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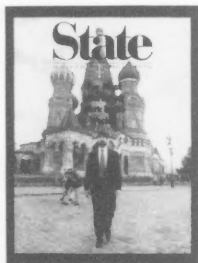
Contributions, consisting of general information, feature stories (*informal, first-person accounts with a personalized, anecdotal slant*), fictional pieces (*with some tie-in to life at State*), photographs (pictures of one, two or three persons work best—*avoid large groups*), drawings and poems are welcome. Include your telephone number or a way for the editor to reach you. Anonymous submissions will not be published.

Articles must be double-spaced and free of acronyms (spell out all office names, agencies and organizations). *Submissions containing acronyms may not be used.* Photos should include typed captions identifying persons from left to right, with job titles (again, no acronyms).

Priority will be given to material sent on IBM personal computer-compatible discs. This includes Microsoft, Word Perfect and Wang. (Authors should submit a paper copy with the disc.) Double-spaced articles may also be sent as E-mail attachments to the acting editor, Barbara Quirk or faxed to (703) 812-2475. The mailing address is STATE Magazine, PER/ER/SMG, SA-6, Room 433, Washington, D.C. 20522-0602. Contributions may also be dropped off in Room 3811, Main State.

The deadline for the June/July issue is June 4. □

Editor (acting) Barbara Quirk
Staff assistant Kim Banks □



Foreign Service officer Abelardo A. Arias outside St. Basil's Cathedral in Moscow. Mr. Arias was one of several employees who participated in an award-winning video at State. An article about the film appears on Page 56. Mr. Arias describes why he joined the Foreign Service on Page 13.

L E T T E R S

Enders: 'moral compass'

WASHINGTON

DEAR EDITOR:

Many in the Foreign Service knew Tom Enders for longer than I. Yet, he had such an effect on my life and career that I am moved to write about him.

I met Tom in Washington in 1970 when we shared the Washington Jaycees Young Man of the Year Award with five others, among them the astronaut Neil Armstrong, fresh from his triumphant walk on the moon. At age 27, I was the youngest of the award recipients and, while pleased to have been honored, I was intensely nervous and certain that I had no business sharing an award with the likes of Neil Armstrong.

On meeting Armstrong my fears abated. Here was the celebrity of the day and he was warmly human, a polite unassuming man who was as interested in my modest achievement as I was in his historic role. I relaxed.

Then I met Tom Enders—six-foot-eight going on eight-foot-six, with an intellect to match. Even in

casual conversation, his analyses were incisive, his questions an interrogation. Tom intimidated everyone there, and none more than me. Whatever poise I had constructed out of Armstrong's easygoing personality, Tom Enders demolished. I did not forget him; I doubt he noticed me.

I did not meet Tom Enders again until 1981. He had been named Assistant Secretary for Latin America in the first Reagan administration, taking on the issue of the day, Central America. Our meeting was not by chance; I sought out Enders while on consultation from my assignment in Paris. I had read of U.S. military advisers being sent to El Salvador, and I was disturbed that we had so poorly learned the lessons of Vietnam. I caught Enders at the office at 7 a.m., reintroduced myself and laid out my concerns. He took issue. We argued for a half hour before he waved me off. I left convinced that I had done my duty but without effect. Six weeks later I was called in Paris and offered the job as director for Central American affairs. I declined, not yet fully understanding that this was not an option.

For those of us involved, the first three years of the Reagan Central America policy was an emotional roller coaster, a no-win situation that we were not allowed to lose, a complex blend of geopolitics, human

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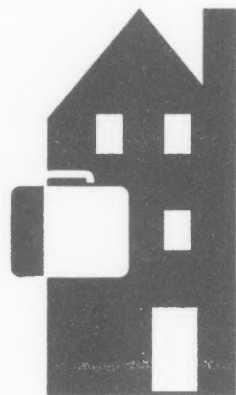
NO PLACE LIKE HOME

BY BARBARA QUIRK

Last year Charles Wackerman's work day began at 4:30 a.m., when he prepared himself for the long trip from his home in Baltimore to State, where he coordinated changes to Volume 3 of the Foreign Affairs Manual. Now he gets up two hours later and ends his work day earlier—but says his productivity has soared. He's one of several "telecommuters" at State who work at home, under a program promoted by Vice President Gore, as part of the Government-wide re-engineering effort.

According to Pat Kinney, who directs the program at State, the Administration has targeted the Government to employ 60,000 workers in their homes or at special telecenters by the end of the 1998 fiscal year. Her office initiated a pilot project for telecommuters last year, although a few people have been telecommuting longer, on an ad hoc basis. While most work in Washington, their ranks include a Civil Service employee who is posted overseas. Ms. Kinney says: "This program provides people with flexibility in balancing their professional and personal lives."

"It's the workplace of the 21st century," she says, adding: "Telecommuting has been around for a long time in the private sector, where we know it's working. It can save a lot of office space and commuting time—



TO WORK

maybe 10 or more hours a week. It appears to be a morale booster; people are loyal to the organization when they think the organization cares about them. Attitudes toward work seem to improve markedly. And some employees accomplish more without the distractions of a regular office setting."

Mr. Wackerman's tenure as a telecommuter began after Frank Ricciardone, a former office director in the Bureau of Personnel, approached him about the idea last year.

***"After the first week,
I realized the people
I need to deal with are
as close as the fax
machine or telephone."***

Mr. Wackerman says: "Frank called me at home one day during a snow storm, on a day when most people hadn't made it in to work. He knew I had a computer and a modem at home, and he needed to get some information on regulations I was working on to the Office of Management and Budget.

"I told him, 'no problem,' and got the stuff he needed to him within a couple of hours. He seemed shocked by the speed I was able to get him what he wanted on a day when hardly anyone was working. So when the bureau was looking for someone to telecommute on a pilot basis, they thought of me."

Four months went by while paperwork and negotiations for the experimental program were completed and Mr. Wackerman's office was outfitted with Government office equipment, which included security safeguards. When he finally began telecommuting last August, Mr. Wackerman says: "It felt very strange at first. I'd been coming into the office for 28 years. I was used to getting up at the crack of dawn; now I could "sleep in" till six. I went through a brief period of isolation. I missed the 'back and forth' with co-workers. But after the first week, I realized the people I need to deal with are as close as the fax machine or telephone."



Charles Wackerman at work in stocking feet, with canine companion.

The quiet atmosphere proved productive. Mr. Wackerman says, "I'm a writer, and I never realized how distracting the normal hum of an office was until I worked in total quiet. In a typical year, before I began telecommuting, I averaged about 32 subchapters of the FAM a year. In the last year, I've actually produced 240 subchapters." At the same time, he reformatted the manual, reducing it from 3,000 to 1,000 pages.

Besides aiding his productivity, Mr. Wackerman says telecommuting has "given me my life back. I don't arrive at work already beat from the commute, and I don't have to spend 45 minutes decompressing from the



Adina Kazyak in her home office.

A bonus is being there when her daughter comes home from school ... But telecommuting isn't for stay-at-home mothers.

drive when I get home. For the first time in years, I can do errands after my work day ends, instead of waiting for the weekend, and I'm able to spend time with my family."

Adina Kazyak, a visa officer who answers queries from Congress and the public, also began telecommuting last August. She received the backing of Mary Ryan, the assistant secretary for consular affairs, after bringing a detailed proposal on telecommuting to management. Ms. Kazyak says: "Two people in my office were leaving who weren't going to be replaced. I knew a lot more work would be coming my way.

"Besides answering letters, I was

my office's systems manager. I was also involved in training new drafters. There were days when I found it hard to get my work done, so I started bring it home. I could run through 20 letters after dinner without interruptions, while I was only able to get through 10 or 15 all day in the office."

When Ms. Kazyak began telecommuting, she, like Mr. Wackerman, first felt "disoriented." She says: "I was working three days at home and two in the office. I felt like I was being pulled in two directions before I developed my own routine. I was carrying files back and forth. Some materials I'd need would be at home, and vice versa. I took me a good six months to figure out how to handle the workload."

Ms. Kazyak also found herself cleaning up after her two small children. She says: "I had to force myself

to walk past the dirty dishes when I went into the kitchen for lunch. I had to learn to make a psychological separation between my office at home and the rest of my house."

But after she hit her stride, she, too, found her production "zooming." She says: "I learned when my good times—and not-so-good times—were. I found I could get the most done between 10 a.m. and noon. Before I began telecommuting, I averaged about 115 letters a month; now, it's at least double."

A bonus of working at home is being there when her daughter, Alesandra, 7, comes home from school, or when Robert, 3, comes home from the babysitter. But Ms.

His efforts played a role in the capture of the mastermind of the bombing of the World Trade Center

Kazyak adds telecommuting isn't for stay-at-home mothers. She says: "If my kids were here now, I wouldn't be able to concentrate on my work or on them."

And although she feels more relaxed, she says she feels an obligation to work harder. She says: "When I first started this, I felt like I was climbing a mountain—I had to prove

it could work. If I felt a little sick, I made sure I worked that day. I felt compelled to do more, not less. I still feel like a pioneer. I want to see telecommuting become part of the mainstream."

Brad Smith is a special agent in the Bureau of Diplomatic Security with Lou Gehrig's disease, a degenerative muscular condition which is fatal. The former fighter pilot first began experiencing symptoms a few years ago, when he felt a slight pain in his leg while jogging. Today, he's confined to a wheelchair and breathes only with the help of medical equipment.

Despite these challenges, he runs the Department's rewards program, which offers up to \$2 million for information on terrorist acts against Americans, with up to \$2 million more from airline associations. The telecommuter operates three "web" pages on the Internet, one for counterterrorism, one for counternarcotics and another for visa and passport fraud.

Mr. Smith says about 50,000 users tap into his program each month. (Their numbers can be measured.) The program is available in



Brad Smith, right, receives an award for his "invaluable assistance to the American people" from Louis Freeh, director of the F.B.I.

\$2 MILLION WON'T BRING BABY DEMETRA BACK.



BUT IT MAY BRING HER MURDERERS TO JUSTICE.

April, 1986: A terrorist bomb explodes on TWA Flight 800. Maria Strylian Krog and her infant daughter Demetra are sucked out of the plane, falling thousands of feet to their death. Others die.

To bring terrorists to justice, the U.S. government offers rewards of up to \$2 million. The money is available under a program to obtain information that helps punish past

terrorist acts or prevents future ones. If you have information, contact the authorities or the nearest U.S. embassy or consulate, or write to:

HEROES
P.O. Box 96791
Washington, DC 20090-4791 U.S.A.

All identities are kept strictly confidential.

One of the posters distributed worldwide by Mr. Smith's rewards program.

eight languages and over 70 countries, including those with whom we have no diplomatic relations, such as Iran and Libya. Mr. Smith's efforts played a role in the capture of Ramzi Yousef, mastermind of the World Trade Center bombing, and the arrests of several members of the Cali cartel.

Although he's eligible to retire on disability, he says: "This work gives meaning to my life. Without it, I'd just be sitting around without much to do. I'm basically 'on call,' 24 hours a day. Stuff comes in seven days a week, at all hours of the day and night.

"But I don't mind. I consider this a personal mission. I've talked to the families of victims of terrorists. I've listened to them as they cried out for justice. I want to do all I can to help them, as long as I'm physically able." ■

Is telecommuting for you?

Contrary to the image it evokes of an easy life at home, telecommuting can be a hard task to maintain. It requires a self-starter—someone who can plan and organize their workload without direction.

Telecommuters must be able to work alone for long periods, without the comfort of office chit-chat or the structure of meetings. Their work can't require frequent face-to-face contact, and their work product must be measurable.

If your job involves a lot of writing, data input or technical analysis, you could be a candidate. But you also need a flexible supervisor, one who has faith in your track record. Telecommuters are usually employees who've earned superior performance ratings.

Telecommuters work on Government equipment—computers, telephones, copy and fax machines—in their homes or at telecenters, where their agency rents space for \$25-\$100 a month. (There are several centers, which also include conference rooms, in the Washington metropolitan area.)

If you telecommute, your work can't be classified, for a variety of security reasons. And in some cases, it can't be "unclassified but sensitive." It's up to your supervisor to determine whether or not your work meets this criterion.

To learn more, contact your bureau's work and family coordinator or the Office of Employee Relations, (703) 516-1735. □

Work & Family Coordinators

Beth Bernhardt	A/EX/PMD	64868	Sharon Ortiz	EUR/EX/OSD	76147
Patricia Carter	S/S-EX	75638	Rosanne Pool	PER/EX/ADM	74525
Patricia Dschuhan	M/F/SI/EX	26816	Shearita Rollins	DS/OA/PMD	30058
Deborah Ellis	EB/EX	71527	Michelle Rucker	FMP/EX	73916
Sharon Fulwider	L/EX	79643	Shirley Stewart	S/CPR	71701
Evelyn Green-Smith	INL	68779	Blanche Sykes-Alston	OES/EX	74758
Alma Gurski	NEA/SA/EX	71348	John Thomas	EAP/EX	77681
Annette Hales	INR/EX	77333	Rita Torchia	MED/EX	73617
Sharon Hardy	ARA/EX	73685	Elizabeth A. White	PRM/EX	31044
Gail Hutcheson	A/IM/RM	76552	Joan Wilson	A/FBO/RMO	22451
Karen Joyce	AF/EX	71446	Diana Wolridge	OIG/EX	41811
Sherrie McReynolds	IO/EX/PER	71662	Angela Zolfaghari	CA/E/PMD	75644
Denise Mullican	PM/EX	67345			

NEWS H I G H L I G H T S

Child care center opens at State

The Department's long-anticipated child care center is slated to open at Columbia Plaza on May 6. Plans for the center were several years in the making, with construction completed last month. A ribbon-cutting ceremony, featuring senior officials at State, is scheduled for May 22.

The center will serve children from six weeks old through kindergarten age year-round. A special summer program will also be available for children from six to twelve years old. Tuition rates, which include lunches and snacks, range from \$125 a week for preschoolers to \$195 for infants.

The center's governing board, Diplotots, Inc., selected Prodigy Child Development, a nationally-known provider, to operate the facility. The center will be accredited by the National Association for the Education of Young Children, with a minimum of two teachers per class available at all times.

The center's first enrollment period was held March 18-April 18, with a lottery for overflow applicants on April 19. Children may now be enrolled on a first-come, first-served basis. For an enrollment packet, stop by Room 1878 or 1328, Main State, or Room 431, SA-6, in Rosslyn; or call Prodigy at 800-546-7211.

Diplotots, Inc., a private, non-profit organization, offers a tuition assistance program; parents may receive as much as a 30% reduction in rates, depending on their financial sit-



Richard Moose, under secretary for management, and Donna Mavritte, president of Diplotots, with an enlarged check for \$22,775, donated from the Department's recycling effort.



Norman Brown, chairman of Diplotots, displays a gift basket auctioned at the center's first fundraising event.

uation. Applications may be picked up with enrollment packets.

The center has enlisted other efforts to defray child care costs. A fundraiser generated over \$1,400, with others planned, and an additional \$22,775 was donated from the Department's recycling program. For recorded updates on events at the center, call (703) 516-1663. □



From left: James Brooke, Alfred Atherton, Strobe Talbott, JoAnn Rowe, Peter Sebastian, William Piekney, Andrew Winter.

Panel convened on murders in Riyadh

An accountability review board has been appointed to review the November 13 attack on the headquarters of the office of the program manager at the Saudi Arabian National Guard in Riyadh. Alfred Atherton, a former ambassador to Egypt, heads the panel, which will make recommendations in accord with the Omnibus Diplomatic Security and Antiterrorism Act of 1986. Other members are Peter Sebastian, a former ambassador to Tunisia, Army Brigadier General Thomas Konitzer, William Piekney, a retired Government official with international experience, and James Brooke, president of Brooke International Security Consulting. Anyone with information relevant to the case should contact Andrew Winter, executive secretary of the board, or his assistant, JoAnn Rowe, (202) 647-3000; fax: (202) 647-3282.

Oceans bureau sponsors video conference

By LARRY SNEAD

As director of the ocean bureau's Office of Marine Conservation, I recently led an interagency delegation in fisheries discussions with my Canadian counterparts—only this time both sides stayed home. In response to a request from Under Secretary Tim Wirth to explore the "information super highway" to spread the Department's message, the office set up a live video conference linking Ottawa and Washington. (A video conference is a meeting where each side views and hears the other through a video screen.) Video cameras and microphones are placed in each "meeting room" to monitor activity which is then transmitted to the other side. A video technician can pan the room, zoom in on a speaker or show a close-up of a document.)

This was the first attempt by either side to use video internationally—as a cost-saver over airplanes and hotels—to address our respective

agendas. To help emphasize the bilateral nature of the conference, two people from the Canadian embassy sat in with the U.S. side in Washington, and an official from the U.S. embassy sat in with the Canadians. The setting was very comfortable, but it didn't take us long to feel we were in our usual, tag-team wrestling match on fish.

We'd been examining the issue of using video conferencing to address international issues more efficiently for some time but commercial providers were expensive. Prospects looked grim until we located Sandra Bruckner at the U.S. Information Agency in Washington (telephone: 202-619-5674, fax: 202-401-1914, e-mail: bruckner@usia.gov). Sandra confirmed that the digital video equipment at USIA, while located in spartan quarters, could handle the job. As a bonus, USIA had an office with duplicate equipment around the corner from our embassy in Ottawa. (USIA also has facilities in the foreign press centers in Washington, New York, Bonn, London, Madrid, Paris, Brussels, Hong Kong, Tokyo and Osaka. Seoul, Bangkok and Geneva will be on line soon.)

In addition to the convenience of staying home, the total cost for this conference was under \$550 (about \$130 per hour), not counting coffee and donuts. Had the Government flown a delegation to Ottawa for a day, the comparable cost would have been about \$550 per person.

Savings using the same format between Washington and Asia or Europe could be much greater. For example, a similar Washington-to-

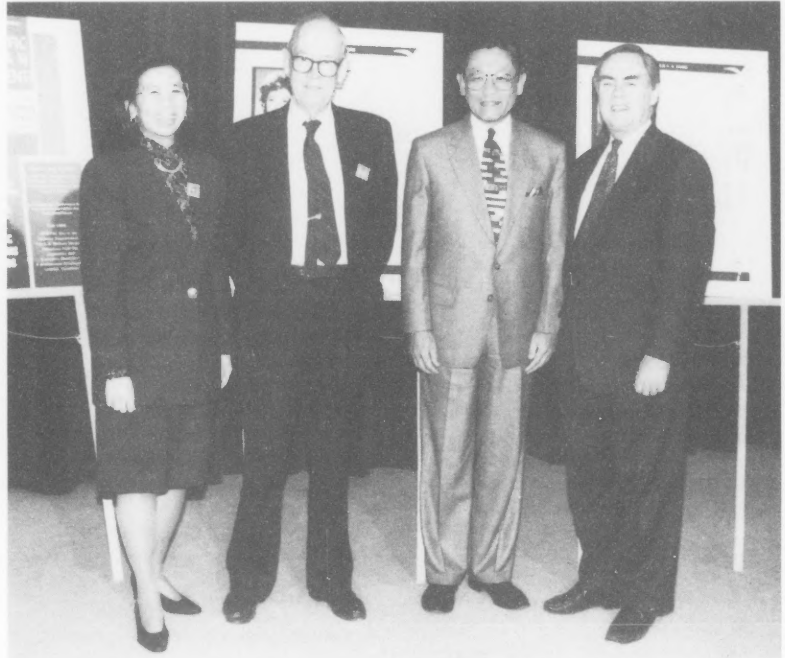
Paris hookup would run approximately \$460 per hour; the cost between Washington and Tokyo runs about \$680 per hour. These costs can be shared between the parties. By comparison, one round-trip air fare to Tokyo is about \$2,000, and per diem is about \$400.

Saving time is another selling point for this technology. How many hours does the average traveler spend on a typical round-trip between Washington and downtown Tokyo? And under conventional face-to-face arrangements, other commitments would have delayed the fish conference until later this spring.

The Canadian and U.S. delegations both viewed our first effort at video conferencing as a great success. We recognize that the use of electronic media is not the answer for every meeting, but it's a method that could be used more broadly to address many international issues. We agreed to meet again soon on the "information super highway." □

Asian-Pacific group to sponsor career fair

The Asian-Pacific American Federal Foreign Affairs Council will sponsor a professional development seminar in the Loy Henderson Room on May 22, followed by a networking reception in the Department's Exhibit Hall. Topics will include "the art of mentoring—and being mentored." The organization will also present awards to three of the highest-ranking Asian-Pacific Americans in federal service—Frederick Pang, an assistant



At the Asian-Pacific group's conference in March, from left: Corazon Foley, David Newsom, Frederick Pang, Anthony Quainton.

secretary of Defense; Stanley Suyat, an associate director at the Peace Corps, and William Itoh, chief of mission in Bangkok and the first Asian-American career ambassador. For more information on the event, contact Cora Foley, (202) 647-9264. □

Masters of the Web

The Department's World Wide Web site broke the 200,000 mark for users in one month; overall, both the Web and Gopher (text only) sites scored 370,000 downloads in March. The Web site also earned a three-star rating from the Magellan Internet Directory which contains nearly 2 million sites and 40,000 reviews of

Web sites. C-Span chose the web site as one of its four "Web sites of the week" for the month of March. One of the Bureau of Public Affairs' "webmasters," Deborah Guido-O'Grady, was interviewed by C-Span's Brian Lamb on the Department's Web offerings, featuring direct links to Consular Affairs' new Web page, as well as to the U.S. mission to the United Nations.

On February 23, Consular Affairs made its entry onto the Internet's World Wide Web. Visitors to the Web site can obtain travel warnings and consular information sheets, passport and visa information, travel publications, background on international adoption and international child



FOREIGN SERVICE INSTITUTE—Winners of the 1995 Una Chapman Cox Foundation Award for Excellence in Language Teaching receive certificates and \$5,000 cash awards, first row; left to right: *Jane Chapman Owen*, trustee, Cox Foundation; *Moshe Cohen* (Hebrew); *Teresita C. Schaffer*, director, Foreign Service Institute; *Trudy Hagen* (Dutch).

Second row: *Charles W. Bray*, policy council, Cox Foundation; *Herbert J. Hansell*, chairman, Association for Diplomatic Studies and Training; *Alfred L. Atherton Jr.*, executive director, Cox Foundation; *Harvie Branscomb, Jr.*, president, Cox Foundation; and *Stephen Low*, president, Association for Diplomatic Studies and Training.

abduction services, international legal assistance and the bureau's mission statement. There is also a link to the Department's site on the Web to provide users with current foreign affairs information. The Internet address for Consular Affairs' site is: <http://travel.state.gov>. □

Plan to aid RIF-vulnerable junior officers

The Department is planning an initiative to bring a group of junior officers at U.S.I.A. to State. The officers might otherwise be subject to reductions-in-force at the information agency. Thirty-six have applied for positions here, and medical and security clearances are now being processed, according to a Department

notice. The officers are fluent in several languages, including Arabic, Polish and Czech. □

Foreign Service exam to be offered this year

The 1996 Foreign Service written examination is scheduled to be given on November 16 at over 200 locations in the United States and at all embassies and consulates. Registrants must be U.S. citizens and at least 20 years old.

After June 15, registration materials may be obtained in the Department in the Foreign Service lounge, at the "D" Street entrance and in the lobby in SA-15. People outside the Department may get a copy of the registration materials by sending a postcard to FSO Exam, U.S. Department of State, P.O. Box 12226,

Arlington, VA 22219.

Individuals in the United States may obtain application books at most colleges and university career-placement centers after mid-June. Individuals who live overseas should write or visit the nearest American embassy or consulate for application materials.

This year's examination, administered worldwide by The Psychological Corporation, will require a half-day and consist of three parts. The first is a test of job-related knowledge, including U.S. and world history, American and foreign systems of government and basic principles of economics. There will also be a test of English grammar and usage, as well as a biographic questionnaire.

Completed applications must be received by October 18 for domestic test centers and by October 4 for overseas test sites. □

May 15 is the deadline for tour extensions

All employees serving in Foreign Service positions with tours ending in the next summer cycle (June through October 1997) must submit requests for extensions by mid-month. Bureaus are required to bring the requests before a personnel assignments panel for approval by June 15. Employees who miss the deadline will still be able to bid on their own positions, although they will have to compete against other bidders. The directive allows the Bureau of Personnel to prepare an open assignments list that more accurately reflects vacancies, according to a Department Notice. ■

HONORS & AWARDS

Secretary honors special agents with the Award for Valor

Secretary Christopher presented Awards for Valor to Diplomatic Security's Chris Reilly, Larry Salmon and Peter Hargraves at a ceremony in the Ben Franklin Room, February 15.

Mr. Reilly, the former regional security officer in Bujumbura, now special agent-in-charge of the Boston Field Office, was the ceremony's first honoree. On June 14 he and Mr. Salmon, who was on TDY from his assignment as the regional security officer in Windhoek, accompanied Ambassador Robert Krueger and the foreign minister of Burundi on a fact-finding mission to northwestern Burundi. As their eight-vehicle convoy traveled along a winding mountain road, it was attacked by at least two assailants. Under heavy automatic weapons fire, the ambassador's driver, a Burundian national, froze. Mr. Reilly shifted the car into reverse and backed it up. He then put the car into drive and helped the driver maneuver between the other cars in the precipice, bringing the ambassador and foreign minister to safety.

Mr. Salmon, who was driving the vehicle directly behind the ambassador's car, also reacted quickly. When the attack began, he pushed a photojournalist to the floor to escape gunfire before firing six rounds at the assailants. He was the only member of the motorcade, which included a number of Burundian soldiers, to return fire, and did so while driving the car



Secretary Christopher applauds after presenting awards for valor to special agents from left: Peter Hargraves, Chris Reilly and Larry Salmon.

to safety. Two people died in the attack, and 13 others were injured. Mr. Salmon sustained a shoulder wound from one of the 10 bullets which hit his vehicle.

Kudos also went to Peter Hargraves, the former regional security officer in Sarajevo, now assigned to the Houston Field Office, who accompanied President Clinton's peace team to Sarajevo on a mission with the Bosnian government, August 19. On a trip along a mountain, the edge of the road gave way beneath the armored personnel carrier that carried Mr. Hargraves and several others. The vehicle tumbled 1,000 feet down the mountain before bursting into flames. Mr. Hargraves, although severely injured, managed to extricate himself from the vehicle, and returned repeatedly to locate other passengers. He pulled Assistant Secretary of Defense Joe Kruzel from the wreckage, who later died from injuries.

Following the awards, Chris

Leibengood, Diplomatic Security's operations director for Europe, presented a watch to Mr. Hargraves, whose watch had been stolen by a Bosnian soldier as he lay unconscious after the explosion. (Mr. Reilly, upon learning of the theft, took up a collection among bureau employees for a new watch.) Eric Boswell, the assistant secretary for diplomatic security, presented Mr. Hargraves with the flag that flew over the embassy in Sarajevo on the day of the accident. □

Sandra Salmon takes consular kudos; Sylvia Johnson also honored

Sandra Salmon, chief of the consular section at the U.S. interest section in Havana, is the latest winner of the Barbara M. Watson Award for Consular Excellence. Ms. Salmon



Sandra Salmon, left, presents immigrant visa packets to a family selected as the first winners of the 1995 Special Cuban Migration Program.

received \$5,000 and a certificate signed by the Secretary. Sylvia Johnson, formerly of Embassy Khartoum, was named runner-up. She was awarded \$2,000.

Ms. Salmon was nominated by Joseph Sullivan, chief of the liaison office in Cuba, who wrote: "Havana's consular operations are arguably the most demanding of any in the Foreign Service today. The consular section functions within a sensitive political environment since the U.S.-Cuban relationship is dominated by migra-

tion issues. After the 1994 anti-regime demonstrations in Havana, this reached crisis proportions, with an exodus of some 40,000 Cubans seeking to leave the island in all types of fragile craft.

'She molded an inexperienced group into an enthusiastic and committed unit'

"The consular team, led by Sandra Salmon, was a key part of the reporting effort. It provided policy recommendations and background material (for) the negotiations prompted by the exodus. The

September 1994 migration accord imposed new burdens on the consular section—a tenfold increase of the post's annual immigrant visa workload and a doubling of the refugee workload. Just to keep pace with the workload, the section incurred some 325 hours of officers' comp time and 4,000 hours of local employees' overtime in the first five months after the accords were signed.

"Rather than lowering the standards used to determine a well-founded fear of persecution in order to increase refugee numbers, Ms. Salmon convinced the Bureau of Population, Refugees and Migration and the Immigration and Naturalization Service to increase the eligibility of family members to travel with the principal refugee. This decision preserved the program as a means for refugees with a real fear of persecution to emigrate to the United States, while ensuring that the U.S. government complied with its commitment.

"While immigrant visa processing expanded, Ms. Salmon recognized that fraud, previously a low-level problem, was expanding dramatically as well. She instituted measures that uncovered fraud cases, kept the quality of cases issued high and kept line officers and the Department aware of the changing fraud trends. She also set up a framework by which officers recommended cases for final adjudication by I.N.S. offices.

"To implement the September and May migration agreements, the consular section grew rapidly. Local staff increased from 22 to 39, and the American team nearly doubled. Sandra accomplished a near-flawless

transition of staff increases and the establishment of a permanent I.N.S. office. State and I.N.S. share authority, and Ms. Salmon successfully navigated this fine line, fostering an amiable and productive relationship.

"The response of her staff was all the more impressive in light of their difficult working conditions—an asbestos abatement project and major rehabilitation of the building. Ms. Salmon approached these challenges with a positive attitude and an efficiency which belied the pressures under which the section had to work. Off-and-on air conditioning, dust, dirt, noise, leaky roofs and, at times, lack of water, were impediments. Throughout, Ms. Salmon inspired others to extraordinary performance.

"One supervisor noted: 'Her attention to us as individuals revitalized the office and renewed our desire to work in the consular section.' She molded an inexperienced group of junior officers into an enthusiastic and committed unit."

Ms. Johnson was nominated by Timothy Carney, ambassador to Sudan, who said: "Consular operations in Khartoum may not rival Manila or London, but they present a unique set of challenges. Sudan's hospitality to terrorists means that all visa issuances must receive careful scrutiny. And Americans here exist in a very isolated environment, where basic services are lacking. They look to the consular section for support, such as receiving funds from the United States, that most Americans overseas would perform independently. Working conditions present challenges: (there are) few telephones, electricity is erratic and transportation out of Khartoum is irregular.



Ms. Johnson

"Sylvia met these challenges head on and transformed the consular section in the last 12 months. A 1993 drawdown had left Khartoum without a full-time consular officer by the time Sylvia arrived. Ms. Johnson immediately set about reorganizing the section. She instituted procedures for nonimmigrant visa operations, the 'visa viper' program, a fraud handbook and other functions to ensure compliance with regulations. Record-

'The inspection highlighted her performance in turning the consular section around'

keeping systems were put in order, new equipment obtained and the office was refurbished to increase the work flow. She dismissed one FSN hiring a replacement who is working out well, and the other FSN has blossomed with additional responsibilities.

"Ms. Johnson then tackled another challenge. Given the Sudanese government's hostility, evacuation is an

ever-present possibility. She enlisted the aid of Americans and Sudanese to identify all Americans in the country, established a warden system and tested it regularly. Her town meetings, with the participation of management, brief Americans on bilateral relations, security developments and the warden system's operations. She also issues a newsletter to keep the community informed.

"In managing her FSNs, Ms. Johnson has gone to great lengths to ensure they can pinch-hit for each other. The results of her labor were evident in September, when Sylvia and the senior FSN were both away for a week on official travel. The section functioned smoothly during their absence.

"Ms. Johnson's contact with an extensive range of Sudanese and Americans often makes her the first to hear of developments that impact on mission objectives. She has an excellent sense of what may be important, and reports these items promptly. Other elements of the mission have found her input extremely helpful, enabling them to accomplish their work in areas such as humanitarian aid and combating terrorism.

"Sylvia constantly reviews her section's operations to improve efficiency. The 1995 inspection of the post highlighted her performance in turning the section around. The inspectors wrote: 'The consular section, the mission's ugly duckling in 1994, has become a swan.' Her competence caused the inspectors to recommend that processing of Sudanese immigrant visas be transferred back to Khartoum from Addis Ababa. She has handled the increased workload superbly, without additional resources." ■

'The Most Interesting Work in the World'

BY ABELARDO A. ARIAS

The following is an excerpt from an article that will appear in the December issue of Hispanic Times. The author is now political officer in Santo Domingo.

Perhaps one of the most difficult questions any Foreign Service officer has to answer is why we do the job. The reasons are legion, and although commonalities abound, are often personally defined. The opportunity to be an observer of current events and a participant in history "in the making" rates among my top reasons for taking up this career.

For my basic Foreign Service officer "recipe" — admittedly skewed to my area of expertise — take a pinch of journalism, throw in an interest in politics and international relations, and spice with a little wanderlust. Some officers — Arabists, Europeanists, Latin Americanists — pursue one geographic specialty. On the other hand, a growing number pursue interests in issues which bridge geographic confines. It has been my good fortune to be among the latter, working two disparate regions. My most recent experience, for example, has taken me from drafting the first human rights report for Russia after the breakup of the Soviet Union to watching the development of democracy and what appears to be the end of the "caudillo" era in the Dominican Republic.

These two most recent assignments, tours as a political officer at our embassies in Moscow and Santo Domingo, provided a classic test for my FSO recipe, with a little excitement thrown in for good measure. Just

taking the journalistic ingredient, for example, when tank shells blasting the Russian parliament in 1993 rattled the windows in Embassy Moscow just hundreds of yards away, the principal task for some of us was to provide Washington with up-to-the-minute situation reports. And how about overnight trips in Russian railroad sleeping cars — or a 55-hour ride on the rails to Siberia — to satisfy your wanderlust?

Here in the Dominican Republic, my adventures have included a three-day trek to the highest peak in the Carribean. As the country moves toward its second presidential election in two years, the carnival of politics flavors my work. President Joaquin Balaguer, who was in office two decades ago when I was studying the international relations of Latin America at American University, will for the first time not run as his party's candidate. Witnessing the end of an historical era from intimate range,

whether in Latin America or Europe, is a "perk" that few other professions can offer.

What does moving around the globe every few years mean for my family? It principally meant positive changes in our lives: renewal and greater appreciation of our relatives and friends, whom we do not have the opportunity to see as frequently as would like. Moving around has also fostered greater family unity, interdependence, and a good touch of self-reliance.

Travel in itself presents idiosyncratic difficulties, of course. The number of suitcases for a family of five, not to mention a dog and a cat, makes even the most hardened airport Red Cap wince, then usually smile with sympathy. Fortunately, we have many more positives than negatives to focus upon.

Our children are enjoying a broad educational experience enhanced by exposure to different cultures and friendships with children of other nationalities. They are also picking up early the value of mastering foreign languages. Living overseas, they have had experiences otherwise beyond their reach, such as lessons in art, music, and dance from top-notch artists in Russia. While here in Santo Domingo, my older daughter, now in middle school, will visit the Caribbean wintering site of humpback whales in Samana Bay, as part of a class science project. Interestingly

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A P P O I N T M E N T S

Bilateral envoys: 18 more named

President Clinton as of mid-April had named 18 more persons to ambassadorships. The nominations would require Senate confirmation. The countries and the persons named are:

—Australia—Genta Hawkins Holmes, diplomat-in-residence at the University of California at Davis, to succeed Edward Perkins.

—Botswana—Robert Krueger, ambassador to Burundi, to succeed Howard Jeter.

—Brunei—Glen Rase, acting deputy assistant secretary for energy, sanctions and commodities affairs, to succeed Theresa Tull.

—Burkina Faso—Sharon Wilkinson, deputy chief of mission in Lisbon, to succeed Donald McConnell.

—Congo—Aubrey Hooks, a member of the Senior Seminar, to succeed William Ramsay.

—Cyprus—Kenneth Brill, executive secretary of the Department, to succeed Robert Boucher.

—Ethiopia—David Shinn, director of the Office of East African Affairs, to succeed Irvin Hicks.

—Guatemala—Donald Planty, director of the Office of Brazilian and Southern Cone Affairs, to succeed Marilyn McAfee.

—Honduras—James Creagan, deputy chief of mission in Rome, to succeed William Pryce.

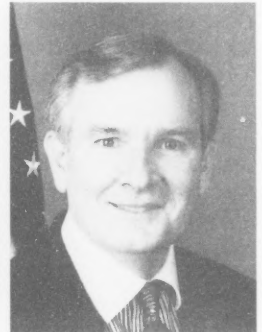
—Iceland—Day Mount, director of the Office of Environmental Policy,



Ms. Holmes



Mr. Krueger



Mr. Rase

to succeed Parker Borg.

—Macedonia—Christopher Hill, director of the Office of South Central European Affairs. Mr. Hill would be the first U.S. envoy to this new nation in the former Yugoslavia.

—Mauritius—Harold Geisel, deputy assistant secretary for information management, to succeed Leslie Alexander.

—Namibia—George Ward Jr., acting assistant secretary for international organization affairs, to succeed Marshall McCallie.

—Nicaragua—Lino Gutierrez, director of the inter-American bureau's Office of Policy Planning Coordination and Press, to succeed John Maisto.

—Peru—Dennis Jett, ambassador to Mozambique, to succeed Alvin Adams Jr.

—Philippines, Palau—Thomas Hubbard, principal deputy assistant secretary for East Asian and Pacific affairs, to succeed John Negroponte.

—Senegal—Dane Smith Jr., director of the Office of West African Affairs, to succeed Mark Johnson.

—Suriname—Dennis Hays, director of the Office of Mexican Affairs, to succeed Roger Gamble.

Following are biographic sketches of the persons named.

Australia

Genta Hawkins Holmes has been diplomat-in-residence at the University of California at Davis since last year. She joined the Foreign Service in 1964 and was posted to Abidjan. After an assignment in the Office of the Special Assistant to the Secretary for Refugees, she went to Paris as a special assistant to the ambassador in 1968. Next, she was a public affairs officer at the Office of Economic Opportunity, 1972, and a finance and investment officer in the economic bureau, 1973-74.

In the latter year Ms. Holmes became chief of the economic and commercial section in Nassau. After a stint at the American Political Science Foundation, she served as a congressional liaison officer in the Department, 1978-79. In 1979 she was named assistant administrator for legislative affairs at A.I.D. She attended the Senior Seminar, 1982-83.

After an assignment on the Board of Examiners, Ms. Holmes was named deputy chief of mission in Lilongwe in 1984. She held the same

position in Pretoria before being named ambassador to Namibia in 1990. She served as director general from 1993 until last year.

Ms. Holmes was born in Anadarko, Okla., on September 3, 1940. She earned a bachelor's from the University of Southern California and pursued graduate studies at the London School of Economics, 1962-63. Her honors include a Superior Honor Award, a Presidential Meritorious Service Award and four senior performance pay awards. Her foreign language is French. She is married to Michael Dayton Holmes. □

Botswana

Robert Krueger has been chief of mission in Bujumbura since 1994. He began his career in 1961 as an English instructor at Duke University. Eleven years later he became vice provost and dean of the university's College of Arts and Sciences. He was a partner at Bankers Investment Co. and chairman of the board of Comal Hosiery Mills, 1973-75. In 1974 he became president of Krueger Associates, a property management firm, a position he held until 1994, in conjunction with other duties. He was also a partner in the Krueger Brangus Ranch in Crockett, Tex., from 1974 until 1985.

Mr. Krueger served as a member of the House of Representatives from Texas, 1975-79. He chaired a White House task force on government regulations and paperwork, 1979-80, and served as ambassador-at-large and coordinator for Mexican affairs, 1979-81. In the latter year, he became a resident fellow at North Texas State University.

Mr. Krueger was the Lloyd M. Bentsen Jr. professor of government

and business relations at the University of Texas, 1985-86. Next, he was the Tsanoff professor of public affairs at Rice, 1986-88. After teaching political science at Southern Methodist University, he was Texas railroad commissioner, 1991-93. He served as a senator from Texas in 1993.

Mr. Krueger was born in New Braunfels, Tex., on September 19, 1935. He holds a bachelor's from Southern Methodist and masters' from Duke and Oxford, where he also earned a doctorate. His foreign languages are German, Spanish and French. His honors include Duke's "outstanding professor" award. He is the author of "The Poems of Sir John Davies," as well as numerous articles on domestic and foreign relations. He is married to Margaret Krueger; they have two daughters and a son. □

Brunei

Glen Rase has been acting deputy assistant secretary for energy, sanctions and commodities since earlier this year. He joined the Foreign Service in 1975 and was assigned to the Office of Fuels and Energy. Three years later he became petroleum attache in Mexico City. Next, he was an economist in the Bureau of Economic and Business Affairs, 1980-83, then the U.S. mission to the Organization for Economic Cooperation and Development in Paris, 1983-87.

The following year Mr. Rase was counselor for economic affairs in Santiago. He served as deputy director of the Office of Monetary Affairs, 1991-93. He was director of the Office of International Energy Commodities Affairs from 1993 until last year.

Mr. Rase was born in Takoma Park, Md., on February 15, 1947. He earned a bachelor's and a master's from Florida State University and holds an additional master's from Harvard. He served in the Army, 1967-70. His foreign languages are Spanish and French. His honors include Superior and Meritorious Honor Awards and a Bronze Star. He is married to Corina Rase; they have a daughter and a son. □

Burkina Faso

Sharon Wilkinson has been deputy chief of mission in Lisbon since 1993. She joined the Foreign Service in 1971 and became vice consul in Sao Paulo the following year. After serving as consul in Accra, she was a cultural affairs officer in Washington, 1976-77. Next, she was a staff assistant in the Bureau of Inter-American Affairs, 1977-78, then desk officer for Portugal, 1978-79. In the latter year she became director of the Face-to-Face Program at the Carnegie Endowment for International Peace.

After an assignment as a management analyst in Washington, Ms. Wilkinson became deputy principal officer in Tijuana in 1983. She served as director of the consular bureau's Office of Public and Diplomatic Liaison, 1987-89. In 1989 she was named consul general in Curacao. She attended the Senior Seminar, 1992-93.

Ms. Wilkinson was born in Buffalo on January 26, 1947. She received a bachelor's from the University of Chicago and a master's from Brown. Her honors include a scholarship from the Ford Foundation. Her foreign languages are Spanish, French and Portuguese. □



Ms. Wilkinson



Mr. Hooks



Mr. Brill

Congo

Aubrey Hooks has been a member of the Senior Seminar since last year. He entered the Foreign Service in 1971 and was assigned to Tel Aviv. After serving as consular officer there, he was posted to Warsaw in 1974. He was a cultural affairs officer in the European bureau, 1976-78. Next, he was economic officer in Ankara, 1979-83, and Port-au-Prince, 1984-87.

The following year Mr. Hooks became economic officer in Tel Aviv. After attending the Nato Defense College in Rome, he served as a member of the Conference on Security and Cooperation in Europe in 1992. He was counselor for economic affairs in Warsaw, 1992-95.

Mr. Hooks was born in Mullins, S.C., on May 18, 1948. He earned a bachelor's from the University of South Carolina and a master's from the University of Michigan. He holds the Meritorious Honor Award and the Mathilde Sinclair Language Award, for his mastery of Hebrew. His other foreign languages are Spanish, French, Turkish, Hebrew and Polish. He is married to Marion Jean Hooks; they have three daughters and three sons. □

Cyprus

Kenneth Brill has been a special assistant to the Secretary and executive secretary of the Department since 1994. He joined the Foreign Service in 1975 and was posted to Accra the following year. He served as a staff assistant in the African bureau, 1978-79, then as desk officer for Sudan and Uganda, 1979-81. In the latter year, he became a special assistant to the under secretary for political affairs.

Mr. Brill was deputy director, then director, of the Office of Egyptian Affairs, 1982-84. In 1984 he went to Amman as counselor for political affairs. He served as consul general in Calcutta, 1986-89. In 1989 he became an executive assistant to the under secretary for political affairs. He was deputy chief of mission in New Delhi, 1991-94.

Mr. Brill was born in Ft. Hood, Tex., on October 13, 1947. He received a bachelor's from Ohio University and a master's from Berkeley. He served in the Army, 1970-72. His foreign languages are German and French. He holds Distinguished, Superior and Meritorious Honor Awards. He is married to Mary Lee Brill; they have a daughter and a son. □

Ethiopia

David Shinn has been director of the Office of East African Affairs since 1993. He entered the Foreign Service in 1964 and was posted to Beirut. In 1967 he became political officer in Nairobi. After African studies at Northwestern, he served as desk officer for Somalia and assistant desk officer for Ethiopia, 1969-71. The following year he became political officer in Dar es Salaam. He was named deputy chief of mission in Nouakchott in 1974.

After a detail to the mayor's office in Seattle, Mr. Shinn served as State's deputy coordinator with state and local government, 1978-81. Next, he was deputy chief of mission in Yaounde, 1981-83, and Khartoum, 1983-86. After attending the Senior Seminar, he was named ambassador to Burkina Faso in 1987. He was a diplomat-in-residence at Southern University, 1990-91, then a special assistant in the Bureau of Personnel, 1991, and the Foreign Service Institute, 1992. In the latter year, he was a member of the "State 2,000" task force. He served as deputy director of the Somalia task force and coordinator for Somalia, 1992-93.

Mr. Shinn was born in Yakima, Wash., on June 9, 1940. He received a bachelor's, a master's, and a doctorate from George Washington University. His foreign languages are French and Swahili. He holds three Superior Honor Awards. He is the author of numerous articles on foreign policy and the Foreign Service. He is married to Judy Shinn; they have two sons. □

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DIRECT FROM THE DG

This column was written by Anthony C.E. Quainton, director general of the Foreign Service and director of personnel.

Change—the inevitable process of adaptation to new realities—has been at the heart of all the issues which have crossed my desk in my first three months as director general. To many of us, change is an overused word with few positive connotations. It conjures up images of declining career opportunities, reduced resources, public and congressional hostility to government service and a general sense of diminished opportunities, benefits and respect. All of these factors have had a serious impact upon the morale of the Department's work force, Civil and Foreign Service alike. The challenge we in the Bureau of Personnel face is the daunting one of rebuilding esprit de corps and turning the necessity of change to the long-term benefit of our employees. I believe this can be done by a clear and consistent focus on the need for a flexible, versatile and diverse work force. As I have examined the aspects of change which lie before us, three kinds of change stand out: the changing post-Cold War foreign policy agenda, the technological information revolution and evolving societal attitudes and demands.

Much has been written elsewhere about the substantive issues which America must address as it approaches the 21st century. President Clinton laid out many of them in his address to the United Nations last fall: transnational crime, terrorism, drugs, proliferation of weapons of mass destruction, as well as the global

agenda of environment, population, human rights and sustainable development. Many of these issues have a high technical component; others are managed by domestic agencies operating abroad. In the years ahead, some employees are going to require substantial training to master these issues in order to be able to support the Department's crucial role in managing and coordinating their external policy



Mr. Quainton

dimensions. We may have to target our recruitment to ensure that we get the skills we need. A versatile workforce will be a necessity.

Our workforce will also have to be flexible. We are all too aware of the impact of downsizing on our operations. To avoid RIFs, we have had to greatly reduce our intake into the Service, filling behind one in every three losses. As a result, we have incurred staffing shortfalls in the field, while at home Civil Service vacancies remain unfilled. Employees are being asked if not to do more with less, at least to be smarter, more creative and

more innovative. We should have no illusion: the Department of the 21st century will be a smaller operation as the government's overall work force downsizes. If we are to deal with a more complex, substantive agenda with fewer direct-hire employees, we are going to have to be extremely creative to ensure that we have and retain the skills we need, as well as the diversity which is essential for the Foreign Service to be truly representative of America.

Our representation of America's interests abroad and support for those interests in Washington require a professional, skilled work force. We already have the best and most talented employees of any agency of government. But we do not always use our human resources well. In the months ahead, I will be asking the Bureau of Personnel to look at a range of options for recruitment, as well as to examine mechanisms for allowing employees to move across the traditionally rigid barriers imposed by cones, skill codes, and specialist designations. While we are committed to holding the Foreign Service examination this November, we will be exploring alternative hiring methodologies, including intern programs, and will begin implementing the Foreign Affairs Fellowship program. Given the shortages in certain skill codes, we will have to look again at conversion possibilities and upward mobility concepts. We are already making increased use of Civil Service employees and family members to fill critical vacancies overseas. As the Department's needs change, we intend to do

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DEPARTMENT OPERATIONS

Holbrooke's legacy in the Department

Richard Holbrooke's departure from the Department on February 21 reflected the achievements he made since his arrival only 17 months earlier. While many knew him as the person who managed to bring the warring factions of the Balkans to a negotiated peace, those of us who worked under his leadership as assistant secretary for European and Canadian affairs also knew him for the actions he took to bring the bureau out of a Cold War structure and for instituting a process that recognizes those individuals who do the work.

"Words count and process matters"

Within his first two months in office, Holbrooke effected changes designed to meet the foreign policy challenges of the next century. As elsewhere in the Department, the pressing issue in August 1994 was the bureau's budget; he inherited disproportionate cuts in personnel and operations. To meet the required draw-down, he immediately eliminated a layer of bureaucracy, cutting office deputy director positions and increasing responsibilities for desk officers. One of his most commonly-used phrases was, "Words count and process matters."

What this came to mean for the bureau was the desk officer—a somewhat insignificant and meaningless job title—would be changed to "country director"—a more accurate reflec-



Mr. Holbrooke, center, working out the territorial details of the Dayton peace agreement. Others, from left:

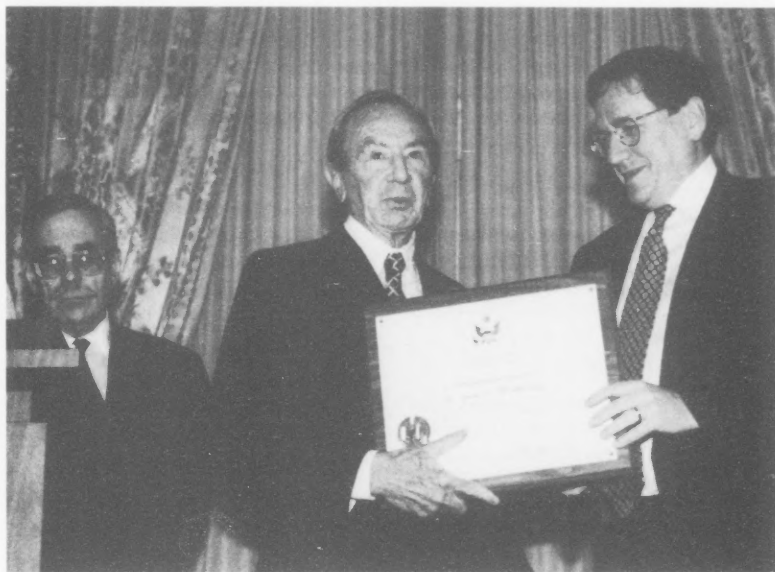
Christopher Hill, Secretary Christopher, presidents Alija Izetbegovic and Slobodan Milosevic.

tion of the position's duties and responsibilities. Holbrooke instituted two other changes, one at the bureau level and another at the Department level, designed to ensure that country directors not take their jobs casually. The first was in how official memoranda are addressed. Typically, a memo, although drafted by a country director, would go from an office director through a deputy assistant secretary to the assistant secretary, with the initials of the drafter and any clearances listed only at the end of the document. The new process has the memo coming directly from the drafter to the assistant secretary, although clearances may still be necessary. Another change Holbrooke instituted was to make it the country director's duty to sit in on any meeting the Secretary has with dignitaries from their particular country, rather

than limiting this function to the office director.

An emphasis on teamwork

Holbrooke made it clear from the beginning that ensuring the success of foreign policy requires teamwork and interagency cooperation. Less than two weeks into his tenure, "Hurricane Holbrooke," as some called him, established regularly-scheduled meetings with his counterparts at the Department of Defense, National Security Council and Central Intelligence Agency to informally discuss the issues of the day. One of the first issues discussed by this group was what is now being described as the "new trans-Atlantic agenda." Holbrooke realized that in order to



Richard Holbrooke receives the Distinguished Service Award from Secretary Christopher. With them is Richard Moose under secretary for management.



Richard Holbrooke and wife Kati Marton.

promote democracy, establish market economies and create a more secure environment in Europe, the bureau needed to be structured in a new way.

When he began his tenure in August 1994, the bureau structure reflected the policy objectives of the Cold War. On September 21, 1994, the Washington Post quoted Hol-

brooke's testimony on Capitol Hill as having issued instructions to all embassies in Europe to banish Cold War terminology from official actions and memoranda, specifically the term, "Eastern Europe." Holbrooke told Congress, "The people of the region do not consider themselves Eastern Europeans. Prague lies west of Vienna, and Budapest has a long cultural tradition as rich as that of Paris, Vienna or Berlin." On December 9, 1994, Acting Secretary Strobe Talbott, along with the assistant secretary, opened the new Nordic/Baltic office, to the cheers of Scandinavian and Baltic ambassadors. This was a clear message about how the United States saw the geography of the emerging world order. Soon after, what re-

mained of the East European office without the Baltics was further divided on regional lines into North Central and South Central European offices. The Iron Curtain—in bureaucratic terms—had been brought down.

The person and the diplomat

As the saying goes, a picture's worth a thousand words. What first comes to mind for many of the people in the bureau, when asked to describe Holbrooke, is a cartoon that appeared in *The Economist*, which was hung one night on the wall of the EUR conference room. Those who worked with the assistant secretary laughed not because the cartoon is exaggerated but because it so accurately depicts him. His calm demeanor belies the fact that "eight arms" are doing something of equal importance.

To the frustration of some, Holbrooke's normal work day was 12 hours, although often longer. (Throughout the shuttle negotiations it was an 18-hour work day and during the Dayton talks, around-the-clock.) What gives him this extraordinary drive? After working with him for the past year-and-a-half, I'm convinced that his motivation is simply to make the world a better place. No one can say he has not done so.

—ARIC SCHWAN ■

Message from Public Affairs

The following submission was prepared by the Bureau of Public Affairs.

Reaching out to the American public

We in the Bureau of Public Affairs hope to describe in STATE opportunities for and recent successes in the Department's public outreach effort. We want to involve as many of you as possible in telling the State Department's story around the country. Two developments compel all of us, now, to undertake a more aggressive effort to explain the importance of U.S. international engagement to Americans. First, the furloughs and budget crisis are a wake-up call. We must develop a public constituency beyond sympathetic world affairs councils and other traditional audiences. Second, technology permits us as never before to conduct and coordinate outreach without resource- and money-intensive efforts we cannot afford. Placing a desk officer on an on-line interview or developing databases to put interested State Department employees in touch with media, academic, or public affairs audiences is easier and cheaper than ever.

As long as there has been a State Department, some of its number have engaged in public outreach. Jefferson regaled audiences with tales of his diplomatic exploits. Indeed, press and public appearances by senior officers must remain at the center of our efforts because an interview or speech by the Secretary or a ranking official is authoritative and often immediately available to a national audience. Thus, the Department is conducting over 20 town meetings across the country in 1996—almost three times as many as last year.

Our goal is for our public outreach programs to give the American public a much greater understanding of what we in the State Department do. We welcome your help and ideas in the effort to build a stronger public constituency and hope these pages make you more aware of the need to become involved in outreach and provide you with ideas for doing so. For information about how you can be a part of the Department's outreach efforts, contact the bureau's outreach coordinator, Tony Gambino, at (202) 647-6088.

Town meetings

The Department's expanded 1996 schedule of 20 regional town meetings is now well underway. The first event, in Jacksonville, Florida, on February 21, drew nearly 200 local participants. On March 6 in St. Louis, 250 people heard Deputy Secretary Strobe Talbott's address on "American leadership in a post-cold war world." Back-to-back conferences in Lexington (March 12) and Nashville (March 13) each generated audiences of about 300. Deputy assistant secretary for East Asian and Pacific affairs, Thomas Hubbard spoke in Lexington, and Under Secretary Timothy Wirth joined him in Nashville to speak on "global issues." The purpose of these town meetings is to emphasize the importance of communicating to the American people the reasoning behind foreign policy decisions and, equally, to listen to their views and concerns. Town meetings were also scheduled for Phoenix (April 12), Portland, Maine (April 23) and Indianapolis (April 24).

Get caught up in the Web

The Department's World Wide Web home page has a new address: <http://www.state.gov>. The Bureau of Public Affairs encourages use of the Internet as an economical way to quickly release a wide range of information to the public. The bureau is working closely

with other offices and bureaus to develop interconnected Web pages. Key new sections on the Web site are highlighted on the Department's home page as soon as they are released. They now include expanded Web information from the coordinator of business affairs ("The America Desk: Support for U.S. Business") and from the Bureau of European and Canadian Affairs and its German Desk (the first desk in cyberspace).

In March the Department again provided the full texts of the congressional reports on human rights and on narcotics control strategy on the Internet immediately upon release—before the copies were available in print from Congress. In the first 24 hours of the report's release, a record 38,000 users accessed the site. To release your information through the Department's Web site, contact Colleen Hope, Director, PA/PC, Room 6805 (202-647-6265).

Speaker of the month

This month the Department recognizes Thomas Hubbard, for his commitment to State's outreach program of regional town meetings and for promoting the Secretary's priority of constructive relations with China and Japan. On 12 hours' notice, Mr. Hubbard substituted for Ambassador Winston Lord and participated in back-to-back town meetings in Lexington, March 12, and Nashville, March 13. Both cities have strong economic ties to Asia, particularly Japan. Mr. Hubbard addressed the U.S. relationship with Asia and the Pacific Rim and met with local media and business representatives. Former Congressman Mazzoki of Kentucky wrote the Secretary to commend Mr. Hubbard's Lexington presentation—and complimented "the outstanding performance" of the entire State team. ■

Women's class action suit: final approval of global consent decree

The following is being published in STATE in accordance with the terms of the consent decree approved by the U.S. District Court on February 12, 1996:

The U.S. District Court on February 12, granted final approval to a "global" consent decree in the Women's Class Action Suit regarding prospective relief designed to address any underlying practices that may lead to gender discrimination in Department personnel activities. Department employees were advised of the terms of the proposed settlement in a December 27 aIdac (95 State 292755) and a January 2 Department Notice.

The consent decree provides for the creation of a Council for Equality in the Workplace, chaired by the under secretary for management. Each assistant secretary will consult within his or her bureau to identify any perceived barriers to advancement or imbalance in opportunities on the basis of gender and then provide a report to the Council summarizing the results of the consultations and outlining recommendations and action plans, as appropriate. The Council, on the basis of data provided by the Office for Equal Employment Opportunity and Civil Rights, bureau reports and submissions by individuals, will make recommendations with regard to personnel policies and practices that affect advancement and opportunity in the Foreign Service.

The decree requires the Foreign Service Institute to revise the EEO/diversity content of certain mandatory EEO training courses for managers and to develop specialized EEO/diversity awareness training for all Foreign Service

assignment panels, bureau awards committees, selection boards, commissioning and tenure boards, career development officers and the Board of Examiners. FSI will also provide diversity training modules in appropriate courses and develop a diversity awareness video training package for use overseas and domestically. The decree also requires that all supervisors of FSOs (Foreign and Civil Service alike) take an EEO/diversity course within 18-36 months and that all FSOs take a course within 48 months.

With respect to EER potential ratings, the decree provides that the Department will (a) conduct a job analysis which shall identify the tasks required for the job of an FSO and the knowledge, skills and abilities needed by FSOs to perform their jobs; and (b) hire a consultant to advise the Department on the job analysis and recommend whether the EER currently in use should be modified in order to ensure that the potential of tenured officers is assessed on the basis of the knowl-

edge, skills and abilities found necessary by the job analysis to perform at the next higher grade and that gender bias is minimized.

Finally, with regard to Superior Honor Awards, the decree provides that the Director General shall appoint a working group to review all individual Superior Honor Award nominations approved by the bureaus to ensure that these awards are granted without gender bias in accordance with regulatory criteria. If the working group finds that the nominations approved by a bureau do not reflect the gender composition of the bureau, it will examine the circumstances under which the imbalance occurred and, unless the working group finds legitimate (i.e., performance based) reasons for the imbalance, make recommendations to redress any particular or systemic problems.

Anyone may obtain a copy of the global consent decree from DGP/PC, Room 2317, (202) 647-0409. ■



INTERNATIONAL NARCOTICS AND LAW ENFORCEMENT AFFAIRS—Claudia Reppert, right, re-

ceives the John Jacob Rogers Award from deputy assistant secretary Jane Becker.

AT POSTS O V E R S E A S

America's oldest consulate closes its doors for the last time

By ROBERT KIENE

The author served as consul general in Bordeaux.

The warehouse and office built by the first U.S. consul in Bordeaux, Joseph Fenwick, still stands a few blocks from the present consulate. I was the last consul general there, although I was only acting. In the 205 years between the establishment by Fenwick and the day I turned the key for the last time in January, I'm sure that many Foreign Service officers in far-off lonely posts dreamed and schemed of serving in Bordeaux. There aren't many posts left like it.

Relations with Bordeaux were important to the young United States; the Marquis de Lafayette and his troops left Bordeaux to join the American colonies' efforts to gain their independence from Britain. Trade with the Americas, not only in wine but also in supplies for the Continental armies, was important to Bordeaux. The United States was represented in Bordeaux even before the appointment of a consul by John Bondfield, officially a "commercial agent." In the early years of the 19th century, when privateers were wont to prey on American shipping, the con-



Acting consul general *Robert Kiene* lowers the American flag for the last time in Bordeaux.

sul in Bordeaux had to intervene often to protect American ships and seamen.

The situation was more serious in 1917, when the region around Bordeaux became a staging area for American troops arriving to fight the First World War. The Americans constructed ports, supply depots, barracks and railroads to supply the war effort. From June 1940 until the consulate was closed at the entry of the United States into World War II in December 1941, it represented America in a France half under occupation by the Germans. A plaque in the consulate honored Marcel Louis Rigal, an FSN for 20 years, who was "killed gloriously in sole aerial combat with five Messerschmitts on May 21, 1940." After the war, through the 1950s and 1960s, several American military bases were located in the Bordeaux consular district, and the consulate provided services to the GIs stationed there. The consul general has often been a guest at Thanksgiving celebrations held yearly in La Rochelle by former employees of the U.S. bases in France.

All along, the staff of the consulate reported on political and economic developments in southwest France and provided visas, passports and other consular services to French and American residents of the district. Last year, I reported on demonstrations by thousands of Bordeaux's citizens, who took to the streets in opposition to the mayor and prime minister they had elected just six months before. The conflict in France revolves around the question of how to allocate

the resources of a great nation in the modern world—a world much changed from the world Joseph Fenwick knew in 1790. It is a question with which the U.S. Government is grappling as well; the closure of the consulate is a result of changing priorities.

There's no mystery to what one has to do to close a post: give notice to local officials and the public, notify employees and contractors, destroy, transfer or retire documents, empty out the premises, remove the consular medallion and haul down the flag. But knowing what to do doesn't make the work any easier, and each day the closing comes closer is more painful. We have lost a number of talented

'Each day the closing comes closer is more painful'

FSNs, averaging 15 years. Each time I made a personal appearance, I had to field questions from American and French citizens about how America could close its oldest consulate and how their interests would be protected by the embassy in Paris and the consulate general in Marseille after Bordeaux was no more.

The existence of the consulate was important to the self-image of Bordeaux. The consular district hosts American investments which are pillars of the local economy, notably the Ford transmission plant in Bordeaux and the Motorola microchip factory in Toulouse. Several thousand Americans live in the five regions serviced

from Bordeaux, including student participants in exchange programs, employees of the aerospace industry and elderly dual nationals in the Basque country. Many wrote to their congressmen and to the Secretary in an effort to save their consulate. Nevertheless, when the budget decisions were made in Washington, these considerations could not outweigh the tough competition for America's financial resources.

The closure of the consulate was marked by a simple ceremony on January 25, attended by the deputy chief of mission in Paris, Donald Bandler. Retired FSNs and a former consul general, William Marvin, who now lives near Bordeaux, also participated. I presented an American flag which had flown over the consulate to each of the mission's employees. Mr. Marvin welcomed those FSNs who are transferring to new jobs in Paris and Marseille. The flag was then lowered for the last time.

To serve as consul general in Bordeaux—where the political and economic issues are interesting, the local citizenry and consular clients are appreciative and the food and wine are exquisite—was a pleasure. To be the last consul general was not. But I know my experience is one a number of colleagues at posts around the world will share this year and in the future. ■

Conflagration in Madagascar destroys beauty of the capital

BY CHRISTOPHER DAVIS

The author is now studying Russian at the Foreign Service Institute.

For those of us who know Antananarivo, the unimaginable happened on November 6. In the early evening a fire destroyed that city's—and Madagascar's—most well-known cultural symbol: a cluster of monumental and historical structures known as the Queen's Palace, which gave this Indian Ocean capital city its distinctive silhouette.

Because it happened at the end of the dry season, the fire required little more than three hours to destroy the palace, other royal residences, museums and a church. It also destroyed the venerated tombs of seven kings and queens, most notably that of King Andrianampoinimerina, who unified Madagascar in the 18th century. The site of the Queen's Palace, known as Manjakamiadana ("the peaceable kingdom") sits atop the highest point in Antananarivo, a city of more than a million inhabitants served by only two fire engines. The speed of the conflagration, the large crowd it drew and weak water pressure on the palace promontory rendered useless the efforts of city firefighters, despite their being joined by the airport fire brigade. Meanwhile, many onlookers—including Foreign Service Nationals from our embassy—braved



The fire which destroyed the queen's palace.

the flames to rescue royal remains, museum pieces and archives. Four of them (no FSNs) died.

Only about 20 percent of the palace's contents were saved, including fewer than 200 of 700 paintings, royal crowns and some furniture. Notably, recently restored royal garments—among the many gifts from Queen Victoria—were also lost. UNESCO is working with the Malagasy government to raise money to restore what they can.

Built in wood on the site where monarchs of the Merina ethnic group have resided since the 16th century, construction of the imposing palace was started in 1839. A notable feature was a 130-foot central pillar made from a single trunk of mahogany which 10,000 slaves transported from the coastal jungle to the central highlands of Antananarivo, and finally to the royal perch 4,700 feet above sea level. It was from this site that the palace's first resident, Queen

Ranavalona I, had early Malagasy Christian martyrs thrown to their deaths. All that remains now is the stone facade built around the palace by Welsh missionaries during the 1860s.

What makes this loss even more of a tragedy for Madagascar is evidence that the fire was purposefully set, possibly for political reasons. Earlier that same day, a fire destroyed four offices at the finance ministry containing tax records and the government's draft budget. And just the day before, Madagascar held its first nationwide democratic municipal elections, including the election for a new mayor of Antananarivo. About 10 individuals await trial.

Madagascar, the world's fourth-largest island, is best-known for its natural wonders, but this is a loss for Malagasy culture, which is also rich. The anguish is still palpable in Antananarivo. ■

AN AMERICAN TO THE RESCUE IN ECUADOR

BY DENNIS RAVENSCROFT

The author is regional security officer in Quito.

I wasn't surprised by the call I got at home on December 10, informing me that an American citizen had been kidnapped. Ecuador had been seeing an unfortunate growth in crime. In the past six months, I'd received reports of five incidents of kidnapping or extortion involving U.S. citizens.

What *did* surprise me was that the victim in this case was a missionary. While Colombia has a history of missionaries being kidnapped, this was the first such instance in Ecuador in many years.

The abduction of Rev. Donald Cox took place on a Sunday afternoon. A car owned by his Nazarene mission had been placed near the compound, with a "For Sale" sign in the window, including a telephone number. An inquiry was made on the car, and the prospective buyers wanted to see it that afternoon. Rev. Cox agreed to show them the car. Two men and a woman came to the mission and requested a test drive on the highway.

On the outskirts of the city, the car pulled over and two other men got into the vehicle. Cox was then



The author (seated, right) with Rev. Donald Cox, left, and Ecuadoran anti-kidnapping unit commander, Major Teran, center. With them are others from the unit.

informed that he was being kidnapped.

The kidnapers, who identified themselves as part of the Armed

“The kidnapers stated emphatically that they would kill Cox if the police became involved.”

Revolutionary Front of Colombia, called Cox's wife and demanded financial assistance. She notified the Nazarene mission, the Ecuadoran police and the embassy. I informed the Department and called the Legal

Attache's Office in Bogota, which supports Quito. The Nazarene mission hired a professional negotiator in the United States, who advised the group on how to respond to the kidnapers' demands.

The kidnapers stated emphatically that they would kill Cox if the police became involved. The Nazarene mission's policy is to not pay ransom. (Their views are similar to the U.S. Government's longstanding policy.) However, the police told us they were familiar with this gang's operation and said Cox would be in grave danger if the kidnapers were informed that no ransom would be paid.

UNASE, an Ecuadoran anti-kid-

napping unit, provided intelligence and investigative efforts. They indicated that in previous cases perpetrated by this gang, victims had been mutilated. Fingers and ears had been sent to families to induce them to pay ransoms.

Our negotiations began under this pressure. The more options we examined, the more it became apparent that the kidnappers had the upper hand. A face-to-face exchange was ruled out because the police insisted the kidnappers would never agree to this. Plans to target the caller's location were made, but adequate transponders, satellites and other equipment just weren't available.

The kidnappers, in almost daily calls to the church negotiators, emphasized the urgency of ending the situation by Christmas. On December 23 UNASE received a tip about where Cox was being held. Very early the next morning they raided the location, killing three kidnappers.

I was notified at home by the Marine security guard at Post One that Cox had been found, although members of the unit had left him at the rescue site. They believed members of the gang were still in the area and did not wish to endanger Cox's life by bringing him through the rough terrain until reinforcements arrived. I was also told that Cox was pretty shaken up by the ordeal and wanted to wait until someone he knew could escort him out of the mountain. I asked to accompany the next patrol going to the area.

The terrain was rugged, steep and difficult. The trail meandered back

and forth on the vertical wall of the mountain. The first descent from the road ended at a 30-foot wide rushing stream. The "bridge" consisted of three skinny limbs tied together. A piece of wire strung from one side of the river bank to the other offered uncertain footing.

The patrol I accompanied consisted of young, fit officers who handled the trail like mountain goats. But halfway up the side of the stream, I could go no further without a rest. The commander assigned two officers as my bodyguards and proceeded on.

"He was wrapped in a blanket, with a shawl around his head, unshaven and bleary-eyed."

After sliding, crawling and pulling myself over the muddy trail to the top of the first ridge, I was rewarded with the sight of a small farm and clearing.

Finally, I caught a glimpse of a wooden shack through the underbrush. In front of the shack was a fire, and sitting on a rough-cut log nailed to two stumps sat what I first took to be an old farmer from the region. He was wrapped in a blanket with a shawl around his head, unshaven and bleary-eyed. This turned out to be the man I had spent so many hours worrying about in the past two weeks. I was the first American to see Cox since he had been abducted.

Rev. Cox appeared to move in slow motion. He seemed somewhat befuddled and kept referring to me by different names, but he had high

praise for his successful rescue. Cox believed from his conversations with his captors that they had held other people similarly, and that they were in it strictly for the money. I told him a great many people had been working hard for his release.

While we were chatting, the bodies of the three kidnappers were collected for transport out of the site. While we were saddened by the loss of life, we agreed that the kidnappers would not have stopped with this act.

It was Christmas Eve, and darkness was falling. Sitting around the campfire with the police, Cox and even the dead kidnappers was almost more appealing than getting back on that trail. However, as night was fast approaching, we headed back.

If the trip up to the kidnap site was rough, the trip back in darkness was worse. The trail was obscured in thick underbrush, and the mud and roots made each step a challenge. After backtracking to the highway, we were met by the FBI, church representatives and the press.

It was an emotional time, heightened by the Christmas holiday. I knew my wife and son would be at church, wondering what had happened to me. It felt terrific to have contributed to a happy ending of the ordeal for the Cox family. At the same time, I was exhausted.

But my night wasn't over—I had to meet friends flying in for Christmas. My friends noted my muddy, haggard appearance. All I could say was that I was helping a friend get home for Christmas. ■

ASK DR. RIGAMER



This column by Elmore Rigamer, M.D., chief of the Department's Office of Medical Services, appears monthly in State. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Rigamer directly. In either case, your privacy will be respected; your post will not be identified.

Q.

UNITED STATES

I am panicked and embarrassed. I just got a note from my child's school saying he has head lice. How did he get it and how can I get rid of it?

A.

You're not alone. Between 8 and 12 million children in the United States have problems with head lice every year. Lice are insects that need to feed off the human body to survive. Head lice are as big as sesame seeds and live on the human scalp. They cannot fly or jump from one person to another; they can only crawl. They are generally passed from child to child on shared combs, hats or clothing. Head lice hatch from grayish-white, teardrop shaped eggs called nits, which attach to the hair with a glue-like substance. They look like dandruff but

will not wash out or blow away. The most common symptom of lice infestation is itching. Itching occurs when lice bite and suck blood from the scalp, and the louse's saliva creates a reaction with the human scalp.

Lice can be easily and safely eliminated by an over-the-counter product, which comes with a fine-tooth comb for manual removal of the nits. All infected members of the family should be treated at the same time. After treatment, all family combs and brushes must be treated as well. The infested person's clothing, sheets and towels should be washed in hot water and dried in a hot dryer for at least 20 minutes. Dry-cleaning is another option. For those families living overseas with neither option, isolate the items in a plastic bag for two weeks. Then open the bag outdoors and shake each item out vigorously. To prevent further infestations, remind your child not to share personal items such as combs, brushes, hats, helmets, scarves or pillows. Hang coats so they are not touching others. Hats should be placed inside coat sleeves or pockets. If your son shares equipment, remind him to carefully check earphones and cassette type headphones before use.

Q.

UNITED STATES

I have been trying to find out the pros and cons of using magnets and magnet impregnated mattress pads, pillows, chair covers, etc., which are reputed to aid in pain relief. These are now being marketed in my hometown in the United States where many retired and elderly people with arthritis and other aches and pains reside. Do you have information about the advisability of using such products and any known side effects?

A.

I spoke to our orthopedic consultant, Dr. William Sadlack, regarding your questions. He stated there are no known medical benefits from the use of magnets and magnetic field products. Further, he said there is some controversy regarding magnetic fields and their effect on the disease process. His opinion is that there is no benefit to be gained from the use of such products.

Q.

SOUTH AMERICA

I've just been diagnosed with a hiatal hernia. Is that the reason I have heartburn?

A.

A hiatal hernia occurs when a portion of the stomach protrudes through a teardrop-shaped hole in the diaphragm, where the esophagus and the stomach join. The top portion of the stomach goes into the chest cavity. This allows the contents of the stomach to reflux into the esophagus.

For years, many people thought that heartburn was a result of having a hiatal hernia. It is now known that small hiatal hernias are common and usually harmless. While heartburn is sometimes associated with a hiatal hernia, it is not the cause.

Heartburn occurs when the sphincter located at the junction of the esophagus and the stomach either relaxes inappropriately or is very weak. This allows the highly acidic contents of the stomach to back up into the esophagus. This reflux may lead to chest pain, which may mimic the presence of heart trouble. It may

also lead to trouble swallowing, as a result of formation of scar tissue in the esophagus.

Persons with severe, persistent heartburn should consult a health care provider.

Q.

NEAR EAST ASIA

In regard to your reply to a recent question concerning the relationship between osteoporosis and caffeine, please refer to the enclosed article from a medical journal.

Regional medical officer

A.

Thank you for bringing this to my attention. The study you noted showed that the risk for hip fractures was higher among women who had previous fractures of any type after the age of 50, were tall at the age of 25, rated their own health as fair or poor, had previous hyperthyroidism, had been treated with long-acting benzodiazepines or anticonvulsant drugs, ingested great amounts of caffeine, or spent four hours a day or less on their feet. As caffeine intake increased, so did the risk of hip fracture. This data agrees with the findings of two previous studies.

The study concludes that a woman may be able to minimize her risk of hip fracture by walking for exercise, avoiding long-acting sedative-hypnotic agents, reducing caffeine intake, quitting smoking, treating impaired vision and taking measures, such as including an adequate amount of calcium in the diet, to maintain bone density.

Q.

ASIA

My brother wrote saying he had a terribly painful experience with kidney stones. My wife said the description sounded like contraction pains in childbirth. What can I do to prevent what my brother went through?

A.

Kidney stones form when a concentration of crystals from the urine builds up in the kidney. Stones are more common during the summer when people sweat and their urine becomes more concentrated.

Your brother went through the agony of passing a kidney stone that traveled throughout the urinary tract. The sharp, cramping pain begins suddenly in the area between the ribs and the hip and moves toward the groin. Most kidney stones are passed within 48 hours. Most people who have passed a kidney stone are highly motivated to prevent the formation of future stones. To dilute the urine and reduce the concentration of stone-forming substances, drink lots of liquids, preferably water. Animal protein increases the amount of acid in the urine, so eat less meat, poultry and fish. Citrate helps prevent stones, so drink orange, grapefruit, cranberry and grape juices. Cut down on table salt and cooking with salt, as salt increases urinary calcium.

Q.

LATIN AMERICA

I am a vice consul assigned to the American citizen services section. Our responsibilities include going to the home of deceased American citizens to inventory their personal belongings. This can include cases

where the citizen died at home, and sometimes has been dead for a period of time before being discovered. We have been told to search thoroughly for valuables, including checking inside pockets. We do not use protective clothing.

A recent newspaper article raises concern that there may be some health risks associated with these duties. The article reported that the person cleaning up a death scene faces certain dangerous infectious diseases, such as AIDS and malaria and insect related diseases. Professional cleaning services in the United States wear protective equipment such as disposable gloves and use antibacterial chemical fog spray when cleaning death scene areas.

With consular officers worldwide responsible for safeguarding the personal property of deceased American citizens, are we being exposed to an unacceptable health risk?

A.

You raise an interesting question and I have asked the Office of Safety/Health and Environmental Management to respond since it relates to the occupational environment. The newspaper article you mention describes situations that would have a much greater risk than activities that Department personnel perform. A key risk factor is whether there is a possibility of contacting body fluids that could potentially be contaminated with hepatitis B, Human Immunodeficiency Virus, or other infectious agents. If contact with fluids is a possibility, then any

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IN THE WAKE OF DISASTER:

The Crash of Flight 965

BY VIKTORIA LOPATKIEWICZ

It was an eerie sensation being a passenger on American Airlines Flight 965 on December 22—just two days after it crashed near Cali, Colombia, killing 160 of 164 people on board. As I looked at my fellow passengers, I couldn't help thinking that the setting must have been quite similar, but for the names and faces. I thought of those passengers who, like us, had been passing the 3 1/2 hours between Miami and Cali in various ways, but whose journey—unlike ours—would end in tragedy and horror.

The loss of those lives, including the 61 Americans on board, led to the sequence of events which found us airborne on Flight 965, 48 hours after it had crashed, five days into the furlough and three days before Christmas. Mike Meszaros, my colleague in the Office of Overseas Citizens Services and I, comprised the Washington component of a consular flyaway team. Our mission was to assist Embassy Bogota's consular relief team in aiding the families of the American victims, pitching in and doing whatever needed to be done.

Our arrival at Cali's airport that balmy Friday night was hushed and apprehensive. As the Boeing 757's wheels touched Colombian soil, a

The author is a consular officer in the Office of American Citizens Services.



The author, with a medical mask around her neck, outside a temporary morgue in Buga, Colombia.

round of applause burst from the cabin. Everyone breathed deeply for the first time in 3 1/2 hours. As I exited the aircraft I thought how

“We, the living among the collected dead, are not extras in a movie scene; this is real life.”

deceptively peaceful everything seemed.

A woman's shriek pierced the calm veneer, shattering the air around me, and bringing the reality of the crash vividly to light. The woman had been on our flight, and the realization of the crash had hit her once she

stepped off the aircraft. She would be the first of many people I would encounter whose lives had been turned upside down by the crash.

Buga, located roughly 50 miles northeast of Cali, was the closest population center to the crash site, and would be my de facto workplace. For the next several days, I knew only two edifices there: the Coliseo Luis Ignacio Alvaro Ospina—an indoor sports facility which, large enough to house the incoming bodies, served as a temporary morgue—and the Hotel Guadalajara, which we used as a communications and equipment storage facility, and which provided sleeping quarters as necessary.

"Day One" for me was Saturday, December 23. I opened the car door and walked into a blizzard of activity typical in the aftermath of a disaster of such magnitude. We hooked up the Inmarsat telephone to our Jeep battery and checked in with the task forces in Washington and Bogota. Surreal imagery would dominate this "fly-away" experience. Speaking on a satellite phone from the back of a Jeep in the middle of a field next to a temporary morgue in 80-degree heat in the middle of December was but one such image.

Family members milled about, waiting to identify loved ones. Donning a mask, hospital gown and rubber gloves, I entered the morgue in search of an up-to-date list of victims whose bodies had been recovered and delivered. One could easily obliterate reality at this point, and imagine the Coliseo to be a movie set. Rows of mannequins are assembled as props for a disaster film in production. Some of the mannequins are intact, others only partially so. All are unclothed. Many are distorted, enlarged and disfigured. Facial expressions vary—some unrecognizable. All are very realistic. Over in the corner are tagged plastic bags containing mannequin parts—also very realistic. To the left are autopsy tables where some of the mannequins lie, autopsies in progress. To the right is a bustle of forensic and administrative activity . . .

In the blink of an eye reality reasserts itself with a roar, like a lion awakening from its slumber. This is not a movie set. Those are not mannequins. We, the living among the collective dead, are not extras in a movie scene; this is real life.

A Colombian doctor called me over to ask if I could interpret what one of the British doctors asked him. Making my way over, I walked between two rows of corpses. My eyes dropped involuntarily. A woman's terrified, lifeless eyes met mine—her expression frozen in death. The man next to her had been decapitated . . . and on . . . and on.

We procured a beat-up manual typewriter, reminiscent of the Underwood prototype, to prepare our consular mortuary certificates and other documents. Our fax machine doubled as a copier; the wall socket

"Christmas was a lighter day—we worked 'only' about 12 hours."

adapter we had brought with us was a lifesaver.

Christmas Eve dawned beautifully. Our intentions of getting to Buga by 8:00 were thwarted by our rental Chevy, which experienced cardiac arrest. As we attempted to administer CPR, we heard gunshots a block away. Maria Cristina, our beloved FSN, yelled "tiros," which translates to "shots," and we all dove behind our vehicles. A man had run out of a building in the next block firing a weapon. When all appeared quiet after he turned the corner, we emerged. An elderly woman passed us on the sidewalk, crossing herself and muttering something about "nothing being sacred."

The flow of information originated at the crash site itself, some 9,000 feet above sea level, trickling down to the Colombian army mountain base where the recovered bodies

were initially brought by helicopter for preliminary processing enroute to the temporary morgue. The flow was constant and relentless. Among our myriad duties was sorting fact from fiction, and conveying the facts to Embassy Bogota and to Washington. Accurate body counts were critical. We worked late into the night issuing documentation to next-of-kin and assisting families in navigating the bureaucratic waters of the various Colombian government entities. As I wore a path between the morgue and our makeshift office, dodging guards and hearses in the heat, I felt like a character in a Kafka novel.

The families displayed the full spectrum of reactions to grief, from hysteria to detached calm. I'll never forget the elderly widow of an American whose body had been identified by the victim's nephew. The widow, who had gone back to the Hotel Guadalajara, was finally located after much paging and searching. She was told that the body had already been identified by the nephew and was on its way to the autopsy station. She had, it seemed, come too late. Maria Cristina and I comforted her. She was neither hysterical nor angry, but the picture of deep despair. She looked at me, eyes full of anguish, and entreated me to help arrange to see her husband, if only for a few seconds. She just wanted to be sure it was him.

We spoke with a Colombian doctor, who told us that the widow couldn't see the body. The forlorn widow pleaded. I explained to the doctor that, while I understood she had to abide by the rules, if there was any way for

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S A F E T Y S C E N E

This column, written by Stephen Urnan, director of the Office of Safety/Health and Environmental Management, is a new feature at STATE. You may send questions at safety to Mr. Urnan, A/OPR/SHEM, SA-1, Room 1042, Washington, D.C. 20520, or write to the editor. (Your privacy will be respected.) Department policy prohibits reprisal actions on employees who express concerns regarding unsafe or unhealthy working conditions.

Q.

Whom should I contact at post if I have questions on safety and health?

A.

Every post is required to designate a management officer as their post occupational safety and health officer. This person is normally an officer in the administration chain—general services, facility manager, etc. We provide them with technical support, resource materials and training. For example, our newsletter, "Safety and Health Watch," focuses on the latest technical information from the Occupational Safety and Health Administration and the Environmental Protection Agency as well as hazards that are common to many posts. We have established a very good dialogue with them. You can be assured that they will contact us if they are unable to address a particular concern of yours.

Q.

I've heard a lot recently about carbon monoxide detectors. When do I need to be concerned about carbon

monoxide and what are your recommendations about these devices?

A.

We've all heard about the dangers of carbon monoxide at some point in our schooling or career. It is a colorless, odorless gas that is produced by the burning of any fuel containing carbon, such as kerosene, wood, charcoal, gasoline, propane and natural gas. Every year, over 300 people die and thousands more are injured from carbon monoxide poisoning in the United States. There have been carbon monoxide-related fatalities in Department facilities, as well. Every fuel-burning heater, appliance, vehicle and device should be considered a potential source of carbon monoxide.

Appliances and furnaces should be properly ventilated and maintained to assure proper operation. Flues should be checked to make sure soot or animals have not blocked the vent pipe.

Carbon monoxide detectors measure the amount of carbon monoxide in the air and sound an alarm when dangerous amounts are present. While some endorse their use as a backup should all else fail, you need to be aware of their limitations as well as problems caused by false alarms. We do not recommend them as an alternative to the preventative measures discussed above. The Consumer Product Safety Commission is presently addressing the false alarm issue.

Q.

I understand that there is asbestos in my office building. Do I need to be concerned?

A.

No, the fact that it has been identified means that your post occupational safety and health officer or building manager is aware of this potential hazard, and has an asbestos management plan in place to ensure that asbestos is not disturbed. In the past, asbestos was used primarily for thermal insulation and fire protection and is present in almost all older buildings. Because it has been shown to cause cancer and respiratory disease in workers exposed to high levels of fibers for many years, such as insulation workers, there are now strict regulatory controls on its use. An exposure risk to office employees might result only if asbestos containing material is inadvertently disturbed because it had not been identified or properly managed in place. When a renovation is planned for an area which may disturb asbestos, it is removed following very strict Occupational Safety and Health Administration and Environmental Protection Agency specifications.

Q.

I would like my residence to be treated with pesticides as a preventative measure. The post occupational safety and health officer was reluctant and mentioned something about integrated pest management. Can you give me information on this?

(Continued on Page 47)



POST OF THE MONTH

QUITO

This embassy is in Ecuador's capital, which lies near the equator at an altitude of 9,300 feet, just south of the volcano, Pichincha. Foreign Service people there are featured as part of STATE's continuing series.



The ambassador's residence. (Photo by Ron Stone)



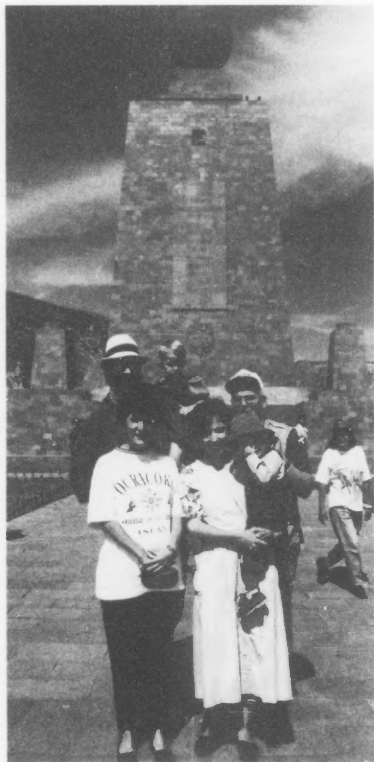
Ambassador *Peter Romero*, wife, *Ruth*, and son, *Alexander*, on the high sierra. (Photo by *Dianne Pickett*)



Cerro Panecillo, the hill in the background, overlooks almost all of Quito. (Photo by Ron Stone)



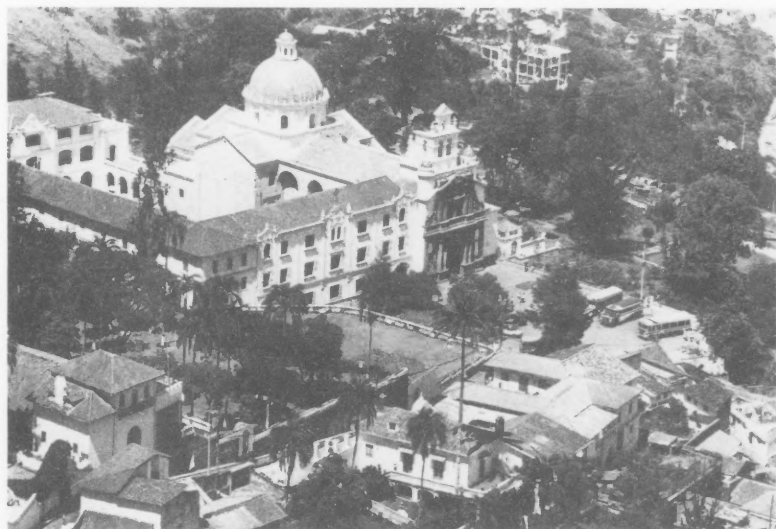
Saraguro Indian children in southern Ecuador. (Photo by Brian Penn)



At a monument marking the position of the equator; front row, from left: *Sarina Penn*, wife of information officer *Brian Penn*, *Karen Davidson*, wife of cultural attache *Terry Davidson*, son, *Lincoln*; back row: *Mr. Davidson*, *Mr. Penn*, daughter, *Nicole*.



A.I.D.'s *James Watson*, left, with a guide at the summit of *Cotopaxi*, the world's highest active volcano.



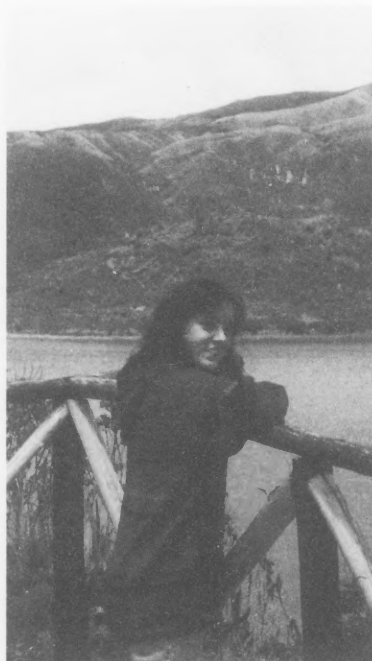
A 400-year-old church in the village of Guapulo. (Photo by *Ron Stone*)



At an extinct crater of Pululahua, South America's largest volcano: cultural attache *Terry Davidson*, wife, *Karen*, and son, *Lincoln*. (Photo by *Brian Penn*)



An Otavalo Indian teaches her daughter the art of weaving.



Andrea Stone, daughter of the Defense Mapping Agency's Milda Stone, at the crater lake, Cuicocha. (Photo by Ron Stone)



The Peace Corps' Carol Bellamy, left, and Jean Seigle, center, with a weaver of baskets.



Ambassador Romero honors embassy teens for volunteer work at an orphanage, from left: Rebecca Garcia, Lenore Compton, Summer and Zachery Williamson and Andrea Stone. (Photo by Mario Aldaz)



Cecile Ravenscroft, wife of regional security officer Dennis Ravenscroft, demonstrates an emergency evacuation exercise. (Photo by Mario Aldaz)

POINT OF VIEW

The best and brightest isn't always synonymous with an advanced degree

By WAYNE McDUFFY

The author is assigned to the consulate general in Jerusalem.

As my first anniversary in Jerusalem rushes by, I glance back over my shoulder at how I've fared at my first overseas posting and at what lured me into the Foreign Service. I find myself pondering some of the peculiarities of the Service—from the rigors of the written and oral exams, to initial grade and step decisions, to the mysterious rites of consular designations, to the difference between being on the outside looking in and on being inside.

I first fell in love with the Foreign Service at the age of 13. It occurred to me then that precious few options offered me the package deal of traversing the globe, learning foreign languages, making a contribution to the world around me and actually earning a living. Eleven years elapsed between my first crack at the written exam at Harvard and the time I left my job at Coca-Cola to accept my commission. During the interim, which included two more stabs at the written and oral exams, I convinced myself that as long as I kept my heart set on the Foreign Service, every experience I had would somehow redound to my benefit once I entered. I was *determined* to get in.



Mr. McDuffy

Much has changed since 1974 when I was 13. For one thing, "furlough" is no longer just a military term. Government-wide "rightsizing" has caused many to take a hard look at the Foreign Service. Decisions about where to bank a career are bound to be made with more circumspection. The Foreign Service has rightly prided itself on attracting and retaining top-notch people. While the need for the best and the brightest has not changed, which skills and qualifications promise an officer the greatest effectiveness in a 21st century, "rightsized" Foreign Service may be changing.

The key here is that the "best and the brightest" in a given job is not always synonymous with an advanced degree. When advanced credentials are the benchmark for initial placement and grade decisions, as they are now, it's not surprising that a majority of those showing the keenest interest in joining the Foreign Service are

young postgraduates. While these applicants perform well, the lion's share graduate from programs which emphasize political, economic or purely academic analysis. Consequently, most of them veer toward political and economic reporting. That's O.K., as far as it goes. But the Service has difficulty ensuring that 50 percent of its officers are effective in its other essential areas. The Department has a considerable stake in maintaining that 25 percent of its corps are contented administrative officers and another 25 percent contented consular officers.

This has proven difficult. Recent coming experience demonstrates there's still an uncomfortably large group of officers (well over 50 percent) who have their sights firmly set on political and economic designations despite repeated assurances that there exists no unspoken hierarchy within the Foreign Service. This imbalance stems from how the Service recruits candidates, advertises the work we do and determines the worth of newly-entering officers. There are qualified candidates out there who might take interest in the other 50 percent of Foreign Service work if they were as aggressively recruited and assured that their skills be equitably recognized.

These people abound in corporate sales and human resource departments, marketing, small import-export firms and real estate agencies, to name a few examples. They may or may not have advanced degrees but possess skills which would make many of them ideally suited to be administrative or consular officers—as designations of *choice*. In order to

attract them, however, the Service has to pursue them. Perhaps there is a need to cast a broader net with more flexible incentives.

Two of my A-100 colleagues, with backgrounds similar to my own, presented their cases for recognition of military and professional experience to the Board of Examiners. They were summarily unpersuasive. Admittedly, it may be difficult to make a transparent comparison about the value of a regional sales manager position at IBM, for instance, and the same job title at a small private firm. But comparison about the rigor and reputation of various university degree programs is arguably no less difficult.

The view that advanced academic study is more clearly relevant to the work of the Foreign Service than any other experience begs the question: What work? Political analysis? Economic analysis? What about being a general services officer? My first meaty task as GSO in Jerusalem was to negotiate an apartment lease with two contentious, high-profile Israeli lawyers. Of course, a law degree would have served me well but so did three years of negotiating soft drink equipment leases for Coca-Cola. Keeping a dozen local drivers and maintenance men productive and happy might be a job for someone with a masters in psychology, but it's also closely related to four years of management experience as a Marine Corps officer. Ordering food and beverages for a Fourth of July celebration might give the edge to an MBA in hotel/restaurant management, but three years of marketing wine to restaurants and supermarkets for Ernest & Julio Gallo also came in handy.

Got an unorthodox opinion about operations at State, or life in the Foreign or Civil Service? Fax articles (double-spaced, *with no acronyms, please*) to the deputy editor. (703) 812-2475.

Despite my ardent desire to join the Service, I'm still somewhat baffled by why these 10 years of experience don't carry the equivalent professional weight of a two-year master's degree held by a 23-year-old colleague. Especially when I use my experience. Every day.

In the end, I'm pleased with my decision to join the Foreign Service; it's what I always wanted to do. But I'm convinced the Service could do more to attract and retain a more diverse mix of professionals. While my view is one of a junior officer relatively new to the system, it is also the view of someone who has felt firsthand the effects of a long-standing practice which seems to elude logic, at least when I reflect on my own circumstances. ■

Letters

(Continued from inside cover)

rights violations, coups, nation building, insurgency, negotiations and counterinsurgency. Enders was the impresario, charting the course in the face of harsh criticism from both the left and the right of American politics. His clarity of vision and strong moral compass guided the nation through one of its most difficult issues. In the end the issue consumed him, but his vision remained intact and guided

what was arguably one of the most complex, and ultimately successful, strategies ever undertaken by our government overseas.

Most will remember Tom as the most intelligent diplomat of his time. Others will remember him for his imposing presence and seemingly haughty demeanor. But those who worked with him most closely will remember an almost shy man of extraordinary breadth and compassion, a man devoted to the service of his country and its principles, a man with the strength of determination to go against the odds and win. A model of the very best in the Foreign Service.

Sincerely,
CRAIG JOHNSTONE □

On closures: 'name an outside panel'

FLORENCE

DEAR EDITOR:

Under Secretary Moose indicated in your January issue that there is likely to be another list of posts to be closed in FY97. I hope the under secretary will ensure that the system used to analyze which posts are least needed will be vastly improved over the one used during this go-around, a system Mr. Moose knows was deeply flawed.

While the SMI team devised a list of valid criteria by which to judge posts, the numerical values assigned under these criteria to the posts under consideration was often way off the mark. Thus, Florence was found to have zero importance in political/economic

(Continued on Page 51)

IN THE COMMUNITY

Senior seminar member swings a hammer for Habitat for Humanity

BY AUBREY HOOKS

The author is ambassador-designate to the Congo.

If former President Jimmy Carter could swing a hammer for Habitat for Humanity, I could too. This volunteer service component of the Senior Seminar seemed like a good way to get exercise, bond with new colleagues and do something useful for the community. Eleven of the seminar's 32 members joined in the fun.

Habitat for Humanity had just started a new project on Princess Street in Alexandria, Va. This project was not just putting up a prefab, or even building a new house from scratch. Due to the requirements of historical preservation, the original front part of this small turn-of-the-century house had to be maintained, complicating the rebuilding task enormously as that part of the house was far from being square. Added to this problem was a second house, resembling a large shed, built onto the side of the house under reconstruction. A muddy 18-inch alley separated our project from the neighboring house on the other side.

Fortunately, Habitat for Humanity was not fussy about prior building experience. One of our group had just finished his basement by himself, but a few of us had trouble

identifying tools. And there was a lot of posing for the camera on the first day as we made documentary evidence of our using various tools for the doubting Thomases among the 21 members of the Senior Seminar who were participating in other projects.

George Aux, the project manager, was a man of great faith. I can't otherwise explain why he would have left us unsupervised on the project as he dashed here and there picking up supplies and amendments to the architectural plans. We took on the daunting task of laying the floor and putting up 2x4's for the walls on the upper level. In George's frequent absences, we ended up in committee trying to figure out what to do next, with a rich variety of suggestions. Occasionally, the collective wisdom of 11 Government officials was no match for the challenge of keeping the wall plumb with the Siamese twin built on the side. (That was always a good reason for an early lunch or to "take five" until George got back.)



Members of the Senior Seminar, rebuilding a home in Alexandria, Va.

Our Air Force colleague had the brilliant idea to pave the muddy alley between the house under construction and the neighboring house with gravel piled in back. Following heavy rains in the middle of the week, we expressed our gratitude by christening the alley the Mike Snedeker Memorial Highway. We lost a day-and-a-half in the middle of the week due to the rain, but by that time we were really getting into swinging hammers and couldn't wait for the rain to stop. While it poured, many of us compared notes with friends working on other projects—and we all came back convinced that we were having the most fun.

No, President Carter did not show up for this project. However, a dozen young Northern Irish Catholic and Protestant workers seeking to improve social ties and construction skills did. Being the canny Irish that they were, they built inside walls downstairs and left us to struggle with wayward outside walls on the second floor. Given the small dimensions of the house (about 12 feet by 40 feet), this arrangement probably was best. Numbers aside, however, there was little resemblance to an anthill—ants always seem to know what they are doing.

But by the end of the week we could see the progress we'd made. We kept telling ourselves we could have done more if it hadn't rained. The house had become "our" house. Our proprietary interest is still alive—some of us occasionally drive by the house on Princess Street to see what progress has been made since we left. ■

(Appointments, from Page 16)

Guatemala

Donald Planty has been director of the Office of Brazilian and Southern Cone Affairs since 1992. He joined the Foreign Service in 1970 and was assigned to Panama City. After serving as assistant information officer in Santiago, he went to Mexico City as consul and economic and commercial officer in 1974. Three years later he became a staff officer in the Executive Secretariat.

After an assignment as a Pearson fellow in the Office of Sen. John Chafee (R.-R.I.), Mr. Planty became a legislative management officer in the congressional bureau in 1979. Next, he was officer in charge of Spanish affairs, 1981-83, and deputy to the deputy chief of mission at The Holy See, 1983-84. After studies at the National War College, he was named counselor for political-military affairs in Madrid in 1986. He served as deputy chief of mission in Oslo, 1989-92.

Mr. Planty was born in Lowville, N.Y., on January 16, 1945. He earned a bachelor's from Fordham and a master's from the University of New Mexico. His foreign languages are Italian and Spanish. He holds the Superior Honor Award. He is married to Regina Planty; they have three sons. □

Honduras

James Creagan has been deputy chief of mission in Rome since 1993. He entered the Foreign Service in 1966 and became assistant labor attache in Mexico City the following year. He served as political and labor



Mr. Shinn



Mr. Planty



Mr. Creagan

officer in San Salvador, 1969-70. Next, he was an assistant professor of political science at Texas A&M, 1970-71, and a visiting lecturer at Centro Intercultural de Documentacion in Cuernavaca, 1971. After a posting to Rome, he became political officer in Lima in 1974.

Mr. Creagan served as consul, political and economic officer in Naples, 1977-80. In the latter year, he became officer in charge of Italian and Vatican affairs. He was counselor for political affairs in Lisbon, 1982-86, and Brasilia, 1986-88. In 1988 he became deputy chief of mission at The Holy See. He was consul general in Sao Paulo, 1991-92. He served as senior adviser for Latin American affairs at the U.S. mission to the United Nations in 1992.

Mr. Creagan was born in Elyria, O., on February 28, 1940. He earned a bachelor's from the University of Notre Dame and a doctorate from the University of Virginia. His foreign languages are Spanish, Italian and Portuguese. He holds two Superior Honor Awards, a Meritorious Honor Award and a senior performance pay award. He is married to Cherry Creagan; they have two sons. □

Iceland

Day Mount has been director of the Office of Environmental Policy since 1993. He entered the Foreign Service in 1970 and was assigned to the Office of Operations. Two years later he became general services officer in Vienna. Next, he served as executive officer at the regional administrative management center in Bangkok, 1974-76. He was a staff assistant, then a special assistant, to the assistant secretary for administration, 1976-78.

In 1978 Mr. Mount became chief of the Bureau of Administration's Management Analysis Division. He served as deputy executive director of the Bureau of European and Canadian Affairs, 1980-82. After studies at the Industrial College of the Armed Forces, he was named counselor for administrative affairs in Athens in 1983. The following year Mr. Mount was named deputy assistant secretary for information systems, a position he held until 1989. He attended the Senior Seminar, before serving as consul general in Stuttgart, 1990-93.



Mr. Mount



Mr. Geisel



Mr. Ward

Mr. Mount was born in New York on May 17, 1940. He earned a bachelor's from Dartmouth and a master's from New York University. His foreign languages are German and French. He served in the Army, 1962-65. His honors include two Superior Honor Awards, two senior performance pay awards and G.S.A.'s Office Systems Professional of the Year Award. He is married to the former Kathie Jean Clements; they have three daughters. □

Mauritius

Harold Geisel has been deputy assistant secretary for information management and acting chief information officer at State since last year. He joined the Foreign Service in 1970 and became assistant budget and fiscal officer in Brussels the following year. After an assignment in Oslo, he became chief post management officer in the European bureau in 1973. Next, he was administrative officer in Bern, 1975-78, and Bamako, 1978-80.

After serving as chief roving administrative officer for the African bureau, Mr. Geisel was named consul general in Durban in 1982. He was a

member of the Nato Defense College in Rome, 1985-86. In the latter year he was named administrative counselor in that city. Mr. Geisel served as minister-counselor, for administration in Bonn, 1988-92, then for management in Moscow, 1992-93. In 1993 he became an executive assistant to the under secretary for management. He was acting inspector general and deputy inspector general from 1994 until last year.

Mr. Geisel was born in Chicago on May 11, 1947. He earned a bachelor's from Johns Hopkins and a master's from the University of Virginia. His foreign languages are German, Italian and French. He served in the Army and later in the Army Reserve. He holds three Superior and Meritorious Honor Awards and two senior performance pay awards. He is married to Susan Lynn Geisel; they have two daughters. □

Namibia

George Ward Jr. has been acting assistant secretary for international organization affairs since last year. He joined the Foreign Service in 1969 and became consular officer in Hamburg the following year. After assignments in the Operations Center

and the Secretary's Office, he went to Genoa as political officer in 1974. Next, he was political officer, then executive assistant to the ambassador in Rome, 1976-79.

After an assignment as a systems analyst in the Bureau of Political-Military Affairs, Mr. Ward became special assistant for policy in the European bureau in 1982. He went to Bonn as political officer in 1984. A year later he was named deputy director of the Office of European Security and Political Affairs. After attending the Senior Seminar, he returned to Bonn as deputy chief of mission in 1989. He served as principal deputy assistant secretary for international organization affairs from 1992 until last year.

Mr. Ward was born in Jamaica, N.Y., on April 9, 1945. He earned a bachelor's from the University of Rochester and a master's from Harvard. He served in the Marines, 1965-69, and later in the Reserves until 1977. His foreign languages are German and Italian. His awards include a Distinguished Honor Award, three Superior Honor and two Presidential Meritorious Awards and five performance pay awards. His articles on foreign policy have appeared in German and Japanese publications. He is married to Peggy Ward; they have a daughter. □

Nicaragua

Lino Gutierrez has been director of the Bureau of Inter-American Affairs' Office of Policy Planning Coordination and Press since 1994. He began his career at State as consular and political officer in Santo Domingo in 1977. After holding the



Mr. Gutierrez



Mr. Jett



Mr. Hubbard

same positions in Lisbon, he was named officer in charge of Nicaraguan affairs in 1981. He held a temporary assignment as political officer in St. George's in 1983.

Later that year Mr. Gutierrez became chief of the political section in Port-au-Prince. He returned to Washington as officer in charge of Portuguese affairs in 1985. After a posting to Paris, he was named deputy chief of mission in Nassau in 1990. He attended the Senior Seminar, 1993-94.

Mr. Gutierrez was born in Havana on March 26, 1951. He received a bachelor's and a master's from the University of Alabama. His foreign languages are Spanish, French and Portuguese. He holds two Superior Honor and two Meritorious Honor Awards. He is married to Miriam Messina-Gutierrez; they have three daughters. □

Peru

Dennis Jett has been ambassador to Mozambique since 1993. He began his career at State in 1973 as political officer in Buenos Aires. After an assignment in the Operations Center, he became a staff assistant in the eco-

omic bureau in 1976. He served as an economist in the Office of Fuels and Energy, 1977-80. In the latter year he became science attache in Tel Aviv. He was desk officer for Argentina, 1983-85.

After an assignment with the Pearson Program at the International Center of Florida, Mr. Jett was named deputy chief of mission in Lilongwe in 1986. He held the same position in Monrovia, 1989-91. After attending the Senior Seminar, he became executive assistant to the under secretary for political affairs in 1992. He was an acting special assistant to the President and senior director for African affairs at the National Security Council in 1993.

Mr. Jett was born in Waltham, Mass., on June 26, 1945. He earned a bachelor's and a master's from the University of New Mexico. His foreign languages are Spanish, Portuguese and Hebrew. He served in the Naval Reserve, 1965-73. He holds Distinguished, Superior and Meritorious Honor Awards, two senior performance pay awards and Afsa's Christian A. Herter Award. He is married to Lynda Schuster; he has a daughter and a son. □

Philippines; Palau

Thomas Hubbard has been principal deputy assistant secretary for East Asian and Pacific affairs since 1993. He joined the Foreign Service in 1965 and became economic and political officer in Santo Domingo the following year. After an assignment in Fukuoka, he served as political officer in Tokyo, 1971-73. Next, he was an international relations officer in the Office of Japanese Affairs, 1973-74, and at the U.S. mission to the Organization for Economic Cooperation and Development in Paris, 1976-78.

Mr. Hubbard had a second tour as political officer in Tokyo, 1978-81. After a detail as a legislative assistant to Rep. Jim Leach (R.-Io.), he served as director of the Training and Liaison Division, Office of Foreign Service Counseling and Assignments, 1982-84. In the latter year he became political officer in the Office of Philippines Affairs.

Mr. Hubbard was country director for Japanese affairs, 1985-87. In 1987 he was named deputy chief of mission in Kuala Lumpur. He then served as deputy chief of mission in Manila, 1990-93.

Mr. Hubbard was born in Maysville, Ky., on January 30, 1943. He received a bachelor's from the University of Alabama. He speaks five foreign languages—French, Spanish, Italian, Japanese and Bahasa Malaysian. He holds a Superior Honor Award, five senior performance pay awards and the Secretary of Defense's Meritorious Civilian Service Award. He is married to Joan Hubbard; they have two children. □

Suriname

Dennis Hays has been director of the Office of Mexican Affairs since last year. He entered the Foreign Service in 1976 and became vice consul and general services officer in Kingston the following year. He served as a management analyst in the Bureau of Administration, 1979-81. Next, he was president of the American Foreign Service Association, 1982-85.

Mr. Hays was named deputy chief of mission in Bujumbura in 1985. He was deputy chief of mission and chargé in Georgetown, 1988-92. He served as coordinator for Cuban affairs from 1993 until last year.

Mr. Hays was born in Oakland, Calif., on June 1, 1953. He received a bachelor's from the University of Florida and a master's from Harvard. He also attended the National War College, 1992-93. His foreign language is French. He holds four Superior Honor Awards and a Meritorious Honor Award. His columns have appeared in the *Foreign Affairs Journal*. He is married to Katherine Hays; they have three daughters and a son. □

Senegal

Dane Smith Jr. has been director of the Office of West African Affairs since 1994. He entered the Foreign Service in 1967 and was first assigned to the office where he now serves as director. He served as economic officer in Islamabad, 1972-74. He was



Mr. Hays



Mr. Smith



Mr. Hill

assigned to the Office of Japanese Affairs, 1975-77, and the Economic Policy Staff, 1977-79. In the latter year he was named chief of the economic bureau's Food Policy Division.

In 1982 Mr. Smith became economic counselor in Monrovia. He served as deputy chief of mission in Gaborone, 1984-86, and Khartoum, 1986-89. In 1989 he returned to the Economic Policy Staff, where he served as director until 1990. That year he was appointed ambassador to Guinea. He was diplomat-in-residence at Howard University, 1993-94.

Mr. Smith was born in Albuquerque on December 14, 1940. He holds a bachelor's from Harvard and two masters' and a doctorate from Tufts. He speaks six foreign languages—French, Arabic, Urdu, German, Spanish and Italian. He has received two Meritorious Honor Awards and four senior performance pay awards. He is married to Judith Smith; they have two daughters and a son. □

Macedonia

Christopher Hill has been director of the Office of Central European Affairs since 1994. He joined the

Foreign Service in 1977 and was posted to Belgrade the following year. After an assignment in the Operations Center, he became a member of the Policy Planning Staff in 1981. He was economic officer in Warsaw, 1983-85, and Seoul, 1985-88.

In the latter year, Mr. Hill became a fellow at the American Political Science Foundation, where he was assigned to the office of Rep. Stephen Solarz (D-N.Y.). He served as country officer for Poland, 1989-91. In 1991 he was named deputy chief of mission in Tirana. He attended the Naval War College, 1993-94.

Mr. Hill was born in Paris on August 10, 1952. He holds a bachelor's from Bowdoin College and a master's from the war college. He speaks four foreign languages—French, Polish, Serbo-Croatian and Albanian. He has received Distinguished and Superior Honor Awards and the Secretary of Defense Medal for Meritorious Civilian Service. He is married to Patricia Whitelaw-Hill; they have two daughters and a son. ■

EDUCATION & TRAINING

Courses: National Foreign Affairs Training Center

Program	May	Jun.	Jul.	Length
INTENSIVE AREA STUDIES				
Africa, sub-Sahara (AR 210)	—	17	—	2 WEEKS
East Asia (AR 220)	—	17	—	2 WEEKS
Europe (AR 291)	—	17	—	2 WEEKS
Inter-America Studies (AR 239)	—	17	—	2 WEEKS
Near East/North Africa (AR 240)	—	17	—	2 WEEKS
South Asia (AR 260)	—	17	—	2 WEEKS
Southeast Asia (AR 270)	—	17	—	2 WEEKS
Successor states-Soviet Union (AR 281)	—	17	—	2 WEEKS
ADVANCED AREA STUDIES				
Andean Republics (AR 533)	These courses are integrated with the corresponding languages and are scheduled weekly for 3 hours. Starting dates correspond to France language starting dates			
Benelux /European Union /Nato (AR 568)				
Brazil (AR 535)				
Central America (AR 539)				
(AR 567)				
Francophone Africa (AR 513)				
German-speaking Europe (AR 593)				
Haiti (AR 536)				
Iberia (AR 591)				
Italy (AR 594)				
Lusophone Africa (AR 514)				
Mexico (AR 531)				
Nordic Countries (AR 596)				
Northern Africa (AR 515)				
Southern Cone (AR 534)				
The Caribbean (AR 538)				
FULL-TIME LANGUAGE TRAINING				
French (LFR 100)	28	—	1	24 WEEKS
German (LGM 100)	28	—	—	24 WEEKS
Italian (LJT 100)	28	—	—	24 WEEKS
Portuguese (Brazilian) (LPY 100)	28	—	—	24 WEEKS
Spanish (LQB 100)	28	—	1	24 WEEKS
FAMILIARIZATION & SHORT TERM (FAST) COURSES				
Albanian (fast) (LAB200)	—	—	1	8 WEEKS
Amharic (fast) (LAC 200)	—	—	1	8 WEEKS
Arabic (Egyptian) (LAE 200)	—	—	1	8 WEEKS
Arabic (North African) (LQW 200)	—	—	1	8 WEEKS
Arabic Refresher (LAD 201)	—	—	1	6 WEEKS
Arabic (modern standard) (LAD 200)	—	—	1	8 WEEKS
Armenian (fast) (LRE 200)	—	—	1	8 WEEKS
Azerbaijani (fast) (LAX 200)	—	—	1	8 WEEKS
Bengali (LBN 200)	—	—	1	8 WEEKS
Bulgarian (fast) (LBU 200)	13	—	1	8 WEEKS
Burmese (LBY 200)	—	—	1	8 WEEKS
Chinese (standard) (fast) (LCM 200)	—	—	1	8 WEEKS
Chinese refresher (LCM 201)	—	—	1	6 WEEKS
Czech (fast) (LCX 200)	—	—	1	8 WEEKS
Estonian (fast) (LES 200)	—	—	1	8 WEEKS
French (fast) (LFR 200)	28	—	—	8 WEEKS
German (LGM 200)	28	—	—	8 WEEKS
Greek (LGR 200)	—	—	1	8 WEEKS

If you're even thinking of retirement...

Weeklong retirement seminars will be offered in Loy Henderson Conference Room, June 24-28, and September 30-October 4. Topics include financial and real estate planning, tax issues, relocation options, annuities, health care, employment and volunteer work. The sessions are open to employees within five years of retirement and their husbands and wives. For information, call (703) 235-4240.

In addition, a job-search program for recent retirees and employees nearing retirement will be offered at the Career Transition Center, July 1-October 3, and October 7-January 3. Participants will receive instruction in clarifying career goals, assessing skills, preparing resumes, building networks, sharpening interview skills and negotiating salaries and benefits. Knowledge of Microsoft Word for Windows is recommended before taking the course. Participants must agree in writing to retire at the end of the program. To apply, send a memo, cable or fax to PER/RCT/CTC, SA-30. □

Need more time to research your post?

The Foreign Service Institute's Overseas Briefing Center has announced expanded hours for employees and their families who wish to perform research on their prospective posts. The center, which is open 8:15-5:00, Monday through Friday, will offer extra hours on



FOREIGN SERVICE INSTITUTE—professional development seminar, left to right, *Paula Piazzini*

Campbell, Ellen Irvine, Beth Roshto, Ramond Maximillian, Audrey Karika-Andersen, Wilma Smith (instructor),

Barbara Findlay, Wendy Galnek, Laura Bailey, Ginny Taylor (program director), Judith Ross.

Saturdays, from 9:00-4:00, on May 18, June 22 and July 20; and on Wednesdays, until 8:30, on May 22, June 12 and July 24. Ample parking is available. For information, call (703) 302-7277. □

Anti-terrorist training for employees and their spouses

The Bureau of Diplomatic Security is offering a two-day course on "preventive" and "responsive" counterterrorism techniques, June 12-13, 26-27, and August 14-15. Topics will include threat detection, attack avoidance exercises, bomb recognition, defensive and evasive vehicle maneuvers and emergency medical training. The class, which is limited to

Program	May	Jun.	Jul.	Length
Hebrew (LHE 200)	—	—	1	8 WEEKS
Hebrew refresher (LHE 201)	—	—	1	6 WEEKS
Hindi (LHJ 200)	—	—	1	8 WEEKS
Hungarian (LHU 200)	—	—	1	8 WEEKS
Indonesian (LJN 200)	—	—	1	8 WEEKS
Italian (LJT 200)	28	—	—	8 WEEKS
Japanese (LJA 200)	—	—	1	8 WEEKS
Japanese refresher (LJA 201)	—	—	1	6 WEEKS
Khmer (Cambodian) (LCA 200)	—	—	1	8 WEEKS
Korean (LKP 200)	—	—	1	8 WEEKS
Korean refresher (LKP 201)	—	—	1	6 WEEKS
Lao (LLC 200)	—	—	1	8 WEEKS
Latvian (fast) (LLE 200)	—	—	1	8 WEEKS
Lithuanian (fast) (LLT 200)	—	—	1	8 WEEKS
Malay (LML 200)	—	—	1	8 WEEKS
Polish (LPL 200)	—	—	1	8 WEEKS
Portuguese (Brazilian) (LPY 200)	28	—	—	8 WEEKS
Romanian (fast) (LRQ 200)	—	—	1	8 WEEKS
Russian (LRU 200)	28	—	—	8 WEEKS
Russian refresher (LRU 201)	—	—	1	6 WEEKS
Slovak (fast) (LSK 200)	—	—	1	8 WEEKS
Spanish (LQB 200)	28	—	—	8 WEEKS
Thai (LTH 200)	—	—	1	8 WEEKS
Turkish (LTU 200)	—	—	1	8 WEEKS
Urdu (fast) (LUR 200)	—	—	1	8 WEEKS
Uzbek (fast) (LUX 200)	—	—	1	8 WEEKS
Vietnames (fast) (LVS 200)	—	—	1	8 WEEKS
Vietnames refresher (LVS 201)	—	—	1	6 WEEKS

Program	May	Jun.	Jul.	Length
ADMINISTRATIVE TRAINING				
Budget & financial management (PA 211)	28	—	15	6 WEEKS
C.F.M.S. miscellaneous obligations (PA 154)	20	—	—	2 DAYS
C.F.M.S.-requisition documents (PA 153)	16	—	—	2 DAYS
C.F.M.S.-system overview and orientation (PA 150)	14	—	—	1 DAY
C.O.R. (PA 126)	—	10	—	1 WEEK
C.O.R. update (PA 127)	—	24	—	1 DAY
Customer service (PA 143)	—	6	—	2 DAYS
F.S.N. class and compensation (PA 232)	20	—	15	2 WEEKS
General services operations (PA 221)	28	24	22	12 WEEKS
How to develop job aids (PA 166)	1	—	—	3 DAYS
How F.A.A.S. works at overseas posts (PA 213)	15	26	—	3 DAYS
How to be a certifying officer (PA 291)	—	—	—	Correspondence Course
How to be contracting officer's representative (PA 130)	—	—	—	Correspondence Course
How to write a statement of work (PA 134)	—	—	—	Correspondence Course
Management controls workshop (PA 137)	—	24	—	2 DAYS
Management controls workbook (PA 164)	—	—	—	Correspondence Course
Orientation for narcotics control officers (PA 202)	—	—	8	2 WEEKS
Overseas contracting officers warrant training (PA 223)	—	—	8	4 WEEKS
Personnel course (PA 231)	—	24	—	7 WEEKS
Training for overseas cashier's supervisor (PA 294)	—	—	—	Correspondence Course
Training for overseas cashiers (PA 293)	—	—	—	Correspondence Course
Training for overseas voucher examiners (PA 200)	—	—	—	Correspondence Course
CONSULAR TRAINING				
Advanced consular course (PC 532)	—	—	15	3 WEEKS
Automation for consular managers (PC 116)	7	4	—	4 DAYS
ConGen Rosslyn basic consular course (PC 530)	—	28	—	Continuous Enrollment
Consular orientation (PC 105)	—	—	—	Continuous Enrollment
Immigration law/visa operations (PC 102)	—	—	—	Correspondence Course
Machine readable visas for consular managers (PC 117)	10	7	8	4 DAYS
Nationality law and consular procedures (PC 103)	—	—	—	Correspondence Course
Overseas citizens services (PC 104)	—	—	—	Correspondence Course
CURRICULUM AND STAFF DEVELOPMENT				
Basic facilitation and delivery workshop (PD 513)	—	19	—	3 DAYS
Training design workshop (PD 512)	22	—	—	3 DAYS
Visual aid basics (PD 520)	—	7	—	1 DAY
ECONOMIC AND COMMERCIAL TRAINING				
Applied economics for non-economic officers (PE 280)	—	—	8	6 WEEKS
Aviation policy and negotiation (PE 130)	—	—	22	3 DAYS
Country data analysis (PE 504)	—	—	15	2 WEEKS
Economic tradecraft (PE 124)	—	—	8	2 WEEKS
Energy attache training (PE 127)	—	—	29	1 WEEK
Energy, economy and environment (PE 128)	—	24	—	1 WEEK
Excel for economists (PE 129)	—	17	—	2 WEEKS
Export promotion (PE 125)	—	24	22	1 WEEK
Political/economic tradecraft (PG 140)	—	3	—	4 WEEKS
Science, technology and foreign policy (PG 562)	—	17	—	1 WEEK
Senior commercial course (PE 290)	—	24	29	2 DAYS
Telecommunications policy (PE 131)	—	—	10	2 DAYS
U.S. commercial interests in the power sector (PE 132)	14	—	9	2 DAY

18 participants, will be held at the bureau's training center in Dunn Loring, Va., on the first day, and in Summit Point, W. Va., the following day. (Transportation to and from Summit Point will be provided.)

The course is open to employees and their spouses assigned to the following posts—Bujumbura, Conakry, Freetown, Ibadan, Kaduna, Khartoum, Kigali, Kinshasa, Lagos, Luanda, Monrovia, N'Djamena, Barranquilla, Bogota, Pucallpa, Manila, Adana, Ankara, Athens, Dushanbe, Istanbul, Amman, Cairo, Jerusalem, Kuwait, Sanaa, Tel Aviv, Colombo, Islamabad, Karachi, Lahore and Peshawar.

For information, contact the center's registrar at (703) 204-6100. □

'Life after the Foreign Service'

"Life after the Foreign Service," for husbands and wives of employees within one year of retirement, will be given at the Career Transition Center and the National Foreign Affairs Training Center, July 9-10, and October 15-16. Topics will include adjustment to retirement, exploring new pursuits and making the most of retirement as a team. For information, call Susan Drew Thomas, (703) 235-4240. □

(Safety, from Page 31)

A.

Your post occupational safety and health officer is correct. Pesticides are chemical poisons which vary in toxicity and should only be used as a last resort. Serious mishaps have occurred

when inappropriate pesticides have been used. Integrated pest management embodies common sense and consists of reducing the presence of pests through improved sanitation and exclusionary practices (screens, caulking, etc.) and using self-help measures, such as bait stations, mouse traps, etc. Pesticides should be applied only after consulting with us or the Office of Medical Services to ensure that they are registered by the Environmental Protection Agency and approved by the Department.

Q.

I have young children and just moved to a post that has swimming pools. I know that adult supervision is very important. Is there anything else I should be aware of?

A.

The most important preventative measures are adequate fencing/latches and adult supervision. Children less than four years old account for 75 percent of all pool drownings, and most of these occur in residential pools. Typically, there is a short lapse of supervision, lasting only a few minutes, which is enough time for a toddler to end up in the pool and drown. Frequently, parents leave toddlers in the care of older children who are unable to respond quickly and appropriately to a drowning. In addition to adult supervision, adequate fencing is very important. Minimum safety specifications have been established to discourage climbing the fence or unlatching the gates. ■

Program	May	Jun.	Jul.	Length
EXECUTIVE DEVELOPMENT				
Deputy chiefs of mission (PT 102)	—	9	14	2.2 WEEKS
E.E.O./diversity awareness for managers and supervisors (PT 107)	16	—	11	2 DAYS
Introduction to management skills (PT 207)	20	24	—	1 WEEK
Managing change (PT 206)	23	—	—	1 DAY
Managing people problems (PT 121)	22	—	—	3.5 DAYS
Washington tradecraft (PT 203)	6	—	8	2 WEEKS
INFORMATION RESOURCE MANAGEMENT				
Access 2.0 intermediate (PS 151)	13	—	—	2 DAYS
Access 2.0 intro (PS 150)	—	5	10	2 DAYS
Banyan vines administration (PS 260)	20	—	—	1 WEEK
C-LAN end user training (PS 223)	14	11	16	3 DAYS
Corporate systems administration (PS 654)	—	—	8	4 WEEKS
Excel 5.0 for Windows (PS 170)	8	3	1	2 DAYS
	—	24	8	
	—	—	29	
Excel 5.0 for windows intermediate (PS 171)	—	10	15	2 DAYS
	—	—	22	
Information management seminar (PS 217)	—	—	29	4 WEEKS
Introduction to power point for windows (PS 140)	1	26	31	2 DAYS
	29	—	—	
Internet, concepts (PS 218)	17	14	—	1 DAY
INFORMATION RESOURCE MANAGEMENT				
Introduction to windows (PS 123)	14	11	2	1 DAY
	—	25	16	
	—	—	30	
Managing information programs (PS 213)	—	10	—	4 WEEKS
Microsoft project (PS 180)	—	10	—	2 DAYS
Networking for microsoft mail (PS 662)	—	3	1	1 WEEK
	—	—	29	
PC survival skills (PS 112)	13	10	1	1 DAY
	—	24	15	
	—	—	29	
Windows for workgroup skills (PS 162)	6	3	8	1 DAY
	20	17	22	
Windows NT 3.5 administration (PS 264)	6	3	29	1 WEEK
	—	24	—	
Workgroups for windows administration (PS 262)	14	25	—	3 DAYS
Word 6.0 for windows (PS 132)	1	12	17	2 DAYS
	15	26	31	
	20	—	—	
	29	—	—	
Word 6.0 for windows intermediate (PS 133)	8	5	10	2 DAYS
	22	19	24	
OFFICE MANAGEMENT TRAINING				
Advanced wordperfect for windows (PK 512)	—	25	—	1 DAY
Advanced word for windows (PK 513)	29	—	25	1 DAY
Better office english/oral (PK 226)	—	—	8	2 WEEKS
Design and your word processor (PK 180)	30	—	30	1 DAY
Drafting correspondence (PK 159)	20	—	22	1 WEEK
Employee relations (PK 246)	—	—	17	2 DAYS
Files management/retirement (PK 207)	30	12	23	1 DAY
Foreign Service secretary training for entering personnel (PK 102)	—	17	—	2.6 WEEKS
Introductory wordperfect for windows (PK 171)	—	13	—	1 DAY
Intermediate wordperfect for windows (PK 271)	—	—	22	2 DAYS

Program	May	Jun.	Jul.	Length
Intermediate word for windows (PK 270)	13	—	—	2 DAYS
Introductory excel for office support personnel (PK 181)	—	27	—	1 DAY
Introductory windows for office support personnel (PK 169)	2	4	3	1 DAY
Introductory word for windows (PK 170)	6	11	15	1 DAY
Level 2 Foreign Service Secretarial Training (PK 301)	—	—	29	3 WEEKS
Level 3 Foreign Service Secretarial Training (PK 302)	—	3	15	2 WEEKS
Proofreading (PK 143)	—	—	11	1 DAY
Senior secretarial seminar (PK 111)	15	—	—	3 DAYS
Supervisory studies seminar (PK 245)	20	—	—	1 WEEK
OFFICE MANAGEMENT TRAINING				
Travel regulations and vouchers (PK 205)	—	24	—	1 DAY
Writing effective letters and memos (PK 241)	—	—	8	1 WEEK
JUNIOR OFFICER TRAINING				
Orientation for Foreign Service officers (PG 101)	—	—	15	9 WEEKS
ORIENTATION TRAINING				
Designated posts (PN 112)	21	—	—	4 DAYS
Foreign Service specialists (PN 106)	23	—	—	3.4 WEEKS
Civil Service employees (PN 105)	—	11	—	3 DAYS
Working in an embassy community (PN 113)	—	19	—	2 DAYS
POLITICAL TRAINING				
Foreign affairs interdepartmental seminar (PP 101)	13	—	—	2 WEEKS
Labor officer functions (PL 103)	—	—	15	3 WEEKS
Negotiation art and skill (PP 501)	6	10	—	1 WEEK
Political tradecraft (PP 202)	—	—	8	3 WEEKS
Workers rights reporting (PP 504)	—	—	19	1 DAY
Political/economic tradecraft (PG 140)	—	3	—	4 WEEKS
SECURITY OVERSEAS SEMINAR				
Advanced security overseas seminar (MQ 912)	7	11	16	1 DAY
	—	25	30	
Security overseas seminar (MQ 911)	20	3	8	2 DAYS
	—	17	22	
OVERSEAS BRIEFING CENTER				
American studies (MQ 115)	—	13	—	2 DAYS
Deputy chief of mission spouses seminar (MQ 110)	—	17	22	3 DAYS
Documentation Foreign Service experiences (MQ 701)	—	20	—	1 DAY
English teaching seminar (MQ 107)	—	—	30	3 DAYS
Go logistics/adults (MQ 220)	18	—	—	1 DAY
Go logistics/kids (MQ 230)	18	—	—	1 DAY
Go with kids (MQ 210)	18	—	—	1 DAY
Go without kids (MQ 200)	18	—	—	1 DAY
Introductory to Foreign Service life (MQ 100)	20	—	—	1 WEEK
Life after the Foreign Service (MQ 600)	—	—	9	2 DAYS
Marketing our Foreign Service spouse talents (MQ 702)	—	21	—	1 DAY
OBC special evenings (MQ 850)	22	12	24	1 DAY
Post options for employment and training overseas (MQ 703)	—	22	—	1 DAY
Protocol (MQ 116)	29	—	20	1 DAY
Regulations, allowances and finances (MQ 104)	—	5	—	3 DAYS

Sao Paulo

*Big as brass drums,
smelling like cars and trucks
and sweat and blood,
rolling rows of condos
as far as the eye can see,
this burg
makes other cities
silent and small.*

*Gray as garbage,
washed in the rain
of semi-tropic downpours,
growing tiers of trucks
on roads that groan,
this metro
cries in the night
with songs of samba.*

*Loud as zoos,
car alarms clamber
into midnight beers,
waving flags on futeball
legs into fireworks,
this center
hoots with arrogance
on every winning kick.*

*Proud as diamonds,
faces of white and brown
and black weave
queues of commerce
into days of reis,
this city
yearns and strains
to be a piece of culture.*

*Colorful as canaries,
endless parades of pride
and people and power
pour like water colors
into the night,
this community
swallows words
into music and history.*

—LARRY BROOKS ■

(Crash, from Page 30)

this woman to see her husband on Christmas Eve, no matter what the condition of his remains, it would mean so much to her. The realization that this could be her own grandmother melted the doctor. She said quietly, "Come with me, quickly." One of the assistants proceeded to unzip the wrong body bag. "No!" the doctor admonished. "Not that one!" As we walked, I said to the widow, "Are you sure you want to do this alone?" She thanked me and said resolutely, "Yes, I have to do this." The nephew and I left her. When she emerged a few moments later, her face had lost its anguish. After seeing her husband, she knew that he indeed was gone. It was the closure she needed.

The parents of a young American woman whose body had not yet been recovered, waited desperately in their hotel room in Cali for any shred of information. Why couldn't she be found?! We suspected there might be one or more bodies buried beneath the fuselage, which was embedded in the mountainside and had proven an unyielding obstacle. It would not be easy, but the fuselage had to be accessed.

As we left town that evening, I heard a peal of bells emanate from a church, reminding me that it was Christmas Eve. We arrived at the Inter-Continental Hotel in Cali around 11:30 to drop off some items at our command center. I heard angelic singing. The door to the next room was slightly ajar. I looked in and saw a mass being celebrated for the families of the victims. Everyone was

nicely dressed, and the room was warmly lit. The congregation sang "Silent Night" in Spanish. I recognized some of the faces, which were solemn, but for the moment at least, at peace. Maria Cristina and I entered. In my dirty clothes I felt contaminated and intrusive, but we were warmly welcomed.

Christmas Day was a lighter day—we worked "only" about 12 hours. In Buga we completed the paperwork for a lady whose husband's remains were being repatriated to the United States the next day. At one point she paused, looked at me and said in Spanish, "I'm so sorry you have to

"That this woman who'd just lost her husband should be feeling sorry for me seemed the height of improbability."

spend Christmas this way." I stared at her and thought to myself, "No. Wait a minute! I'm the one who's sorry this happened to *you*, and that *you* had to spend *your* Christmas this way!" That this woman who'd just lost her husband should be feeling sorry for me seemed the height of improbability. Then I realized this was this lady's way of dealing with her loss. In comforting others, she hoped to deaden her pain. "My thoughts are with you," I said, as we embraced.

By now, most of the bodies had been recovered. Still unaccounted for were two U.S. citizens—the young woman and a 9-year-old boy. The parade of hearses—some of them simply converted station wagons—had declined since yesterday.

At our meeting with officials in Buga on December 27, we agreed that our search would continue for the few still missing. A Colombian army colonel received a call during the meeting that a body had been recovered—female and "gringa." We could only hope it was the missing young woman.

Later that evening we received a call from the Buga morgue. The body had arrived, and three of us went to make a preliminary identification. The mother of the missing woman was on her way, and we were all hopeful.

The fact that the crash site was at approximately 9,000 feet meant that the decomposition process was slowed by the cold Andean air, making identification easier. We had studied a recent photograph of the woman and had a description of her clothing. We walked into a small room with two metal tables. To the left, in a mud-caked body bag was a human leg; to the right was the young woman. After studying her for a few minutes, we all agreed it was she. Dental and fingerprint checks the following day confirmed her identity.

Walking out of the room, I saw the mother approach one of my colleagues. I winced at the thought that this poor woman was about to see her daughter in that condition. I nodded to my colleague to accompany her. They entered, and stared for several minutes. The mother emerged stoically. She looked at me glassy-eyed and said, "My girl's going home." We held her for a few long moments.

The day before we departed Colombia, we shut down our operations in Buga and Cali. As I helped close our command center at the Inter-

(Continued on Page 56)

(Letters, from Page 39)

conomic issues while the Seychelles was given a 2 (on a 4 point scale) and Bordeaux a 4. With a huge U.S. resident population and 1.3 million American visitors a year, Florence got only a 1 in consular importance, while Recife and Lesotho got 2s. In U.S. domestic political issues, Edinburgh had just a 1 while the Seychelles got 2, Curacao a 3 and Kluj a 4. Despite the presence in its district of a growing U.S. military base with controversial local labor issues, Florence got zero in military issues while Recife and Porto Alegre, with no U.S. military presence, got a one. Our district, in the top 10 of the 120 European Union regions and with significant U.S. investments and export potential, was rated lower than Mbabane. I am sure all posts on that list could point out similar inaccuracies.

Likewise, consulates in developed countries were under close scrutiny due to being in places benefiting from good communications and human rights safeguards. Yet we continue to have 6 consulates in Germany (after the closing of Stuttgart this summer) and 5 in Japan, both countries where our presence costs a great deal due to high FSN salaries and exchange rates unfavorable to the dollar.

If we cannot rely on internal "expertise" to draw up a rational list, perhaps it is time to do a mini-version of what the military had done regarding base closings by naming a panel of outsiders with no vested interests.

Sincerely,
SUE H. PATTERSON
Consul General □

Safety: raising awareness

WASHINGTON

DEAR EDITOR:

I enjoyed reading about Mr. Hegstrom's initiative in "Bad dreams are dispelled as staffers build 'do-it-yourself' warehouse" (STATE, December). The photograph that accompanies the article shows Mr. Hegstrom balancing on a steel beam that is at least 20 feet in the air, with-



out any means to arrest his fall. The photograph was printed again in "Best Photos of 1995" (STATE, January). While he may have been posing for this picture, its prominent display in STATE could mislead others. Fall protection equipment is absolutely required for this type of work. The risk of serious injury is significantly increased if it is not used. Mr. Hegstrom drives home the safety message when

he states, "I happen to have some permanent scars and broken ribs since the last time, 15 years ago, that I'd participated in the construction of a prefabricated building." While my office has an extensive technical assistance program, raising awareness of safety and health in our activities is a shared responsibility. We *all* must set safe examples for others to follow if we are to reduce our annual expenditure of \$4.5 million in workers' compensation costs.

Sincerely,
STEPHEN URMAN,
director,
Office of Safety/Health and
Environmental Management □

'Valuable service' of FSN investigators

FRANKFURT

DEAR EDITOR:

The News Highlights section (STATE, December) featured an article on the arrest of Bobby Joe Keesee for the 1974 murder of Foreign Service officer John S. Patterson. It was implied that agents of the Office of the Inspector General traced Keesee to Germany. Unfortunately the role of Consulate General Frankfurt's Foreign Service national investigator, Gerhard Thielemann, was omitted.

Mr. Thielemann received information from a local source that Keesee was wanted in this case and was living in Germany. He verified through the Immigration and Naturalization Service office at the consulate that the U.S. Marshals Service held a warrant for Keesee's arrest. The OIG

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arranged with the Department of Justice to issue a provisional arrest warrant while Mr. Thielemann coordinated the arrest with the German police. Subsequently it was revealed that Keesee had fraudulently obtained three U.S. passports and had planned to flee to Mexico the day he was arrested.

This case highlights the valuable service provided by Foreign Service national investigators in support of both the investigative programs of the Department and U.S. law enforcement agencies.

Sincerely,
CHARLES P. BUNN
Regional security officer □

'Curvy' straight talk?

WASHINGTON

DEAR EDITOR:

While digesting all the "Straight Talk" from the under secretary about budget cuts and other financial emergencies (*STATE*, January), I eventually reached page 45 and the photo of the safe-driving awards ceremony at Embassy Santiago.

Suddenly my concern vanished faster than the cold-cuts at an Afsa reception. If our medium-size embassy in Chile still has 22 (or more) chauffeurs on the payroll, either the belt-tightening message hasn't reached the antipodes, or the straight talk is a little curvier than we thought.

Attentively,
DAN L. TRAUB
Foreign Service officer (retired) □

Editor's Query

In the January issue of *STATE*, Foreign Service officer Michael Metrinko reviewed the book, 'Embassies under Siege,' a collection of diplomats' accounts of posts in crisis. In his critique, Mr. Metrinko claimed: "The quality of writing is so typically that of the State Department that the layman will be unlikely to get past the first few pages. A series of what can best be termed 'briefing memos' does not do justice to these very dramatic episodes in State Department history."

How about it? Can you get past the "briefing memo" stage to convey in simple, heartfelt language the challenges of your most difficult post? What rigors did—or do—you face, professionally and personally, and what are your reactions to these challenges?

Articles must be double-spaced and contain no acronyms (spell out titles, offices, agencies and all other words—Bureau of European and Canadian Affairs—not—EUR; political officer—not POL). Include a Microsoft, WordPerfect or Wang-formatted disc with your submission, if possible.

Photos are important and would add considerable interest to the story.

The deadline for the June/July issue is June 4. The address is PER/ER/SMG, SA-6, Room 433, Washington, D.C. 20522-0602; fax: (703) 812-2475; telephone: (703) 516-1667. □



Mr. Halsell, left, with Mr. Hadfield, right, and Celio Sandate, consul general in Calgary.

Halsell: not Canadian

CALGARY

DEAR EDITOR:

We were pleased to see the photo of our consul, Celio Sandate, and two of the astronauts from the Space Shuttle Mission STS-74 printed in the March edition of *STATE*. However, we thought that we'd bring it to your attention that it is Major Chris Hadfield who is the Canadian citizen, not Lt. Col. Halsell as indicated in the caption. Jim Halsell is a great guy, but he's not a Canadian.

Sincerely,
SUSAN SMITH

Intercultural parenting 'gets tougher everyday'

ARLINGTON, VA.

DEAR EDITOR:

How many intercultural families are there at the Department? As a parent in an intercultural marriage, I have

asked that question at a number of events at the Overseas Briefing Center, but have yet to come up with a solid answer. Children born of intercultural marriages have a unique family background, which presents their own set of opportunities and pitfalls for parents. Yet, foreign-born parents like myself feel that there is a dearth of information and services to meet our needs.

As one such parent, I decided it was time to take action and convinced the Overseas Briefing Center that something could be done to highlight the needs of intercultural families. From this effort came two panels on raising bilingual children. The first was offered in April 1995 and the second in November of the same year. Between the first and second panels, I started a newsletter called "The Foreign-born Parent Network." My intention was twofold. One is to offer a peer resource and multicultural network that reflects our varied parenting experiences. The other is to fill the information gap in an area that has been of interest to foreign-born parents preserving native language and culture.

I'd like to share some numbers with our readers. In 1993 Time magazine reported that the rate of interethnic marriages had tripled since the 1970s. As a parent of two intercultural daughters, Caroline and Anne (10 and 6), I share with my girls a bond through our language and culture.

Although I am a native Vietnamese speaker, French is my primary language (because that was where I spent most of my youth). I see myself

straddling three cultures, i.e. Vietnamese-French-American. To that, you might add Spanish (which I speak fluently) and Thai (which I enjoy speaking after a number of years there). So, I feel comfortable being a 'hyphenated' connection between "local" and "global." And my girls have been a part of that experience too, from the day they were born. To preserve the home language, I have applied a 'one parent-one language' strategy, with measurable results. (My husband only speaks English in the home.)

Caroline speaks and reads French. She also began to write in French last year. Anne's speaking ability is more functional than her reading or writing at this time.

For the first time last fall, Caroline asked me about her cultural roots. (At six, Anne has shown neither interest nor concern.) Caroline's questions were: "Am I French?" And, "If I am French, how come your hair is black?" (Actually, it is prematurely gray!) I responded with: "How come I speak English without being fair skinned?" I explained that what's important is how she sees herself fitting in to the world around her as an intercultural individual.

As a foreign-born person, I have not totally subscribed to the notion of acculturation (i.e., adoption of a dominant culture and 'loss' of the home culture and language). To me, my daughters' biological 'mix' and intercultural heritage is what makes them special. They feel quite comfortable, just as I do, with their 'hyphenated' identity. While we respect the multicultural richness of our members, the "Foreign-born Parent Network" proposes a standard of *cultural solidarity*

by bonding parents across ethnic boundaries. For more information, call me at (703) 812-8716.

Sincerely,

ALICE THOANNES RASMUSSEN □

'KidVid': deadline is August 16

WASHINGTON

DEAR EDITOR:

The "KidVid Contest" (STATE, February/March) was intended to answer questions that youngsters have about life at a new post. What we didn't realize when we agreed to sponsor the Overseas Briefing Center program is how enlightening it can be for us adults to see what our "homes overseas" look like when viewed through the eyes of a child or a teenager. Take a look for yourself. (Videos are at the center.) You'll be surprised at the beauty that comes through the eye of the beholder.

The next "KidVid Contest" has just opened, and the Foreign Service Youth Foundation is happy to support it. We think it is a terrific program and a good use of the donations received from memorial contributions, group grants and Combined Federal Campaign funds.

The Overseas Briefing Center is now accepting submissions of 15 to 30-minute videos produced by Foreign Service youngsters overseas, ages 10-18. The deadline is August 16. You can get contest rules and details at administrative and CLO offices overseas and at the center in

Washington. Smile—you may be on camera now!

Sincerely,
 MARYANN MINUTILLO
 Foreign Service Youth Foundation □

Closing of Kampala: not 'chilling'

WASHINGTON

DEAR EDITOR:

I must take personal exception to the statement in Michael J. Metrinko's review of "Embassies Under Siege" (STATE, January) regarding "the chilling decision by Embassy Kampala to delay informing American residents 'until closer to the end' that it was closing (even though mission staffers were already packing their household effects)." I say "personal" because it was my decision as chargé d'affaires at the time. I can assure you there was nothing "chilling" about it.

Mr. Metrinko's misunderstanding may stem in part from the fact that my chapter is only a small part of a much longer, booklength account of the travails of Embassy Kampala in 1971-73, and that part had to be edited down to about a third of its original length. The American citizens in question were practically all missionaries and their families and Americans married to Ugandans together with their children. Almost all others had long since left Uganda because of the terrible and terrifying security conditions. Starting a year earlier the ambassador and consular officer had personally visited nearly all of the missionary groups living mainly in rural areas and had held briefing sessions with

those stationed in and around Kampala. We were aware that they had been in Uganda long before there was an embassy or consulate in Kampala, and most of them in fact remained during the nearly six years that the embassy was closed.

As related in the chapter, it was our assessment (as it also was the papal pronuncio's) that the missionaries would not leave Uganda if we closed our embassy, unless ordered to do so by their headquarters, and the same result was to be expected from the Americans married to Ugandans. This was the case even in the face of the rhetorical threats against missionaries emanating from General Amin. The private American citizens were aware that under the conditions prevailing the embassy could offer them very little in the way of protection, and that the embassy might be expelled or forced to close. For them the principal effect of an embassy closure would be that they would henceforth have to communicate with Embassy Nairobi for their passport renewals, birth registrations, notarial, etc.

Everyone involved agreed it was imperative that for as long as possible we not alert the Ugandan government, and especially General Amin, that what we were engaged in was an embassy closure rather than a draw-down of personnel. This was the reason for not informing the missionaries and other American citizens immediately. Nevertheless, here is the sequence we followed. Amin expelled our Marine detachment on Monday, October 29, 1973. The following day the Department instructed me to close the embassy as soon as possible, suggesting that 48 hours would not be too soon. I pleaded for more time to effect an orderly departure and negotiations

produced an agreed closure date of Saturday, November 10. One reason for wanting additional time was that our American citizens were scattered around the country and it would take two to three days to reach them all with the news. It was on that Tuesday that I decided, and reported to the Department, that we would delay informing the private American community of the impending closure "until closer to the end," which was 11 days away. The delay lasted five days.

Following a schedule approved by the Department, our consular officer began informing the missionaries and other American citizens registered with the embassy (we had for a long time worked hard to keep the list up-to-date) on Monday, November 5, six days before the actual closure, and he completed the task by Wednesday via phone calls and telegrams to remote stations not easily reachable by phone. On the same Monday I informed our FSNs, the papal pronuncio and the acting British high commissioner. There was plenty of time for the missionaries and Americans married to Ugandans to pack up and leave if they so desired, but in fact none did, as we anticipated. Regarding the FSNs, under the ruthless, brutal and mercurial rule of Idi Amin they were better off not being employees of the American embassy. The few who were Kenyans did depart, and the Ugandans who remained were not harmed. Most resumed their careers as FSNs when we reopened our embassy in 1979.

Mr. Metrinko is correct in ex-

pressing concern about how we treat our FSNs in these crisis situations. Some 18 months after closing Embassy Kampala I was involved, as DCM, in the evacuation of our entire mission from Phnom Penh, Cambodia, by Marine helicopters, on April 12, 1975. In that case we asked and received permission from the Department to include in the evacuation all of our FSNs and their immediate families who wished to leave. Those were quite different conditions, in that they ran a very high risk of being killed by the victorious Khmer Rouge after they took power.

Sincerely,
ROBERT V. KEELEY □

Adoptions in Lithuania

VILNIUS

DEAR EDITOR:

I just read about "unorthodox adoptions" in the current issue of STATE. Adoption by foreigners is not easy in Lithuania, but it is possible. As in many underdeveloped countries, the standard of living in Lithuania is low (compared to European and American standards) and handicapped individuals face a difficult life with little opportunity, poor medical care and bleak futures.

Many of the children in orphanages have family members who are alive; in some cases, one or both parents are alive, but are alcoholic, abusive or too poor to care for their children. Due to difficult economic conditions, the birth rate is declining as families opt for fewer children. (Most families average one child.) While Lithuanians have the first shot at adopting children, very few families

are seeking to adopt. Those who do, choose Lithuanian (ethnic) children, although there are also Polish and Russian children available.

If any of your readers should be interested in adoption in Lithuania, I would be happy to connect them with the proper authorities, lawyers, etc. Please feel free to pass my name and contact points to anyone you become aware of who would be interested in learning more about adoption in Lithuania. I have lived here for four years and have worked with several foreign families looking to adopt.

Thanks for your assistance.

Sincerely,
GENEVIEVE ABEL
USAID/Lithuania
tel: (370 2) 221 666
fax: (370 2) 222 954
e-mail: gabel@usaid.gov ■

Music at State: Evocative performances—on piano and film

BY JOHN BENTEL

The reviewer is a computer specialist in the Executive Secretariat.

The State of the Arts Concert Series and FARA hosted a piano recital by Brad Beckman in the Dean Acheson Auditorium, March 6, 1996. Mr. Beckman, a musician with an array of performances in his portfolio, had flown directly from Texas, where he teaches piano at Brookhaven College.

The audience was treated to a collection of works by Bach, Debussy,

and Rachmaninoff. Mr. Beckman's tempo on the first piece, "Chromatic Fantasie in d minor, BWV903," was well-constructed. But some of the contrapuntal voices were difficult to hear, especially at first, perhaps due to the rather heavy action of the Young Chang piano, which was not available for a warm-up practice.

The audience also heard a sensitive execution of Debussy's "Images—Reflections in the Water, Homage to Rameau and Mouvement." As he became more comfortable with the piano, Mr. Beckman opened up and a flood of emotions erupted in his performance of Rachmaninoff's "Prelude in D major, Op. 23, no. 4 and Prelude in g minor, Op. 23, no.5." An enthusiastic audience gave him a well-deserved round of applause. □

* * *

On March 20 the State of the Arts Cultural Series presented "Tango," Margo Fisher's UCLA master's thesis film, which has been featured on Maryland Public Television and at The Kennedy Center's "Women in Film Series."

"Tango" mysteriously interweaves the present with the past. The film begins with the death of the grandmother of Clara, the lead character. The thread tying the past and present lies in letters Clara discovers while sifting through her grandmother's belongings. They are all from women who have been romanced by Jarvis Gray, a Don Juan. The letters evoke the passion and devastation caused by Jarvis' sudden disappearances.

The minor-key music of "Jealousy" adds to the film's aura of

mystery, as Jarvis and his female companions perform the tango on a darkened stage. In a dream sequence, Clara, too, becomes a "Jarvis woman," after she is cheated on by her boyfriend. The film ends with a visit to Jarvis' grave. Perhaps Miss Fisher's message is that if there was more honesty in relationships, the world would be a better place. ■

(Crash, from Page 50)

Continental Hotel, I noticed two people in the waiting area—a woman and a little girl. They had just exchanged Christmas presents. The woman was the girl's aunt. They said this was the first time they had a chance to exchange gifts, in a cavernous hotel meeting room five days after Christmas.

We arrived at the airport before daybreak the following day. It was hard to believe we had been here only a little over a week. I looked at the people around me, seeing them one moment as living, breathing beings, the next moment as corpses.

As the flight took off, I couldn't help thinking of the lives extinguished, but I also reflected on the people I'd met: the consular relief team from Bogota, a group of hard-working professionals whose efforts were inspiring, and my colleagues from Panama, Tegucigalpa and Mexico City who displayed the same qualities. And the dedication of those who staffed the task forces in Bogota and Washington were a source of strength to those of us "on the scene."

As I looked down at the Andes—beautiful, formidable and deadly—I thought of the absurdity of the furlough, now at the end of its second week, and of the uncertainty to which

we returned, with the new year less than two days away. I thought of the victims who would not ring in the new year and the families who grappled with their torment and loss. I thought of the Colombian people, gracious and noble in the face of tragedy, and of the four survivors who, in their convalescence, would reflect on their brush with death, as would those who, through a twist of fate, never boarded Flight 965.

I was grateful for a mission we accomplished. I was leaving the morgue . . . ready to resume the celebration of life..

(DG, from Page 17)

everything possible to offer training and assignment possibilities to assist officers who wish to pursue other functions in the Service. In addition, we are looking at different ways of coning officers, including the possibility of coning on entry into the Foreign Service. The details and extent of these changes remain to be worked out, but the ultimate goal is to provide our employees with opportunities for career development, and the Department with the trained and committed workforce it needs.

Finally, a word about the third needed dimension of a 21st century workforce—diversity. The truth is simple. We should have a Department that reflects the diversity and talents of the people of our country. We have a moral obligation and a practical necessity to make diversity work, just as we must make flexibility and versatility the hallmarks of the Department's workforce in a time of changing agendas, technological innovation and societal turmoil. ■

(Work, from Page 13)

enough, seeing their dad attend school for nearly a year at the National Foreign Affairs Training Center to learn Russian, with hours of home work each night, helped reinforce in them the importance of education throughout our lives.

And what about my companion of 15 years? I would dare say, even for someone who as an American diplomat's daughter went through a similar lifestyle growing up, it isn't easy. Beyond making our family's experience fruitful, her greatest concern is returning to the "real world" job market. Moving around, of course, affords little career continuity. Her focus has been on teaching, exploiting her drama and English academic background, whether teaching English as a second language at a small institute in Bogota or teaching acting to Russian university students.

Working for the Department — abroad or stateside — is without a doubt satisfying and rewarding. I encourage anyone interested in a diplomatic career to take the next Foreign Service exam this fall or check with the Recruitment Division for more information about Foreign Service careers. □

Recruitment Division takes honors for video on careers at State

The Bureau of Personnel's Recruitment Division has won a nationwide competition sponsored by the National Association of Colleges *(Continued on Page 62)*

CIVIL SERVICE P E R S O N N E L

Promotions (April)

GG-11

Chi, Hsiaojung Sharon, Foreign Service Institute

GM-14

Kersey, Arthur L., Copenhagen

GS-3

Montelongo, Henrietta F., New Orleans Passport Agency

Rivers, Shawn M., New Orleans Passport Agency

S-5

Castle, James W., Consular Affairs
Janifer, Geraldine M., Office of the Chief Financial Officer

Parham, Deborah R.L., Foreign Service Institute

Pierce IV, James, Office of the Chief Financial Officer

Schultz, Jeannette Marie, San Francisco Passport Agency

GS-6

Allen, Nicole C., Foreign Buildings Office

Blake, Katina D., Consular Affairs
Briscoe, Roniece M., Economic and Business Affairs

Brooks, Ferolyn Louise, Foreign Buildings Office

Floyd, Monique D., Administration
Mills, Sheila M., Economic and Business Affairs

Moore, Tyron C., Office of the Chief Financial Officer

Spruell, Delicia Annette, Real Property Management

GS-7

Atwood, Richard B., Miami Passport Agency

Bareikis, Gerald J., San Francisco Passport Agency

Bolden, Valerie N., International Organization Affairs

Brown, Aaron V., Office of the Secretary

Gallant, Charlotte H., National Passport Center

Jones, Silvia K., Chicago Passport Agency

Lanier, Thomas K., Seattle Passport Agency

Malcolm, Diane A., Seattle Passport Agency

Marshall, Sheila E., Bureau of Personnel

Reece, Yvonne Joyce, Diplomatic Security

Smith, Carter M., Operations Center

Taft, Joanne Mary, Seattle Passport Agency

Wade, Deborah A., Diplomatic Security

White, Nicole, Diplomatic Security

GS-8

Bournes, Shelby Joyce, Diplomatic Security

Brent, Paulette M., International Organization Affairs

Cooper, Doris R., Office of the Chief Financial Officer

Foster, Shari M., Intelligence and Research

Langley, Janice M., Office of the Secretary

GS-9

Amores, Anna E., Office of the Inspector General

Crehan, Timothy P., Operations Center

Kaplan, Alma V., Consular Affairs
Manley, Nancy Y., Office of the Chief Financial Officer

Sheehan, Gerard Charles, New York Passport Agency

Shelton, Wanda Deshawn, Office of the Chief Financial Officer

Wells, Mark Alan, Inter-American Affairs

GS-10

Mickens, Henrietta D., Office of the Secretary

GS-11

Byrd III, Hudson L., Office of Foreign Missions

Call, Kristin B., Personnel

Davis, Terry Vanessa, Office of Foreign Missions

Deocampo, Maryann D., Office of the Inspector General

Hokenson, Kathryn B., European Affairs

McGlen, Pamela E., Bureau of Personnel

Olewnik, Ryszard S., Bureau of Personnel

Reid, Thomas D., San Francisco Passport Agency

Reynolds Jr. John Patrick, Foreign Buildings Office

Wade, Lisa, Office of the Chief Financial Officer

Wood, Antoinette, San Francisco Passport Agency

GS-12

Brown, Renee, Office of Information Management

Herring, Ermingarda D., Office of the Secretary

Johnson, Sharon A., Office of Information Management

Lippman, Betsy Ann, Bureau of Population, Refugees, and Migration

Logan, Verlene P., Bureau of Personnel

Stone, Laura Merritt, Intelligence and Research

Williamson, Timothy G., Language Services

GS-13

Bennett, Susan Kirstein, Economic and Business Affairs

Hampton, Ronald E., Office of Information Management

Hobart, Elsa K., Office of Information Management

Howell, Melanie Diann, Bureau of Personnel

Huie, Michelle P., Office of the Chief Financial Officer

Kuckenkaker, George E., Building Management Operations Division

Macon, George C., Office of Information Management

Paoletta, Mark J., Office of the Inspector General

Schwan, Aric R., European Affairs

GS-14

Knowles, Gail W., Bureau of Personnel

Nodzon, Jean L., Office of Information Management

Trejo, Maria Antonieta, Inter-American Affairs

GS-15

Abrahams, George M., Office of the Chief Financial Officer

King, Rachel S., Office of the Legal Adviser

Winner, Andrew C., Political-Military Affairs

XP-07

Lyles, Carolyn M., Office of Information Management

XP-8

Poole, Raymond B., Office of Information Management

Appointments (April)

Aksomitas, Debra L., Office of the Chief Financial Officer

Bates, Carol P., Office of the Chief Financial Officer

Carrico, Randy C., Office of the Chief Financial Officer

Casanova, Katherine A.G., Houston Passport Agency

Chang, Charles, Bureau of Personnel

Dixon, Myles E., San Francisco Passport Agency

Ellis, Beverly A., Houston Passport Agency

Ferris, Michelle R., Office of the Chief Financial Officer

Fludd, Jerry J., Language Services

Glazier, Maureen M., Los Angeles Passport Agency

Green, Simone N., Seattle Passport Agency

Heard, Mary F., Office of the Inspector General

Herring, Ermingarda D., Medical Services

Hodge, Kellie P., Los Angeles Passport Agency

Jenkins, Angela R., San Francisco Passport Agency

Levine, Ruth F., San Francisco Passport Agency

Lloyd, Joyce V., Philadelphia Passport Agency

Moran, Daniel G., San Francisco Passport Agency

Morrison, John Stephen, Policy Planning Council

Norwood, Patrick A., Los Angeles Passport Agency

Penfold Jr. Gary R., Seattle Passport Agency

Pyles, Diana Marie, Seattle Passport Agency

Rice, Curtis J., San Francisco Passport Agency

Salvacion, Jocelene, Los Angeles Passport Agency

Sandick, Leonard, Language Services

Tieu, Aileen Ngoocmai, Los Angeles Passport Agency

Uytingco, Angel G., Office of the Chief Financial Officer

Viriyapunt, Soat, Houston Passport Agency

Wade, Deborah L., Los Angeles Passport Agency

Yesayan, Meldia, Los Angeles Passport Agency

Reassignments (April)

Capelli Jr. Stephen L., Office of Information Management to Diplomatic Security
Duncan, Teresa, Inter-American Affairs to European Affairs
Gibson, Gregg John, Executive Secretariat to Foreign Service Institute
Goode, Sheila Marie, Foreign Service Institute to Bureau of Public Affairs

Resignations (April)

Albano, Phillip, Population, Refugees, and Migration
Barnett, Towana S., Office of Information Management
Brewer, Regina Ann, Foreign Buildings Office
Brown, Douglas James, Administration
Cohen, Aileen Miller, Legal Adviser
Coleman, Sereta, Foreign Buildings Office
Conley, Sylvia Marianina, Economic and Business Affairs
Dawson, Tynnetta K., Medical Services
Fernandez, Lourdes, Inter-American Affairs
Gibson, Kathryn Lezah, Foreign Buildings
Gomez, Carlos E., Office of the Chief Financial Officer
Howard, Iona R., Office of the Chief Financial Officer
Ingvoldstad, Karen M., Executive Secretariat
Johnson, Howard V., Economic and Business Affairs
Kanney, Valerie, Foreign Buildings Office
Keary, Barbara S., Foreign Buildings Office
Kelly, Nora M., Office of the Inspector General
Layman, Michelle M.L., Stamford Passport Agency
Lee, Michelle L., Office of the Secretary
Manley, Frances Theresa, Administration
Mar, Diana Rae, Seattle Passport Agency
Marshall, Ellen B., Population, Refugees, and Migration
Mayo, Gerrod Alan, Foreign Buildings Office
Orton, Tanja M., Population, Refugees, and Migration

Palmer, Suzanne McGregor, Political-Military Affairs
Pattison, Miriam, Foreign Service Institute
Peters, Irene, Los Angeles Passport Agency
Reuben, Mark Robert, Foreign Buildings Office
Robertson, Gerald A., Foreign Service Institute
Robinson, Lisa A., Foreign Service Institute
Savage, Jacqueline Dianne, Office of the Chief Financial Officer
Turner, Ayikah Chloe, Personnel
Walker Jr, Ronald A., East Asian and Pacific Affairs
Witt, Lisa K., Policy Planning Council

Retirements (April)

Byrd, Lonnie L., Bureau of Public Affairs
Dove, Margaret Louise, Oceans Bureau
Ellis Jr. John L., Intelligence and Research
Ferrell, William T., International Organization Affairs
Fitzgerald, Estela S., Office of the Secretary
Guyton, Jon B., Office of Allowances
Hawley, Sakae Matsuo, Los Angeles Passport Agency
Kim, Ui Sun, Office of the Chief Financial Officer
Malone, Anne L., Intelligence and Research
Manning, Evelyn R., Personnel
Mitbo, Patricia L., Los Angeles Passport Agency
Robinson, William B., Political-Military Affairs
Rosati, Cesare Francis, Political-Military Affairs
Schofield, Michael G., Administration
Slaughter, Anne L., Intelligence and Research
Sweeney, George E., Medical Services

Promotions (May)

GG-7
Cirino, Edwin, International Organization Affairs
GS-3
Daniel, Jeanne J., Chicago Passport Agency
Lee, Alfoncina E., Chicago Passport Agency

GS-4
Phu, Luong S., Los Angeles Passport Agency
GS-5
Jackson, Yvonne J., Foreign Service Institute
GS-6
Jones, Cornelius D., Foreign Service Institute
Rappa, Angela M., Office of Information Management
GS-7
Addison, Joanne E., European Affairs
Berard, Gerhard J., New Orleans Passport Agency
Brinker, Marianne M., European Affairs
Day, Annette M., International Narcotics and Law Enforcement Affairs
Gusler, Elizabeth C.M., Stamford Passport Agency
McCollum, Daniel C., Stamford Passport Agency
Medina, Patricia A., Bureau of Personnel
Williamson, Dwayne C., Office of the Chief Financial Officer
Wilson, Delores A., Foreign Buildings Office
GS-8
Jones, Deborah P., Consular Affairs
Oakley, Carol Virginia, International Organization Affairs

GS-9
Brown, Denise L., Bureau of Public Affairs
Brown, Sandy Denise, Bureau of Public Affairs
Carter, Charlene Anita, Office of the Chief Financial Officer
Chase, Annie Ruth, Intelligence and Research
Gable, Robert G., Consular Affairs
Hupka, Terri L., Foreign Buildings Office
Jewell, Earl K., Political-Military Affairs
Kouts, Jodi Lynn, Consular Affairs
Lucas, Annette Rene, Language Services
Manning, Wilma M., Office of Information Management
Saltzman, Richard S., Miami Passport Agency
Sanders, Theolyn Anise, Intelligence and Research

Serey, Mary Ellen, Intelligence and Research
Shinnick, Julianne, Bureau of Public Affairs
Smoaks, Joyce L., Economic and Business Affairs
Wallace, Betty Jean, Consular Affairs
GS-11
Edwards, Regina L., Office of Information Management
Gonet, Carol Ann, Consular Affairs
Menares, Carla H., International Narcotics and Law Enforcement Affairs
O'Neil, Jeffrey L., Foreign Buildings Office
Spriggs, Kevin Lewis, Consular Affairs
GS-12
Falk, Robin Lynn, African Affairs
GS-13
Frazier, Tracy L., Bureau of Personnel
Melcher, Margaret Monroe, Foreign Buildings Office
Ransom, Kathryn Ann, Office of the Secretary
Tracy, Mary, International Organization Affairs
Wilson, Joan, Foreign Buildings Office
GS-14
Driano, Susan Jane, Economic and Business Affairs
Snell, Naomi A., Office of the Inspector General
GS-15
Bouquet, Marcel, Language Services
Richard, Anne C., Office of the Secretary
WG-3
Reeder, Yusuf K., Office of Information Management

Appointments (May)

Blaisdell, Richard A., National Passport Center, Portsmouth
Boria, Julie A., National Passport Center, Portsmouth
Chiappetta, Glenn D., New Orleans Passport Agency
Conde, Juan M., Intelligence and Research
Davis, James Orlando, Administration

Dostie, Bonnie I., National Passport Center, Portsmouth
Espinosa, Rose E., Los Angeles Passport Agency
Freeman, Alice, National Passport Center, Portsmouth
Grady, Vicki, National Passport Center, Portsmouth
Gurba, Christopher J., New Orleans Passport Agency
Gustafson, Carole A., National Passport Center, Portsmouth
Jackson, Kendra J., New Orleans Passport Agency
Kennedy, Barbara J., National Passport Center, Portsmouth
Koehler, Keith D., Office of the Chief Financial Officer
Kramer, Cheryl L., Office of the Inspector General
Lee, Anthony E., Diplomatic Security
Lim, South, Los Angeles Passport Agency
Minor, Dorothy L., New Orleans Passport Agency
Nash, Mary Meade, Political-Military Affairs
Newcomh, Diane G., San Francisco Passport Agency

Pitcher, Dawn B., New Orleans Passport Agency
Reese, Anne H., Medical Services Center, Portsmouth
Ruff, Eugenia B., National Passport Center, Portsmouth
Sergent, Leonard Elmer, Office of the Chief Financial Officer
Taladay, John V., Office of the Inspector General
Tandy Sr. Maurice J., National Passport Center, Portsmouth
Washington, Jacqueline T., New Orleans Passport Agency
Welp, Deborah K., New Orleans Passport Agency

Reassignments (May)

Eatmon, Frederica Pia, European Affairs to Operations Center
Martin, Barbara H., Office of Information Management to Administration
Palmer, Camilla Reene, Office of the Chief of Protocol to Office of Information Management
Robinson, Twana M., African Affairs to Office of the Secretary

Resignations (May)

Arrighetti, Julie W., Near Eastern Affairs
Bradin, Kelly M., Foreign Service Institute
Brown, Judith K., European Affairs
Curley, Jennifer Wells, Office of the Chief of Protocol
Dalton, Kathryn L., Foreign Buildings Office
Foote, Amy E., Office of the Inspector General
Graham, David R., Administration
Holbrooke, Richard C., European Affairs
Jarrell, Susan Pahler, Foreign Service Institute
Johnson, Larry D., International Organization Affairs
Katner, Philip Curtis, Consular Affairs
Kim, Jungyeon, Foreign Service Institute
Kopecy, Michael J., Office of the Inspector General
Lewis, Andre Winston, Oceans Bureau
Lieber, Donald C., Operations Center

Miranda, Yolanda P., Inter-American Affairs
Sarles, Margaret J., Foreign Service Institute
Snyder, Beverly, European Affairs
Stern, Rochelle E., Office of the Legal Adviser
Stromme, Christine J., Office of the Inspector General
Turner, Ayikah Chloe, Bureau of Personnel

Retirements (May)

Cox, Ida M., Consular Affairs
Gittelson, Irya, Foreign Service Institute
Jones, Cornelia A., Economic and Business Affairs
Kim, Moon H., Los Angeles Passport Agency
McSweeney, John Patrick, Language Services
Reppert, Claudia Joan, International Narcotics and Law Enforcement Affairs
Romeo, Joseph A., Medical Services
Saias, Marinete F., Office of the Chief of Protocol

(DOCTOR, from Page 28)



cuts or abrasions should be covered and disposable latex gloves should be worn. A disposable outer garment could also be worn if you are concerned about clothing contamination. During a search, care should be taken to avoid contact with sharps (i.e., syringes, razor blades). Do not reach blindly into pockets or furniture drawers. Obviously this does not address all situations and extra precautions may be needed in special cases. ■

Work agreement with Sri Lanka

The Family Liaison Office announced that a bilateral work agreement has been concluded with Sri Lanka; the Department now has 57 other such agreements. ■

FOREIGN SERVICE PERSONNEL

Appointments (April)

Silberberg, Jules D., Matamoros

Transfers (April)

Adams, Marvin Lee, Conakry to Beirut

Amirthanayagam, Aruna S.G., Office of the Deputy Special Representative for Trade Negotiations to New Delhi

Andrews, Jorgan Kendal, Pre-Assignment Training to Moscow

Ashley, Charlie H., Poznan to Warsaw

Balderas, Bobby, Office of Information Management to Frankfurt

Barry, Catherine, Operations Center to Los Angeles Passport Agency

Beighle, Jonathan J., Santo Domingo to Dublin

Belmont, Paul Thomas, Panama to Foreign Service Institute

Bennett, Randall D., Bogota to Luanda

Berry, Randy W., Dhaka to Cairo

Bilge, Kerem Serdar, Pre-Assignment Training to Bombay

Borisch, Thomas C., Diplomatic Security to Kinshasa

Brocking, M. Elisabeth, European Affairs to The Hague

Brown, Stuart V., Colonia to Nato, Brussels

Buncher, Judith, Intelligence and Research to European Affairs

Busch, Cheryl D., Yaounde to Beijing

Clark, Joyce, Foreign Service Specialist Intake to Moscow

Clement, Kathryn A., Karachi to Buenos Aires

Cohn, Mitchell Allen, Inter-American Affairs to Oceans Bureau

Cole, Mark Allan, Manila to Beijing
D'Antonio, Gerald Anthony, Diplomatic Security to Foreign Service Institute

Davis, Woodard E., Foreign Service Specialist Intake to Brussels

Dean Jr. Philip Dale, Ankara to Personnel

Dodson, Stephen Andrew, London to European Affairs

Dulisse, Judith A., Sanaa to San Salvador

Dunnett, Christopher G., Tbilisi to Port-of-Spain

Durkin, Joseph P., Bogota to Diplomatic Security

Flanagan, Ellen M., Bureau of Personnel to Bonn

Galindo, David R., Bonn to Oslo

Gallagher, William W., Mexico to Foreign Buildings Office

Garrison, Richard A., Lilongwe to Foreign Buildings Office

Gianelloni, Julie, Bogota to Kuala Lumpur

Godec Jr, Robert Frank, East Asian and Pacific Affairs to Nairobi

Goldstein, George J., Diplomatic Security to Foreign Service Institute

Gray, Margaret Rene, Office of the Secretary to Rabat

Grider, Ronald M., Zagreb to Baku

Gundersen, Jon, Stockholm to Political-Military Affairs

Haag, David R., Diplomatic Security to Kingston

Haas, Dean J., Office of the Under Secretary for Management to Bogota

Hall, Patricia Lasbury, Democracy, Human Rights and Labor to Bureau of Personnel

Hansen, Eigil V., Asuncion to Santo Domingo

Hill, Kenneth L., Sanaa to Office of Information Management

Holliday, Janet Gay, Inter-American Affairs to Colombo

Hughes, Maryann, Quito to Montreal-Icao Mission

Hunt, Faith N., Frankfurt to London

Jacobs, Anthony J., Helsinki to Bureau of Personnel

Johnston, Marion, Abuja to Lagos

Jordan, Anne Clausung, Khartoum to African Affairs

Jordan, John A., Khartoum to African Affairs

Joseph, Stanley J., Diplomatic Security to International Organization Affairs

Juncker, Debra Ann, San Jose to Operations Center

Kenney, Kristie Anne, Executive Secretariat to Geneva

Kettler, Theda J., Algiers to Yaounde

Kitchen, R. David, East Asian and Pacific Affairs to Vienna

Kraft, Theresa M., Malabo to Singapore

Lacy, Thomas J., Foreign Service Specialist Intake to Moscow

Long, Marbie M., European Affairs to The Hague

Macris, Gregory Paul, Pre-Assignment Training to Santo Domingo

Major, Laurie M., Near Eastern Affairs to Office of the

Secretary

Maxwell, Raymond D., Bissau to London

McCall, Louis A., East Asian and Pacific Affairs to Foreign Service Institute

McKeever, Matthew, African Affairs to Consular Affairs

Mitchell, Sally J., Dakar to Vienna

Moller, Patricia N., East Asian and Pacific Affairs to Foreign Service Institute

Monday, Michael A., Inter-American Affairs to Sanaa

Monger, Malcolm K., Office of Information Management to Jerusalem

Moody, Mark David, Pre-Assignment Training to Chisinau

Morton, Carole L., Tel Aviv to Zagreb

Mulhall, Patricia, Brazzaville to Diplomatic Security

Nelson, Karen G., Mission/Brussels to Oslo

Newman, Cynthia J., Madrid to New Delhi

O'Barr-Breedlove, Ann, Montreal to Population, Refugees, and Migration

Ojamaa, Elokai, Tallinn to International Organization Affairs

Olsen, Derrick M., Guatemala to Kuala Lumpur

Ordway, John Malcolm, Nato, Brussels to Moscow

Oreilly, Patrick Raymond, Pre-Assignment Training to Merida

Paschall III, Richard Carl, Jeddah to Nassau

Patris, Frank N., Diplomatic Security to Kinshasa

Pendleton Jr., Miles S., Secretary of Defense to Oceans Bureau

Perry, June Carter, African Affairs to Bangui

Primosch, William E., London to Bureau of Personnel

Reed, Wayne A., Bucharest to Chisinau

Reiersgard, Linda Frances, Tbilisi to Ankara

Rhea, Ryan, Foreign Service Specialist Intake to Beijing

Rhoades, Patricia Ann, Yerevan to Madrid

Richardson, Timothy Meade, Pre-Assignment Training to Tbilisi

Richhart, Andrea Ingrid, European Affairs to Nouakchott

Roach, Carolyn J., Beijing to Canberra

Roberts, Jean C., Paris to European

Affairs

Roe, Todd D., Office of Information Management to Port Louis

Rogus, David Francis, Bureau of Personnel to Foreign Service Institute

Rothrock, Gerald D., Ciara to Near Eastern Affairs

Sharpe, Cynthia C., San Salvador to Belfast

Shoupe, Richard A., Foreign Building Office, Panama to Diplomatic Security

Shouse, Eloise K., Consular Affairs to Madrid

Shukan, Brian Wesley, Pre-Assignment Training to Cotonou

Siasoco, Edwin, Foreign Service Specialist Intake to Beijing

Singer, Darlene T., Tokyo to Helsinki

Sockwell, Robert E., Office of Information Management to Inter-American Affairs

Swope, Mary Elizabeth, Foreign Service Institute to Inter-American Affairs

Takacs, Marilyn H., Milan to Paris

Taradash, Winnie, Moscow to London

Vaccarino, Joseph C., Kuwait to Diplomatic Security

Varner, Rebecca J., Libreville to London

Vincent, Alfred P., Bonn to Diplomatic Security

Walker, David M., African Affairs to Office of Information Management

Waller, Domenica P., Tallinn to Chisinau

Wampler, Dianne, Vienna to Ljubljana

Webb, Byron Horton Jr., Prague to Bucharest

Weber, Janet M., Poznan to Foreign Service Institute

Weston, Richard Charles, Havana to La Paz

Whitney, Peter D., Buenos Aires to Diplomat-in-Residence

Wigle, Marilyn C., Geneva to Paris

Wilcox, Wayne P., Beijing to Sarajevo

Williams, Domenica G., Paris to Athens

Wilson, Stuart Raymond, Damascus to Foreign Service Institute

Winter, Andrew Jan, Foreign Service Institute to International Narcotics and Law Enforcement Affairs

Woerner, Mark S., Nicosia to Budapest

Wong, Alan Curtis, Pre-Assignment Training to Bombay
Young, Steve A., Near Eastern Affairs to Peshawar
Zelle, Susan W., Bujumbura to African Affairs
Zenoble, Elaine A., Khartoum to African Affairs

Resignations (April)

Addis, Debra H., Mexico City
Aggeler, Angela Price, Budapest
Beiman, Beverly, Bucharest
Burns, Diane Marie, Leave-without pay
Calderwood, Della G., Asuncion
Chow, Huel-Wen Hsiao, Beijing
Constantine, Beatrice D., Cairo
Corso, Jennifer, Moscow
Dodge, Michelle B., Caracas
Fleming, Robbye J., London
Frisbie, Jean E., Bonn
Johnson, Barbara J., Auckland
Jubitz, Nansiesellers, Harare
Lane, Gerda, Port-au-Prince
Loken, Kathleen S., Nairobi
Marquis, Manuela Maria, Gaborone
Patin, Maja, Harare
Ranniko-Fernandez, Tuija, Mexico City
Schultz, Douglas C., Frankfurt
Scott, Kristina Luise, Dusseldorf
Shankweiler, Lenora Ann, Maseru
Shaw, William R., Diplomatic Security
Sheehan, Rachel V., Budapest
Sims, Gail S., Bangkok
Smolinski, Lois Kreul, Warsaw
Towns, Douglas E., Manila
Walsh, Camille L., Tirana
Walsh, Nora T., Port Moresby
Warner, Vanessa W., Nairobi
Whitley, Anitaruth S., Mexico City

Retirements (April)

Brown, David E., Policy Planning Council
Collins, Patricia Anne, Niamey
Davis, John B., Dublin
Holt, James W., Foreign Buildings Office
Lee, Gary E., Foreign Buildings Office
Leung, Alfred S., Foreign Buildings Office
Munsterman, Shirley A., Mexico City
Myers, Walter Leon, Madras
Peters, Ronald J., New Delhi
Reid, Earline M., Lima
Reilly, James J., Office of Information Management
Sanchez, Fernando, Tegucigalpa

Schloss, Donna Lee, Antananarivo
Sell, Douglas A., Diplomatic Security
Sheehan, Karen L., Medical Complement
Skol, Michael M., Inter-American Affairs
Walck, John A., Diplomatic Security
Wendt, E. Allan, Ljubljana

Appointments (May)

Campbell, Therman C., Foreign Service Specialist Intake
Greer, Donald Lee, Foreign Service Specialist Intake
Herring, Michael A., Foreign Service Specialist Intake
Kuehn, Barbara, Foreign Service Specialist Intake
Lamay, William Carl, Foreign Service Specialist Intake
Magoon, Beth L., Foreign Service Specialist Intake
Martinek, Maureen A., Medical Complement
Payne, Robert David, Foreign Service Specialist Intake
Peters, Charles L., Foreign Service Specialist Intake
Ruff, Gale L., Foreign Service Specialist Intake
Shultz, Robert E., Foreign Service Specialist Intake
Varner, John W., Foreign Service Specialist Intake
Zapp, Terrance, Foreign Service Specialist Intake

Transfers (May)

Adesso, Elena G., Jakarta to Bureau of Personnel
Artner, Stephen J., Bonn to European Affairs
Aylward, Mary C., Paris to Santo Domingo
Bailey, Laura A., Moscow to Montevideo
Bailey, Stephen M., Office of Information Management to Foreign Service Institute
Bame, David J., Near Eastern Affairs to New Delhi
Bell, Douglas Michael, Pre-Assignment Training to Stockholm
Bell, Richard K., Port-au-Prince to Near Eastern Affairs
Berritaan, Selina A., Chisinau to Addis Ababa
Bonnert, William T., Office of Information Management to Frankfurt

Bosshart Michael R., Berlin to Baku
Brault, Steven Frank, Pre-Assignment Training to Muscat
Brill, Kenneth C., Executive Secretariat to Foreign Service Institute
Browning, James D., European Affairs to Office of the Chief Financial Officer
Bujac, Gregorie W., Consular Affairs to Diplomatic Security
Burns, Jeff S., Foreign Service Specialist Intake to Berlin
Burns, William J., Moscow to Executive Secretariat
Carignan, Roger A., Economic and Business Affairs to Guatemala
Carle, Glenn L., European Affairs to Geneva
Comella, Patricia Ann, Pre-Assignment Training to Ponta Delgado
Connerley, William B., Foreign Service Specialist Intake to Lilongwe
Crum, Patricia Ann, Bureau of Personnel to Diplomatic Security
Davison, Kees C., Medan to Singapore
Dean Jr. Philip Dale, Bureau of Personnel to European Affairs
Delawie, Gregory Torrence, Economic and Business Affairs to Foreign Service Institute
Desmond, John M., Merida to Bureau of Personnel
Desoto, Oscar G., Bureau of Personnel to European Affairs
Douglas, Margie Jeanne, Gaborone to Vienna
Druzak, Stephen A., Pre-Assignment Training to Montreal
Dwyer, Patricia A., Bureau of Personnel to Near Eastern Affairs
Elmore, Janice, La Paz to Sarajevo
Elvikis, Ruta D., Canberra to Krakow
Favret, Thomas Raymond, Warsaw to Abuja
Ferguson, David R., Sydney to Office of Information Management
Fisher, Mary Ann, Rome to European Affairs
Ford, Katrina Rae, Foreign Service Specialist Intake to Hong Kong
Fossan, Stephanie J., London to Beijing
Franz, David William, Pre-Assignment Training to Yerevan

Frith, Clinton E., Office of Information Management to Manama
Grencik, Theresa, Pre-Assignment Training to Sofia
Groves, Judith K., Monrovia to Bogota
Hawkins, Richard, Pre-Assignment Training to Bogota
Hotz, Raymond E., Manila to San Jose
Howard, Linda Susan, Geneva to International Organization Affairs
Jackson, Thomas Michael, Ashgabat to Sydney
Jacob, Dale W., Cairo to Office of Information Management
Kaczmarek, Michalene F., Bureau of Personnel to Foreign Service Institute
Kadziauskas, Kenneth J., Foreign Service Specialist Intake to Tashkent
Kayatin, Kenneth W., Kinshasa to Diplomatic Security
Kim, Henry K., Hong Kong to Department of Commerce
Klein, Jacques Paul, Bureau of Personnel to European Affairs
Koch, Jeffrey, Foreign Service Specialist Intake to Canberra
La Mantia Jr. Russell A., Cairo to Bureau of Personnel
Lacombe, Michael J., Prague to Buenos Aires
Larre, Cynthia Frances, Bureau of Personnel to Office of Under Secretary for Economic, Business and Agricultural Affairs
Lee, Mary E., Bonn to Tbilisi
Limprecht, Joseph A., Bureau of Personnel to Foreign Service Institute
Lloyd, Thomas H., Sao Paulo to Calcutta
Lowe, Richard S., Bonn to Frankfurt
Lutter, Stella C., Beijing to Santo Domingo
Lyman, Princeton, South Africa to Bureau of Personnel
Marshall, Gloria Marie, Bureau of Personnel to Kuala Lumpur
Marx, Pamela R., Cairo to Bureau of Personnel
Massinga, Ervin J., Pre-Assignment Training to Santo Domingo
McCary, Ian Joseph, Pre-Assignment Training to Riyadh
McCormack, Sean Ian, Pre-Assignment Training to Ankara

McCumber Jr., Murrell C., Oslo to Geneva
McDonald, Michael L., Abidjan to Office of Information Management
McDowell, Susan I., Dhahran to Sudan
Merrell, William J., Frankfurt to Political-Military Affairs
Milam, William B., Office of the Inspector General to Monrovia
Miller, Ritchie W., Almaty to Dublin
Munchmeyer, Katherine A., Operations Center to Consular Affairs
Murphy, Robert Barry, Dublin to Luanda
Nebolsky, Mark Aaron, Paris to Gaborone
Nelson, Diana Sue, Near Eastern Affairs to Muscat
Neuling, R. Bruce, Colombo to Democracy, Human Rights and Labor
Nolan, Robert B., Bureau of Personnel to Office of the Secretary
Payne, Beth A., Kuwait to Tel Aviv
Perea, Jacqueline De, Lusaka to Lima
Perez, Virgilio, Cotonou to African Affairs
Perry, Blossom N., Political-Military Affairs to La Paz
Piekarz, Emil M., Bureau of Personnel to Baku
Pingree, Michael M., Medical Complement to Office of Information Management

Powell, Mark J., Executive Secretariat to European Affairs
Remler, Philip N., European Affairs to Office of the Secretary
Reuther, David E., Secretary of Defense to Office of Information Management
Rouse, Julia Cardozo, Consular Affairs to Inter-American Affairs
Rowe, Heide H., Executive Secretariat to Bureau of Public Affairs
Ryssdal, Kai, Ottawa to Beijing
Salazar, Patricia E., Inter-American Affairs to San Salvador
Scott, David Lester, Madrid to Operations Center
Smith, Chandra L., Muscat to Melbourne
Snider, Kathleen A., Majuro to Moscow
Sparks, Howard Jefferson, Rangoon to Bureau of Personnel
Stirling, Gordon John, Foreign Service Institute to Political-Military Affairs
Thomas, Anna J., Sofia to Bureau of Personnel
Vazquez, Xavier, Rabat to Prague
Walz, Kathleen Lenore, African Affairs to Foreign Service Institute
Ward, Kevin J., African Affairs to Paris
Weber, Janet M., Foreign Service Institute to Consular Affairs
Wheeler, Wendy Fleming, Toronto to Merida

Wilson IV, Joseph Charles, Gabon to Cincour-Polad, Stuttgart
Wilt, James Michael, Foreign Service Specialist Intake to Tbilisi
Wood, Joyce B., Kinshasa to Banjul
Yontz, Lawrence C., Foreign Service Institute to Bureau of Personnel
Youtes, Richard D., Beirut to Office of Information Management
Zanfardino, Ralph, Foreign Service Specialist Intake to Panama
Zehold, Dolores, Near Eastern Affairs to Diplomatic Security

Jenkins, James K., Bonn
Jones, Jacqueline, Lusaka
Keller, Sonja M., Bangui
Klobuchar, Debra K., Oslo
Koga, Diana L., Tokyo
Lingren, Wendy Gayle, Abidjan
Moris, Nina B., Kampala
Musser, Rin Mark, Leave-Without Pay
Paczut, Magdalena A., Warsaw
Perryman, Sandra Lee, Abu Dhabi
Renz, Agnes, Paramaribo
Ryan, Patricia C., Paris
Sedney, Diana L., Baku
Shaeffer, Patricia G., Prague
Shields, Siobhan Dorothy, Lagos
Silva-Castellanos, Martha, Bogota
Simon, Anthony R., Tokyo
Steelsmith, Carol Sheree, Abidjan
Suehowicz, Cynthia R., Helsinki
Teng, Suh-Fen, Chengdu
Wand, Carolyn L., Dakar
White, Kristen S., Dakar
Wunderlich, Kelly Duaine, Abidjan

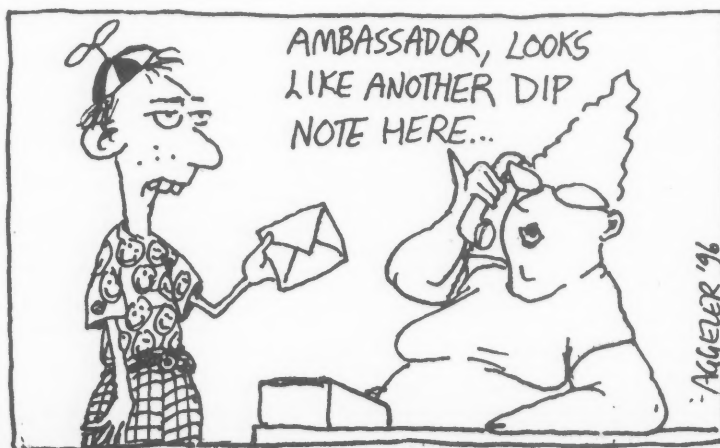
Resignations

Baker, Joni E., Abidjan
Blankinship, Pamela S., Ottawa
Campos, Fay, Manama
Clark, Constance M., Kampala
Clayton, Joann, Leave-Without Pay
Connick, Rhoda W., Bangkok
De Lucia, Kathaleen Louise, Beijing
Dean, Michael A., Ankara
Digennaro, Helen, Leave-Without Pay
Dworken, Anna L., Leave-Without Pay
Ebright, Rebecca S., Mexico City
Foreman, Margaret Ann, Manila
Haftel, Susan E., Tel Aviv
Hart Nassen, Regina Ann, Amman
Hassett, Gordana, Sofia
Horowitz, Sandra Lynton, Leave-Without Pay
Humphrey, Connie O., Jakarta

Retirements

Isom, Harriet W., In Transit
La Turner, Lewis F., La Paz
Love, Ruth, Diplomatic Security
Murphy, Patrick C., Frankfurt
Schatz, Gary Davis, Diplomatic Security
Tessmer, Karen Sylvia, Tegucigalpa
Tucker, Susie J., Bureau of Personnel
Womack, Barbara Jean, Tunis ■

(Recruitment, from Page 56)



the National Association of Colleges and Employers for their video, "The Most Interesting Work in the World," on Foreign and Civil Service career opportunities in the Department. The video was filmed in Washington, Mexico City and Moscow, and features interviews with 12 employees and interns including Mr. Arias. The Bureau of Public Affairs and the Una Cox Foundation assisted Recruitment in the award-winning effort. ■

B U R E A U N O T E S

THE SEVENTH FLOOR

Office of the Secretary

SECRETARY CHRISTOPHER traveled to El Salvador, Santiago, Buenos Aires, Brasilia, Sao Paulo and Manaus in Latin America and to Port-of-Spain in the Caribbean, February 25-March 4, for meetings with Central American presidents and other government officials and for the signing of space cooperation and nuclear cooperation agreements ... from March 12-23 Secretary Christopher traveled to the Middle East and Europe for bilaterals with Prime Minister Peres and the Israeli Cabinet, bilaterals with Foreign Minister Barak and the Balkan presidents and met with President Yeltsin in Moscow ... Secretary Christopher traveled to San Francisco, April 9, to meet with Institute for International Studies faculty and students at Stanford University and to give an address at Stanford's Memorial Auditorium. □

Office of the Under Secretary for Political Affairs

Under Secretary PETER TARNOFF traveled to Milwaukee to address the University of Wisconsin on Foreign Policy and the U.S. political system ... Mr. Tarnoff traveled to Mexico, February 16-19, for meetings with senior government officials ... On February 29 Mr. Tarnoff testified before the House International Relations Committee on Cuba. □

Office of the Under Secretary for Global Affairs

On March 8 the under secretary for global affairs, the Office of International Women's Issues and the Secretary's Open Forum presented "International Women's Day—A Celebration," in honor of the Fourth World Conference on Women and the achievements of women around the globe in advancing human rights and promoting a more inclusive foreign policy agenda. Opening remarks were given by Secretary Christopher. GERALDINE FERRARO, U.S. representative to the U.N. Commission on Human Rights, gave the keynote address. It was held in the Dean Acheson Auditorium and attended by some 300 persons from the diplomatic community, local non-governmental organizations and other foreign affairs agency personnel.

Under Secretary TIMOTHY E. WIRTH and Assistant Secretary EILEEN CLAUSSEN traveled to Brazil, March 17, for an environmental

ministerial in advance of the upcoming U.N. commission on sustainable development ... In addition, Mr. Wirth and Ms. Claussen held bilateral discussions under the U.S.-Brazil common agenda for the environment ... Mr. Wirth also briefly visited Bolivia and Paraguay. In Bolivia he met with Bolivian President Sanchez de Lozada to review preparations for the December 1996 hemispheric conference on sustainable development, to be held in Santa Cruz, Bolivia. In Paraguay, Mr. Wirth met with President Wasmosy and senior officials on counternarcotics efforts. □

Office of the Under Secretary for Economic, Business and Agricultural Affairs

Under Secretary JOAN E. SPERO traveled to Paris, March 14-16 and March 29-30, for meetings of the Group of Seven in preparation for the June summit meeting in Lyon, France ... Ms. Spero addressed the National Committee on U.S.-China Relations in New York on March 26 and gave remarks before the Business Coalition for U.S.-China Trade on February 21. She participated in a conference sponsored by the General Accounting Office on the Department's role in promoting U.S. interests in world trade on March 12 ... On March 6 Ms. Spero participated in a briefing on sanctions policy organized by the Office of the Coordinator for Business Affairs. The briefing for representatives of the business community is the first in a series of such briefings. □

Policy Planning Staff

Director JAMES STEINBERG accompanied the Secretary on travels to Europe, Latin America, the Middle East and the Ukraine in February and March ... Mr. Steinberg spoke, March 28, on "Isolationism and Internationalism in U.S. Foreign Policy" at the American Society for International Law's annual meeting.

During March associate director DANIEL HAMILTON discussed Bosnia policy on WKNY in Kingston, N.Y. and spoke on "Nato's Evolution" at a Hudson Institute/Progressive Policy Institute conference ... Mr. Hamilton hosted policy planning talks in the Department with Polish government officials on March 13 ... He was interviewed on Deutsche Welle German radio, March 19, on U.S. policies to combat crime, drugs and terrorism ... Mr. Hamilton reviewed U.S. policy in the Balkans with academic experts at the Smithsonian's Woodrow Wilson Center for Scholars on March 27 ... He spoke on "New Partnerships to Advance America's Global Agenda" to the annual meeting of Sister Cities International on March 29.

Member YVONNE THAYER participated in a program on Colombia sponsored by Inter-American Dialogue and the Carnegie Endow-

ment's democracy study group on February 27 ... Member MIRIAM SAPIRO received a Superior Honor Award from SECRETARY CHRISTOPHER for her work in negotiating the Bosnia peace accords ... Ms. Sapiro and JAMES O'BRIEN (U.N.), spoke on "The Dayton Accords: Negotiation and Implementation" at the American Society of International Law ... She participated in a session on regional cooperation in the Balkans and Southeast Europe with experts at the Woodrow Wilson Center on March 27 ... She chaired a panel on "Violence Against Women: Rape as a War Crime" at the American Society of International Law's annual meeting on "International Institutions: Are They Doing Their Job?" March 30. □

Secretary's Open Forum:

On February 26 ROBERT M. SAYRE, chairman of the working group on international economics presented C. Fred Bergsten, who delivered the 1996 distinguished lecture on international economics. Mr. Bergsten is director of the Institute for International Economics, the only major research institution devoted to international economic issues. He discussed academic and private sector perspectives on the role of the Department in international economic affairs ... On February 28 MARTIN PROCHNIK, co-chairman of the working group on science and technology policy presented James M. Hughes, assistant surgeon general and director, National Center for Infectious Diseases Center for Disease Control and Prevention. The session also featured remarks by Under Secretary TIMOTHY WIRTH and Nils Daulaire, deputy assistant administrator at A.I.D. The panel examined threats posed by new and re-emerging infectious diseases in many parts of the world.

On March 4 chairman ALAN LANG announced plans to release "The Best of the Open Forum Videocassette Series" in conjunction with the Department Library. Selected videocassettes may be viewed in the Library (Room 3239) or charged to patrons for viewing at home ... On March 4 Mr. Lang presented Senator Daniel Patrick Moynihan. Senator Moynihan spoke on "Protecting and Reducing Government Secrecy: From the Cold War to the Information Age." This session was aired on C-SPAN ... On March 6 HIRAM G. LAREW, working group co-chairman, presented David A. Hamburg, president of the Carnegie Corporation of New York. Hamburg discussed the work of the Carnegie Commission on preventing deadly conflict ... On March 15 co-chairman Robert M. Sayre presented Ambassador IRA S. SHAPIRO, senior counsel and negotiator, Office of the U.S. Trade Representative. Mr. Shapiro discussed U.S. trade policy ... On March 18 Paul A. Strassman, author of "Transformation of Work in the Electronic Age. The Politics of Information Management, and Knowledge Capital—The Decisive Competitive Advantage in the Information Age" delivered a presentation on "Knowledge Capital

in the Information Age." ... On March 22, co-Chairman JOSEPH V. MONTVILLE, presented Douglas Johnston and Stanton Burnett of the Center for Strategic and International Studies. Both discussed the publication, "Religion, The Missing Dimension Of Statecraft." Mr. Lang delivered welcoming remarks and Mr. Montville moderated the question-and-answer segment of the program. This session was also aired on C-SPAN. □

Ambassador-at-Large for the New Independent States

Ambassador JAMES COLLINS and JAMES LYNCH, director, Office of Russian Affairs, traveled to Helsinki for Secretary Christopher's meetings with the newly-appointed Russian foreign minister Yevgeniy Primakov, February 10-11 ... Mr. Collins and Mr. Lynch visited Moscow, March 22-23, for Secretary Christopher's meetings with Russian President Boris Yeltsin and Foreign Minister Primakov.

In March, LAURA KENNEDY, director, Office of Central Eurasian Affairs, accompanied Mr. Collins as a member of an interagency team visiting Kazakstan, Tajikistan, Uzbekistan, Kyrgyzstan, and Turkmenistan, as well as Ankara and Moscow.

In February, members of Mr. Collins' staff in the Office of Western Slavic and Moldovan Affairs arranged the visit of President Leonid Kuchma of Ukraine for a working visit with President Clinton in Washington ... Delegations from Belarus and Ukraine visited Washington in March to negotiate mutual legal assistance treaties ... Moldova desk officer DAVID HANZLIK traveled to Moldova in late March with Ambassador JOSEPH PRESEL, coordinator for regional affairs for the New Independent States. □

Office of Equal Employment Opportunity and Civil Rights

Deputy assistant secretary DEIDRE DAVIS, accompanied by JACQUELINE CANTON, traveled to the embassy in Panama, March 10-15, to review equal employment opportunity issues and operations ... GLORIA JACKSON transmitted the Department's fiscal year 1995 annual performance report on actions to assist historically black colleges to the Office of Management and Budget and the Department of Education ... The entire staff attended an off-site at the National Foreign Affairs Training Center to participate in Myers-Briggs assessment. R. STEVEN TAYLOR was the facilitator ... On March 26 GRACIE MINNIS attended the third annual conference on employment of federal employees who are deaf or hard of hearing. Empowerment was the theme of the conference, focusing on technology which has leveled the playing field for disabled employees, allowing them to become more productive ...

Twenty-seven new discrimination cases have been filed in fiscal year 1996. The primary bases for complaints are race, sex and disability. □

Protocol Office

During February and March, Protocol chief MOLLY RAISER and the Protocol staff welcomed President Chirac of France for a state visit, Secretary General Solana of the Nato for a working visit, Amir Jabir Al Sabah of Kuwait for a working visit, President Preval of Haiti for an official working visit and President Demirel of Turkey for a working visit ... Ms. Raiser also hosted two briefings for the Diplomatic Corps regarding the Olympic Games in Atlanta and the new one hundred dollar bill ... She and the staff bid farewell to deputy chief FREDERICK DUVAL and special assistant JENNIFER CURELY.

The assistant chief for visits MEL FRENCH and the visits division coordinated the following visits: EVE WILKINS, Zaire; CHRISTINE HATHAWAY, Grenada and Ireland; PATRICK DALY, Honduras, China, Croatia, Belgium and Mexico; TANYA TURNER, Kuwait and Bahrain; CARLOS ELIZONDO, France, Haiti, Ukraine and Jordan; and DAPHNE MARTINEZ, the Nato and Turkey. Protocol officer MARY MASSERINI handled press for the visits. JESSIE JOHNSON, DEAN LEWIS, HILLARY LUCAS and MICHELLE SNYDER also assisted with planning and implementation ... Gifts officer LAURA WILLS traveled with First Lady Hillary Rodham Clinton on her trip to Bosnia ... Protocol officer MARIA SOTIROPOULOS coordinated a credential ceremony for new foreign ambassadors to the United States and the delegation to Portugal for the presidential inauguration.

Blair House had in residence the amir of Kuwait, the president of France and the president of Haiti. Blair House was also the site for Secretary of Health and Human Services Donna Shalala's luncheon in honor of the Director of the U.N. Program on A.I.D.S. General manager BENEDICTE VALENTINER and the Blair House staff assisted with the preparation and execution of these functions.

Assistant chief for diplomatic and consular liaison LAWRENCE DUNHAM was the opening speaker at the Consular Corps of Washington's Consular Seminar Series, 1996. □

ADMINISTRATION

Office of Operations

Front Office: The office bid farewell to GENIE NORRIS, who is now executive assistant to Under Secretary Moose, and welcomed RALPH FRANK as the new deputy assistant secretary for operations.

Project Management Division: The new daycare facility, located in Columbia Plaza and run by Prodigy Child Development, opens this month. March's successful fundraiser, which included a ceremony to receive Department recycling revenue, was the first of several planned. Forms for enrollment and/or financial assistance are available from Rooms 1328 or 1878 Main State or room 431 in SA6; or call Prodigy at 1-800-546-7211 (enrollment) or Norman Brown at (202) 647-6753 about financial assistance.

Overseas Schools: The Overseas Schools Advisory Council, which encourages corporate donations for overseas schools, held its semiannual meeting on February 22. Assistant Secretary PATRICK F. KENNEDY opened the meeting and briefed the council on financial and policy issues. Under Secretary RICHARD M. MOOSE paid tribute to Ernest L. Boyer, past president of the Carnegie Foundation for the Advancement of Teaching, who died in December. He also welcomed the newly elected chairman, ROBERT W. NORTON, vice president, Pfizer International ... KEITH MILLER, regional education officer for Africa, has been in touch with Embassy Bujumbura, advising on the closing of the American International School there. □

Office of the Procurement Executive

BARBARA MARSHALL and JERRY LINDSTROM returned from staff assistance visits in Sanaa, Riyadh, Asmara and Rabat. These visits, conducted at the request of posts, covered a range of procurement issues, including recent changes in federal acquisition regulations and guidance relating to simplified acquisitions, commercial item acquisitions and construction contracting. Posts interested in learning more about the program or who wish to request a staff assistance visit contact Barbara Marshall, via E-mail, cable or facsimile at (703) 875-6155. Planning is already underway for fiscal year 1997. □

Office of Small and Disadvantaged Business:

On March 15 the office, in cooperation with the Office of the Procurement Executive and the Bureau of Diplomatic Security, cohosted a seminar for 30 small businesses on the Department's overseas local guard program ... On June 6 the office will sponsor its fourth annual special exhibit, featuring small businesses that are manufacturers or distributors of office supplies, equipment, furniture and recycled or energy-efficient products. Many of the exhibitors are on General Services Administration schedule and will accept the government I.M.P.A.C. credit card. There will also be demonstrations of electronic commerce/electronic data interchange. The exhibit will be held in the Exhibit Hall, 10 a.m.-2 p.m. □

Office of Foreign Buildings

Dedication of the new embassy office building in Bogota took place February 15. Deputy assistant secretary JOSEPH T. SIKES represented the Department at a ceremony attended by Colombian President Samper and Ambassador MYLES FRECHETTE. Congratulations went to project managers JOSEPH RUDY (now retired) and JAIME SALCEDO, project director LAWSON YOUNG and members of the project's site team... Program execution office director JOSEPH W. TOUSSAINT is one of three Department employees selected to represent the Department in the Leadership For A Democratic Society program. The program focuses on leadership in government and transforming public organizations. GALE MCCOY and MARNA MILLER have been selected to participate in the government-wide New Leader program. □

AFRICAN AFFAIRS

Office of the Assistant Secretary: During a trip to four southern African countries in March, principal deputy assistant secretary PRUDENCE BUSHNELL spoke before the Zimbabwe Military Staff College on conflict resolution. In Namibia, Ms. Bushnell's visit to a rape crisis center resulted in significant press coverage on domestic violence. Elsewhere, Ms. Bushnell met with government officials and journalists to review U.S. efforts to promote democracy, improve the conditions of women, and combat the spread of HIV/AIDS in Africa ... Special envoy for Rwanda/Burundi RICHARD BOGOSIAN met with former Tanzanian president Julius Nyerere and senior Burundi officials in early March in an effort to build Tutsi-Hutu reconciliation ... He then traveled to Tunis for the March 17-19 "Great Lakes Summit" organized by the Carter Center ... Mr. Bogosian then joined Assistant Secretary GEORGE MOOSE for talks in Brussels with their European counterparts on ways to resolve the Hutu refugee crisis.

Office of West African Affairs: Special envoy for Liberia Ambassador DANE SMITH traveled to Accra March 23 for consultations aimed at restoring momentum to the Liberian peace process. He also attended the presidential inaugurations in Sierra Leone and Benin ... Deputy director JOYCE E. LEADER traveled to Sierra Leone, The Gambia, Mauritania and Burkina Faso, March 13-26, to meet with government leaders and civil society representatives.

Office of Regional Affairs: JAY SMITH, labor advisor, traveled to Cote d'Ivoire, The Gambia and Senegal, March 27-April 3, to meet with government and labor leaders. Regional democracy officer MELANIE BIXBY traveled to South Africa for a regional conference, then to Botswana, Angola and Zaire to advise on democracy programs.



WINDHOEK, Namibia—The embassy volleyball team, which captured third place in a tournament, with 75 Nami-

bian teams, from left: (back row) *Frank Bevaqua, Mark Lynd, Lou Mazel, Dave Duke, Martin Jacobs.* Kneeling: *Nick Kolbe, Anatasia Pickens, Joanne Duke.*



OUAGADOUGOU, Burkina Faso—*Cecile Cisse, senior voucher examiner, the post's "Foreign Service National of the Year," with Ambassador Donald J. McConnell.*

Office of Central African Affairs: Office director ARLENE RENDER and desk officer MARY BETH LEONARD attended a Transafrica conference on Zaire held in Washington ... Rwanda/Burundi special coordinator Mr. Bogosian traveled to Tunis to be present at the African Great Lakes regional conference in March ... Deputy office director ERIC SVENDSEN traveled to Equatorial Guinea, Cameroon, Central

African Republic, Gabon and Sao Tome & Principe for meetings and consultations ... Desk officers MADELINE SEIDENSTRICKER and DONALD HEFLIN made orientation trips to their countries of responsibility; Ms. Seidenstricker visited Congo, Gabon and Sao Tome & Principe, and Mr. Heflin visited Rwanda and Burundi. □

CONSULAR AFFAIRS

Front Office: From February 12-16, principal deputy assistant secretary RUTH A. DAVIS participated in consular conferences in Moscow and Warsaw ... She was the keynote speaker at a bureau black history program and served as master of ceremonies at an inter-agency black history program in which Senator Mosely-Braun was keynote speaker ... Ms. Davis has been named president of the Thursday Luncheon Group, an organization to increase participation by minorities in formulation and implementation of U.S. foreign policy.

Overseas Citizens Services: GEORGIA ROGERS, managing director, attended an Overseas Security Advisory Council meeting in Ft. Lauderdale, Fl., March 14-15 ... On March 8 LESLIE ROWE, Children's Issues, addressed the annual conference of the National Council for Adoption ... She also addressed the annual conference of the Joint Council for International Children's Services ... On March 29 Children's Issues held a ceremony on the eighth floor in honor of those who have made contributions

toward resolution of international child abduction cases ... Assistant Secretary MARY A. RYAN presented certificates of appreciation to the National Center for Missing and Exploited Children, the Justice Department's Office of Juvenile Justice Delinquency Programs, two attorneys representing parents on a pro bono basis and a parent who had her child returned from overseas who now assists with officer training.

Passport Services: CAROL A. BECKER, Office of Technology Development, traveled with EUGENE BRIGGS, RANDY FOX and SANDY KEYES to consult with TIMOTHY WIESNET, regional director, Los Angeles Passport Agency, on that agency's future relocation ... The team also met with WILLIAM COLLINS, regional director New York Passport Agency, March 21-22 on the agency's upcoming move.

Executive Director: From March 13-20, THEODORE STRICKLER, executive director, consulted with Mitretek, Inc., on a consular cost study at the embassy in Seoul, then reviewed operations at the Honolulu Passport Agency ... MARSHA E. BARNES, deputy executive director and BETTY NG, budget officer, consulted with Mitretek on a consular cost study at the embassy in London ... Ms. Barnes made a similar trip to Santo Domingo and Belize, March 13-20 ... BRUCE AMMERMAN, management analyst, paid a similar visit to the embassy in Cairo, then reviewed consular operations in Addis Ababa, Tel Aviv and Jerusalem ... From March 3-11, LEIGH CARTER, management analyst, accompanied DONNA HAMILTON, deputy assistant secretary for visa services, to Rio de Janeiro, Sao Paulo and Brasilia to review consular operations ... From March 12-15, Ms. Carter reviewed consular operations in Paraguay and Buenos Aires.

Fraud Prevention Programs: DEBORAH ELLIOTT conducted anti-fraud training for immigration inspectors at the Federal Law Enforcement Training Center in Glynco, Ga. MARY ALICE NOYES provided similar training for immigration examiners and gave a presentation to Diplomatic Security agents at their training center in Dunn Loring, Va., March 18 ... MARC GORELICK participated in consular conferences in Moscow and Warsaw, February 12-16, then provided anti-fraud training in Stockholm for embassy staff, airline and police personnel. □

DEMOCRACY, HUMAN RIGHTS AND LABOR

Assistant Secretary JOHN SHATTUCK returned to the Balkans three times in February and March, meeting with heads of state in Zagreb, Belgrade and Sarajevo to advance human rights concerns in the implementation of the

Dayton peace agreement. He met with Admiral Smith, commander of the force implementing the agreement, Judge Goldstone of the War Crimes Tribunal and numerous officials throughout Europe. CRYSTAL NIX accompanied him while inspecting mass burial and war crimes sites in Bosnia ... Mr. Shattuck testified before the House International Relations Committee in late February on Bosnia, gave interviews to BBC, National Public Radio and other broadcasters and addressed several gatherings of non-governmental organizations, including the Council on Foreign Relations in New York.

Mr. Shattuck and JIM BIGUS also traveled to Kiev and Moscow in March. In Moscow they met with Mr. Shattuck's counterpart in the Russian government ... On March 18, Mr. Shattuck and SECRETARY CHRISTOPHER met in Geneva for the opening of the annual session of the U.N. Human Rights Commission. Officers PETER EICHER and CHERYL SIM accompanied American representative Geraldine Ferraro to Geneva for the six-week session.

The bureau released on March 6 its annual country reports on human rights, produced under the supervision of MARC SUSSER. Mr. Shattuck testified before the House International Relations Committee on the reports ... GARE SMITH, deputy assistant secretary, addressed a U.S. Southern Command conference in Florida, spoke at a symposium on Tibet and testified before the Congressional Human Rights Caucus ... Mr. Smith and PAUL HILBURN accompanied Secretary Christopher in meeting AFL/CIO president John Sweeney on February 13 ... On February 18, Mr. Smith attended the U.S.-European Union human rights consultations in Brussels ... Ms. Nix addressed the Council on Foreign Relations on March 27 regarding Bosnia ... CHRIS RICH discussed Sri Lanka at a refugee policy meeting in late March ... GEORGE LISTER discussed U.S. human rights policy before several private and public groups, including George Washington University ... Intern BETH BOBERG accompanied an Air Force flight to Rwanda delivering supplies to the war crimes tribunal there ... MONA SUTPHEN is on short-term assignment to Sarajevo, working on human rights issues associated with the Dayton peace agreement ... AVRAHAM RABBY accompanied Under Secretary TIM WIRTH to a meeting with Congressman McDermott on Colombia.

The bureau welcomed on board BRUCE NEULING from Embassy Colombo, in the staff assistant's office and with the Office of Multilateral Affairs ... The bureau will miss secretary ESTELA FITZGERALD who retired after many years of service. □

Diplomatic Security Service

Office of Intelligence and Threat Analysis: STEVE CAPELLI attended the Defense Intelligence Agency's counter-terrorism analysis course at Bolling Air Force Base, March 4-15 ...

DENNIS PLUCHINSKY presented a lecture on international terrorism to a political science class at James Madison University, March 8 ... Mr. Pluchinsky also gave a speech on international terrorism to the New Jersey Reserve Officers Association at Farleigh Dickinson University on March 10 ... Mr. Pluchinsky visited Tajikistan, Turkmenistan, Kazakstan, Kyrgyzstan, Uzbekistan and Turkey as a member of a delegation to discuss counter-terrorism issues from March 13-24 ... Office director BILL ARMOR attended the Overseas Security Advisory Council's executive council winter session in Fort Lauderdale, Fl., March 14-15. RUSSELL ROSS gave a presentation on global terrorism and other security matters to the council. ... KURT RICE provided an overview of Latin American terrorism to the counter-terrorism analysis class at the Joint Military Intelligence College at Bolling Air Force Base, March 15 ... MARIA BARTON gave a presentation on the security threat in Europe to a class at the Defense Institute at Wright-Patterson Air Force Base, March 29.

Office of Overseas Operations: KEVIN O'NEILL was on temporary assignment to Bujumbura as acting regional security officer, January 6-February 13 ... Branch chief T.J. MALLORY met with regional security officer for Panama, PAUL GAFFNEY and members of the military, March 6-7, to begin the initial phase of the new integrated survey program which will replace the regional survey team program and the surrogate travel program in assisting regional security officers and posts with emergency action plans. ... JACK HURLEY participated in a Marine expeditionary unit special operations certification exercise at Camp Pendleton, Calif., March 7-13 ... SCOTT MORETTI participated in the Marine expeditionary unit workshop in Coronado, Calif., February 26-March 1 ... KATHLEEN PIANKA completed 25 years of service with the Department, of which 24 years were with the bureau and the former Office of Security. □

ECONOMIC AND BUSINESS AFFAIRS

Assistant Secretary DANIEL TARULLO has left the Department for the White House to become deputy assistant to the President at the National Economic Council. Mr. Tarullo was honored by SECRETARY CHRISTOPHER and Under Secretary JOAN SPERO and received the foreign affairs award for public service at a ceremony in the Dean Acheson Auditorium March 11 ... Principal deputy assistant secretary ALAN LARSON has become the acting assistant secretary. Mr. Larson traveled to Paris, March 13-15, with MEG PICKERING, Office of the Legal and WES SCHOLZ, Office of Investment Affairs, for

negotiations on a multilateral agreement of investment.

VONYA B. MCCANN, deputy assistant secretary and U.S. coordinator for tele-communications, chaired a meeting of the U.S.-European Union Information Society dialogue March 7-8, organized by TIMOTHY FINTON of her office ... Mr. Finton traveled to Geneva to participate in the World Trade Organization's negotiating group on basic telecommunications, March 18-22 ... Ms. McCann was the keynote speaker for the March 25-26 U.S.-Turkey telecommuni-cations conference, which was sponsored by the U.S. Trade and Development Agency.

STEPHEN GALLOGLY, acting director for the Office of International Energy and Commodities Policy, traveled to Colorado, March 18-20, to participate in a conference on Middle East oil and gas supply and Asia-Pacific demand ... MATTHEW MCMANUS attended a conference on Venezuelan oil developments in New York on March 25 ... STEVE BRUNDAGE led the U.S. delegation to a meeting of the International Seabed Authority on March 11-22 ... WILLIAM KENDALL, same office, led a delegation to the International Natural Rubber Study Group annual budget meeting February 5-7 ... ROBERT MCSWAIN participated, March 18-22, in an intergovernmental panel on forests.

SHAUN DONNELLY, deputy assistant secretary for trade policy and programs, led the U.S. delegation to the annual economic dialogue session with the Gulf Cooperation Council countries, in Bahrain, March 9-10 ... DAVID E. BROWN participated, March 20-22, in talks in Geneva on China's accession to the World Trade Organization.

Deputy assistant secretary for transportation policy JOEL SPIRO, chaired the U.S. delegation to negotiations with Japan on cargo services that resulted in an agreement on March 28 ... DANIEL T. FANTOZZI headed the U.S. delegation that concluded a new air transport agreement with South Africa in Washington, March 29 ... Special negotiator JOHN BYERLY traveled to Paris to resolve a bilateral aviation disagreement and to participate in a multilateral session on an international air transport project ... TERRY MILLER, deputy director for maritime and land transport, headed the U.S. delegation to the Organization for Economic Cooperation and Development's maritime transport committee meeting, March 25-27, and to shipbuilding consultations with Poland. □

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EUROPEAN AND CANADIAN AFFAIRS

Office of the Executive Director: Executive director WARREN P. NIXON, budget officer JIM

BROWNING and deputy director JIM LANE joined administrative counselors from Embassies Athens, Ankara, London, Madrid, Bonn, Paris, Brussels, Warsaw and Riga in a two-day conference in Rome on international cooperative agreement for support services attended by Under Secretary RICHARD MOOSE ... Deputy director JIM LANE visited Vienna, Tirana, Skopje, Zagreb, Sarajevo, Belgrade and Rome, February



BERN, Switzerland—Dwight Jones of the embassy's marine detachment, in action at the Swiss Superbowl, en route to one of two punt-return touchdowns.

Mr. Jones quarterbacked the Bern Grizzlies to a 29-21 victory over the Geneva Seahawks. (Photo by Karl Hofer)



YEREVAN, Armenia—Ambassador Peter Tomsen and his wife visit a resident of Fourth Village Old Folks

5-19, to evaluate resource requirements in the Balkan capitals ... KERRY WIENER, deputy director for Newly Independent States, accompanied Ambassador JAMES COLLINS on his visits to Tashkent, Bishkek, Ashgabat, Almaty and Moscow, March 4-13.

Operations Support Division: SALLY NIST was awarded a Meritorious Honor Award for her exceptional support of the Gore/Chernomyrdin commission meetings, which were hosted by the bureau January 29-30 ... In an experiment with the Foreign Service Institute, the bureau will provide conference-room space for early morning French and Russian language training.

Post Management Office: LEWIS ELBINGER, Ashgabat administrative officer, met with several people in the Department regarding travel and building issues in Turkmenistan. ANN WRIGHT, Bishkek administrative officer, met with several sections of the Department to discuss outstanding issues in Bishkek. DON HAYES, administrative counselor in Bonn and future director of the Office of the Executive Director, traveled to Central Asia, accompanied by post management officer BRIAN KELSEY. Mr. Hayes and

Home, where 90 elderly people live. Most are refugees from the earthquake-stricken region.

Mr. Kelsey visited all five Central Asian missions to discuss future plans for each mission.

Office of Austria, Germany and Switzerland Affairs: Director DONALD KURSCH traveled to Vienna, January 25-29, as head of a U.S. inter-agency team that dealt with arms caches deposited in Austria by the United States in the early 1950s ... Officer-in-charge for German affairs MARK SCHELAND traveled to St. Louis to participate in a February 20 ceremony, in which the Concordia Historical Institute returned to German custody a 1541 Martin Luther manuscript. He offered remarks on U.S.-German relations to the audience of about 200 guests.

Office of Western European Affairs: Office director JOHN H. LEWIS, deputy director ALICE DRESS, officer-in-charge of French affairs KEVIN WHITAKER and French desk officer STEVEN KOUTSIS participated in the January 31-February 2 state visit of French President Jacques Chirac ... During a presentation of credentials ceremony at the White House, February 6, Mr. Lewis accompanied the ambassador-designate of Italy and Ms. Dress accompanied the ambassador-designate of Andorra.

Office of European Union & Regional Affairs: The office welcomed TERESA DUNCAN and JOANNE ADDISON ... Deputy director JIM FOSTER, AL SIBERT and ERIC RUETER joined deputy assistant secretary RICHARD HECKLINGER in representing State at the February 13-14 steering committee meeting of the Transatlantic Business Dialogue, a group of senior U.S. and European business representatives working with governments to reduce barriers to transatlantic trade. □

FOREIGN MISSIONS OFFICE

Director ERIC BOSWELL included discussions on value-added tax reciprocity issues on his visits to Prague and Moscow, March 19-23 ... Deputy director THOMAS BURNS traveled to New York to confer with New York Regional Office staff and minister counselor BOB MOLLER, Host Country Affairs, U.S. mission to the U.N., February 26-27 ... CLAUDIA SERWER, director, Tax and Customs, and GILDA BRANCATO, from the Legal's Advisors Office traveled to Vienna to negotiate an agreement with the government of Austria to eliminate taxation of our mission and personnel, March 20-22 ... Diplomatic motor vehicles officer VINCENT BEIRNE traveled to Tucson to participate in the American Association of Motor Vehicles Administrators international registration, title, vehicle dealers and manufacturers workshop, March 10-13 ... PAUL GARCIA, information management director, traveled to New York to discuss technical issues with the New York Regional Office and U.N. Host Country Affairs, April 4-5.

The San Francisco Regional Office hosted an administrative seminar on February 27 for the consular community. Regional director PIERRE FOURNIER presided over the seminar, led off with opening remarks, presented the Tax and Customs programs and wrapped up with a question and answer session. He was assisted by CHRIS CAPISTRAN who gave a presentation on the diplomatic motor vehicles program. Special guest speaker Frank Schober, from the Office of Emergency Services for the City and County of San Francisco, spoke on earthquake preparedness.

New York regional director SANDRA CECCHINI traveled to Philadelphia for a meeting with the consular corps, March 13 ... Regional director DENISE DUCLOM and CORY ZEMANY of the Chicago Regional Office traveled to Washington for consultations, March 25-26.

The office held its annual "Irish Coffee" on March 12, to celebrate Saint Patrick's Day. Organized by CAROLYN PARKER and KATHY MCHUGH and assisted by MIMMO IASIELLO, JOHN HORNUNG, ELAINE MERRICK and SUSAN SAPONARA.

Information Management staff attending train-

ing include ROBERT MATTOX and CYNTHIA KING-WHITMIRE, for a course in performance management, March 4-6. JACKIE ROBINSON, diplomatic motor vehicles, participated in a negotiation art and skills course, March 4-8 and introduction to management skills, March 18-22.

The office welcomed OFELIA SANTOS to Information Management, and ALEX FRANCOIS, to the New York office. VICTOR SORIA and KATIE MORAN, Information Management, departed the office. □

FOREIGN SERVICE INSTITUTE

Overseas Briefing Center: Interns LOURDES SANTOS and ERIN CONNERS joined CHRISTINE PHANEUF from the Information Management staff to present a Saturday seminar, "Communicating Across Cultures," for foreign service employees and family members going overseas.... The Security Overseas Seminar offered a Saturday class for ages ten through eighteen, for children who will be leaving the area before the summer program begins in mid-June.... FRAN WEBB moderated three Tax Seminars.... Director RAY LEKI and SUSAN CAPORASO, from the School of Professional and Area Studies, hosted a luncheon for 35 former Peace Corps volunteers, staff members and trainers, to celebrate the thirty-fifth anniversary of the Peace Corps.... Mr. Leki, TERRI WILLIAMS, PAT TELKINS and SHERI MESTAN BOCHANTIN facilitated the Going Overseas Workshops for singles, couples and families. The program will be offered again on Saturday, May 18 ... The office hosted an afternoon briefing and reception for 20 Community Liaison Office coordinators in Washington as part of their professional skills training ... Contractor PEGGY WARD and family training coordinator Terri Williams taught a Saturday class of protocol to new and veteran employees going overseas ... The office is investigating including some of the information center's holdings in the Department of Defense's SITES information program, a global information network that handles information on their 350 military bases around the world, akin to the center's resources.... The office nominated six colleagues for the Foreign Service Institute's Adjunct Faculty Award, for their significant contributions to the various training programs offered by the center. Receiving their awards at a ceremony in March were LYNDÁ GRAHAM and GAIL WEIR-WITMER (Diplomatic Security), LINDA OLESEN (Family Liaison Office), CAROL SUTHERLAND (Office of Overseas Schools), JUANITA STOKES (Office of Deputy Assistant Secretary for Operations) and JOAN DEASON.... Spouses from the Marine security guard detachment commanders course attended a briefing in the information center.... NORMA McCAIG of Global Nomads International was guest speaker at the Saturday offering

of "Encouraging Resilience in the Foreign Service Child." The seminar addressed how parents can help their children thrive despite frequent relocation and continual adjustments.... April's Wednesday evening course focused on managing rental property from overseas.... The office said farewell to interns Lourdes Santos and Erin Connors. □

INSPECTOR GENERAL'S OFFICE

Inspector general JACQUELYN WILLIAMS-BRIDGERS and executive assistant LINDA TOPPING accompanied the Office of Security Oversight team, GEORGE CASSIS, MIKE LYNCH and JIMMY CLARKE, and KATHERINE PHERSON, director of the Center for Security Evaluation, on inspection of the U.S. Interests Section, Havana, Cuba, in February ... The Office of Security Oversight is also conducting inspections of Embassy Islamabad, Pakistan and constituent posts Karachi, Lahore and Peshawar. This inspection team is headed by JERRY WILSON and accompanied by BILL BELCHER, MARGARET GARLAND, JOE HOCHEN, DICK LONG and JIM MARTINO ... In conjunction with inspectors JOHN MONJO (team leader), HARRELL FULLER and GEORGIENNE BEDNAR from the Office of Inspections, ARLAN KINNEY conducted an inspection of Embassy Port Moresby, Papua New Guinea. Inspections of Embassies Windhoek, Namibia and Lome, Togo, and followup security reviews of Embassy Luanda, are being conducted by JAMES CHRISTOPHER and his team, STEPHEN KLEIN, PAUL O'BRIEN and FREDERICK BYRON.

In February, the office hosted a meeting with KENNETH LANGFORD, the newly appointed director of internal audit for the World Health Organization.... Acting deputy inspector general JOHN PAYNE, assistant inspector general for inspections RICHARD MELTON, acting assistant inspector general for audits M. MILTON MACDONALD, assistant inspector general for investigations ROBERT TERJESEN and deputy counsel MARK BIALEK described a variety of Inspector General functions for Mr. Langford's consideration as he assumes his new position.

FRED GEDRICH and JOHN TREMBLER, of the special operations review team, visited Wiesbaden, Germany, in February to discuss with the Army Corps of Engineers the Department's renovation project for its embassies in the Newly Independent States ... Team members JOHN KANE and NAOMI SNELL also traveled to Dublin at the request of the ambassador to assist the post in enhancing procurement operations. Ms. Snell recently achieved accreditation as a certified government financial manager from the Association of Government Accountants ... Office

of Audits' auditor JAMES DOTY completed the 6-month "New Leader Program" sponsored by the U.S. Department of Agriculture's Graduate School ... The Northern Virginia Chapter of Association of Government Accountants asked auditor MAZHAR AHSON to become a member of the chapter's Executive Committee for 1996-1997 ... Auditor DAVE WISE and consultant ROBERT RETKA attended a panel discussion in March on the narcotics certification process sponsored by the Congressional Research Service. Auditor GARY PETROVICH attended a followup discussion with the Colombian and Mexican ambassadors. Major topics included the impact of the certification process on U.S. foreign policy ... Auditors VICKIE McCRAY and JOE JOHNSON have successfully met the Association of Government Accountants certification requirements and have been granted the designation of certified government financial manager ... Auditor JESSE ROTH attended a Bureau of Consular Affairs offsite in March on nonimmigrant visa process ... Also in March, auditor KENNIS COMER spoke at the Foreign Service Institute's general services officer acquisition course on problems in contracting overseas.

WILLIAM N. CRANE, director, Special Operations Division, Office of Investigations, attended the third International Law Enforcement Conference on Computer Evidence in Melbourne in February. The conference was attended by representatives of 14 countries and was hosted by the Australian National Police Research Unit. After the conference, Mr. Crane and a representative of the U.S. Air Force, Office of Special Investigation, conducted liaison meetings with Australian Federal Police personnel in Canberra and Sydney and met with Royal Australian Air Force personnel in Canberra and with the U.S. Embassy's country team ... In March, special agent JOHN REDMOND, for the second time, scored a perfect 300 during firearms qualifications.

In the Office of Inspections, three new inspections will be launched during the months of April and May. Team 1, led by Ambassador ROBERT FARRAND, will begin its inspection of the Bureau of Near Eastern and South Asian Affairs; team 3, led by Ambassador JOHN MONJO will begin its inspection of Embassy Bonn, Germany; and team 4, led by Ambassador ROBERT BARBOUR, will begin its inspection of Embassies Helsinki, Finland; Stockholm, Sweden; and Oslo, Norway. □

INTELLIGENCE AND RESEARCH

Front Office: Assistant Secretary TOBY GATI and her husband, CHARLES attended the farewell reception and dinner in honor of the retiring director of the National Security Agency, MICHAEL MCCONNELL, March 1. Ms. Gati made a presentation to Mr. McConnell in appreciation of the service provided by the agency and its cryptological support group ... She and

deputy assistant secretary THOMAS FINGAR attended a Defense Intelligence Agency briefing March 7, on ways State and the agency could better support shared missions ... On March 6 she met with the new assistant secretary for oceans and international environmental and scientific affairs, EILEEN CLAUSSEN. The bureau is working to enhance intelligence support of the Department's environmental and scientific activities ... On March 15 she met with graduate students and Robert Betts, director of the master's degree program in international security policy, Columbia University, on the changing mission of intelligence ... Sergi Rogov, director, Institute of U.S. and Canadian Studies, Russian Academy of Sciences, met with Ms. Gati, March 26, on Russia's geopolitical role in Europe and Asia ... Principal deputy assistant secretary DANIEL KURTZER joined Deputy Secretary STROBE TALBOTT at a town meeting in St. Louis hosted by the World Affairs Council and local organizations. Mr. Kurtzer spoke on the Middle East peace process. He met with the St. Louis Jewish Community Leadership and gave a radio interview, also on Middle East issues ... Deputy assistant secretary for intelligence policy and coordination JENNIFER SIMS, Mr. Fingar, director, Office of Analysis for Europe and Canada, BOWMAN MILLER, imagery coordinator PETER MODLEY and senior officer JON WIANT lectured at the intelligence and foreign policy seminar at the Foreign Service Institute.

Office of Politico-Military Analysis: GARY CROCKER, acting director, spoke on foreign policy to 300 high school students in the "close-up program," March 7, and to 350 others in the National Youth Leadership Conference, March 30 ... He lectured on "Failed States and Methods to Predict Failed States and Conflict," at the Virginia Women's Foreign Policy Seminar, March 30 ... STEPHEN WEIGERT, analyst for Africa, published a book, "Traditional Religion and Guerrilla Warfare in Modern Africa," which examines how sub-Saharan Africa survived colonialism and the Cold War.

Office of The Geography and Global Issues: LEO DILLON was a judge in the Maryland state geography bee, March 30, at Montgomery College.

Office of Publications: Editor STEPHEN BURANT's article, "Poland's Eastern Policy, 1990-95: The Limits of the Possible," appeared in the March-April Problems of Post-Communism.

External Research Staff: In cooperation with other offices, the staff sponsored a seminar on Iran, March 8, and ambassadorial seminars at the Meridian International Center, on Slovakia, March 11, and on Bulgaria, March 27. □

INTER-AMERICAN AFFAIRS

Office of the Assistant Secretary: Deputy assistant secretary EDWARD A. CASEY JR. traveled to Brussels, March 4-8, to attend European



SANTIAGO, Chile—Ambassador Guerra-Mondragón presents a retirement certificate to Ricardo Osorio, after 20 years of service.

Union Troika consultations on Latin America. Mr. Casey spent March 18-22 attending meetings in Cartagena, Colombia.

Office of Cuban Affairs: The office headed an informal interagency monitoring group, March 2, in connection with a flotilla in honor of the four Brothers to the Rescue volunteers killed in the February 24 shutdown of two U.S. civilian aircraft by the Cuban military ... International Relations officer LAURA LOCHMAN traveled to Montreal, March 5-7, as part of the U.S. delegation to the International Civil Aviation Organization seeking an investigation of the shootdowns ... Coordinator MICHAEL RANNEBERGER represented the Department at a March 5 hearing before the House International Relations Committee on enforcement of the U.S. embargo against Cuba ... That same day, Mr. Ranneberger and consular officer SEAN MURPHY were part of a team that briefed Congressman Mendez and other Cuban American congressmen on U.S. contingency planning in the event of a Cuban migration crisis.

Office of Regional Economic Policy: The bureau worked with the Institute of the Americas and other groups to organize a conference, February 14-15, on "The Outlook for Free Trade in the Americas" for U.S. business representatives. Under Secretary JOAN SPERO gave a luncheon address. Assistant Secretary ALEXANDER WATSON joined counselor to the President Mack McLarty, Deputy U.S. Trade Representative Barshefsky and Inter-American Development Bank president Inglesias in addressing the conference. Other bureau participants were CARMEN SURO-BREDIE, director, Office of Economic Affairs, who talked about "Building Blocks for Hemispheric Free Trade" and JANINA SLATTERY, senior advisor, who spoke about the "Outlook for Central America and the Caribbean" ... On March 19-21 deputy assistant secretary EDWARD A. CASEY JR., Ms. Suro-Bredie and

PETER BARLERIN attended the Americas Business Forum and Free Trade Area of the Americas ministerial meeting in Cartagena, Colombia. The Americas Business Forum delegation was led by Secretary of Commerce Ron Brown and included counselor Mack McLarty, while the Trade Ministerial delegation was led by the U.S. trade representative, MICKEY KANTOR.

Office of the Executive Director: The executive director, JAMES A. WEINER traveled to Bogota, February 14-15, to attend the inauguration of the new embassy office building ... He also traveled to Buenos Aires and Montevideo, March 1-10, and met with embassy officials to discuss pending administrative issues. □

INTERNATIONAL NARCOTICS MATTERS

Front Office: Assistant Secretary ROBERT S. GELBARD traveled to Kansas City, Mo. to address the Kansas City World Affairs Council on transnational organized crime. He also spoke to the Kansas City Metropolitan Bar on the topic of forging new relationships between U.S. law enforcement agencies, the State Department and foreign institutions, February 26-28 ... On March 1 Mr. Gelbard held press briefings at the Department and the Foreign Press Center on the release of the annual international narcotics control strategy report and announcement of certification decisions ... He testified before the House International Relations Subcommittee on the Western Hemisphere, the annual narcotics report, Latin America and the certification process, March 7 ... On March 8-14 he traveled to Bosnia to discuss training and technical assistance programs for prosecutors and judges. He was accompanied by special assistant ANA MARIA SALAZAR ... Mr. Gelbard traveled to Mexico City as a member of the high-level contact group headed by Office of National Drug Control director Barry McCaffrey to negotiate the key elements of a bilateral counter-narcotics strategy, March 26-28.

Principal deputy assistant secretary JANE BECKER traveled to Bangkok, to chair an inter-agency Southeast Asia regional narcotics strategy conference at Embassy Bangkok, February 12-15. She was accompanied by Asia/Pacific office director DON KEYSER and Asia/Africa division chief DOUG RASMUSSEN ... Ms. Becker traveled to Austin, Tex. to deliver a speech to the Lyndon B. Johnson School of Public Affairs on counter-narcotics efforts in Mexico. While in Austin, she met with local demand reduction agencies, who are concerned about the misuse of the prescription drug Rohypnol, also known as "Roofies" ... Deputy assistant secretary JONATHAN WINER traveled to Paris, accompanied by senior adviser for international criminal justice issues BOB SIMS and Justice and Treasury

officials, to attend the winter plenary session of the financial action task force, January 30-February 2 ... During February 2-6, Mr. Winer traveled to London, Brussels and The Hague to discuss European Union and Caribbean law enforcement cooperation issues ... Mr. Winer led an interagency delegation to the meeting of the P-8 senior experts working group on transnational organized crime in Paris, February 9. The experts group is working towards a declaration and action plan on international crime to be adopted by the P-8 at the Lyon summit in June.

Senior advisor for international criminal justice issues BOB SIMS traveled to Lyon, France, to meet with Interpol officials, February 2. On February 27 he testified before the House Subcommittee on General Oversight and Investigations on efforts to combat international counterfeiting. He testified before the House Committee on Banking and Financial Services on international organized crime and its impact on the international financial system, February 28 ... In Indianapolis he spoke to the Indianapolis Council on World Affairs on international organized crime and its growing concern to the foreign policy community.

Arrivals: SCOTT MCADOO, Office of Resource Management. □

INTERNATIONAL ORGANIZATION AFFAIRS

Front Office: MOLLY K. WILLIAMSON transferred from the Office of the Special Adviser to the Secretary for the New Independent States to serve as the principal deputy assistant secretary for international organization affairs.

Office of Peacekeeping and Humanitarian Operations: MICHAEL ARIETTI traveled to Carlisle, Pa., March 6-8, to participate in interagency training for complex contingency operations at the U.S. Army War College. CHARLES STONECIPHER traveled to the U.S. Air Force Academy at Colorado Springs, Colo., March 12-16, to serve as a roundtable discussion leader for students of international relations attending the academy's annual academic assembly.

Office of Policy, Public and Congressional Affairs: In March LARRY ROEDER participated in discussions hosted by the Department of Energy with U.S. and Japanese nuclear emergency experts to discuss a proposal to share nuclear accident radiation projections in live teleconferences.

Office of Economic and Social Affairs: On March 1 LINDA TARR WHELAN was sworn in as the U.S. representative to the U.N. Commission on the Status of Women. She led the U.S. delegation to the 40th session of the commission held in New York, March 11-22. SHARON KOTOK served as adviser to the delegation ... On March 8, Ms. Whelan and Ms. Kotok were the keynote speakers at the 10th annual conference of Equity by 2000 held in Sarasota, Fla. ... JOHN MCGUIN-

NESS, deputy director, participated as a member of the U.S. delegation to the Commission on Sustainable Development held in New York, March 4-8 ... TODD KUSHNER participated in the U.N. Conference on Trade and Development preparation meetings held in Geneva, March 4-8 and March 20-29.

Office of International Development Assistance: RALPH BRESLER, director, attended the second regular session of the executive board of the U.N. Development Program/U.N. Population Fund, March 25-29 in New York.

Office of Technical Specialized Agencies: BETSY L. ANDERSON, deputy director, Industrial and Communication Programs, served as a member of the U.S. delegation to the meetings of the governing body of the International Labor Organization, in Geneva, March 14-29 ... TRACY C. BROWN, program officer, served on the delegation to the International Atomic Energy Agency's board of governors, in Geneva, March 18-20. □

LEGAL ADVISER'S OFFICE

CONRAD K. HARPER, legal adviser, spoke at the dean's lecture series at Howard University Law School ... Mr. Harper co-chaired with the general counsel of the Commerce Department the meeting of the NAFTA committee on private commercial disputes in Phoenix. JEFFREY D. KOVAR, attorney adviser in the Office of International Claims and Investment Disputes, also attended ... Mr. Harper, with LISA GROSH, attorney adviser in the Office of International Claims and Investment Disputes and D. STEPHEN MATHIAS, U.S. agent, The Hague, presented a military claims case before the Iran-U.S. claims tribunal in The Hague ... In addition, Mr. Harper delivered the following speeches: the keynote address at the Department to a group of high school students sponsored by the Close-up Foundation; the inaugural lecture, "The Law of Nations and A Nation of Laws" at the Center for International and Comparative Law at the University of Baltimore School of Law; and the keynote luncheon address, "Interpreting and Enforcing International Humanitarian Norms" at the annual meeting of the American Society of International Law.

MICHAEL J. MATHESON, principal deputy legal adviser, traveled to Geneva for consultations on international landmine controls. TIMOTHY E. RAMISH, assistant legal adviser for European and Canadian affairs, attended the Council of Europe meeting of legal advisers on public international law in Strasbourg ... GILDA BRANCATO, attorney adviser in the Office of Special Functional Problems, traveled to Vienna to present a demarche to foreign affairs and finance ministry officials to obtain greater tax exemptions for U.S. missions and other personnel in Austria ... THOMAS A. JOHNSON, attorney adviser in the Office of Law Enforcement and Intelligence,

served as the legal adviser on the U.S. delegation to a meeting of the Permanent Eight in Paris, which focused on preparations for the Lyon summit on transnational organized crime ... Mr. Johnson also participated in consultations in Vienna with the senior leadership of the U.N. drug control program and the U.N. Crime Division ... SAMUEL M. WITTEN, attorney adviser, same office, chaired an inter-agency U.S. delegation in Washington on the negotiation of a mutual legal assistance treaty with Belarus.

People: Joining the bureau was MARY E. MCLEOD, attorney adviser in the Office of Ethics and Personnel ... TERESA A. FRIEDRICH, paralegal specialist, was reassigned to the Office of Law Enforcement and Intelligence Affairs ... Leaving the bureau were ROBERT A. KUSHEN, attorney adviser in the Office of Oceans, International Environmental and Scientific Affairs, and AILEEN M. COHEN, attorney adviser in the Office of Ethics and Personnel. □

NEAR EASTERN AFFAIRS

Office of the Assistant Secretary: Assistant Secretary ROBERT PELLETREAU accompanied SECRETARY CHRISTOPHER on a trip to the Middle East, February 3-9 ... He participated in the Sharm al-Sheikh summit in Egypt on March 12, and went on to Tel Aviv, Algiers and Rabat ... On February 17-21, Mr. Pelletreau delivered speeches at Reed College and Lewis and Clark College in Portland, Ore. ... Deputy assistant secretary TONI VERSTANDIG traveled with Secretary Christopher to Tel Aviv, Jerusalem and Damascus, February 3-9 ... She visited Cairo, March 23-25 and Tel Aviv, March 31-April 1 ... Deputy assistant secretary ARTHUR HUGHES attended Gulf Cooperation Council talks in Bahrain, March 8-9, and addressed the Global Business Forum in New York on March 15.

Office of Egyptian and North African Affairs: Director RICHARD JACKSON accompanied Mr. Pelletreau to Algiers and Rabat on March 16-23.

Office of Israel and Arab-Israeli Affairs: Director RICHARD ROTH addressed the Board of Directors of the American-Israeli Political Action Committee on February 13 ... Political officer KENNETH JARRETT discussed U.S.- Israel relations with an American-Jewish group from Atlanta, February 7 ... Political-military officer PHIL SUTER traveled to Israel, February 21-March 3, with an interagency export controls delegation.

Office of Arabian Peninsula Affairs: Bahrain/Oman desk officer LAUREN MAY accompanied Mr. Hughes and an inter-agency delegation to meetings of the U.S.-Gulf Cooperation Council in Bahrain, March 9-10, then proceeded to Oman for consultations ... Qatar/United Arab Emirates desk officer KEVIN BRISCOE traveled to Abu Dhabi to participate in deputy defense secretary White's meetings with senior officials on

March 26-27, and continued on for consultations with Consulate Dubai and Embassy Doha.

Office of Jordan, Lebanon and Syria: Deputy director MARK WILLIS participated in a Middle East Institute roundtable on Israel-Syria-Turkey relations on March 19. Palestinian affairs desk officer FRANK FINVER visited Damascus, Amman and Beirut on consultations, March 23-April 2. Syria desk officer ELIZABETH HOPKINS addressed the Marine Staff College on February 23.

Office of Peace Process and Regional Affairs: Director RICHARD LEBARON led a team including VIRGINIA BENNETT and ANDREW STEINFELD to Cairo, February 24-27, to begin work on the Cairo economic summit. Mr. LeBaron led discussions of the steering group of the Middle East multilateral water resources working group meeting in Boppard, Germany, February 29-March 1. Mr. LeBaron participated in a State Department town meeting in Nashville, March 13. CHARLES LAWSON attended an experts meeting on water issues in Oslo, Norway, February 11-14, and chaired the Palestinian-Israeli-U.S. trilateral water working group in Israel, February 15-20. MARK HERZBERG spoke at a Silver Spring, Md. chapter of American-Jewish Women on March 22. NANCY PETTIT participated in a Middle East trade forum in Detroit on March 20. ROBERT KRANTZ visited Fort Bragg, February 26-27, to discuss U.S. logistics battalions in the Sinai. Peace process special assistant FREDERICK AXELGARD gave the keynote address at the 14th annual national model league of Arab states at Georgetown University on March 6. □

OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS

Assistant Secretary EILEEN B. CLAUSSEN was in Brazil, March 16-21, for a conference on sustainable development and to discuss U.S.-Brazil common agenda for the environment issues. On February 19-20 Ms. Clausen attended the Organization for Economic Cooperation and Development Environment ministerial in Paris and represented the United States at a U.N. environment meeting on governance issues, February 21. She was assisted at both meetings by ROBERT FORD, Office of Environment Policy. Ms. Clausen met with her European Union counterparts in Brussels, February 22, to discuss cooperation on environment issues under the U.S.-European Union new transatlantic initiative. On March 27 Ms. Clausen chaired, with the Bureau for Near Eastern Affairs, a meeting with environmental experts, regional experts and pri-

ivate sector representatives on the Secretary's initiative on integrating environmental issues into foreign policy. On February 13 she, along with Under Secretary TIMOTHY WIRTH, Daniel Albritton of the National Oceanic and Atmospheric Administration and Michael Oppenheimer of the Environmental Defense Fund, briefed major media representatives on climate change issues.

On February 26 deputy assistant secretary for the environment RAFF POMERANCE and BRADFORD JOHNSON attended the administration's briefing on climate change for state utility commissioners and regulators. The speakers included Vice President Gore. Special representative to the Commission on Sustainable Development MARK HAMBLEY was in Geneva, February 26-March 22, for negotiations under the auspices of the Framework Convention on Climate Change and for the Commission on Sustainable Development's intergovernmental panel on forests. Other participants in the climate negotiations included the director of the Office of Global Change, DANIEL REIFSNYDER and officers JONATHAN PERSHING and SUSAN WICKWIRE. Senior conservation officer STEPHANIE CASWELL, Office of Ecology and Terrestrial Conservation, participated in the forest discussions.

Ambassador DAVID A. COLSON, deputy assistant secretary for oceans, led the U.S. delegation in the eighth meeting of the U.S.-Russia intergovernmental consultative committee on fisheries, February 27-28, at the Department. LARRY L. SNEAD, director, Office of Marine Conservation, WILLIAM E. DILDAY, senior pacific affairs officer, same office, and WILLIAM J. QUIGLEY, U.S. Coast Guard liaison officer, also participated in the meetings. On March 26-31 Mr. Colson led the U.S. delegation to Indonesia for archipelagic sea lane talks. He was accompanied by ROBERT W. SMITH, Office of Ocean Affairs. On March 8 representatives from the Office of Marine Conservation concluded video-conference bilaterals with the Canadians.

In Washington February 28-29, deputy assistant secretary ANNE SOLOMON led the United States in exploratory talks with a European Union delegation on a possible science and technology cooperation agreement under the new transatlantic agenda. On February 21 she chaired a roundtable discussion with representatives from various agencies, including the Departments of Defense and Transportation and spaceport directors from five states. On February 6 she chaired the first interagency meeting on science and technology cooperation with Vietnam. □

PERSONNEL

Front Office: On March 20 Deputy Secretary STROBE TALBOTT and Director General ANTHONY QUANTON hosted a retirement ceremony for 128 retirees and 100 guests in the Benjamin Franklin Room. The ceremony honored Civil and Foreign Service employees who

retired in 1995. Mr. Quanton traveled to Russia, February 10-20, to attend the Moscow consular conference and to Kazakstan, Kyrgyzstan and Uzbekistan to discuss personnel issues. He also traveled to Barbados, Trinidad and Venezuela, March 28-April 2, to discuss post and individual personnel issues. He addressed the World Affairs Council of Berk County in Reading, Pa., March 9, honoring retired U.S. Army General Frederick M. Franks, Jr. who received the annual International Citizen of Berk's County Award. The topic was "Diplomacy in a Changing World." On March 11 Mr. Quanton participated in the General Accounting Office conference on the U.S. foreign affairs apparatus. On March 22 he gave opening remarks to the Asian Pacific American Federal Foreign Affairs Council's conference on careers in foreign affairs. On March 27 Mr. Quanton participated as a member of the panel co-sponsored by the Twentieth Century Fund and the Georgetown School of Foreign Service to discuss issues raised by Montague Stearn's book, "Talking to Strangers: Improving American Diplomacy at Home and Abroad."

Office of Recruitment, Examination and Employment: MARSHA FROST, chief, Recruitment Division, presented a session entitled "Expanding International Horizons for Minority Students" at the 1996 National Conference on Higher Education, March 17-19. □

Family Liaison Office

Community support officer VIRGINIA CHANDLER organized "Professional Skills Development for Community Liaison Office Coordinators," March 11-15. During the course, opened by under secretary for management RICHARD M. MOOSE, participants were briefed by the staff on their areas of responsibility, received crisis management training, and met with Department personnel. Mr. Quanton presented certificates at the end of the course. "Education Options for Foreign Service Family Members," a new publi-



PERSONNEL—Director general Anthony Quanton presents a certificate of appreciation to Janice Yeadon.

education edited by publications coordinator KAREN HANSEN LUNDAHL, was sent to all posts. The book discusses each stage from infant care to adult education in the Foreign Service context ... Liaison with the Association of American Foreign Service Women included a briefing for board members, a training workshop for the Evacuee Support Network led by director KENDALL MONTGOMERY and support services officer LINDA OLESEN, and a resource and support seminar for the Foreign Born Spouses Network provided by deputy director GAIL WATSON KNOWLES, education and youth officer SYDNEE TYSON, employment coordinator JUDY IKELS and Ms. Olesen ... Ms. Montgomery and DR. ESTHER ROBERTS spoke on "Change and Its Human Impact," to the CLO Association, a group of former community liaison office coordinators ... Ms. Ikels participated in an employment planning workshop at the Overseas Briefing Center by delivering training on the new Federal Resume, overseas employment, and interviewing techniques ... A "Flo Focus" covering cross-cultural adaptation was sent to all posts. □

Medical Services

Medical director ELMORE RIGAMER traveled to Cairo and Budapest ... Director of nurses KUMIKO CROSS traveled to Budapest ... Deputy medical director BRUCE MULLER traveled to Kinshasa and Pretoria ... Deputy director of nurses PATTI BEITH traveled to Pretoria.

The following personnel consulted with the office: Foreign Service nurse practitioner BEVERLY GREENFIELD prior to her retirement, former Embassy Baku nurse MARGARET BENDT, and retired regional medical officer DWIGHT BABCOCK. □

POLITICAL- MILITARY AFFAIRS

Office of Arms Transfers and Export Controls director HUGH HAMILTON participated in a delegation led by deputy assistant secretary for nonproliferation ROBERT J. EINHORN for discussions with the Chinese government, March, 18-22, on export control ... Deputy director THOMAS MAERTENS participated in preparatory meetings for the Wassenaar arrangement in Vienna ... On March 19 RICHARD SHERMAN and JOSEPH NOVAK attended sessions of the annual U.S.-U.K. political-military talks, chaired by Assistant Secretary THOMAS E. McNAMARA.

Office of International Security and Peacekeeping Operations director DANIEL LAYTON and action officer PAUL SCHULTZ accompanied principal deputy assistant secretary ERIC NEWSOM to Sarajevo for consultations to initiate a

civilian landmine clearance program in Bosnia March 1-10 ... Office of Regional Nonproliferation director JOSEPH M. DeTHOMAS participated in the U.S.-Russian nonproliferation working group in Moscow, February 21-22 ... On February 29 Mr. DeThomas led the U.S. delegation to the Nato senior political military group on proliferation in Brussels ... Action officers ANNE HARRINGTON and JAMES NOBLE led a team of technical and financial advisors to Kiev to assess developments at the Science and Technology Center in Ukraine.

Office of Strategic Policy and Negotiations action officer PHILLIP DOLLIF provided a presentation on the U.S. nuclear material security assistance program to the New Independent States at a U.S. Strategic Command-sponsored conference in Monterey, February 29-March 1 ... KAREN L. MALZAHN participated in a meeting on nuclear weapons at Nato, March 1 ... FRANK P. DeSIMONE represented the Department at the 51st session of the Anti-Ballistic Missile Treaty's standing consultative commission in Geneva, which convened on February 26.

Chemical biological weapons and missile nonproliferation action officer SUSAN LEIBBRANDT has been selected as a participant in the executive potential program management training course ... DEBORAH KRICKORIAN has been detailed for six months to the U.N. Special Commission in New York, and will conduct inspections in Iraq. KAY MEREISH, also a member of the U.N. special commission inspection team, is currently on loan to the office from Fort Detrick. ... Office of Nuclear Energy Affairs office director RICHARD STRATFORD participated in talks with the government of China on peaceful nuclear cooperation in Beijing, January 25-26 ... FREDERICK MCGOLDRICK, principal deputy director, led negotiations at the Department with Swiss government officials regarding a new U.S.-Switzerland agreement for peaceful nuclear cooperation, March 5-6 ... JOHN DOOLEY led a U.S. interagency team in negotiations with the European atomic energy community ... Deputy director ELEANOR BUSICK led the U.S. delegation for bilateral consultations with German officials on the proposed research reactor, January 19-20. □

POPULATION, REFUGEES AND MIGRATION

Front Office: Assistant Secretary PHYLLIS OAKLEY and I.N.S. commissioner DORIS MEISSNER led the U.S. delegation to the regional migration conference in Puebla, Mexico. Program officer KATHY JOHNSON also participated ... During March Ms. Oakley spoke at the Center for Migration Studies 19th annual national legal conference on immigration and refugee policy ... She met with Zairian prime minister

KENGO WA DONDO and also with GEORGE WEBER, secretary general of the International Federation of the Red Cross ... Ms. Oakley gave the keynote address at the opening assembly of the national high school model U.N. conference in New York ... She addressed the annual U.S. Senate youth program and also participated in Prime Time America, a radio broadcast from Chicago.

Senior deputy assistant secretary CHARLES SYKES led the U.S. delegation to the comprehensive plan of action steering committee meeting in Geneva, on Vietnamese boat people.

In Croatia and Bosnia, deputy assistant secretary MARGUERITE RIVERA HOUZE assessed obstacles to repatriation of refugees and the return of internally displaced populations ... In Oslo she attended a U.N. High Commissioner for Refugees meeting and reviewed the status of Annex VII of the Dayton agreement.

Office of Population: Acting director KATHERINE MILLARD attended meetings of the U.N. Economic and Social Council commission on population and development and of the executive board of the U.N. Fund for Population Activities ... JULIA COHEN, international population fellow, attended training of the Office of U.S. Foreign Disaster Assistance in preparation for field monitoring trips.

Office of Admissions: Director TERRY RUSCH participated in a weekend seminar in Zurich with European government representatives, focusing on asylum and refugee issues ... STEPHEN FOX, chief of overseas refugee processing, reviewed Bosnian refugee programs in Zagreb, Belgrade and Rome. Program officer KATHLEEN HENNESSEY visited Turkey, Saudi Arabia and Rome, to discuss refugee admissions programs in the Middle East.

Office for Africa, Asia, and the Americas: Director MARGARET MCKELVEY and public affairs officer HAZEL REITZ monitored assistance and repatriation programs for Indochinese asylum seekers in Laos, Vietnam and Hong Kong ... JANE GRAY visited Mexico and Guatemala to monitor programs ... Program officer CAROLYN GORMAN traveled to Ethiopia and Eritrea to monitor care and maintenance programs.

Office for Europe, Near East and South Asia: Program officer BETSY LIPPMAN and Office of Policy program officer KATHERINE PERKINS traveled to Georgia, Azerbaijan and Armenia, to monitor refugee and displaced persons assistance programs ... Program officer KEN DURKIN visited Pakistan, Afghanistan and Geneva to review programs for Afghan refugees.

Office of Policy: DOUGLAS R. HUNTER, director, and program officer DAVID KORNBLUTH attended the drafting committee meeting in Geneva for the May 1996 U.N. conference on refugees and migrants in the Commonwealth of Independent States. Program officer PAULA REED LYNCH and special adviser JUDY MAYOTTE spoke to the conference on applied anthropology in Baltimore on protection issues related to refugee women. □



DHAKA, Bangladesh—At award ceremony, front row, from left, *Laila Haque, Bithi Pandit, Jahanara Arju, Louisa Gomes, Zareen Khair*. Second row: *Rowshan Akhter, Zarruk Zarrin,*

Lisa Chiles, AID, Ambassador David Merrill, Mir Md. Ershadullah, Nowfel Chaudhury. Back row: *Sujit Paladhy, Nasim Ahmed, Richard Brown, AID, Fazlul Karim*.

SOUTH ASIAN AFFAIRS

Office of the Assistant Secretary: Assistant Secretary ROBIN L. RAPHEL attended a luncheon hosted by Protocol chief MOLLY RAISER at Blair House on February 8, in honor of the women of the diplomatic corps ... She held bilaterals with visiting Pakistani foreign minister Assef Ahmed Ali, February 9, and accompanied him to his meeting with Deputy Secretary STROBE TALBOTT ... She met with former Pakistani prime minister Nawaz Sharif on February 13 ... Ms. Raphael attended a luncheon hosted by First Lady HILLARY RODHAM CLINTON, in honor of the departing Indian ambassador, Siddhartha Shankar Ray on February 20 and later attended a reception, also hosted by the First Lady, in honor of the end of Ramadan ... She delivered informal remarks at a conference held by the U.S.-India Business Council on February 20 ... On February 21 Ms. Raphael was a guest on the NET television program, Worldwide, where she answered questions on U.S. relations with India and Pakistan ... Ms. Raphael testified before the Senate Foreign Relations Subcommittee on Asia on March 7 ... She attended the U.S. Institute of Peace Conference on March 7 ... Ms. Raphael participated in a conference on South Asia held the Council on Foreign Relations on March 18.

Senior advisor STEPHEN A. RICKARD traveled to Bangladesh, India and Pakistan ... He visited Dhaka, New Delhi, Calcutta, Lahore and

Islamabad, March 3-March 19.

Office of India, Nepal, Sri Lanka, Bhutan and Maldives Affairs: Office director STEVEN R. MANN lectured on chaos theory and strategy at the School of Information Warfare of the National Defense University ... He also spoke to the South Asia regional studies class at the Foreign Service Institute ... Deputy office director JEFF HARTLEY traveled, February 23-March 15, to New Delhi, Calcutta, Madras, Bombay, Kathmandu and Colombo for consultations on economic/commercial issues. In Calcutta, Mr. Hartley addressed the Eastern India chapter of the Indo-American Chamber of Commerce ... Kathmandu deputy chief of mission PETER BODDE consulted in the Department.

Office of Pakistan, Afghanistan and Bangladesh Affairs: Afghanistan desk officer ROBERTA CHEW participated in the National Foreign Affairs Training Center's South Asia regional studies course, January 29-February 9 ... Deputy office director DONALD A. CAMP and Pakistan desk officer KRISHNA R. URS attended Carnegie Endowment's conference on nuclear non-proliferation and the millennium on February 13 ... Mr. Camp departed for consultations in Bangladesh, Pakistan and India on February 20 and returned on March 11 ... Bangladesh desk officer PATRICIA A. MAHONEY participated in a briefing at the National Security Council on March 26 for a senior U.N. official on the situation in Bangladesh.

Office of Regional Affairs: Political military officer JOHN ERATH left on February 1 for Sarajevo, where he is serving in the office of Carl

Bildt, high representative of the Peace Implementation Council in Bosnia and Herzegovina. □

U.N. MISSION, NEW YORK

On February 29 Ambassador MADELEINE K. ALBRIGHT concluded her month-long presidency of the U.N. Security Council ... On March 2 Ms. Albright attended the memorial service in Miami in honor of the Americans shot down by the Cuban government. She was accompanied by U.S. mission chief of staff ELAINE K. SHOCAS, senior adviser and spokesman JAMES P. RUBIN, U.S. mission executive assistant STUART E. JONES, special assistant SUZANNE GEORGE, and diplomatic security special agents GEORGE GILCREST and HINDA PERDREAUX ... Ms. Albright then traveled to Raleigh, N.C., March 4, where, hosted by Senator JESSE HELMS, she delivered the keynote address on U.S. relations with the United Nations to the North Carolina Community Foundation. Ms. Albright also traveled to the U.S. Air Force Academy in Colorado Springs on March 12, where she gave the keynote address to the 38th Annual Air Force assembly ... On March 19 she led a presidential mission to London, Geneva, Zagreb, Sarajevo and Skopje. She was accompanied by Ms. Shocas, James P. Rubin, U.S. mission senior adviser and counsel DAVID J. SCHEFFER, National Security Council director for peacekeeping and international operations MICHAEL SHEEHAN, Stuart E. Jones, adviser JIM O'BRIEN, Executive Secretariat administrative officer GEORGE ROWLAND and Diplomatic Security special agents GEORGE GILCREST and ALAN PUZIO.

In London Ms. Albright met with the foreign minister, the defense secretary and the foreign and commonwealth office political director. In her meetings, she addressed the civilian implementation of the Bosnia peace accords, Security Council issues and U.N. finance and reform. In Geneva she gave a speech to the U.N. Commission on Human Rights. She also met with the U.N. high commissioner for refugees, Sadako Ogata, and U.N. agency heads on U.N. reform. From Geneva she traveled to the Republic of Croatia and the Republic of Bosnia-Herzegovina. In Croatia she visited the U.N. peacekeeping operation in Eastern Slavonia. In Bosnia she met with acting President EJUP GANIC, IFOR commander LEIGHTON SMITH and visited a mass grave site ... Ms. Albright then traveled to the former Yugoslav Republic of Macedonia to meet with President Kiro Gligorov and to inaugurate the U.S. embassy in Skopje. She returned to the United States on March 23.

Deputy representative of the U.S. to the U.N., Ambassador EDWARD W. GNEHM JR., undertook an extensive tour of the Middle East, March 19-April 2. He visited Kuwait, Cairo, Amman, Jerusalem and Tel Aviv. ■

O B I T U A R I E S

Antoine J. Berube, 53, a secretary in the executive office of the Bureau of African Affairs, died in Washington on February 14. He was the husband of Elizabeth Berube, a Foreign Service officer assigned to the Visa Office.

Before State, Mr. Berube served for 20 years in the Marine Corps, including tours in Vietnam, Okinawa and Tehran, where he met his wife while serving as the Marine security detachment commander. He later accompanied her on postings to Karachi, Bangkok and Oslo. In Karachi, Mr. Berube set up the post's first American Club and served as the facility's manager. In Bangkok, he worked for the Drug Enforcement Agency and A.I.D. He served as embassy mail clerk in Oslo before beginning his assignment in the African bureau.

Mr. Berube was born in St. John, Me., on August 28, 1942. He held two Meritorious Honor Awards for his work at State. In addition to his wife, he leaves a daughter and a son, five sisters, a brother, and two grandchildren. □

Michael B. Carroll, 42, a former employee in the Office of Publishing Services, died in Washington on December 30. He was the son of Bette

Carroll, a retired personnel specialist at State.



Mr. Carroll began his career in the Department as a mail assistant in 1973. After an assignment as an accounting assistant, he became a lithographic helper in Publishing Services in 1974. He later served as

an offset film assembler. He assisted in the printing production of numerous publications, including visa and medical bulletins, post reports, policy statements for the Secretary, and *STATE Magazine*. He earned a cash award for his work before leaving State in 1989.

Mr. Carroll was born in Washington on September 6, 1953. He studied accounting at the University of the District of Columbia. He worked for the Census Bureau before beginning his career at State. In addition to his mother, he leaves his father, Louis, of Washington, and two brothers. □

Nigoghos Levon Demirdjian, 66, a Foreign Service National employee in Montreal, died there on January 22.

Mr. Demirdjian was a native of Cairo who began his service with the Department as a chauffeur to the ambassador to Egypt in 1956. In 1968 he immigrated to Canada, where he became a general services clerk at the embassy in Montreal the following year. He served in that capacity until his death. His survivors include his wife, Alice, two sons and a daughter. □

Thomas O. Enders, 64, a retired Foreign Service officer who twice served as an assistant secretary and three times as an ambassador, died of



Mr. Enders (1974)

melanoma at his home in New York on March 17. (See tribute on inside cover.)

Mr. Enders joined the Service in 1958 and was assigned to the intelligence bureau. The fol-

lowing year he became visa officer in Stockholm. After serving as economic officer there, he returned to Washington in 1963, where he was a supervisory economist in the European bureau until 1966. In the latter year, he became a special assistant to the under secretary for political affairs.

In 1968 Mr. Enders was named deputy assistant secretary for international monetary affairs. He served as deputy chief of mission in Belgrade, 1969-71, and Phnom Penh, 1971-74. His stint in war-torn Cambodia, where he also served as chargé, included at least three assassination attempts. In 1974 he was appointed assistant secretary for economic and business affairs, where he worked to combat oil shortages and helped establish the International Energy Agency. He served as ambassador to Canada before being named U.S. representative to the European Communities in 1979. He returned to Washington as assistant secretary for inter-American affairs in 1981, where he assisted the Reagan administration's redirection of foreign policy toward Central America. He was named chief of mission in Madrid before retiring with the rank of career minister in 1986.

Mr. Enders was born in Hartford, Conn., on November 28, 1931. He earned a bachelor's from Yale, where he graduated first in his class, and received masters' degrees from Harvard and the University of Paris. After State, he served as managing director of Salomon Brothers, Inc. His survivors include his wife of 31 years, Gaetana, of New York, three daughters, a son, a sister, a brother and three grandchildren. □

H. Schuyler Foster, 90, a retired public opinion analyst at State, died of pneumonia in Menlo Park, Calif., on March 2.



Mr. Foster

Mr. Foster was recruited from Harvard in 1943 to establish a new function—that of studying American public opinion on foreign policy issues and preparing reports for policy-makers. These issues included post-war policies, relations with communist countries and allies, attitudes towards the United Nations, trade, aid, immigration and defense pledges. His analyses were used by the staffs of seven Presidents and ten Secretaries of State. In 1951 Mr. Foster became the chief of the Division of Public Studies, holding this position for 24 years. He earned the Superior Honor Award before retiring in 1975.

In 1983 Mr. Foster documented the history of American opinion on foreign affairs in his book, "Activism Replaces Isolationism: U.S. Public Attitudes, 1940-1975." He also published articles in *Foreign Affairs*, *Public Opinion Quarterly*, the *Department's Bulletin* and other journals.

Mr. Foster was a native of Somerset, Mass., who earned degrees from Dartmouth, Harvard and the University of Chicago. He taught political science at Ohio State University and at Harvard. He is survived by a sister, Muriel Foster Dey of DeLand, Fla., two daughters and three grandchildren. □

Dalton V. Killion, 62, a retired Foreign Service officer, died of a brain tumor at his home in McLean, Va., on March 3.

Mr. Killion joined the Service in 1958 and was assigned to the Bureau of Economic and Business Affairs. Two years later he became administrative and consular officer in Port-of-Spain. He served as deputy principal officer in Fukuoka, 1964-67. In the latter year he returned to Washington as an East Asian information officer. Next, he was political officer in Tokyo, 1970-72, and an Asian analyst in the intelligence bureau, 1972-75.

After an assignment in the Office of West African Affairs, Mr. Killion went to Ouagadougou as deputy chief of mission in 1978. He held a similar position in Conakry, 1980-82. In 1982 he returned to Japan as counselor for political affairs. Mr. Killion was named consul general in Osaka-Kobe the following year. He served as deputy director of the Office of Management Policy before retiring last year. He held the Superior Honor Award for his work at State.

Mr. Killion was born in Kennett, Mo., on September 30, 1933. He earned a bachelor's from the University of California and served for two years in the Army. After State, he served as a foreign policy adviser to the commander-in-chief of the U.S. Pacific Command. His survivors include his wife, Patricia, of McLean, two sons, a sister, his mother and two grandchildren. □

William J. Ford, 82, a retired Foreign Service officer, died of complications of cerebrovascular and Parkinson's disease in Hampton, N.H., on March 6.

Mr. Ford joined the Foreign Service auxiliary during World War II and was later appointed as an officer. He had postings in Rotterdam, Kuala Lumpur, Seoul and London. He was a native of Jessup, Pa., who attended the University of New Hampshire and the War College at Ft. McNair. He leaves his wife of 58 years, Barbara, of Hampton, a daughter, three sons, three sisters, four brothers, six grandchildren and a great-grandchild. □

E. Frances McPaule, 70, a retired Foreign Service secretary, died of respiratory failure in Orlando, Fla., on February 12.

Ms. McPaule began her 27-year career at State in 1956. Three years later, she joined the Foreign Service. She had tours in Tokyo, Belgrade, Bamako, Athens, Monrovia, Taipei, Jakarta, Bonn and Manila. After a final assignment in Karachi, she retired in 1983.

Ms. McPaule was born in Pennsylvania on September 14, 1925, and grew up in Washington. She attended Dunbarton College of the Holy Cross. Before State, she worked for the *Evening Star*, the National Institutes of Health and the U.S. Coast Guard. Her survivors include a brother, John, of Dallas, and seven nephews and nieces. □

Mary T. O'Brien, 75, a retired secretary at State, died in Washington on March 8. Ms. O'Brien retired in 1986 after 28 years in the Department. She served much of her tenure in the Office of the Legal Adviser. She was a

native of Pottsville, Pa., who had also served for many years as a volunteer at St. Thomas Apostle Catholic Church in Washington. Her survivors include several nieces and nephews. □

Edmund S. Muskie, 81, a former Secretary of State, died after a heart attack at Georgetown Hospital in Washington on March 26. President



Clinton praised him as "a dedicated public servant and a leader in the best sense," adding: "He spoke from his heart and acted with conviction." President

Mr. Muskie (1980) Carter named Mr. Muskie secretary after the resignation of Cyrus Vance in 1980. His 10-month tenure coincided with the continuation of the Iran hostage crisis and tensions between the United States and the Soviet Union after the Soviet invasion of Afghanistan. Mr. Muskie called for a western boycott of the 1980 Summer Olympics in retaliation for the invasion.

After President Carter's defeat by Ronald Reagan, Mr. Muskie returned to private life as a lawyer in Washington. His long political career included a campaign for the vice-presidency, 22 years in the Senate and numerous stints in his native Maine.

Mr. Muskie was born in Rumford, Me., on March 28, 1914. He earned a bachelor's from Bates College and a law degree from Cornell University. During World War II, he served on naval destroyers in the Atlantic and Pacific. Mr. Muskie was elected to the Maine House of

Representatives in 1946, 1948 and 1950. He served as minority leader during his second and third terms. After stints as director of the state's Office of Price Stabilization and as Democratic national committeeman, he was elected governor of Maine in 1954.

Mr. Muskie held a second term as governor before being elected to the Senate in 1958. He served on the Senate Foreign Relations Committee, the Government Affairs Committee, the Environment and Public Works Committee and as chairman of the Senate Committee on the Budget. As senator, he helped draft the 1963 Clean Air Act and the 1965 Water Quality Act. In 1968 he was Hubert Humphrey's running mate for Vice President.

After his stewardship at State, Mr. Muskie practiced law with the firm of Chadbourne and Parke. In 1987 he served on the Tower Commission, investigating the Iran-Contra scandal. He also chaired the Center for National Policy, where he led congressional delegations to Vietnam in support of normalization of relations. His survivors include his wife of 48 years, Jane, three daughters, two sons and seven grandchildren. □

Anthony Novak, 80, a retired financial officer at State, died of Parkinson's disease at his home in Arlington, Va., on January 5.



Mr. Novak

Mr. Novak began his career in the Department as a budget examiner in 1951. Five years later he became director of the Accounts Division. After an

assignment at AID, he was named director of the Office of Finance in 1962, a position he held until his retirement in 1971. He had also served as director of the State Department Credit Union. He held the Superior Honor Award for this work at State.

Mr. Novak was a native of Chicago who earned degrees from George Washington and Columbus University. He served in the Army, 1945-46. Before State, he worked for the Navy, Agriculture and Treasury departments, and the General Accounting Office. His survivors include his wife of 59 years, Lory, of Arlington, three children, a brother and two grandchildren. □

Samuel Elliot Perkins IV, 86, a retired Foreign Service officer, died in Plymouth, Ind., on February 3.

Mr. Perkins began his career at State in 1941. After working as a division assistant in Washington, he went to Paris as economic attaché in 1946. He held posts in the European bureau until 1955, when he was named first secretary and consul in Brussels. He retired in 1962 after a final assignment in the Bureau of International Organization Affairs.

Mr. Perkins was born in Indianapolis on March 2, 1909. He held bachelor's and law degrees from National University. He served as a Navy lieutenant in Europe during World War II, and later as a lieutenant commander in the Korean conflict. Before State, he worked as an investigator at the Works Progress Administration and as an engineer and economic analyst at the Department of Commerce. His survivors include his wife, Mary, of Culver, Ind. □

Oris O. Rives Sr., 69, a retired general services officer, died of cardiac arrest at his home in Conroe, Tex., on February 22.



Mr. Rives joined the Foreign Service in 1963 and served in Dar Es Salaam, Dhahran, Tel Aviv, Rio de Janeiro and Washington. He was a senior contract specialist in the Office of Foreign Buildings at the time of his retirement in 1989. He held the Meritorious Honor Award for "courage and devotion to duty during disturbances in Zanzibar and Tanganyika."

In addition to his wife of 49 years, Merle, of Conroe, he leaves a daughter, two sons, a sister and four grandchildren. □

Virginia Stuart Schwegel, 61, a retired Foreign Service secretary, died in a convalescent home in Kirtland, O., on February 21.



Ms. Schwegel Before joining State in 1964, Ms. Schwegel worked for the Agriculture Department in Manila. At State she was posted to Bonn, Rabat, Seoul, Vienna, Bucharest and The Hague. She served in Washington before retiring in 1980.

Ms. Schwegel was born in Louisville, Ky., on October 10, 1934. She is survived by her mother, Georgia Schwegel of Cleveland, a sister, a brother, a nephew and a niece. □



On March 14 Ambassador Thomas Pickering dedicated an annex building in memory of **Stuart Spoede**, who had

Stuart Spoede II, 42, a Foreign Service Officer in Polish language training, died of brain cancer in Manassas, Va., on January 31.



Mr. Spoede joined the Service in 1977 and was assigned first to Manila, as a consular officer. After a tour in Moscow as a general services officer, he was sent to Ciudad Juarez as an administrative officer. Later, he was administrative officer at the consul general in Shanghai, 1985-87. He served as director of the URSA project in Helsinki, 1987-90. He served in Washington from 1990 until last year, most recently in the Foreign Buildings Office. He was preparing for an assignment to Warsaw.

Mr. Spoede was born in Beaumont, Tex., on September 18, 1953. He graduated from Texas A&M and the National War College. He leaves his wife of 22 years. Mary, of

been instrumental in working with Embassy Moscow to devise a plan to provide new office space.

Manassas, two sons, a daughter and his father. □

Douglas A. Sell, 59, a retired diplomatic courier, died of a stroke at Fairfax Hospital in Falls Church, Va., on March 25.



Mr. Sell joined the Diplomatic Courier Service in 1966. He served tours in Panama, Germany, Thailand and Washington, where he headed the courier service's Latin America desk. In 1988 he was named Courier of the Year.

Mr. Sell was born in Pottstown, Pa., on October 13, 1936. He earned a bachelor's from Whitman College. His survivors include two brothers, Terry, of Pottstown, and Maurice, of Denver. □

Charles W. Shellhorn, 78, a retired Foreign Service officer, died of a heart attack in New Smyrna Beach, Fla., on March 9.



Mr. Shellhorn

Mr. Shellhorn joined the Service in 1955 and was assigned to Manila, where he served as technical security officer throughout the region. Other postings included Bonn, 1958-60, Cairo, 1960-62, Lebanon, 1962-64, and Buenos Aires, 1964-66. After six years in Washington and a tour in Frankfurt, he retired in 1979.

Mr. Shellhorn was born in Washington on June 30, 1917. Before State, he worked for the C&P Telephone Co. During World War II, he worked at Pentagon communications offices and later with remote television broadcasting. He was part of the team which televised the first presidential news conference during Truman's term. His survivors include his wife of 52 years, Constance, of New Smyrna, a daughter, two sons, and a grandchild.

William E. Warne, 90, a former AID mission director in Iran, Brazil and Korea, died of pneumonia in a convalescent home in Menlo Park, Calif., on March 9.

Mr. Warne was one of the first "Point 4" mission directors from 1951 to 1954 in Iran. He later headed the Brazil AID mission, 1955-56. He was appointed by President Eisenhower to be the economic coordinator of the U.N. command in Korea. He directed

the \$250-million annual reconstruction effort, 1956-60. Governor Edmund "Pat" Brown named him director of agriculture and then director of water resources for the state of California, where Mr. Warne directed the construction of a 444-mile state water project.

A native of Seaford, Ind., Mr. Warne grew up in California's Imperial Valley, where he worked on newspapers in Brawley and Calexico in the 1920s. He joined the Associated Press in 1928 and worked in bureaus in Los Angeles, San Diego and Washington. Mr. Warne joined the Department of Interior during the Roosevelt administration, serving as an assistant secretary during construction of irrigation and power dams on the Missouri River in the 1930s and 1940s.

He is survived by three brothers, two daughters and a son, six grandchildren and three great-grandchildren. His son, W. Robert Warne, served in the Foreign Service, 1962-1988.

John Conrad Weisert, 84, a retired Foreign Service officer, died of congestive heart failure in St. Jean de Luz, France, on November 7.

Mr. Weisert began his Government career in 1950 as a special assistant in the Office of Price Stabilization, where he was involved in implementing the Marshall Plan. Two years later he joined the Foreign Service and was posted to Paris. After tours in Lagos and Amman, he was named commercial attache in Beirut in 1961. He served as consul in Hamburg before retiring in 1970.

Mr. Weisert was born in Chicago on December 2, 1909. He earned a bachelor's from Dartmouth. Before

beginning his career at State, he served as a captain in the Marines, 1943-45, and as president of a retail music business in Chicago. His survivors include his wife, Ilona, a daughter and a son. ■

(*Letters, from Page 55*)

Crim: another tribute

WASHINGTON

DEAR EDITOR:

I am pleased to hear that tributes are pouring in for Elsie Crim (STATE, January) and wish to add my bit.

As a Near Eastern affairs area operations officer in the Office of Foreign Service Personnel in 1951-55, I learned early-on of the widespread renown of Elsie among my teammates for the quality and dependability of her work. I was told during my training period to rely absolutely on her recommendations and this advice proved patently sound. She was universally respected and praised.

As a 77-year-old retired Foreign and Civil Service officer, one of my volunteer jobs has been delivering Meals on Wheels. I had the distinct pleasure of bringing meals to Elsie every Friday morning for over a year from 1994-95 to her Connecticut Ave. apartment across from the zoo. We had many good chats about the good old days and I expressed my recollections of her as described above.

It was a difficult time for her, in and out of hospitals with disabilities, but she was a courageous, wise, cheerful lady, living alone but with friends on her floor. She held herself erect and faced the world head-on, chin up.

Sincerely,
EUGENE R. SCHELP ■

LIBRARY BOOKLIST

WESTERN EUROPE: (Part I)

Periodical Publications

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- Europe: Magazine of the European Union.* Washington, EC Commission. Unbound E920.29. [Current 3 years].
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- Kenen, Peter B. *Economic & Monetary Union in Europe: Moving Beyond Maastricht.* Cambridge, MA, Cambridge University Press, 1995. 219p. [on order]
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- Barcelona. Institut de Ciències Polítiques i Socials. [Workshop on Political Parties in Europe.] Multivolume set. JN94.A979S65 & JN94.A979S652
- Betz, Hans-George. *Radical Right-Wing Populism in Western Europe.* New York, St. Martin's Press, 1994. 226p. JN94.A979B48
- Christian Democracy in Europe: a Comparative Perspective.* Edited by H. David. New York, Pinter Publishers, 1994. 222p. JN94.A979 C45
- The European Challenges Post-1992: Shaping Factors, Shaping Actors.* Edited by A. Jacquemin and D. Wright. Brookfield, VT, E. Elgar Publications, 1993. 464p. D2009.E878
- Holmes, John. *The United States & Europe after the Cold War: a New Alliance?* Columbia, S.C., University of S.C. Press, 1996. [on order]
- The New Europe.* Edited by J. Story. Oxford, UK, Blackwell Publishers, 1993. 522p. JN15.N488
- Parliaments & Parties: the European Parliament in the Political Life of Europe.* Edited by Morgan, Roger et al. New York, St. Martin's Press, 1996. 336p. [on order]
- Ross, George. *Jacques Delors and European Integration.* New York, Oxford University Press, 1995. 326p. D1058.R58 [J. Delors, former President of the European Commission]
- Westlake, Martin. *A Modern Guide to the European Parliament.* New York, St. Martin's Press, 1994. 302p. JN36.W49

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- Archer, Clive. *Organizing Europe: the Institutions of Integration.* 2nd ed. New York, Routledge, 1994. 304p. JX1542.A73
- Duignan, Peter and L.H. Gann. *The USA and the New Europe 1945-1993.* Cambridge, MA, Blackwell Publishers, 1994. 357p. D1065.U5D86
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- European Social Policy: Between Fragmentation and Integration.* Washington, Brookings Institution, c1995. 492p. HN373.5.E83
- From Euphoria to Hysteria: Western European Security after the Cold War.* Edited by D. Haglund. Boulder, CO, Westview Press, 1993. 335p. D2009.F75
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- Nationalism and Nationalities in the New Europe.* Edited by C. Kupchan. Ithaca, NY, Cornell University Press, 1995. 224p. D2009.N36
- Redefining Europe: New Patterns of Conflict and Cooperation.* Edited by H. Miall. New York, St. Martin's Press, 1994. 293p. D2009.R43

Internet Sites

- <http://www.europages.com/g/home.html> (European Business Directory)
- <http://www.euromktg.com/euromktg.EuroBusiness/leurobusiness.html> (Business Resources in Europe)
- <http://www.cec.lu> (European Union's policies /information)
- <http://eurobasics.allmansland.com/other.html> (European Union's Institutions)
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—COMPILED BY ELIANA PARIS HOLMES

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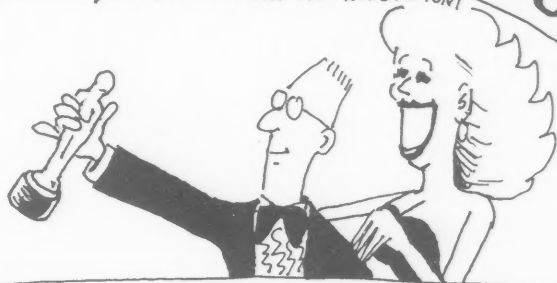
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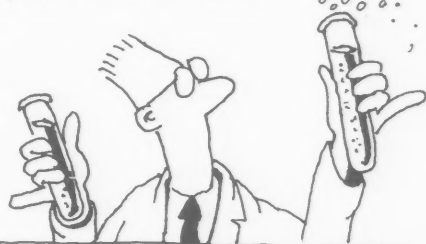
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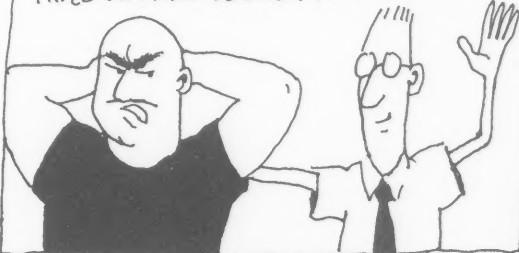
EVEN WITH HIS PIVOTAL ROLE IN BROKERING THE DAYTON PEACE ACCORDS, HE STILL FOUND TIME FOR A MEMORABLE GUEST APPEARANCE AS THE LOVEABLE "BUTCH" ON "BAYWATCH," THE MOST POPULAR TELEVISION SHOW IN THE WORLD...



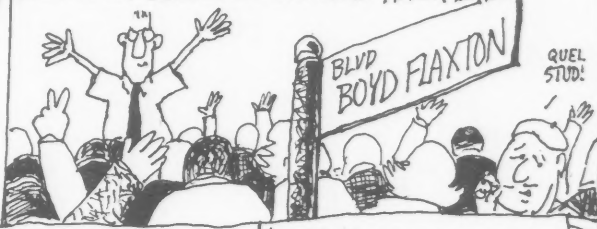
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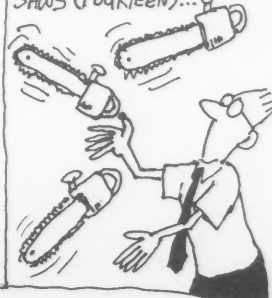
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