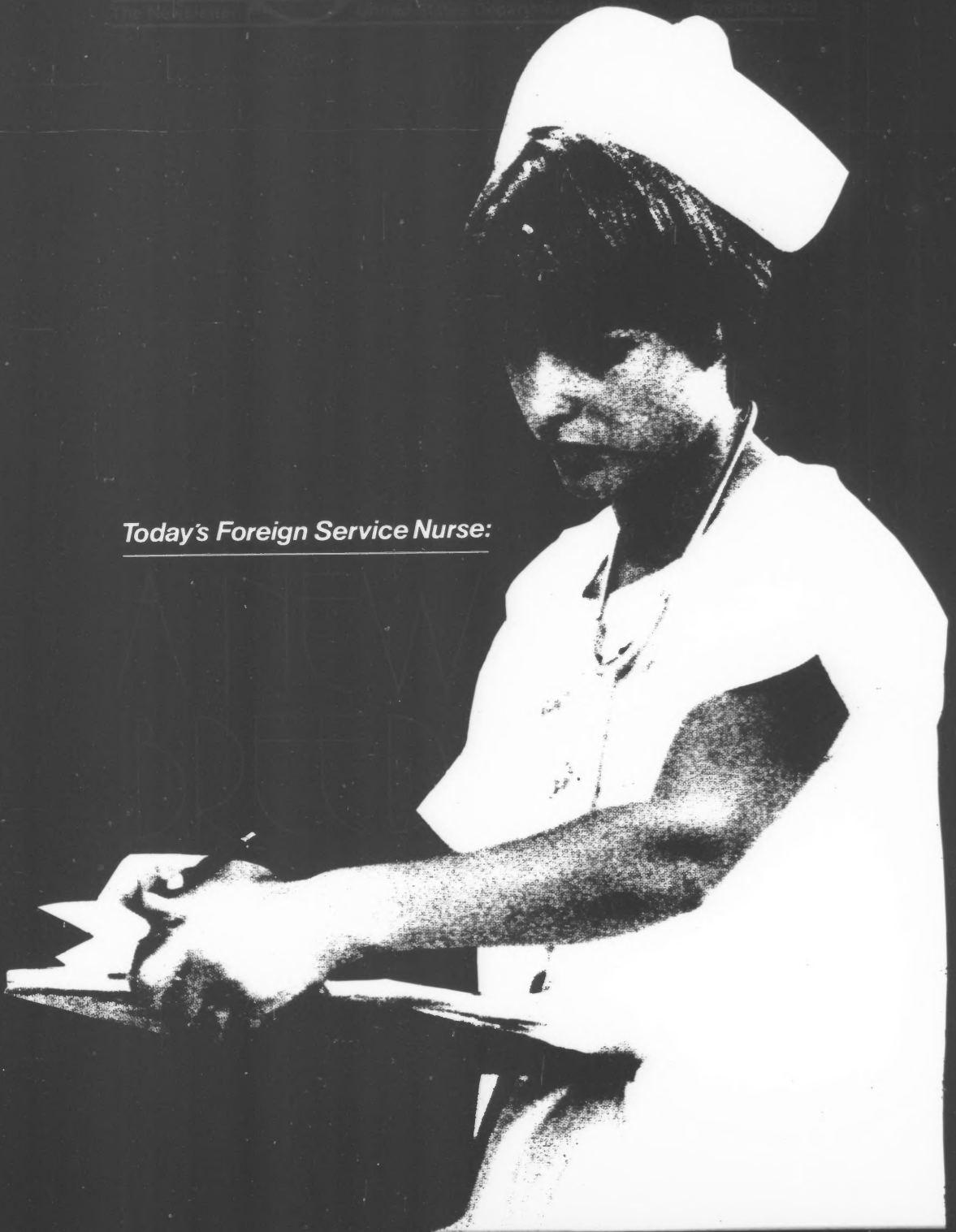


# State

Today's Foreign Service Nurse:





**THE COVER**—This is evident from interviews conducted by a STATE reporter in Khartoum and Paris. Story on Page 10.

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## Letters to the Editor

### The building environment

WASHINGTON

DEAR EDITOR:

I'd like to respond to Connie Cook's letter in the August/September issue. Her spirit of cooperation in improving the workplace environment, especially regarding smoking in unauthorized areas, is appreciated. Employee participation in the Department's safety program is a high priority, and her comments on environmental hazards are welcome.

Environmental health issues have been the subject of much media attention and resultant public concern. For this reason, we've initiated various proactive programs to ensure that employees' health isn't jeopardized from conditions in our facilities. In addition to the areas mentioned by Ms. Cook, we've also tested the drinking water for lead and established indoor air quality testing procedures. Various Department Notices have been issued to inform employees of our test plans, the results of our measurements, and about a person to contact if there are any questions from employees. Regarding Ms. Cook's specific concerns:

**Asbestos:** We've been assured that there is no present danger due to the presence of asbestos-containing materials in Main State. All of the routine, periodic measurements conducted by an independent certified hygienist indicate no detectable levels of asbestos fibers in the air. The potential for release of some fibers exists only if the material is substantially disturbed during construction or maintenance work on asbestos-containing material. The long-term goal of our asbestos removal program is to eliminate even this potential. There was one recent AID construction project involving asbestos on the second floor of the building. Since the project has not been completed, the doors remain locked. Unfortunately, all employees weren't officially notified that the tube station incident has been fully resolved. Extensive asbestos wipe and airborne testing were conducted in mail tubes and mail service rooms by industrial hygiene contractors. All readings were well below established National Institute for Occupational Safety Health/Occupational Safety and Health Administration limits. The occupants of these areas weren't expected to have experienced an exposure risk

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There are 11 monthly issues (none in August). Deadline for submitting material for publication is in the first week of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. Double-space on typewriter, spelling out job

titles, names of offices and programs—*acronyms are not acceptable.*

Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-space, identifying all persons left to right. Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone number is (202) 647-1649.

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## Management Report

### Selin, Perkins inform Congress about their plans

At his swearing-in earlier, director general gives preview

**T**HE DEPARTMENT's new leadership outlined the approaches it wants to take in the areas of personnel policy and the structure and management of the Department in appearances on Capitol Hill in mid-October by Ivan Selin, under secretary for management, and Edward J. Perkins, director general of the Foreign Service and director of personnel, as well as in an address by Mr. Perkins at his swearing-in on October 5.

Testifying at a joint hearing of the House subcommittees on international operations and the Civil Service, both Mr. Selin and Mr. Perkins opened their presentations by citing the new challenges facing the Department and its workforce because of trends in society and developments in the world that have transformed the diplomatic environment. "All of the forces at play will necessitate the development of a new kind of foreign affairs workforce," the director general said.

He continued in his prepared statement on October 17:

#### The Perkins testimony

"I am confident that the Department and the Foreign Service will meet these latest challenges, as we have done over the past few decades. Since about 1955 we have had approximately 4,000 Foreign Service officers to staff our embassies overseas and our bureaus here in Washington. Today, despite a vastly more complex policy environment both here and overseas, we still have roughly 4,000 officers. Given the resource constraints of our times, those numbers aren't likely to grow significantly in the future; we will once again have to find ways to expand our scope while continuing to get the existing work done.

"The question before us, in my judgment, is what should be the attributes of the foreign affairs workforce, and how should the Department recruit, retain, develop, assign and advance individuals to bring to the fore the knowledge and skill needed to conduct foreign affairs. We must address these questions with the other foreign affairs agencies, to ensure a uniform application as we progress towards one Foreign Service.

#### New legislation not needed

"For the past several months, Under Secretary Selin and I have been addressing this question, starting from the findings of the Bremer and Thomas reports, and look-



Edward J. Perkins, left, is congratulated at his swearing-in by Secretary Baker. With them is Lucy Perkins. (State Department photo by Ann Thomas)

ing as well as the Stearns report on language competence, an internal study of gaps at post, the General Accounting Office report on women and minorities, and other relevant studies.

"Our overall sense is that we can preserve what works best in the Foreign Service, while modifying or improving practices where we can, and adding new ideas as needed to meet new challenges. We believe that we can work within the existing legislative framework of the Foreign Service Act of 1980. Our aim will be to strengthen and elaborate that framework through administrative changes, rather than seeking to replace it through new law.

"We further believe that we can and should preserve the essential structure of the Foreign Service personnel system, as

defined by bottom entry of most employees and worldwide availability of all employees, with a view to developing and maintaining a corps of individuals who can provide the President and Secretary of State with high-level expertise in the formulation and execution of foreign policy. The goal of our plan will be to enhance the discipline, spirit of public service and representative nature of the Foreign Service. We mean to achieve these aims by emphasizing the fact that the foreign affairs workforce must be managed systemically. At the highest level of generalization, we must be aware of the need to assess who will do the work of foreign affairs—career employees or temporary workers, Americans or locally-hired workers overseas, Foreign or Civil Service employees. These decisions must be made

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not only on short-term resource considerations, nor based solely on 'what's available' in the current workforce, but with a view both to getting the job done efficiently and economically, and simultaneously to positioning ourselves to meet future needs and challenges. All the while we need to be increasingly sensitive to changes in our society and the American workforce. One area of special relevance to the Foreign Service is the increasing prevalence of two-career families in our ranks. The career aspirations of Foreign Service spouses is something we must address on a priority basis.

"Moving to the next level of detail, we must look within each component of our workforce, and make sure that all our human resource management practices are in fact in systemic harmony. We must recruit new employees who have the basic capabilities needed to function in an ever evolving work scene. Moreover, and in so doing, we must redouble our efforts to become representative of the diversity of our society. We must be ready to train, develop, and very likely re-train our employees in order to realize full value from our investment in them. Finally, we must manage the pace of employees' advancement and growth so as to have the right people on hand for the tough jobs—mature, able, energetic people who can lead others and who can also work together to do the job.

#### **Expedited hiring**

"We have begun work on job and workload analyses to bring us up-to-date on how new issues and challenges will affect the mix of skills and abilities needed of our Foreign Service officers. At the same time we are studying the workings of the existing selection system, to see how we can improve any and all facets of it. While not all the findings are in, I can tell you of a few definite conclusions we have reached. First, we intend to speed up our ability to make a hiring offer. We find that it often takes us as much as 18 to 24 months from initial recruitment through examination of candidates to the point of making an offer. We mean to cut that time period to a maximum of nine months, so that prospective candidates are less likely to be lured away to other jobs. I believe this change could help us improve the overall quality of our

officer candidates and should be particularly helpful in recruiting highly competitive young minority and women applicants.

#### **Affirmative action outreach**

"I want to emphasize that our affirmative action efforts will not be confined to the pro-active changes in our selection procedures. We will also be increasing our outreach effort—to college campuses, professional associations, individuals and other organizations that can give us a point of access to potential aspirants for the Foreign Service. I plan to be actively involved in this outreach effort, and I will be asking my colleagues in the Foreign Service to do likewise. Nor will our efforts be confined to the junior-level program. We intend to take a fresh look at our mid-level hiring program as well.

#### **Hiring the blind**

"We have also completed an initial review of our policy regarding reasonable accommodation for blind individuals who wish to serve as junior Foreign Service officers. We have concluded that the essential functions of several Foreign Service officer positions can, with reasonable accommodation, be performed by a blind person without endangering the health and safety of the individual or others.

"Although some junior officer duties cannot be handled by blind individuals, we believe that a variety of junior officer positions can be restructured to reasonably accommodate the employee's blindness without substantial alteration of the job requirements of the junior officer program. When we resume our examination process, we will provide reasonable accommodation, including the use of readers, to future blind applicants. Only by a concentrated effort will we build and improve on our recruiting record of the past dozen years, and make further progress towards increasing the participation of Americans from all regions, schools, ethnic, and racial backgrounds, men and women alike. This effort will be continuous, not sporadic.

"I would note that we are building on accomplishments: Since the mid-1970s, women's participation in the Foreign Service officer corps has increased from under 10% to nearly 25%. There are now just under 1,000 women officers, of whom a majority are middle-grade officers. With

respect to minorities, we now have about 500 officers, with a majority of them holding middle ranks. We still do not have as many women and minorities as we would like. But I can assure you that, beginning with the Secretary, top management of the Department is committed to a Foreign Service that is both fully representative and highly qualified to represent our country abroad. I am committed to carrying out that mandate.

#### **Less emphasis on specialization prior to tenure**

"Another modification we are planning in the selection process is to reduce the emphasis on occupational specialization at the entry point of an officer's career. We propose to use the candidate's pre-tenure period of four to five years as a time during which both the candidates and the Department, based on actual work experience overseas, can decide on tenure and on what the candidate's occupational specialty should be in his or her mid-career years.

"To my mind, this new approach to granting tenure and conal designation marries two desirable features. First, we get the individual's involvement at every point—the officer candidate will be making his desires known as to career specialty when those desires are based on some real knowledge of what the Foreign Service is and does. And second, those desires will be looked at and reviewed by a board of distinguished career officers, acting within systemic limits set by central management. I don't claim that this approach will end all unhappiness about officer cones and conal specialization, but I think it's a sensible approach to assigning work within the organization.

#### **New 'multifunctional' cone**

"I should add that we don't intend to limit ourselves to the four traditional cones. We mean to create a fifth cone soon, to be called 'multifunctional,' that will recognize the fact that much of the work in the Foreign Service partakes of diverse skills and cannot readily be compartmented into a single function such as political or consular. We will offer tenure in this cone, and will allow people to seek assignments and promotions as multifunctional officers.

"Let me augment this review of the 'cone' question by outlining now how we

see the assignment of mid-level officers working. The paramount need of the Foreign Service personnel system is to maintain a worldwide rotational system of service, one that maximizes the match of individual officers' skills and job needs across a universe of thousands of jobs in hundreds of locales. Our current system has done a good job of creating interface between the officers to be assigned and the posts that need their services, through a system of officer bidding for jobs, with central management review of the bids, and eventual assignment of the officers.

"What we need to do to improve that system is to streamline and rationalize its operation, so that we can maintain the openness of the assignments process while accomplishing its goals in a more timely, less resource-intensive way.

**Prioritizing assignments**

"I think we have found a good tool in aid of this goal. What we plan to do, starting with next year's assignment cycle, is to prioritize the filling of jobs. Specifically, we will try to commence the assignment cycle by the designation of new ambassadors. In the next round, we will fill key second-level jobs, such as deputy-chief-of-mission jobs, principal officerships and certain key jobs in Washington. After these jobs are filled, the regular fall assignment cycle will go forward in a compressed time frame. We will also build into the system improved opportunities for pro-active counseling by our career development staff, with assistance from a small universe of highly specialized counselors.

"I believe that this approach will be immensely helpful both to our bureaus and posts seeking to fill jobs, and to our employees. Posts will have a full look at all employees up for reassignment, and we will be able to sort out competing priorities for key positions, without the distraction of having to fill hundreds of other jobs at the same time. Employees will be able to make bids for their top-choice jobs, learn the results and still seek other jobs if their hopes for an ambassadorship or deputy chief of mission position do not come to fruition. In short, we think this system will allow us to pick ambassadors and deputies efficiently, and should actually improve the situation in filling jobs such as political or economic counselors.

**'Training year' concept**

"We also want to do more forward planning to use our training resources wisely. We plan to advertise all positions

requiring language training a full year in advance of the normal bidding schedule. The officer selected will then have plenty of time to get any language training required. Since language training generally requires six months or less of an officer's time, we will use the remainder of the advance year to give the officer new or refresher skills training—in economics, systems management, consular practice or regional area studies as may be needed. This 'training year' concept will also give us more opportunities to build in needed equal employment opportunity training for supervisors and management training generally. Resources (both personnel and financial) dictate that we will only be able to offer a few such opportunities each year, but even a few will be an improvement.

**Still up-or-out**

"These modifications to our selection and assignment systems will only achieve their intended effect if they operate in harmony with the promotion and retention system. The difficulty here is to maintain the up-or-out concept which is central to having a worldwide Foreign Service characterized by excellence, in a way that is fair and equitable both over time and among all the individuals who participate in it.

**Overseas tour at each grade level**

"We plan several modifications to our promotion system to achieve these goals. First, we want to re-emphasize the importance of overseas service, by requiring that each officer serve an overseas tour at each grade level. In other words, our promotion precepts would require overseas service at the officer's current grade as a pre-condition for promotion to the next grade.

**More time in each middle grade**

"We plan to retain the overall time limitations that are now set for Foreign Service officers—a maximum of five years as a career candidate and a maximum of 22 years as a mid-level officer, with a resulting guarantee of up to 27 years as the career length for those who do not advance to the Senior Foreign Service. Within the middle grades, we hope to even out the pace of promotion by requiring longer minimum periods of service at each grade, possibly three years in lieu of the one-year minimum now imposed. This approach will ensure that our fastest-rising officers have the seasoning they need, not only to excel at the middle level but also to acquit themselves effectively at the senior level.

**Senior promotions**

"If we can dictate a more measured pace of advancement to the senior ranks, we should also be able to offer a more stable environment for our senior officers. Overall, we plan to implement these changes in a way that will not reduce overall promotion rates for mid-level officers into the senior ranks, and will tend to equalize the pace of advancement and likelihood of retention. We also think this approach will allow us to utilize our senior officers more effectively.

"Finally, in the area of grievances, we will be looking for ways to make the system more efficient while retaining its basic protections for the rights of employees. There are a number of opinions about how the grievance system might be improved; we will be consulting with our employee bargaining agent and with the Congress to reach a result satisfactory to all parties.

"What we will be striving for in all these changes to our personnel system is to create, and be seen to have created, a representative Service that retains and improves upon the high-caliber performance that is essential to the Foreign Service.

"If we can do all of these things, and be seen to be doing them, we can hope that all young Americans with an interest in foreign affairs, regardless of race, gender, educational or geographic background, will seek us out, and consider an active career of professional public service in foreign affairs."

**The Selin testimony**

In his appearance on October 12 at the joint hearing, Under Secretary Selin began by describing the new diplomatic environment and then added: "As the list of tasks assigned to American diplomacy has expanded, the amount of (financial) resources available to accomplish these tasks is diminishing. And within those resources that are available, what we can use for increasingly important operations is especially vulnerable." Mr. Selin then suggested that the following conclusions may be drawn:

"—The successful development and implementation of foreign policy requires many skills and areas of knowledge which simply did not exist earlier.

"—Bureaus and offices at State which deal with specialized issues are increasing in number, and are likely to continue increasing, unless we find ways to incorporate their focus in existing ones.

"—The activities of these specialized bureaus and offices require increased coor-



Under Secretary Selin

dination with the geographic and resource bureaus, with other agencies of government, with the Congress and with the private sector.

"—Many policy activities, such as those involving economic and financial issues, increasingly have a regional or multilateral focus. This development renders our work in these areas more complex, more specialized and more difficult.

"—Our organization has not kept pace with many of these developments: we have added new elements, but left many of the old ones unchanged; we have become more operational in recent years, but our chain of command and other internal structures reflect an earlier, simpler environment."

Mr. Selin continued in his prepared statement:

#### The management agenda

"The structure of the State Department and the way it performs its tasks have of course undergone significant change, largely as a result of coping with this evolving environment. But there remain many challenges which have not yet been fully addressed; the Department will be taking these on in the months and years ahead. I would like now to turn to some of the more

significant items on our agenda.

"1. *We need to improve our overall management.* I believe it is time to ask ourselves some very hard questions about the way we manage our relatively costly overseas establishment . . . When we have major projects involving several different offices, for example in our building program, we must have a single project manager, with sufficient authority, who is clearly responsible and accountable. We need to look seriously at the size and scope of all of our programs, and to determine if all of the functions we perform are necessary and, if so, whether they belong where they are now. As part of this process there needs to be an examination of the Department's workload in detail, we need to determine how to perform the work in the most efficient and effective manner possible, and we need to decide who should be doing the work in question. There are some respected analytical tools used in the private sector which I believe might be useful in this process; I plan to employ them in the Department.

"2. *Diplomatic security issues are more important now than at any other time in history, and must be addressed in a responsible manner.* We confront an increasingly unfriendly environment with several kinds of threats: terrorism, hostile intelligence operations, personal violence and crime, and threats to our communications and information integrity. Important in this regard, however, is the need to apply good management techniques and rigorous common sense as we do so. What this will mean, among other things, is that security programs and operations will be carefully tailored to threat levels at individual posts. We will seek to enhance our focus on security needs without losing sight of the needs of diplomacy.

"3. *Our personnel structures and procedures need to evolve further to meet both today's and tomorrow's challenges better.* There are organizational changes that must be made, as well as refinements in the way we recruit, train and assign people. We must constantly seek balance between the requirements of the institution and needs of individual employees. And we need to build upon the progress to date with regard to equal opportunity and affirmative action.

"4. *Communications and other information handling technologies have altered the most elemental aspects of our work, but I am not satisfied with our use of them.* The systems and equipment used in these areas are in great demand, and their cost is usu-

ally significant. We have not aggressively pursued using modern technology to the fullest. At the same time we must advance the capabilities of our information infrastructure through such measures as putting in place in a timely manner an improved system like Dostn—the Department of State Telecommunications Network—which is in its initial stages of development and installation.

"5. *Our national overseas establishment is widespread and costly, and needs to be managed more efficiently.* The United States has an embassy in virtually every country with which we have diplomatic relations, and we want to maintain that presence. To manage our overseas establishment properly, we have developed new systems like the Special Embassy Program and the Special Consulate Program which allow us to perform essential functions and control bureaucratic growth. To keep the scope of our operations as broad as it is, we must control its scale in a better manner. In brief, the overhead and security costs of our overseas posts cannot be allowed to grow to the point where they threaten basic functions. These areas and the related issue of the proper size of our diplomatic presence abroad need to be given a non-nonsense examination.

"6. *We need to take a longer-term view in our program planning.* The short-term planning syndrome has affected resource allocation in the Department, and the Government at large for that matter, in distinctly negative ways. We should be taking a longer view, and where possible go beyond the one- to two-year planning which is inherent in the federal budget process at both ends of Pennsylvania Avenue. I believe we can work together with the Congress on these problems, and come up with practical answers that meet both your and our concerns.

#### Changes that are needed

"There are a number of changes within my areas of responsibility which are needed now to help the Department meet the challenges I have outlined. Some are being put in place now; others are still needed and will require the understanding and the cooperation of the Congress to implement. There are six general areas which I would like to mention today; all are related to the problems and opportunities I have already addressed. They are: money, organizational structure, personnel, information management, security, and properties . . .

"One point made earlier is worth

repeating ... I see all of these areas as part of an interdependent system, a closed system if you prefer. Weaknesses in one area have an adverse impact on all of the others; conversely, improvements and changes in one area facilitate improvements and changes in the others. I thus hope that we will be able to effect the changes I believe are necessary as an integrated whole.

**Money**

"For improved financial management and planning, I believe we now have the basic structure in place that we need. The Office of Management Policy has been placed under the Department's chief financial officer. This change will unify under one manager the planning, budgeting and financial operations as well as the evaluation function which I need to advise me on how things are working out in practice.

"This office, which I hope to make into the Bureau of Financial Management, will be the locus for the analytical work we need to evaluate all of our programs and operations, and will use some of the techniques I mentioned earlier in doing so. If we are to effectively control the amount of money we spend, we must ultimately control the growth of the institution's workforce. To do that, however, will require limiting the workload. Consequently, I have asked this office to manage an 'activity value analysis' study, first of the areas which I supervise and then of the whole Department, to determine the most efficient and effective way of performing essential functions, to give us a clearer view of other functions which we may or may not wish to continue, and to identify those work products which are redundant or clearly non-essential.

**Organizational structure**

"... We currently have a chain of command and bureau structure which do not allow for effective control. We have had success in past months in channeling paper flow through under secretaries, without sacrificing direct access to the Secretary when needed. But in addition we still need to look seriously into organizational structure.

"Some of your colleagues in the Senate have similar ideas. Section 125 of the Senate version of the foreign relations authorization bill contains a requirement that we carry out a major structural and organizational study, the results of which would be reported to you. I really believe that it will be much better to effect organizational changes based on the results of this study, as well as on your own ideas, rather

than have specific changes mandated prior to its conclusion in the conference on the State Department authorization bill. Be assured that we will consult extensively with you and your colleagues in the Congress throughout the entire process.

"Staffing by all agencies at overseas posts is also an area we need to study for reasons of security, diplomatic profile and responsible management. For our smaller posts, I believe that we should expand our Special Embassy and Special Consulate Programs as appropriate so that growth of these overseas posts does not just happen but rather is examined carefully and at a high level. Frankly, in my opinion it will help if we can avoid the temptation to resolve bureaucratic battles by mandating through legislation the presence of specific representatives of specific agencies at certain posts. These battles typically arise from conflicts between the desires of agencies to have representatives abroad and our need to control the size of posts for diplomatic, security or cost reasons ... And on a related subject, we must also find a better way to share the administrative burden of overseas posts among all of the U.S. Government agencies represented there.

**Personnel**

"A good personnel system must strive to place the right people in the right positions at the right time, while balancing the managerial needs of the system with employee interests and preferences. To achieve these goals, we need to revisit the implementation of the Foreign Service Act of 1980 as it relates to current conditions.

"First, we must recruit the right people—in terms of both skills and representativeness—and have them 'on-line' much more quickly than we have done in the past. Losing attractive candidates to other employers is a luxury we cannot afford, especially when we place much higher demands on them in terms of conditions of service than do most of our competitors. The Foreign Service still represents an attractive career to many young people, but they can be discouraged by having to wait far too long for offers of employment.

"Second, we need predictable and sensible career paths for our people. These must feature the right mix of stability and challenge, and must provide for growth by requiring that there be progress through increasingly responsible and challenging jobs.

"Third, and related, we need a better mix of relevant training and assignments, with the two fully integrated from the

beginning. Training will need to be keyed more completely with individual careers, and must reflect more directly what the jobs require. It must be designed as an inherent part of employee development, not as an 'add on.' Assignments must be made well in advance, so that they can be meshed with appropriate training. We will also make sure that we have the right kind of training programs—whether for languages or analytical skills or technical expertise—needed to deal with foreign policy requirements. Our commitment to having the best possible training, and to the new Foreign Service Institute campus where these programs will be carried out, is serious and firm.

"Fourth, we are absolutely determined to have a Foreign Service and a Department which place equal weight on representativeness and competence. It is manifest that we must build on the progress of the last decade, which has been substantial in recruiting women and minority group members. We must also ensure that they continue to advance through the ranks and are fully represented in our pools of future recruits. We are now conducting a thorough review of our entrance procedures, including the written examination, to eliminate any trace of bias which may in fact exist. We are attempting to reconcile the rights of those with physical handicaps with the demands of service abroad ...

"Fifth, we need a personnel system which balances system requirements and the needs of individuals. Assignments, for example, must be made in a way which result in properly trained individuals arriving at post with a minimum of gaps, while sharing equitably the burdens of service in less attractive posts and positions. Our whole approach to manpower planning must be rethought to equip us to provide more efficient use of the resources which we have.

"In order to begin to do what is necessary, I believe that the Department should consolidate all of its personnel-related activities under the authority of the director general of the Foreign Service, who is also the director of personnel. These offices would thus report to me through him. Recent studies led by former Assistant Secretary John Thomas and, at my request, by Ambassador L. Paul Bremer have pointed out a number of problem areas which need our urgent attention; we are undertaking a systematic review of both our Foreign Service and Civil Service structures to determine exactly what needs to be done. We will also look at three categories of employees who



rarely get front-page attention: Foreign Service specialist employees, our all-important secretaries, and Foreign Service national employees at overseas posts. There are other 'in-house' management problems in the personnel area which need attention too, for example the so-called 'gap problem' which I cited earlier whereby we have increasingly long periods of time between the departure of one officer and the arrival of his/her replacement.

"We are a 'people agency,' and they are our greatest asset. We are committed to continuous review in this important area, so that we can provide the nation with the kind of diplomats it must have.

#### Information management

"In my view the Department should have a single information network to generate, clear, coordinate and move documents worldwide electronically. Information is truly the lifeblood of the Department and is critical to its mission. One out of every seven employees of the State Department is directly linked to information management on a full-time basis. These activities typically constitute about 20% of our budget for salaries and expenses.

"The information age has raised common opportunities and issues for all knowledge-based organizations, and the Department is no exception. Information, our major work product, is a resource to be managed like any other valuable asset. Our proposed structure for doing this is a single information management organization having three main components: information services, planning and development, and systems operations. The goals of the organization will include improved and increased services for all users, managing information throughout its 'life cycle,' improved office automation and developing an MIS strategy for corporate systems.

"As you can imagine, there is an almost insatiable demand for unclassified and classified word processing and electronic communications equipment in an organization which must link the Department, other foreign affairs agencies and all of our overseas posts. As we attempt to rationalize our information management organization and satisfy these demands in the most efficient and sensible way possible, we are concentrating on several major programs:

"—The Department of State Telecommunications Network.

"—The Foreign Affairs Information System.

"—The Information Management Center at Beltsville.

"—Reducing the backlog in responses to freedom-of-information and Privacy Act cases.

"Security for this network has to be a 'factory installed item'—not a retrofit. The same rationale applies to our construction program, which I will address later. But unlike construction, where one can separate security standards and architecture in the total process, the state of the art requires that the information network have security built in and at all stages, starting from the very beginning.

"We need also to improve our communications facilities and assure, to the greatest degree possible, that they are compatible with others. In developing the information network as we improve our communications, we must also ensure that we have a strong project management capability—responsibility and accountability must have a single locus.

"The organization we have proposed to you through a recent notification letter, which merges Information Management and Diplomatic Security, in my opinion is the best answer to these needs for now. I hope we can count on your support for it.

#### Security

"The Department must and will continue its current security emphasis with no diminution or dilution, whether the focus is protecting our people, our information or our buildings. One new emphasis is that I believe we should expand our concept of security to integrate it with information management, at least for the near term. Overseas security, for our people and our properties, is vital, but we also have to develop standards which serve as practical guidance and not as straitjackets. Site-specific additions to basic security standards will allow us to tailor security to threat levels at individual locations. This is sound management in my view, and also a compelling budget reality.

"Physical security projects have been the subject of many conversations and testimony elsewhere, so I do not plan to discuss this subject in detail today . . . The Department has made enormous progress in both its physical security programs in recent years as well as in its security awareness. And as you know, the Secretary recently established within the Office of the Inspector General a separate Office of Security Oversight to follow these issues. Counter-intelligence efforts by the Department,

especially at critical and high-intelligence-threat posts, are increasingly important elements in our security structure. We will of course continue counter-intelligence training, both for security professionals as well as for all employees assigned to high-threat posts.

"I have focused thus far more on things rather than people, but personal security is also very much on our minds. We continue to conduct residential security surveys around the globe—within the past three years we have completed residential security upgrades at over 125 posts. We have also implemented a new automated management system for mobile patrols at 25 posts, and we intend to continue the local guard program for residential security as well.

#### Properties

"My view of property management is that the Department should have all of its property operations, foreign and domestic, in one bureau, under an assistant secretary with primary responsibility for and experience in Government construction and property management. We also need a cleaner break between setting security standards for the building process and implementing the programs necessary to comply with those standards. One of our goals is to reduce the cost of our new buildings, but to do so will require site-specific standards which have been critically evaluated throughout the process. And, as I have noted elsewhere, a strong project management structure is imperative in this area.

"Our basic goal on buildings is to construct or rehabilitate more of them faster. Each new construction project should have a 'life cycle project management plan;' our organization should have a staff adequate to provide the technical and management skills necessary to administer the program professionally. I also hope that by the time we work on the fiscal year 1992 budget we can achieve a joint executive branch and legislative branch commitment to a sustained funding level for the construction program (i.e., to guarantee sufficient funding to sustain workload and program schedules, and to explore various contracting approaches which might allow more construction starts within the annual funding levels). To carry out such a program effectively we will need more personnel with experience in construction management, and to manage our overseas properties professionally we will need more personnel with experience in real estate management.

"Maintenance of our existing facilities, both overseas and domestic, is another vital element in our properties strategy. We need to systematize our maintenance activities and organize them according to a life-cycle basis. This is true of our main State Department building, but will also be required for all of our properties worldwide.

"Lastly, we plan to institute a systems management approach to major procurements for the Department, and hope to do so by the end of fiscal year 1990. Our procurement activities need to be both responsive to our needs, while remaining consistent with the law and common sense.

**Commitment to equal opportunity**

"I would like to end this presentation by reiterating one point made earlier and adding a personal note to it. You should all know that the Secretary, the deputy secretary and the under secretary of state for management have a solid commitment to seeing that the Department continues to progress with regard to equal opportunity and affirmative action. I believe the Department's record is good, but it can obviously be made better in the years to come. So, while there is undoubtedly an institutional commitment to accomplishing these goals, I want you to know that I will consider these goals as one of the most important elements in my personal portfolio as well."

**The Perkins swearing-in**

With Secretary Baker at his side, and with members of Congress and other dignitaries in the audience from inside and outside the Government, the director general called attention after he took the oath to the presence also of his mother, his wife and two daughters, remarking: "Everyone in this room knows the sacrifices and difficulties our families face as they serve with us around the world. In saluting my family, I mean to acknowledge the service of all the other families that make up the Foreign Service."

Mr. Perkins continued: "All of us who take our oath of office know that to serve faithfully means that we serve the American people loyally through each administration elected by them. That is our tradition of service and one which I will continue with vigor.

"Let me also say, Mr. Secretary, that the men and women of this Department are fully supportive of you and are ready at all times to take on whatever role is needed to carry out and manage our foreign relations. We are proud of our tradition of performing

loyally and with distinction as people of integrity, and intelligence, who are dedicated to achievement. That has been our past tradition and I expect that it will be just as true during my tenure.

"As in the past, the Foreign and Civil Services today are facing new challenges. That means new requirements are levied on us as practitioners of an ancient but consistently changing craft.

"Foreign relations has an esoteric nature these days. We are concerned about the law of the sea, managing our environment on a bilateral and multilateral basis, and we are intensifying the fight against international narcotics production and traffickers. We are also managing and solving regional disputes in a manner which takes into account the best interests of our country and of the world. We are also cognizant of the changing nature of the bipolarism, which in earlier years characterized our relations with the Soviet Union.

"The Department must continually change in order to be able to take on these new challenges and responsibilities. I should state at the outset that the primary purpose of being in the Foreign Service is service abroad. Second to that are a combination of other relative factors which, taken together, make us highly qualified to manage foreign relations of varying complexities here in Washington or at posts or assignments abroad.

**Thomas, Bremer reports**

"I take on my new duties faced with two reports recommending changes in the Foreign Service. I also believe we need to effect changes that will further strengthen the implementation of the Foreign Service Act of 1980. During the last few months senior members of the Bureau of Personnel have looked at the two reports and recommended that certain portions of each report be accepted and implemented.

"Overall, what we seek is a tightly-knit Foreign Service, able to take on whatever task comes its way and able, in the longer term, to meet the needs of the Secretary of State and the President. In order to do this, over the next year we will be implementing certain portions of each report. It is appropriate that I mention in general terms some of the areas which will be affected over the coming months:

"Our *recruitment* procedures are undergoing changes. We must initiate a testing or a screening procedure which will eliminate insofar as possible biases against women and minorities. We will also give

attention to the overall issue of selecting the kinds of Foreign Service persons able to deal with the challenges of the changes in our modern society.

"We will also redefine the concept of both the formal and informal *training* given to officers entering the Service. We need to be able to predict a career path so that we know to the degree possible the likelihood that an employee selected will be successful as a Foreign Service officer. The officer, on the other hand, must have sufficient time to be exposed to a number of functions to allow him to have a reasonable idea as to whether he or she would like to stay in the Service and in what specialty.

"The process of tenuring and initial *coning* then must undergo change. Our conal structure has been examined often in the history of the Foreign Service. Each examination has been done with the idea that, whatever the structure, it must meet the needs of the institution as well as those of the employee. We thus ask ourselves now how the cone system can be structurally altered. We have come to the conclusion that it must be changed somewhat. Following appropriate consultation, we'll make our views known in this regard in the coming weeks.

"*Training*, as a general rule, must be linked with an onward or a current assignment. The philosophy of training is to better prepare a Foreign or Civil Service employee to manage an increasing array of functions successfully. Those who do not accept training will begin to feel that they are less and less prepared to do what the institution wants them to do. They will become less and less competitive for promotions and valued assignments.

"Also, in the context of assignments and training, the *assignment cycle* will be altered somewhat. Assignments must be made more quickly. For example, all career ambassadorial nominees for the year following should be completed during August of the year before. Deputy chiefs of mission and principal officers should be selected in the early fall. Then the greater bulk of the Foreign Service members eligible for transfer the following year will be assigned sooner and with greater consideration of the officers' desires and the requisite training.

"There has been a feeling for some time that *promotion* and *selection-out* are areas requiring change. We intend to study these areas with great care. There are basic principles at stake here: the Service must remain an up-or-out system or risk stagnation; the promotion system, while it will

never be without risks to the employee, must be stable enough so that employees can reasonably foresee the periods in their lives when they will be at greatest risk. Also, we must never forget that, if we have done our selection job properly, all our officers will be highly talented. Lack of promotion does not, therefore, mean failure but rather should be viewed as an honorable end to a responsible, challenging and exciting career.

"In designing these and some other contemplated changes, we seek to strengthen implementation of the Foreign Service Act of 1980. By their range, these changes will strengthen our Service, provide more flexibility, create more guidance and be more complementary to members.

#### Secretaries, specialists, Civil Service

"Equally important, we must give attention to specialists and to secretaries. We hope soon to undertake a study of the *specialist system* in the Service. We will look at specialists in terms of the requirements imposed on them in these changing times, the training necessary to take on current and possibly more complex future assignments, plus the management of a specialist's career. We are also exploring methods to enhance *Civil Service career ladders* and will be looking into linking training to career development.

"The changing world of work involving managers and secretaries demands our immediate attention. The *secretarial corps*, both Foreign and Civil Service, must be looked at. We have received any number of

recommendations suggesting change or at least a change in philosophy toward the role of the secretary. Most recommendations suggest that secretaries are capable of performing an as-yet-unquantified range of additional functions. Should these recommendations be enacted, a more balanced use of secretarial resources will evolve. We are presently vetting the recommendations received from our various audiences. I have also met with a number of secretaries since I have been on board. I am not yet ready to suggest how we are going to deal with this opportunity, for I see every problem as an opportunity. However, we will soon be issuing a description and evaluation of what new secretarial functions can be. Top personnel, that is, assistant secretaries, deputy assistant secretaries and ambassadors, must be in the forefront in developing the resource we have in our talented secretaries.

#### Affirmative action

"We must also achieve a representative workforce in our Foreign and Civil Service. I take it as a given that the Department must lead the way in showing the ranges of diversity of our country. The expectation of our involvement around the world is that we manifest the grand experiment that America has so successfully managed so far. Thus, I am committed to a representative service with a healthy representation of women and minorities at all levels of our Foreign and Civil Service. I also wish to acknowledge, Mr. Secretary, your strong support and that of the deputy secretary for both affirmative action and a

representative Foreign Service and Civil Service. I expect that we will move to strengthen recruitment efforts by narrowing our focus on people and institutions where candidates of all types can be found. As far as minorities are concerned, colleges and universities most likely to be representative of various minorities are our targets. Similarly, we will give our attention to institutions outside of the education sphere, such as the church and community organizations. In addition to recruiting, there is another important reason for doing this outreach work. We must take the foreign policy story to more Americans in general and to more minority communities especially.

#### Open communication

"It has always been a truism that those who serve the American people do so with full knowledge that the American people must be kept informed. I take this to mean that we must explain the making of foreign policy, the improvement of it, and the final analysis of what we have done plus the effect it has on our individual lives. I am convinced that in turn we will receive a healthy appreciation of what we do from an outside point of view.

"I also pledge to you that my tenure as director general will be marked by the most open communications possible—with the Hill, within the management structure, and with each and every element of our Foreign and Civil Service staffs . . .

"I look forward with a great deal of anticipation to serving as director general and director of personnel. The challenges are many, not the least of which is understanding and articulating new foreign policy issues which will occasion different functions in our Service. I look on the future as being bright for both the Civil and Foreign Service, offering even greater opportunities to display excellence and achievement so characteristic of the men and women who have served well since the inception of the Foreign Service in the late 1800s.

"In conclusion, let me summarize my approach as follows. I care deeply about the people of the State Department. I care deeply about our personnel systems—Civil and Foreign Service. But most of all I care deeply about the reason for the existence of these systems—the United States of America.

"As an ex-Marine, I hesitate to use this phrase, but our country and the State Department deserve a personnel system that will allow each and every one of us to 'Be All That We Can Be!'" ■



Edward J. Perkins signs his appointment affidavit. Behind him are members of his family, from left: daughter Sarah, wife Lucy, mother Mrs. Tiny Holmes, daughter Katherine. (State Department photo by Ann Thomas)

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## Medical Services

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### You can count on Carol Dorsey, Jeannene Cramer

*They're among the new breed of Foreign Service nurse practitioners*

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**N**URSE PRACTITIONER Carol Dorsey of Embassy Khartoum faced a crisis as she wound up her first day of work in May 1987 at the African post. Terrorists bombed a hotel frequented by British nationals in the Sudan capital. Ms. Dorsey, who had already left work for the day, received a call on her portable radio notifying her. She returned to the embassy to find that seven people had been killed in the explosion, with 15 wounded.

"Our security people at the scene picked up the casualties and brought them to our health unit," she recalled in a recent interview with STATE. She said the unit was turned into a mini-emergency room as local doctors and two British nurses assisted her in bandaging the wounded, administering antibiotics and assessing the extent of injuries. "We were lucky," she said. "Most of them had minor wounds." Those who were seriously injured were medically evacuated.

At Embassy Paris, nurse practitioner Jeannene Cramer works with patients medically evacuated from Africa, many of them in a hurry. She related in an interview: "The other day, I got a call from the nurse practitioner in Niger. She said: 'I'm sending you someone with malaria.' That meant calling doctors here and finding a bed, making arrangements for the Peace Corps doctor accompanying the patient and getting back to the post with the information. They were leaving in about an hour, so there was a flurry of activity."

Increasingly, the Department depends on highly-skilled nurse practitioners like Ms. Dorsey and Ms. Cramer to provide health care at posts abroad. After earning bachelor's degrees, nurse practitioners receive one to two years of hands-on training in specialized areas such as family medicine or pediatrics before becoming certified. The advanced training enables them to diagnose and treat a variety of medical problems and prescribe medication. Only 4% of the country's 2.3 million nurses acquire nurse practitioner certification, but all of the Department's Foreign Service nurses overseas have attained that status.

#### The scene in Sudan

Foreign Service employees arriving in Khartoum face daunting health hazards: 100-degree-plus temperatures, dust storms, contaminated water and disease-carrying insects. Carol Dorsey tries to keep these



Carol Dorsey examines daughter of a Foreign Service officer after suturing her chin.



Nurse practitioner Jeannene Cramer at her office in Paris. (Photo by Nancy Rasari)

threats at bay for Khartoum's 350-member embassy community. She received her advanced training at the University of Wisconsin and worked with a family-practitioner

physician in rural Wisconsin and in an intensive-care hospital unit before joining the Foreign Service in 1981. With her husband, Joe, a deputy executive administrator with AID, she previously served in Cameroon and Quito. They have three small children: Kevin, 6, Paige, 4, and Julie, nearly 2.

In Khartoum she supervises a staff which includes full-time nurse Carol Stadnyk, lab technician Alison Iman and receptionist Grace Keely. She periodically consults the regional medical officer in Sanaa, Dr. Steve Cummings, as well as two Sudanese physicians. Most of her decisions, however, are made independently. "The buck pretty much stops here," she said. "You rely on your gut instincts and experience."

Ms. Dorsey remains on call outside her normal working hours. Returning from work on a recent evening, she found she had still another patient. A Foreign Service officer's daughter had fallen and cut her

chin at the recreation center. Her parents rushed her to Ms. Dorsey's home, where the nurse practitioner maintains a mini-health unit. She sutured the little girl's chin and sent her on her way. She estimates she spends "about 20 hours every two weeks" treating patients in her home or their homes.

#### 'Magic wand'

The embassy health unit where she works evokes memories of an old family doctor office: children's drawings adorn the waiting room and a Norman Rockwell picture hangs above an examining table. Ms. Dorsey cauterizes a child's wound with a medicated Q-tip she calls her "magic wand," and offers a choice of ornamental bandaids. The unit boasts the accouterments of modernization, however: a well-equipped laboratory, an ample dispensary, and a room with beds and intravenous devices.

On a typical day, Ms. Dorsey treats routine cases like respiratory and gastrointestinal complaints and minor injuries. She gives inoculations and well-baby check-ups. But routine ailments in Khartoum need to be monitored more closely than in any city back in the States. Ms. Dorsey explained: "If you have diarrhea at home, you expect it to run its course in a couple of days. But here people need to be more careful. Diarrhea could be dysentery, and a fever might be malaria." So an essential part of her job is "patient teaching."

"I advise them on how to stay healthy here," Ms. Dorsey said. Each patient receives a handbook. When they follow her guidelines—adhering to a strict regimen of inoculations, distilling their drinking water and preparing food carefully—they can be as healthy as they would be anywhere else, she said.

#### Deja vu

Patients in this close-knit community receive more attention than they might at a larger post. On a recent day, Ms. Dorsey treated patients in the morning at the unit and ate lunch with them later in the embassy's cafeteria. "And I could see them tonight at the 'rec site,'" Ms. Dorsey said. "Like it or not," she laughs, "we see each other all the time. It's easy to keep track of their conditions."

This personalized attention is appreciated by Khartoum's Foreign Service community. "We called Carol in the middle of the night when our son was having convulsions," said Karen Frankiewicz, wife of Foreign Service officer James Frankiewicz. "It turned out to be a bout of

malaria, and she gave him an antimalarial drug. I don't know what we would have done without her."

"People are very concerned when they come here—there are a lot of diseases," said administrative counselor Joe Sikes. "Khartoum isn't a modern city, where you can go to just any hospital. So having a good nurse practitioner is vital here, especially for families. The fact that she has young children herself is important; she understands parents' concerns. But she's also sensitive to the needs of single people, who may not have anybody to look after them and are a long way from home. There was one young guy with malaria, for instance. She brought him into the health unit in her home and provided him with care for a few days. People don't forget something like that."

#### The Paris scene

Meanwhile, at Embassy Paris, nurse practitioner Cramer faces other challenges. Many of the competent local physicians do not speak English, for instance, and Ms. Cramer has to match members of the large *Carol Dorsey with her family. From left: Joe, Julie, Kevin, Paige.*

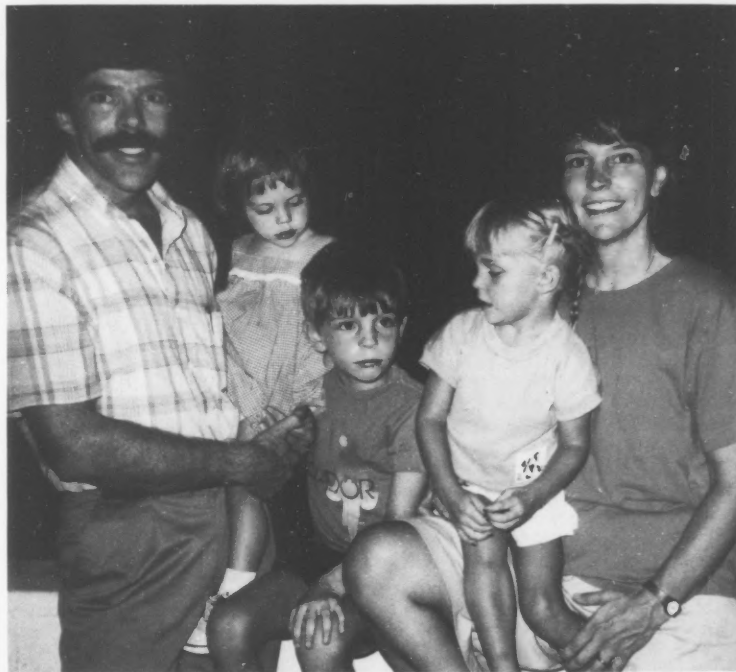
Foreign Service community with doctors who do.

She came to Paris after serving in Kabul, Senegal and Cairo. Before joining the Service in 1978, she worked in family practice and emergency rooms in the United States. "A backpacking trip around the world sparked my desire to work overseas," she said. She went on to receive her advanced training in the University of California's nurse practitioner program, 1984-85.

In Paris she supervises a staff of four: full-time nurse Pamela Mills, part-time nurses Barbara Moger and Janice Covington and receptionist Annick Ribere-Magen. She also works closely with the regional psychiatrist, Dr. Esther Roberts. The regional medical officer, Richard Bruno, is in Frankfurt.

#### Lots of paperwork

In addition to State employees and their families, Ms. Cramer monitors the health needs of employees from 48 other U.S. government agencies. Although all of the agencies have health room privileges, each has its own regulations. "As you might imagine, there's a lot of paperwork





In Paris, left to right: psychiatrist Esther Roberts, Jeannene Cramer and nurse Barbara Moger. (Photo by Nancy Rasari)

flowing back and forth," she said.

Like all nurse practitioners, she treats patients in the 1,200-member community for routine ailments and injuries. In addition, she refers them to Paris' many specialists. Ms. Cramer explained: "You get a lot of people here with Class 2 medical clearances, which means they may have chronic problems. Some are older Foreign Service officers nearing retirement. They need to find doctors who know their cases, someone they can see at night or on weekends if need be.

"On the opposite end of the spectrum, you get a lot of young families. Women don't go home from here to have their babies; they're not medevaced out. They need to find pediatricians and obstetricians.

A lot of my time is spent pointing people in the right direction."

**Community work**

She also plays a role in meeting the community's psychological needs. "Everybody expects you to love living in Paris, but some people have problems adjusting," Ms. Cramer explained. "You have people on their first tour who've never lived overseas before, and they're overwhelmed. Or you have young mothers who are at home with the kids, who don't speak the language. You get people coming from smaller posts who are used to having everything done for them. In Paris, you're pretty much on your own; some singles feel lost in the crowd.

"People will come in and ask me at first to look at their finger or a sore throat. But then they'll spend an hour talking about

what's really going on with them. I don't do in-depth therapy—that's not my field—but I do a lot counseling."

She refers patients with serious problems to psychiatrist Roberts. Dr. Roberts said: "A lot of times the nurse practitioner is the first person people turn to. Ms. Cramer has tremendous insights into the stresses of patients."

The nurse practitioner also works closely with the community liaison office and the embassy's mental health coordinator, Kate Taylor-Soiles. Recently, they presented a drug education seminar for parents at the embassy. "It went well, and now we're in the process of developing a drug education program for grades kindergarten through 12 at the American school," Ms. Cramer said.

Besides serving the community in Paris, she has monitored some 30 patients medically evacuated from Africa in the past year. Many were critically ill. "Last year there was an outbreak of chloroquine-resistant malaria among a new group of Peace Corps volunteers from Mali," she said. "They were all comatose when they got here. Some arrived without money or a change of clothes; one didn't have shoes." For such patients, Ms. Cramer "provides a competent, reassuring American face far from home," says Kachi Berry of the community liaison office.

**Volunteer visitors**

Last July, Ms. Cramer started a volunteer program through which embassy employees and their families visit hospitalized Americans.

Administrative officer Rusty Hughes commented: "That kind of special attention has endeared Ms. Cramer to a lot of people at this post. I've been here 14 months and I've heard nothing but praise for her efforts."

In the Office of Medical Services in Washington, Dr. Paul Eggertsen said: "Since the nurse practitioner program began back in 1978, the feedback we've received from people at post has been emphatically positive. Getting ill in a primitive place is a frightening and potentially dangerous experience. The nurse practitioners provide prompt assessment and treatment and medical evacuation, when necessary. They're immensely important for morale, too. 'I don't know what we would have done without the nurse practitioner' is the comment we most often hear from those who serve overseas."

—BARBARA NOYER ■

## News Highlights

### Look sharp! New security guards in place at State



Joe McManis and Paul D. Woldorf in their new uniforms. (State Department photo by Ann Thomas)

New security guards in crisp white shirts and ties have been in place since October 1 at Main State and 10 other Department sites in the Washington area, as well as at the U.S. mission at the United Nations in New York.

Donald Blake of the Bureau of Diplomatic Security said this marks the first time that State has had control over standards and training for its uniformed security forces. He added that all members of the new contract force have had a background in police or security work and two weeks of class training and 40 hours of specific weapons training before entering on duty at State. The training included cardiopulmonary resuscitation (CPR), first aid, bomb detection, coping with hostage-taking and community relations.

In a change from prior contracts, "all of the equipment being used by the security force, such as radios, weapons, vehicles and uniforms, is Government-issued."

Meanwhile, a Department Notice re-emphasized regulations on wearing identification badges in State buildings. Adverse administrative action may be the result, "as with other violations of Department security

procedures," if employees do not wear badges all the time inside the buildings, the notice warned.

Employee passes should be worn on the outer garment above the waist, with the photo on the pass clearly visible. Neck chains and clasps are available at guard posts for employees who need them. Employees lacking the pass may be escorted by guards back to their offices to verify that they are valid passholders. Visitors who do not have a pass will be escorted to a security post or to the lobby receptionist, to verify that the visit is authorized.

"We hope everyone cooperates in our efforts to protect personnel, facilities and information," Mr. Blake said. □

### Embassy Botswana gets 2 new buildings

Gaborone, Botswana, is the site of a new U.S. embassy and USIA building, dedicated September 6. The buildings were constructed in a 3.5-acre compound. The embassy, covering 25,000 square feet on two floors, is in an area designated by the government for foreign embassies. The one-story USIA building, with 8,000 square feet, is also in the compound.

Completion of the buildings was delayed while security modifications were made. To oversee construction, a staff of construction professionals was maintained at the site for 30 months. Project directors from the Office of Foreign Buildings Operations were Rodney Evans and Michael Divittorio. □

### State seeks to improve elevator service

A \$4.5-million phased renovation and refurbishing of half the elevators at Main State has begun and is expected to be completed in three years. Work will be done on 23 of the 46 elevators, "those that we found needed the repairs and renovation the most," said Ronald Stalnaker, elevator mechanic foreman for the building. It will be performed by an outside contractor and will cover fire safety, handicapped access and upgrading door control systems, as well as improving the internal works of the elevators.

"Because we run a 24 hour-a-day operation, the elevators are used much more than in other office buildings," Mr. Stalnaker said. He noted that elevators in the original part of the building are about 50 years old.

Mr. Stalnaker said the Office of Historic Preservation at the U.S. General Services Administration has indicated there are 10 historic elevators in the building, all at the entrance on 21st Street. "We can't change the appearance of the cab at all in these designated elevators, just refurbish what is already there," he said. "Any work that will be done on them has to be approved by that agency, to ensure that we don't interfere with the historic status."

Five freight and four passenger elevators will be replaced, the 14 others will be upgraded. Highly sensitive smoke detectors will be installed. In case of fire in the build-



The new embassy in Gaborone.

ing, elevators in the fire area will proceed directly to the first floor and will automatically be taken out of use by a computerized supervisory control system.

As to the door control system, "people waiting for elevators will know which ones are in service," Mr. Stalnaker said. Refurbishing will include changing the teak panels in elevators and putting in new carpeting that will be more resistant to dirt, wear and tear, said Diane De Vivo of the administration bureau. Money for the project will come from General Services Administration and State funds. □

### Occupational safety, health panel in place

An Advisory Committee on Occupational Safety and Health has been established to advise and coordinate for the assistant secretary for administration and information management matters related to the safety and health of Department employees, in both domestic and overseas workplaces.

The objective of the panel is to ensure compliance with Department safety and health requirements. Members include the deputy assistant secretary for operations, the deputy assistant secretary for foreign buildings, the Department's medical director and representatives from certain divisions of their organizations. The Department safety director serves as executive director to the committee, which is chaired by the assistant secretary. □

### What per diem covers—and what it doesn't

Examples of expenses that are included in per diem travel allowances and which cannot be reimbursed separately were listed by the Comptroller's Office in a Department Notice of September 18. The items that were cited:

- Charges for meals and lodging.
- Fees and tips to waiters, porters, baggage handlers, bellhops, hotel servants, dining room stewards and similar employees.
- Laundry, drycleaning, and pressing.
- Telegrams and telephone calls reserving hotel accommodations, requesting leave, inquiring as to status of salary, expense vouchers, or any other matter of a personal nature.
- Fans, air conditioning, heating, radios, or television in rooms.

The notice added that details are in the Foreign Affairs Manual (6 FAM 141 and

## In New York, Bush returns to his roots as a diplomat



President Bush at the General Assembly session in New York. Behind him at right is Ronald Spiers, former under secretary at

State who is now under secretary general at the United Nations. (White House photo by Susan Biddle)

BY ARTHUR ZEGELBONE

*The author is the deputy public affairs officer at the U.S. mission.*

**O**N HIS LAST DAY as U.S. permanent representative to the United Nations in 1973, Ambassador George Bush said: "Insofar as the UN's destiny is bound up with the destiny of our country, and I believe it is, I shall be conscious of it in my future work."

It's unlikely that Mr. Bush suspected at the time what manner of work would bring him back here 16 years later. But on September 25 when, for the first time as President, Mr. Bush stood at the podium of the General Assembly, his address reflected the feeling he has retained for the institution. He began his remarks by calling his visit "a homecoming." From the podium, he greeted old friends on the floor. He paid a call at the U.S. mission, where he reminisced with staff members who had known him in the '70s.

The President said that the importance he placed on the United Nations was evident in the choice he had made for his ambassador. He said that he was happy that Tom Pickering had accepted "this most important diplomatic assignment that we have." He added that Ambassador Pick-

ering's presence in New York "sends a good signal to the United Nations and to the Foreign Service."

The President said he recognized that serving in New York was not easy. He mentioned in particular the problem of housing, referring to the fact that in his day, and until recently, the staff received either a housing subsidy or were enrolled in a housing program which was intended to offset the substantial difference in costs between Washington and Manhattan. The housing program was drastically reduced last year, and the mission is now dealing with the difficult problem of having to recruit officers into positions which, however rewarding professionally, require financial sacrifice.

There are many on the staff who recall the Bush days. They say he was friendly, professional, knew everyone's first name, was gregarious and well-liked and respected by the other ambassadors, and was loathe to pull rank. One staffer remembers seeing the Bushes sitting on their luggage at LaGuardia Airport, patiently waiting in line for a taxi.

But the staff had apparently taken the measure of the ambassador with more prescience than most pundits. At their farewell to him in 1973, there was a banner draped across the back of the room, which read: "Bush for President." □

142) and the Federal Travel Regulations (Chapter 1: 1-7.1c). □

### Higher mileage allowance

The mileage allowance for the use of

privately-owned automobiles has been increased from 22.5 cents to 24 cents, effective September 17, according to a recent Department Notice. ■



# Appointments

## 3 named for Africa ambassadorships

President Bush as of mid-October had named ambassadors for four more countries in Africa. All the nominations would require Senate confirmation. The posts involved and the persons named are:

—*Central African Republic*—Daniel H. Simpson, deputy chief of mission in Beirut, to succeed David C. Fields.

—*Gabon; Sao Tome and Principe*—Keith Leveret Wauchope, deputy chief of mission in Monrovia, to succeed Warren Clark Jr.

—*Kenya*—Smith Hempstone Jr., syndicated newspaper columnist, to succeed Elinor G. Constable.

*Following are biographical sketches of the persons named.*

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### Central African Republic

Daniel Howard Simpson has been deputy chief of mission in Beirut, Lebanon, since 1987. Before that, he was deputy chief of mission in Kinshasa, Zaire, 1986-87, and Reykjavik, Iceland, 1984-85.

Mr. Simpson joined the Service in 1966 as a staff assistant in the Bureau of Security and Consular Affairs. He was a training officer for USIA, 1967-68, and a speechwriter for the assistant secretary for African affairs, 1968. He became a political officer in Burundi, 1968-70, and Pretoria, 1970-72. He served as desk officer for Rhodesia, Botswana, Lesotho and Swaziland, 1973-74.

After that, he was special assistant to the assistant secretary for African affairs, 1975, and chief of the political/economic section in Sofia, 1976-78. His next assignment was principal officer in Lubumbashi, Zaire, 1978-80. He served as deputy director, 1980-81, and director, 1981-84, of the Office of Southern African Affairs.

Before joining the Service, Mr. Simpson was a teacher at the Eghosa Anglican Boys Secondary School in Benin City, Nigeria, 1961-63, and on the staff of the Libyan Army Military College in Benghazi, Libya, 1964-65. He worked in the copyright division of the Library of Congress, 1965-66.

Mr. Simpson was born in Wheeling on July 9, 1939. He received a bachelor's from Yale in 1961, and a graduate certificate in African studies from Northwestern in 1973. His foreign languages are French and Bulgarian. His honors include the Meritorious Honor Award and the James Clement Dunn Award. Mr. Simpson is married to the for-



Mr. Simpson



Mr. Wauchope



Mr. Hempstone

mer Ashley Ball; they have three sons and a daughter.

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### Gabon; Sao Tome and Principe

Keith Leveret Wauchope has been deputy chief of mission in Monrovia, Liberia, since 1986. Before that, he was in the Bureau of African Affairs, 1984-86.

Mr. Wauchope joined the Service in 1966 as a junior officer in the consulate general at Hong Kong. He was a cultural affairs officer for African programs, 1969-71, and desk officer for the Bahamas, 1973-74. He was the deputy principal officer at Consulate Asmara, Ethiopia, 1975-77, and Sudan desk officer, 1977-79. Mr. Wauchope was deputy chief of mission in Mali, 1979-81. He served as chief of African assignments, 1981-83, and undertook graduate studies at Princeton, 1983-84.

Mr. Wauchope was born in New York on October 13, 1941. He was graduated with a bachelor's from Johns Hopkins in 1963. He served in the Army, 1963-65. His foreign language is French. He won Meritorious Honor Awards in 1977 and 1986, and an Equal Opportunity Award in 1983. He is married to Linda McIntosh Wauchope; they have two sons.

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### Kenya

Smith Hempstone Jr. has been a self-syndicated newspaper columnist for several years. He has also held top positions at the Washington Times as executive editor, 1982-84, and editor-in-chief, 1984-85.

Mr. Hempstone began his career as a rewrite man for the Associated Press in Charlotte, N.C., in 1952. He was a reporter for the Louisville Times, 1953; rewrite man for National Geographic, 1954; and reporter for the Washington Star, 1955-56. He worked as a traveling fellow in Africa for the Institute of Current World Affairs, 1956-60. Mr. Hempstone was an African correspondent for the Chicago Daily News,

1961-64, and a Nieman fellow at Harvard, 1964-65. He was a Latin American correspondent for the Chicago Daily News, 1965-66, and for the Washington Star, 1966. He was a European correspondent, based in London, for the Washington Star, 1967-69. He became associate editor and editorial page director for that publication, 1970-75. He was a self-syndicated columnist, 1975-82, and again in 1985 until now.

Mr. Hempstone was born in Washington on February 1, 1929. He was graduated with a bachelor's from the University of the South in 1950. He served in the Marines, 1950-52, and the Marine Reserves, 1952-57. His foreign languages are Spanish and Swahili. His honors include citations for excellence in reportage from the Overseas Press Club, 1960 and 1968. He is the author of four books and numerous magazine articles. Mr. Hempstone is married to Kathaleen Fishback Hempstone; they have a daughter, Katherine. □

## GOP aide: envoy rank for space negotiations

President Bush has named David Jamieson Smith, assistant to the Senate Republican leader, to the rank of ambassador in his capacity as chief negotiator for defense and space.

Mr. Smith was a staff member of the Senate Committee on Foreign Relations, 1985-87. He was a political consultant to the National Republican Senatorial Committee, and an assistant to the campaign manager of the Kolbe-for-Congress race in 1984. Before that, he was an international negotiations staff officer for the Defense Intelligence Agency, 1980-84. He was an intelligence officer with that agency's West Europe/NATO branch in 1979. He was a student at the Armed Forces Air Intelligence Training Center in 1978, and earned master's degrees from the University of London in 1976 and Harvard in 1980. ■

## Honors and Awards

### Schatz, Jornlin win security awards



Mr. Schatz



Mr. Jornlin

Gary Schatz, regional security officer in Beirut until last July, is the winner of the \$5,000 "Security Officer of the Year" award. He will receive a check and a certificate signed by Secretary Baker.

Philip Jornlin, regional security officer in Manila, was named runner-up by a selection committee headed by deputy assistant secretary for security Clark Dittmer. Mr. Jornlin will receive \$2,000.

Other nominees were David Bowyer, Athens; Robert Brittan, Dhaka; Michael Considine, Conakry; Richard Gannon, Brussels; Arthur Jones, Tunis; Dale Karlen, La Paz; John Murphy, Bureau of Diplomatic Security; William O'Rourke, Lima; Mark Sanna, Moscow; Paul Sorenson, Seoul; and Rosa Trainham, Vienna.

Mr. Schatz was nominated by Ambassador John McCarthy for safeguarding embassy employees "in a deteriorating environment in which death and destruction were continuously present." He was commended for his management of Beirut's large security staff, which included over 500 local employees and a bodyguard detail for the ambassador and deputy chief of mission. "These individuals are not merely 'guards,'" Mr. McCarthy wrote, "but rather personnel upon whom the American staff literally depend daily for their lives."

Amidst anti-American threats from Beirut's warring elements, Mr. Schatz supervised the evacuation of nearly half of the American staff in September last year on only several hours' notice, the ambassador said. He added that, when the embassy was confronted by a protest by the heavily-armed local guard force over pay and benefits in January, Mr. Schatz's "calming influence defused the situation, gaining time for actions to be taken with respect to the guards' demands."

When fighting erupted between Lebanese groups in February, the embassy

compound and American residences drew artillery fire, and Mr. Schatz supervised a second embassy evacuation. The ambassador wrote that "March, April and May witnessed days and nights in which literally thousands of artillery rounds and rockets fell on nearly every part of the enclave" and that, at the same time, an anti-American campaign was launched which included almost five weeks of demonstrations outside the embassy. Mr. Schatz was credited with moving most of the embassy staff to safer housing. Mr. McCarthy wrote: "That no Americans or foreign staff were injured or killed was due directly to the emphasis Mr. Schatz placed on individual preparedness and training programs he devised."

Runner-up Jornlin of Manila was commended by Ambassador Nicholas Platt for managing a program which greatly increased in size and for strengthening security measures at the post. In the past two years, the ambassador wrote, the regional security office has grown from one which included two officers and one secretary to one with new staff members and a 600-member local security force.

Mr. Jornlin's daily work schedule is "staggering and endless," Mr. Platt said. He added that during the investigation of the April assassination of a U.S. official who oversaw military assistance to the Philippines, Mr. Jornlin worked seven days a week, and "I had to order him to take a day off."

Mr. Jornlin was credited with increasing security in a wide range of areas: anti-terrorism training for local officials; countersurveillance against insurgents; physical security improvements at the post; heightened security at Manila's international airport; and safeguarding the American community. He provided extensive briefings for mission employees and their families, as well as American Chamber of Commerce and American business visitors. All official vehicles were armored and mission residences were supplied with two-way radios and an alerting system. Security measures were all also beefed up at the international school.

Mr. Jornlin was lauded, too, for strengthening contacts with military and political officials, making "the regional security office the focal point for all U.S. Government counterterrorism activities in the Philippines."

Mr. Platt concluded: "The massive increase in both the number and sophistication of security programs at this mission could not have been implemented if it were

not for the presence of one of the Department's finest security officers." □

### Waller wins security engineering award



Mr. Waller



Mr. Beaudoin

Russell Waller is the 1989 winner of the "Security Engineering Officer of the Year" award. Mr. Waller, who is chief of the physical security laboratory in the Bureau of Diplomatic Security, will receive \$5,000 and a certificate from Secretary Baker. Runner-up Jules Beaudoin of the Miami Regional Center will receive \$2,000.

An award committee headed by Clark Dittmer, deputy assistant secretary for diplomatic security, also considered these nominees: Lawrence Binner, Frankfurt; Thomas English, Abidjan; Warren Hadley, Monrovia; Mark Henriquez, Emanations Security Branch; Donald Hoover, Frankfurt; Rick Ingram, Moscow; Ronald Palmatier, Manila; Stephen Polnick, Technical Surveillance and Countermeasures Branch; Robert Soule, Overseas Support Services Branch; Patrick Weber, Casablanca; and James Wellman, Office of Physical Security Programs.

Mr. Waller, who has served nearly 30 years in the Bureau of Diplomatic Security and its predecessors, was lauded by Thomas Allen of the Countermeasures Program Division "as the leading authority on locks and security containers used by the U.S. Government." He called Mr. Waller an innovator who has developed new entry techniques for safes and vaults, and who has uncovered design faults which were later corrected by the manufacturer.

Mr. Waller was praised for creating a lock training program for security personnel that is so successful "other agencies gave him the highest compliment possible by using the Department's program as a model for their own."

Mr. Waller was commended for other innovations: developing equipment which protects overseas personnel from terrorist attacks; devising tests which simulate

attacks on doors, panels and vaults; and designing a "spy-proof dial" that prevents unauthorized users from viewing lock combinations. He was praised, too, for developing a device which repels optical penetration, allowing the Secretary and his staff to read sensitive documents when they stay at hotels and guest houses abroad.

Runner-up Beaudoin was nominated by Hugh Hollingsworth Jr. of the Bureau of Inter-American Affairs for overcoming unusual obstacles to create an engineering security center at the Miami Regional Center, which services posts in Latin America. The new operation replaced the regional security engineering center in Panama, which was moved because of political unrest in that country.

Upon arrival in Miami, Mr. Beaudoin found "a temporary World War II building covered with green mold—dark and grimy inside, with a leaking roof, 90% of lights not working, electrical system suspect, a nonfunctioning air conditioning system and very limited storage space," Mr. Hollingsworth wrote. "That Jules did not immediately renege on the assignment is an indication of the manager he really is. He immediately embarked on an effort to create, almost from scratch, the best engineering security center in the Department of State."

With a staff of only two persons, Mr. Beaudoin surveyed available space in the Miami area, chose locations for security engineering shops and determined which parts were most needed and which could be stored. He located an old military barracks to warehouse surplus equipment. When equipment arrived from Panama, Mr. Beaudoin "was right there with the movers," unloading containers and identifying which contents should remain at the new site and which should be stored Mr. Hollingsworth said, adding: "His expert planning really paid off as very few trips have been made to the remote site to obtain parts or equipment."

While juggling space and equipment, Mr. Beaudoin also staffed the new operation, although the 1988 Foreign Service assignment cycle was nearly over. In order to obtain security engineering officers in the off-cycle period, he accepted several engineers who were new to the Department. Mr. Beaudoin "did a masterful job of balancing their training—guiding them toward becoming disciplined engineers and giving them enough leeway to demonstrate their own capabilities," Mr. Hollingsworth wrote.

While setting up the new operation, Mr. Beaudoin "never forgot the fact that



## SUGGESTION SPOTLIGHT

Barbara Adams of the Protocol Office came up with a suggestion that saved the Department \$4,000. She found a vendor who supplies tassels on programs for visiting dignitaries at a lower cost than the one used previously. Ms. Adams received a check for \$400 under the Employee Suggestion Program.

Stacey Woolfork, a fiscal specialist in the Comptroller Office's Consolidated American Payroll Division, submitted an idea which will save the Government \$2,000 in materials and workhours. She suggested sending U.S. savings bonds to

posts overseas in bulk packages instead of individual envelopes. Ms. Woolfork received \$258.

Donald Spiker, Communication Training Division, clarified an ambiguous statement in one of the Department's publications. The confusing paragraph was rewritten and the publication reissued. Mr. Spiker received \$100.

Marie Garcia, a secretary in the Bureau of Near Eastern and South Asian Affairs, suggested increased training for the Department's telephone operators. She received \$75. □

the engineering security centers exist to service the security needs of the posts," Mr. Hollingsworth said, adding: "He kept track of all reported problems, constantly evaluating them to ensure that the most important ones were addressed first, and assigning them to the security engineering officers as they arrived." □

### Disabled Brussels staffer gets presidential award

Andre Gurman, the Department's nominee for a Presidential "Outstanding Federal Employee with Disabilities" award, was honored with 11 other finalists at an award ceremony at the U.S. Office of Personnel Management on October 5. The winners were congratulated by first lady Barbara Bush. Mr. Gurman is a 21-year Foreign Service national employee at Embassy Brussels.

Ambassador Maynard Glitman nominated him for "demonstrating great courage and fortitude in overcoming a severe physical handicap." Mr. Gurman was in an accident on his 12th birthday which left him paralyzed from the waist down. He lives on his own, drives a car, travels widely and is an avid sportsman. He has earned a certificate in accounting, worked in merchandising and owned a restaurant. Mr. Gurman speaks five languages.

He participated in the World Olympic Games for Handicapped Persons in 1968, 1972 and 1976, and has won gold and silver

medals in weightlifting.

As a telephone switchboard operator in Brussels, he displays "personal and professional standards which serve as a role model for other employees," Mr. Glitman said. Besides remaining calm under pressure, Mr. Gurman insists on taking his turn working alone on the night shift and refuses special consideration or assistance because of his disability, the ambassador wrote. His "indomitable spirit and willingness to help others has been an inspiration to everyone who has met this outstanding individual," Mr. Glitman concluded. □



Andre Gurman with first lady Barbara Bush.



Alan Larson, right, with Richard Kauzlarich and Margaret DeB. Tutwiler.



CAIRO, Egypt—Ambassador Frank G. Wisner presents \$500 award to Iman Zulfikar, personnel specialist during quarterly Incentive Awards Ceremony held on June 22, 1989.

### Larson is 'Speaker of Year' at State

Alan Larson, deputy assistant secretary for economic and business affairs, has been named the Department's "Speaker of the Year." He was honored for making 75 public appearances last year, and for his presentations on global economic policy and the European Community. He was presented \$1,000 and a Meritorious Honor Award by Assistant Secretary Margaret DeB. Tutwiler.

Richard Kauzlarich, director, Office of Regional Economic-Political Affairs, Bureau of European and Canadian Affairs, was the runner-up. He received \$400 and a Meritorious Honor Award. The speaker award is presented by the Bureau of Public Affairs to recognize and encourage contributions to the Department's public affairs program. □

### John Mack is honored

John Mack of the Bureau of Administration and Information Management has received an award for donating his time to make improvements to the computer operations of the national office of Blacks in Government. The award was presented during the plenary session of the organization's 11th annual training conference at the Washington Hilton Hotel. ■



SAO PAULO, Brazil—Consul general Myles Frechette presents Superior Honor Award to

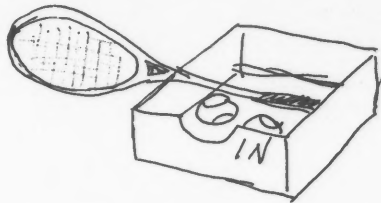
economic officer Scot Marciel, left, in this South American megapolis.

## Life in the Foreign Service

**P**AUL EGON ROHRLICH of Embassy Kinshasa, who creates composite characters via limericks, has this to say about his "colleagues," whom he introduces here: "I beg indulgence for this use of poetic license. Any resemblance to people who presently or formerly served in Africa is coincidental." (Sketches by the author)

### Chief of mission

Ambassador, desk filled with trouble,  
Tried in vain to select from the rubble:  
"I'll do what I may  
for most of the day—  
But I'm scheduled for 4:30 doubles!"



### No. 2 man

A bright DCM from Zaire  
Was a stickler for cables to clear.  
If he got to the end  
and you didn't offend,  
What you wrote wasn't very sincere.

### Politico

Political counselor with flair,  
He maneuvers with nary a care:  
"I deal with commotion  
And push my promotion  
By using my own savoir-faire."

### Money man

The counselor of econ reality  
Makes reports with decisive finality:  
But should his prediction  
Prove totally fiction  
He blames it on some externality.

### Consul man

A regional consul named Bee  
Kept a schedule just with 'ring to see:  
"I breakfast with Bongo  
and dine in the Congo,  
And, between, I take tea in Bangui!"

### Budget man

A b & f officer, Lew,  
Solved his problem of low revenue;  
"I've reobligated  
the funds I created  
'cause RAMC just didn't pull through!"

### Security man

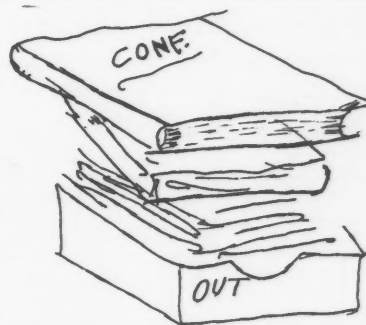
The regional RSO, Chris,  
Said something is clearly amiss:  
"They've stolen my jeep—  
And if that isn't cheap—  
They made off with the girl that I kiss!"

### AID man

There was a director of AID  
Who found that his job was too staid.  
To pick up the pace  
He put into place  
Assistance for projects delayed.

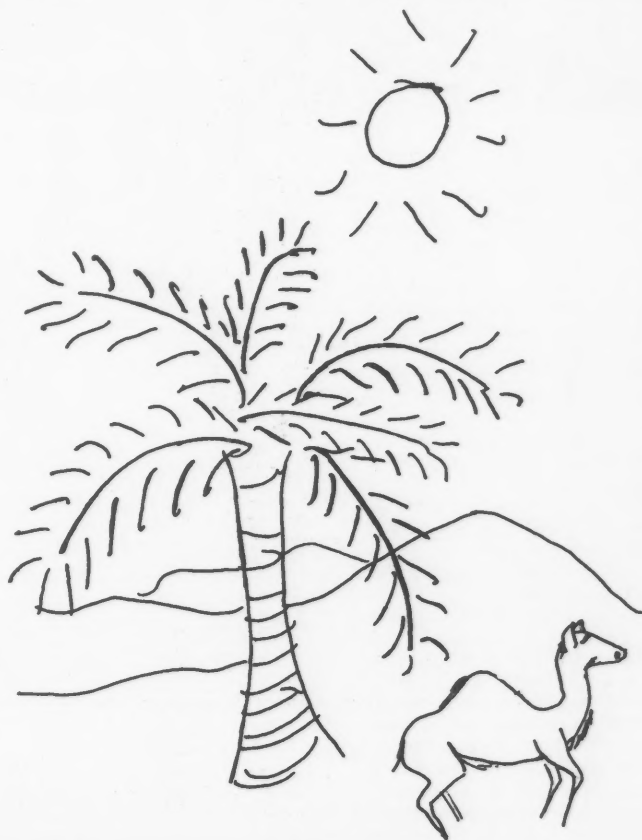
### Peace man

A Peace Corps director named Bruce  
Had a reasoning far from obtuse:  
"If the volunteers stay  
in the town, I will say:  
'Sera mieux pour vous tous en la  
brousse!'"



### Low man

The lowly j.o. of the mission,  
Not forgotten by sin of omission,  
Gets buried in work  
His superiors shirk,  
And prays for a tenure decision. ■



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## Author-Diplomats

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### James Russell Lowell as minister to Spain

'8 mules with red plumes' take him to present his credentials

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BY WILLIAM SOMMERS

*The author, a retired AID officer, has contributed many articles to STATE on the literary lions of the U.S. diplomatic corps, including a piece last year on William Dean Howells.*

**J**UST OFF the roaring traffic rush on Highway 2A in Cambridge, Mass., near the now-blocked intersection with Elmwood Avenue, stands a weathered granite monu-



Mr. Sommers

ment which tells the infrequent passerby that hidden in the shrubbery behind is "Elmwood," once the home of James Russell Lowell. The house has long since left the Lowell domain, and is now the residence of the president of Harvard University. Mr. Lowell himself, the preeminent literary lion of the United States in his time, is now indifferently remembered with street names, college buildings and occasional quotes on the op-ed pages from his satirical political writings, "The Bigelow Papers." His poetry is forgotten, his essays dusty with disuse and his literary criticism a Victorian anachronism. Even his work as a diplomat is all but a whisper of the State Department past. Yet he served his country with distinction, first as minister to Spain, 1877-80, then as minister to Great Britain, 1880-85. It's a legacy that ought not to be forgotten.

Born in Cambridge on February 22, 1819, Mr. Lowell fell into the Brahmin mold and, in keeping with that situation, was graduated from Harvard in 1838. Unsure of his future occupation, he went, as did so many of the undecided, to law school and got his degree in 1840. But he soon found that law wasn't his forte, and he turned to the literary life for his sustenance. During a long period of writing poetry and critical essays, including his successful effort in combining satirical political commentary behind a humorous dialect style in Hosea Bigelow and the "Bigelow Papers," Mr. Lowell consolidated his stature with his appointment as editor of the fledgling Atlantic Monthly. In 1855, upon the death of Henry Wadsworth Longfellow, Mr. Lowell was named to succeed him as pro-



James Russell Lowell. (Courtesy of Boston Public Library)

fessor of French and Romance languages at Harvard, a post he was to hold until 1877, when he was made minister to Spain by President Hayes.

But this wasn't an appointment that came out of the blue; nor was it one that was offered on his merit as writer, Hispanic scholar or New England Brahmin alone. Mr. Lowell, before and after the Civil War, became increasingly involved in national politics. A staunch supporter of the Union cause, he nevertheless became disillusioned over the growing corruption during the post-war years. He was concerned that the "new" Union was receiving a scandalous

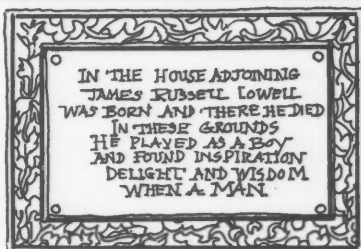
international reputation because of the generally abysmal character of its overseas representation. Nor was this his opinion alone. In 1870 Nation magazine said that the minister to Russia "spent nearly the whole of his term in vain endeavors to be sober enough to be presented to the Emperor." His valet was said to have dragged him to the mirror on many a morning with the dunning question: "Is them the eyes for a minister plenipotentiary?" The reformers lamented the lack of professionalism in the "Service," so that even if the best man were to be selected, he would suffer "from the fact that he is not a member of a regular calling, and that his fitness, either natural or acquired may have had nothing whatever to

do with his appointment." It is, by the way, an argument still present, still alive, even though circumstances and expression have changed in the intervening years.

#### 'A little ... bitterness'

But Mr. Lowell had been down the appointment trail once before, in 1869, when it looked as though he might receive the nod as minister to Spain from President Grant. His friend, Rockwood Hoar, the new attorney general and the man to whom Mr. Lowell had dedicated the second series of "The Bigelow Papers," became a friendly advocate. The new Secretary of State, Hamilton Fish, approved the idea. But Mr. Lowell's fellow Bay Stater and powerful foe of President Grant, Senator Charles Sumner, insisted that Minister Motley (another Boston Brahman) be sent to England. This meant that a place had to be found for the infamous Daniel Sickles, and

*Elmwood, once the home of Mr. Lowell in Cambridge. (Courtesy of Cambridge Historical Commission)*



From a plaque at the scene. (Sketches by Joan Sommers)

the only place open was Spain. Thus Mr. Lowell could remark to his daughter that he had come "within an ace of being the minister—or, if I may be allowed a little natural bitterness under the circumstances, within an ass of it."

Though Mr. Lowell's appointment had much to do with his stature and eminence as a writer, teacher and Spanish scholar, it also had its political connection. Mr. Lowell had early joined maverick Republicans in

Boston to counter the possible nomination of Senator James Blaine as the Republican standard bearer in the elections of 1876. Mr. Lowell went to the GOP convention representing the Eighth Congressional District and, in the subsequent machinations he led the Massachusetts delegation in voting for Rutherford B. Hayes. The much-disputed 1876 election was finally resolved in the Electoral College. As a member of the body, Mr. Lowell's vote was essential. The word spread that he was going to switch and vote for Sam Tilden, the Democratic candidate. These rumors fed upon Mr. Lowell's well-known concern over the corruption issue that had plagued the Grant administration. But the gossip was soon squelched when Mr. Lowell announced publicly for Mr. Hayes. At the official meeting of the Massachusetts electors in the Parker House, across from the Boston Common, Mr. Lowell cast his vote for the man from Ohio.

And, as they say on the "Tonight Show," there was still "more to come." Mr. Hayes, using as his messenger William



Dean Howells, who was consul to Venice (STATE, October 1988) during the Civil War, an eminent author himself and brother-in-law to the new President, offered Mr. Lowell the choice of a post in either Austria or Russia. Mr. Howells, in his memoirs, tells how he carried the letter from the President "to Elmwood where I found Lowell over his coffee at dinner. He saw me through the threshold and called to me to come in, and I handed him the letter." Mr. Lowell read it and tossed it to his wife, who in turn read it with a silent smile. But, Mr. Howells noted: "I could see that she was intensely eager for it. The whole situation was of a perfect New England character in its tacit significance; after ... we turned into his study without further allusion to the matter."

#### Departure from Boston

To Mr. Howells' chagrin, Mr. Lowell a few days later turned down the offer, but left the door open by remarking offhandedly: "I should like to see a play of Calderon [The Spanish writer]." His heart was still set on Spain.

Mr. Howells lost no time in setting the wheels in motion. He arranged with Mr. Hayes' approval to have William Everts, the new Secretary of State, visit Boston and offer the Spanish post directly to Mr. Lowell. This done, Mr. Lowell accepted. After weeks of preparation, including the renting of his beloved Elmwood, the Lowells sailed from Boston on July 14, 1877. They arrived in Madrid exactly one month later, in the high heat of the Spanish summer. Three days later, they were on their way to La Granja, where the young king of Spain, Alphonso XII, had his summer palace and where Mr. Lowell was to present his credentials.

The dispatches Mr. Lowell sent to Washington describing the presentation were indicative of the style that was to follow. Writing of his trip from Madrid to La Granja, he related: "Our journey was by night and over the mountains, the greatest height reached by the road being about that of Mt. Washington. Eight mules with red plumes and other gorgeous trappings formed our team. A guardia civil, with three-cornered hats, white cross belts, and a rifle, mounted the rumble and with a cracking of whips quite as noisy as a skirmish of revolvers in Virginia City, and much shouting, away we pelted."

At the same time Mr. Lowell could adopt the formal, professorial tone when the situation demanded. After all the intricate protocol of preparation and the notice of

arrival, the audience with the king was inexplicably delayed. This riled Mr. Lowell, who reported: "I trust that our proposed action and the protest privately made to the Minister of State as a preliminary to it will meet your approval. Arrived at the palace we were kept waiting some 25 minutes in an antechamber, and though I suspected this was due to some mistake, I thought it no more than becoming to say to the Introducer when he apologized for the delay, that so far as I personally was concerned I was perfectly satisfied with his explanations, but must beg him to remember that it was not I but the United States who was left waiting." It was a sentiment, no doubt, that many an ambassador since has felt like shouting to the heavens.

#### 'Humorous, pathetic ...' reporting

Mr. Lowell's dispatches, as one critic has noted, were "not without a great deal of political sagacity, but they are written in his characteristic epistolary vein—humorous, pathetic, frank, sometimes bookish, with his habitual whimsicality only a little chastened by any sense of occasion." One can only wonder whether Mr. Lowell, in today's State Department, might have won top awards for his political dispatches or might have been sent to the Foreign Service Institute for courses on "How To Write Winning Diplomatic Reports."

Nevertheless, to the Spanish, Mr. Lowell's appointment came as a delight and a courtesy, in contrast to that of the disputatious and aggressive General Sickles. Mr. Adee, the chargé d'affaires, looked on Mr. Lowell's arrival as an attempt by the United States "to revive the amiable traditions of Washington Irving's day." Mr. Lowell was genially hailed by the Spanish press as "Jose Bighlow," and lines of his poetry were flatteringly quoted to him by the king and the minister for foreign affairs. In the later, Manuel Silvela, Mr. Lowell met a truly compatible counterpart. Senor Silvela was a scholar himself who enjoyed

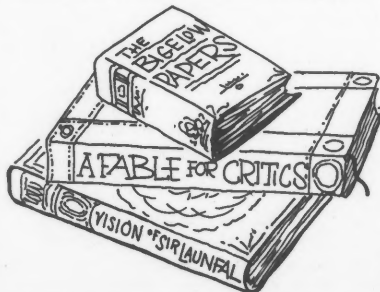
Mr. Lowell's excellent tobacco. The two fell into the pleasant habit of talking more about the Cid, Cervantes and Calderon than they did about the details of commerce or consular affairs.

Still, there was work to do and Mr. Lowell, impelled by his puritan ethic, set to it with a will. Finding lodgings was his first order of business; this proved difficult, if not alarming as it has for thousands of U.S. Foreign Service employees since that time. Though Mr. Lowell at first found his salary generous—a reason to leave Harvard and its impecunious prestige—he soon discovered that after securing his lodging and furnishings, along with other necessary expenses, he had in four months spent all of his salary plus over \$2,000 of his savings. With no credit union to turn to and no catalogue of allowances for "settling in," the author of "The Vision of Sir Launfal" found little pecuniary reward in his newly-acquired Camelot.

#### 'Beard-deep' into details

And Mr. Lowell, for all his erudition and experience, was seized as are many Foreign Service people today, by "first-assignment fright." He feared that, being an academic, he might fall prey to an inability to manage practical, run-of-the-mill affairs. Thus he plunged beard-deep into all the details. He became obsessed with tariff applications, customhouse collections and the various claims that came in an endless and monotonous array. As a biographer described it, he began to perform his duties with "a conscientiousness that bordered on mania." In a letter to his friend, Charles Storey, Mr. Lowell took up the question of his workload in a lighter vein: "We have plenty to do in this legation I can assure you, what with Cuban claims and Captains of vessels who thrust their heads incautiously into the wasp's nest of a Spanish port, where the officials look on it as a duty to suppress trade if they can. I think the old subordinates of the Inquisition all turned custom House officers." Except for all the intervening time, the red tape of customs throughout the world still bears the mark of Mr. Lowell's description.

He also suffered from a kind of local language inversion. Though he had taught Spanish literature and culture for nearly 20 years, and had high literary reading skills and knew classical or "old" Spanish, he had but few smarts when it came to ordinary conversation. He was, he admitted, unable even to offer a chair to a visitor. But determined that he would not falter, he insisted from the beginning on doing all the





legation's business in Spanish. This further exacerbated his plight, and contributed to a heightened tension that in turn began to prey upon his health. He wrote, on the fears of the first assignment: "I had a hard row to hoe at first. All alone, without a human being I had ever seen before in my life, and with unaccustomed duties, feeling as if I were beset with snares on every hand, obliged to carry on the greater part of my business in a strange tongue . . . I don't much wonder that the gout came upon me like an armed man."

Mr. Lowell turned to that long-time recourse which has been, and is, the great healer: R & R (rest and recreation). In the spring of 1878, he asked for and received a two-month leave. With Mrs. Lowell, he set sail on a slow French steamer to Italy, Greece and Turkey. This was the tonic he needed. While in Greece, he seized an opportunity to visit Constantinople, noting to a friend: "I have a theory that peaches have only one good bite in 'em, and that a second spoils that. I am glad we went . . . Our four days at Constantinople were nothing more nor less than so many Arabian Nights." When he returned to Madrid, he was improved in health and spirit and ready, with moderation, to begin to enjoy his assignment. "I have come back," he wrote, "a new man, and have flung my blue spectacles into the paler Mediterranean."

#### No more Boston bulldog

Mr. Lowell began to get a handle on the job, to moderate his concern with the details and to learn the language, not by the "Boston bulldog" approach, but by taking on a tutor. This new, "gentler" regime was encapsulated in a schedule of his daily routine which he sent to a friend. "This is the course of my day. Up at 8; from 9 sometimes till 11 my Spanish professor; at 11 breakfast; at 12 to the legation; at 3 home again and a cup of chocolate, then read the paper and write Spanish till a quarter to 7; at 7 dinner, and at 8 a drive in an open carriage in the Prado till 10; to bed at 12 to 1. In cooler weather we drive in the afternoon. I am very well—cheerful and no gout."

One duty that Mr. Lowell took upon himself was the translation of Spanish news and magazine articles that seemed of particular interest to him and, he assumed, to the State Department. Thus his work schedule of reading the papers, then writing "Spanish till a quarter to 7," included the compilation of translations and commentary. He translated and commented on the king's remarriage after the death of his

young queen; the prospects of a commercial treaty between Spain and the United States; the corruption of restoration Spain; the overthrow of the current ministry and the causes of the prime minister's resignation; the pacification of Cuba. The dispatches were clear and contained in many cases shrewd assessments of conditions and suggestions for options that the United States might consider on many issues. They were at the same time long and leisurely, and they probably caused frustration among the clerks who had to copy them and among the Stateside diplomats who had to read them.

Even in reply, Mr. Lowell had much to say. Writing a private letter to the Secretary of State, he complained of the lack of security and confidentiality of State's communications to the legation, noting that "a telegram from the Department not in cipher gets into the hands of the Government and newspapers here before it reaches mine." (The managed and unmanaged "leak" so prevalent these days was not unknown even in the Gilded Age.) These same dispatches, and the hundreds of letters that Mr. Lowell wrote to accompany them, and those he wrote to his friends, reveal a man changing in the light of new circumstances, a man who belied his Brahmin upbringing and his New England reticence. In a long dispatch on the king's remarriage, he reflected on the art, the politics and the civilization of the world in which he was serving: "If the ninety years since the French Revolution have taught anything, it is that institutions grow, and cannot be made to order,—that they grow out of an actual past, and are not to be conspired out of a conjectural future,—that human nature is stronger than any invention of man. How much of this lesson has been learned in Spain, it is hard to say; but if the young King apply his really acute intelligence . . . Spain may at length count on that duration of tranquility the want of which had been the chief obstacle to her material development."

#### 'Half communist'

In a letter to a friend, he commented on the biting, demoralizing poverty, suffering and neglect that seemed to grow out of the indifference of the national government to the poor. "They (i.e., the madrilenos) sleep in the day . . . and at night are as lively as insects . . . far from being a grave people, they seem to me a particularly cheerful one, and yet I am struck with the number of deeply furrowed faces one meets, the mark of hereditary toil. I turn half communist when I see them."

In another vein he expounded that "one makes plenty of acquaintances, but very few friends in Diplomacy, and an American Minister, unless he have a private fortune, can't afford much mere society, even if he like it, which I don't." The truth of that commentary hasn't failed the test of time.

When concluding an analysis of an extended government crisis involving the fall of the prime minister and his cabinet, Mr. Lowell, as is the wont of every diplomat, got a few good licks on the press: "As usual in such cases of crisis . . . all sorts of wild rumors are in circulation, but I am inclined to await events rather than to trust in the ratiocinations of journalists who mutually excite and outbid each other in the bewildering competition of immediate inspiration." Is there a modern parallel?

Nor did Mr. Lowell fail to sight the broad humor in any incident, a trait which endowed "The Bigelow Papers" with their sustained appeal. The Spanish government had complained that an American company, working with a certain Mr. Fourcade, was smuggling refined oil into the country to avoid duties. The State Department signaled Minister Lowell to investigate and give a full report directly to the Secretary.

#### The 'Fred Allen Award'

He did investigate, and his Dispatch No. 66 most certainly, in a later day, would have gotten him the Secretary's Fred Allen Award for the most humorous dispatch of the year. Mr. Fourcade, it seems, had established storehouses in the suburbs, where he hid his refined oil. In order to get his product past the custom checkers and thus avoid the tax, he hired the skinniest women from among the villagers. Then, with tin cases filled with the petroleum, "he made good all their physical defects . . . thus giving them what Dr. Johnson would have called the pectoral proportions of Juno." In this guise he was able to supply thousands of households with their needed oil.

Mr. Fourcade's pockets swelled with the profits. Mr. Lowell, bringing his dispatch to a climax, wrote: "Could he have been more moderate! Could he only have bethought him in time of the ne quid nimis. But one fatal day he sent a damsel whose contours aroused in one of the guardians at the gate the same emotions as those of Maritornes in the bosom of the carrier. With the playful gallantry of a superior he tapped the object of his admiration and—it tinkled. He had 'struck oil' unawares. Love shook his wings and fled; Duty entered frowning; and

—(Continued on page 30)

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## Ask Dr. Goff



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### An update on Aids

#### How to protect yourself

BY DR. PAUL GOFF

*The author, who is the Department's medical director, sets aside his question-and-answer format this month in order to highlight developments in the battle against Aids.*

**I**NFECTION with human immunodeficiency virus (HIV) and its fatal complication, acquired immune deficiency syndrome (Aids) may well be the major public health problem of the century. Over 100,000 cases of Aids have been diagnosed so far in the United States; 150,000 to 200,000 have been reported worldwide. These, however, represent the tip of an iceberg of unreported and undiagnosed cases. Increasing numbers of cases are being found in Africa, Europe, the Caribbean, South America and parts of Asia. The World Health Organization estimate of 5 to 10 million currently infected people may prove to be conservative.

On the positive side, education programs appear to have decreased the rate of spread in gay men. New drugs promise some hope for people already HIV-infected, and vaccines offer hope for future protection. For those already infected, early diagnosis is important because prompt treatment reduces complications.

The three *mechanisms of spread* have been well known for several years. They include *sexual contact* (homosexual and heterosexual), *infected blood* spread through transfusion or use of unsterilized needles and from mother to child during *pregnancy* (40% of newborns of infected mothers will have the infection). No new means of transmission have been established despite intense study of the issue.

#### Prevention

*Prevention* requires avoidance of sexual or direct blood-to-blood exposure to the virus. As to sexual transmission, an exclusive monogamous sexual relationship is safe. The proper use of condoms with the vaginal cream nonoxanol-9 provides effective but not absolute protection. As to blood-to-blood transmission, only sterile, single-use disposable injection needles should be used, and only by trained health care providers (physicians, nurses and dentists). Overseas health units are acutely aware of this concern, and will recommend only those facilities and consultants that

take adequate precautions.

The prevention of spread through blood transfusion requires careful screening of donors and testing of blood prior to transfusion. My staff has surveyed all overseas locations. In places where the blood banks are not adequate, lists of potential donors by blood type from the embassy community (walking blood banks) have been established. When blood is needed, donors are asked to review a standard questionnaire that addresses factors ranging from heart disease to hepatitis to possible exposure to HIV. Potential blood donors with any risk factors to themselves or to the donee are counseled not to donate. A further precaution has been the distribution of quick tests for HIV infection that are available for use in emergency situations. These tests take only five minutes to perform. While very accurate, they are not infallible: 1 unit in 40,000 may test negative and still contain the virus. Considering that blood transfusion is used only in life-threatening emergency situations, the risk is comparatively very small.

The virus is fragile. It has a short survival time outside the body. If any surface becomes contaminated with blood or other potentially infected body fluids, it should be treated as if contaminated with the virus. The surface should be wiped with absorbent toweling and disinfected with a freshly mixed bleach solution (1:10 dilution of household bleach in water).

#### Home and workplace

Concerns about spread in the *workplace* have abated. It's increasingly evident that the disease cannot be acquired from everyday home and workplace contact.

I continue to receive questions about spread from *insects*. The possibility of insect-borne infection has been thoroughly studied, and there is *no* evidence that the infection can be spread in this manner.

Concerns about *domestic employees* are more complicated, in that human behavior is involved. These concerns focus on two areas: the risk of spread in a household and the possible use of testing potential employees. The possibility of risk to others in the home from people who are HIV-positive has been studied in the United States and Zaire. In both locations, *no risk*, other than through sexual exposure, could be found. I have been asked whether the virus

can be spread if blood from a cut on the hand of a food-handler contaminates food. This has never been reported, probably because the infection is simply not spread through ingestion of the fragile virus, or because the virus doesn't survive in food or is so diluted as to be non-infective.

Finally, I've been asked whether an employer should insist on all household employees being tested for HIV infection. Testing can, after all, be performed quickly in most places around the world. Nonetheless, I do not recommend testing servants. There's no risk from ordinary nonsexual household contact between people. Tests can be falsely negative and falsely reassuring, particularly when employment is an issue. It goes without saying that people can become infected at any time after a test. Being aware of the possibilities, employers need first consider whether servants are wanted at all. If servants are employed, proper supervision of their activities is advisable.

#### Health workers

Aside from those who expose themselves to the virus through their sexual activities or drug injection, the group at greatest risk are health care providers. Inadvertent needle sticks are a small but real risk. Guidelines have been provided to all health units on this issue. Updated recommendations are due from the U.S. Centers for Disease Control this year.

*Disease* from HIV infection is caused by progressive destruction of the body's

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### Employees to be given information on Aids

Employees will have several opportunities between now and March to attend an educational program on Aids (acquired immune deficiency syndrome). The two-hour sessions will give participants information on the Department's policy concerning Aids, the rights and duties of individuals and resources to assist in dealing with the disease.

The programs are under the sponsorship of the Office of Medical Services and the Bureau of Personnel. The sessions are on November 14, December 13, January 9, February 14 and March 14. For details call 647-3617. □

ability to fight infection. With this progression, marked by a reduction in the "T-cell" count, the body's ability to ward off infection is reduced. At some point in the process, the infections and tumors associated with Aids occur (pneumocystis, candidiasis, tuberculosis, Kaposi's sarcoma, etc.). Current estimates are that half the people testing positive for HIV will develop Aids after 8 to 10 years, and that virtually all who are infected will ultimately develop active illness.

#### Treatment

Considerable progress has been made in the treatment of HIV infection and Aids. Because of increased susceptibility to infections which hasten the progression to Aids, patients with HIV infection should avoid exposure to other diseases and to unnecessary vaccinations. Recent data clearly indicate that people with HIV infection should be monitored closely prior to the development of symptoms. As the immune system shows signs of failure (decreasing T-cell count), the drug azidothymidine should be provided to prevent or delay progression. Use of other drugs to prevent pneumocystis pneumonia is also recommended.

Vaccines are in the early stages of

development. The choice of strategies varies from Dr. Jonas Salk's whole inactivated virus approach to the selection of specific antigens. Researchers continue to predict that it will be at least 5 to 10 years before a vaccine is developed, even though clear progress has been made.

Lastly, there's complete agreement that early diagnosis of HIV infection benefits both the person involved and any possible current or future sexual partners. Patients who know they are infected are more likely to take precautions to prevent passing on the disease. In addition, knowledge of the diagnosis alerts patients to the need to maintain a careful healthy lifestyle, to avoid other infections and to be closely monitored by a physician. The use of medications before symptoms develop (prophylactic use) prevents many complications and prolongs life.

#### Aids at State

My office is responsible for the care of overseas employees and dependents of 45 federal agencies. Since 1985, in this population of about 25,000 people, 42 HIV-positive patients have been diagnosed. Half of these had developed Aids at the time of diagnosis. Eleven have died. All the patients interviewed gave histories of

exposure to the virus. Patients without immune suppression continue to work, in many cases overseas. Patients with immune suppression are not cleared for overseas duty and continue to work in the Department. Five people with Aids have requested and have been granted medical-disability retirement.

Because of the intense political, social and emotional implications of this illness, the need for confidentiality can't be over emphasized. The Department's medical records are made available only to those health care professionals who have direct responsibility for the individual. A person may, of course, obtain a copy of his or her own medical records and make use of or release the information in any way he or she decides.

In communications with the Bureau of Personnel, I provide only the level of clearance of an individual (Class 1, 2, or 5). No medical information is ever provided to the Bureau of Personnel to justify the level of clearance.

If you have any question about HIV infection, Aids or Department policy, contact me in Washington or your regional medical officer or your Foreign Service nurse practitioner. ■



LAGOS, Nigeria—In the embassy's refurbished medical unit in this West African

nation, from left: Pheny Aldis, Dr. John Aldis, Ambassador Princeton Lyman, Gerald

S. Rose, David Blakemore.

## Medical Services

### 'Stigma' of smoking is seen as impetus for class on how to stop

Increasing numbers at State are looking for ways to quit

ONE HUNDRED TWENTY-FOUR employees—a record number—have signed up for the latest smoking cessation class at the Department, which began September 25. The six-session workshop, which meets once or twice weekly, is being conducted by the Office of Medical Services' tobacco hazard education coordinator, Judith Berman-Nerenberg, for employees and their families. Earlier, most classes had 20 to 25 participants. Ms. Berman-Nerenberg attributed the increase to the rising social stigma against smoking and new anti-smoking regulations.

"In the past I'd go around the room and ask people why they were here, and their reasons invariably were health-related," she told STATE. "But in the last year the No. 1 reason I get is pressure from nonsmokers. It's just become more difficult to smoke."

She continued: "I was in a restaurant the other day. A man lit a cigarette, and it seemed that the whole room turned around and stared at him. I almost felt bad for him."

At the workshop's first session in the East Auditorium, one woman said: "I'm uncomfortable being the only smoker in an office of about 70 or 80 people." A man said: "I can't find an office I can smoke in." And another woman: "People associate smoking with a lack of character. I'm sick of being associated with weak character."

Some expressed irritation at the stigma. As one man put it ambivalently: "It just makes you want to light up and hang in there." But he added: "One part of my brain tells me to quit, and the other part's addicted. I hope this class will strengthen the part that wants to stop."

#### 'Oh, bother!'

Ms. Berman-Nerenberg said an important key to stopping is the "recording and rating" guide the workshop provides. After the first class, participants fill out the form every time they smoke a cigarette, rating the cigarette on a "need" scale from 1 to 5, and citing the "trigger" that induced it (for example: completing a meal, filling out paperwork or talking on the phone). This is intended to help smokers identify when and why they smoke. "It's also such a pain," Ms. Berman-Nerenberg admits. "Some people tell me they stop so they don't have

to keep filling out the form every time they smoke."

Smokers receive a second rating sheet at the next session which asks: "What could you have done instead?" after every cigarette is smoked. Some suggested substitutions: eat something nutritious, paint or draw, take a walk.

Participants are asked to throw their cigarettes away and "go cold turkey" after two weeks. Ms. Berman-Nerenberg said she has found the "cutting-down" method of stopping ineffective: "People associate that last cigarette with a reward." Would-be quitters who experience extreme difficulty can obtain a prescription for nicotine gum through the office of Medical Services, Ms. Berman-Nerenberg said. She added that usually only about 10% of a class resort to the gum.

I've Just  
Quit Smoking.  
Please Bear With Me



#### Buddy system

Participants pair up as "buddies" to deflect the hardship of going it alone without cigarettes. Buddies are required to call each other and to compare rating sheets in class.

Class members also write out "reward contracts," pledging to give themselves a gift if they abstain from cigarettes for 30 days. "Rewards don't have to be expensive," Ms. Berman-Nerenberg told the class. "But cigarettes are expensive, so be generous with yourselves." She pointed out that a pack a day costs at least \$1,000 a year.

Next, stress management techniques are introduced. Participants practice deep breathing and muscle relaxation exercises. These techniques are intended to calm the jitteriness smokers feel during withdrawal.

Later, they receive assertiveness training through role-playing exercises, to quell the anger that might lead to picking up a cigarette. Avoiding weight gain and adopting a nutritious diet are also discussed.

#### Not forsaken

After six sessions, the participants come to a follow-up class a month later. Afterwards, they can attend biweekly support sessions for ex-smokers. These sessions are also open to any other former smoker who "feels the urge" and wants to combat it, Ms. Berman-Nerenberg said. Support group sessions begin December 6.

Over 600 people have completed the smoking cessation program since January last year, Ms. Berman-Nerenberg said. They include 250 persons overseas who have attended workshops based on a guide she has written.

The next session at the Department begins November 17. Individuals interested may contact Ms. Berman-Nerenberg at 647-0133.

#### 'Q'-day

Meanwhile, on November 16, the Department will observe the American Cancer Society's 13th annual "Great American Smokeout." In preparation for "quit day," the office of Medical Services will distribute smokers' "survival kits" in Room 2906 and in the lobby of the Foreign Service Institute, beginning November 1. The kits include tips for quitting, information on the hazards of tobacco, and teddy-bear buttons which read: "I just quit smoking—please bear with me." Physicians and nurses from Medical Services will answer questions on health issues related to smoking at tables at both ends of the cafeteria, November 14, 15 and 16.

On "quit day," the acting U.S. surgeon general, Dr. James Mason, will address the Secretary's Open Forum on the benefits of quitting. Ms. Berman-Nerenberg will hold a follow-up session the next day for individuals who do quit for 24 hours. This will be at noon in Room 2260.

Ms. Berman-Nerenberg said: "Quitting for 24 hours gives people a feeling of control over their addiction, and hopefully, the impetus to go longer. They have the knowledge that they made it through that chunk of time."

—BARBARA NOYER ■

## Point of View

### A drawback: 'insularity' in the Foreign Service

A mix of 'inside,' 'outside' is needed, former officer says

BY DANIEL C. P. GROSSMAN

*The author, a consular officer who entered the Service in 1983, is now pursuing a master's in business administration at Stanford University.*

SINCE MY RESIGNATION from the Foreign Service several months ago, the concept of the "outside" has continued to reverberate in my head. Now that I live



Mr. Grossman

there—on the "outside"—I can see its magical role in the Foreign Service psyche more clearly.

Throughout my Foreign Service career, but particularly during the time that I openly contemplated returning to California, my Foreign Service colleagues raised the specter of the "outside" repeatedly. They wondered if I could make it "out there" without more tangible skills than my Foreign Service experience. They wondered how I would manage without free housing overseas, the promise of exotic travel and job security. This mythical "outside" suddenly loomed before me, and I, too, wondered about my prospects.

There are many components of life in the Foreign Service which unavoidably lead to insularity, a sense of being on the "inside." Soon after entering the Service, officers are required to uproot themselves and their families to relocate abroad, usually in a far-flung country in the developing world. Even if you return to Washington for the second tour, the need to relocate is built into your career. This complicates the effort to retain roots outside Washington, or even to establish them in the capital. The frustration occurs both at the personal and the professional level when you begin to lose touch with friends and professional contacts.

#### 'We contribute ...'

This process contributes to a sense of being on the "inside" and thus removed from the mainstream while in the Foreign Service. The longer we are there, the more uncomfortable and insecure we seem to become about operating on the "outside," particularly outside of the world of foreign affairs. Many of these factors are beyond

our control, but we must recognize that in some sense we contribute to our own isolation.

I focus here on only one aspect of this problem: the degree to which we seal ourselves off by making temporary sojourns on the "outside" unappealing, if not altogether impossible. Leave-without-pay status, for example, is one of the principal avenues for those who wish to test life on the "outside." This status, however, is approved only with strong justification, and then only for a year. A desire to get "outside" for its own sake is not accepted as sufficiently strong justification. We are told that this is because of the hardship to the Service involved in not being able to place new officers in the slots (or "positions," as they are called in personnel parlance) left open by those on leave. This may well be true, but at the same time there seems to have been little energy expended in resolving this problem.

Pearson fellowships provide another window on the "outside." And yet it's widely believed that spending a year on the fellowship could retard your career. This outlet is also perceived as undesirable because the short duration of the fellowship (usually one year) is in many ways antithetical to the goal of becoming comfortable again with the "outside" and of getting a feel for sinking roots there. But this problem undermining the Pearson is not one of the isolating factors beyond our control. This is one that we have created for ourselves. After all, we are the ones who determine the value of service on the "outside" to our promotion prospects. As a possible solution, promotion boards could be instructed to view positively an officer's desire to undertake a Pearson-type year off to have a look at the "outside."

#### 'Trapped?'

I believe that this problem of insularity, which is exacerbated by the lack of outlets to the "outside," has led to an exasperation about being trapped in the Foreign Service. Many colleagues discussed with me their hopes and insecurities about leaving the Service. I was surprised how many bright, talented colleagues at my level were concerned about their prospects on the "outside" and had concluded that they would remain, albeit with ambivalence, in the Service. In fact, the vast majority of officers have established a career in the Service that

suits them well. I believe the Foreign Service, despite the erosion of opportunity in recent years, remains a stimulating and challenging career. But unless many officers can get some distance from the "inside" and test their fortunes on the "outside," they're likely to continue wondering anxiously about re-establishing themselves outside.

I remember leaving the Soviet desk, looking back on the enormous amount of energy my colleagues had devoted to the improvement of U.S.-Soviet relations. I recognized that some of the hardship involved in that effort, like struggling with poor working conditions, was largely beyond our control. But some of it, notably the excessively long hours that we often worked, was not. I feel similarly about the insularity of the Service. It is one drawback of Foreign Service life which we can largely alleviate if we choose. I think we owe it to ourselves to try. ■

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## Education and Training



Senior Seminar members arrive on St. Lawrence Island. (Photo by Joe Berger)

### Senior Seminar visits scene of oil spill

BY ED BRYNN

*"Uh, it's Valdez back . . . It should be on your radar there . . . We're leaking some oil."*

That understated radio message on March 24 announced one of the greatest man-made ecological disasters in modern times and launched a major national debate on the environment.

At State, Gerri Casse, associate dean of the Senior Seminar, had the idea that a visit to Alaska to view the effects of the Exxon Valdez oil spill would offer an opportunity for us seminar members to explore major domestic issues and to visit a region of the United States that is not familiar to most Americans. Thus came about a six-day factfinding trip. Bill Bodde, dean of the seminar, and Ms. Casse shaped a program encompassing energy development vs. preservation of wilderness areas, national energy needs, and the impact of development on the environment and on traditional values of the Eskimos.

Before the 29 senior executives in the seminar set off on the trip, we met with high state and federal officials, as well as with representatives of the oil industry and environmental groups. We traveled to the oilfields of Prudhoc Bay; to Barrow, the northern most settlement in the United States; and to the Eskimo towns of Kotzebue and Gambell (the latter just 37 miles from the coast of Siberia). At the high school in Barrow, they had a lively discussion with Eskimo leaders, citizens and high school students, and were able to view the positive and negative impact of oil development on this formerly subsistence village. We also made stops in Valdez and at the pipeline terminal, among other places.

What did we get out of the trip? We came away with a deep appreciation for the beauty and grandeur of Alaska. But most of all, we came away convinced that the challenges viewed first-hand in Alaska—the need to balance national energy requirements with preservation of the wilderness and protection of the environment—will be a major challenge facing all Americans in the 1990s. □

### Course on Congress

Executive-congressional relations is the topic of a five-day seminar that will be given, November 13-17, 8:45 a.m.-5 p.m., at the Foreign Service Institute. Call 875-5140 for information. □

### Schedule of courses at the Foreign Service Institute

Program	Dec.	Jan.	Feb.	Length
<b>Area studies</b>				
Africa, sub-Saharan	4	29	—	2 weeks
East Asia	—	29	—	2 weeks
Latin America	4	29	—	2 weeks
Near East and North Africa	4	29	—	2 weeks
South Asia	—	29	—	2 weeks
Southeast Asia	—	29	—	2 weeks
USSR/eastern Europe	4	29	—	2 weeks
Western Europe	4	29	—	2 weeks
<b>Language and advanced area courses</b>				
Afrikaans	—	—	12	23 weeks
Amharic	—	—	12	23 weeks
Arabic (formal spoken)	—	—	12	23 weeks
Arabic (Egyptian)	—	—	12	23 weeks
Arabic (western)	—	—	12	23 weeks
Bengali	—	—	12	23 weeks
Bulgarian	—	—	12	23 weeks
Burmese	—	—	12	23 weeks
Chinese (Cantonese)	—	—	12	23 weeks
Chinese (standard)	—	—	12	24/44 weeks
Czech	—	—	12	23 weeks
Danish	—	—	12	23 weeks
Dutch	—	—	12	23 weeks
Finnish	—	—	12	23 weeks
French	—	8	12	24 weeks
German	—	—	12	24 weeks
Greek	—	—	12	23 weeks
Hebrew	—	—	12	23 weeks
Hindi	—	—	12	23 weeks
Hungarian	—	—	12	23 weeks
Japanese	—	—	12	23 weeks
Icelandic	—	—	12	23 weeks
Indonesian	—	—	12	23 weeks
Italian	—	—	12	24 weeks
Korean	—	—	12	23 weeks
Lao	—	—	12	23 weeks
Malay	—	—	12	23 weeks
Nepali/Nepalese	—	—	12	23 weeks

—Continued on next page)

## Course in controlling a budget is offered

A new self-study course on controlling a budget is being offered by the National Independent Study Center, U.S. Office of Personnel Management. Government employees must be nominated by their agencies to take the course.

The center provides self-study training for 16,000 to 20,000 federal, state, and local government employees and military personnel each year. It offers courses in supervision, accounting, budgeting, personnel management, writing and basic math and statistics. The correspondence training permits employees to study at their own pace. For information call FTS 776-4100. □

## 2 correspondence courses for contracting officers

Two new self-study courses are being offered by the Foreign Service Institute, one for contracting officer's representatives and a companion course on how to write a statement of work. Both courses will take about 20 hours to complete.

The first covers basics of contracting, limits of authority, setting up files, handling modifications and standards of conduct. It was adapted from a similar program from the Department of Defense, and made Department of State-specific. The second covers kinds of contracts, how to conduct a job analysis and writing specifications. For information, call 875-5127. □

## Art of negotiation

A five-day workshop on the art of negotiation will be given at the Foreign Service Institute, December 4-8. Through lectures, simulation and role-playing, participants will learn and practice negotiating skills. For information, call 875-5140. □

## Telephone techniques

A telephone techniques course—how to answer, put people on hold, transfer, screen and place calls and handle callers—will be offered November 20, 9 a.m. to 4 p.m., at the Foreign Service Institute. For information, call 875-7325. □

## Change in course number

The course number for the security overseas seminar, previously called "Coping with Violence Abroad," has been changed from PA-101 to MQ-911. □

—(Continued from preceding page)

Program	Dec.	Jan.	Feb.	Length
Norwegian	—	—	12	23 weeks
Persian/Farsi	—	—	12	23 weeks
Persian/Dari	—	—	12	23 weeks
Pilipino/Tagalog	—	—	12	23 weeks
Polish	—	—	12	23 weeks
Portuguese	—	—	12	24 weeks
Romanian	—	—	12	23 weeks
Russian	—	—	12	23 weeks
*Russian (advanced)	—	—	12	23/44 weeks
Serbo-Croatian	—	—	12	23 weeks
Singhalese	—	—	12	23 weeks
Spanish	—	8	12	24 weeks
Swahili/Kiswahili	—	—	12	23 weeks
Swedish	—	—	12	23 weeks
Thai	—	—	12	23 weeks
Turkish	—	—	12	23 weeks
Ukrainian	—	—	12	23 weeks
Urdu	—	—	12	23 weeks
Vietnamese	—	—	12	23 weeks

\*Strong 2 + /2+ or 3/3 proficiency in Russian and in-country experience.

## Familiarization and short-term (FAST) courses

Arabic (formal spoken)	—	—	12	8 weeks
Arabic (Egyptian)	—	—	12	8 weeks
Arabic (North African)	—	—	12	8 weeks
Bengali	—	—	12	8 weeks
Bulgarian	—	16	—	7 weeks
Chinese (standard)	—	—	12	8 weeks
Czech	—	16	—	7 weeks
French (metropolitan)	—	—	12	8 weeks
French (sub-Saharan)	—	—	12	8 weeks
German	—	8	—	8 weeks
Hindi	—	—	12	8 weeks
Hungarian	—	16	—	7 weeks
Icelandic	—	—	12	6 weeks
Indonesian	—	—	12	8 weeks
Italian	—	—	12	8 weeks
Japanese	—	—	12	8 weeks
Malay	—	—	12	8 weeks
Polish	—	16	—	7 weeks
Portuguese (Brazilian)	—	—	12	8 weeks
Portuguese (European)	—	—	12	8 weeks
Romanian	—	16	—	7 weeks
Russian	—	16	—	7 weeks
Serbo-Croatian	—	16	—	7 weeks
Spanish	—	—	12	8 weeks
Thai	—	—	12	8 weeks

## Early-morning language classes

Arabic	—	—	26	17 weeks
Chinese (standard)	—	—	26	17 weeks
French	—	—	26	17 weeks
German	—	—	26	17 weeks
Italian	—	—	26	17 weeks
Japanese	—	—	26	17 weeks
Portuguese	—	—	26	17 weeks
Russian	—	—	26	17 weeks
Spanish	—	—	26	17 weeks

## Administrative training

Advanced disbursing officer course	—	—	20	3 weeks
Budget and financial management	—	8	20	27 days
Contracting officer's training for	—	—	—	—

—(Continued on next page)

**EDUCATION AND TRAINING**

—(Continued from preceding page)

Program	Dec.	Jan.	Feb.	Length
construction projects	—	3	—	3 days
General services operations	11	2	5	11 weeks
	—	8	12	11 weeks
	—	15	19	11 weeks
	—	22	26	11 weeks
Internal control training	—	—	6	2 days
Personnel management training	—	8	26	6 weeks
Property management for custodial officers	—	11	—	2 days
Travel systems training	—	—	13	3 days
Transportation voucher examiner workshop	11	—	—	3 days
Vendor claims voucher examiner workshop	4	—	—	3 days
<b>Overseas Briefing Center</b>				
American studies/cross-cultural training	—	—	5	2 weeks
Employment planning for the mobile Foreign Service spouse	—	9	—	3 days
Going overseas (singles and couples)	—	24	—	1 day
Introduction to cross-cultural training	6	—	—	3 days
Security overseas seminar	11	8	12	2 days
	—	22	—	2 days
Understanding regulations, allowances and finances in the Foreign Service context	—	—	21	3 days
<b>Consular training</b>				
ConGenRosslyn basic consular course	Continuous enrollment			26 days
Advanced consular functional intensive	—	8	—	3 weeks
Consular orientation program	Continuous enrollment:			6 days
Immigration law and visa operations	Correspondence course			
Nationality law and consular procedure	Correspondence course			
Overseas citizens services	Correspondence course			
Passport examiners	Correspondence course			
<b>Executive development</b>				
Chairing effective meetings	5	—	—	1 day
EEO awareness for managers and supervisors	7	—	—	2 days
Executive media training	—	31	—	1 day
Foreign affairs leadership seminar	—	21	—	2 weeks
Performance management seminar	—	—	14	1 day
Supervision for the experienced employee	—	25	—	3.5 days
Washington tradecraft	—	—	26	2 weeks
<b>Political training</b>				
Foreign affairs interdepartmental seminar	—	—	5	2 weeks
Intelligence and foreign policy	—	—	26	3 days
Negotiation art & skills	4	—	—	1 week
Political tradecraft	—	8	—	3 weeks
<b>Economic and commercial studies</b>				
Commercial tradecraft	—	—	5	1 week
Orientation for overseas economics	—	22	—	2 weeks
<b>Orientation</b>				
Orientation for Department officers	5	—	6	2 days
Orientation for Foreign Service officers	—	2	—	9 weeks
Orientation for Foreign Service specialists	—	15	—	3 weeks
Orientation for Soviet and East European posts	—	8	5	1 week
	—	22	26	1 week
<b>Office management courses</b>				
Advanced word processing	5	30	27	3 days
Advanced WP plus	—	16	24	1 day
Civil Service clerical/secretarial	11	22	—	1 week

—(Continued on next page)

**Handbook on educating children is offered**

The Family Liaison Office has announced publication of a resource handbook, "Educating the Foreign Service Child at Home and Abroad." More than four years in the making, the book is intended to cover all aspects of educating a child in the Foreign Service, from finding day care to college admissions.

It became the major piece of the fifth "Direct Communication with Spouses" mailing, sent out last month to more than 3,000 persons. The communication project was set up five years ago in an effort to strengthen the morale of Foreign Service family members by providing spouses with comprehensive and up-to-date information.

Family members who wish a copy of the book may request one by filling out a "Direct Communication" form, available from the Family Liaison Office in Washington or from community liaison offices at post. □

**For Foreign-born spouses**

A two-day workshop designed to facilitate transition to life in the United States for foreign-born spouses will be offered at the Overseas Briefing Center. Participants will examine American values, art, institutions and traditions. There will be field trips to cultural sights in Washington. For information, contact the center, 875-5342. ■

**James Russell Lowell**

—(Continued from page 23)

Mr. Fourcarde's perambulating wells suddenly went dry. With a gentleman so ingenious the Spanish Government is perhaps justified in being on its guard. Even charity has eyes and ears."

**President Grant: tone deaf**

Toward the end of 1878, General and Mrs. Grant came to Spain on an official visit. The trip was designed as a diplomatic expiation for the turmoil created over Cuba during Mr. Grant's regime. The affair Virginius, which occurred in 1873, during Grant's second term as President, centered on an attempt by a group of Americans, with or without official sanction, to effect a revolution in Cuba, a not-unfamiliar theme in recent American history. The Americans were tried and executed by the Spanish administration in Santiago. A protocol agreement was eventually signed between Spain and the United States, and Mr. Lowell was privy to the payment of a



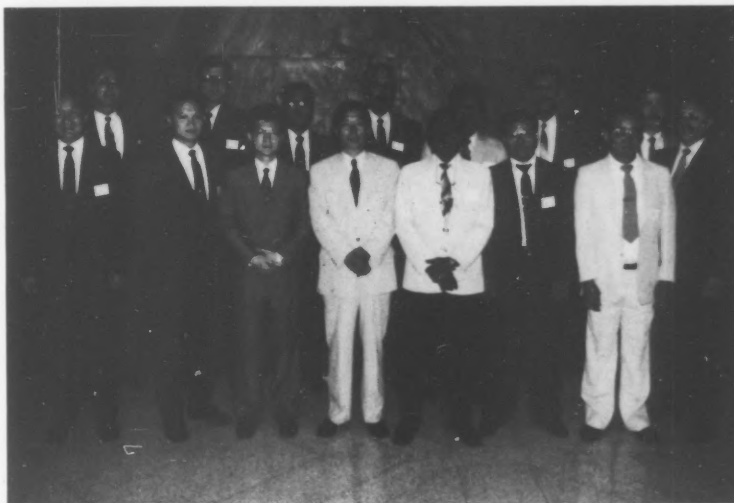
\$500,000 indemnity to the survivors by the Spanish Government. Part of his assignment and, indeed, justification for his appointment to Spain was to try to smooth over such ruptured feelings and work toward more amicable relations. Mr. Grant's tour was the capstone of the healing process; it was, from that point of view, a success, and Mr. Lowell could report to the State Department that "every possible attention and courtesy were shown to General Grant during this stay by the Spanish Government, and the Minister of Foreign Affairs took occasion to tell me that these civilities were intended not only to show respect and good will to General Grant, but to the Government and people of the United States." In private, however, Mr. Lowell considered that his distinguished guest would prove to "be rather an elephant on our hands." He confided to that same correspondent that the Grants had been invited to the opera in Madrid. But Mr. Grant "had barely been in the box five minutes when he said to Fanny (Mrs. Grant): 'Haven't we had 'most enough of this?' He told me that he couldn't distinguish one tune from another, knowing only the bugle calls and those after some trouble."

Undoubtedly the most distressing aspect of Mr. Lowell's Spanish tour was the sickness of his wife, an off-and-on-again debilitation that eventually led to her death near the close of Mr. Lowell's tenure as minister to England. In the summer of 1879, just as the Lowells were on their way for home leave, Frances Lowell fell sick and, while the doctors summoned pronounced a passing fever, Mr. Lowell wasn't convinced. He'd seen the same symptoms reported for the king's young queen, only to see her struck down by typhus. By evening of the same day, Mrs. Lowell's fever had risen sharply and it was clear that typhus had entered the Lowell household. From then on, it was an up-and-down battle. At times she seemed to be gaining, and she began moving about the household with the same buoyancy which Mr. Lowell had so much prized in their marriage. But at other times she seemed seized by death, became delirious and accused Mr. Lowell of conspiring against her. Once she became convinced that she was in the Inquisition, and she complained of apparitions and secret passages. It was a terrible time for Mr. Lowell, who occasionally went two and three days without sleep, staying with her and hoping for a recovery.

On January 22, 1880, Mr. Lowell received a cipher dispatch from the State Department announcing that the President

—(Continued from preceding page)

Program	Dec.	Jan.	Feb.	Length
Decision processing	—	18	20	1 day
Drafting correspondence	11	—	—	1 week
Employee relations	—	30	—	2 days
Foreign Service secretarial training	—	—	8	1.2 weeks
Glossary	—	17	15	1 day
Supervisory studies seminar: GS 10-12	4	—	—	3 days
Written communication	—	8	—	5 days
<b>Curriculum and staff development</b>				
Adults as learners	—	19	—	1 day
<b>Information management training</b>				
Introduction to the personal computer	—	29	—	1 week ■



**DIPLOMATIC SECURITY**—At training center, Foreign Service national investigators, from left: James Shen; Bill Larson (coordinator); Piamboon Tepsuporn, Bangkok; Stephen Gilbert, Canberra; Evan Ng, Hong Kong; Cipriano Beltran, Manila; Chong Song, Seoul;

Manuel Cardiga, Lisbon; Louis Chivapathy, Kuala Lumpur; Karpono, Jakarta; Moises Agustin, Manila; Manuel Ramirez, Lima; Takeji Nakamura, Tokyo; Jose Bello, Montevideo; Daniel Pappas (coordinator).

had nominated him as minister to England and would he accept. Mr. Lowell was delighted, but he asked for a two-month delay, which was granted. With his wife then on the way back from one of her frequent relapses, he left for his investiture. The Spanish sojourn was over. When his successor, Lucius Fairchild, sent his first dispatch upon arriving in Spain he provided a handsome tribute to his predecessor: "Having thus entered upon the duties of my office, it gives me great pleasure to tell you of the most charmingly pleasant feeling of

friendship which I meet everywhere for Mr. and Mrs. Lowell ... They have won the esteem and confidence of all. Mr. Lowell's footsteps are clean, there is no mud on them, and it will be to me a great pleasure to follow them to the best of my ability ... I find the legation, its books and papers in excellent condition and everything therein in as good order as could be wished."

In a subsequent narrative, William Sommers will tell about James Russell Lowell as the envoy to the United Kingdom. ■

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## Post of the Month: Kampala

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**T**HIS EAST AFRICAN city is the capital of Uganda, the nation on Sudan's southern and Kenya's western border. U.S. Foreign Service people there are featured as part of STATE's continuing series.

Economic assistant *Lois Schiermeyer* and *Mary Salazar* at marker indicating the source of the Nile River.



*Norman Rogers* photographing some local sights.



Downtown Kampala and the surrounding hills.



Regional security officer *Walter Huscilowit* readies his horseshoe.



*David Puckett* catches a line drive.



*Paul Cohen* enjoying a Marine barbeque.

POST OF THE MONTH: KAMPALA

Regional security officer *Walter Huscilowitc*, left, with Marines *Craig Ingram*, *Craig McCormick*, *Frank Ortiz*, Ambassador *John Burroughs*, *Sheridan Gittens*, *Dean Olsen*, *Norman Rogers*.



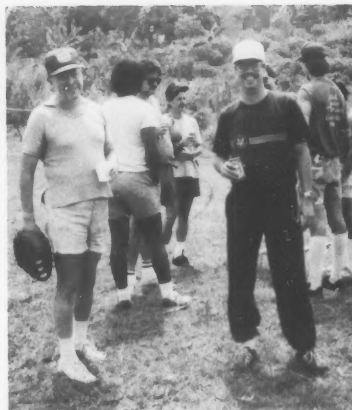
Watching softball game: *Mary Salazar*, *Najet Lane*, community liaison officer *Susan Rogers*.



Deputy chief of mission *Bob Griffin* at the helm on Lake Victoria.



*Marlene Dunbar* and *Peggy Ferrin* in the community liaison office library.



*Dick Podol* and *Chris Nottingham* at a weekend softball game. ■

# Personnel: Civil Service

## Promotions

### GG-11

Kerner, Rita, International Joint Commission

### GM-13

Berry, Wade H., Office of Comptroller

Boots, Thomas J., Office of Inspector General

Fisher, Paul W., Administration and Information Management, Support Planning Staff

Howdershell, Lee Ann, International Organization Affairs

Latney, Ann A., Diplomatic Security

Rossell, Kathleen Fiedler, International Organization Affairs

Wilcox, David E., Office of Inspector General

### GM-14

Chiplis, William V., Office of Inspector General

Cobert, Robert E., Diplomatic Security

Kilmer, Lynn H., Administration and Information Management

Koczyk, Lori S., Administration and Information Management

Mowrey Jr., Edwin J., International Narcotics Matters

Podolsky, Lynette Malkin, International Organization Affairs

Rosenfeld, Iris S., Office of Inspector General

### GM-15

Norman, Donald S., Office of Security Oversight

Torres, Ruben, Policy, Planning and Management

### GS-3

Lively, Dawn J., Diplomatic Security

### GS-4

Hampton, Jacqualin S., Consular Affairs

Helms, James N., Consular Affairs

Owens, Samuel D., Consular Affairs

Parisi, Concettina E., Office of Foreign Service National Personnel

Queen, Lucretia I., Consular Affairs

Stroy, James R., Foreign Affairs Data Processing Center

Thomas, Jewell C., African Affairs

### GS-5

Creesser, Gregory J., Bureau of Administration and Information Management

Lee, Ivy Elizabeth, Foreign Affairs Information Management Center

Smith, Mattie Denise, Office of Comptroller

## Selections under State's Merit Promotion Program

The following persons have been selected under the Merit Promotion Program for the positions indicated:

Selectee	Announcement No.	Bureau or office	Series/grade	Position title
Michael A. Sprague	88-1278	Bureau of Administration	GM-560-14	Supervisor budget analyst
Basil J. Temchatin	89-335	Office of Inspector General	GM-511-13	Auditor
Jesse N. Roth	89-335	Office of Inspector General	GM-511-13	Auditor
Steven R. Pinard	89-335	Office of Inspector General	GM-511-13	Auditor
Daniel B. Leonard	89-753	Bureau of Administration	GM-334-15	Supervisor computer systems analyst
Paulette B. Romney	88-634	Bureau of Administration	GS-334-12	Computer systems analyst
Cheryl A. Harbison	88-745	Office of Inspector General	GS-511-11	Auditor
Cynthia M. Henderson	89-194	European and Canadian Affairs	GS-318-5	Secretary (typing)
Nancy C. May	89-326	Intelligence and Research	GM-132-14	Intelligence research specialist
Dennis Thomas	89-345	Bureau of Administration	GS-305-6	Mail clerk
Carolyn A. Franklin	89-644	Diplomatic Security	GS-334-13	Computer system programmer
Mary H. Robinson	89-458	Diplomatic Security	GS-343-9	Management analyst
David R. Graham	89-465	Bureau of Administration	WD-04701-8	Planner and estimator
William A. Williams	89-468	Bureau of Administration	WG-04749-11	Maintenance mechanic
Judy C. Wenk	89-517	Bureau of Public Affairs	GS-1035-7	Public affairs specialist
Gregory K. Davis	89-603	Bureau of Administration	GS-343-13	Management analyst
Betsy A. McCleary	89-603	Bureau of Administration	GS-343-13	Management analyst
Ann A. Latney	89-610	Diplomatic Security	GM-560-13	Budget analyst
Cynthia D. Cedeno	89-618	Office of Legal Adviser	GS-318-6	Secretary (typing)
Lonnie L. Byrd	89-699	Bureau of Public Affairs	GS-301-11	Press support specialist
Brenda W. Ferry	89-UM-1	Diplomatic Security	GS-080-7	Security assistant □

Smith, Valerie J., Northeast Passport Processing Center

Whitlock Jr., James W., Office of Comptroller

Williamson, Dwayne C., Office of Comptroller

### GS-6

Coles Jr., Roy W., Office of the Under Secretary for Management

Cunningham, Jeannine L., Inter-American Affairs

Goss, Vagas C., Office of Comptroller

Hawkins, Kenneth, Administration and Information Management

Holmes, Lorraine, International Organization Affairs

Leonard, Ayesha, Office of Legal Adviser

Scott, Teresa D., Bureau of Administration

Singh, Harjit, Office of Communications

Thomas, Dennis, Office of Communications

### GS-7

Decquir, Margaret H., Office of Inspector General

Dibisceglie, Joseph M., Diplomatic Security

Garrett, Berneta J., Politico-Military Affairs

Herd, Beverly N., Diplomatic Security

Humphrey, Alfred Gregory, Diplomatic Security

Lake, Jo Ann Kessler, East Asian and Pacific Affairs

Mann, Elsie N., Office of Comptroller

Morrissey, Margaret C., Foreign Service Career Development and Assignments

Queen, Janice E., Office of Comptroller

Spiegel, Lonni Hope, Office of Comptroller

### GS-8

Erby-Wilson, Barbara Jean, Bureau of Personnel, Labor Management Staff

Poindexter, Terry R., Policy, Planning and Management

Schwartz, Runa M., European and Canadian Affairs

### GS-9

Brown, Anita A., Bureau of Personnel, Employee Relations

Carmona, Francisco J., Consular Affairs

Cerone, Elaine M., Bureau of Personnel, Retirement

Cromley, Laura L., Administration and Information Management, Support Planning Staff

Day, Nora, Refugee Programs

Jones, Debbie Ann, Legislative Affairs

Kazanowski, Eileen F., East Asian and Pacific Affairs

Patch, Lonnie J., Intelligence and Research

Robinson, Mary H., Diplomatic Security

Stewart, William M., Intelligence and Research

Walker, Vicki L., Office of



**ADMINISTRATION AND INFORMATION MANAGEMENT**—Annette J. Jones, secretary in the Office of Operations, is presented a Meritorious Honor Award.

Communications  
**Weetman, Susan C.**, Foreign Affairs Information Management  
**Wheeler, Diane M.**, Diplomatic Security

**GS-10**  
**Abdulmalik, April B.**, Office of Counselor of Department  
**Hunter, Sharon**, Office of

Communications  
**Lee, Cheryl T.**, Office of Communications  
**Ruby, Cynthia Marie**, Office of Communications

**GS-11**  
**Byrd, Lonnie L.**, Bureau of Public Affairs, Office of Press Relations  
**Crawford, Shirley S.**, Consular Affairs, Citizens Emergency Center  
**Davis, Toby Logan**, Intelligence and Research  
**Goldberg, Paul**, Office of

Comptroller  
**Harris Jr., Louis B.**, Consular Affairs  
**Holton, Audrey B.**, Foreign Affairs Information Management Center  
**Jeter Jr., R. Lee**, Bureau of Administration  
**Phillips, Randolph S.**, Office of Communications  
**Ratney, Michael A.**, Intelligence and Research  
**Thomas, John L.**, East Asian and Pacific Affairs  
**Wilson, Joan**, Administration and Information Management

**GS-12**  
**Boland, Audrey Lynne**, Policy, Planning and Management  
**Feltault, Beverly T.**, European and Canadian Affairs  
**Pepe, Richard Warren**, Bureau of Administration  
**Riordan, Jerris Kathleen**, Intelligence and Research  
**Rock, Royce A.**, Administration and Information Management  
**Walker, Kathleen M.**, Intelligence and Research

**GS-13**  
**Covington, Donald**, Office of Comptroller  
**Davis, Gregory K.O.**, Foreign Affairs Information Management Center  
**Franklin, Carolyn A.**, Diplomatic Security  
**Nadler, Steven**, Intelligence and Research

**GS-15**  
**Boren, Rita**, Administration and Information Management, Languages Services

**WG-11**  
**Williams, William Alex**, Administration and Information Management

## Appointments

**Al-Khateeb, Tanya J.**, Foreign Service Institute, Program and Staff Development  
**Alexander, Sarah E.**, Intelligence and Research  
**Angotti, Antonio M.**, Office of Deputy Secretary  
**Baker, Pearl A.**, East Asian and Pacific Affairs  
**Beasley, Shirley Evelyn**, Diplomatic Security  
**Bellis, Daine M.**, Oceans and International Environmental and Scientific Affairs

**Blane, John P.**, African Affairs  
**Borhart, Robert J.**, Intelligence and Research  
**Boulware, Nora J.**, West African Affairs  
**Bumpus, James N.**, Inter-American Affairs  
**Burke Jr., Francis D.**, Office of Comptroller  
**Butler, Patsy Lee**, Office of Communications  
**Buza, Marlene S.**, Pre-Assignment Training  
**Cahill, Harry A.**, International Organization Affairs  
**Carlin, Robert L.**, Intelligence and Research  
**Cedeno, Cynthia D.**, Foreign Affairs Information Management Center  
**Clark, Marjorie Wilma**, East Asian and Pacific Affairs  
**Cleland, Scott C.**, Legislative Affairs  
**Cocorochio, Josephine M.**, Boston Passport Agency  
**Cohen, Bradley Michael**, Presidential Management Intern Program  
**Cooper, John M.**, Inter-American Affairs  
**Cummings, Dorarette M.**, Consular Affairs  
**Davis, Cornell**, Office of Communications  
**Dennis, Michael J.**, Office of Legal Adviser  
**Durnil, Gordon K.**, International Joint Commission  
**Engelman, Ida M.**, Foreign Service Career Development and Assignments  
**Farias, Tito**, Inter-American Affairs  
**Fenning, Patrick D.**, Office of Inspector General  
**Gati, Charles**, Policy Planning Staff  
**Gibson, Gregg John**, Pre-Assignment Training  
**Gilmore, Jacquelyn R.**, Administration and Information Management  
**Goodby, James E.**, Office of Inspector General  
**Gottshall, Jennifer L.**, Administration and Information Management  
**Green Jr., Alan**, European and Canadian Affairs  
**Green, Michael M.**, Office of Comptroller  
**Groesbeck, Robert B.**, Politico-Military Affairs  
**Grohs, Margaret A.**, Pre-Assignment Training  
**Harbison, Cheryl A.**, Office of Inspector General  
**Height, Edward J.**, Pre-Assignment Training  
**Henderson, Cynthia M.**, East Asian

- and Pacific Affairs  
**Hodges, Clarence E.**, Office of Deputy Secretary  
**Hubbard, Claire M.**, Oceans and International Environmental and Scientific Affairs  
**Hubbell, Nanci Karen**, Economic and Business Affairs  
**Jackson, Kimberly E.**, Bureau of Administration  
**Johnson, Pershing D.**, Administration and Information Management  
**Jordan, Kim Renee**, International Organization Affairs  
**Juster, Kenneth L.**, Office of Deputy Secretary  
**Konkel, David R.**, Intelligence and Research  
**Laurendeau, Jennifer E.**, European and Canadian Affairs  
**Lee, Jerome**, Pre-Assignment Training  
**Leinenweber, John D.**, Human Rights and Humanitarian Affairs  
**Lyles, Richard**, Office of Comptroller  
**Marks, Stephen V.**, Economic and Business Affairs, Planning and Economic Analysis  
**Marrano, Louis M.**, Diplomatic Security  
**May, Nancy Corey**, Intelligence and Research  
**Miles, Floyd Mike**, Intelligence and Research  
**Mills, Hollie Lynn**, Bureau of Administration  
**Montgomery, Faith Kendall**, Bureau of Administration  
**Morgan, Teresa G.**, Office of Under Secretary for Management  
**Murphy, Richard W.**, Near Eastern and South Asian Affairs  
**Osborn, John Edward**, Office of Legal Adviser  
**Patton, Linda Giuliano**, Bureau of Administration  
**Plant, Geoffrey W.**, Office of Foreign Missions  
**Powell, Steven B.**, Office of the Under Secretary for Management  
**Quear, Michael D.**, Oceans and International Environmental and Scientific Affairs  
**Rawson, Sandra M.**, African Affairs  
**Rigg, Laurence A.**, Office of Inspector General  
**Robinson, Lisa A.**, Foreign Service Institute, Office of Registrar  
**Rodriguez-Andujar, Minerva**, Foreign Affairs Information Management Center  
**Rogers, Richard D.**, Rio de Janeiro  
**Romney, Paulette B.**, Bureau of Administration  
**Salama, Theresa M.**, Diplomatic Security  
**Samaha, John A.**, Foreign Service Institute, Asian and African Languages  
**Sampson, Wenger Lisa**, Bureau of Diplomatic Security, Threat Analysis  
**Sellers, Marette**, Bureau of Personnel; Recruitment, Exams and Employment  
**Seward, James A.**, Diplomatic Security  
**Simms, Nicole B.**, Diplomatic Security, Analysis and Special Projects  
**Smith, Karen L.**, Pre-Assignment Training  
**Smith, Wayne H.**, Foreign Service Institute, Program and Staff Development  
**Snyder, Randall J.**, Office of Legal Adviser  
**Spain, Kimberley R.**, Intelligence and Research  
**Spat, Temy Thi**, Office of Comptroller  
**Spicer, R. Peter**, Classification/Declassification Center  
**Stafford, Michael F.**, Politico-Military Affairs  
**Staikova, Raina Mihailova**, Foreign Service Institute, North and East European Languages  
**Taylor, Anthony H.**, Administration and Information Management  
**Valli, Shireen Begum**, Administration and Information Management  
**Watson, William E.**, International Organization Affairs  
**Whittle, Jonathan H.**, Foreign Service Institute, Country and Regional Training  
**Whyman, William Edward**, Intelligence and Research  
**Wilson, Robert B.**, Foreign Service Institute, Program and Staff Development  
**Zeaiter, Beth E.**, Pre-Assignment Training  
**Zwirn, Donald Charles**, Administration and Information Management
- Reassignments**  
**Alba III, Isaias**, Legislative Affairs to Bureau of Administration  
**Bishop, Michelle L.**, Intelligence and Research to Bureau of Public Affairs  
**Bolij, Genevieve**, International Organization Affairs to Economic and Business Affairs  
**Carta, Ann M.**, Bureau of Personnel to Office of Inspector General  
**Crawford, Juliette S.**, Diplomatic Security to Bureau of Administration  
**Ely-Raphel, Nancy Halliday**, Office of Legal Adviser to Human Rights and Humanitarian Affairs  
**Ferry, Brenda W.**, Office of Communications to Diplomatic Security  
**Goldberg, Olga E.**, Bureau of Personnel to Inter-American Affairs  
**Herbst, Gary R.**, Office of Comptroller to Office of Inspector General  
**Lambert, Robin Denise**, Foreign Affairs Information Management Center to Office of Comptroller  
**Lum, Aurora L.**, Los Angeles Passport Agency to Diplomatic Security  
**McMann, Leslie H.**, Pre-Assignment Training to Consular Affairs  
**Miller, Jeffrey D.**, Bureau of Personnel, Policy Development and Analysis Branch to Office of Inspector General  
**Onufrak, Gary A.**, Consular Affairs to Diplomatic Security  
**Penny, Sandra M.**, Office of Comptroller to Bureau of Administration  
**Vincent, David**, Pre-Assignment Training to Office of Comptroller  
**Webber, Deborah E.**, Pre-Assignment Training to Oceans and International Environmental and Scientific Affairs  
**Weindorf, Mary Elizabeth**, Office of Overseas Schools to Office of Communications  
**White, Craig M.**, Office of Comptroller to Office of Inspector General
- Resignations**  
**Alessio, Esther M.**, Bureau of Administration  
**Anderson, Gail L.**, Office of Comptroller  
**Bachurski, Laura A.**, Consular Affairs, Public Affairs Staff  
**Beasley, Beverly G.**, Foreign Service Institute, Office of Registrar  
**Berg, James D.**, East Asian and Pacific Affairs  
**Boodhoo, Beldora**, Consular Affairs  
**Bewers, Maureen K.**, Administration and Information Management  
**Brown, Karen**, African Affairs  
**Bulson, Sean William**, Office of Comptroller  
**Burke, Amy Krinsky**, Administration and Information Management  
**Carroll, Bernice E.**, Office of Comptroller  
**Carter, Anisa La Nette**, Consular Affairs  
**Chatmon, James Terrell**, Foreign Affairs Information Management Center  
**Cooper, Wanda Denise**, Consular Affairs  
**Cooper, Wendy D.**, Diplomatic Security  
**Cox Jr., Cody Lee**, Foreign Affairs Information Management Center  
**Craig, Maurice T.**, Foreign Affairs Information Management Center  
**Craig, Michael J.**, Foreign Affairs Information Management Center  
**Cruz, Mildred**, Miami Passport Agency  
**Dawkins, Catherine Lynette**, Foreign Affairs Information Management Center  
**Devoto, M. Karen**, Office of Geographer  
**Dittmer, Jeffrey C.**, Administration and Information Management  
**Dunne, Steven M.**, Office of Legal Adviser  
**Emehel, Johneric C.**, Bureau of Personnel  
**Ettinger, Amy Rebecca**, Foreign Affairs Information Management Center  
**Fain, Eric Andrew**, Foreign Affairs Information Management Center  
**Farago, Ernesto**, Foreign Service Institute, Language Studies  
**Fitzgerald, Ari Quenton**, Office of Legal Adviser  
**Fleming, Elizabeth J.**, Boston Passport Agency  
**Fonseca, Aderito H.**, Foreign Service Institute, Romance Languages  
**Gallo, Kevin M.D.**, Bureau of Administration  
**Gilsenan, Jennifer Marie**, Foreign Affairs Information Management Center  
**Gorman, Rose**, Foreign Affairs Information Management Center  
**Guimond, Herman**, International Boundary Commission  
**Hagelin, Mark A.**, Office of Communications  
**Hall, Thomas E.**, Economic and Business Affairs  
**Hall, Wayne K.**, International Organization Affairs  
**Halliday, Jennifer Marie**, Foreign Affairs Information Management Center  
**Herbert, Wanda A.**, Pre-Assignment Training  
**Herring, Arlette**, Foreign Service Institute, Romance Languages  
**High, Tanya S.**, Office of Comptroller

**PERSONNEL: CIVIL SERVICE**

**Hodges, Clarence E.**, Equal Employment Opportunity and Civil Rights  
**Holt, Rush D.**, Intelligence and Research  
**Huckaby, Renard L.**, Economic and Business Affairs  
**Huff, Harriet L.**, Pre-Assignment Training  
**Jackson, Lasonja Pratt**, European and Canadian Affairs  
**Jones, Andrea Lynn**, Foreign Affairs Information Management Center  
**Jones, Ivy D.**, Bureau of Personnel  
**Jones, Jacqueline Renae**, Refugee Programs  
**Kazyak, Stephen Joseph**, Foreign Affairs Information Management Center  
**Kefauver, Barry A.**, Bureau of Administration  
**King, Amy Ryan**, European and Canadian Affairs  
**Land, Susan R.**, Foreign Affairs Information Management Center  
**Lasenby, James W.**, Consular Affairs  
**Lepisko, Lisa J.**, Office of Comptroller  
**Lilley, Bryan Edward**, Foreign Affairs Information Management Center  
**Lloyd III, Robert James**, Foreign Affairs Information Management Center  
**Lynch, Kevin B.**, Boston Passport Agency  
**Mayo, Tara L.**, Consular Affairs  
**McKenna, Dana M.**, Bureau of Personnel  
**McNulty, Maureen Louise**, Bureau of Personnel  
**Miller, Pamela Denise**, Foreign Affairs Information Management Center  
**Misage, Jill**, Consular Affairs  
**Morris, April L.**, Foreign Affairs Information Management Center  
**Naess, David Alan**, Bureau of Administration  
**Nathan, Sharon M.**, Administration and Information Management  
**Noble, Deborah W.**, Policy Planning Staff  
**Painter, David S.**, Office of Historian  
**Poole, Jennifer Carleen**, Bureau of Personnel  
**Powell, Sheila B.**, East Asian and Pacific Affairs  
**Prato, Elena**, International Organization Affairs  
**Privitera, Michael Louis**, Bureau of Public Affairs  
**Putens, Kimberly Michelle**, Consular Affairs  
**Ratliff, Delores B.**, European and



Canadian Affairs  
**Reid, Leshan Rustod**, Foreign Affairs Information Management Center  
**Rivera, Alba L.**, New York Passport Agency  
**Robinson, India**, Consular Affairs  
**Rogers, Emily E.**, Bureau of Personnel  
**Rouson Jr., Herbert**, Foreign Affairs Information Management Center  
**Rueckert, George L.**, Classification/Declassification Center  
**Saddler, George Floyd**, International Organization Affairs  
**Sasaki, Irene A.**, Bureau of Personnel  
**Schlesinger, Abhaya**, African Affairs  
**Scott, Romy S.**, Office of Comptroller  
**Semakis, Florence M.**, Library  
**Sirju, Monica E.**, International Organization Affairs  
**Skellenger, David O.**, Administration and Information Management

**Spanos, Evelyn Antonia**, Foreign Affairs Information Management Center  
**Spees, Anne Garrity**, Diplomatic Security  
**Spriggs, Queen Elizabeth**, Diplomatic Security  
**Sultan, Jay Steven**, Bureau of Administration  
**Swift, Margaret E.**, Pre-Assignment Training  
**Telfair, Patricia A.**, Consular Affairs  
**Van Mechelen, Robin Frost**, Civil Service Personnel Management  
**Vera, Thomas**, Consular Affairs  
**Vickroy, Mary F.**, Bureau of Personnel  
**Walker, Jema Lynn**, Foreign Affairs Information Management Center  
**Walker, Renee A.**, Office of Protocol  
**Walz, John David**, Foreign Affairs Information Management Center  
**Washington, Holly E.**, Consular Affairs  
**White, Erika Rochelle**, Foreign Affairs Information Management

*Mary P. Nolan, fourth from left, with the Secretary at a retirement reception in the Benjamin Franklin Room. She had served 13 years with the Philadelphia Passport Agency. Others, from left: her son, Foreign Service officer Robert Nolan; grandson Robert Kowalski Jr.; daughter-in-law Nancy Nolan; and Mrs. James Baker and Secretary Baker.*

Center  
**Woolfork, Stacey**, Office of Comptroller

**Retirements**

**Gravelly, Walter U.**, Diplomatic Security  
**Jibrin, Barbara H.**, Foreign Affairs Information Management Center  
**Miura, Damon I.**, Los Angeles Passport Agency  
**Rose, Lisle A.**, Oceans and International Environmental and Scientific Affairs ■



# Personnel: Foreign Service

## Appointments

Ackerman, Helena, Prague  
Alfonso, Betty M., Specialist  
Intake  
Anderson, Leon L., Specialist  
Intake  
Arlt, Lisa Emilia, Specialist Intake  
Arnold-Littrel, Elisabeth, Moscow  
Arnold, Yann D., Moscow  
Beckham, Ingeborg E., Specialist  
Intake  
Begin, Alfred Francis, Specialist  
Intake  
Berry, Judy D., Monrovia  
Bianco, Marialisa, European and  
Canadian Affairs  
Bishop, Marian K., London  
Blackman, Joan Sharon, Lima  
Borns, Jamie L., Nairobi  
Boudreaux, Rodney C., Office of  
Communications  
Bowen, Andrea Testa, Ankara  
Brandenburg, Norma J., Medan  
Braye, Vickie V., Cairo  
Brooks, Mary E., Specialist Intake  
Bryan, Carol A., Specialist Intake  
Brynn, Jane Cooke, Specialist  
Intake  
Bryson, Melissa F. G., Nouakchott  
Chiarella, Catalina, Quito  
Childs, Arlene La Verne,  
Yaounde  
Clntron, Josephine, Guatemala  
Clarke, Pamela A., Nairobi  
Clayton, Elizabeth R., Vienna  
Cortes, Sarah M., Mexico  
Day, Cheryl Mauch, Madras  
Dean, Jeanne L., Lusaka  
Driscoll, Stacey A., Johannesburg  
Dudley, Wilma J., Specialist  
Intake  
Farrell, Patricia A., Paris  
Farrell, Yolanda S., Madrid  
Fermoselle, Pamela M., Specialist  
Intake  
Flowers, Christine, Monrovia  
Flynn, Jeffrey Charles, Specialist  
Intake  
Ford, Catharina S., Port-au-Prince  
Freas, Rebecca Ann, Hamburg  
Garnett, Christina P., Moscow  
Ghee, Cassie L., Bureau of Human  
Rights and Humanitarian  
Affairs  
Gomez, Hector P., Nassau  
Grover, Randall Scott, Specialist  
Intake  
Groves, Donna C., Lima  
Hariak, Sharon, Budapest  
Harris, Kevin J., Foreign Service  
Institute, Economic-  
Commercial  
Hart Jr., Clifford A., Beijing  
Hayes, Cynthia Deanne,  
Tegucigalpa  
Herold, Richard Arthur, Special  
Domestic Assignment Program  
Higgins, Fiona M., Bonn

Hill, Dianna F., Specialist Intake  
Hobson, Douglas Paul, Abidjan  
Hoffman, Doris C., Specialist  
Intake  
Holtermann, Keith, San Jose  
Howe, William Robert, Moscow  
Ifland, Gisela M., Cairo  
Jardine, Barbara, European and  
Canadian Affairs  
Jilka, Lucy, Moscow  
Johnson, Heather M., Paris  
Kling, James T., East Asian and  
Pacific Affairs  
Kinossian, Florence A., Moscow  
Kuntz, Mona A., Specialist Intake  
La Polla, Jacqueline K., Ottawa  
Lanzit, Jan M., Beijing  
Larkins, Diana B., Moscow  
Lawson, Ann M., Moscow  
Lawson, Belva J., Bonn  
Lipscomb, Doris D., Specialist  
Intake  
Louh, Phillip Shlu, Specialist  
Intake  
Magnone, Patricia A., Specialist  
Intake  
Martin, Charles W., Caracas  
Maziarz, Susan M., Bangkok  
McClure, Rachel G., Specialist  
Intake  
McKenzie, Margaret Ann, Accra  
McKenzie, Robin Gladys, Nassau  
McLean, Lori A., Specialist Intake  
McMackle, Bruce Ivan, Brussels  
Messick, Virginia B.T.,  
Casablanca  
Mills, Sueann N., Lagos  
Moller, Joyce Annette, Specialist  
Intake  
Mooneyham, Ellen L., Kuwait  
Morgan, Gaylen Sue, Oslo  
Morton, Lauri J., Bangkok  
Naaman, Nadia Gamati, Riyadh  
Olesen, Linda Diane, Abu Dhabi  
Pelron, Scot Merideth, Specialist  
Intake  
Pickering, Paula F., Specialist  
Intake  
Porter, Aaltje B., Ankara  
Presgrove, Barbara Anne, Intel-  
ligence and Research  
Purvis, Shirl Leann, Beijing  
Quarti, Patricia A., Kinshasa  
Rea, Cinda M., Nairobi  
Roberts, Alison Catherine, Bonn  
Robinson, Ronald Sinclair,  
Toronto  
Rochelle, David N., Beijing  
Rock, Myra D., Specialist Intake  
Rodgers, Barbara A., Specialist  
Intake  
Romero, Lillian, Specialist Intake  
Rose, Karen Lynn, Seoul  
Rowe, Janet Laura, San Salvador  
Santiago, Rafaelina G., Madrid  
Schmidt, Steve, Office of  
Communications  
Schumann, Eleanor F., Bonn

Seal, Linda L., Milan  
Shambaugh, Ginger L., Cairo  
Shull, Jill B., Guangzhou  
Skotzko, Sara Jane, Harare  
Smith, Terri Lee, Lima  
Surieta, Sandi Michele, Brussels  
Swedberg, Dale J., Specialist  
Intake  
Taphorn, Chong H., Cairo  
Taylor, Erin A., San Jose  
Teeuwen, Judy M., Banjul  
Thiessen, Judy L., Specialist  
Intake  
Thornton, Eilton Carl, Seoul  
Tracy, Mary Lou, Moscow  
Umberto, Joseph Andrew, Spe-  
cialist Intake  
Van Landingham, Lloyd, Tunis  
Wall, Carol C., Freetown  
Wardlaw, Frank P., Shanghai  
Whitley, Bonne Jo, Belize City  
Wilkins-Sjue, Pat A., Bonn  
Wilson, Denise, Monrovia  
Worthington, Barbara Ann,  
Georgetown  
Young, Laurie Bryant, Dhahran

## Transfers

Ainsley, Theresa A., Syria to Near  
Eastern and South Asian  
Affairs  
Akueteh, Cynthia Helen,  
Economic and Business  
Affairs to Foreign Service  
Institute, Economic-  
Commercial  
Albrecht, Karl Philip, Switzerland  
to Refugee Programs  
Alexander, Gary R., Panama to  
Bureau of Personnel  
Alexander, Leslie M., Italy to  
Inter-American Affairs  
Allitto, J. Anthony, International  
Organization Affairs to Office  
of Historian  
Almeida, Paul M., Zimbabwe to  
Politico-Military Affairs  
Ames, Aldrich H., Italy to Euro-  
pean and Canadian Affairs  
Andersen, Mark L., Saudi Arabia  
to Near Eastern and South  
Asian Affairs  
Andrus, Donald Bruce, Morocco  
to Oceans and International  
Environmental and Scientific  
Affairs; Population Affairs  
Anske, Ralph Dhelo, Foreign  
Service Institute, Economic-  
Commercial to Economic and  
Business Affairs  
Arcement, Ned W., Administration  
and Information Management  
to Dakar  
Archer, Edward E., Sweden to  
Equal Employment Oppor-  
tunity and Civil Rights  
Arias, Abelardo Antonio, Intel-  
ligence and Research to  
Human Rights and Human-  
itarian Affairs  
Armacost, Michael H., Office of  
Under Secretary for Political  
Affairs to East Asian and  
Pacific Affairs  
Ashley, William K., Zimbabwe to  
Office of Communications  
Aspell, William T., Tanzania to  
Bangkok  
Aulton, Pamela Roxanne, Tunisia  
to Niamey  
Austin, Kathleen T., Chad to  
Bonn  
Babinsack, Richell S., Mauritius to  
African Affairs  
Bari, Richard S., Specialist Intake  
to Bureau of Administration  
Bash, Richard M., Nigeria to San  
Salvador  
Baum, Harold C. M., Intelligence  
and Research to Office of  
Historian  
Bay, Janice Friesen, Economic  
and Business Affairs to For-  
eign Service Institute,  
Functional Training  
Bayuk, James W., Pakistan to  
Jakarta  
Beahm, Betty F., Zaire to African  
Affairs  
Beal, Leroy Ethridge, Saudi Ara-  
bia to Brussels  
Beauford, Elaine P., Diplomatic  
Security to Foreign Service  
Career Development and  
Assignments  
Bebout, Kay Diane, Dominican  
Republic to Foreign Service  
Career Development and  
Assignments  
Becelia, Joseph F., San Jose to  
Inter-American Affairs  
Bekedam, Michael H., Switzerland  
to European and Canadian  
Affairs  
Bell, Thomas A., Spain to U.S.  
Mission to NATO  
Ben-Aida, Suzanne, Career Mobil-  
ity Program to Bamako  
Bender, John F., Near Eastern and  
South Asian Affairs to  
Colombo  
Berkey Jr., Richard S., France to  
European and Canadian  
Affairs  
Bernier, Lana M., Ethiopia to  
African Affairs  
Bernier, Lanny Roger, Chile to  
Diplomatic Security, Wash-  
ington Field Office  
Berryman, Clyde P., Iceland to  
European and Canadian  
Affairs  
Bialecki, Paul A., Office of Com-  
munications to Foreign  
Service Institute

**PERSONNEL: FOREIGN SERVICE**

- Bigelow, Stanton R.**, Zambia to African Affairs
- Blackford, Peggy**, Politico-Military Affairs to Paris
- Blohm, Robert J.**, Dominican Republic to Office of the Under Secretary for Management
- Boskor, David P.**, Canada to Office of Inspector General
- Bonilla-Newman, Victor J.**, Bureau of Personnel to Refugee Programs
- Booth, Richard Thomas**, Israel to Geneva
- Borg, Anna Anderson Lehel**, International Narcotics Matters to Foreign Service Institute, Functional Training
- Boswell, Randolph E.**, Brazil to Inter-American Affairs
- Boulware, Mark M.**, The Gambia to Special Domestic Assignment Program
- Bower, Joan I.**, United Arab Emirates to Moscow
- Bowie, Barbara**, Office of Historical to Economic and Business Affairs
- Bradley, Colin R.**, Philippines to Office of Communications
- Bramante, A. Donald**, Greece to Office of Under Secretary for Management
- Breer, William T.**, East Asian and Pacific Affairs to Tokyo
- Briggs, Jack C.**, Egypt to Moscow
- Bright, Ruth E.**, Consular Affairs to Dhaka
- Brown, Linda Marie**, New Zealand to Consular Affairs
- Brown, William B.**, Barbados to Medical Services
- Bruno, James Louis**, Near Eastern and South Asian Affairs to European and Canadian Affairs
- Brynn, Edward**, Cameroon to Foreign Service Institute, Functional Training
- Buckman, John B.**, Philippines to Office of Communications
- Bullock, Margaret J.**, Bureau of Administration to Diplomatic Security
- Bunn, Charles P.**, Malaysia to Diplomatic Security
- Burk, William C.**, Philippines to Office of Communications
- Burns III, Matthew James**, European and Canadian Affairs to Bureau of Administration
- Bush, Wayne Jeffrey**, European and Canadian Affairs to Victoria
- Bushelle, Grell T.**, Zaire to Office of Communications
- Butcher, Duane C.**, India to Foreign Service Institute
- Byrnes, Jill F.**, Moscow to Foreign Service Institute, Functional Training
- Byrnes, Shaun M.**, Moscow to Foreign Service Institute, Functional Training
- Cabral, Kathryn A.**, Guatemala to Madrid
- Carlson, William R.**, Moroni to Marseille
- Carson, Florence**, Office of Communications to Lubumbashi
- Carter, Bruce Edward**, Japan to East Asian and Pacific Affairs
- Carter, James W.**, Manila to Bureau of Personnel
- Carter, Joseph J.**, Egypt to Office of Communications
- Carter, Michael E.**, Botswana to Diplomatic Security
- Cary, Anne O.**, India to European and Canadian Affairs
- Casse III, Marshall L.**, Economic and Business Affairs, Planning and Economic Analysis Staff to Bureau of Personnel; Recruitment, Exams and Employment
- Casse, Geraldine M.**, Special Domestic Assignment Program to Senior Seminar
- Cato, Leslie C.**, El Salvador to Inter-American Affairs
- Caulfield Jr., John Patrick**, Inter-American Affairs to Consular Affairs
- Cecsarini, Lois Ann**, Bujumbura to Refugee Programs
- Chafin, Gary E.**, Office of Counter-Terrorism to Legislative Affairs
- Christopher, James M.**, Foreign Service Institute, Functional Training to Diplomatic Security
- Chupka, Rose Marie**, Foreign Service Institute, Language Training to Warsaw
- Clapp, Priscilla**, Policy Planning Staff to Refugee Programs
- Clark, Andrew B.**, Liberia to African Affairs
- Clark, Lisa A.**, Bangladesh to Jerusalem
- Clarke, Henry Lee**, Bucharest to Tel Aviv
- Clarkson, John Christopher**, Foreign Service Institute, Economic-Commercial to Economic and Business Affairs
- Clauson, Sonja**, Italy to European and Canadian Affairs
- Clune, Daniel Anthony**, Bahamas to Executive Secretariat
- Coffey, Steven James**, Office of Under Secretary for Political Affairs to Algiers
- Cohen, Efraim Alan**, South Africa to Administration and Information Management
- Colantonio, Andrew J.**, Morocco to Diplomatic Security
- Collins Jr., David L.**, China to Office of Communications
- Collins, Patricia Anne**, Kuwait to Near Eastern and South Asian Affairs
- Collins, Richard Paul**, Bureau of Personnel to Intelligence and Research
- Colvin Jr., George Wood**, France to Khartoum
- Comiskey, Margaret Mary**, Economic and Business Affairs to Foreign Service Institute, Economic-Commercial
- Comras, Victor D.**, France to Ottawa
- Connell, Lawrence F.**, Yugoslavia to Hamilton
- Cook, Gary Lee**, Office of Communications to Seoul
- Cortez, Gilberto**, Uruguay to Inter-American Affairs
- Creevy, Carolyn I.**, Career Mobility Program to Rangoon
- Croteau, Charles E.**, United Kingdom to Windhoek
- Cubbison, Edwin P.**, Israel to Bogota
- Cuffy, Wilma D.**, Barbados to East Asian and Pacific Affairs
- Curtain, Marlene L.**, Office of Under Secretary for Economic Affairs to Foreign Service Career Development and Assignments
- Czirjak, Andrew**, Germany to European Affairs
- Daly, Robert V.**, Czechoslovakia to Diplomatic Security
- Dameron III, William H.**, European and Canadian Affairs to Foreign Service Institute, Functional Training
- Daniels, John C.**, Near Eastern and South Asian Affairs to Office of Inspector General
- Dankert, Roger L.**, Office of Inspector General to Sapporo
- Davis Jr., John W.**, Uruguay to Vienna
- Davis Jr., Robert E.**, Italy to European and Canadian Affairs
- Davis, Christopher Richard**, Conakry to African Affairs
- Davis, Leslie Ann Smith**, Specialist Intake to Vienna
- Dayton, John W.**, Pre-Assignment Officer Training to Dublin
- Dearborn, Douglas B.**, Economic and Business Affairs to Foreign Service Institute, Economic-Commercial
- Debnar, Albert A.**, Togo to Office of Communications
- Desantillana, Gerald**, Spain to Bureau of Personnel; Recruitment, Exams and Employment
- DeSoto, Oscar G.**, Foreign Service Institute, to Economic and Business Affairs
- Dethlefsen, Susan E.**, Foreign Service Institute, Language Training to Moscow
- Devleming, John Frederick**, Sri Lanka to New Delhi
- Dillon, James E.**, Mali to African Affairs
- Dillon, Kenneth J.**, Center for Study of Foreign Affairs to Politico-Military Affairs
- Dinger, John R.**, Sapporo to Johannesburg
- Dixon, E. Michael**, Peru to Inter-American Affairs
- Dolan, Daniel L.**, Economic and Business Affairs to Paris
- Dolan, Joann**, Bonn to Berlin
- Dolce, Robert Anthony**, United Arab Emirates to Consular Affairs
- Donahue, Daniel J.**, Quito to Panama
- Dorsey, Liane Renee**, Israel to Office of Multinational Force and Observers
- Doubleday Jr., Thomas P.**, Refugee Programs to Lagos
- Dugan, Gordon J.**, Haiti to International Organization Affairs
- Dugan, Michael R.**, Nigeria to Muscat
- Dulik, Richard P.**, Jordan to Near Eastern and South Asian Affairs
- Dumas, Jerry C.**, Mexico to Diplomatic Security
- Dunlop, Thomas P.H.**, East Asian and Pacific Affairs to Intelligence and Research
- Durham, George B.**, Soviet Union to Office of Communications
- Durkin, Kenneth M.**, Foreign Service Institute to Ankara
- Duvall, Mary Katherine**, Sanaa to European and Canadian Affairs
- Early, Ronald E.**, Cyprus to European and Canadian Affairs
- Eason, Richard Mansfield**, United Kingdom to Economic and Business Affairs
- Eaton, Mark Craig**, Indonesia to Addis Ababa
- Ellis, John Griffin**, New Zealand to Foreign Service Institute, Economic-Commercial

- English, Thomas Steven**, Cote d'Ivoire to Diplomatic Security
- Enskine, Linda E.**, Brazil to Inter-American Affairs
- Erviti, Pedro Gustavo**, Philippines to Foreign Service Institute, Economic-Commercial
- Essington Sr., Robert R.**, International Organization Affairs to Abu Dhabi
- Everett, Gary Lee**, Pakistan to Rome
- Fanjoy, William B.**, Kenya to Office of Communications
- Faucher, Robert Joseph**, The Hague to Amsterdam
- Faucher, Ronald L.**, Bahrain to Near Eastern and South Asian Affairs
- Faulk, Richard C.**, Administration and Information Management to Bureau of Administration
- Felder, Robert C.**, Argentina to Foreign Service Institute, Functional Training
- Finney Jr., John D.**, Politico-Military Affairs to Manila
- Fischer II, Ernest J.**, Kingston to Inter-American Affairs
- Fitzpatrick, Kathleen M.**, Near Eastern and South Asian Affairs to Foreign Service Institute, Language Training
- Fitzpatrick, Thomas J.**, Brazil to Mexico
- Flemister, Zandra I.**, Inter-American Affairs to Consular Affairs
- Flowers, George A.**, Foreign Service Institute, Economic-Commercial to Economic and Business Affairs
- Foster, Kenneth Lee**, Port-au-Prince to Consular Affairs
- Foulds, Gale M.**, African Affairs to Ndjamena
- Furgal, Joseph**, Office of Communications to Career Mobility Program
- Gadsden, James Irvin**, Belgium to Paris
- Gaines, George D.**, Diplomatic Security, Washington Field Office to Foreign Service Career Development and Assignments
- Gallant, Peter J.**, Switzerland to Diplomatic Security
- Gamble, Roger R.**, Mexico to Inter-American Affairs
- Gappa, Howard L.**, Mexico to Inter-American Affairs
- Garnier, Joan E.**, Brazil to International Organization Affairs
- Garza, Oliver P.**, Office of Vice President to Near Eastern and South Asian Affairs
- Gelderloos, Elizabeth C.**, Bureau of Personnel to Consular Affairs, Systems Applications
- Gfoeller-Volkoff, Tatiana**, Bahrain to Moscow
- Ghitelman, Steven G.**, Near Eastern and South Asian Affairs to Intelligence and Research
- Gibson, Richard M.**, Japan to Chiang Mai
- Gildner, Page W.**, Near Eastern and South Asian Affairs to Tel Aviv
- Gilstrap, Opal Kay**, Foreign Service Career Development and Assignments, to Career Mobility Program
- Gnehm Jr., Edward W.**, Secretary of Defense to Near Eastern and South Asian Affairs
- Goldstein, George J.**, Panama to Kingston
- Graham, Shelley D.**, Botswana to Stockholm
- Graninger, Robert L.**, Foreign Service Institute, Language Training to San Jose
- Gray, Bruce N.**, Hong Kong to Foreign Service Institute, Functional Training
- Greenfield, Lafayette M.**, The Gambia to Office of Communications
- Griffith, Wayne G.**, Nicaragua to Lima
- Griffiths, Robert Daniel**, Foreign Service Institute, Economic-Commercial to Economic and Business Affairs
- Gross Jr., Kenneth E.**, Germany to Kathmandu
- Grossman, Marc I.**, Office of Deputy Secretary to Ankara
- Guerra, Manuel R.**, Mexico to Foreign Service Institute, Functional Training
- Guthrie-Corn, Jeri S.**, Algeria to Bucharest
- Gwinner, Susan C.**, Mozambique to Beijing
- Hallett, Jeffrey D.**, France to Office of Counter-Terrorism
- Halmo, James L.**, Foreign Service Institute, Functional Training to Consular Affairs
- Hamilton Jr., Hugh G.**, Luxembourg to Abidjan
- Hamilton, John Alexander**, Ankara to Berlin
- Hargrove, Maria C.**, Panama to African Affairs
- Harris, Erman H.**, Pakistan to Jakarta
- Hearne, Francis P.G.**, Administration and Information Management to Niamey
- Henshaw, Simon**, Cote d'Ivoire to Intelligence and Research
- Heskin, Carolyn I.**, Office of Historian to Bureau of Personnel; Recruitment, Exams and Employment
- Hildreth, Danny R.**, Colombia to Panama
- Hill, Robin**, Mexico to San Jose
- Hocker Jr., George E.**, New Zealand to East Asian and Pacific Affairs
- Holliday, Joanne P.**, Egypt to Brussels
- Holmberg, James F.**, Foreign Service Institute, Language Training to Berlin
- Holmberg, Stephen A.**, Germany to Office of Communications
- Holstein, Eleanor J.**, Inter-American Affairs to Bangkok
- Hooper, James R.**, Kuwait to European and Canadian Affairs
- Horowitz, Arnold**, Foreign Service Institute, Language Training to Jakarta
- Houk, Keith R.**, Peru to Office of Communications
- Howard, Linda S.**, La Paz to Dakar
- Howard, Timothy N.**, Foreign Service Institute, Language Training to European and Canadian Affairs
- Hromatka, Joseph J.**, Specialist Intake to Malabo
- Hudson, William J.**, Yugoslavia to Bureau of Personnel
- Huggins, Joseph**, Togo to Office of Comptroller
- Hume, Cameron R.**, International Organization Affairs to Foreign Service Institute
- Hume, Willis Paley**, Austria to Bucharest
- Innamorato, Thomas J.**, Djibouti to African Affairs
- Interlandi, Anthony John**, East Asian and Pacific Affairs to Hong Kong
- Jackson, William H.**, United Kingdom to Office of Communications
- Jacobson, Keith N.**, Somalia to African Affairs
- Jamison, Dennis D.**, Germany to Department of Commerce
- Jasak, Stephen A.**, Panama to Quito
- Jeffers, Emily E.**, Inter-American Affairs to Bujumbura
- Jennings, Hartford Terry**, Special Domestic Assignment Program to International Organization Affairs
- Jillson, Anne Darrohn**, Economic and Business Affairs to Mexico
- Jimerson, Harold L.**, Thailand to Lisbon
- Johnson, Joel B.**, Thailand to Diplomatic Security
- Johnson, Mark A.**, Indonesia to Office of Communications
- Johnson, William J.**, Office of Communications to Bonn
- Johnston, Jill**, Saudi Arabia to Monrovia
- Jojola, Rudolph R.**, Upper Volta to Jerusalem
- Jones, Charles W.**, European and Canadian Affairs to Moscow
- Jones, Margaret Carnwath**, Panamanian Affairs to African Affairs
- Jordan, Dan J.**, Near Eastern and South Asian Affairs to Bureau of Personnel
- Jordan, Stephen R.**, China to Office of Communications
- Kalla, Richard L.**, Switzerland to Jakarta
- Karagiannis, Alexander**, European and Canadian Affairs to Ankara
- Kashkett, Steven B.**, Pre-Assignment Training to Port-au-Prince
- Keen Jr., Stuart C.**, China to Rome
- Keene, Douglas R.**, Muscat to Foreign Service Institute, Functional Training
- Keil, Charles F.**, Foreign Service Institute, Functional Training to Refugee Programs
- Keiswetter, Allen Lee**, Saudi Arabia to Foreign Service Institute, Functional Training
- Keith, James R.**, China to East Asian and Pacific Affairs, Chinese Affairs
- Kelton, Mark E.**, Tanzania to African Affairs
- Kent, Linda A.**, Office of Communications to Brussels
- Kern, Leroy**, India to Office of Communications
- Kessinger Jr., James Joseph**, Austria to Office of Management Policy
- Kester, Richard D.**, Philippines to Office of Communications
- Kimble, Melinda L.**, Economic and Business Affairs to Near Eastern and South Asian Affairs
- Kindelan II, Gilbert E.**, Hungary to European Affairs
- Kindsvater, Pattie B.**, European and Canadian Affairs to Bonn
- Kinney, Douglas S.**, Venezuela to Foreign Service Institute, Functional Training
- Kirkconnell, Laura Jean**, Colom-

**PERSONNEL: FOREIGN SERVICE**

- bia to Economic and Business Affairs
- Kirkpatrick, Ronald K.**, Turkey to Economic and Business Affairs
- Knott, Robert J.**, Soviet Union to Office of Communications
- Knox-Bennett, Della G.**, Philippines to Foreign Service Institute, Economic-Commercial
- Koenig, Anne M.**, Foreign Service Institute, Consular Training to Bureau of Personnel; Recruitment, Exams and Employment
- Korpl, Ryan F.**, Mexico to Inter-American Affairs
- Kovich, Michael J.**, Paraguay to Office of Communications
- Kozak, Larry Joseph**, Foreign Service Institute, Language Training to Beijing
- Kracklauer, Aloysius F.**, Department of Commerce to European and Canadian Affairs
- Krieger, Nanette A.**, Diplomatic Security to Kinshasa
- Krug, Frederic M.**, China to Riyadh
- Kruk, Leonard S.**, Philippines to Office of Communications
- Kruse, C. Jean**, Bujumbura to African Affairs
- Kuligowski, Michael N.**, Korea to East Asian and Pacific Affairs
- Kunsman, Eric A.**, Valletta to Foreign Service Institute, Functional Training
- Kurapka, Virginia Idelle**, Indonesia to Hamburg
- Kurtz, Daniel Charles**, Policy Planning Staff to Near Eastern and South Asian Affairs
- La Fleur, Christopher J.**, Japan to Una Chapman Cox Sabbatical
- La Turner, Lewis F.**, Dominican Republic to Vienna
- Lange, John E.**, Office of the Under Secretary for Management to Lome
- Ledsky, Nelson C.**, Bureau of Personnel to European and Canadian Affairs
- Lee, Bill W.**, El Salvador to Guatemala
- Lee, Edward Alex**, Politico-Military Affairs to Brasilia
- Lee, Gary E.**, Inter-American Affairs to African Affairs
- Leiker, David C.**, Diplomatic Security, New York Field Office to Frankfurt
- Lennon, Edward A.**, Peru to Monterey
- Levis, William A.**, Germany to Bureau of Administration
- Limeri, Patricia R.**, Indonesia to Sanaa
- Linger, William J.**, Israel to The Hague
- Lockwood Jr., Walter B.**, Oceans and International Environmental and Scientific Affairs to London
- Loucks Jr., Gordon Kenneth**, Syria, to Office of Communications
- Lowe, Benjamin M.**, Malaysia to Intelligence and Research
- Lucas, Thomas Lawman**, Mali to Lusaka
- Lyman, Princeton**, Lagos to Refugee Programs
- Lynard, Jonetha**, Burma to East Asian and Pacific Affairs
- Lyne, Stephen R.**, Ghana to African Affairs
- Lyons, Margaret E.**, East Asian and Pacific Affairs to Beijing
- Maclas, Sally K.**, Mexico to Bureau of Personnel
- Mack, Evelyn Marie**, Honduras to Madras
- Magnusson, Lori G.**, Mexico to Yaounde
- Mahoney, Mary J.**, Singapore to African Affairs
- Majewski, Brian R.**, Career Mobility Program to Brasilia
- Maloney, Barbara F.**, Fiji to U.S. Mission to NATO
- Mandel, Lawrence C.**, Executive Secretariat to Office of Legal Adviser
- Mann, Theodore Albert**, China to Foreign Service Institute, Economic-Commercial
- Mannola, Earl D.**, Austria to Foreign Service Career Development and Assignments
- Marciel, Scot Alan**, Brazil to Foreign Service Institute, Economic-Commercial
- Marcott, Edward J.**, Egypt to Economic and Business Affairs
- Margulies, Alexander H.**, Bulgaria to Inter-American Affairs
- Marine, Donna B.**, Greece to European and Canadian Affairs
- Martin, Cheryl Ann**, Refugee Programs to International Organization Affairs
- Mather, John C.**, Hong Kong to East Asian and Pacific Affairs
- Maurel, Arthur A.**, Thailand to Diplomatic Security
- McCammam, Michael Joseph**, Ecuador to International Organization Affairs
- McCarthy III, John F.**, Somalia to African Affairs
- McCabe, Michael V.**, India to Tokyo
- McClammy, Matthew E.**, Greece to Lagos
- McCulloch, Gerald**, Colombia to Inter-American Affairs
- McCullough, Dundas C.**, Yemen to Intelligence and Research
- McDonald, Richard Henry**, Malawi to Jerusalem
- McGlynn Jr., William Joseph**, Near Eastern and South Asian Affairs to Office of Deputy Secretary
- McGrath, Raymond Gerard**, Hermosillo to Quito
- McIlvaine, Stevenson**, Tanzania to African Affairs
- McNamara, John F.**, India to Near Eastern and South Asian Affairs
- McPherson, William R.**, Japan to Oceans and International Environmental and Scientific Affairs
- McQuillen, Matthew J.**, Near Eastern and South Asian Affairs to Islamabad
- Mellstrom, James C.**, Uganda to African Affairs
- Meloni, Mary**, Mexico to Beijing
- Memmott, Larry L.**, Bolivia to Oslo
- Mercer, Daniel R.**, China to Nairobi
- Mercurio, Sharon K.**, Ethiopia to Foreign Service Institute, Functional Training
- Merrell, William J.**, Pre-Assignment Training to Manila
- Mertz, William Joe**, Burma to Office of Communications
- Metelits, Michael D.**, International Organization Affairs to Maputo
- Michel, James H.**, Guatemala to Inter-American Affairs
- Miles, Afton O.**, Belgrade to International Organization Affairs
- Millan, William W.**, European and Canadian Affairs to Bureau of Public Affairs, Public Opinion Analysis
- Miller, Marijayne**, Mali to Lagos
- Mirabal, Raphael A.**, Costa Rica to Lima
- Mitchell, Katharine S.**, Burma to Vienna
- Moats, Simeon L.**, Liberia to Manila
- Moede, Austin L.**, Oceans and International Environmental and Scientific Affairs to Medical Services
- Monday, Michael A.**, Syria to Nicosia
- Monroe, William T.**, Oman to East Asian and Pacific Affairs
- Moore, Thomas H.**, Algeria to Foreign Service Institute, Economic-Commercial
- Moran, Brian D.**, Honduras to Inter-American Affairs
- Morgan, Keith E.**, Philippines to Office of Communications
- Morgan, Thomas J.**, Politico-Military Affairs to Pretoria
- Morgenege, Marina**, East Asian and Pacific Affairs to Tokyo
- Morris Jr., Charles H.**, Foreign Service Institute, Functional Training to Legislative Affairs
- Mosher, Robert Allen**, Zaire to Intelligence and Research
- Mount, Day Olin**, Bureau of Administration to Foreign Service Institute, Functional Training
- Mowrey, Mark James**, Foreign Service Institute, Economic-Commercial to Economic and Business Affairs
- Mueller, Richard W.**, International Narcotics Matters to Legislative Affairs
- Mullen, Sheila M.**, Colombia to Canberra
- Murphy, Patrick C.**, Germany to Diplomatic Security
- Murray, Robert Bruce**, Honduras to Diplomatic Security
- Mustain Jr., Robert W.**, Saudi Arabia to International Organization Affairs
- Myers, Walter Leon**, Bangladesh to Inter-American Affairs
- Nach, James P.**, Jamaica to East Asian and Pacific Affairs
- Nelsen, Larry A.**, European and Canadian Affairs to Economic and Business Affairs
- Nelson, Michael David**, Hong Kong to Rangoon
- Nicewarner, Cynthia Dawn**, Kenya to Khartoum
- Nichols, Charles E.**, Bureau of Administration, Organization and Management to Guayaquil
- Nichols, Sharon D.**, Indonesia to Career Mobility Program
- Nixon, Warren P.**, East Germany to Vienna
- Nolan, David**, Inter-American Affairs to Foreign Service Institute, Economic-Commercial
- Noroian II, George**, India to Foreign Service Institute, Economic-Commercial
- Noyes Jr., Nicholas**, Guatemala to Foreign Service Institute, Economic-Commercial
- O'Gara, Teresa I.**, Oceans and International Environmental and Scientific Affairs to Vienna
- Odette, David J.**, Mexico to Inter-American Affairs
- Ogunba, Atim Eneida George**, Nicaragua to African Affairs

- Olesen, David Eric**, European and Canadian Affairs to Berlin
- Ollivier, Louis L.**, Spain to European and Canadian Affairs
- Olson, Gordon R.**, Near Eastern and South Asian Affairs to Lusaka
- Orozco, Cristobal Roberto**, Foreign Service Institute, Functional Training to Bureau of Administration
- Padgett, Donna L.**, Chile to Inter-American Affairs
- Pardon, Raymond J.**, South Africa to Foreign Service Institute, Functional Training
- Parent, Kenneth W.**, Intelligence and Research to Dhaka
- Parker, Alan**, Foreign Service Institute, Functional Training to Economic and Business Affairs
- Parker, Bonnie Ann**, South Africa to Tegucigalpa
- Parker, Frank S.**, South Africa to Special Domestic Assignment Program
- Parker, Patricia McGuire**, Australia to Seoul
- Parmly, Michael Eleazar**, Romania to Brussels
- Parnell, Isiah Lenart**, Paraguay to Abidjan
- Patchell, Anne Ware**, Germany to Foreign Service Institute, Language Training
- Pelto, John A.**, Cote d'Ivoire to Office of Communications
- Pelych, Richard T.**, Italy to Diplomatic Security
- Perett, William Gregory**, Portugal to Bern
- Perez, Abelardo Infante**, Spain to Inter-American Affairs
- Perez, Enrique F.**, Foreign Service Institute, Functional Training to Legislative Affairs
- Peterson Jr., David A.**, Bonn to Rangoon
- Pezzi, Leo Rene**, Finland to Office of Communications
- Phillips, Charisse Melanie**, Spain to Consular Affairs
- Piccuta II, Daniel William**, Yugoslavia to Beijing
- Pierangelo, Claire A.**, Haiti to Foreign Service Institute, Economic-Commercial
- Pinson, Anthony Desales**, Pakistan to Intelligence and Research
- Pollard, Robert A.**, Foreign Service Institute, Economic-Commercial to Economic and Business Affairs
- Pope, William Pinckney**, Foreign Service Institute, Functional Training to Legislative Affairs
- Porter Jr., Robert Chamberl**, Thailand to Monrovia
- Poulin, Martin N.**, African Affairs to Bamako
- Powell, Mark J.**, Foreign Service Institute, Language Training to Santo Domingo
- Presti, Frank C.**, Pakistan to Near Eastern and South Asian Affairs
- Price, Gary V.**, Human Rights and Humanitarian Affairs to Foreign Service Institute
- Proctor, Robert A.**, Foreign Service Institute, Functional Training to Bureau of Personnel, Policy and Coordination Staff
- Quinn, Lucy D. P.**, Saudi Arabia to Bureau of Personnel
- Ragone, Vincent A.**, African Affairs to Buenos Aires
- Ragsdale, Marguerita D.**, Executive Secretariat to Near Eastern and South Asian Affairs
- Rapson, Robert Glenn**, Executive Secretariat to Foreign Service Institute, Economic-Commercial
- Rawson, David P.**, Foreign Service Institute, Functional Training to African Affairs
- Reed, Worley Lee**, Geneva to Abidjan
- Reeves, Sidney V.**, Bureau of Administration to Office of Communications
- Reid, James P.**, Foreign Service Institute, Functional Training to Economic and Business Affairs
- Render, Arlene**, Accra to Foreign Service Institute, Functional Training
- Reynolds, Carol Tyson**, Japan to Kathmandu
- Richardson, Joseph P.**, Switzerland to Economic and Business Affairs
- Rider, John M.**, Belgium to Foreign Service Institute, Administrative Training
- Ries, Charles Parker**, Office of Under Secretary for Economic Affairs to Foreign Service Institute, Functional Training
- Robbins, Gary D.**, Germany to Madrid
- Robertson III, Charles E.**, Japan to Abu Dhabi
- Robinson, Sandralee M.**, Turkey to International Organization Affairs
- Roche, Robert L.**, Lagos to Bureau of Administration
- Rockey, David T.**, Pakistan to Bern
- Roe, Charlotte Eloise**, Chile to Tel Aviv
- Rogers, Bruce David**, Economic and Business Affairs to Foreign Service Institute, Economic-Commercial
- Roland, Chandler P.**, Kabul to Islamabad
- Root, John J.**, Peru to Budapest
- Rope, William Frederick**, Turkey to Politico-Military Affairs
- Rosenberg, Kenneth**, Office of Inspector General to Foreign Service Institute, Functional Training
- Ryan, Mary K.**, Executive Secretariat to Career Mobility Program
- Sacks, Richard**, Pre-Assignment Officer Training to Mexico
- Salic, Bonita C.**, Finland to European and Canadian Affairs
- Saunders, Edward Charles**, Cairo to Monrovia
- Scanlan, Francis T.**, United Kingdom to Vienna
- Schaffer, Howard B.**, Near Eastern and South Asian Affairs to Foreign Service Institute
- Schertz, Mary L.**, Upper Volta to Budapest
- Schollaert, James T.**, Department of Justice to Intelligence and Research
- Schuchat, Simon Joseph**, Japan to Beijing
- Scott Jr., Kenneth M.**, Gabon to Dar es Salaam
- Sedney, David Samuel**, Executive Secretariat to Foreign Service Institute, Language Training
- Shaird, Isaiiah W.**, Japan to Sydney
- Shaw, John B.**, Yugoslavia to Inter-American Affairs
- Shear, David Bruce**, China to Tokyo
- Sheridan, Betty A.**, Cameroon to Damascus
- Sherman, Roger P.**, Sri Lanka to Near Eastern and South Asian Affairs
- Shouse, Eloise K.**, Ireland to Office of Foreign Missions
- Siefert, William H.**, Ottawa to Politico-Military Affairs
- Siegel, Megan O.**, Lima to Inter-American Affairs
- Simeon, Mary Ann**, Office of Communications to Beijing
- Sinegal, Peter N.**, Nigeria to African Affairs
- Smallwood, Audrey J.**, Soviet Union to European and Canadian Affairs
- Smith Jr., Dane F.**, Sudan to African Affairs, Economic Policy Staff
- Smith Jr., Richard A.**, Germany to European and Canadian Affairs
- Smith, Abigail E.**, Haiti to Diplomatic Security
- Smith, Catherine Munnell**, Germany to Office of the Under Secretary for Management
- Smith, Edward M.**, Bandar Seri Begawan to Asuncion
- Smith, Maria Kirsten**, Mexico to Rome
- Snyder, Martha F.**, Foreign Service Institute, Language Training to Office of Communications
- Soler, Richard Peter**, El Salvador to Diplomatic Security
- Southwick, E. Michael**, Intelligence and Research to Foreign Service Institute, Functional Training
- Spitzel, Gary B.**, Uruguay to Inter-American Affairs
- Steinmetz, Ingeborg B.**, Austria to European and Canadian Affairs
- Sten, Charles R.**, Oceans and International Environmental and Scientific Affairs to Foreign Service Institute
- Stephenson, Barbara Jean**, Amsterdam to The Hague
- Stephenson, William A.**, Office of Communications to Budapest
- Stevens, Robert K.**, Italy to European and Canadian Affairs
- Stewart, Karen Brevard**, Economic and Business Affairs to Near Eastern and South Asian Affairs
- Surgent Jr., Louis V.**, Soviet Union to European and Canadian Affairs
- Sutton, Susan Mary**, Romania to European and Canadian Affairs
- Sweeney, Eugene Paul**, Florence to Intelligence and Research
- Swope, Mary Elizabeth**, Consular Affairs to Foreign Service Institute, Consular Training
- Tagliatalata, Linda Swartz**, Switzerland to Bureau of Personnel
- Tefft, John F.**, Italy to European and Canadian Affairs
- Telleen, David Roger**, Human Rights and Humanitarian Affairs to Intelligence and Research
- Thomas Jr., Harry Keels**, African Affairs to Harare
- Thoms Jr., Andrew G.**, Mexico to Inter-American Affairs
- Toby, Ann Wells**, Costa Rica to Foreign Service Institute,

**PERSONNEL: FOREIGN SERVICE**

Economic-Commercial  
**Tolson Jr., Jerome F.**, Mexico to Administration and Information Management  
**Trotter, Charles D.**, Foreign Service Institute, Language Training to Paris  
**Troy, Thaddeus W.**, Foreign Service Institute, Language Training to Zagreb  
**Tveit, Paul A.**, Department of Commerce to Near Eastern and South Asian Affairs  
**Valis, Laddie L.**, Haiti to Lima  
**Valle, Michael F.**, Guatemala to Diplomatic Security, New York Field Office  
**Van Heuven, Ruth M.**, Foreign Service Institute, Functional Training to Zurich  
**Vanderrhoer, James P.**, Norway to London  
**Vanson, Paul Biggs**, Office of Legal Adviser to Politico-Military Affairs  
**Vargas Jr., Felix C.**, Germany to Inter-American Affairs  
**Vaughan, Maura**, Guinea to Hamilton  
**Vazquez, Edward H.**, Inter-American Affairs to Consular Affairs  
**Verdun, Aubrey V.**, Mozambique to Special Domestic Assignment Program  
**Volker, Kurt D.**, United Kingdom to European and Canadian Affairs  
**Wade, Nancy R.**, Inter-American Affairs to Rabat  
**Walker, Howard K.**, Office of Inspector General to African Affairs  
**Walker, Sally M.**, Ireland to Monrovia  
**Wall, Philip R.**, China to Special Domestic Assignment Program  
**Wallen, Richard H.**, Consular Affairs to Riyadh  
**Ward, Kevin J.**, African Affairs to Conakry  
**Ware, Nicholas E.**, East Asian and Pacific Affairs to Jakarta  
**Warrick, James M.**, Burundi to African Affairs  
**Watson, John L.**, Togo to Office of Communications  
**Weant, Dana M.**, Soviet Union to Office of Inspector General  
**Weaver, Kaarn Jayne**, Hong Kong to Foreign Service Institute, Functional Training  
**Weiner, James A.**, Inter-American Affairs to Intelligence and Research  
**Weir, Gerald W.**, Egypt to Office of Communications  
**West, Peter A.**, Foreign Service

Institute, Functional Training to Oceans and International Environmental and Scientific Affairs  
**Westmore, Donald B.**, East Asian and Pacific Affairs to Colombo  
**Weston, Richard Charles**, Intelligence and Research to Legislative Affairs  
**Weston, Thomas Gary**, Office of Under Secretary for Management to Foreign Service Institute, Functional Training  
**Wick, David Steven**, Iraq to Lahore  
**Williams Jr., Langdon P.**, Bureau of Personnel to Administration and Information Management  
**Williams, Carman C.**, Australia to Office of Inspector General  
**Williams, David W.**, Panama to Office of Inspector General  
**Williams, George E.**, Burma to Office of Communications  
**Williams, Kevin W.**, Norway to Sanaa  
**Willow, Ruth L.**, Finland to Office of Under Secretary for Management  
**Winant, John H.**, United Kingdom to Djibouti  
**Wing, Robert S.**, Hong Kong to Medan  
**Wolf, John Stern**, Office of Under Secretary for Political Affairs to International Organization Affairs  
**Wolff, Hervy D.**, African Affairs to Prague  
**Womer, Paul D.**, Yugoslavia to Belgrade  
**Wuensch, William L.**, Office of Communications to Mexico  
**Yackley, John R.**, Yemen Arab Republic to Cairo  
**Yalowitz, Kenneth**, Bureau of Personnel to East Asian and Pacific Affairs  
**Zetkusic, Jack Matthew**, Intelligence and Research to European and Canadian Affairs  
**Zweifel, David E.**, Inter-American Affairs to Office of Inspector General

**Resignations**

**Ames, Nicholas W.**, London  
**Appleton, Richard H.**, Prague  
**Baker, Patricia S.**, Cairo  
**Barnette, Lance Allen**, Office of Communications  
**Bay, Grace Hsiao-Lin**, Paris  
**Bimmer, Jeffrey R.**, Bonn  
**Blackburn, Anne Williamson**, Kuwait  
**Bosley, David E.**, East Asian and

Pacific Affairs  
**Bowers, David L.**, Moscow  
**Brossart, James P.**, Moscow  
**Brunetti, Georgia A.**, Bucharest  
**Bryson, Bradley S.**, Diplomatic Security  
**Bullard, Patricia A.**, Cairo  
**Burke, Dorothy**, East Asian and Pacific Affairs  
**Bushelle, Noel Annette**, Kinshasa  
**Casella, Anne Marie**, International Organization Affairs  
**Chrismon, Alan C.**, Office of Communications  
**Conway, Giselle L.**, Quito  
**Dalton, Bryan W.**, Mexico  
**Dean, Robert Scott**, Politico-Military Affairs  
**Dunbar, Judith L.**, Tel Aviv  
**Evans, Teresa Matthews**, Special Domestic Assignment Program  
**Farrand, Stephen C.**, Moscow  
**Finn, Barbara McMahon**, Madras  
**Fondahn, Lynn A.**, London  
**Friedmann, Carmen R.**, Pretoria  
**Gallagher, Shaista**, Seoul  
**George, Mary L.**, Moscow  
**Giles, Douglas B.**, Office of Communications  
**Goodman, Richard M.**, Moscow  
**Halloran, Nancee Terese**, Diplomatic Security  
**Hanson, Shirley R.**, Shanghai  
**Hatcher, Theresa**, Rabat  
**Helper, Todd M.**, Moscow  
**Hoh, Christopher J.**, International Organization Affairs  
**Holloway, Albert D.**, Kathmandu  
**Hollowell, Margaret L.**, Manama  
**Hoof, Denise J.**, Paris  
**Howard, Kelly D.**, Jerusalem  
**Howe, William Robert**, Moscow  
**Johnson, Thomas Ray**, Moscow  
**Johnston, Nancy C.**, East Asian and Pacific Affairs  
**Keegan, Lucia Anita**, Abu Dhabi  
**Kennon, Mark R.**, Foreign Service Institute, Language Training  
**King, James T.**, East Asian and Pacific Affairs  
**Kryger, Karin Lisa**, Moscow  
**Lamson, Lelia L.**, Paris  
**Lang, Nicholas R.**, East Asian and Pacific Affairs, Chinese Affairs  
**Leahy, Timothy E.**, Bureau of Personnel  
**Lee, Jan C.**, East Asian and Pacific Affairs  
**Lightfoot, Felicia A.**, Kigali  
**Lyons, Roddy G.**, Office of Communications  
**Marshall, Andrew Stephen**, Diplomatic Security  
**McKeeby, Ruth Janice**, Baghdad  
**McKenzie, Margaret Ann**, Accra  
**McManus, Loretta J.**, Moscow  
**Mitchell, Alistair N.**, East Asian

and Pacific Affairs  
**Morin, M. Rose**, Wellington  
**Morton, Lauri J.**, Bangkok  
**Murphy, Marie Luise**, Ottawa  
**Nay, John R.**, Calgary  
**Nevis, Ashley D.**, Munich  
**Paul, Iris C.**, Quito  
**Petrone, Joseph Carlton**, Geneva  
**Ploch, Ngoc Jennifer**, Monrovia  
**Poulos, Peter A.**, Bangkok  
**Reynard, Christine O.**, Mexico  
**Rida, Said A.**, London  
**Robinson, Joel M.**, Moscow  
**Rose, Carol Lynn**, Addis Ababa  
**Sahin, Adnan**, London  
**Sahli, Evelyn R.**, Riyadh  
**Sanders, Roy E.**, East Asian and Pacific Affairs  
**Seivert, Thomas P.**, East Asian and Pacific Affairs  
**Simpson, Sylvia J.**, Oslo  
**Snow, Alice Ralene**, Frankfurt  
**Snow, Tshandy T.**, Frankfurt  
**Stein, Mark Brian**, Near Eastern and South Asian Affairs, Public Affairs Office  
**Stephenson, Paul Dwight**, Economic and Business Affairs  
**Stoppelli, Winifred L.**, Ankara  
**Strickland, Lee Ann**, Oslo  
**Tanoue, Theodore**, Foreign Service Institute, Language Training  
**Teator, Jeffrey Allen**, Diplomatic Security  
**Thomasson, Sonya M.**, Georgetown  
**Tracy, Shannon Lee**, London  
**Untal, Marylou R.**, Mogadishu  
**Waldorf, Peter F.**, East Asian and Pacific Affairs  
**Winberg, David M.**, East Asian and Pacific Affairs  
**Wood, Richard C.**, Santo Domingo  
**Zumwinkle, Michael Paul**, Berlin

**Retirements**

**Arredondo, Anthony**, Oceans and International Environmental and Scientific Affairs  
**Dale Jr., Chester H.**, Office of Communications  
**Dorr, Robert F.**, Human Rights and Humanitarian Affairs  
**Frowick, Robert H.**, Vienna  
**Malin, Herbert S.**, Salzburg  
**Marrano, Louis M.**, Diplomatic Security  
**Meisenzahl, Anne M.**, Karachi  
**Montgomery, Robert J.**, European and Canadian Affairs  
**Palazzolo, Mary Dell F.**, Martinique  
**Paukert, Edward T.**, Beirut  
**Pogue, William B.**, Office of

Inspector General  
Redmond, Richard J., Refugee Programs  
Robichaud, Patricia M., Geneva  
Shakespeare, Frank, Rome  
Solh, Celia M., Pretoria  
Spruce, William E., Assignment to Nongovernmental Organization  
Stephens, Thomas E., Bureau of Administration, Office of Communications  
Swain, Virginia Q., Sofia  
Williams, Albert N., Izmir  
Winstanley II, Ralph, Near Eastern and South Asian Affairs  
Wolf, L. Louise, Brussels □

## Specialist tenuring

The Specialist Tenuring Board has completed its review of the files of candidates eligible for tenure consideration at its March and June sessions. Following are the candidates recommended for career status:

### MARCH SESSION

Adams, Charles H.  
Applebaum, Jack M.  
Baker, Christopher  
Barnes, Jerald  
Bass, Elliott T.  
Batchelor, Jeffrey  
Blatt, Benjamin  
Brandeis, Katherine  
Broadbent, Paul W.  
Castellana, Athea D.  
Chinn, David Ross  
Chuk, Mark  
Comiskey, Tamara Gay  
Donovan, Patrick  
Drain, Mary L.  
Ennis, James P.  
Fakan, Stephen  
Greenwalt, Frederick  
Griffin, William  
Guerrero, Simon M.  
Hafstad, Robert  
Hamilton, Jerry  
Himes, Thomas  
Hoffman, Mark  
Houk, Keith  
Hughes, Mary G.  
Jacobs, James M.  
Klinger, Ross L.  
Knudsen, Kenneth P.  
McMahon, Mark  
McPeak, Melissa  
Mergens, Stephen J.  
Middleton, Thomas J.  
Moore, Patrick  
Myers, Jeffrey S.  
Neeley, Francis J.  
Ogot, Onnie Berber  
Overton, William J.  
Page, Harriett E.  
Parkinson, Mari J.

Renz, Karl J.  
Rodrigues, Alberto  
Rudd-Dockery, Rebecca  
Ryan, Vincent  
Schwab, Francis  
Shafer, Franklin E.  
Smith III, John J.  
Specht, Craig  
Speris, Stella  
Springmeier, William G.  
Stofko, James A.  
Van Laahen, Peter  
Walton, Charles  
Weis, John G.  
Wert, Robert A.  
Wilson, Pierre M.

### JUNE SESSION

Armstrong, Kyle D.  
Aycock, Barbara S.  
Baltierra, Jose L.  
Bayuk, James  
Beaudry, John  
Brandeis, Charles  
Bsaies, Omar A.  
Burton, William F.  
Carlucci, Louis J.  
Chupp, Teresa  
Connolly, Donald J.  
Daly, Timothy D.  
Downs, Richard  
Dupuis, Kelley  
Eustis, Mitsuko  
Ferguson, James  
Ford, Katrina R.  
Foreman, Ronald D.  
Frese, John H.  
Fuerst, Dean Patterson  
Gallagher, Harold D.  
Gard, Richard  
Hamby, James  
Harley, Joyce E.  
Hopkins, Alexander M.  
Jackson, Nancy L.  
Jahncke, Janet R.  
Kane, John V.  
Kavaler, Praghi G.  
Laforce, Ann C.  
Lederman, James T.  
Lefler, Mark  
Luoma, Morgan L.  
Matthews, Bruce R.  
Manegan, Michael  
McCann, Dennis R.  
McInturff, Richard L.  
Milroy, Michael  
Moffett, Francis J.  
Naya, Mary C.  
Rahn, John R.  
Reed-Rowe, Helen P.  
Renderio Jr., John G.  
Shanley, William  
Shipp, Romona R.  
Sorrell III, Willis C.  
Spaulding, Kenneth C.  
Whitney, John L.  
Widdison, Milton G.  
Zaranka, Joseph A. □

## Foreign Service nominations

The Senate has received the following nominations:

APPOINTMENT as Foreign Service officers of Class 2 consular officers and secretaries:

Wajaj Iqbal

APPOINTMENT as Foreign Service officers of Class 3, consular officers and secretaries:

Constance Hammond  
Susan E. Keogh-Fisher

APPOINTMENT as Foreign Service officers of Class 4, consular officers and secretaries:

Paul V. Aceto  
Juan Arturo Alsace  
Michele Rene Angulo  
Jeffrey Adam Beller  
Nicholas Stephen Bouras  
Thomas Mann Bovaird  
Raymond L. Brown  
Daniel French Christiansen  
Maura Connelly  
J. Thomas Converse  
Ellen Mary Conway  
John Steele Creamer  
Mary T. Curtin  
James L. Dudley  
Stuart E. Friedman  
Sylvia L. Hammond  
Patricia L. Hanigan  
Marshall Freeman Harris  
Charles M. Heffernan  
Christopher Paul Henzel  
Catherine M. Hill  
Daniel Menco Hirsch  
Greta Christine Holtz  
Elizabeth A. Hopkins  
Edward Bruce Howard III  
Lauren McClanahan Hueber  
Gregory Paul Hulka  
Amy J. Hyatt  
Carole Ann Jackson  
Jeanine Jackson  
Michael J. Jacobsen  
Lauren Spivak Johnson  
Matthew E. Johnson  
Marie L. Kish  
Todd Andrew Kushner  
Theresa M. Leech  
Theresa A. Loar  
Matthew John Matthews  
John M. McCaslin, III  
Elizabeth Barkalow McGaffey  
James Desmond Melville, Jr.  
Jeffrey A. Miotke  
Necia L. Quast  
Thomas C. Raezer  
Edward James Ramotowski  
David Malcolm Robinson, Jr.,  
David Alexander Rollman  
Sue Saarnio  
Edmond E. Seay, III  
Gary L. Sheaffer

David Lawrence Shuler  
Anne Winifred Simon  
Timothy W. Smith  
Robert A. Sorenson  
Teresa F. Stewart  
John W. Struble  
Thomas Edward Torrance  
Andrew L. Vincent  
Stephen W. Walker  
Charles James Wintheiser  
Cynthia Digby Wood  
Michael James Zak

MEMBERS of the Foreign Service of the Departments of State, Agriculture, Commerce and USIA, to be consular officers and/or secretaries:

*Consular officers and secretaries:*

Gloria Felicia Berbera  
Marialisa Bianco  
Bonita S. Bissonette  
Mary Elisabeth Brocking  
Kent C. Brokenshire  
Maria Noli Bronson  
Frederick C. B. Bruner  
Gregory S. Burton  
Jeremy Carper  
R. Wesley Carrington  
Joseph Patrick Cassidy  
Barbara Foulke Cates  
Maureen Elizabeth Cornack  
Valerie L. Crites  
Sheila Jean Dahl  
Paul J. Dean  
Carol Ann Dennison  
Arturo Dominguez, Jr.  
J. Thomas Dougherty  
Jacqueline Kay Dunphy  
Dale Blaine Eppler  
J. Adam Erel  
Gonzalo R. Gallegos  
James S. Gibney  
Patricia J. Glerum  
Richard R. Goesser  
Caren F. Gordon  
Steven Carl Grundman  
Henry Harrison Hand  
Shirley L. Hansen  
Wayne E. Harris  
Donald Cameron Harwick  
Wallis Spencer Haynes  
Catherine R. Heer  
Jayna Lynne Hill  
Jeffrey M. Jamison  
Edward M. Jordan  
Glen Keiser  
Pattie B. Kindsvater  
Edward Kowalski  
Christopher Miles Krafft  
Ellen K. Kresen  
Stephanie A. Kronenburg  
Clara E. Kyim  
Patricia A. Lacina  
Karin L. Larson  
Edmund R. Leather  
Spencer N. Lee  
Arthur Lin

**PERSONNEL: FOREIGN SERVICE**

Laura A. Lochman  
 Lewis A. Lukens  
 Jonathan Leon Marks  
 Daniel Linan Martinez  
 Nan Mattingly  
 Thomas P. Meehan  
 Patricia S. Megenity  
 William James Mozdzierz  
 Michael Chase Mullins  
 David John Neighbor  
 Frank E. Neville  
 David T. Newell  
 George Thomas Novinger  
 Geoffrey M. Odlum  
 Nancy J. Olson  
 Michael Dean Orlansky  
 William A. Ostick  
 Ann R. Pickens  
 Thomas Pickrel  
 Kristin H. Plaehn  
 Lynette Joyce Poulton  
 Ann G. Ramos  
 Michael Alan Richards  
 Daniel H. Rubinstein  
 Maria Rudensky  
 Jeffrey L. Samelson  
 Kirsten A. Schulz  
 Lawrence R. Silverman  
 Erik K. Sites  
 Stephen S. Sollenberger  
 Eric W. K. Stromayer  
 Sara A. Stryker  
 Laird D. Treiber  
 Jennifer A. Varrell  
 Cathy Lee Ward  
 Linda R. Weissgold  
 Alice G. Wells  
 John T. Wotring, Jr.  
 Paul D. Yeskoo

David J. Young  
 Michael Paul Zorick

*Consular officers:*  
 Phillip P. Hoffman  
 Jon Leroy Kuehner  
 Scott R. Reynolds  
 Henry Richmond  
 Julie A. Snyder  
 Samuel D. Starrett  
 Edward William Cannon  
 Stephen K. Craven  
 Lucy F. Reed  
 Daniel L. Thompson  
 Jeffrey M. Willis

PROMOTION to minister-counselor:  
 James D. Phillips

PROMOTION to counselor:  
 James F. Bermingham □

**Foreign  
 Agricultural  
 Service**

**Assignments  
 Office  
 heads**

Randy Zeitner, Abidjan  
 Paul Hoffman, Algiers  
 John Wilson, Baghdad  
 Daniel Conable, New Delhi  
 David Tallent, Nairobi  
 Richard Petges, Bangkok  
 Steve Yoder, Taipei  
 John Hopkins, Wellington  
 Larry Panasuk, Ankara



ROME, Italy—Ambassador *Peter F. Secchia* (left) presents award to *Frank J. Piason*, agricultural counselor at this key embassy in southern Europe.

Clyde Gumbmann, Belgrade  
 Maggie Dowling, Bern  
 John Reddington, Brasilia  
 Lynn Abbott, Caracas  
 Bill Emerson, Lima  
 Marcus Lower, Sao Paulo  
 David Young, San Jose  
 Robert Tetro, Copenhagen  
 Joe O'Mara, Gene

**Agricultural trade  
 officers**

Joseph Butler, Lagos  
 Phil Letarte, Manama  
 Abner Deatherage, Riyadh  
 Robert Fondahn, London

**Assistants**

\*Scott Sindelar, Beijing  
 Thaddeus Lively, Brussels  
 Michael Fay, Buenos Aires

\*Ron Verdonk, Cairo  
 Ross Kreamer, Jakarta  
 Lisa Berger, London  
 Lewis Stockard, Manila  
 Bobby Richey, Mexico City  
 \*David Neubert, Moscow  
 Leanne Hogey, New Delhi  
 Kathleen Moore, Rome  
 Michael Henny, Santo Domingo  
 \*Robert Macke, Seoul  
 John Reynolds, The Hague

*\*Will undertake "hard" language training beginning in 1990 prior to assignment in 1991. ■*



BELGRADE, Yugoslavia—Costumed for a production of "State Fair": *Phil Mosley*,

*Paulette Horne, Dave Munday, Ambassador Warren Zimmermann, Madelyn Long. Seated:*

*Mrs. Zimmermann, Hilary McClenny, Mike Tulley.*



## Honors and Awards

### Superior Honor Awards

Davis-Jones, Paul, FO-04, Bogota  
 Engle, Gregory W., FO-02, Addis Ababa  
 Gannon, Dominick R., GM-14, Washington  
 Hight, Loretta M., FP-05, Washington  
 Kaestner, Peter G., FO-02, Bogota  
 Kircher, Robert J., FP-02, Managua  
 Marciel, Scot A., FO-04, Sao Paulo  
 Moreno, Luis G., FO-03, Lima  
 Retka, Robert L., FP-01, Bangkok  
 Secor, Peter F., FO-03, Washington  
 Timmins, Lola A., FP-06, Hermosillo  
 Wyatt, Marilyn, FO-04, Washington\*  
 Young Jr., Harry E., FO-01, Yaounde □

### Meritorious Honor Awards

Bargeron Jr., John, FO-02, Cairo  
 Bunn, Charles P., FP-02, Brunei\*  
 Byrnes, Shaun M., FO-01, Moscow  
 Campbell, Arnold H., FO-02, Majuro  
 Carroll, Elizabeth, FO-03, Washington  
 Christian, Carolyn, FO-02, Brunei\*  
 Comiskey, Margaret, FO-04, Washington  
 Debusk, Loretta H., FP-03,

Munich  
 Djurdjevic, Dragan, WG-06, Washington  
 Doubleday Jr., Tom, FO-01, Washington  
 Douglas, Richard J., FO-04, Bilbao  
 Droncy, Dennis A., FO-04, Brunei\*  
 Durnell, Kevin W., FP-05, Washington  
 Eason, Richard M., FO-04, London  
 Foster, James M., FP-06, Panama  
 Griego, Robert H., FP-05, La Paz  
 Hamilton, Thomas P., FO-01, Brunei\*  
 Harrison, Jennifer, FP-06, Paris  
 Hayes, Patrick R., FO-01, Brunei\*  
 Hodai, Kathleen V., FO-02, Brunei\*  
 Holliday, Joanne P., FP-05, Cairo  
 Johnson, Kevin M., FO-03, Buenos Aires  
 Jones, Stuart E., FP-04, Bogota  
 Kaplan, Sidney L., FP-04, Ankara  
 Klecheski, Michael, FO-04, Moscow  
 Klemp, Stephen H., FO-02, Izmir  
 Kuntz II, Robert R., FP-04, Brunei\*  
 Kuntz II, Robert R., FP-04, Bangkok  
 Lemandri, Suzanne, FP-07, Ankara  
 Merritt, David V., FP-05, Brunei\*  
 Miller, Helen G., FP-05, Ankara  
 Montana, Phyllis A., FP-07, Cairo  
 Morrissey, Ellen, FP-05, Dakar  
 Norris Jr., Marion, FP-05, Brunei\*  
 O'Connor, Kim M., FP-05, Brunei\*

Perez, Carol Z., FP-05, Madrid  
 Pettitt, Martha A., FP-06, Paris  
 Riley IV, Richard H., FP-04, Moscow  
 Ritter, Katharyn A., FP-05, Brunei\*  
 Schlicher, Ronald L., FO-02, Alexandria  
 Sequeira, John S., FO-03, Manila  
 Sides, Ann B., FO-03, Dakar  
 Smith, Edward M., FP-04, Brunei\*

Spirnak, Madelyn E., FO-03, Ankara  
 Strickland, Lee A., FP-06, Oslo  
 Tindall, Margaret A., FP-06, Caracas  
 Weitzel, Robert W., FP-05, Freetown  
 Williamson, Bruce, FO-04, Oslo  
 Wojtasiewicz, James, FO-03, Brunei\* ■

\*Denotes group award.



GUATEMALA—Ambassador James H. Michel presents Darlene Mann, secretary to the deputy

chief of mission, a Meritorious Honor Award at this Central American post.



EDINBURGH, Scotland—The Foreign Service staff of this British Isles consulate general receives Superior Honor Award for its performance during the recent fatal airplane

disaster at Lockerbie. From left: June McFarlane, Sheila Meads, Patrick Meyering, Evelyn Cormack, Ann Lyons, Sheila Wallace, consul general Douglas Jones, Ambassador

Henry Catto, Allen Moyes, Elizabeth Leighton, John Hastie, Myra McCool, Dorothy Glennon.

# Bureau Notes

## The Seventh Floor

### Secretary's Office

SECRETARY BAKER traveled to Jackson Hole, Wyo., for meetings with the Soviet foreign secretary, and proceeded to New York with PRESIDENT BUSH for the UN General Assembly session. Accompanying the Secretary and serving as members of the travel advance teams were special assistants CARON JACKSON and KAREN GROOMES CASTLEMAN; staff assistants ARDIS JOHNSON and ERIC HOGHAUG; secretaries LIZ LINEBERRY and PEGGY RILEY; two deputy executive secretaries of the Executive Secretariat, JAMES COLLINS and ELIZABETH MCKUNE; PATRICK F. KENNEDY, executive director, Executive Secretariat; Secretariat Staff officers and line assistants CINDY TRODDEN (Jackson Hole advance); ALEX ARVIZU and DEB GODFREY (Jackson Hole plane team); PETER COZZENS and MARTI SZRAMEK (UN advance); LISA TENDER and JILL DOUGLASS (UN plane team); MARILYN WYATT, HELENE KESLER and DELORES HICKS (third UN team); computer specialists JOHN BENTEL and MARY E. LAKE (Wyoming); DENNIS ROSS director, Policy Planning Staff; ROBERT KIMMITT, under secretary for political affairs; the assistant secretary for public affairs, MARGARET TUTWILER, and her deputy, KIM HOGGARD; the assistant secretary for European affairs, RAY SEITZ, and his deputies, CURTIS KAMMAN and AVIS BOHLEN; the under secretary for security assistance, science and technology, REGINALD BARTHOLOMEW; the assistant secretary for humanitarian affairs, RICHARD SCHIFTER; the assistant secretary for economic affairs; and National Security Council staff member ROBERT GATES. □

### Office of the Deputy Secretary

Deputy Secretary LAWRENCE S. EAGLEBURGER traveled to Milwaukee, October 3, to be keynote speaker at the Midwestern Governors Conference. The conference theme was "Competing in a Global Economy." Mr. Eagleburger was accompanied by special assistant JUNE CARTER PERRY ... DORIS M. EAGLIN has joined the deputy secretary's staff as secretary to the senior adviser. □

### Office of the Under Secretary for Political Affairs

Under Secretary ROBERT KIMMITT traveled to Tokyo, Osaka and Kyoto, Japan, October 2-9, for meetings with Japanese officials. He was accompanied by special assistant JUDITH A. STROTZ. □

### Office of the Under Secretary for Economic Affairs

Under Secretary RICHARD T. McCORMACK, in his capacity as U.S. alternate governor, participated in the 1989 annual meetings of the World Bank and International Monetary Fund, September 24-29 ... The under secretary held bilateral meetings on the margins of the

International Monetary Fund, and on International Bank for Reconstruction and Development events with a number of countries, including Egypt, the Philippines, Jordan, Turkey, Pakistan, India and Poland. □

### Office of the Ambassador-at-large and Coordinator for Refugee Affairs

Ambassador-at-large JEWEL S. LAFONTANT, accompanied by associate coordinator JOSEPH A.B. WINDER, visited Geneva and Rome in late August. In Geneva Ms. Lafontant met with the heads of principal international refugee organizations. In Rome she reviewed the status of processing of Soviet refugees. Her trip included a visit to refugees housed in the nearby town of Ladispoli, and discussions with Italy's vice minister of foreign affairs. □

### Protocol Office

Protocol chief JOSEPH VERNER REED accompanied PRESIDENT BUSH to New York for the opening of the UN General Assembly ... Also in New York, assisting with SECRETARY BAKER's bilateral meetings, were RICHARD GOOKIN, associate chief of protocol, and WILLIAM BLACK, assistant chief for visits ... KAY BRUCE, chief, ceremonials section, coordinated the events hosted in New York by the Secretary and his wife. Events included a luncheon for the Gulf Cooperation Council, breakfasts for representatives of the Association of South East Asian Nations and South Asian Association for Regional Cooperation and receptions for the Latin American and Caribbean countries and for the Organization of African Unity. Assisting with the events were BRENDA CONNORS, DAPHNE MARTINEZ, GEORGIA GUHIN, APRIL GUICE, KIM MIDDLETON, JESSE JOHNSON, JILL SYKES, PATRICK DALY and DANIEL GROWNEY ... NANCY THOMPSON, Georgia Guhin and JOHNNA WHITE coordinated the breakfast hosted by the Secretary in honor of the Japanese foreign minister, and a luncheon hosted by the acting secretary in honor of the foreign minister of Thailand.

During September, nine foreign dignitaries visited Washington. Arrangements for the visits were made by Mr. Black. Assisting with the visits were AGNES WARFIELD, MARLENE TERRELL-KANE, JOHN LA PENTA, MARY MASSERINI, LILA BRENT and TANYA TURNER-SANDERS ... The assistant chief of protocol for accreditation, LAWRENCE DUNHAM, participated in a training session for officials of the governments of Micronesia and the Marshall Islands. □

## Administration and Information Management

### Foreign Buildings Office

Deputy assistant secretary RICHARD N. DERTADIAN attended the semiannual overseas property organizations conference, hosted by his Canadian counterpart in Ottawa. Australia, United Kingdom and New Zealand were also represented. Main agenda items related to financing

property development, asset management and maintenance programming ... Mr. Dertadian met with Ambassador SOL POLANSKY of Sofia to discuss details of the bilateral property exchange agreement and construction timetables for new office and warehouse space; the ambassador to Conakry, SAM LUPO, to discuss local difficulties being encountered in obtaining clear title to the newly-constructed staff housing, the needs for a post recreation center, and to provide a progress report on the general services/warehouse complex ... The director of program execution, BRYCE M. GERLACH, provided a briefing for the newly-assigned deputy chief of mission to Singapore, ARTHUR KOBLER, on the post's property rationalization program and planned construction of a new chancery, ambassador's residence, deputy chief of mission's residence and Marine quarters ... The director of program planning and post support, RICHARD J. SHINNICK, met with ambassador-designate CHRISTOPHER H. PHILLIPS of Bandar Seri Begawan to discuss the recently completed public access control project, installation of a new generator for the ambassador's residence and prospects of long-term leasing of the ambassador's residence and adjacent recreational facility ... Newly-assigned deputy chief of mission DAVID ROGUS of Reykjavik received an overview of U.S.-owned and leased properties, the Foreign Buildings funding situation and an appraisal of reported chancery space requirements ... Mr. Shinnick met with ambassador-designate GLEN ARTHUR HOLDEN of Kingston to discuss the post's real property holdings and potential property trades; with ambassador-designate MARION CREEKMORE of Colombo to discuss timing of the chancery roof repairs, construction planning for expansion of the consular section and plans for renovation of the former chancery; with ambassador ERIC N. JAVITS of Caracas to review possible purchase of an apartment complex and furnishings for the ambassador's residence; and with ambassador-designate JOSEPH ZAPPALA of Madrid to discuss renovations for the residence and support items. □

### Office of Operations

The newly-renovated cafeteria has opened, offering a new variety of selections. The second phase of the renovation was scheduled to be completed about November 1.

**Facilities Management and Support Services: General Services:** The exhibits section of Technical Services has assembled the Department bicentennial exhibit, which contains 97 panels.

**Safety Office:** KEN DOOLAN, industrial hygienist, and EILEEN VERITY, safety and occupational health specialist, traveled to Mexico City to perform an occupational safety and health program assessment and to evaluate post safety management programs.

**Supply and Transportation:** The commissary and recreation staff returned from a two-week trip to Athens, Cairo and Khartoum, where they conducted general management reviews of the employees' associations.

**Allowances:** MARY ANN GRIFFIN, chief

of the living quarters allowance section, and THOMAS LIBERA, living quarters allowance analyst, were traveling to Geneva, Bern, Brussels, Harrogate, Chicksands and London, for a four-week on-site review of Department allowances.

**Language Services:** Interpreting chief STEPHANIE VAN REIGERSBERG coordinated the language support provided by PETER AFANASENKO, WILLIAM HOPKINS, ALAN FRENCH, GALINA TUNIK, DIMITRY ZARECHNAK and four contractors at the Wyoming ministerial meeting ... MARILYN PLEVIN and retired staff reporter WYLMIA JAMES also traveled to Jackson Hole to prepare verbatim transcripts ... Ms. van Reigersberg and Mr. Hopkins proceeded directly to New York for the UN General Assembly session ... ZAKI ASLAN, JAMES BROWN, GISELA MARCUSE and ALEC TOUMAYAN interpreted there for SECRETARY BAKER in his bilateral meetings with foreign dignitaries ... Conference reporter FERD KUYATT covered numerous briefings and Mr. Baker's press conference at the U.S. mission ... DIMITRI ARENSBURGER, ALAN FRENCH and several contractors under the aegis of language operations manager CHARLES MAGEE departed for Geneva to prepare for the resumption of arms control negotiations ... ELIZA BURNHAM accompanied a North Atlantic Assembly tour visiting seven nations ... ADRIENNE CLARK-OTT traveled to Germany to interpret for Caravan Guard military exercises ... GISELA MARCUSE served as chief interpreter for the 23rd international mine safety conference in the Department ... At a general meeting on September 8, director HARRY OBST presented 20-year length-of-service awards to ZAKI ASLAN and JACKIE PETERSON. BRIGITTE LENT and PETER AFANASENKO received 10-year awards for length of service. □

#### Information Management

The following were here on consultation recently: LARRY ADDINGTON, Lima; JAMES BALSITIS, Montreal; THOMAS BELL, Brussels; PHILLIP BLANCHARD, London; ROBERT BRIGHT, Pretoria; ROBERT CUMMING, Copenhagen; LEO CYR, Luxembourg; JOHN DAVIS, Vienna; RAUL HOLGUIN, Islamabad; RUDOLPH HOJOLA, Jerusalem; GEORGE McCUMBER, Monrovia; NICK ROMEO, Canberra; ANTHONY SKOK, Belgrade; EDWARD SMITH, Asuncion; CHARLES MOORE, Geneva; RONALD OSLOWSKI, Frankfurt; DAVID WINDLE, Mexico; ROBERT ZIMMERMANN, Bangkok; SWAIN BRITT, Bogota; MARK BUSKE, Rome; BRADLEY DUFF, Vienna; MICHAGE DUGAN, Muscat; SEBASTIAN FAILLA, Brussels; KIRK INGOLDSTAD, Montevideo; ALLAN JEFFRIES, Ankara; EILEEN NESBERG, Tel Aviv; NELSON PARKINSON, New Delhi; BETTY SHERIDAN, Damascus; PAUL SIELOFF, Warsaw; CHRISTOPHER SINNOTT, Geneva; DONALD SMOCK, Brussels; EDWARD SAUNDERS, Monrovia; MARK TRAXLER, La Paz; YVONNE WHITE,

Beijing; KEVIN WILLIAMS, Sanaa; PHILLIP FAIN, Manila; CHRISTOPHER GUSTAVUS, Nairobi; HAROLD McMILLIAN, Vienna; KENNETH ERNEY, Washington; ROBERT KNOTT, Washington; RICHARD McCLOUGHAN, Washington; NICAICIAO MENDOZA, Miami; WALLACE EUSTIES, Baghdad; WILFREDO IRIZARRI, Havana; RICHARD KALLA, Jakarta; ALBERT KAYA, Grenada; WILLIAM LINGER, The Hague; DANNY LOCKWOOD, Lilongwe; DAVID NEUSER, Port-au-Prince; ROBERT BURKHART, Bonn; GEORGE HILLEY, Brussels; ERMIN HARRIS, Jakarta; WILLIAM JOHNSON, Bonn; NORMAN LECLERC, Canberra; MATTHEW McCLAMMY, Lagos; RICHARD McINTURFF, N'Djamena; MICHEL MONDAY, Nicosia; LESLIE OLY, Jakarta; ALBERTO ORTIZ, Cairo; LARRY ROBERTS, Bonn; AURELIA SYKES, Rangoon; WILLIAM TONER, Paris; RICHARD BLAKLEY, Bonn; PATRICK MEAGHER, Mexico; MICHAEL BOWCUTT, Miami; RICK GETZ, WILLIAM JACKSON, SANDRA MUENCH, JOSEPH TALBOT and ROBERT WALKER, Washington.

Completing courses in the Training Division were DANIEL AGUAYO, Bucharest; JAMES BALSITIS, Montreal; MARK BUSKE, Rome; MICHAEL CESENA, Kabul; ROBERT CUMMING, Copenhagen; LEO CYR, Luxembourg; JOHN DAVIS, Vienna; RUDOLPH JOJOLA, Jerusalem; RICHARD PATONAI and ELIZABETH PRATT, Washington; ANTHONY SKOK, Belgrade; KATHELEEN DONAHUE, Johannesburg; ERNESTINE MUNSEY, Montreal; GARY COOK, Seoul; RAYMOND GUERRERO, Belize; ALBERTO ORTIZ, Cairo; ERIC O'REA, Washington; LARRY ROBERTS, Bonn; HAROLD JIMERSON, Lisbon; LEWIS LA TURNER, Vienna; DANIEL MERCER, NAIROBI; DONALD SMOCK, Brussels; ROBERT ZIMMERMAN, Bangkok; THEODORE CULP, New Delhi; RUSSELL EDGETT, Bangkok; MATTHEW McCLAMMY, Lagos; EDWARD SAUNDERS, Monrovia; BETTY SHERIDAN, Damascus; CLINTON FRITH, Bamako; LARRY MOYER, Ouagadougou; DANIEL DONAHUE, Stockholm; MICHAEL DUGAN, Muscat; SEBASTIAN FAILLA, Brussels; CHARLES MOORE, Geneva; EUGENE SOUCY, Singapore; MARK FALTERMAN, KENNETH HOOKS, JOSEPH KORBELACK, ERIC MILSTEAD, SCOTT YORK, MICHAEL DOUGLAS, STEPHEN LIPPINCOTT, JAMES McCLURE, SANDRA MUENCH, WADE TAYLOR and CHARLES WILLS, Washington; ALBERT CHILDS, Yaounde; AZIZ AHMED, Washington; ROBERT CONCEPCION, Lima; CHRISTOPHER DYE and MILTON GREEN, Washington; LINDA KENT, Brussels; MELVIN KOLB, Libreville; JOSEPH KORBELACK, BRIDGET LITTEER, BRUCE MAC EWEN and THOMAS TOLLIVER, Washington; VINA HALL, Karachi; ANDREW KOPIAK, Lisbon; TEDDY PAYNE, Pretoria; WILLIAM LINGER, The Hague; LORI SIMMONS, Washington; ARELIA SYKES, Rangoon. □

#### Regional Administrative Management Center, Mexico

BILL WADSWORTH visited the center to discuss progress on the implementation of the access control management facility software system and the role of the center in the consolidated American personnel and pay system contingency plan. The access control management facility software implementation is part of an ongoing effort by the Information Security Division to upgrade security at the three regional administrative management centers. Each center has established a committee which acts as a focus for implementation issues. The access control software is intended to provide information management security officers a systematic means of controlling user and data set access to Department resources. Before software can be implemented, standards are to be established which apply to users and data sets. This meeting of the access control software implementation committee concentrated on the standards in place at the Mexico City center ... While in Mexico City, Mr. Wadsworth participated in a meeting of the center's contingency management board. He presented a draft model showing the involvement of Department offices in the domestic and overseas consolidated American personnel and pay system contingency plan. The plan, once approved by the board, would be the model for all subsequent critical Department applications. □

#### Regional Management Center, Bangkok

RICK HERMESMAN and CAROLYN FRANKLIN traveled to Bangkok on August 21 for a two-week period. They installed and upgraded the Wang Office to version 2.05.50. They also tested security implementation standards. These standards will be incorporated in the Wang Office package released and installed at overseas posts. □

#### Information systems activities

**Software release process:** GARY PADGETT and PHYLLIS ZOETIS led a tour of the Network Computer Room Wang VS systems for members of Consular Affairs' configuration management systems team, the week of August 26. Purpose of the tour was to provide a demonstration of the software release process and configuration management of software releases. Information Management supports the release of all Consular Affairs software applications to overseas posts. The tour provided detailed explanation of the amount of preparation and work that goes into software releases.

**Training:** GAYLE O' SHEA attended a training class in "Design of Office Information Systems," August 21-25 ... During the same period, TRACY COOPER, ELSA HOBART, and KAREN STOCKTON attended a training class in basic procurement, and JOHN MACK attended the "Washington tradecraft" course ... As part of efforts to expand training available to domestic users, ANITA BANKS and MELBA SUGGS of the Domestic Support Group conducted a controlled user environment training class, August 28-30 ... Ms. Suggs conducted a training class, September 12-14.

## BUREAU NOTES

**Standards requirements survey:** ANNA BOSTWICK, standards officer, accompanied contractor personnel from American Management Systems, Inc., to the Bangkok Regional Administrative Management Center, August 7-18, to conduct a survey of standards requirements. A similar survey was conducted at the Paris center in June. A survey of the Mexico center is scheduled for later this fall. The analysis, when completed, will contain an assessment of the quality of documentation pertaining to all procedural elements for each center, and recommendations concerning the documentation of each element.

**Systems security training:** Information systems security officers THOMAS NIGHT-ENGLE and WILLIAM WADSWORTH attended the ninth annual conference on control, audit and security, of IBM Systems. A training institute sponsored the conference in Chicago, September 17-21. Because the Department relies heavily on its IBM mainframe computers, the office said, Mr. Nightengale and Mr. Wadsworth attended sessions covering the evaluation and protection of IBM operating systems, IBM software for managing application systems development and transaction processing and security software for protecting information processing on IBM computers.

**Regional Systems Managers Conference:** EDWARD M. COURLANG, CARL JOHNSON and STEVEN LEACH attended the regional systems managers conference at the Regional Administration Management Center, Bangkok, September 18-23.

Deputy assistant secretary ROBERT CARR and staff assistant JAN OGDEN discussed the reorganization and personnel issues at the opening session, also attended by communications program officers from Embassy Bangkok. The Wang information management team then conducted workshops on networking and communications, systems optimization, operating systems security, Wang Office, and PCs and PC local area networks. The last day was given over to a wrapup of the conference, an impromptu discussion of the Information Management reorganization, and miscellaneous topics.

**Information Technology Center:** As of October 2, the Information Technology Center staff support has been provided by Technical Management Services of Arlington, Va. The staff members are KARI GARELL, project manager; DELORES BROWN, center coordinator; FRANCIS SUTHERLAND, KEN KOBILARCIK and DERRICK LEWIS, microcomputer analysts. The center is now a part of the new information services component of Information Management. It is still in Room 12B61 of Main State. Hours of operation are 9 a.m. to 4:30 p.m. □

### Office of Commissary and Recreation Affairs

The office, in coordination with Embassy Tunis, hosted a regional employees association conference, October 16-20. Attendance, which included over 80 participants from Europe, the Middle East and northern Africa, made this conference the largest of its kind. The format con-

sisted of peer group discussions, question-and-answer periods and lectures. The lectures were conducted by Ambassador ROBERT H. PELLETREAU, Embassy Tunis; RAVI SIKAND, director, commissary affairs; JERRY TOLSON, deputy assistant secretary for operations; ARTHUR JONES, regional security officer, Tunis; ALEX TOMASZCZUK, Office of the Legal Adviser; MAUREEN CARUSO, vice president and board member, Clements & Co.; JOHN PAYNE, Office of the Inspector General, assistant inspector general for audits; SALLY HAMILTON, Office of the Inspector General; STEVE SMITH, administrative officer, Embassy Tunis; LINDA WATT, post management officer; JAMES MARK, executive director, Africa bureau; JAMES B. LACKEY, director, supply, transportation and procurement; MIRIAM OLINGER and DIANE OLSON, Tunis community liaison office coordinators, FRED PABLO, Internal Revenue Service representative; A. A. LA VALLE, executive director, Navy Resale Services Support Office; ROBERT DICKSON, chief, acquisitions, Procurement Division; CLIFF MECKLENBURG; RON PAOLETTI, chief, Outdoor Recreation Office, Department of Defense; PAUL CULVER, director, Oakland Commissary Region, Navy Resale Services Support Office; JIM HAMILTON, financial analyst, International Monetary Fund; ELIZABETH WEBER, program manager, Commissary Affairs Office; SAM MEHRA and BRIAN TEMPLE subsystems technologies; DONNA VAN DYKE, computer analyst, Commissary Affairs Office; RAYMOND HOBBS, restaurant management consultant; and STEPHEN REYNOLDS, Seagram Overseas.

A Computer Training Seminar was held the following week. This seminar instructed participants in the utilization of the recommended computer software, which will be used to standardize the financial reporting formats of associations worldwide. The participants were divided into groups (beginning/intermediate/advanced) according to their computer experience and familiarity with the software. This format allowed

each group to advance at its own pace, while serving the individual needs of the participants and, consequently, their association members at post. The training was led by the Commissary Affairs Office computer analyst, DONNA VAN DYKE.

The employee association conferences are intended to provide employee association authorities and staff with guidance to ensure their compliance with Department regulations and federal laws. □

## African Affairs

**Office of the Assistant Secretary:** Assistant Secretary HERMAN J. COHEN, accompanied by JOHN ORDWAY and CHARLIE SNYDER, visited Kinshasa, Pretoria and London, September 9-17 ... Mr. Cohen attended UN General Assembly sessions, September 25-29 ... On September 19 he addressed the World Affairs Council of Northern California, and on September 26 the Columbia School of Journalism ... He reviewed African issues with ROGER TOMKYS, deputy under secretary of the United Kingdom foreign office, September 18 ... On September 20 he met with ETHEL and MICHAEL KENNEDY to discuss southern Africa concerns ... WARREN CLARK JR., senior deputy assistant secretary, testified on Angola before the House Foreign Affairs Africa Subcommittee, September 27 ... Deputy assistant secretary KEVIN CALLWOOD returned from orientation travel to West Africa, September 15. He had traveled to five countries and met with chiefs of state and other government officials.

**Office of the Executive Director:** Executive director JIM MARK accompanied Under Secretary IVAN SELIN and his executive assistant,

LAGOS, Nigeria—The under secretary for management, *Ivan Selin*, at a training session for security guards at the embassy. Regional security officer *Robert Franks* is on Mr. Selin's right.





ACCRA, Ghana—At award ceremony, left to right: Pearl Amarquaye, Ambassador Stephen R. Lyne, Mary Lartey.

DICK BOWERS, to 10 African countries and 18 cities across the continent, August 25–September 10. Mr. Selin spoke on management initiatives at the posts and had an opportunity to hear from management officials abroad.

**Office of Economic Policy:** CINDY TINDELL, assistant commercial coordinator, visited eight African countries, reviewing the investment climate and trade opportunities in Rwanda, Burundi, Tanzania, Zimbabwe, Zambia, Lesotho, South Africa and Mauritius. She helped organize donated U.S. educational book shipments to some of these countries. . . DANE SMITH, office director, traveled to Paris to attend a World Bank meeting, October 4–6, and the Friends of

Cote d'Ivoire meeting, October 9–10 . . . MARY GORJANCE, economist, traveled to Benin, Burkina Faso, Cape Verde, Gambia, Guinea, Guinea-Bissau, Mali, Mauritania and Senegal, September 22–October 13. Her trip included visits to self-help projects and discussions of food and disaster relief issues. □

### Comptroller's Office

Chief financial officer JILL E. KENT; C. EDWARD DILLERY, director, Office of Management Policy; ELIZABETH A. GIBBONS, associate comptroller for financial management; MELVIN HINES, associate comptroller for financial operations; RICHARD L. GREENE, acting associate comptroller for budget and planning; and JOSEPH G. BANYAS, director, Office of Reimbursements, participated in the Bureau of Inter-American Affairs' administrative officers conference, September 11, in Leesburg, Va. . . On September 12–13 JAMES MARABLE and RAY EVON of Financial Management and ELIZABETH FELDMAN and JOYCE SEABORN of Financial Operations traveled to the U.S. mission to the United Nations to meet with Ambassadors THOMAS PICKERING, ALEXANDER F. WATSON and MILTON J. WILKINSON and administrative counselors LINDA SHENWICK and WILLIAM KOHLENBUSH, to discuss financial management issues. □

### Consular Affairs

Assistant Secretary JOAN M. CLARK traveled to London, Moscow, Stockholm, Rome and Naples, September 16–27. She was accompanied in London and Moscow by the bureau's special assistant, SANDRA N. HUMPHREY, and by the bureau's deputy executive director, ANN SWIFT. In London, Miss Clark was briefed on the success of the machine-readable passport, and was given an update on the nonimmigrant visa waiver pilot program. In Moscow, she reviewed

preparations for processing Soviet refugees. She then went to Stockholm, September 21, and to Rome and Naples, September 22–27, to review consular services and to study refugee processing in Italy. . . From October 4–6 Miss Clark was in Santo Domingo for the formal inauguration of the machine-readable visa pilot program. She was accompanied by BARRY J. KEFAUVER, the bureau's executive director, and P. DAVID HUSAR, Visa Office.

**Passport Services:** EDWARD N. HART, regional director for the Seattle Passport Agency, and STEVEN J. MULLEN, Seattle's antifraud program coordinator, attended a briefing by the Bureau of Diplomatic Security on law enforcement and the diplomatic community. The seminar was in conjunction with the 1990 Goodwill games, and focused on privileges and immunities granted to diplomats and consular personnel planning to visit the Seattle region during the games. . . Seminars were held at the Seattle agency, September 15 and 25, for passport acceptance agents from Alaska, Colorado, Idaho, Nebraska, Oregon and Washington. Participating were EDWARD HART, STEVEN MULLEN, adjudication supervisors JOAN McGEACHY and LINDA LARSON, and SUSAN I. SHORT, Seattle's acceptance agents coordinator. . . WILLIAM BEARDALL of the Seattle agency was presented a cash award, September 19, under the Department's employee suggestion program.

**Fraud Prevention Programs:** From September 14–20 JOHN CAULFIELD was in Istanbul to conduct antifraud segments at consular officer and Foreign Service national workshops. . . He then went to Warsaw and Athens for consultations with consular officials on antifraud issues. . . On September 20 C. PAM HOLLIDAY conducted an antifraud training session for Immigra-

ROME, Italy—At consular conference, left to right: Phyllis Bucsko, Joseph Torres; Barbara Wilson; consul general Dudley G. Sipprelle; Ambassador Peter F. Secchia; Assistant Secretary Joan M. Clark; Virginia Morris; James Stewart; Marilyn Jackson; Nora Dempsey; James Blanford; Peggy Gennatiempo.





**PERTH, Australia**—Consul general *Will Itoh*, right, presents awards to consular officer *Louis McCall* and *Sandy Kenworthy*, administrative assistant.

tion and Naturalization Service inspectors and examiners, at the Federal Law Enforcement Training Center in Glynco, Ga.

**Public Affairs:** CHARLES SMITH has transferred to the bureau's public affairs staff. He was in the European division of the Citizens Emergency Center. □

## East Asian and Pacific Affairs

Assistant Secretary RICHARD H. SOLOMON attended the opening of the 44th UN General Assembly in New York, September 25–October 2, to support SECRETARY BAKER's schedule of high-level appointments there. He was accompanied by principal deputy assistant

secretary L. DESAIX ANDERSON, deputy assistant secretary-designate STEVE PIECZENIK, special assistant MATTHEW DALEY, staff assistant LISA KUBISKE and front office staff members CINDY BILLMAN and ELIZABETH BOYD ... L. DESAIX ANDERSON accompanied VICE PRESIDENT QUAYLE on his recent trip to Seoul and Tokyo, and deputy assistant secretary DAVID F. LAMBERTSON joined the Vice President on his visit to Manila and Kuala Lumpur.

On September 18 MARILYN A. MEYERS assumed her duties as deputy assistant secretary responsible for Australia, New Zealand, Pacific island affairs and the Freely Associated States. She immediately boarded a plane and headed for Honolulu, where she attended an insular policy conference chaired by the Interior Department, September 19–20 ... On September 6 regional affairs acting director DAVID WALKER participated in a briefing and luncheon for the visiting director of the UN border relief operation, TOSHIYAKI NIWA ... On September 11 Mr. Walker (with JOSEPH FLANZ) briefed military officers visiting from East Asian countries on U.S. priorities and policies in the region ... On September 18 he spoke to a group from the Chamber of Commerce of Western Alabama, on political security and economic trends in East Asia ... On September 19 he spoke to a group from the Los Angeles Junior Chamber of Commerce, same topic ... On September 21 he received and briefed ANDREW J. PERRY, chairman, Center for Migrant Studies, Monash University of Australia ... On September 28 Mr.

**ULAANBAATAR, Mongolia**—Taking a break from negotiations on a consular convention is *Edward Betancourt* of Overseas Citizens Services, Bureau of Consular Affairs.



**MANILA, Philippines**—*Nelja Fancher*, Foreign Service secretary in the political section, is presented Meritorious Honor Award and cash award by Ambassador *Nicholas Platt*.

Walker participated in a briefing and luncheon for SERGO VEIERA d. MELLO, director for Asia of the Office of the UN High Commissioner for Refugees ... On October 16–17 Mr. Walker was to represent the bureau at the Geneva meetings under UN high commissioner auspices, to review a comprehensive plan of action for Indo-chinese refugees ... CAROL DENNISON spent three weeks in the bureau regional affairs office working on UN General Assembly matters and humanitarian affairs. □

## Economic and Business Affairs

CHRISTOPHER G. HANKIN, deputy assistant secretary for international trade controls, headed the U.S. delegation to the Coordinating Committee on Export Controls' executive committee meeting in Paris in early October ... Afterwards, Mr. Hankin held bilaterals with committee officials in Madrid, Lisbon, The Hague and Brussels in preparation for the organization's high-level meeting ... MARK WIZNITZER, chief, Security and Enforcement Licensing Division, accompanied Mr. Hankin ... ROBERT L. PRICE, director, Office Coordinating Committee Affairs, traveled with ALLAN WENDT to Stockholm and Helsinki, where they conducted coordinating committee and export control negotiations with respective ministry officials ... CHARLES ANGEVINE, acting deputy assistant secretary for transportation affairs, chaired a round of civil aviation negotiations with West Germany, September 26–28, in Washington. MARK MOWREY, Office of Aviation Negotiations, participated ... Mr. Angevine chaired negotiations with Ireland, in Dublin, October 10–11 ... JAMES TARRANT, special negotiator for transportation affairs, chaired civil aviation talks with Thailand, in Bangkok, September 7–8.



MARIE MURRAY, Office of Aviation Negotiations, participated ... PAUL WISGERHOF, director, Office of Aviation Negotiations, had civil aviation discussions with the Cayman Islands, September 20. RON KIRKPATRICK, same office, participated ... Mr. Wisgerhof led discussions with Kuwait on October 5. CORNELIA MILLER, Office of Aviation Negotiations, participated ... ROBERT STERN, deputy director, Office of Aviation Negotiations, chaired civil air negotiations with the Dominican Republic, September 13-15. Ron Kirkpatrick, same office, participated ... JOAN GRAVATT, Office of Aviation Programs and Policy, was a U.S. delegate to the 27th session of the International Civil Aviation Organization assembly in Montreal, September 19-October 6.

WES SCHOLZ, director, Office of International Commodities, led the U.S. delegation to the October 30-November 7 council meeting of the International Tropical Timber Organization, in Yokohama, Japan ... He also participated in informal consultations with the Antarctic treaty parties, in Paris, October 5-6, on launching negotiations on a liability protocol to the Antarctic minerals convention.

HARVEY WINTER, director, Office of Business Practices, served as alternate delegate to a meeting of the governing bodies of the World Intellectual Property Organization, in Geneva, September 25-October 4, at which the biennial program and budget of the organization was reviewed and adopted.

STEPHEN ECTON, director, Office of Development Finance, and MOLLY O'NEAL, same office, represented the Department in the September 21-22 negotiations toward the ninth replenishment of the International Development Association, and the September 23 meeting of the development committee of the World Bank and the International Monetary Fund. They and senior Department officials participated in the annual meetings of those institutions as well. New policies to guide World Bank preparation of environmental impact statements were announced at these meetings ... LARRY BUTCHER, Office of Development Finance, led the U.S. team on financial measures during the October 2-6 meeting of the response strategies working group of the intergovernmental panel on climate change ... RUSS TROWBRIDGE, Developed Country Trade Division, was the Department representative in the U.S.-Korean telecommunications negotiations during September in Seoul.

**People:** Recent arrivals included those of GEORGE REIFF, Executive Office; ALAN PARKER, Nanci HUBBELL and GENEVIEVE BOLIJ, Office of East-West Trade; JANET POTASH, Office of Food Policy; and JOSEPH YUN, Office of Monetary Affairs. □

## Family Liaison Office

The office and the Foreign Service Institute's School of Professional Studies presented their first training program for new community liaison office coordinators. "Professional

Skills Development for Community Liaison Office Coordinators" was held at the Woods Inn in Hedgeville, W. Va. The sessions were facilitated by Foreign Service Institute trainers DAWN FRICK and FREDERICA BURNETT. Individual sessions were led by Family Liaison Office staff members MARYANN MINUTILLO, JOAN HINDS, TERRI WILLIAMS, JOAN PRYCE, KAY BRANAMAN EAKIN, EILEEN MILAS, and MICHAEL ANN DEAN. Other speakers included LEE LACY and NANCY FORBORD of the Overseas Briefing Center.

The following community liaison office coordinators visited the Family Liaison Office in September: BEVERLY MORRIS (Buenos Aires), CAROL DALY (Prague), KARYL MORRISON (Sanaa), LAUREL McMULEEN (Managua), TERRI MATSON (Frankfurt), BOBBIE JONES (Tegucigalpa), SUJATA BUCK (Lima), GIGI DAVIS-JONES (Bogota), DONNA ELMENDORF (Quito), DORIE SOUTHERN (Bridgetown), LU COLE (Niamey). □

**FAMILY LIAISON OFFICE**—At training program for community liaison office coordinators, left to right, first row: *Kay Eakin, Terri Williams, Joan Hinds, Maryann Minutillo*. Second row: *Pirkko Urli, Joan Pryce, Mary Lee Hobbie (Nassau), Delia Lavelle (Pretoria), Bonne Whitley (Belize), Jackie Ball (Yaounde)*. Third row: *Eileen Milas, Michael Ann Dean, Diane Downs (Kuala Lumpur), Donna Davis (Sanaa)*. Fourth row: *Jackie Champion (Lilongwe), Barbara Boisvert (Brussels), Linda Campbell (Toronto), Priscilla Cordova (Guadalajara), Anita Wooten (Bridgetown)*. Fifth row: *Ellen Mooneyham (Kuwait), Joan Vette (Amman)*. Sixth row: *Violet Nissly (Islamabad), Jackie Penner (Colombo), Jo Ann Hutcheson (Leningrad), Carolyn Campbell (Harare), Chgeryl Day (Madras)*. Seventh row: *Jae Chung (Taipei), Thea Porter (Lusaka)*.



## Foreign Service Institute

PETER BECHTOLD, chairman of the Near East/North Africa courses, School of Area Studies, was the inaugural speaker, September 14, at the congressional lecture series of the U.S. Global Strategy Council. He spoke on issues associated with water scarcity in the Middle East. Participants included congressional members of the Environment and Energy Study Conference ... ANNE IMAMURA, who chairs East Asia area studies, and PETER SKAER, language training supervisor for Korea and Japan, visited Foreign Service Institute schools in Seoul and Yokohama, in September, to interview faculty and students on training needs ... KENDALL MYERS, West Europe area studies chairman, returned from visits to West Germany, France, Spain and Portugal, where he explored attitudes regarding unification in Europe.

LINDA TOOLE has been named deputy coordinator, Office Management Training Division. In addition, she will be chairwoman of the Foreign Service and Civil Service secretarial training programs ... TANYA AL-KHATEEB has joined the Research Evaluation and Development Division, School of Language Studies, as a program assistant; she transferred from the Department of Veterans Affairs ... JOSEPH WHITE, language training supervisor, visited the Defense Language Institute, Monterey, Calif., to consult with the German language section about its listening comprehension program and to interview applicants for instructor positions in East European languages ... In mid-September TOM GARZA traveled to Zagreb and Belgrade, Yugoslavia, to administer language tests, to gather materials and to familiarize himself with the operation of posts ... He went on to the Soviet Union, where he conferred on a joint textbook production project and presented a paper in



**FOREIGN SERVICE INSTITUTE**—Secretary Baker, left, views model of the projected campus at Arlington Hall with director Brandt Grove.

Russian at a Russian language and literature conference in Moscow.

DAWN FRICK and FREDERICA BURNETT, educational specialists, School of Professional Studies, in conjunction with the Family Liaison Office, conducted a five-day orientation for 20 community liaison officers, September 25–29, in Hedgesville, W. Va. . . BARRY WELLS, director, curriculum and staff development unit, facilitated a three-day management workshop for the South Asia region of the Near East and Asia bureau, in Bonn, West Germany, October 1–4 . . . ROGER STEVEN TAYLOR served as a trainer at an off-site workshop for Senior Seminar participants, September 5–8 and 11–14, at Harpers Ferry, W. Va. . . He directed delivery of a "training of trainers" workshop for Foreign Service Institute and Diplomatic Security personnel, September 18–20 and 27–29.

The School of Professional Studies and the Overseas Briefing Center, in a cross-cultural project, cosponsored a design skills workshop, October 23–25, at the Hagerstown, Md., Ramada Inn. The workshop was designed for staff representing all institute schools and centers. Its purpose was to enable institute staff to design courses with a view to providing training for effective performance, particularly in the area of cross-cultural interaction. The workshop focused on designing courses based on principles of adult learning and systematic instructional design; infusing cross-cultural competencies, materials and methodologies into the design process; and exploring opportunities for inter-school/center collaboration. □

## Intelligence and Research

*Office of Analysis for the Soviet Union and Eastern Europe:* MARTHA MAUTNER, deputy director, spoke at the Department-sponsored conference on U.S.–Soviet relations in Bozeman, Mont., September 19 . . . She addressed the Council of Foreign Relations in Billings, Mont., September 18, and civic and media groups there and in Bozeman, Helena, Missoula and Great Falls, Mont., September 18–25 . . . MORTON SCHWARTZ, analyst, lectured on Soviet foreign policy under President Mikhail Gorbachev, at a Foreign Service Institute area seminar, September 29. □

## International Communications and Information Policy

SONIA LANDAU, U.S. coordinator and director of the bureau, traveled to Amsterdam and Geneva, September 30–October 4 . . . In Amsterdam, she headed the U.S. delegation to the 15th assembly of parties of the International Telecommunications Satellite Organization . . . In Geneva, she delivered an address on "Globalization of the Mass Media: Trends of the Future," at the International Telecommunication Union's first world electronic media symposium and exhibition . . . She also held meetings with International Telecommunication Union officials, including Secretary General-elect PEKKA TARIJANNE, and was a speaker at a dinner in honor of the USIA Worldnet program . . . TIMOTHY C. FINTON, special assistant, accompanied Ms. Landau in Europe . . . KENNETH BLEAKLEY was named senior deputy coordinator and senior

deputy director of the communications and information bureau on October 2.

RANDOLPH C. EARNEST, director, Office of Satellite and Cable Policy, and CLARK NORTON, deputy director, traveled to Amsterdam for the International Telecommunications Satellite Organization's 15th assembly of parties, October 2–5 . . . LUCY RICHARDS, director, Office of Industrialized Country Policy, participated in the telecommunications policy officers conference in Paris, October 10–11 . . . WARREN RICHARDS, deputy director, Office of Radio Spectrum Policy, represented the United States at technical meetings in Geneva, October 2–25. He participated in an interim working party session on high-definition television; led a U.S. delegation to the International Frequency Registration Board's high frequency broadcasting conference; and attended meetings of the Consultative Committee for International Radio . . . WILLIAM JAHN, same office, participated in meetings of the U.S.–Mexico Binational Commission, in San Diego, September 18–21 . . . MARC SWARTVAGHER joined the office as a student intern for one semester.

EARL BARBELY, director, Office of Telecommunications and Information Standards, represented the United States at a meeting of Study Group III (on tariffs) of the International Consultative Committee for Telegraph and Telephone, in Geneva, October 10–20 . . . GARY FERENO, deputy director, represented the United States at a meeting of the committee's Study Group XVII (on data communications), in Geneva, September 25–30 . . . WILSON RILEY, deputy director, Office of Diplomatic and Public Initiatives, attended the World Electronic Media Symposium and Exhibition, and participated in a meeting of the advisory board of the Center for Telecommunications Development of the International Telecommunication Union, in Geneva, October 2–11. □

## International Narcotics Matters

On September 12 Assistant Secretary MELVYN LEVITSKY testified before the House Committee on Foreign Affairs on the international aspects of the President's drug control strategy . . . Mr. Levitsky appeared before the Senate Permanent Subcommittee on Investigations, September 29, to discuss Andean narcotics control programs . . . On September 15 he participated in a panel on narcotics at the annual Black Caucus session . . . On September 25 he addressed the Voice of America "Drug Workshop for Journalists" and, on September 26, he traveled to San Antonio to speak to the Justice Department's U.S. attorneys on State policies and programs to reduce the production and transiting of international narcotics.

As chief of the U.S. delegation to the October 2–4 Caribbean ministerial narcotics law enforcement conference hosted by Jamaica, Mr. Levitsky provided delegates with highlights of the U.S. strategy against drugs. Other U.S. dele-



gates to the meeting were the acting commissioner of customs, MIKE LANE; Embassy Jamaica chargé STEVE GIBSON; MICHELE KLEIN, Office of the Legal Adviser; VONDA DELAWIE, Caribbean desk, Bureau of Inter-American Affairs; and International Narcotics Matters program officer CANDIS CUNNINGHAM ... October 5 Mr. Levitsky participated in a televised discussion on international efforts to combat narcotics, with Jamaica's Prime Minister MICHAEL MANLEY, a program staged in connection with Jamaica's National Drug Awareness Week ... On September 14 Mr. Levitsky discussed narcotics issues in Laos with Vice Foreign Minister SOUBANH SRITHIRATH. Topics of mutual concern and a possible U.S./Lao government narcotics project were covered. The meeting was attended by CHARLES SALMON, chargé, Vientiane; CHARLES TWINING, Bureau of East Asian and Pacific Affairs; and GENE MARSHALL and AL NUGENT, Bureau of International Narcotics Matters. Accompanying the vice minister were LINTHONG PHETSAVANH, from the Lao ministry of foreign affairs, and the chargé d'affaires for Laos in Washington, DONE SOMVORACHIT ... Mr. Levitsky met with RYOZO KATO, minister for political affairs of the Japanese embassy, September 27. The narcotics issue and U.S.-Japanese cooperation were discussed. AL NUGENT of International Narcotics Matters and TIMOTHY BETTS of the Bureau of East Asian and Pacific Affairs attended the meeting ... Ambassador DANIEL O'DONOHUE, from Thailand, met with Mr. Levitsky, October 4. Cooperation and progress on bureau and embassy programs with the royal Thai government were covered in the meeting.

Bureau program officer MARIA TREJO traveled to Mississippi University for Women to participate in its "Drug Free America Day," September 26. She spoke on curtailing drug importation ... Special assistant CATHERINE SHAW spoke to the National Association of State Drug Enforcement Agencies conference, in Asheville, N.C., September 13 ... The bureau's RAYBURN HESSE participated in post-summit follow-up discussions on international money laundering issues, in Paris, last month.

Lieutenant Colonel DAVID RANKIN has joined the bureau as an aviation adviser in the air wing. Previously assigned to the of Bureau of Politico-Military Affairs, he is an Air Force fighter pilot who has had assignments in El Salvador, Korea, Thailand and Vietnam ... Deputy assistant secretary-designate PETER BORROMEO and program officer ROBERT MYERS participated in a trilateral meeting with representatives of the Italian and Spanish governments, in Rome, September 26-27 ... Mr. Myers subsequently traveled with Drug Enforcement Agency assistant administrator GENE HAINSLIP to Vienna, Bonn, the Hague and Paris, to discuss controlling the shipment of precursor chemicals. They also met with UN Fund for Drug Abuse Control representatives in Vienna ... On September 28 KIRK-PATRICK KOTULA represented the bureau in Woods Hole, Mass., at the decom-

missioning of the Coast Guard cutter Cape Henlopen. The craft, after a career of search and rescue, maritime environmental protection and narcotics seizures on the high seas, was retired from the Coast Guard service; she starts a new career with the Costa Rican coast guard, supporting the international war on drugs ... Program officer ALBERT K. MATANO traveled to Peru and Ecuador, September 25-October 5, to assess U.S. antinarcotics assistance programs and consult with law enforcement officials. □

## International Organization Affairs

Assistant Secretary JOHN R. BOLTON, accompanied by his senior deputy, JOHN WOLF, traveled to New York to consult with his Soviet counterpart, deputy foreign minister VLADIMIR PETROVSKY.

JOHN D. FOX, managing director, Office of UN System Administration, was elected by acclamation to serve on the Advisory Committee on Administrative and Budget Questions, an expert financial body of the United Nations. He will divide his time between Washington and New York for the next several months while the committee is in session ... DAVID LEIS, deputy director, Office of UN System Budgets, served on the delegation to the International Civil Aviation Organization session in Montreal, September 25-October 7 ... MARK GLYPTIS, Office of UN System Budgets, served on the delegation to the International Maritime Organization assembly meeting in London, October 9-20 ... He represented the United States at the International Mar-

**ISLAMABAD, Pakistan—Ambassador Robert B. Oakley presents Superior Honor Award to Richard K. McKee, left, for his work with the UN Human Rights Commission in Geneva, prior to his assignment as consul general in Lahore.**



itime Organization council meeting immediately preceding the assembly.

NEIL A. BOYER, deputy director for technical specialized agencies, served on the U.S. delegation to the 34th meeting of the directing council of the Pan-American Health Organization in Washington, September 25-30 ... MARY ANN KEKICH, same office, and MARK GLYPTIS, Office of UN System Budgets, served on the U.S. delegation to the assembly of the International Maritime Organization in London, October 6-20 ... ROBERT W. MUSTAIN, Office of UN Social and Refugee Affairs, was a member of the delegation to the UN high commissioner for refugees' executive council meeting in Geneva, October 2-13 ... RONALD L. KATES served as a delegate to the ad hoc committee charged with preparing a new international development strategy, which met at the United Nations in New York, September 11-15 ... UN political affairs officer MARC DESJARDINS served as State Department adviser to the U.S. congressional delegation led by Senator TERRY SANFORD (D.-N.C.) to the 100th-anniversary conference of the Inter-Parliamentary Union, September 4-9. The three main issues addressed by the conference were peaceful uses of outer space, the relationship between population and debt, and Namibia ... Mr. Desjardins assisted Assistant Secretary JOHN BOLTON, September 25-27, during the first week of the general debate at the 44th UN General Assembly in New York ... PAUL HACKER, the bureau's senior officer in multilateral disarmament issues, represented the Department at the semiannual NATO disarmament experts' meeting in Brussels, September 27-28 ... UN political affairs officer STEVEN WAGENSEIL traveled to Havana, September 12-15, as a member of the U.S. observer delegation to the fifth regular session of the Joint Commission. The commission, established by Cuba, Angola and South Africa to monitor compliance with their tripartite agreement on southwestern Africa (signed in New York last December 22), includes the United States and Soviet Union as observers. Representatives of the UN transition assistance group overseeing implementation of Security Council Resolution 435 in Namibia are also invited to participate. The U.S. delegation, headed by the Africa bureau's WARREN CLARK Jr., with accompanying Defense and White House representatives, participated in plenary and subcommittee meetings of the commission. All the delegations were received by President FIDEL CASTRO at a buffet dinner the last night of the session.

**People:** GORDON J. DUGAN transferred from Port-au-Prince, Haiti, to the Office of Technical Specialized Agency Affairs ... JOAN E. GARNER transferred from Sao Paulo, Brazil, to the Office of Technical Specialized Agency Affairs ... MICHAEL J. McCAMMAN transferred from Quito, Ecuador, to the Office of UN Social and Refugee Affairs ... AFTON O. MILES transferred from Belgrade, Yugoslavia, to the Office of the Assistant Secretary ... ROBERT W. MUSTAIN Jr., transferred from Riyadh, Saudi Arabia, to the Office of UN Social

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and Refugee Affairs ... FLOYD A. RIGGS entered on duty in the Office of Multilateral Program Coordination ... SANDRALEE M. ROBINSON transferred from Ankara, Turkey, to the Office of International Conference Administration ... LAWRENCE T. SPRINGER transferred from the Bureau of Administration and Information Management to the Office of UN System Recruitment ... PAULETTE L. ONLEY transferred from the Office of UN Social and Refugee Affairs to the Bureau of Intelligence and Research ... PATRICIA L. RENSCH transferred from the Afghan Coordinating Unit to the Bureau of Near Eastern and South Asian Affairs ... BARBARA J. SCHRAGE transferred from the Office of UN Political Affairs to the Bureau of East Asian and Pacific Affairs. □

### Near Eastern and South Asian Affairs

Assistant Secretary JOHN KELLY gave the keynote speech for the annual policy conference of the Washington Institute for Near East Policy, at Wye Plantation, September 15 ... Deputy assistant secretary KATHLEEN LYDON made an orientation trip to Morocco, Tunisia, Algeria and Egypt, September 9-23 ... On September 7 public affairs adviser DAVID GOOD spoke on the Middle East to the Optimist Club of Fairfax, Va. ... The Washington Mission Program sponsored a series of briefings in the Department during September ... Mr. Good addressed a group

**CALCUTTA, India**—At award ceremony, left to right: *Sumita Jana, Purushotham Ganti, consul general Kenneth C. Brill, consular officer Richard D. Haynes, Sanjukta Ghosh, P.A. Hariharan, Shirin J. Patel.*



from New Orleans and Cincinnati, September 18 ... Former public affairs adviser ARTHUR BERGER traveled to Newton, Mass., September 10; he addressed the United Synagogue of America on the status of the American/Israeli relationship and its implications in the Middle East ... In September he traveled to Alaska for a series of briefings. He spoke to groups in Anchorage, Juneau, Sitka and Ketchikan.

The Office of Morocco, Algeria, Tunisia and Libyan Affairs's summer turnover became

**CASABLANCA, Morocco**—At award ceremony for administrative employees, from left: general services clerk *Brahim Id Said*, chauffeur *Abdelkader Mars*, consul general *Timberlake Foster*, administrative specialist *Marie-Claude Simon*, Ambassador *Michael Ussery*, cashier *Khadija Bakkali*, administrative assistant *Abderrahman Moussaid*.

complete with the arrival of THOMAS MILLER, director; BRUCE CLARK, deputy director; JOHN McNAMARA, Libya desk officer; and RICHARD ALBRIGHT, Algeria desk officer ... On September 14 Palestinian affairs officer JUDY JONES spoke about the hostage crisis, to members of the Missouri Republican party ... DAVID RANSOM, country director, Office of Arabian Peninsula Affairs, discussed the peninsula with an area studies class at the Foreign Service Institute, September 12 ... He traveled to South Bend, Ind., September 20-22, and spoke to audiences at the University of Notre Dame about the Middle East and careers in the Foreign Service ... PAUL SIEKERT, country officer for Saudi Arabia, traveled to Saudi Arabia, Bahrain and the United Arab Emirates for orientation and consultations ... JOHN HIRSCH, director, Office of Israel and Arab-Israeli Affairs, spoke to a group from Montreal, September 21 ... Israeli desk officer DALE DEAN addressed two groups sponsored by this program ... On September 25 he spoke to a group from St. Paul ... On September 27 he spoke to a group from Toronto.

Sri Lanka desk officer JOE BARNES traveled, September 18-October 6, to New Delhi to represent the Office of Bhutan, India, Maldives, Nepal and Sri Lanka Affairs at the regional political officers conference ... He visited Kathmandu in his capacity as backup desk officer for Nepal and Colombo ... On September 15 RICHARD



**BOMBAY, India**—Foreign Service nationals of the nonimmigrant visa section receive group Meritorious Honor Award. Left to right: *Dinesh Jadhav; Ralph Fonseca; Champa Gopaldas; Pradeep Nalkoor; Leslie Hickman; consul general John J. Eddy; Narbahadur Rawal; Pervin Menrotra; Shashi Dave; Savio Lobo; Chitra Karlekar.*

L. BALTIMORE, director, Office of Regional and Multinational Force and Observers Affairs briefed U.S. public and congressional members of the delegation to the 44th UN General Assembly session, on Near Eastern and South Asian issues ... Office of Regional and Multinational Force and Observers Affairs political officers LIANE DORSEY and STEVE KISH were in New York, September 24-29, to support bureau activities during the first week of the assembly session ... The office welcomed LIANE DORSEY from the consulate general in Jerusalem, who replaces MARK SCHELAND. □

## Oceans and International Environmental and Scientific Affairs

Assistant Secretary FREDERICK M. BERNTHAL traveled to Miami Beach to attend the 198th national meeting of the American Chemical Society, at which he was moderator for the presidential plenary session on atmospheric chemistry ... On September 12 he attended a reception at the Capitol ... On September 19 he attended a conference on "Earth Observation and Global Change Decision-Making: A National Partnership," sponsored by the National Aeronautics and Space Administration, the National Oceanic and Atmospheric Administration and the Environmental Research Institute of Michigan, at

the National Press Club in Washington.

PETER JON DE VOS has become the new principal deputy assistant secretary for the bureau, replacing RICHARD J. SMITH, who has been named special negotiator in the bureau, primarily for acid rain negotiations with Canada. Mr. Smith, who has been nominated for the personal rank of ambassador, will also head the U.S. delegation to the Conference on Security and Cooperation in Europe meeting on the environment, which was to be held in Sofia, Bulgaria late last month.

RICHARD BENEDICK, on detail as senior fellow at the Conservation Foundation, had consultations on global climate change at the World-Wide Fund for Nature in Gland, Switzerland, September 6, and on multilateral environmental issues at the International Institute for Applied Systems Analysis in Laxenburg, Austria, September 7-13 ... On September 28 he addressed a Royal Dutch/Shell public affairs conference in Philadelphia, on "Environmental Risks and Corporate Policy."

RICHARD J.K. STRATFORD, deputy assistant secretary for nuclear energy and energy technology affairs, traveled to Vienna, Austria, September 16-30, as a member of the U.S. delegation to the board of governors meeting and the annual general conference of the International Atomic Energy Agency. Mr. Stratford represented the United States in the general conference's committee of the whole, where the majority of agenda items are handled.

EDWARD E. WOLFE, deputy assistant secretary for oceans and fisheries affairs, led a U.S. delegation to Leningrad, September 19-22, for talks pursuant to the U.S./Soviet comprehensive fisheries agreement. The discussions there resulted in an agreement in principle between the two sides on a new organization for the management and conservation of salmon in the North

Pacific, and the establishment of a bilateral body to advise both parties on the management of fisheries in the Bering Sea. Mr. Wolfe was accompanied by LARRY L. SNEAD, director, Office of Fisheries Affairs; DONNA DARM, legal adviser to the office; and WAYNE NEILL, Office of Soviet Affairs ... On September 8 Mr. Wolfe initiated a driftnet enforcement and monitoring agreement with South Korea. The agreement, signed by both sides, is the last of three (the other two were with Japan and the authorities on Taiwan) required by the Driftnet Act of 1987. Also participating in the Korean driftnet negotiations were Mr. Snead, Ms. Darm, JEFF MIOTKE of the Office of Fisheries Affairs and LARRY WALKER, Office of Korean Affairs ... On October 3 PETER BERNHARDT, Office of Ocean Law and Policy, traveled to Paris, France, to sign an agreement that cedes title to a Civil War shipwreck to the United States and sets up a cooperative arrangement for disposition of artifacts ... Prior to that, Mr. Bernhardt served on the U.S. delegation to the seabed arms control treaty talks in Geneva, Switzerland.

WILLIAM A. NITZE, deputy assistant secretary for environment, health and natural resources; MINNIE ROJO, physical science officer, Office of Environmental Protection; and SUE BINIAZ from the assistant legal adviser's office traveled with officials from the Environmental Protection Agency to Mexico City in September, to conclude negotiations with representatives from the Mexican government on two key environmental agreements. One of the agreements focuses on cooperation between the United States and Mexico in the protection and improvement of the environment in the metropolitan area of Mexico City. The second addresses transboundary air pollution problems in border urban areas, beginning with El Paso, Tex.

## BUREAU NOTES

Ciudad Juarez, Chihuahua. The pollution accord is a fifth annex to the border environment agreement signed by PRESIDENT REAGAN and the Mexican president in 1983. The two environmental agreements were formally signed last October 3 during the Mexican presidential visit ... BRECK MILROY traveled to Brussels for consultations at NATO, September 14, to prepare for an environmental meeting of the Conference on Security and Cooperation in Europe, in Sofia, Bulgaria, in October.

Donald (Bruce) Andrus joined the bureau, September 25, as deputy coordinator for population affairs. He will serve as acting coordinator until a new coordinator is named. He comes to the bureau after several tours of duty in Africa and Asia.

The annual science officers conference on science, technology and environment was held at the Department on September 25-27. Science officers from U.S. missions worldwide heard presentations from senior U.S. officials on topics related to priorities in science and the environment. □

### Politico-Military Affairs

Assistant Secretary RICHARD A. CLARKE headed the U.S. delegation to the government-industry conference against chemical weapons, in Canberra, September 18-22. Bureau officers who accompanied him were ROBERT DUBOSE, FRED VOGEL and CHAT BLAKEMAN ... PAUL ALMEIDA has joined the front office as staff assistant ... Mr. Clarke and other senior officers in the bureau addressed students in the politico-military affairs course at the Foreign Service Institute ... EDWARD IFFT attended the annual conference of the International Institute for Strategic Studies, in Oslo, Norway, September 14-17.

*Office of Strategic Nuclear Policy:* Major

### Solution to Diplo-Crostic No. 54

(See October Issue)

[David] Brinkley. *Washington Goes to War* "With no new typewriters being made, the only solution was to buy used or broken ones wherever they could be found. So the Office of War Information organized a campaign 'Send Your Typewriter to War.' Radio stations played a jingle, 'An idle typewriter is a help to Hitler.' "

- |                        |                  |
|------------------------|------------------|
| A. Bridge              | N. Nurture       |
| B. Royale              | O. Gin Rummy     |
| C. Is Carmen San Diego | P. Two-Way       |
| D. Nation              | Q. One-Way       |
| E. Koala               | R. Nintendo      |
| F. Lowdown             | S. Go Fish       |
| G. Euchre              | T. Ouija         |
| H. Yahtzee             | U. Eyedrops      |
| I. Where in the World  | V. Scrabble      |
| J. Additional          | W. Teeter Totter |
| K. Sweet Liberty       | X. Opportunity   |
| L. Hoot                | Y. Whist         |
| M. Inspidness          | Z. Approve       |
|                        | a. Raffle Off □  |

SCOTT YEAKEL, Air Force Space Systems Division, Los Angeles, joined the office in September, replacing Captain JAMES RODGERS ... THOMAS DOWLING left for the nuclear testing talks in Geneva, September 30 ... Office director KENT BROWN addressed the San Diego World Affairs Council, September 27, and the air attaché conference, in Wiesbaden, October 4.

*Office of Strategic Technology Affairs:* LEE LITZENBERGER led an interagency delegation to Seoul, August 29-31, for strategic trade talks with South Korea ... Deputy assistant secretary VINCENT DECAIN and JIM CHAMBERLAIN, acting deputy office director, traveled to Buenos Aires to discuss bilateral technology transfer issues, September 11-12 ... On September 18-19 Lee Litzenberger attended a Coordinating Committee (COCOM) working group meeting, in Paris, and PETER TINSLEY traveled to Paris, October 4-5, for a Coordinating Committee executive committee meeting.

*Office of Security Assistance and Sales:* Director MORT DWORCKEN spoke to an Electronic Industries Association meeting, August 30, and participated in a Christian Broadcasting Network TV panel discussion, September 25 ... MICHAEL CEURVORST joined the office in August from Beijing, replacing THOMAS MORGAN ... In September MATTHEW ELDRIDGE began an internship with the office under the "Stanford-in-Washington" program.

*Office of International Security Policy:* RACHEL FLEISHMAN and MARGARET MITCHELL began internships with the office in September. □

### Public Affairs

MARGARET DEB. TUTWILER, assistant secretary and Department spokesman, and V. KIM HOGGARD, senior deputy assistant secretary, accompanied the Secretary to Jackson Hole, Wyo., September 21-24, for his meetings with the Soviet foreign minister ... On September 24 they traveled from Wyoming to New York, for the Secretary's annual participation in the UN General Assembly session, returning to Washington September 29 ... G. ALFRED KENNEDY has joined the bureau as deputy assistant secretary for public diplomacy. He was counselor for public affairs of the U.S. mission to the Organization for Economic Cooperation and Development, in Paris, and public affairs officer at the U.S. mission to the European Communities in Brussels.

*Office of Public Diplomacy:* TONY ALLITTO has joined the staff ... ANTHONY A. DAS, director, addressed Maryland University School of Public Affairs graduate students, September 22 ... He participated in a high school students' program in Washington ... He spoke to corporate executives from the Detroit area, in response to a request from Congress ... STEVE JOHNSON spoke to a group of Spanish teachers from Charles County, Md., stressing the impor-

ance of language training ... BOB COE served on the Department's bicentennial committee ... DAVID ETTINGER counseled work-study interns on life in the Foreign Service ... CANDACE PARKS, work-study intern, is the fall work-study intern coordinator. With the help of MARC SWARTVAGHER, work-study intern assigned to the Bureau of International Communication and Information Policy, Ms. Parks set up the fall intern briefing program.

*Office of Opinion Analysis and Plans:* On September 11 ALVIN RICHMAN gave a briefing on "American Public Attitudes toward the Atlantic Alliance," to NATO parliamentarians at the National War College.

*Office of Public Communication:* PAUL AUERSWALD has retired from State after 28 years of service.

A photo exhibit that commemorates the bicentennial of the Department, on display in the diplomatic lobby, was coordinated and produced by SUSAN POVENMIRE, with support from the Special Projects Staff and the Editorial Division. Ms. Povenmire was assisted by NINA HOLLAND, Office of the Historian, and others from that office who provided editorial and research support ... The photographs on display depict the 200-year history of the Department, and highlight developments in U.S. foreign relations. They were researched and obtained from multiple photo collections, including the Bettmann Archives, the National Archives, the Martin Luther King Public Library in Washington, the Library of Congress and the Department's Visual Services Library. The Technical Services Branch of the General Services Division helped design the exhibit, took the photographs, managed arrangements for photo processing and built and installed the display. The Graphics Services and Printing Services Branches of the division were also instrumental in the design and production of the exhibit and accompanying brochure. The exhibit spans the width of the lobby.

JUANITA ADAMS attended a two-day training course on the Apple MacIntosh PageMaker, September 28-29 ... PHYLLIS YOUNG, editor of the Department's Bulletin, gave a briefing, September 25, to 25 new employees on the history and organization of the Department ... The division received two more MacIntosh terminals to increase its desktop-publishing capability.

*Office of Public Programs:* Washington program officers MARY ANN DIXON, EILEEN McCORMICK PLACE and YVONNE O'BRIEN arranged special briefings for the University of Hawaii Institute for Peace (September 11), the Missouri Republican party and Agudath Israel (September 14), the Chamber of Commerce of West Alabama, the Alabama U.S.-Soviet Youth Exchange and the Women's League for Conservative Judaism (September 18), the Los Angeles Junior Chamber of Commerce, the World Affairs Council of Northern California and the Swiss-American Chamber of Commerce (September 19), the Army foreign liaison workshop (September 21), the University of Maryland Graduate School of Public Affairs (September 22), the

monthly nongovernmental organization meeting on Poland (September 28) and the Renaissance Women (September 29).

Washington Programs Division chief MARY CATHERINE KIRK arranged for the assistant secretary for economic and business affairs, EUGENE McALLISTER, to address 75 representatives from the Cosmetic, Fragrance and Toiletry Association, at lunch in the Department's Benjamin Franklin Room, September 15 ... Ms. Kirk arranged for East Asian and Pacific Affairs officer LARRY ROBINSON to address the Council on International Compensation, at the Madison Hotel, September 20 ... Ms. Dixon assisted Public Affairs' Office of Intergovernmental Affairs with logistic planning for the U.S. and International Christopher Columbus Commission (September 28). Approximately 125 heads of foreign commissions and ambassadors attended the conference in the Department's Loy Henderson Conference Room, and a reception hosted by Acting Secretary LAWRENCE EAGLEBURGER.

Briefing officer JUDY WENK arranged 11 foreign policy briefings for various domestic groups, in the Department ... Brigham Young University intern KEEN ELSWORTH joined the Office of Public Programs to assist Ms. Wenk with the in-house briefing program ... Over 150 civic, business and academic leaders attended a September 19 regional foreign policy conference in Bozeman, Mont., cosponsored by Montana State University and the Montana Council for International Visitors. The Bureau of Economic and Business Affairs assistant secretary, EUGENE McALLISTER, keyed the event, after two concurrent panel sessions ... MARTHA MAUTNER, deputy director, Office of Analysis for Soviet Union and Eastern Europe, and JAMES HOLMES, member of the Policy Planning Staff, each headed a panel session ... Members of the local community were also included on each panel. A reception followed. SUSAN MAGGIO and MONICA JANZER, regional programs officers, served as conference managers.

Ms. Maggio traveled, September 20-22, to Missoula, Bozeman, Billings, Great Falls and Helena, Mont., to meet with contacts and develop new platforms for Department speaking programs. In addition to meeting with civil and business organizations and media representatives in the cities, she met with staff in the governor's office in Helena; the director of the Mike and Maureen Mansfield Center at the University of Montana, in Missoula; and was hosted at a country club luncheon in Billings, bringing together academic and business leaders of the community.

**Office of Press Relations:** ADAM SHUB, DAVID HOLT and GLADYS BOGGS traveled to Jackson Hole, Wyo., September 21-24, to assist with media coverage of SECRETARY BAKER's meeting with the Soviet foreign minister ... NANCY BECK, ALICIA DAVIS and Ms. Boggs traveled to New York, September 24-27, to assist with media coverage of Mr. Baker's bilateral meetings during the UN General Assembly session.

**Office of Intergovernmental Affairs:** On September 28 Intergovernmental Affairs hosted a conference for international commissions for the Christopher Columbus 500-year observance. The day concluded with a reception in the Benjamin Franklin Diplomatic Room in honor of the guests ... HAROLD BAUM, deputy coordinator for intergovernmental affairs, attended the annual conference of the Council of State Policy and Planning Agencies, in Monterey, Calif., August 26-30. □

## Refugee Programs

Administration witnesses presented the President's proposal for 125,000 refugee admissions for fiscal year 1990 at the annual consultations hearings with the Congress. The administration panel testified before the House Judiciary Committee, Subcommittee on Immigration, Refugees, and International Law. On the panel were JEWEL S. LAFONTANT, U.S. coordinator for refugee affairs; PRINCETON N. LYMAN, director, Bureau for Refugee Programs; JAMES L. BUCK, acting commissioner, Immigration and Naturalization Service; and PHIL HOLMAN, acting director, Office of Refugee Resettlement, Department of Health and Human Services ... PRISCILLA A. CLAPP, deputy assistant secretary for refugee admissions, joined the panel for hearings before a joint session of the House Judiciary Subcommittee on Immigration, Refugees and International Law and the Foreign Affairs Subcommittee on Europe and the Middle East ... Deputy Secretary LAWRENCE S. EAGLEBURGER represented the Department in hearings before the Senate Judiciary Committee, Subcommittee on Immigration and Refugee Affairs ... Mr. Lyman; Ms. LaFontant; JAMES P. KELLEY, director, Office of International Refugee Organizations, Emergencies and Solutions; and MARY E. KAVALIUNAS and MICHAEL A. KLEIN, program officers, participated in the Office of the UN High Commissioner for Refugees' annual executive committee meetings in Geneva, Switzerland ... Mr. Lyman met with Attorney General RICHARD THORNBURG to discuss refugee matters, and with BARBARA McDougall, Canadian minister of employment and immigration, to discuss eastern European and Indochinese refugees. Accompanying Ms. McDougall were RUTH ARCHIBALD, her chief of staff; JOE BISSETT, Canadian commissioner of immigration; and DEREK BIRNEY, the Canadian ambassador. ROBERT L. FUNSETH, senior deputy assistant secretary, and Ms. Clapp also attended this meeting.

FRANCOIS ARSENAULT, director, International Humanitarian Assistant Program, Canadian International Development Agency, accompanied by MOIRA HART, senior program officer, and ALAIN THEAULT, first secretary and consul, Canadian embassy, met with Mr. Lyman. Mr. Kelley accompanied the Canadian visitors ... ALEXANDER R. LOVE and DAVID LUNDBERG of AID met with Mr. Lyman to discuss Somali refugee issues. MAR-

GARET J. McKELVEY, director, Office of African Refugee Assistance, accompanied the visitors ... ALBERT D. CHERNIN, executive vice-chairman, National Jewish Community Relations Advisory Council, met with Mr. Lyman to discuss the administration's Soviet Jewish refugee policy ... Mr. Lyman and Mr. Funseth met with MICHEL CONVERS, head of the Operational Support Department, Intergovernmental Committee of the Red Cross, to discuss Red Cross matters, and with SERGIO DE MELLO of the UN refugee office ... Mr. Lyman met with HERMAN MARKOWITZ, executive vice-chairman, United Israel Appeal, to discuss the fiscal year 1990 grant to that organization for refugee resettlement in Israel. RICHARD STRAUSS, its congressional consultant, accompanied Mr. Markowitz.

CHRISTOPHER PHILLIPS, ambassador-designate to Brunei; ALAN GREEN, ambassador-designate to Romania; WILLIAM CLARK, ambassador-designate to India; RON WOOD, deputy chief of mission, United Kingdom; ARTHUR HELTON and AL SANTOLI of the Lawyer's Committee for Human Rights; GRETCHEN BOLTON, Washington chief of mission, Intergovernmental Committee for Migration, paid courtesy calls to Mr. Lyman ... Mr. Funseth attended a luncheon hosted by Deputy Secretary LAWRENCE EAGLEBURGER in honor of the Thai foreign minister, and met with FIRUZ KAZEMZADEH, secretary for external affairs of the National Spiritual Assembly of the Bah'ai of the United States, and KATHARINE BIGELOW of the Assembly's Washington Office ... Mr. Funseth also met with four representatives of the Dega people (Montagnards), who have resettled in North Carolina ... Ms. Clapp accompanied IVAN SELIN, under secretary for management, during his visit to Rome and Vienna ... Arab League Ambassador CLOVIS MAKSOUD and Yemen Arab Republic Ambassador MUSHIN AL-AYNI (acting dean, Council of Arab Ambassadors) called on Ms. Clapp, seeking clarification of new U.S. Soviet refugee processing procedures to be implemented October 1 ... Ms. Clapp briefed U.S. senators on refugee admissions issues ... ROBERT DeVECCHI (executive director, International Rescue Committee, New York), DENNIS GRACE (joint voluntary agency representative, Bangkok), and ANN CONVERY (joint voluntary agency representative, Bangkok, for the Orderly Departure Program) consulted with bureau staff, as did BRUCE SORENSON, consular officer, Moscow, and SOS KEM, refugee officer, Bangkok.

**People:** Joining the bureau were LOIS A. CECSARINI (program officer, Office of African Refugee Assistance); KARL P. ALBRECHT and PAMELA H. LEWIS (program officer, Office of Policy and Program Coordination); and ROBERT JACOBS (refugee officer, Manila) ... KENNETH W. BLEAKLEY, deputy assistant secretary for international refugee assistance, has left the bureau to assume his new position as senior deputy assistant secretary, Bureau for International Communications and Information Policy. ■

## U.S. and Foreign Commercial Service

### Embassy plays big role at Paris Air Show

As trade fairs go, it's the 'biggest, most exciting'

BY MARIA ANDREWS  
*Air show coordinator*

THERE ARE FEW countries in the world which don't have at least one major trade exhibition, and few embassy commercial operations which haven't been involved in one way or another in a trade show in its host country or region. But the biggest, most exciting and most prestigious trade show in the world, has long been the Paris Air Show.

The 38th edition of the biennial Paris show, held recently at Le Bourget Airport just north of Paris, brought together 1,600 exhibitors from 34 countries and drew 395,000 visitors. Over 400 U.S. firms of all sizes took part. The U.S. pavilion included 145 exhibitors, and there were another 106 U.S. companies in the Aerospace Product Information Center. Four exhibitors in the pavilion reported a total of about \$2.5 million from off-the-floor sales; and initial results from just 50 of the 145 exhibitor firms indicated over \$1.1 billion in sales projected over the next 24 months. But the Paris Air Show isn't just for business people to sell American products and services. It's also the best vehicle in the world for promoting America's aerospace and aviation image.

#### Role of the embassy

The Department of Commerce starts preparing for the show two years in advance. But the role of Embassy Paris, while not so all-consuming, becomes equally important in the final months of run-up to the event. Embassy Paris is the central contact for both public and private organizations participating in the air show and works with them as they gear up for the show. An embassy steering committee, composed of all sections and agencies, plays an important role in preparing for the event. The deputy chief of mission personally chairs the committee meetings, and a coordinator is appointed to work with the various groups and oversee the day-to-day execution of all preparatory details.

I was chosen as the embassy coordinator for the show this year and found it a tremendously rewarding experience because I was at the hub of a project where I witnessed an incredible display of teamwork among the companies, U.S. Government agencies, Congress, the U.S. military and my colleagues at the embassy.



Congressman William Dickinson (R.-Ala.) opens the U.S. pavilion.

Every embassy in the world knows what it's like to deal with the visit of a major congressional delegation; yet how many embassies have had to deal with almost half a dozen large delegations, staff delegations and cabinet groups that arrive practically at the same time?

There's no way to cite all the embassy people whose efforts made the critical difference in this show; all the staff, when the time came to do their jobs, rolled up their sleeves, and in the best spirit of the Foreign Service, worked all hours needed to see that every last detail was attended to. Not only were our American companies pleased with a successful and profitable show, but all our official visitors left happy with the embassy support.

#### Honor roll

At the risk of being unfair to the many, I must mention a few of those whose help was invaluable and indispensable. Deputy chief of mission Mark Lissfelt, who was also chargé d'affaires at the time, could not have been more accommodating and supportive. Administrative minister Bruce Clark supervised a team of officers and Foreign Service nationals without whom there could be no embassy role in the air show: John Berg on the hotels, Jacques Ben Harros with the motor pool, regional security officer Bill Clarke on security, Marsha Cole with supply and transportation, and the rest of the administrative section staff, were superb.

Certainly one of the highlights of the entire event was the reception at the ambas-

sador's residence. About 1,200 guests came there to meet the congress members and representatives of the American firms involved in the show.

I will always remember the exceptional devotion shown by our chief dispatcher, Foreign Service national John Byrne, whose normal job at the embassy is entirely different. He did an amazing job coordinating the inbound and outbound traffic and ensuring that official visitors leaving the pavilion found their vehicles waiting outside and ready to go. Several times I saw him, having lost radio contact with the parking lot dispatcher, run out to the lot to get the drivers needed for congressional departures, in the middle of some of the hottest June days on record in Paris. Yet he never lost his own cool: he was always there with a smile on his face and a good word for our passengers. It was this kind of team spirit which helped to make the show such a success.

The U.S. Government is often criticized for not supporting industry as other governments do. But the air show is a perfect example of how successfully the two entities can and do work together for the good of our country, and of how the support of the embassy can help our American companies win sales and profits. With the priority we give in our embassies worldwide to helping reduce the trade deficit, we need events like the Paris Air Show that are so useful to American business. And despite the relief we all felt when the show closed, we all look forward with excitement to the 39th edition in 1991.

(Commercial attaché Robert Marro contributed to this article.) ■

## Letters to the Editor

—(Continued from Page 1)

greater than the outdoor environment.

**Radon:** Our Department Notice of September 5 furnished the results of our radon tests for Main State. All samples had values well within the Environmental Protection Agency standard, four picocuries per liter (pCi/l) of air when tested under worst-case conditions. This effort is part of a planned worldwide testing program.

**PCBs:** There are no PCB-containing transformers in Main State. These transformers only present a hazard under certain fire conditions or if improperly maintained. Accordingly, they were removed as a precaution.

Ms. Cook and all Department employees can be assured that we'll continue our best efforts in providing and maintaining a safe and healthy work environment.

Sincerely,  
STEPHEN C. URMAN  
Director, Department Safety Office □

### Value-added tax in Mexico

WASHINGTON

DEAR EDITOR:

One portion of your interview with Office of Foreign Missions acting director Henry Porter in the August/September issue is astounding. With respect to the practice of issuing tax exemption cards to foreign diplomats in the United States, anyone who has been posted to Mexico will tell you this is anything but an equitable practice.

As for achieving a balance, that is ludicrous. American diplomats residing in Mexico pay a 15% value-added tax on practically everything. Receipts on those purchases must be retained and filed quarterly in a process that is time-consuming and frustrating; many of the claims will be rejected out of hand by the government of Mexico. Constant devaluation of the Mexican peso means that the amount you may claim for reimbursement changes each quarter. In addition, any monies you might finally receive will bear little, if any, resemblance to the amount you originally spent. (Reimbursements are usually not received until the following quarter when they are converted to U.S. dollars by the embassy at the prevailing rate and a check is issued.)

Due to the bureaucratic runaround on the part of the Mexican government, Embassy Mexico has a full-time staff of five to six part-time temporary employees who do nothing but handle value added tax

reimbursements. This hardly seems equitable to me. In addition, this would appear to be a considerable additional expenditure from an already overloaded State Department budget.

If the Department of State really cared about these "inequities," it would have yanked the tax exemption cards from the Mexican diplomats in the United States a long time ago, thereby truly "achieving a balance."

Sincerely,  
DEBBIE SAUNIER  
Executive Secretariat □

### Belated recognition

WASHINGTON

DEAR EDITOR:

The Bureau of Near Eastern and South Asian Affairs would like to bring to your attention the need to recognize two national employees who were nominated for the 1989 "Foreign Service National of the Year" award by their respective overseas posts.

For some unknown reason, their nominations were never received by the bureau. As the executive director, I am very disappointed that this incident occurred. The two play a very important role in the effective operation of all of our diplomatic posts, and we could not do our work without them.

Enclosed are photographs of Evelyn M. Muna, special consular services assistant at Embassy Amman, and Abdul



Ms. Muna



Mr. Rahman

Rahman, consular investigator assistant at Consulate General Karachi. We would like to have them be given the recognition they rightfully deserve. We want these employees to be recognized for their superlative performance and dedication to their work on behalf of the U.S. Government.

Sincerely,  
O.P. GARZA  
Acting executive director □

### Foreign Service songster

FORT MYERS, FLA.

DEAR EDITOR:

Steve Honley's article in the August/September issue brought to mind a young first-tour officer assigned to the embassy in Port-of-Spain as a general services officer some years ago. A great fan of Gilbert and Sullivan and an amateur musician, his ears perked up when he heard that a group of Trinidadians would be putting on an evening of that music at Queen's Hall. He picked up his instrument (a clarinet as I recall) and went to the hall to see if he might be allowed to sit in. As his enthusiasm got the better of him, he began singing along softly with the rehearsing singers. "You mean you *know* this?" asked an incredulous Trinidadian. Next thing he knew, he found himself on stage in the jury box for the number "Trial by Jury." He could talk of nothing else for weeks.

Alas, the young man's first tour proved to be his last, as he subsequently learned he had been accepted by Yale Law School. When twitted about his decision to bail out, he said he knew of only two graduates of Harvard in Trinidad. One was running a restaurant and the other was cleaning the johns at the embassy. I trust he would have gone on to more challenging work after his stint as general services officer, but the Foreign Service lost both a bright young officer and a talented and engaging musician. Wherever he is now, I am sure he is still singing Gilbert and Sullivan to himself.

Sincerely,  
BONNIE LINCOLN  
Foreign Service officer (retired) □

### What'll the neighbors say?

WASHINGTON

DEAR EDITOR:

The display at the foot of the escalator, depicting a revamped cafeteria, raises serious questions about the image of the Department. Food sections called "Soup It Up" and "Mom's Place" may or may not be appropriate somewhere else; they are clearly not appropriate in the State Department. *Res ipsa loquitur!*

Sincerely,  
GEORGE TAFT  
Office of the Legal Adviser ■

Sign up for the Payroll Savings Plan. Just specify an amount to be set aside from each paycheck to buy U.S. savings bonds, and earn the new market-based interest. □

## Obituaries

**Carl E. Barch**, 68, a retired Foreign Service officer who was spokesman for the Department, 1966-70, died of a heart attack at his home in Lexington, Ky., September 26.



Mr. Barch

Mr. Barch joined the Service in 1948 as a consular officer in Nicosia. He was an economic officer in Caracas, 1951-53, and Toronto, 1954-56. He was an international relations officer in the Bureau of Inter-American Affairs, 1956-59. He was a political officer in Lima, 1959-63, and a supervisory international relations officer, 1963-65. He was deputy director for Mexican affairs, 1966-68, followed by his tenure as spokesman. Mr. Barch attended the National War College, 1970-71, and was principal officer in Edinburgh, 1971-74. He was a country director in 1975, and deputy chief of mission in Tegucigalpa, 1976-77. He retired in 1978.

Mr. Barch was born in Findlay, O., on September 15, 1921. He earned bachelor's and master's degrees from George Washington. He served with the Army Air Force in the Southwest Pacific in World War II. His survivors include his wife, Leslie Barch, and daughter, Carla Barch, of Lexington; another daughter, Victoria Weddle; a son, Karl Barch, of Bethesda; a sister, Marion Barch of Findlay; and three grandchildren. □

**D. Eugene Delgrado-Arias**, 80, a retired Foreign Service officer, died on September 15.

Mr. Delgrado-Arias joined the Service in 1942 as a cultural relations assistant in Caracas. He was a public affairs officer in Lima, 1947-51, and Mexico City, 1951-54. After serving as principal officer in Valencia, 1955-59, he became a political officer in Rio de Janeiro and Brasilia, 1960. He was deputy principal officer in Sao Paulo, 1961, and consul general in Recife, 1962-63. His next assignment was intelligence research officer in the Bureau of Inter-American Affairs, 1963-64, then consul general in Mexico City. He retired in 1965.

Mr. Delgrado-Arias was born in San Juan, Puerto Rico, on August 18, 1909. Before joining the Department, he worked as a translator for Chase Manhattan Bank and was a lecturer at Fordham University

and Hunter College. He spoke four foreign languages: French, German, Italian and Portuguese.

Mr. Delgrado-Arias leaves his wife, Yolanda, of Tepic, Mexico. □

**John Enepekides**, 88, a retired Foreign Service national employee at Embassy Athens, died September 18. He worked in the economic section from 1926 until 1972. He went on to become a senior executive of Greece's second-largest bank. Mr. Enepekides leaves his wife, Anna, and a son, George. □

**Ronald A. Gaiduk**, 67, a retired Foreign Service officer, died of a heart attack in Stuttgart, Ark., on August 28.

Mr. Gaiduk joined the Department in 1949 as a security officer in Frankfurt, 1949-50, and Bonn, 1950-54. After undertaking Japanese studies in Tokyo, 1955-57, he served as political officer in Naha, Okinawa, 1958-60, and principal officer in Sapporo, 1960-63. He returned to Washington as a speechwriter for the Department spokesman and the Secretary, 1963-66. Mr. Gaiduk was detailed to the Arms Control and Disarmament Agency as a member of the negotiating team for the nuclear non-proliferation treaty, 1967-68. He was detailed to the Departments of Defense and Army as a political officer in Naha, 1968-69. Mr. Gaiduk became consul general in Yokohama, 1969-72, and consul general and counselor for the embassy in Ottawa, 1972-76, and in Tokyo, 1977-81. He attained the rank of minister-counselor in 1981.

He was a member of the Antarctica treaty observer delegation in 1983, for which he received a citation from the National Science Foundation. After that, he served in the Bureau of Human Rights and Humanitarian Affairs, 1983-84, and the Bureau of Oceans and International Environmental and Scientific Affairs, until his retirement in 1986.

Mr. Gaiduk was born in Kharkov in the Ukraine on November 28, 1921, and grew up in New York. He graduated from City College of New York in 1942, and attended the University of Indiana, 1943-44. He served in the Army in World War II



Mr. Gaiduk

in Germany, Hungary and Greece, and worked on the Denazification Commission in Berlin. Mr. Gaiduk spoke five foreign languages: French, German, Russian, Japanese and Portuguese. He leaves his wife, Rosemarie, and a daughter, Alexandra, both of Washington. □

**Gerson H. (Lefty) Lush**, 77, editor of the old Newsletter (now STATE) at the time of his retirement in 1977, died of a rheumatic heart ailment at Sibley Hospital in Washington on September 26. As editor, Mr. Lush produced 186 issues of the publication over a 16-year period. Under his direction, the magazine won numerous awards.



Mr. Lush

Mr. Lush began his journalistic career as a police reporter with the Philadelphia Inquirer. He went on to cover an assortment of other beats, and in 1938 was sent to the state capital at Harrisburg to establish a two-man news bureau there. He came to Washington in 1951 as administrative assistant to Senator James H. Duff (R-Pa.). In 1957 he became director of the Washington office of the U.S. commissioner general for the 1958 Brussels world's fair.

Mr. Lush joined the Foreign Service in 1959 as an aide to the deputy assistant secretary for budget and finance. He later served as special assistant to the assistant secretary for administration, and special assistant to the deputy under secretary for administration. In 1965 he became director of policy and public information affairs.

In retirement, Mr. Lush edited the newsletter of the Volunteer Clearing House, and was active in several organizations, including the Federal Editors Association and the National Press Club.

Mr. Lush, who acquired his nickname during his baseball-playing days, was born in Philadelphia on May 2, 1912. He leaves his wife, Claire Lush, of Washington; three children, Lee Lush of Roselle, Ill., Nana Falik of Potomac and Susan Lush of Washington; a sister, Esther Lush of Philadelphia; and four grandchildren. □

**Benjamin R. Moser**, 67, a retired Foreign Service officer, died of cancer on September 19 in Harrisonburg, Va.

Mr. Moser joined the Foreign Service in 1950 and served overseas in West Ger-



many, 1950-52; Bolivia, 1952-55; and South Africa, 1956-58. He also worked in Paraguay, 1962-65, and El Salvador, 1965-68. He retired from the Foreign Service in 1972.

In 1976 he moved from the Washington area to Stanley, Va., where he owned a tree farm. In 1987 he received the forestry award from the Shenandoah Valley Soil and Water Conservation District. During World War II Mr. Moser served in the Navy. He was graduated from George Washington in 1949. He leaves his wife, Mickey Moser of Stanley, Va., and a son. □

**Travanion H. Nesbitt**, 78, a retired Foreign Service officer, died on September 28.

Mr. Nesbitt joined the Service in 1955. After language training at the Foreign Service Institute, he was an economic officer in Beirut, 1958-61. After that, he returned to Washington as a supervisory officer in the Office of the Secretary. He worked there until his retirement in 1970.

Mr. Nesbitt was born in Duluth on February 2, 1911. He attended Cornell and the Industrial College of the Armed Forces. He was a commander in the Naval Reserves. He leaves his wife, Marjorie, of Stuart, Fla. □

**Bertrand L. Pinonnault**, 69, a retired Foreign Service employee, died on September 30.

Mr. Pinonnault began his career with the Department as an accounting clerk in Pusan in 1951. He served in Manila, 1952; Rangoon, 1953-54; and Bangkok and

Saigon, 1955. He was an assistant disbursing officer in Vientiane, 1955-56, returning to Bangkok in 1956. He was an accounting assistant in Belgrade, 1957; Caracas, 1958-60; Taipei, 1960-61; and Conakry, 1962. He returned to Taipei as a disbursing specialist, 1963-65, and served in Tegucigalpa, 1966-69. He worked in the Bureau of Economic Affairs at his retirement in 1970.

Mr. Pinonnault was born in Massachusetts on February 4, 1920. He leaves his wife, Joan, of Deltona, Fla. □

**Bonnie Barnes Pugh**, 65, wife of the ambassador to Chad, Robert Pugh, died in a plane crash in Niger on September 20. Reports that the crash resulted from a bomb



Ms. Pugh

planted by terrorists were being investigated. Ms. Pugh had accompanied her husband on many tours, beginning in 1964. Their posts included Turkey, Iran, Greece, the United Kingdom, Lebanon, Mauritania and Chad. At a service at Fort Myer Memorial Chapel here on October 5, director general Edwards Perkins praised Mrs. Pugh's "intense interest and concern about others," particularly after the bombing of the Beirut embassy in 1983. He said: "Bonnie went to those families and gave them the love and sympathy that they so desperately needed. And she kept it up in the days, months and years that followed."

Ms. Pugh was born in Los Angeles on September 24, 1924. After attending the University of California at Berkeley, she married Mr. Pugh in 1955. She accompanied him on assignments in the Marine Corps in Monterey, Baltimore and Camp Pendleton before Mr. Pugh joined the Foreign Service. Besides her husband, she leaves a daughter, Ann Carey of Plattsburgh, N.Y., and a son, Malcolm, of Washington. □

**Abba P. Schwartz**, 73, an administrator of the old Bureau of Security and Consular Affairs at the Department, 1962-66, died September 12 in Brussels after a heart attack.

In 1946-47 Mr. Schwartz was the assistant director of the Intergovernmental Committee on Refugees, in London, and, from 1947-49, reparations director at the International Refugee Organization in Geneva. He was special counsel for the Intergovernmental Committee for European Migration, 1951-62.

Mr. Schwartz was a member of the law firm of Landis, Cohen, Rubin & Schwartz from 1950 until his appointment to the State Department post in 1962. After his tenure at the Department, he returned to the private practice of law.

In 1968 Mr. Schwartz published "The Open Society," a book about his experiences in the Department. He was a graduate of the School of Foreign Service at Georgetown and of Harvard Law School. During World War II he was in the Merchant Marine and the Navy. He is survived by a sister, Janet Chase of Snowmass, Colo. ■



SANTIAGO, Chile—At safe-driving ceremony in this South American nation, left to right: Guillermo López, Luis Fuenzalida, Raúl

Higuera, José Nuñez, Sergio Cofré, Ambassador Charles A. Gillespie Jr., Mauricio Cortés, Jorge Rivera, Patricio Ramírez, Isidro

Jara, Pedro Gómez, Rubén Villegas, Hernán Retamales, Juan Reyes.

# Library Booklist

## South Asia

### Part II

#### India

- ADISESHIAH, MALCOLM S. *Role of Foreign Trade in Indian Economy*. New Delhi, Lancer International, 1986. 216p. HF3782.R65
- AKBAR, M.J. *India: The Siege Within*. New York, Viking Penguin, 1985. DS480.84.A58
- ALI, TARIQ. *An Indian Dynasty: The Story of the Nehru-Gandhi Family*. New York, Putnam, 1985. 318p. DS481.A1A377
- ANDERSON, WALTER K. *The Brotherhood in Saffron: The Rashtriya Swayamsevak Sangh and Hindu Revivalism*. Boulder, Westview, 1987. DS480.45.A48
- ANSARI, IQBAL A. *The Muslim Situation in India*. New Delhi, Sterling, 1989. 253p. DS432.M84M873
- BROOKS, CHARLES R. *The Hare Krishnas in India*. Princeton, NJ, Princeton Univ. Press, 1989. BL1285.832.V75B76
- BROWN, JUDITH M. *Modern India: The Origins of an Asian Democracy*. New York, Oxford Univ. Press, 1985. 429p. DS475.B79
- CALMAN, LESLIE J. *Protest in Democratic India: Authority's Response to Challenge*. Boulder, Westview, 1985. 258p. DS480.84.C28
- D'SOUZA, VICTOR S. *Economic Development, Social Structure and Population Growth*. Beverly Hills, CA, Sage, 1985. 138p. HC435.2.D76
- ENCARNATION, DENNIS J. *Dislodging Multinationals: India's Strategy in Comparative Perspective*. Ithaca, NY, Cornell Univ. Press, 1989. 272p. On order.
- GEORGE, TIMOTHY. *India and the Great Powers*. Aldershot, Eng., Gower, 1984. 242p. DS480.84.G35
- GUPTA, MADAN G. *Rajiv Gandhi's Foreign Policy: A Study in Continuity and Change*. Agra, M.G., 1987. 329p. DS480.853.085
- GUPTA, PRANAY. *Vengeance: India and the Assassination of Indira Gandhi*. New York, Norton, 1985. 368p. DS480.853.G86
- HAMID, SHAHID. *Disastrous Twilight: A Personal Record of the Partition of India*. London, L. Cooper, 1986. 364p. DS480.842.H36
- INDIA TO 1990: *How Far Will Reform Go?* London, Economist Intelligence Unit, 1986. 159p. HC435.2.1525 REF
- JEFFREY, ROBIN. *What's Happening to India?: Punjab, Ethnic Conflict, Mrs. Gandhi's Death, and the Test for Federalism*. London, Macmillan, 1986. 249p. DS480.84.J37
- KISHORE, STAYENDRA. *National Integration in India*. New Delhi, Sterling, 1987. 96p. DS480.84.K5
- KOHLI, ATUL, ed. *India's Democracy: An Analysis of Changing State-Society Relations*. Princeton, NJ, Princeton Univ. Press, 1988. 334p. JQ281.I53
- LONGER, V. *The Defence and Foreign Policies of India*. New Delhi, Sterling, 1988. 357p. DS480.84.L67
- MARSHALL, P.J. *Bengal—the British Bridgehead: Eastern India, 1740–1828*. New York, Cambridge Univ. Press, 1987. 195p. DS485.B48M36
- MCLEOD, W.H. *The Sikhs: History, Religion and Society*. New York, Columbia Univ. Press, 1989. DS485.P3M39
- MIES, MARIA. *Indian Women in Subsistence and Agricultural Labour*. Geneva, ILO, 1986. 158p. HD6073.A292146
- NAIK, J.A. *Darkness at Noon: A Story of India After Independence*. Shirol, Avinash Reference, 1987. 238p. DS480.84.N24
- PAARLBERG, ROBERT L. *Food Trade and Foreign Policy: India, the Soviet Union, and the United States*. Ithaca, Cornell Univ. Press, 1985. 266p. HD9035.P33
- PATAGUNDI, S.S. *Political Parties, Party System and Foreign Policy of India*. New Delhi, Deep & Deep, 1987. 204p. DS448.P36
- RAMAN, N.V. *Indian Diplomatic Service: the First Thirty Four Years*. Delhi, Chanakya, 1986. 190p. JX1840.A4
- ROY, P.C. *Indo-U.S. Economic Relations: Trade, Economic Assistance, Private Investments, Problems and Future Possibilities*. New Delhi, Deep & Deep, 1986. 206p. HF1590.15.U5R69
- ROYCHOWDHURY, PROFULLA. *The North East: Roots of Insurgency*. Calcutta, Firma KLM, 1986. 177p. DS483.62.R69
- RUDOLPH, LLOYD I. *In Pursuit of Lakshmi: The Political Economy of the Indian State*. Chicago, Univ. of Chicago Press, 1987. 529p. HC435.R77
- SABERWAL, SATICH. *India, the Roots of Crisis*. New York, Oxford Univ. Press, 1986. 90p. HN683.S17
- SINGH, NIHAL. *The Yogi and the Bear: Story of Indo-Soviet Relations*. New Delhi, Allied, 1986. 324p. DS450.R9 N54
- SUBRAHMANYAN, K., ED. *Security Without Nuclear Weapons: Indo-Soviet Dialogue*. New Delhi, Lancer, 1986. 218p. UA840.S37
- THAKUR, SHRINIVAS Y. *Rural industrialization in India: Strategy and Approach*. New Delhi, Sterling, 1985. 143p. HC440.D5 T48 1985
- THOMAS, RAJU G.C. *Indian Security Policy*. Princeton, NJ, Princeton Univ. Press, 1986. 312p. VA840.T485

#### Sri Lanka

- BHARGAVA, PRADEEP. *Political Economy of Sri Lanka*. New Delhi, Navrang, 1987. 240p. HC437.C4B45
- DUBEY, SWAROOP R. *One-day Revolution in Sri Lanka: Anatomy of 1971 Insurrection*. Jaipur, Aalekh, 1988. 235p. DS489.8.D83
- GOONERATNE, YASMINE. *Relative Merits: A Personal Memoir of the Bandaranaike Family of Sri Lanka*. New York, St. Martin's, 1986. 270p. DS489.72.G66
- MANOGARAN, CHELVADURAI. *Ethnic Conflict and*

*Reconciliation in Sri Lanka*. Honolulu, Univ. of Hawaii Press, 1987. 232p. DS489.8.M36

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SHARMA, K.L. *Society and Polity in Modern Sri Lanka*. New Delhi, South Asian Publishers, 1988. 189p. DS489.84.S45

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#### The Himalayan kingdoms

CHAUHAN, R.S. *Society and State Building in Nepal*. Sterling, 1988. 250p. (On order)

JHA, SHANKAR K. *Sikkim, Government and Politics*. New Delhi, Ess Ess Publications, 1984. 95p. DS485.S58J43

KHANAL, DILLI R. *Public Expenditure in Nepal: Growth, Pattern and Impact*. Sterling, 1988. 208p.

KHANAL, YADU N. *Essays in Nepal's Foreign Affairs*. Kathmandu, Murari Prasad Upadhyay, 1988. DS495.58.K43

LAMA, MAHENDRA P. *The Economics of Indo-Nepalese Co-operation: A Study on Trade, Aid, and Private Foreign Investment*. New Delhi, M.N. Publishers, 1985. 189p. HF1590.15.N4L36

MISRA, H.N. *Bhutan, Problems and Policies*. New Delhi, Heritage, 1988. 153p. HC440.25.M57

POUDYAL, MADHAB. *Aspects of Public Administration in Nepal*. New Delhi, National Book Organisation, 1986. 206p. JQ1825.N4P578

RAMESH, ADIKARI. *Manufacturing Industries in Developing Countries: An Economic Efficiency Analysis of Nepal*. Gower, 1988. 317p. On order. ■

## Volume on Austrian treaty

The Department has released "Foreign Relations of the United States, 1955–57, Volume V, Austrian State Treaty; Summit and Foreign Ministers Meetings, 1955." This volume presents documentation on three efforts by the United States, the United Kingdom and France to reach final decisions on aspects of the World War II peace settlement.

This is part of State's official diplomatic documentary series, begun in 1861. It comprises 808 pages of Government records, most of which were previously classified. The volume was prepared in the Office of the Historian, Bureau of Public Affairs, based on files of the White House, the Department of State and other Government agencies. □

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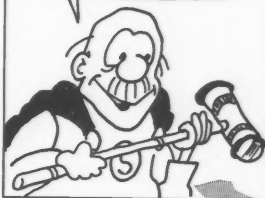
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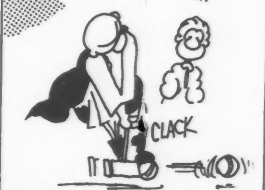


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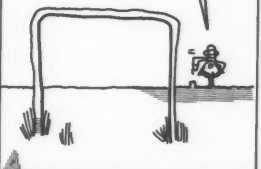
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