discussion relative to the subject matter in addition to an overall directive that all material you distribute must have prior approval.
3. In spite of repeated conferences with you on the subject you persist in your personal efforts to become involved in matters far beyond the scope of your responsibilities. Your apparent unwillingness to accept the role you have been assigned creates continuing conflict with your supervisor and the other responsible officials whom you disturb by your actions within their sphere of responsibility. Your job requirements do not include the determination of the content or subject matter of information material, nor the establishment and maintenance of public relations with the general and specific "publics" of this organization. Your continued activities in these areas create confusion and harrassment for all concerned.

4. There are apparent inadequacies in your basic relationships with other staff members of the organization and with individuals outside of the office. This problem is serious enough that it limits your effectiveness in the performance of your basic responsibilities. For example, many people in the office express a preference to avoid having to work with you. Under these conditions it is difficult for you to provide them assistance in the preparation and/or dissemination of information materials.

You may request an administrative review of the determination if you do so in writing within 10 calendar days after receiving this notification. Such request should be addressed to the Director of the Division of Indian Health, 7915 Eastern Avenue, Willste Building, Silver Spring, Maryland 20910. He is authorized to make the final determination.

Any unfavorable determination will be considered again when your work improves, and in any event not later than 60 days after this date.

Please sign and date the attached copy to signify receipt of this notification and return to me.


Jack C. Robertson, M. D.
Medical Director