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August 22, 1928³

MEMORANDUM

FOREIGN SERVICE PERSONNEL OF THE DEPARTMENT OF COMMERCE

The following memorandum is based upon a study of the biographical records of 119 officers in the Foreign Service of the Department of Commerce, including Commercial Attaches, Assistant Commercial Attaches, Trade Commissioners, and Assistant Trade Commissioners. Sources of information are the biographical data in the Register of the Department of State, submitted by the Department of Commerce, and similar data on file in the Department of State, also prepared in the Department of Commerce.

The educational qualifications, service in other Departments of the Government, technical experience, teaching experience, and actual experience in business after 21 years are shown in the following tables:

TABLE NO. 1., EDUCATION

Without collegiate degrees	48
Bachelors of Arts	35
Bachelors of Science	13
Bachelors of Science in Mechanical Engineering	2
Bachelor of Philosophy	1
Bachelors of Laws	5
Masters of Arts	2
Civil Engineers	2
Bachelors of Science in Foreign Service	6
Doctors of Philosophy	5
	<u>119</u>

TABLE NO. 2., OTHER PRIOR
DEPARTMENTAL SERVICE.

From the Consular Service	11
From the State Department	6
From the War Department	5
From the Treasury Department	2
From the Labor Department	1
From the Navy Department	2
From Agriculture	3
From the Shipping Board	1
From the Civil Service Commission	1
From other Departments	2
From Commerce Department, clerks	24
	<u>58</u>

TABLE

TABLE NO. 3., TECHNICAL EXPERIENCE.

1 Mechanical Engineer	17 years
1 Mining Engineer	25 years
1 Electrical Engineer	3 years
1 Civil Engineer	4 years
1 Shipyard Assistant	4 years
1 Naval Officer (retired disability)	12 years
1 Mechanical Engineer	8 years
1 Civil Engineer	3 years

TABLE NO. 4., TEACHING EXPERIENCE.

Number of former teachers	17
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TABLE NO. 5., BUSINESS EXPERIENCE.

Average experience 119 officers	3.4 years
No data	1
No business experience	48
From 1-3 years	32
From 3-5 years	13
From 5-10 years	16
From 10-15 years	7
Over 15 years	2

Taking into consideration the statistical data shown in Table No. 1., with reference to educational qualifications, it will be seen that 48 officers of a total of 119 have never been graduated from any college or university. The majority of those who possess academic degrees have pursued classical courses or the usual studies in the liberal arts, leaving 28 officers who have taken the sciences, law, or special courses in preparation for the Foreign Service. The data contained in Table No. 1, with reference to education should also be considered in connection with Table No. 2., as many officers with prior service in other Departments of the Government acquired degrees while being employed as clerks in Government Departments.

Table No. 2., indicates that almost 50% of the total were drawn from other Departments of the Government, including 24 officers with prior clerical experience in the Department of Commerce. The Consular Service provided 11

in

in this category.

BUSINESS EXPERIENCE

The average business experience of the 119 officers whose records were examined is 3.4 years. 48 officers, or 40% of the total had no business experience whatever prior to entering the service of the Department of Commerce, and 32 officers, or 26% had no more than 3 years experience; in other words 66% had either no experience or not more than 3 years business training in actual practice.

COMMERCIAL ATTACHES.

The Commercial Attaches at Peking, London, Constantinople, as well as the Attaches at Berne, Rome, Panama, Athens, Habana, Lima, and Buenos Aires, (Mac Kenzie), had no business experience whatever prior to entering the service of the Department of Commerce.

Taking the five great capitals of Europe, it is found that the Commercial Attaches at London, Paris, Berlin, Rome, and Madrid had the following business experience: London, none; Paris, 5 years estimated; Berlin, 1 year; Rome, none; and Madrid, 3 years. Furthermore, upon examination of the records of the three highest paid Commercial Attaches, it appears that Messrs. Arnold and Jones had no business experience, while Mr. Dye had four years experience in mining, whether in the technical or the business end does not appear.

The Commercial Attache at Santiago, Chile, had six years experience as a clerk and stenographer; at Warsaw, 2 years as a secretary; at Berlin, one year in publicity work; at Prague, 2 years as a foreign representative; at Montevideo, 1 year as a salesman; at Tokyo, 6 years

as a claim adjuster; at Vienna, 6 years in financial and manufacturing lines; at Cairo, 4 years as a salesman and broker; at Bogota, 8 years as a bookkeeper, and in other lines; at Stockholm, 3 years as a clerk; at Madrid, 3 years in export trade; at Ottawa, none. The Commercial Attache with the most extensive experience in business was Mr. Mayer at Riga, who was in the farm machinery business 35 years. He entered the service of the Department of Commerce at 59 years, when his usefulness was limited due to his age. He died a short time ago.

ASSISTANT COMMERCIAL ATTACHES.

The Assistant Commercial Attaches at Athens, Brussels, Paris, and Rio de Janeiro had no business experience of any kind. The Assistant Commercial Attache at Cairo was a secretary 6 months; at Berlin, a salesman 2 years; at Rome, a statistician 2 years; at London, in a manufacturing business 5 years; at Peking, a merchant 7 years; while the officer with the longest experience is one of the Assistant Commercial Attaches at London, with 11 years experience in the grain business.

TRADE COMMISSIONERS.

Considering the Trade Commissioners from the point of view of special technical qualifications in specific lines of business, in other words, men who are classified as experts, it is found that there are only five men who fall within this class. The Trade Commissioner at Brussels is considered a tobacco specialist with 14 years experience in that business; Hertz at Hamburg, a leather specialist with 9 years experience in a family business; Selfridge at Tokyo a lumber specialist with 18 years experience;

Schwarz,

Schwarz, the Trade Commissioner at Accra, is a technical man from the Department of Agriculture, a plant specialist; and Nones, at Cairo, is a textile specialist with 12 years experience in textile lines. The above five cases constitute the only instances of specialized training in particular lines in the 119 men under consideration.

One of the Trade Commissioners at Hamburg was a clerk in a steamship office 3 years; at Paris a tool salesman 2½ years; at Buenos Aires a foreign representative 10 years; another Trade Commissioner at Buenos Aires was in the insurance business 2 years; at Mexico, 8 years in the commission business; and at Habana, one year in the rubber export business.

The Trade Commissioners at Vienna, London, (Lee); Accra, (Schwarz); Paris, (Finger, former secretary to Dr. Klein); Tokyo, (Ehlers); Paris, (Canty, former secretary to a member of Congress, and a diplomatic courier); Stockholm and the Hague had absolutely no business experience before entering the service of the Department of Commerce.

ASSISTANT TRADE COMMISSIONERS.

The records of the officers in this classification show that 55% had no business experience of any kind prior to entering the service of the Department of Commerce. The Assistant Trade Commissioners at London, Johannesburg, Hamburg, Bombay, Singapore, Prague, Habana, Brussels, Montevideo, Winnipeg, Toronto, Wellington, Vienna, Vancouver, Ottawa, Calcutta, Batavia, Berne, and Melbourne had no business training of any kind before being appointed to these positions. The total number of officers in this class whose records were examined is 45 and of this number, 21 were taken from the clerical staff of the Department of
Commerce

Commerce and the Consular Service.

Annexed to this memorandum are a series of tables showing details of each class treated herein.

COMMERCIAL ATTACHES.

EDUCATIONAL QUALIFICATIONS.

Without collegiate degrees	12
Bachelors of Arts	11
Doctors of Philosophy	3
Bachelor of Science in Mech. Eng.	1
Bachelors of Laws	4
	<u>31</u>

SERVICE IN OTHER DEPARTMENTS.

From the Consular Service	2
From the State Department	4
From the War Department	1
From the Treasury Department	1
From the Dept. of Commerce, clerks	7

TECHNICAL EXPERIENCE.

1 Mechanical Engineer	17 years
1 Mining Engineer	25 years

TEACHING EXPERIENCE.

Number of former teachers	6
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BUSINESS EXPERIENCE.

Average experience 31 officers	3.93 years
No data	1
No business experience	11
1-3 years	9
3-5 years	2
5-10 years	6
10-15 years	1
Over 15 years	1
	<u>31.</u>

ASSISTANT COMMERCIAL ATTACHES.

EDUCATIONAL QUALIFICATIONS.

Without collegiate degrees	4
Bachelors of Arts	6
Bachelor of Science	1
Bachelor of Science in Foreign Service	1
	<u>12</u>

SERVICE IN OTHER DEPARTMENTS.

From the Department of Labor	1
From the Veterans Bureau	1
From the war Department	1
From Dept. of Commerce, clerks	8

TEACHING EXPERIENCE.

Number of former teachers	3
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BUSINESS

BUSINESS EXPERIENCE.

Average experience 12 officers	3.125 years
No business experience	4
1-3 years	3
3-5 years	0
5-10 years	4
Over 10 years	1
	<u>12</u>

TRADE COMMISSIONERS.

EDUCATIONAL QUALIFICATIONS.

Without collegiate degrees	18
Bachelors of Arts	5
Master of Arts	1
Doctor of Philosophy	1
Bachelor of Laws	1
Civil Engineer	1
Mechanical Engineer	1
Bachelor of Science in Foreign Service	1
Bachelor of Science	2
	<u>31</u>

SERVICE IN OTHER DEPARTMENTS.

From the Consular Service	2
From the Shipping Board	1
From Agriculture	2
From the State Department	2
From other Departments	2
From Dept. of Commerce, Clerks	3

TEACHING EXPERIENCE.

Number of former teachers	4
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TECHNICAL EXPERIENCE.

1 Naval Officer	12 years
1 Mechanical Engineer	8 years
1 Civil Engineer	3 years

BUSINESS EXPERIENCE.

Average experience 31 officers	5.14 years
No business experience	8
1-3 years	8
3-5 years	4
5-10 years	5
10-15 years	5
Over 15 years	1
	<u>31</u>

ASSISTANT

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ASSISTANT TRADE COMMISSIONERS.

EDUCATIONAL QUALIFICATIONS.

Without collegiate degrees	14
Bachelors of Arts	13
Master of Arts	1
Doctor of Philosophy	1
Bachelor of Philosophy	1
Bachelors of Science	10
Bachelors of Science in Foreign Service	4
Civil Engineer	1
	<u>45</u>

SERVICE IN OTHER DEPARTMENTS.

From the Consular Service	7
From the War Department	2
From Agriculture	1
From other Departments	4
From the Dept. of Commerce, clerks	14

TEACHING EXPERIENCE.

Number of former teachers	4
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TECHNICAL EXPERIENCE.

1 Electrical Engineer	3 years
1 Civil Engineer	4 years
1 Shipyard assistant	4 years

BUSINESS EXPERIENCE.

Average experience 45 officers	1.42 years
No business experience	25
1-3 years	12
3-5 years	7
5-10 years	1
	<u>45</u>

A-C/C JJM-EBG