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# State

UNITED STATES DEPARTMENT OF STATE

JUNE 1995



*Honored on Foreign Service Day*



# L E T T E R S

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Deadline for submitting material is in the first week of each month for the issue dated the following month. Contributions (consisting of general information, feature articles, poems, photographs, drawings) are welcome. *Double-space*, spelling out job titles, names of offices and programs—*acronyms are not acceptable*. Send contributions (anonymous submissions will not be published) to STATE magazine, PER/ER/SMG, SA-6, Room 433, Washington, D.C. 20522-0602. Telephone: (703) 516-1667. Fax: (703) 812-2475. Contributions may also be dropped off in Room 3811 Main State.

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Editor Sanford (Whitey) Watzman  
Deputy editor Barbara Quirk  
Staff assistant Kim Banks □



Morton I. Abramowitz holds the Director General's Cup, Jean Mary Wilkowski the Foreign Service Cup. Story on Page 22. (State Department photo by Ann Thomas)

## Snake sequel

MELBOURNE, AUSTRALIA

DEAR EDITOR:

Re "Buddy of the boa" (letter to the editor, April), I would like to correct any wrong impressions created by the photo and caption in the February "Post of the Month" on Guayaquil.

No one at the consulate general in Guayaquil could specifically identify the snake in the photo. While an anaconda is defined as a specific species of snake, it is also defined as "any large constricting snake." It was in this general sense that "anaconda" was used.

Secondly, I agree that owning endangered animals as pets is not appropriate. The snake did not belong to my daughter, Evann Pierce (shown in the photograph), or any State employee; it belonged to the Ecuadorian owners of Hotel Anaconda, located on an island in the Rio Napo.

Sincerely,  
TOM PIERCE  
Vice consul □

## 'Was there sin?'

DUBLIN, IRELAND

DEAR EDITOR:

Here's one for "Anapestic Assignments":

*A young consul assigned to Provence  
Met a pretty French girl named Hortence.  
When asked: "Was there sin?"*

*She replied with a grin:  
"Honi soit que mal y pence!"*

Sincerely,  
BOB CHALKER □

## Secretary's lament

REYKJAVIK, ICELAND

DEAR EDITOR:

When I joined the Foreign Service some nine years ago, I was very up front and honest about the fact that I possessed a definite block for language-learning. Who else could live and work for 22 years in Germany and Italy and not speak these languages fairly fluently?

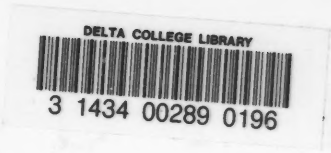
Perhaps the Department realized I was a survivor, though, and, being in need of trained secretaries who still had old-fashioned shorthand skills, was willing to give me a chance. I even probably made one of the lower scores on the language-aptitude test during secretarial orientation training. Since entering, I've served in Syria, Norway, Pakistan and the Netherlands, in every sort of situation.

Secretaries have now been told they must meet new criteria for promotion, among them a 2/2 in a foreign language. I strongly feel that this should be grandfathered in and not apply to us old-timers, and I particularly feel that the language requirement is not necessary.

Granted, it isn't easy to live abroad for 30 years, travel constantly and not speak anything but English, but I have definitely developed a flair for getting by, often to great advantage. I've left Italian border police laughing at my fractured Italian explanation after they popped me over for speeding by 40 trucks lined up

—(Continued on Page 43)

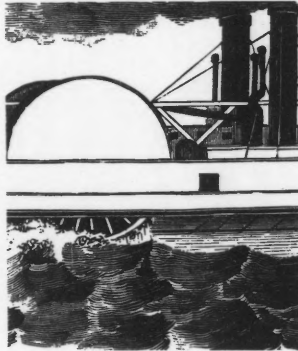
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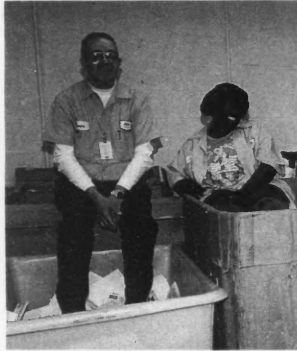
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UNITED STATES DEPARTMENT OF STATE

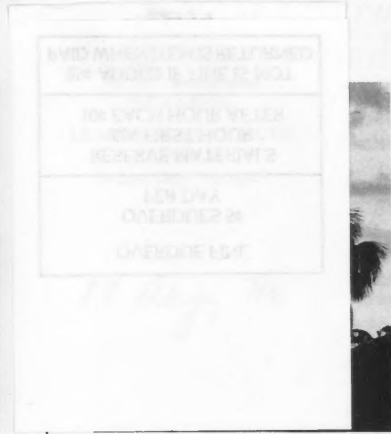
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# NEWS HIGHLIGHTS

## Secretary moves swiftly to bring change to State

Moving swiftly to produce changes through his Strategic Management Initiative—and to keep Department employees informed about them—Secretary Christopher called another town meeting in the Dean Acheson Auditorium on May 8 to announce decisions he had made.

The meeting again reflected a deep personal involvement by Mr. Christopher in management issues, to an extent equalled by only a few of his predecessors. After making his presentation, he and Deputy Secretary Strobe Talbott, who had accompanied him to the podium, departed for Moscow. Also on the podium was Richard M. Moose, the under secretary for management.

The decisions of the Secretary were grouped by him under priorities he had outlined at the last town meeting (STATE, May)—team-building, delayering, management improvements, overseas presence, reporting and analysis, information management and working and living conditions. He said:

**Team-building:** “On policy issues that demand my greatest attention, I will appoint a single senior official as issue manager. That official will head special function teams to oversee complex issues, drawing on the experience we have had with the Middle East peace process and the North Korea nuclear accord. Also under my direction, policy coordination teams led by an assistant secretary or deputy assistant secretary-level officer will handle other cross-cutting issues. Wherever appropriate, these teams should also include representatives from other (foreign affairs) agencies.

“My objectives are to reinforce the State Department’s role in formulating foreign policy and to speed decision-making. Appointing a single senior official as issue manager will strengthen accountability. Teams will improve our ability to integrate geographic and functional interests, and to focus on multidimensional issues such as terrorism, nonproliferation treaty extension and sustainable development.

**Delayering:** “We will cut the front office staffs of under secretaries. Routine



Secretary Christopher in the Dean Acheson Auditorium with Under Secretary Richard M. Moose, left, and Deputy Secretary Strobe Talbott, right.

papers from bureaus—like the thank-you note I received for signature last January—will no longer have to go through an under secretary and eight clearances before they come to me. From now on, there should only be one bureau-level and one office-level clearance on information memos, routine correspondence and appointment requests. Memos to the under secretaries will no longer have to go through the Executive Secretariat at all.

“While I believe that deputy assistant secretaries often play a vital part in the policy process, I will ask the deputy secretary and the director general to review carefully and rigorously any upcoming deputy assistant secretary vacancies to see whether these positions are essential. Similarly, we will examine whether it is prudent to maintain individual deputy office director slots.

**Management:** “We will reform our budget process to give bureaus greater responsibility to manage their resources,

(State Department photos by Shawn Moore)

and we’ll hold them accountable for policy results. We will accelerate the centralization of our worldwide financial service centers. We will seek interagency agreement on a mechanism that will ensure that other agencies pay a fair share of all property costs and building operating expenses. We will consider the privatization of some additional management functions. And we will look aggressively for new ways to improve our procurement practices.

“Through these and other steps, our goal is to cut and to re-allocate at least 10 percent of our fiscal year 1996 headquarters support costs to higher priorities, especially improvement of working and living conditions and information technology.

**Overseas presence:** “The working group recommended the closing of 20 to 25 posts drawn from all parts of the globe. I have accepted this recommendation, but with the proviso that we maintain the principle of universality with only rare exceptions ...

“An overseas staffing board chaired

by the under secretary for management will set worldwide State staffing levels according to six embassy staffing models. This will make it easier for us to re-allocate positions among geographic regions to meet changing priorities. We will also seek to establish an interagency coordinating committee to rationalize the U.S. Government's staffing overseas.

**Reporting and analysis:** "I have approved the immediate elimination or modification of 12 required reports from the field. I have also ordered the re-justification of those that are requested by other agencies. I will also ask Congress to attach 'sunset clauses' to reporting requirements imposed on the Department.

**Information management:** "My reverence for the traditions of the State Department does not extend to preserving antique computers. We cannot pretend we are ready for a crisis when our seventh-floor printing capacity crashed on the day that the Israeli-Palestinian declaration of principles was to be signed. We cannot pretend we are ready when our systems have trouble communicating within the building, let alone with systems in other national security agencies.

"I will (appoint a) chief information officer full-time, with a mandate to accelerate modernization. I have asked for specific options and cost estimates by July 15.

**Working and living conditions:** "I know that, if we are to maintain the readiness of the State Department, we must provide good working and living conditions for our people. Red tape, poor infrastructure and needless hardships have already undermined this readiness.

"I asked all those working on the initiative to place a particular emphasis on these issues. The working group on living and working conditions has put forward some excellent ideas to expand those features of employment at the Department that are family-friendly. I am asking the steering committee to address your concerns about housing, medical care, family member employment and overseas conditions."

The Secretary added: "But we must be realistic. At best, our budget will remain flat. I am fighting against further cuts that will, in my judgment, harm our readiness and jeopardize our national security. I strongly believe that our foreign policy cannot be supported on the cheap. I have repeatedly testified before

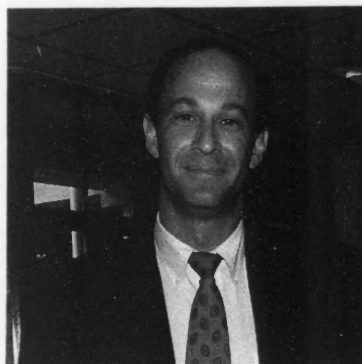
## 'The last resort, the last choice,' Secretary says of reduction-in-force

Responding to a question at the town meeting about reductions-in-force (rifs), Secretary Christopher said: "There are ways to accomplish these things without rifs ... (But) I can't exclude them ... I certainly cannot exclude the possibility with the (fiscal) environment we're in of there being some rifs.

"But that would be the last resort, the last choice from my standpoint. I want you all to know that I'll avoid them as long as I can, and hope never to have to get to them." □

Congress that the resources we are requesting are the rock-bottom minimum necessary to advance our nation's interests. I have made that same point in talks with the leaders of the Senate and the House, and with the chairman and members of their budget and appropriations committees. I will continue to deliver that message to anyone who will listen ...

"I have asked John Wolf, our ambassador to Malaysia, to oversee implementation of the Strategic Management Initiative on my behalf. He will work closely with the deputy secretary and the under secretary for management. I hope



**John S. Wolf, ambassador to Malaysia, named by Secretary Christopher to oversee implementation of the Strategic Management Initiative.**

that all of you will also be working with him because, without your support, the S.M.I. cannot succeed ...

"Let me speak with unbureaucratic candor: I have read and thought hard about every S.M.I. recommendation. These are my decisions. You can hold me responsible. I believe that they are the best way to make the State Department more effective and more productive. I believe that they will help this Department reinforce its leadership role as the flagship institution of American foreign policy and diplomacy."

Touching on other areas, Mr. Christopher said the Executive Secretariat's "line" would be abolished, with a smaller staff to be consolidated in the Office of the Executive Secretary. He added that the three round-the-clock watches—in the Executive Secretariat and the Bureau of Intelligence and Research and of Diplomatic Security—would be consolidated in the Operations Center.

Still other changes were heralded in material that was distributed to supplement the Secretary's remarks:

—Cost analyses will "begin immediately" to determine the feasibility of privatizing certain Department functions.

—A child care center will be opened by next spring, "with every effort made to establish a second such center at the National Foreign Affairs Training Center."

—"All posts should strive to employ qualified spouses before requesting temporary-duty personnel."

—"The process of centralizing worldwide financial service centers from various centers now located overseas in one center in Charleston, S.C., will be accelerated."

—"The Bureau of Political-Military Affairs will merge the several offices which now do arms and technology policy review and decision-making, resulting in both personnel savings and greater efficiency. The Bureau for Intelligence and Research will reorganize to streamline its analytic offices, with a portion of the savings reallocated to coordination and policy functions that are currently understaffed."

"This will be a vital moment for this institution," the Secretary said. "Our Department and its people can rise above parochial concerns. The Department of State defines and advances what America stands for in the world. It exists to serve the American people." □

## Family, workplace manager named

Patricia F. Kinney, until recently the national child care program manager at the General Services Administration, has been named State's first chief of the Bureau of Personnel's Division of Work and Family Programs. Her duties include overseeing the development and administration of the Department's child care center, which is slated to open at Columbia Plaza next spring.



Ms. Kinney

Ms. Kinney will seek to promote other "family-friendly" work arrangements, including job-sharing, part-time and alternate work schedules, telecommuting and satellite work locations. In addition, she will administer the Department's disabled employee's program, the drug-free workplace education program and the workers' compensation program.

Ms. Kinney served at the General Services Administration from 1990 until April, where she coordinated a national network of 98 federal child care centers. Her responsibilities included the development of national policy and oversight for existing centers, as well as those in the planning stages.

Ms. Kinney began her career in early-childhood education in 1973 as a pre-school teacher at Broad Creek County Day School, Fort Washington, Md. She later cofounded Kinderlove, Inc., Fort Washington, a preschool acclaimed as a model by the Maryland legislature. Next, she served as the early-childhood field project coordinator at the University of Maryland, 1981-87, where she supervised student teachers and taught early-childhood courses. In 1987 she convened a national policy conference on early-childhood issues for the Department of Education. In 1989 she became project director of the national Head Start evaluation design project for the Department of Health and Human Services. She has served as an adjunct professor at George Washington University, 1989, and Charles County Community College, 1993.

Ms. Kinney was born in Baltimore on January 30, 1943. The daughter of a career military officer, she grew up on a number of army posts, including Sapporo, Verona and Vicenza. She holds a bachelor's, master's and doctorate from the University of Maryland, which named her the College of Education's distinguished alumna last year. She is an author of publications on early-childhood issues, and has held leadership positions in the field, including that of commissioner of the National Academy of Early Childhood Programs, president of the Maryland Association for the Education of Young Children, and member of the Early Childhood Interagency Advisory Council of Prince George's County, Md. She is married to Brian V. Kinney; they have three sons and a daughter. Ms. Kinney may be reached in the Office of Employee Relations, (703) 516-1673. □

## Large response on 'quality of life'

Some 7,000 Department employees made their views known to the "quality of life" working group of the Strategic Management Initiative, according to Kendall Montgomery, a member of the group, who is director of the Family Liaison Office.

"Every written response," she said, was read by at least one team member, in most cases by several members. We learned two important lessons. First, the Department works throughout America.

We heard from Chicago, Anchorage, Honolulu, New Orleans and Miami plus many Washington area annexes.

"Second, wherever they are, the Department's people care deeply about their work. Many embassies held town meetings on short notice to respond to our cable, and one passport agency Federal Expressed a big box of responses to ensure we got them in time. A GS-3 in a Midwest office attached a note which simply said: 'Thanks for asking my opinion.'"

At overseas posts, she added, the most frequently expressed concerns were housing, leadership matters, medical topics, education, differentials/allowances, security, family-member employment and mail/phone service. □

## 'Brother, can you spare a ... what's this? You mean just a dollar?'

The dollar crisis at posts overseas, deepening the budget blues of the State Department, has the Foreign Service groping for a theme song. It can hardly be the Depression era's "Brother, Can You Spare a Dime?" If a dime buys you virtually nothing nowadays, neither does a dollar, it seems at some posts.

The decline in the dollar's value, as measured against some foreign currencies, apparently is going to cost the Department



Members of the Strategic Management Initiative's "quality of life" working group include, from left: Clark Price, Dr. Esther Roberts, Kendall Montgomery, Cecilia Cooper,

John La Polla, Mark Johnson (ambassador to Senegal), Florita Sheppard, Patricia Telkins, Monica Gaw, Thomas Dowling. (State Department photo)

an additional \$20 million this year—money that diplomats had been expecting to spend overseas on vital day-to-day operations, says Richard Greene, State's chief financial officer.

Only a \$5 million chunk remains in the Department's currency fluctuation fund, and the rest will come—from where? "We're examining a variety of options to fund the balance," says Mr. Greene. "Our objective is to rely on savings from items such as the hiring freeze, elimination of senior-officer awards, cancellation of the Foreign Service exam and other management savings. But this will be a very tight squeeze, given our overall funding levels and the recessions we face on Capitol Hill."

Meanwhile, pain from the pinch can be felt even here by scanning cables that STATE magazine has been receiving from some posts, in reply to a query from the editor. For example, Embassy Athens replied:

"Over the short term, if we do not receive substantial relief to make up for projected exchange rate losses of over \$400,000, the embassy may experience the following negative impact on its operation:

"Cease giving cash awards; limit in-country travel to only essential consular travel; delay/defer vehicle repairs; delay maintenance and repair services to only urgent requirements; curtail the post language program; curtail the summer-hire program; and limit purchases of supplies and materials to emergencies and urgent requirements.

"The above potential budget cuts are in addition to current cost-savings measures already in effect to control overtime, utility, telephone and other costs."

The message from Embassy Tokyo: "We are doing everything we can to limit the impact of exchange rate fluctuations on our ability to represent U.S. interests in Japan. We are tightening our belts in life-style areas—delaying, for example, the annual start-up of mission heating and air-conditioning. Yet the bulk of our post budget goes for Foreign Service national compensation. This area has been particularly frustrating. We have managed our workforce so that both our per capita and our total yen costs are lower than they were in 1991, but this still means a 40% increase in U.S. dollars.

"The cost to the United States of Foreign Service national employees paid

in yen certainly is going up. At the same time, we also need to recognize the difficulties confronting our F.S.N. retirees, whose pensions are pegged to the dollar. Employees who retired in 1991, for example, have seen their pensions drop by nearly 50% in real terms in only four years.

"When it comes to enjoying life after work, American officers at the embassy are reeling from sticker shock. A good sense of humor is vital (and it's free). A few examples: Want to go to the movies? How about \$22.50 for a single ticket? And that's the cheap ticket. A cup of coffee? \$2.25 is the absolute cheapest. How about a Domino's pizza? Domino's is very popular in Japan, and this country just about invented home-delivery service. But it'll still cost you anywhere from \$30 to \$42.50 for a large pizza. A small pizza is about \$25."

Other large embassies, such as London and Bern, told about operations that have already been trimmed because of reduced overall funding—a situation now compounded by the fall of the dollar. London stressed that the latter is having an impact on the costs of travel abroad and on Foreign Service allowances, while Bern reported taking a hit on its ability to host representational events.

In Casablanca, Peter Whitehead appeared to sum up the mood: "You know times are bad when the Moroccan dirham starts to look like a good investment." □

## You can help Oklahomans

The U.S. Office of Personnel Management has released the names of 11 charitable organizations approved by the Combined Federal Campaign for contributions to aid victims of the federal building bombing in Oklahoma City:

—America's Charities, 12701 Fairfax Lakes Circle, Suite 370, Fairfax, Va. 22033; 800-458-9505.

—American Red Cross, P.O. Box 37243, Washington, D.C. 20013; 800-HELP-NOW.

—Central Oklahoma Combined Federal Campaign, c/o Metro Oklahoma City United Way, P.O. Box 837, Oklahoma City, Okla. 73101-0837; attention: Chris Marshall; (405) 236-8441.

—Children Charities of America,

1111 Oak Street, San Francisco, Calif. 94117; 800-374-1578.

—Christian Service Organizations of America, 1111 Oak Street, San Francisco, Calif. 94117; 800-626-6349.

—Federal Employee Education and Assistance Fund, 8441 West Bowles Avenue, Suite 200, Littleton, Colo. 80123; checks should be labeled "O.K. Fund."

—Independent Charities of America, 1111 Oak Street, San Francisco, Calif. 94117; 800-477-0733.

—National Black United Federation of Charities, Inc., 1313 North Capitol Street N.W., Suite 102, Washington, D.C. 20002; (202) 797-0407.

—National Voluntary Health Agencies, 1660 L Street N.W., Suite 601, Washington, D.C. 20036; 800-654-0845.

—Oklahoma City Federal Family Assistance Relief Fund, Oklahoma Federal Credit Union, 517 N.E. 36th Street, Oklahoma City, Okla. 73105-2523; call Dick Campbell, (405) 270-5157.

—United Way of America, 701 North Fairfax Street, Alexandria, Va. 22314; (703) 836-7100. □

## Review panel is established in Karachi killings

An accountability review board has been appointed in connection with the March 8 murders in Karachi of two consulate general employees, Gary C. Durell and Jacqueline Van Landingham, who were shot by unknown gunmen as they were being driven to work (STATE, April).

Retired Ambassador Jane A. Coon heads the panel, which will make findings and recommendations in accord with the Omnibus Diplomatic Security and Antiracket Act of 1986. On the board are two other retired ambassadors, Jay P. Moffat and Peter Sebastian; James A. Higham, a retired U.S. Government official with international experience; and George M. Murphy, former vice president for security, Mobil Corp.

Anyone with information relevant to the case should contact Douglas K. Watson, executive secretary of the board, by phone, (202) 647-9403 or by fax, (202) 647-9516. Elida L. Hickman is the staff assistant. ■

# I have a list

BY SANDA FREEMAN

[The author's husband, Kenneth Kowalchek, was the administrative officer in Kigali. She is with him now in Paris, where he is assigned to the regional administrative management center.]

**Z**ACHARIE was our day guard, a Hutu and the father of 8. He still spoke with pride about his lovely Tutsi bride.

*Béatrice, a Tutsi, worked by my side on the housework.*

*The father of her baby Ingabire is Hutu.*

*André, the night guard, between walks around the house, Used to plow through flashlight batteries reading his Bible.*

*Seif-Omar was a journalist on a newly-democratized newspaper, and a student in my theater workshop.*

*Dear God.*

*That workshop.*

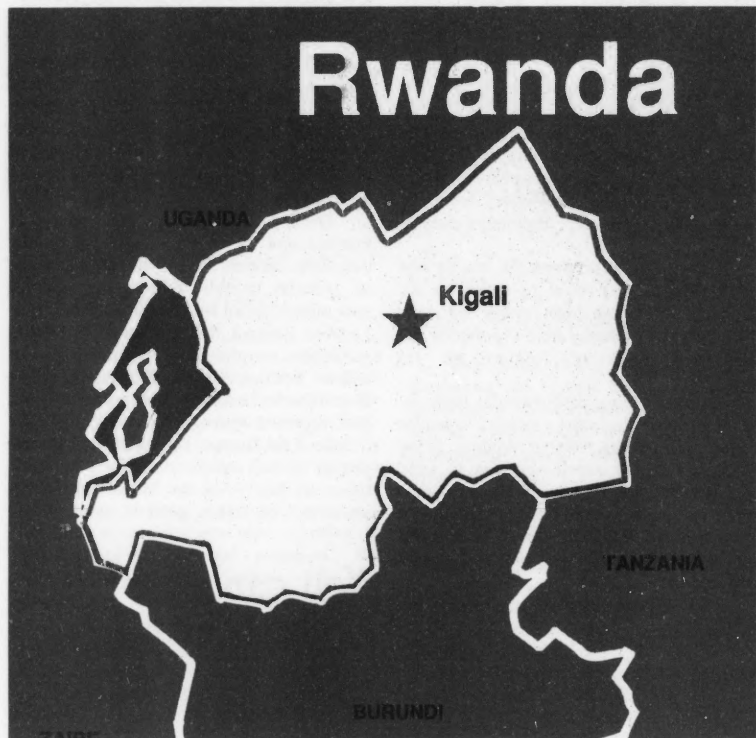
*It was just an oasis as I look back, Where week after week, Teenagers of both tribes Worked, played, grew close and tried To have fun in their youth.*

*Seif had great ideas, students of his own,*

*And asked me to find him a dictaphone.*

*So I started a list.*

[My husband and I left on home-leave on March 19 last year. Kigali, Rwanda was in a state of expectant



calm. Hope had emerged for a broad-based government, tourists were returning to see the mountain gorillas and everyone trusted the harvest would be good, as the rainy season was fast approaching. Both guards giggled at the walkie-talkie game that would link them to the head of Security "just in case there was a problem."

[Then on April 6 the airplane carrying the presidents of Rwanda and

Burundi was shot down. In the days that followed, the lush and tranquil countryside became a slimy mass of death and dying.]

*But not because "they're all savages down in Africa."*

*Or, for that matter, in Los Angeles or Bosnia,*

*Or anywhere where ignorance kills innocents.*



# APPOINTMENTS



**Ken Kowalchek**, former administrative officer, returns to the site of the house that he and his wife, the author, had occupied.

[From the beginning, Hutus and Tutsis have shared the same skin color, the same language, the same culture and the same choice of religions, reflecting "way back when" missionaries first settled there. Did you know that 62% were Christian? Naturally, many of the two major tribes had intermarried. And the children of their union melded the graceful height of the Tutsis with the more grounded stature of the Hutus.

[At Christmas and Easter, tiny places of worship swelled the harmony of human voices raised among the crops in the hills.

[Many of the people who fell were colleagues and friends ... with families and needs so like our own that I ached every day I saw the swollen remnants of their bodies, swarming with flies or floating down rivers from which their loved ones were left to drink.]

## *Tens of thousands . . .*

*Some very heavy fighting  
Took place on our high hill.  
A strategic point where the U.N.  
stood still.*

*So we've nothing now.  
Except the list.*

*Oh yes, I have the list  
Of small requests,  
That I had begun to fill  
For our Rwandan friends.  
I've saved it,  
But it didn't save them.*

*Béatrice needed a potty for her girl,  
And asked me for rollers to soften  
her curl.*

*Both André and Zach wanted a radio.  
From Exchange Mail Order*

*Catalogue:  
Page 47, the Sanyo.*

*Other requests include a pair of  
tennis shoes,*

*A Timex watch—the wind-up kind—  
As batteries were hard to find.*

*There were still shortages.  
But that was from the war  
Before.  
And that was past.  
Way past.*

*People wanted to forget,  
If history would let ...*

*I once asked Béatrice in passing  
What would happen if the president  
ever died.*

*She looked at me in silence.  
Horried.*

*The death list that first month  
Hit like a fist to the gut.*

*And when I caught my breath,  
I tried to make sense of those  
killings,*

*Linking cause and effect.*

*I screamed and sobbed for a reason.  
Can you imagine?  
I wanted a REASON.*

Hundreds of thousands . . .

*At U.S.I.S. did the director's assistant,  
Médard,  
Take the idea of a free press too  
far?*

*And what about the husband of  
Modeste.*

*Not only Tutsi, but too successful,  
was he?*

*She had wanted to give him a store-  
bought suit.*

*So we'd ordered from Penney's, but I  
canceled en route.*

*And then Modeste herself,  
Tall, stately, soft-spoken Modeste,  
My husband's talented secretary,  
Who had tacked  
A gallery of family photos  
To the bulletin board  
By her desk.*

*Just weeks later we learned that she  
And 3 of her 4 little children  
Had been tracked down, too.*

*I was gripped by the thought of her  
one remaining son,  
Who had escaped to a hospital.  
If he ever "recovered" from his  
wounds,*

*Could he get back to the embassy  
To retrieve those precious memories?*



*André, the night guard, who fled with  
his family to Burundi.*

*Next, cholera broke out.  
The world lost count  
And cared less.  
Then I broke down  
And admitted there was nothing  
To make sense  
Of.*

"Never again"?

*Then my heart  
and my pen  
gave out.*

*What does it matter?  
Who's left to care?  
The sullen survivors bereft of a  
prayer?*

*Think kindly of these suffering people.  
Tread lightly on their souls.  
Ignorance is not bliss.  
Not ours either.  
It is ignorance.*

[The thought that haunts me still  
is that some people, I'm afraid most  
people, really think this doesn't touch  
us.

[This is us.] ■

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

## Bilateral envoys: 9 more named

President Clinton as of mid-May had named nine more persons to country ambassadorships. The nominations would require Senate confirmation. The nations and the persons named are:

—*Angola*—Donald K. Steinberg, director for African affairs at the National Security Council, to succeed Edmund T. DeJarnette.

—*Armenia*—Peter Tomsen, principal deputy assistant secretary for East Asian affairs, to succeed Harry J. Gilmore.

—*Central African Republic*—Mosina H. Jordan, A.I.D. mission director in Guyana, to succeed Robert E. Gribbon III.

—*Cote d'Ivoire*—Lannon Walker, chairman of African studies at the Foreign Service Institute, to succeed Hume A. Horan.

—*Czech Republic*—Jenonne R. Walker, a former director for Europe at the National Security Council, to succeed Adrian A. Basora.

—*Estonia*—Lawrence Palmer Taylor, director of the National Foreign Affairs Training Center, to succeed Robert C. Frasure.

—*Latvia*—Larry C. Napper, former director of the Office of Independent States and Commonwealth Affairs, to succeed Ints M. Silins.

—*Tajikistan*—R. Grant Smith, a former deputy assistant secretary for international narcotics matters, to succeed Stanley T. Escudero.

—*United Arab Emirates*—David C. Litt, director of the Office of Northern Gulf Affairs, to succeed William A. Rugh.

*Following are biographical sketches of the nine.*

### Angola

Donald K. Steinberg has been a special assistant to the President and senior director for African affairs at the National Security Council since last year. He joined the Foreign Service in 1976 and was assigned to Bangui. After serving as economic and commercial officer in Rio de Janeiro, he went to Kuala Lumpur as economic officer in 1981. In 1984 he was named deputy chief of mission in Port Louis. He was a legislative fellow in the office of Congressman Richard Gephardt, 1986-87.



Mr. Steinberg



Mr. Tomsen



Ms. Jordan

Mr. Steinberg served as director of the Textiles Division, 1987-88, then as acting chief textile negotiator, Office of the U.S. Trade Representative, 1988-89. In the latter year he became director of the House of Representatives' task force on trade and competitiveness. He was a senior policy adviser to the House majority leader, 1989-90. In 1990 he became counselor for economic and commercial affairs in Pretoria. He served as a special assistant to the President, senior director for public affairs at the National Security Council and deputy White House press secretary, 1990-93.

Mr. Steinberg was born in Los Angeles on March 25, 1953. He earned a bachelor's from Reed College, a master's from the University of Toronto and another master's from Columbia. His foreign languages are French, Portuguese and Malay. He holds three Superior Honor Awards, a Meritorious Service Award, three senior performance pay awards and a commendation from the Office of Equal Employment Opportunity and Civil Rights.

### Armenia

Peter Tomsen has been principal assistant secretary for East Asian affairs since 1993. He joined the Foreign Service in 1967 and became political-military officer in Bangkok later that year. After serving as an adviser in the Mekong Delta, he went to New Delhi as political officer in 1971. Next, he was political officer in Moscow, 1977-79. The following year he became director of the Chinese language school in Taiwan.

Mr. Tomsen served as political officer in Beijing, 1981-83. After attending

the Senior Seminar, he became office director for India, Nepal, Sri Lanka, Bhutan and the Maldives in 1984. He returned to Beijing as deputy chief of mission in 1986. He served as special envoy to the Afghan resistance, 1989-93.

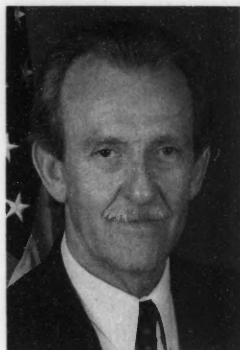
Mr. Tomsen was born in Cleveland on November 19, 1940. He earned a bachelor's from Wittenberg University and a master's from the University of Pittsburgh. He speaks six foreign languages—Chinese, Russian, Hindi, Vietnamese, Nepali and Tibetan. Before State, he was an instructor at St. Cloud State College and a Peace Corps volunteer in Nepal. He holds a Superior and two Meritorious Honor Awards and a Meritorious Service Award. He is a member of the American Foreign Service Association, the Royal Society of Asian Affairs and the Senior Seminar Alumni Association. He is married to Kim Nguyen Tomsen and has two daughters.

### Central African Republic

Mosina H. Jordan has been the A.I.D. director in Guyana and director of the regional development office there since 1991. She began her career in 1966 as a caseworker in the New York City Department of Welfare. She was a mathematics teacher in Pittsburgh, 1966-67, then an assistant mathematician at Johns Hopkins' applied physics laboratory, 1967. In 1973 she became a legal adviser at the General Services Administration.

Ms. Jordan served as associate director for human rights at the Community Services Administration, 1978-81. She was a professional staffer of the Senate subcommittee on labor, health, human services and education, 1981-82. In the

## APPOINTMENTS



Mr. Walker



Ms. Walker



Mr. Taylor

latter year she became director of equal employment opportunity programs at A.I.D. She was deputy director of A.I.D.'s Office of Central African Affairs, 1983-84, then deputy A.I.D. director in Cameroon, 1985-88. She served as A.I.D. representative for Belize, 1988-91.

Ms. Jordan was born in Brooklyn on December 14, 1943. She holds a bachelor's from New York University and a law degree from American University. Her foreign language is French. Her honors include a Presidential Meritorious Honor Award, six Senior Foreign Service performance awards and a Senior Executive Service award. She is a member of the American Bar and American Foreign Service Associations. She has a daughter and two sons.

### Cote d'Ivoire

Lannon Walker has been chairman of African studies at the Foreign Service Institute since last year. He joined the Foreign Service in 1961 and became political officer in Rabat the following year. He was principal officer in Constantine, Algeria, 1964-66. Next, he served as staff officer and deputy director of the Executive Secretariat, 1966-69. In 1970 he became economic counselor in Tripoli.

Mr. Walker was named deputy chief of mission in Yaounde in 1971. He served as administrative counselor in Saigon, 1973-74. In the latter year he became deputy chief of mission in Kinshasa. He was director of the Office of Central African Affairs in 1977, then served as deputy assistant secretary for African affairs, 1977-82.

After a leave of absence as president of St. John International and the Joint Services Group, both in Washington, Mr. Walker became a senior adviser in the Africa bureau in 1983. He was acting deputy inspector general, 1984-85. In 1985 he was appointed ambassador to Senegal. He was a senior associate at the Carnegie Endowment for International Peace, 1988-89. In 1989 he was named chief of mission in Nairobi. He served as a member of the "State 2000" task force, 1992-93, then as a senior adviser on the Policy Planning Staff, 1993-94.

Mr. Walker was born in Los Angeles on January 17, 1936. He earned a bachelor's from Georgetown. He served in the Air Force, 1953-58. His foreign languages are French, Western Arabic, Spanish and Wolof. He holds the Superior and Meritorious Honor Awards, a Presidential Merit Service Award and three senior performance pay awards. He has written articles on personnel reform for the Foreign Service Journal and other publications, and has served as chairman of the Senior Foreign Service Association and the American Foreign Service Association. He is married to Arlette Walker and has two daughters.

### Czech Republic

Jenonne R. Walker, a former senior director for Europe at the National Security Council, has been in language training at the Foreign Service Institute since last year. She served at the council, 1993-94.

Ms. Walker began her career in 1957 as a secretary in the office of the naval attaché in London. In 1962 she became a

research and production assistant at NBC Television News in New York. She was a West European affairs analyst at the Central Intelligence Agency, 1963-73. In the later year she became an assistant to the director of the agency.

Ms. Walker served as a member of the Policy Planning Staff, 1975-81. In 1981 she became counselor for political affairs in Stockholm. Next, she was a senior adviser to the director of the Bureau of Political-Military Affairs, 1983-85. In 1985 she became director of the bureau's Office of European and U.N. Arms Control. She was a senior associate at the Carnegie Endowment for International Peace, 1990-92, and a guest scholar at the Woodrow Wilson International Center for Scholars, 1992. She served as a member of the Clinton-Gore transition team at the Department, 1992-93.

Ms. Walker was born in Oklahoma City on October 26, 1934. She holds a bachelor's and master's from the University of Oklahoma, and attended the University of London and the Sorbonne. Her foreign languages are French, Italian, Swedish and Czech. She has a Superior Honor Award, four performance pay awards and a Presidential Award for Outstanding Civil Service. Her writings on foreign policy include a book, "Security and Arms Control in Post-Confrontation Europe." She is a member of the Council on Foreign Relations, the International Institute of Strategic Studies and the European Studies Association.

### Estonia

Lawrence Palmer Taylor has been director of the Foreign Service Institute, and then the National Foreign Affairs Training Center as well, since 1992. He joined the Service in 1969 and became vice consul in Santo Domingo later that year. He served as a staff assistant in the inter-America bureau, 1971-72. The following year he became consul in Zagreb.

Mr. Taylor served as economic officer in Belgrade, 1974-76. In 1977 he became energy attaché in Jakarta. He was economic officer in Ottawa, 1980-84, then economic counselor in London, 1985-89. He had a second tour in Ottawa as counselor for economic affairs, 1989-92.

Mr. Taylor was born in Cleveland on April 18, 1940. He received a bachelor's from Ohio University, a master's from American, another master's from Harvard

and a certificate from the National War College. His foreign languages are Spanish, Slovenian and Serbo-Croatian. He holds two Superior Honor Awards and three senior performance pay awards. He is the author of "International Terrorism and U.S. Foreign Policy," published by National Defense University. He is married to Lynda Gorham Taylor and has two daughters and a son.

## Latvia

Larry C. Napper, a career Foreign Service officer, has been in language training at the Foreign Service Institute since last year. Before that, he was director of the Office of Soviet Union Affairs, then the Office of Independent States and Commonwealth Affairs, 1991-94.

Mr. Napper joined the Service in 1974 and became vice consul in Moscow the following year. He served as political officer in Botswana, 1977-79. After studies at Stanford, he was assigned to the Office of Soviet Union Affairs, 1980-83. Next, he was a congressional fellow in the Office of Representative Lee Hamilton, 1983-84. In the latter year he returned to Moscow as chief of the political section. He served as deputy director of the Office of Southern African Affairs, 1986-89, then as deputy chief of mission and chargé in Bucharest, 1989-91.

Mr. Napper was born in San Antonio on November 27, 1947. He received a bachelor's from Texas A&M and a master's from the University of Virginia. He served in the Army, 1969-72. His foreign languages are Russian and Romanian. He is an author of articles on U.S.-Soviet Policy. He holds a Distinguished and three Superior Honor Awards, a Meritorious Service Award, an Award for Valor and three senior Foreign Service performance pay awards. He is a member of Grace Presbyterian Church, Springfield, Va., and the Texas A&M Former Students Association. He is married to Mary Linton Napper and has two sons.

## Tajikistan

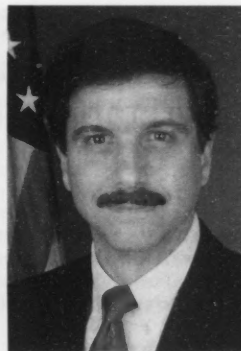
R. Grant Smith, a career Foreign Service officer, has been in language training at the Foreign Service Institute since last year. He served as deputy assistant secretary for international nar-



Mr. Napper



Mr. Smith



Mr. Litt

cotics matters, 1991-94.

Mr. Smith entered the Service in 1963 and became a junior officer in Karachi later that year. He was an international relations officer in the Office of U.N. Political Affairs, 1965-68. In 1968 he became economic and commercial officer in Belize. Next, he was a political officer in the Office of India, Nepal and Sri Lanka Affairs, 1970-72. In the latter year he became political officer in New Delhi.

After an assignment as a State Department fellow at the Council on Foreign Relations, Mr. Smith was named deputy chief of mission in Bangui in 1976. He served as deputy director of the Office of North African Affairs, 1978-80, then as deputy director of the Office of U.N. Political Affairs, 1980-82. In 1982 he returned to New Delhi as counselor for political affairs. He was director of the Office of Multinational Force and Observer Affairs, 1984-85, and the Office of Regional Affairs, 1985. In 1985 he became director of the Office of India, Nepal and Sri Lanka Affairs. He was deputy chief of mission in New Delhi, 1988-91.

Mr. Smith was born in Mineloa, N.Y., on September 8, 1938. He earned a bachelor's from Princeton and a master's from Columbia. He served in the Marines, 1962, and in the Marine Reserves, 1963-67. He speaks five foreign languages—French, Hindi, Nepali, Urdu and Spanish. He holds four Superior Honor Awards, a Meritorious Honor Award and four senior Foreign Service performance awards. He is a member of the American Foreign Service Association. He is married to Renny Travers Smith and has a daughter and a son.

## United Arab Emirates

David C. Litt has been director of the Office of Northern Gulf Affairs since last year. He entered the Foreign Service in 1974 and became consular officer in Palermo. He was an international relations officer in the intelligence bureau, 1976-78, then economic and commercial officer in Kabul, 1978-79. In 1979 he became political officer in Damascus. Next, he was desk officer for Saudi Arabia, 1983-85. In the latter year he was named consul general in Dubai. Mr. Litt returned to Damascus as chief of the political section in 1988. In 1990 he was named deputy chief of mission in Niamey. He was deputy director of the Office of Northern Gulf Affairs, 1993-94.

Mr. Litt was born in Pittsburgh on December 27, 1949. He earned a bachelor's from the University of North Carolina at Chapel Hill and a master's from Johns Hopkins. He speaks eight foreign languages—French, Italian, Arabic, Dari, German, Spanish, Russian and Norwegian. He has received a Meritorious Honor Award. He served as chairman of the Damascus Community School Board, 1988-90. He is married to Beatrice Litt and has a daughter and a son. □

## People at State

Genie Norris is the new deputy assistant secretary for operations in the Bureau of Administration ... James Alan Williams has been nominated for the rank of ambassador during his tenure as special coordinator for Cyprus. ■

# HONORS & AWARDS

## Haiti's Jazyanka, Legal's Silva are 'Secretaries of the Year'

Jane Jazyanka of Embassy Port-au-Prince has been named "Foreign Service Secretary of the Year," and Mary Reddy Silva, Office of the Legal Adviser, is the "Civil Service Secretary of the Year." Each will get \$5,000 and a certificate signed by Secretary Christopher, and will have their names engraved on a plaque in the Department cafeteria.

There were two runners-up: Sandra McInturff, formerly of Mogadishu, now in Kigali, and Kathryn Gee, Passport Services. Patricia Reber, N'Djamena, and Thelma DeVaughn, Office of Central African Affairs, earned honorable mention.

Ms. Jazyanka was selected over 16 other Foreign Service candidates, in addition to Ms. McInturff and Ms. Reber. They were Stella Brackman, Moscow; Katherine Dinsmoor, Tokyo; Catherine Elliott, Beirut; Sharon Feiser, Luanda; Joan Gauntlett, Moscow; Theresa Girone, Warsaw; Gloria Gutierrez, Mexico City; Lavonya Howard, Canberra; Sue Hughes, Athens; Helen Lawing, African Affairs; Vicki Meredith, Islamabad; Luigina Pinzino, The Hague; Sharon Propst, Ottawa; Sharon Rault, Nouakchott; Sharon Wells, Geneva; and Suzonne Woytovech, Brasilia.

Ms. Silva won over four Civil Service nominees, in addition to Ms. Gee and Ms. DeVaughn. They were Cheryl Harris, Oceans and International Environmental and Scientific Affairs; Sherry Kerher and Jane Loyer, Foreign Buildings Operations; and Pamela Kokal, Consular Affairs.

An award panel was chaired by Herbert Schulz, executive director, East Asian and Pacific Affairs. Members were Catherine Allen, a secretary in language training at the Foreign Service Institute, and Jan Lenet, program officer, International Organization Affairs.

### Jazyanka: 'partner'

Ms. Jazyanka was nominated by William Swing, ambassador to Haiti, who



Jane Jazyanka

wrote: "We have been office partners for 12 years. In this period she has provided me and the U.S. Government support far beyond any level of dedication one could reasonably expect. We have evacuated two embassies together in the past two years—Lagos for nearly three months, and Port-au-Prince for five. Jane, in my view, proved to be the most 'essential' employee we had.

"Extremely bright, alert and fast, she is always ahead of the curve, despite the heaviest workload in the embassy. To accomplish these myriad tasks means that she is the first person in, last person out, seven days a week. For days on end during and after the intervention, and until the Haitian military could be dislodged and President Aristide returned, she never went home, working around the clock in the chancery.

"With her impressive (secretarial) skills, she combines remarkable interpersonal skills, creating a professional, warm and inviting atmosphere which projects just the right image for the United States. A week never passes that someone in the U.S. or Haitian government, private sector or Congress does not compliment her for her support.

"Jane has developed a wide range of useful contacts of vital importance to interests in Haiti. These include the secretaries and special assistants of the president, prime minister, cabinet ministers, parliamentary leaders and business executives. She initiated a semiannual reception at the residence to honor these unsung heroes, on whose goodwill the embassy relies to accomplish our objectives.

"Despite having the heaviest workload in the embassy, it was inevitably Jane Jazyanka who was always the first to invite new arrivals to her home for dinner, host a party or organize a tennis tournament to boost morale in the aftermath of our evacuation. When my family left, it fell to Jane to manage the residence and my active representational program. She also contributed enormously to personnel development by the large amount of time she spent counseling junior officers, working with unhappy employees, holding the hands of Foreign Service national employees at a time when sanctions were severely affecting them and helping other secretaries develop professionally. She is, in effect, the best career counselor with whom I have worked—and this includes my years of service as chief of the Office of Career Developments and Assignments and as senior deputy assistant secretary for personnel."

### Silva: 'flawless'

Ms. Silva was nominated by Jonathan Schwartz, deputy legal adviser, who wrote: "The highest tribute I can accord to her is that she has taught me that an exceptional secretary makes the work of those around her much easier. An accomplished secretary must perform the traditional tasks of typing and dictation, and in these areas Ms. Silva's work is flawless. But it is her contribution to 'human resource management' that is extraordinary. She not only maintains my schedule but helps revise it as circumstances change, contacting other personnel and saving me hours of administrative work.



Mary Reddy Silva

The same independence and maturity is evident in her treatment of visitors and phone inquiries. She is courteous, yet firm enough to redirect individuals to others within the bureau. I am constantly receiving compliments on her personal manner, whether on the phone or in person.

"Because the bureau is tasked with providing advice on technical issues, accuracy in communication is essential. Here again, Ms. Silva is outstanding. I can rely on her to transmit messages to and from other attorneys with attention to precise details. She is thoroughly familiar with legal terminology and Government usage, and sensitive to the significance of any errors. She doesn't just process the papers she handles; she understands their ramifications and independently flags problems. She also identifies cables and other documents I need to see, saving additional time.

"Whether proofreading to catch the mistakes of others, maintaining backup copies of documents when attorneys lose theirs or pointing out more efficient ways for attorneys to do their work, Ms. Silva is always looking to improve the office's performance. She is currently working with our librarian and computer specialist to design a legal-opinion file so all attorneys will have access to Legal Affairs' precedents. Her marvelous personal manner also brings out the best in her colleagues. She has a lively sense of humor, which helps us all cope with the frustrations of the bureaucracy.

"Ms. Silva has been a vital part of the bureau's contributions to foreign affairs. In the Middle East peace process, Legal Affairs was deeply engaged in the initiative to provide equipment for the new Palestinian police force, as Israel transferred security responsibilities. While I was meeting with Egyptian, Palestinian and Israeli officials, Ms. Silva was a one-person Washington task force. She coordinated draft agreements within the Department and with other agencies, and served as my lifeline for messages. When necessary, she tracked down senior officials, and she handled all the requirements to accommodate my changing travel plans without a hitch.

"She made similar contributions to the establishment of the Yugoslav and Rwanda war crimes tribunals. She single-handedly worked out travel arrangements for the legal adviser's special assistant, who led interagency teams to collect

evidence of atrocities. Back in Washington, she assembled briefing materials and developed lines of communication to the remote areas where the teams operated. Upon the teams' return, she helped prepare many of the interview summaries and other documents which have proved invaluable to the investigations. Through this process, Ms. Silva became recognized as a crucial source of information on the work of both tribunals, and is regularly called upon for assistance by other bureaus."

### McInturff: 'versatility'

Ms. McInturff was nominated by Daniel Simpson, special envoy to Somalia, who wrote: "She possesses all the skills of a first-class secretary—but Somalia demanded much more than that. Her versatility in performing a range of tasks (went) far beyond the theoretical purview of her assignment as a secretary. The staff of the liaison office in Mogadishu had been reduced to 'skeleton-minus.' From the time of the last severe burst of fighting until we finally moved to Nairobi for security reasons, we had no consular officer, one temporary administrative/general services officer, no public affairs officer, no refugee coordinator and no police training officer. Ms. McInturff picked up parts of all of these functions.

"For example, she straightened out a chaotic Foreign Service national employee situation, firing some and retiring others. She organized the graduation ceremony for the police training program. She sorted out an unspeakably complicated consular case of a young Somali woman married to

an American soldier. She organized press conferences in the absence of a public affairs officer. You name it—she did it.

"In Somalia, if security got bungled, somebody got killed. An out-of-the-office appointment by the ambassador or another officer involved a Marine convoy with top gunners. The time, venue and route had to be carefully coordinated with the regional security officer and military personnel. Ms. McInturff got this down pat in no time at all. The best test of her effectiveness was that even though the convoys were sometimes fired upon, no one got hurt.

"Perhaps the most important aspect of her impact on the post was her infectious enthusiasm. The main components of the mission were sandbags, barbed wire, concrete walls, the grind of generators, chatter of gunfire and people with guns all around us. Anyone should get credit just for tolerating it. Instead, Ms. McInturff joked about it and used it as a springboard for doing amazing amounts of useful work. She always had a number of projects going at the same time. She did all of them well, with an insistence on thoroughness that made one certain that a job given to her would be seen through to completion."

### Gee: 'nicest person'

Ms. Gee was nominated by Barry Kefauver, then deputy assistant secretary for passport services, who wrote: "She is the hardest-working, most productive, dedicated, and, yes, the nicest person I have ever found in the secretarial profession. Day after day, she turns in the kind of performance that should serve as a model for others to imitate.

"Ms. Gee is the fulcrum around which Passport Services' congressional correspondence revolves. With a volume exceeding that of most bureaus, Kathy is the point of receipt and quality filter for final destination. This function is so demanding that it could well justify a full-time position.

"Because of the nationwide passport network (14 locations domestically), Kathy is frequently called upon to coordinate conference calls. She is also responsible for coordinating telephone and personal meetings of an 11-country work group that I chair under the International Civil Aviation Organization. She takes this all in stride.



Sandra McInturff



Kathryn Gee

"Kathy is, on numerous occasions, the face (or more often, the voice) the American public encounters when they contact the Department. Drawing upon her impressive knowledge of how to get things done, she is frequently the final stop for public inquiries. This is important, because more often than not, these inquiries have been bumped from one place to another before the questioner reaches the point of frustration and calls the front office. Kathy's gentle but take-charge attitude has soothed many inflammatory situations, with positive effects for both the bureau and the Department.

"The trust she has earned through the old-fashioned way—hard work—is an invaluable asset. Her close attention to an extraordinary volume of correspondence, and the court of last resort that she represents, ensures that what is seen by the public is our best possible product."

### Reber: 'trusted adviser'

Ms. Reber was nominated by Laurence Pope, chief of mission in N'Djamena, who wrote: "Five Government agencies are represented in Chad, in addition to the Department, and the desk of the secretary to the ambassador is the place where problems come home to roost. Essentially, Patty performs the job for N'Djamena which the Executive Secretariat performs for the Department. In a deft and quiet way which is completely free from self-importance, she orchestrates meetings and the flow of paper with great efficiency and good humor.

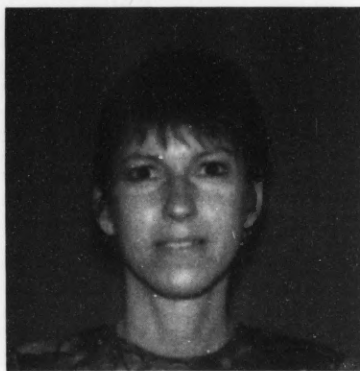
"Patty routinely works 10 and 12-hour days, working on her own with little

guidance in this French-language environment. At the presidency and foreign ministry, her voice is recognized immediately, and she gets results. She prepares correspondence for me in French, without the need to send things out to a translator.

"Patty's productivity is extraordinary, thanks to her understanding of information technology. Working within the constraints of the antiquated software and hardware we use, she has developed her own local area network. Telegrams are prepared quickly, without the need for the circulation of drafts. She also replaced the Rolodex she inherited with a database containing information about my contacts and those of other embassy officers.

"Perhaps the most impressive thing about Patty is her ability to manage projects. What this means in practice is that she can take a vague instruction (for example: talk to so-and-so) and turn it into a finished proposal which has been carefully thought out and checked with all the relevant people, without my having given any but the barest guidance.

"Patty has become a trusted adviser in the management of the mission. She is quite capable of letting the ambassador know, politely but firmly, that he is full of baloney. I have come to respect her good sense and judgment enormously."



Patricia Reber

### DeVaughn: 'thorough'

Ms. DeVaughn was nominated by Arlene Render, director, Office of Central American Affairs, who wrote: "This year saw the assassination of two presidents of Burundi, the destruction of Rwanda, evacuation of Americans from Rwanda,



Thelma DeVaughn

Burundi and the Congo, and botched elections in Gabon. Ms. DeVaughn carried more than her share of the burden in handling all of these crises. In some instances, she shouldered the entire office operation with no supervision while I and others were immersed in handling evacuations.

"In addition to handling her responsibilities for the director and deputy director, she also handled the workload of two desk officers for more than six months. (That workload quadrupled since 1993, and is just beginning to let up.) She did all this without any fanfare, complaints or requests for help. She is called upon by everyone to handle requirements ranging from getting a paper to the Secretary to following up on lost congressionals to setting up conferences to advice on how to get from point A to B.

"Thelma is thorough; you never have to worry that a stone was not turned. She knows how to ask questions and find alternative solutions. For example, following the crash of the Rwanda president's plane, she recognized the need for guidance to answer telephone inquiries. She discussed the need with the desk officer, who prepared guidance and then disseminated it to all secretaries in the office. This enabled us to provide accurate information quickly to the public.

"Interpersonal skills are Thelma's forte. I have received several compliments from constituents who praised her for her telephone techniques. Officers flock to her for guidance on procedures and on how to move papers through the mill. She embodies the values we prize in high-quality performance." □



## Bendt wins information management award

David C. Bendt, information programs officer at Embassy Baku, has won the \$5,000 Thomas Morrison Information Management Award. In addition to the money, he will receive a certificate signed by the Secretary.

The award panel named three runners-up: Ronald M. Grider, Zagreb; Dennis L. Watson, Office of Information Management, Bureau of Administration; and Richard L. McInturff, for work in Mogadishu and Kigali.

Thirty-three others earned nominations—Kevin Bradshaw, Danny Branch, Michael Bretz, Stephen Holmberg and Frank Sass, Office of Information Management; Richard Carpenter, Lome; Donald Connolly, Malabo; Thomas Daley, Canberra; Kanikar Daly, Guangzhou; Joseph Deroche, Monrovia; Leo Duncan, Moscow; Christopher Gustavus, U.S. mission to Nato, Brussels; Jerry Helmick, Santo Domingo; Barton Hoskins and Harry Lumley, Rabat; Harold Jimerson, Jakarta; Glenn Jones, Bratislava; Howard Keegan, Kiev; Raymond Langston, Riyadh; Russell LeClair Jr. and Christopher Sinnott, Vienna; Danny Lockwood, Harare; Richard McCormick, Seoul; Robert McCumber, Nouakchott; James Miles, Djibouti; Ritchie Miller, Almaty; Raymond Norris, Athens; Jerry Oliver, Rangoon; Frank Pressley, Ankara; Bryan Rhea, Lusaka; Valorie Strickler, Rome; Susan Van Haften, Bonn; and James Vanderpool, Chisinau.

The panel was chaired by Larry Emery, director for resource management, Office of Information Management. Members were John Kennedy, Information Management; Michael O'Brien, International Organization Affairs; and David Yeutter, Bureau of Personnel.

### Bendt: 'conceptualizer'

Mr. Bendt was nominated by Richard Kaulzarich, ambassador to Azerbaijan, for installing communications at the post in Baku. The ambassador wrote: "In my 28



David C. Bendt

years in the Foreign Service, I have not encountered a finer information program officer. Over those years, the functions of 'communicator' have expanded to involve a full range of information systems; Dave Bendt is a master of all of them. More important, he is a conceptualizer who understands the potential for technology to improve operations.

"He arrived as the sole information program officer in 1993 to find a ramshackle building without a telephone system, a few radios on loan, a smattering of Wangs and no pouch service. Due to his efforts, we now have a modern switchboard, radio nets which reach past the city to the airport, 24-hour E-mail and a functioning diplomatic pouch. Throughout the difficult process of renovating our chancery, he has been the technical liaison and telephone and local-area network installer. He personally pulled over two miles of telephone cable throughout the building and wired every extension himself, saving the post the expense of contracting this work. And the regional information management center's area director told us that Dave's efforts saved the center at least three temporary-duty visits, resulting in a savings of more than \$15,000.

"Starting from zero, Dave procured, designed and installed the equipment to give this post working radio systems. His work probably saved another three visits from the information management center, which we estimate would have cost \$25,000. During our October coup attempt, he worked around the clock keeping communications with Washington going, arranging radio links with friendly

embassies and companies throughout the crisis.

"Dave didn't wait for the new post support unit to come and install our personal computer local-area network. By the time the team arrived, we had a working 'lan' in the administrative section, and he was able to turn the 'lan' they left behind into a 24-hour station extended to every part of the operation here, with extensions to other agencies. Unwilling to wait for the team which would give us E-mail, through his efforts we became only the third post in the (former Soviet Union) to successfully dial up mail. He also upgraded our Terp (cable transmission) equipment and increased our classified word-processing capability.

"Until his arrival, the post had been unable to institute a working pouch system. Through his diplomacy and drive, against the resistance of legendarily unhelpful airline representatives, he managed to set up an outgoing pouch which reached the Department in less than a week, and was so successful the Department soon began using the reverse route.

"Perhaps the most important aspect of Dave's performance is the one we least take notice of here. This post has not experienced a single break in communications. Working in one of the most difficult posts the Service has to offer, with no local expertise or institutional memory, while keeping his eye on a renovation project, he kept communications working like clockwork and costs to a minimum.

"He is one of the few people in the Service who truly grasps the importance of information technologies in the conduct of foreign relations. He caught my vision of making Baku a model, moving from the dirt path to the information highway. Without his ideas, we would not have accomplished what we have done to give this embassy an information system that is the envy of posts twice our size."

### Grider: 'can-do'

Mr. Grider was nominated by five staffers at the embassy in Zagreb: Ambassador Peter Galbraith, deputy chief of mission Ron Neitzke, administrative officer Ronna Pazdral and secretaries and back-up communicators Charlotte Stottman and Terri Baker. They wrote: "Not only has Ron borne a cable-processing burden of crushing proportions (60-hour workweeks are the norm), he has re-



Ronald M. Grider

maintained a tireless worker for modernization at this mission. Immediately on arrival, he carried out a top-to-bottom assessment of the information management program and began to correct some of the more glaring deficiencies: upgrading the radio program (in this evacuation environment), additional equipment to support increased staff, a full-scale upgrade of the telephone system and starting down the hurdle-filled path to get Zagreb on-line on the information highway.

"Ron had to supervise mail, pouch, telephone, unclassified computer and radio programs while at the same time operating telegraphic communications with no backup support for nearly one year. Since 1993 the number of Americans at the post has more than doubled, (and) Zagreb has hosted a veritable flood of V.I.P. delegations. The need for all-hours cable traffic has added another burden to Ron's load. On one of Ambassador Madeleine Albright's visits, for example, Ron opened the communications center at 2 a.m. He has consistently responded to such calls without complaint, with the can-do spirit of a true professional.

"Ron relishes the opportunity to bring even the most hapless illiterates into the information age. He has worked hard to help people understand the utility and cost-effectiveness of E-mail, and to get such 'innovations' higher (among) our crisis-driven priorities. He developed a "resource center," which will locate the systems administrator, Internet terminal, multimedia personal computer and computer training in one facility. He designed and oversaw the renovation of the mail room; we (now) enjoy the ability to send

as well as receive parcels. After installing a five-line answering machine to assist the consular section and utilizing one line for after-hours recording, Ron suggested the same machine as a component of the warden system. When a recent military flare-up necessitated activation of the warden phone bank, Ron programmed crucial information to be forwarded quickly to callers. This system saved countless—potentially life-saving—hours.

"Another of Ron's accomplishments was the installation of the new telephone system; after discovering that the technician's visit to post had been postponed indefinitely, he made plans to install the system himself. He took advantage of a few days' overlap with a temporary-duty communicator to replace every telephone in the embassy. This system has 15 trunks and 90 extensions, which Ron tailored to each user's needs. He undertook extensive background work for the installation, mapping a labyrinth of 50-year-old lines throughout the embassy. His talents produced savings; no telephone technicians have been required at post since he arrived."

### Watson: 'stellar'

Mr. Watson was nominated by William Mills, chief of Information Management's Special Support Division, and Virginia Schrenk, a branch chief in the division, for his efforts as a rover at 18 posts. They wrote: "While most people shy away from another post's problems, Dennis actively undertakes to solve these problems. Many would be content to accomplish during an entire tour the



Dennis L. Watson

projects he takes on in a temporary-duty assignment. He consistently produces extraordinary amounts of work under conditions best described as unhealthy and stressful.

"Dennis' first temporary-duty assignment in 1993 was as acting information program officer to Chisinau. By the end of his first week, he had already compiled a list of projects which needed to be accomplished and started working on getting the projects going. The administrative officer cites Dennis for his leadership role in negotiating with the ministry of telecommunications for telephone lines and radio frequencies. He diverted cable from a building being torn down to allow new trunk lines, identified space for a telephone frame room and worked with the regional information management center to obtain a P.B.X. system. His perseverance in establishing a working pouch service was a boost to post morale.

"Dennis volunteered for an assignment in Mogadishu when tensions were at their highest. Working 12-hour days, seven days a week, he turned in another stellar performance. In a letter of commendation from Africa's regional information management center director, James Vanderhoff, the director wrote: "Since the day he arrived, Dennis succeeded in improving every aspect of information management. For example, communications between Mogadishu and Nairobi had been a serious problem; Dennis relocated and raised the high-frequency antenna. After continual failures caused by blowing sand and heat, Dennis moved units from the roof into his air-conditioned bedroom, which improved communications dramatically. I wish I had a Dennis Watson at each of my 55 posts."

"In Almaty, Dennis met with the ministry of communications to lay the groundwork for an international data circuit, (and with) the ministry of radio to obtain frequencies and a site. He then worked to obtain the necessary equipment, down to detailing the length of coaxial cable needed. To provide some relief in the usual 12-14 hour days, Dennis arranged to hire a spouse to assume courier responsibility, and inspired embassy personnel to pitch in with sorting mail.

"In Vientiane, he was responsible for the post's first airport pouch exchange. Given the unreliable telephone service in that country, the post was eager for an effective means of communication. Dennis

again took the initiative for an embassy radio network. Just prior to his departure, a system crashed. After working 12 hours straight to restore operations, he delayed his departure from post until he was certain the system was stabilized.

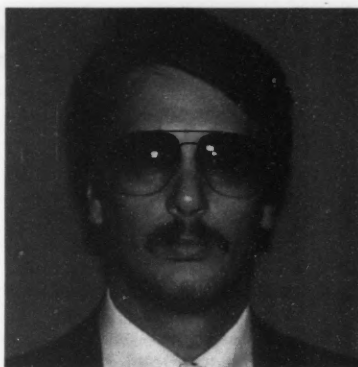
"Dennis was (assigned) to Belgrade at a time when conditions had deteriorated to the point that all dependents were evacuated. Upon discovering the embassy did not have an emergency high-frequency radio network, he immediately took the initiative to get the network back in operation. Shortly before his scheduled departure, a power supply failed, leaving only a handful of operational telephones in the embassy. He quickly spread the working phones throughout the building. He then coordinated with Bonn for a replacement power supply and batteries for equipment which had been damaged. He voluntarily extended his temporary duty, which cut into his personal plan to assist the Bonn technician in the restoration of full telephone service.

"We have noted a measurable increase in morale at many of the posts where Dennis has served. Upon learning of an assignment, he will contact personnel to determine if there is anything he can bring to them. Requests have ranged from \$150 in postage stamps to fried chicken; no detail is too small or too large. For the toughest jobs, we call Dennis Watson."

### McInturff: 'jackpot'

Mr. McInturff was nominated by Stevenson McLivanne, deputy to the special coordinator for Rwanda, and the former chargé in Mogadishu, who wrote: "From September 1993 until it closed in September 1994, the liaison office in Mogadishu relied on Richard McInturff to keep its lines open to the outside world. When he arrived, we were being mortared regularly. A week or two later, 18 Americans died in a battle several kilometers away. In April, inter-clan battles raged just outside our walls for a week. In June, another round of inter-clan fighting kept us in flak jackets and bunkers for a week.

"We were confined to a walled-in military compound surrounded by teenage gunmen. We moved our offices three times, lived in two-room trailers and ate every meal together in a mess hall. I would have settled for an information



**Richard L. McInturff**

program officer of modest competence if he or she would have been willing to put up with the truly awful living conditions. Instead, I hit the jackpot.

"Mr. McInturff kept everything working—even the telephones—throughout the period covered by this report. He did it without any assistance and almost no time off. (I did force him to take one Sunday morning off.) He made it possible for the mission to keep reporting on a volatile political situation that was being followed closely at the Department.

"He supervised the renovation of the communications area of our new chancery, including the installation of additional wiring, air conditioners, radio cable and telephone lines; moved the entire communications center, seven Tempest (classified) personal computers and eight safes with virtually no down time; devised a

wiring system that linked the mission's two telephone systems a half-mile apart; and coordinated military and civilian assets to make the best use of equipment and personnel. He did a tough job in an impossible place.

"Then he went to Rwanda, as our embassy reopened in another capital devastated by civil war. As chargé Robert Whitehead wrote: 'The cliché, hit the ground running, understates Mr. McInturff's approach. He arranged for the arrival of a technical team and assisted them in installing an X-Sat (satellite) upgrade, only the second such system in Africa. In the space of two weeks, we shifted from spotty, slow communications to a state-of-the-art, 24-hour system. He worked with the local telephone company to get phones at the embassy and residences hooked up. And he set up a split line between the information program center and the executive office that took advantage of the satellite circuit and gave us reliable contact with Beltsville, Md., at tremendous savings to the embassy. Upon his arrival, there were no secure computer systems; he set up stand-alone Wang Tempest systems. And he installed a satellite system at the American Club, bringing a big boost in morale to the community. He took the initiative to run a Cable News Network feed from the U.S.I.A. building to the executive suite, helping us keep the larger world in sight.'

"Clearly, Mr. McInturff maintained the same high standards in Kigali that he established in Mogadishu. He has worked incredibly hard and kept two crisis-torn missions in touch with Washington." ■



**HAVANA, Cuba**—At award ceremony, *Jaime Esquivel*, principal officer *Joseph Sullivan*, information management specialist *Stephen Shinnick*, information management specialist *Thomas Snow*.

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# Murphy's Mysterious Ways

BY ALBERT CIZAUSKAS

*The author, who is retired from the World Bank as well as the State Department, now lives in Falls Church, Va.*

**H**OME LEAVE is an interval to be enjoyed or endured, depending on the circumstances. For us, it was sheer endurance on the return leg of our leave in the summer of 1963.

My wife and I and our five children, ranging in age from 1 to 11, were sailing to Le Havre, where I had parked our station wagon to be picked up on the way back. Then we were to drive to Bonn, Germany, where I was the economic officer. However, Murphy, whose law says that anything that can go wrong will, joined us.

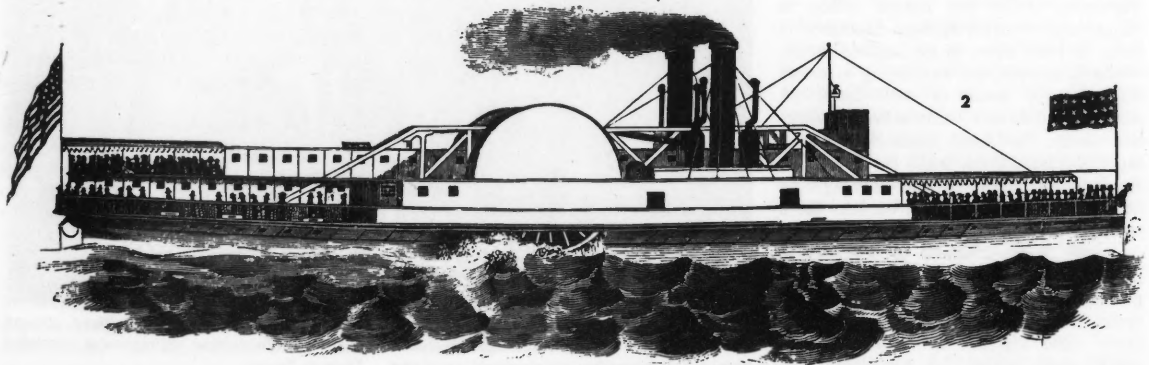
He must have been there already when relatives and friends joined throngs of well-wishers in New York to bid adieu to passengers boarding the S.S. America. We were swept along on a tide of euphoria, cheers mingling with tears, as the ship's band blared out the sad, sweet strains of "Auld Lang Syne."

Up to this point, it had all been home-sweet-home-leave, just as we had envisaged and planned. But suddenly came the chilling announcement that departure would be "temporarily" delayed due to unresolved issues with the stewards union.

A feeling of unease came over my wife and me as we realized that the slightest change in our plans could abort everything else. So we spent a restless day and night until, early the next morning, came the news that the sailing was canceled. Other unions had walked out in sympathy with the stewards.

Some slim hope of deliverance surfaced when we learned that the Queen Mary could accommodate some of the America's stranded passengers. Murphy, however, ruled otherwise for us. Tom, our five-year old, had come down with strep throat and a high temperature. We had no choice but to return to mother-in-law's home in Flatbush, Brooklyn, where we had been encamped during the two months of home leave. The good woman didn't flinch, but we could well imagine her shock at seeing all of us on her doorstep again.

The cancellation had two other immediate effects. I had to cable Le Havre to relinquish reservations for an overnight stay at a hotel. We'd planned to spend the night of our arrival in Le Havre, on the sensible premise that the children would be



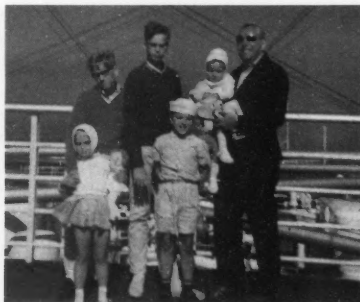
exhausted by all the excitement that disembarking entails.

The other impact was the lack of porters to assist with the unloading of our baggage. A clue as to how we managed showed up on that evening's TV news, which featured the strike-bound America and its stranded passengers. A roving TV camera had caught our two oldest boys—Albert Jr. and Robert—sliding a steamer trunk down a gangplank. Here at least was a story to boast about at the American School on the Rhine, but unhappily, or sons' debut on New York TV did not later impress their peers.

Once Tommy had mended, I embarked on a search for another sailing. But the best ship I could get was an old German passenger liner, the *Hanseatic*, which would make its first European port at Cherbourg, some 75 miles west of Le Havre. My wife and I decided that I would take Robert along on the trip to Le Havre while the other children stayed at Cherbourg with her. Once again, I had to cable Le Havre for an overnight stay, and Cherbourg for lodgings for my wife and children. But Murphy wasn't finished with us.

Midway across the North Atlantic, the winds picked up; the sea swelled ominously. Day after day the winds intensified until they reached near hurricane force. The sea turned white with rage, whipped high and higher still, threatening to engulf us. One monstrous wave splintered the glass enclosing the bridge. Through it all, the old ship groaned as it pitched and rolled, but it refused to give in to the storm.

Gradually, the storm abated until only an occasional lurch reminded us of its fury. We had survived, but at



The author with his five children aboard the *Hanseatic*, from left: Carol, Robert, Albert Jr., Thomas, Richard.

the cost of one day added to our schedule. Once again, I had to notify the hotels, hoping they wouldn't consider me an American crank playing games with them.

What happened next showed that Murphy had influence with the French railway administration. At Cherbourg, I learned that I couldn't travel directly by train from there to Le Havre. I would have to detour via Paris. About 75 miles separates the two port cities as the sea gull flies. As the French railways ran, it was about 175 miles from Cherbourg to Paris, then another 100 miles to Le Havre. The Gallic logic of this escaped me.

In Paris, Robert and I had several hours before our train left for Le Havre. So we did what comes naturally for Americans in Paris: we took a Seine river boat, went to the top of the Eiffel tower and saw the spectacle of the city's spacious and gracious boulevards. I was determined not to let Murphy get the better of me.

When we finally reached Le Havre, it was late. The hotel desk clerk roused himself. Blinking, he looked up in surprise to see the author of all those cables. He escorted us to our room.

We wished to spruce up a bit. I discovered, however, that I had forgotten the key to my suitcase. I had to call the porter, who struggled with the lock only to break it open—not without some French imprecations hurled under his breath in my direction.

We then repaired to the dining room, which was still serving. There I employed my best schoolbook French to order dinner. But strangely, our dinners, though good as French cuisine usually is, were not what we had ordered. This mystified me, so I spoke to the *maitre d'*.

"Ah, M'sieu," he apologized abjectly, "a thousand pardons but you were not served what you ordered because the waiter is deaf. He helps out when we are busy like tonight, but I warn my guests in advance. I am so sorry that this time I forgot to warn you." In my mind, it was perhaps Gallic tit-for-tat for all those cables. After several more apologies from the *maitre d'*, we left for our room.

The following morning, several miles out of Cherbourg, my son turned to me and said in a Murphy-like voice: "Dad, I left my glasses in our room." These weren't just ordinary glasses. They were his first pair, made for him in the States during the home leave, specially adjusted to survive juvenile use and abuse.

Oh, well, nothing for it but to trace our weary steps back to Cherbourg, whose very name was beginning to acquire a patina of unpleasant memories. On the way, I reflected on all that had gone wrong on this glitch-filled trip. But at the same time, there came to mind those consoling words: "He who laughs, lasts."

I couldn't exactly laugh, but at least I could take comfort from Robert Burns, who wrote: "The best laid schemes o' mice and men / Gang aft agley." Ours certainly had. ■

# DEPARTMENT OPERATIONS

## Feel that surge of power? It's 'Infobox'!

BY JOHN CLARK

*The author is deputy assistant secretary for information management.*

In its continuing effort to provide empowerment of employees through information technology, the State Department has inaugurated a bulletin board-like facility called Infobox. This facility is established on the existing unclassified worldwide E-mail network, and is available at 82 overseas posts and six domestic offices. All 29,000 of these network users will soon have access to Infobox.



Mr. Clark

In bulletin-board fashion, Infobox allows bureaus the ability to electronically share official documents and notices with large populations of domestic and overseas staff through fast, paperless distribution. Messages will be available to Department personnel, Foreign Service nationals and contract staff within minutes or hours, depending on accessibility to the network. Additionally, bureaus will be able to seek feedback, poll staff or field questions in a preestablished, quick-response format. Infobox bulletins reach users on both the Wang VS and Lan systems. The classified worldwide network, which is the Foreign Affairs Information System, will soon be offering a similar capability.

Infobox is implemented as a system of "shared mailboxes," and allows users to read, copy, print or reply to messages originated by bureau representatives. Bureaus sending information to the Infobox address establish controls to ensure that messages are properly authorized, and that user replies are reviewed. Post Infoboxes (e.g., Info-Madrid) will be established for receipt of incoming messages. Network managers work with system managers at post and in the bureaus to set up procedures and provide housekeeping guidance.

## Sending messages

As message originators, bureaus establish administrative or system controls on message origination for their bureau Infobox. Considering the size of the viewing audience and the implicit authority of messages originating as a bureau bulletin, sending organizations ensure that the messages are appropriately reviewed, cleared and authorized. By using E-mail utilities to create "groups" or "lists" of addressees, the effort of sending to a worldwide distribution can be reduced to addressing E-mail to a single group or list name. After mail has been read, replies can be made in the normal manner. Message senders need to monitor their mailbox for replies. Unless the persons replying includes their names in the body of the message, replies from Wang Office and Banyan Mail users will be anonymous, except to reference the post Infobox from which they came.

## Reading messages

All four E-mail systems that are on the Department's network can use this service: VS Wang Office, Banyan Mail, MS Mail and CC:Mail. Users on all systems can reply to a message's originating bureau, using the routine method for their E-mail system. Depending on the E-mail system, users access a shared folder, bulletin board or mailbox, with either a special logon I.D. or from their own logon. The methods applied on each of the four systems are equally simple to use, and achieve the same results. Since none of the four systems at this stage provides notifications to users when new mail is delivered to the Info mailbox, users have to routinely check the Info mailbox to see new messages.

## Mail retention

To avoid overload, system administrators ensure that mail older than 30 days is deleted from the Info mailbox. If the Wang Office housekeeping programs are already procedurally implemented to routinely delete mail, then similar profile settings can be made for mailboxes to routinely delete old notices. System administrators without an automated procedure for deleting mail periodically clear old notices from their site's Info mailbox, shared folder or bulletin board, in accord-

ance with existing regulations for retention of records.

Infobox joins several other recent information-technology innovations which provide easy-to-use, effective information resources to the Department workforce, such as the Infoexpress family of CD-ROMs, which provide immediate access to 523 forms, to foreign affairs regulations and legislation, to country Background Notes and to the Department's telephone directory. □

## Earth Day at State

Timothy E. Wirth, the under secretary for global affairs, led a town meeting on "Beyond Earth Day: Past Achievements and Present Challenges," in the Dean Acheson Auditorium, April 24. He discussed the Department's role in global climate-change remediation, conservation of biological diversity and alleviation of rapid population growth.

Three panelists addressed international environmental efforts: Tom Lovejoy, Smithsonian Institution, on conserving the coral reef and other ecosystems; Brian Rosborso, Earth Watch, on the role of nongovernmental organizations; and Jan Piercy, World Bank, on the impact of the international banking community.

After the meeting, a reception was held in the Department's Exhibit Hall, where environmental displays and videos were presented by State, other agencies and nongovernmental organizations. Richard Moose, the under secretary for



Under Secretaries Richard Moose, right, and Timothy Wirth. (State Department photo by Ann Thomas)



The recycling team, from left: Curtis Brown, Rozinia Craig, Charlie McKinney, Elliot Comfort, Marlene Hunter, Alonza Drummond, Tijuana Thomas-Jackson. (State Department photo by Shawn Moore)

management, provided an overview of energy management programs underway in the Department.

Mr. Moose said in part: "The Department has a vigorous recycling program, which has been in place since 1990. In the near future, we're hoping to acquire a bailer to compact corrugated solid waste and cardboard, and thereby further enhance the productivity of the program. An automated climate-control system has been installed at Main State (to) monitor and reduce power consumption. And B-net and Department Notices are used to inform employees of temperature guidelines, to encourage curtailment of non-essential equipment and to recommend vigilance in assuring that equipment and lights are turned off when leaving the building.

"Overseas, we have identified energy conservation projects at 30 posts, with potential savings of more than \$1.4 million per year. Typically, these projects involve modernizing boiler chiller plants, installing energy-efficient lighting, retrofitting outdoor lighting, upgrading windows and adding thermal insulation to our facilities."

"The diversity of energy costs and the local engineering practices we face in

our worldwide operations present us with a formidable challenge in addressing these issues."

But he added: "However, I can assure you this Department will remain actively committed to pursuing alternative strategies to enhance our environmental stewardship well into the foreseeable future." □

## Recycling: expanding the effort

A second recycling box will be appearing on your desk soon, if you work at Main State, Blair House, International Center or the Foreign Service Club. The additional box is for "mixed" paper, which includes fax and colored paper, magazines, manila folders and windowless envelopes. If employees take the time to use both boxes and other recycling containers, more than 75% of their trash will end up in recycled products, according to Tijuana Thomas-Jackson, the Department's recycling coordinator.

She supervises custodial workers who

serve as State's recycling team. Each day, they empty the boxes at Main State and three other buildings owned or managed by the Department. They sort the materials and load them into huge bins at the loading dock for transporting to recycling centers. Last year they sorted over 327 tons of paper, 25 tons of styrofoam and 63,000 pounds of cans and bottles.

Ms. Thomas-Jackson, whose colleagues call her the "Contessa of Cans" and the "Queen of Refuse," says: "We really believe in what we're doing. But we can't do it alone—we're dependent on the participation of employees to make the recycling program a success." □

## No admittance

Renovating work this summer and early fall will close sections of the Diplomatic Reception Rooms, and there will be no tours or events there during these times. From July 5 through October 1, the Benjamin Franklin, Thomas Jefferson, John Quincy Adams and Henry Clay rooms will be closed. From August 1 through October 1, the Martin Van Buren, Daniel Webster, James Buchanan and Robert Livingston rooms will shut down. ■

# FOREIGN SERVICE DAY

## Foreign Service Day is observed; Jean Wilkowski, M. Abramowitz get top honors

The 30th annual Foreign Service Day was commemorated in the Department on May 5 with awards going to two retired Foreign Service officers—Jean Mary Wilkowski, one of the first female ambassadors, who received the Foreign Service Cup, and Morton I. Abramowitz, of the highest rank of career ambassador, who was honored with the Director General's Cup.

The "homecoming" was attended by more than 700 retired Foreign Service officers and their spouses, who came from across the nation. The event was sponsored by State, the American Foreign Service Association (Afsa), Diplomatic and Consular Officers, Retired (Dacor) and the Association of American Foreign Service Women.

Joseph D. Duffey, director of U.S.I.A., addressed the alumni at a luncheon in the Benjamin Franklin State Dining Room. Deputy Secretary Strobe Talbott and J. Brian Atwood, administrator of A.I.D., also spoke during the day. There were six seminars sponsored by the regional bureaus.

Late in the day, the retirees and others at State, including Secretary Christopher, paid tribute to 171 fallen colleagues who have died in service to the nation, at a solemn ceremony at the Memorial Plaque in the Diplomatic Lobby. The 171 now include Barry Castiglione, Jacqueline Van Landingham and Gary Durell, who lost their lives since the last Foreign Service Day. After this ceremony, there was an evening reception in the Benjamin Franklin Room on the eighth floor.

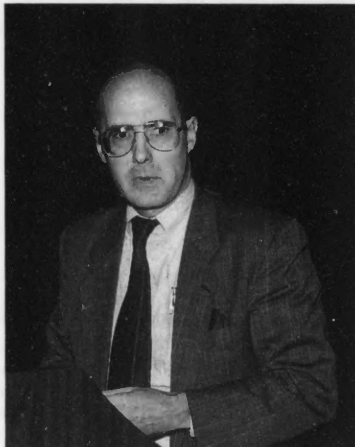
### The day begins

The event got underway with welcoming remarks from Genta Hawkins Holmes, director general of the Foreign Service and director of personnel, acting as master of ceremonies. The director

*(State Department photos by Ann Thomas)*



The armed forces color guard.



Deputy Secretary Strobe Talbott.

general asked all military veterans in the audience to stand for a round of applause in honor of the 50th commemoration of the Allied victory in Europe in World War

II. She then introduced presidents Christine Shurtleff, women's association; Robert Miller, Dacor; and F. Allen (Tex) Harris, Afsa, who provided updates on their organization's activities.

Mr. Harris said: "The Secretary and his team are engaged in an effort to get more resources. We badly need your help. We need to educate the Congress and the public on the critical need for adequate funding to defend American interests in an unstable and competitive world. Every letter and call helps. Please pick up an action package today and write."

### Talbott speaks

Deputy Secretary Talbott, the morning speaker, addressed the alumni on Secretary Christopher's Strategic Management Initiative at State. He said: "We're in the midst of a serious, very extensive reengineering process. The basic idea of the Strategic Management Initiative is





At one of the small "theme" luncheons on the eighth floor.

empowerment. There is tremendous talent at every level of the Department, and our challenge is to make sure that none of that is wasted on redundant or nonessential tasks, or frittered away because of insufficient or poorly allocated resources. That means unclogging the arteries of the system, and making sure that valuable reporting gets read, that new ideas reach decision-makers and that decisions themselves be delegated to those on the front lines whenever possible.

"We are now called to work on an increasing number of assignments that fall outside the boundaries of traditional statecraft. These include promoting our economic interests overseas, nurturing emerging democracies and free markets around the globe, managing population and migration issues, combatting narcotics, crime and terrorism and sustaining the global environment.

"However, while planning for new tasks and learning new ways of doing business, we also face a massive assault on the foreign affairs budget. That's the second reason why this management initiative is so important. There is now a move in Congress to slice more than 20% from our already bare-bones budget. If this slash-and-burn onslaught against our ability to conduct foreign policy prevails, the result would be deep, across-the-board—in many cases, crippling or even fatal—cuts in all areas.

"If we are to beat back these proposals for 'foreign-policy-on-the-

cheap,' then we need to convince the American people and their representatives in Congress that we are making the very best use of their foreign policy dollar."

The award ceremony for Ms. Wilkowski and Mr. Abramowitz followed Mr. Talbott's remarks. Other honors went to Foreign Service teens who received merit scholarships, and to employees and their families who were lauded for efforts to aid their communities.

### Afternoon speakers

The luncheon address by U.S.I.A. director Duffey, on "The American Interest and the Interests of Americans," was

*Joseph D. Duffey, director of U.S.I.A., at the main luncheon.*



broadcast in the Department over closed-circuit television. In addition, there were "theme" luncheons in other eighth-floor dining rooms, where small groups of retirees engaged in informal question-and-answer sessions with Department experts. Featured at these luncheons were Robert Felder, director, Office of Mexican Affairs; Bob Hopper, senior adviser for appropriations and budget, Bureau of Legislative Affairs, and also adviser to the under secretary for management on congressional relations; Robert Gallucci, ambassador-at-large, on North Korea; John Herbst, deputy coordinator for the new independent states; and Diane Dillard, deputy assistant secretary for consular affairs, on immigration issues.

After the luncheon, the retirees heard the address by Mr. Atwood, who said: "This is not the time to divide ourselves into categories: political officers versus development officers; public affairs officers versus economic officers; State versus A.I.D., U.S.I.A., the Arms Control and Disarmament Agency ... We are being challenged to merge, consolidate, abandon missions we consider vital.

"What we should seek is *responsible* change that will enable us to do more with less. Such positive change is not likely to be imposed by Congress on an unwilling executive branch. It will only come from serious internal studies and internal action—studies undertaken by career professionals, not congressional staffers. The Foreign Service can act as the balancing wheel by informing the debate, by presenting the best possible analysis, the most objective description of

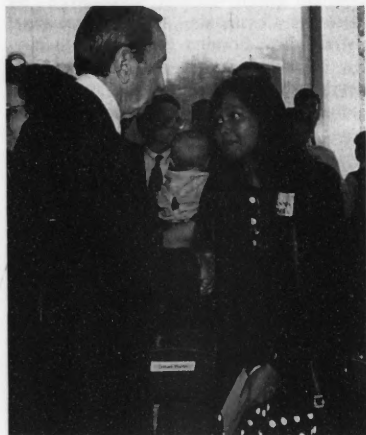
# S E R V I C E D A Y



Secretary Christopher with relatives of Jackie Van Lanningham, killed by a terrorist's bullets in Karachi.



Van Van Lanningham, husband of slain secretary Jackie Van Lanningham, with daughters Amber and Ashley, at the Memorial Plaque.



Secretary Christopher offers condolences to Wanna Durell, widow of Gary Durell, who was slain by terrorists in Karachi.



Diane Castiglione, widow of slain Foreign Service officer Barry Castiglione, with her son, Michael, at the Memorial Plaque.

the challenges we face and offering the full spectrum of policy options."

Speakers at the regional seminars included, on Africa, deputy assistant secretary Edward Brynn; on the Near East, Assistant Secretary Robert Pelletreau Jr.; on Europe, Charles Thomas, special envoy to Bosnia and Herzegovina; on East Asia and the Pacific, deputy assistant secretary Sandra O'Leary; on inter-America, deputy assistant secretary Anne Patterson; and on South Asia, Assistant Secretary Robin Raphael.

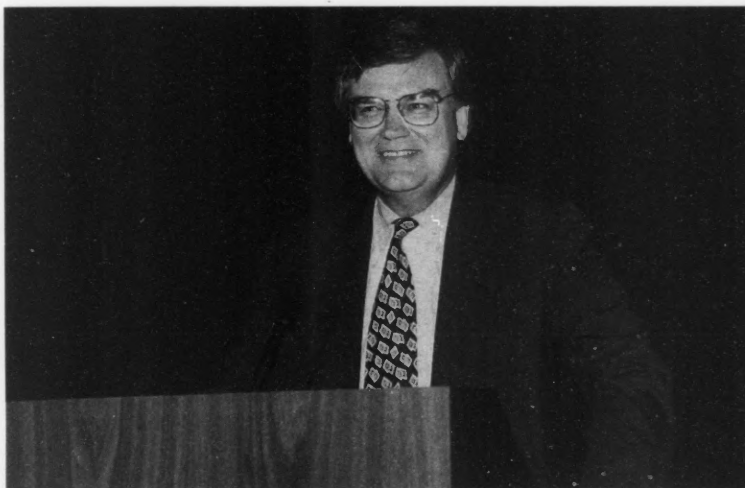
## Plaque ceremony

At the Memorial Plaque ceremony, Afsa president Harris said: "Our work in representing this nation overseas is becoming increasingly dangerous. In recognition of that fact, Afsa will seek to designate this date—the first Friday in May each year—as American Foreign Service Day, to recognize the men and women serving in the Foreign Service and especially those who have given their lives in the line of duty for their nation.

"Today we have the sad duty of adding three names to the plaque. Barry S. Castiglione drowned in El Salvador after helping save a colleague from a strong current. Gary C. Durell and Jacqueline K. Van Landingham were shot and killed by terrorists in Karachi less than two months ago. A bright spot in the somber reports from Karachi was that a consulate employee, Mark McCloy, escaped alive from the attack, although seriously wounded. We are thankful that he survived and he is our special guest today, along with his wife and two young children."

Mr. Harris then introduced Secretary Christopher, who said: "This is a solemn and painful event for all who serve in the foreign affairs community. To those who were close to Barry, Jackie, and Gary, and especially to their families, our hearts ache with sorrow for your loss. Every individual at post, whether civilian or military, Foreign or Civil Service, an employee of the State Department or another foreign affairs agency—every individual is part of a broader family. We suffer these tragedies together.

"Barry Castiglione began his Government career in 1982, following honorable service in the Marine Corps. He was known as a man of action—someone who always went the extra mile, voluntarily



**J. Brian Atwood, administrator of A.I.D., was one of the speakers.**

performing tasks even though they were not his direct responsibility. It was these generous qualities that led Barry, in July of 1992, to risk his own life to save another.

"During a trip to a local beach in El Salvador, he noticed a fellow embassy officer in distress in the treacherous waters. Without hesitation, he swam to her aid, keeping her afloat until others could bring her to shore. But overcome by exhaustion, Barry was unable to fight the relentless current himself. To Barry's wife and son, Diane and Michael, who are with us today, we share your grief at the loss of this remarkable man. May you take some small comfort in the knowledge that he died a leader, a savior and a hero.

"Jackie Van Landingham was an outstanding employee who never found any assignment too difficult. Armed with the strong values of her upbringing in Camden, S.C., she served with dedication and distinction in Abu Dhabi, Tunis, Manama and Karachi—always maintaining the warm personality and infectious smile that were her trademark. Her professional achievements were deeply impressive, but Jackie's greatest pride was her family—her husband, Van, who joins us today, and her two wonderful daughters, Ashley and Amber.

"Gary Durell was also a devoted family man. His longstanding commitment to public service began a quarter-century

ago as a U.S. Air Force officer, with tours in Italy and the United Kingdom. He served loyally and tirelessly in Djibouti, Bangkok and Washington. The world he came to know was a long way from his hometown of Alliance, O., but he brought the easygoing spirit of the Midwest everywhere he went. Although Gary had only been in Karachi since last November, he had established himself in the community and was building a life surrounded by many good friends. To his wife, Wanna, who joins us here today, and to his children, Nat and Victoria, we offer our deepest condolences."

As an armed forces color guard stood at attention, Secretary Christopher then unveiled the plaque, where a member of the guard placed a large wreath. The audience then paid silent tribute to those who had died, as the guard presented the colors.

## Other activities

Throughout the day, the alumni met with colleagues to reminisce about their assignments in the Department and abroad. They visited tables near the registration booth to obtain literature from the sponsoring organizations and toured the eighth floor.

Afsa and Dacor scheduled other events in connection with the day—Afsa a brunch on May 6 at the Foreign Service Club, and Dacor a cocktail buffet on May 4 at its headquarters, Dacor-Bacon House, 1801 F Street N.W. □

## Rundown on the day's awards: who received what

Following are the awards that were presented on Foreign Service Day, with information on those who received them.

### Jean Mary Wilkowski

Ms. Wilkowski received the Foreign Service Cup from Dacor's Robert H. Miller, for "50 years of service to the nation in governmental and private capacities." The citation said: "Diplomat, voluntary agency leader, private corporation executive and educator, Ambassador Wilkowski served as economic officer at numerous European and Latin American posts before being named ambassador to Zambia and later ambassadorial head of the U.S. delegation to the U.N. Conference on Science and Technology in Development.

"After retiring in 1980, she chaired for 12 years the Board of Volunteers in Technical Assistance and, concurrently, held senior positions in CPC International, Inc., advising on corporate operations abroad. Honored by the Order of Malta for humanitarian service to Central American refugees, she remains active in various international organizations. Her lifelong interest in education has been demonstrated as college teacher, trustee, Woodrow Wilson Foundation fellow and scholarly author. Creativity, selflessness and leadership have marked her distinguished career, and she has contributed significantly to international understanding and cooperation."

Ms. Wilkowski responded: "It was John Jova who gave me my biggest break. He chose me as his deputy chief of mission in Honduras, the first woman so named in Latin America. War broke out soon after John was transferred, and I was left in charge. Being on the hot seat had undeniable career benefits. Soon after, Washington asked Ambassador Graham Martin in Rome for his opinion on giving me an ambassadorship. He sought my reaction. He was amazed that I was struck dumb. Foolish as it may sound, I had neither dreamed nor aspired to the rank. Women ambassadors were a rarity in those days, unless you were a Pearl Mesta

or a Claire Booth Luce. Ambassador Martin broke my silence. He said: 'I think you can do anything you set your mind to do.' And so I went to Africa and made minor history as the first woman (envoy) to that continent. I usually say, 'B.S.T.—before Shirley Temple,'" Ms. Wilkowski added, to laughter.

### Morton I. Abramowitz

Mr. Abramowitz received the Director General's Cup from director general Genta Hawkins Holmes. The citation read: "For your unparalleled intellectual leadership, courage, vision and devotion to the U.S. Government, the establishment of U.S. foreign policy and to the Foreign Service for over 35 years, including as ambassador to Turkey and Thailand, as-

sistant secretary for intelligence and research, arms control negotiator, East Asia expert, adviser and confidante, you have won the rank of career ambassador and the admiration and loyalty of presidents, Secretaries of State, your peers and subordinates.

"Today you continue to speak as our conscience, with extraordinary insight on the most perplexing and painful foreign policy issues of our time and to provide direction to our efforts to prepare the Department for the 21st century. You represent the highest ideals of professionalism in the Foreign Service, and your untiring promotion of the career Service as the front line of American policy places us all in your debt."

Mr. Abramowitz responded: "It's sad but true that a Foreign Service career

## President Clinton sends message

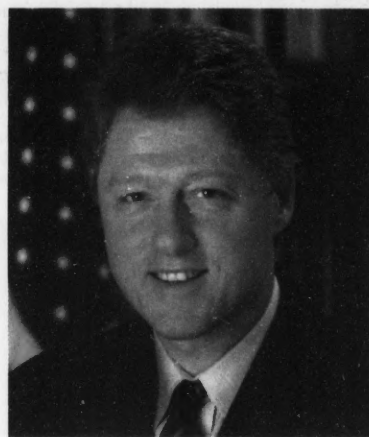
*Following is the text of a message received from President Clinton on Foreign Service Day:*

As we celebrate Foreign Service Day this year, I am proud to salute the members of the U.S. Foreign Service for their unsurpassed professionalism, commitment and bravery.

Ours is a time of extraordinary hope. Around the world, free markets are growing, and democracy is taking root. New possibilities for enhancing America's security have arisen in the wake of the Cold War. Rapid changes in trade and technology have produced a global economy that offers tremendous opportunity for our entire nation.

Yet even in this exciting new era, age-old threats to freedom remain: terrorism, nuclear proliferation, environmental degradation, international crime. Confronting these dangers on a daily basis and turning positive developments to America's advantage, the members of our Foreign Service help to maintain our nation's leadership around the world. Working abroad, often under difficult conditions, they demonstrate the patriotism and skill that have earned them the respect and gratitude of all Americans.

Today, we pause to remember the Foreign Service members who gave their lives in performing their duty. This past



year, Barry Castiglione died while saving a woman from drowning in El Salvador. Two months ago in Karachi, Pakistan, Jacqueline Van Landingham and Gary Durrell were murdered by terrorists. These individuals were some of our finest, and on behalf of all Americans, I extend heartfelt sympathy to their families. The example they set gives us renewed strength to continue the struggle for freedom and decency to which they devoted their lives.

I commend the many U.S. Foreign Service members, U.S. Government employees overseas and the citizens here at home who support them. You have my deepest thanks for your ongoing dedication to service. □



*Shimae Cross, left, receives a merit scholarship from retired Foreign Service officer Kathryn Clark-Bourne.*

looks less and less appealing to our best young people. Capitol Hill is not prepared to offer any real consideration of our foreign affairs institution in this new era, and contents itself with proposing to lop off three agencies. There is, of course, no easy answer to the organizational and personnel needs of foreign policy in the 21st century, (but) there remains a need for seasoned people with a continuing and daily responsibility to relate to our vast external interests. Given all the talk about the importance of preventive diplomacy, someone better make sure that there will be enough good people around to do it."

## Merit scholars

Thirty-two high school seniors received merit scholarships from the American Foreign Service Association and the Association of American Foreign Service Women. The awards this year were bestowed on behalf of all of the scholarship fund's financial contributors and volunteers. Twenty seniors received \$1,000 each, and 12 more got \$100 each



*F. Allen (Tex) Harris, president of the American Foreign Service Association.*

plus honorable mention. Kathryn Clark-Bourne, a retired Foreign Service officer, presented the award to Shimae Cross, who accepted on the group's behalf.

The other \$1,000 winners were James Ahn, Sarah Blackwill, Claire Bloom, Kathryn Hamilton, Alexandra Huddleston, Samuel Jacobs, Geoffrey Kish, Jeanette Louh, Jennifer Mandel, Nicole Martin, Patricia Meeks, Nicholas Penfold, Catherine Quinones, Ulla Rickert, Aaron Roth, Erin Rupprecht, Christina Svendsen, Cathleen Tefft and Nathan White.

Roger Bock, Lauren Butcher, Diana Der Koorkanian, Emily Farbman, Sarah Harrick, Margaret Jones, Emily Leonard, Ann Mason, Michelle Parker, Megan Scanlin, Jeannette Silver and Megumi Zorn were the \$100 winners.

## Community volunteers

The women's association president, Christine Shurtleff, presented six awards to Foreign Service people who had aided their communities overseas. This year, for the first time, the winners each received

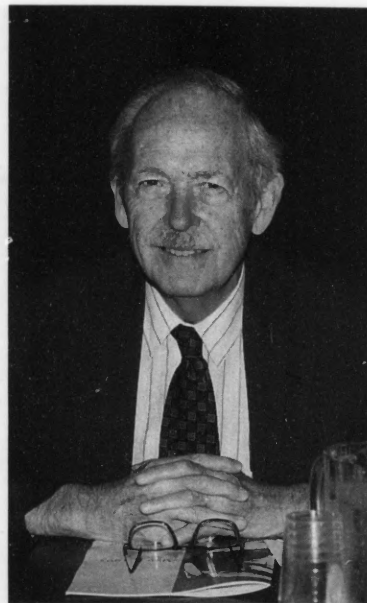
## FOREIGN SERVICE DAY

\$500, from an endowment established by former Secretary of State James A. Baker and his wife, Susan.

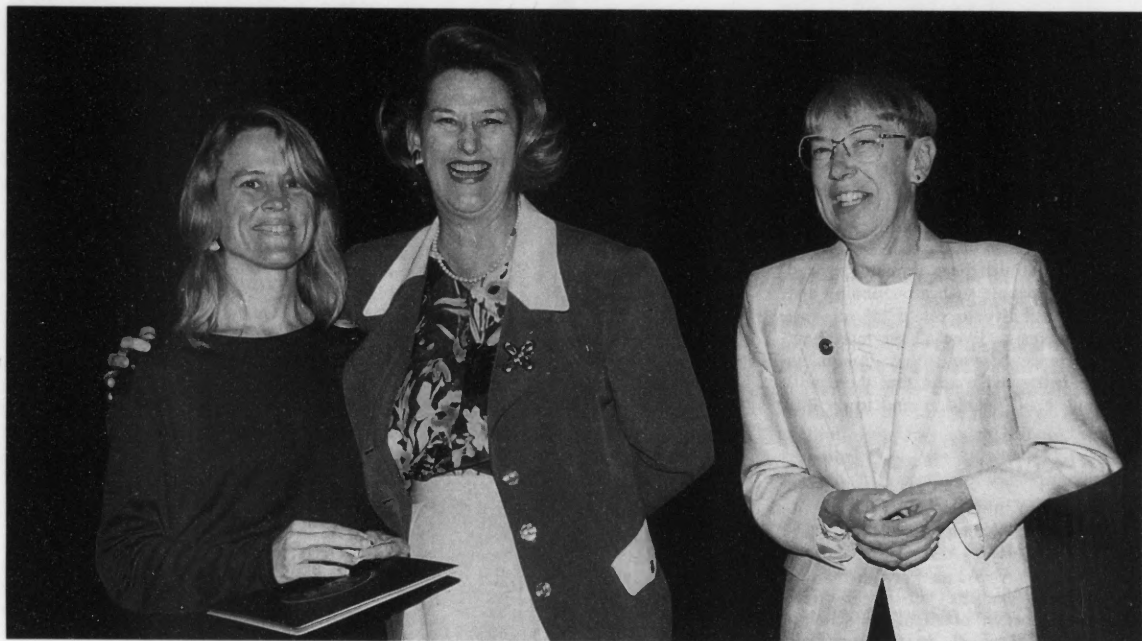
Mary Jo Amani, wife of A.I.D. employee Todd Amani, was honored for aiding the education of children in Managua. Ms. Shurtleff said: "She and her husband contributed their own funds, and Ms. Amani raised (other) funds in the United States and Nicaragua to establish Libros para Ninos (Books for Children). In the four years since its inception, 'Libros' has hired teacher-trainers, carefully selected a wide range of literature and provided lockable bookcases. The program is so well-established it will be able to continue even when Mary Jo leaves the country. She has made an enduring contribution to the children of Nicaragua."

Bonnie Lea-Brown, wife of Kenneth Brown, ambassador to Ghana, was honored for establishing a breast-cancer support group, raising funds for breast-cancer research and promoting the development of a village, among other efforts. Arlene Render, director of the Office of Central American Affairs, accepted the award on her behalf.

Four others, who could not be present, were hailed for their efforts. Lisa Matthews, wife of Bruce Matthews, a security engineering officer in Moscow, was cited for assisting the community liaison office and the American Women's Organization in Russia, launching an employee-of-the-month program and donating gifts to needy children. Zohra Benesch, wife of Anthony Benesch, political-labor officer in Tunis, was honored for hosting weekly teas for American and Tunisian women and their children, and for enlisting the aid of U.S. sailors in the renovation of a center for after-school activities. Susan Sommer, a nurse practitioner in Tokyo, was praised for arranging for military doctors to see patients at no cost to the embassy, assisting a medical clinic for homeless persons, and for organizing brown-bag sessions on health issues and a drive for donations to an orphanage. Elizabeth Mates, wife of Michael Mates, consular officer in Islamabad, was lauded for launching a social service club for students at the international school, aiding female prisoners and their children, and for donating recyclable goods to charities. ■



Robert H. Miller, president of Diplomatic and Consular Officers, Retired.



Mary Jo Amani, left, one of the winners of the Secretary's Award for Outstanding Volunteerism, with director general Genta Hawkins Holmes, center, and Christine Shurtleff, president of the Association of American Foreign Service Women.

**W**E'VE NEVER gone prospecting for gold but, as advocates for American mining firms, Ambassador Irvin Hicks and I—conjuring up mental images of the legendary lost mines of King Solomon—expressed an interest recently in the extent of gold in Ethiopia. So, no problem. The minister of mines and energy, Izaddin Ali Zikeh, whose name literally means “gold” in Arabic, invited us to tour the nation’s only operating gold mine in the southern province of Sidamo. Soon afterward we found ourselves on a road trip to the hinterlands that we would never forget.

The trip took us down from the heights of Addis Ababa, where the embassy is located at an elevation of 8,400 feet, through the heart of Africa’s Great Rift Valley. It was afternoon on the second day when we finally reached the gold mine. Mr. Hicks and I, with commercial assistant Beyene Moges, toured the open-pit mine and a gold-processing facility, where gold is still profitably extracted from ore at the rate of four grams per ton of material processed. At the end of the tour, we hefted some weighty gold ingots but, alas, we weren’t invited to take free samples.

We continued to another mine, where sluice boxes reminiscent of the California gold-rush days are used to separate gold particles from riverbank soil. The power of gold was indeed evident, as we passed a squatter camp where thousands of Ethiopians had come to seek their fortunes in Ethiopia’s treasure fields.

That night, we were treated to an elegant meal at the nearby ministry guesthouse, where I spoke Spanish with a mining engineer educated in Havana. Most Ethiopian mining engineers earned academic credentials in Cuba or in the old Soviet bloc nations. We were regaled with tales of

# GO FOR THE GOLD

BY ERIC P. WHITAKER

*The author is the economic officer in this ancient African nation.*

Ethiopia’s hidden mineral resources, dating to the era of King Solomon and Queen Sheba, and the economic bonanza they held in store.

But not all that is gold glistens.

The following morning we drove for five backbreaking hours across rugged roads through the cool mountain heights to the heart of Ethiopia’s southern coffee-producing region. Ethiopia claims to be the birthplace of coffee. The word allegedly stems from the name of a southwestern

province, Keffa, where coffee is grown in the wild. Here, growers tend veritable forests of coffee. Each day, as the coffee “cherries” grow fully red, they’re handpicked, hulled and dried for up to two weeks. Talking with growers, we learned that this year’s market prices have caused coffee to become Ethiopia’s “black gold.” Over cups of dark, thick Sidamo eye-opener, we felt cause for optimism for Ethiopia and its development prospects, particularly in the rich regions of its twin treasures: gold and coffee.

The ministry of mines and energy has now announced that two American-based firms have been selected for permits to explore and develop gold resources in Ethiopia.



The author examines coffee beans—the other form of gold.

Several are also pursuing joint ventures with the Ethiopian government to expand and enhance the operations of the gold mine and processing facility we had just visited.

We were gratified to have been involved firsthand in what we saw as a successful advocacy effort, and we look forward to visiting an American gold-mining operation here in the future. ■



Ambassador Irvin Hicks gets to hold—mind you, just hold—a gold bar.

# CIVIL SERVICE PERSONNEL

## Promotions

### GG-9

**Konzet, Lorraine C.**, Washington Office, Mission to the U.N.

### GG-11

**Luk, Kam-Hung P.**, Foreign Service Institute, Asian and African Languages

### GS-4

**Farrington, John R.**, Seattle Passport Agency  
**Sangasy, Khamla**, Los Angeles Passport Agency

### GS-5

**Arnette, Valerie R.**, Boston Passport Agency  
**Burton, Karen A.**, Passport Services  
**Demchry, Orang**, Office of Chief Financial Officer, Domestic Financial Operations  
**Harrison, Guyus D.**, Diplomatic Security, Applicant Investigation Section  
**Mack, Karen Marie**, Office of Chief Financial Officer, Payroll Operations  
**Reyes, Jorge F.**, Office of Chief Financial Officer, Domestic Financial Operations  
**Tucker, Nichole H.**, Office of U.N. Political Affairs  
**Williams, Gall Elizabeth**, Office of Chief Financial Officer, Payroll Operations

### GS-6

**Bannister, La Tricia A.**, International Organization Affairs, Office of Executive Director  
**Holleran, Francis J.**, Office of Legal Adviser, Treaty Affairs  
**Jackson, Yvonne D.**, Bureau of Personnel, Presidential Appointments  
**Morrow, Vanessa L.**, Diplomatic Security, Applicant Investigation Section

### GS-7

**Brown, Janine M.**, Bureau of Personnel  
**Cho, Chung Soon**, Seattle Passport Agency  
**Garofano, Michael F.**, National Passport Center, Portsmouth, N.H.  
**Hetland, Arline R.**, Bureau of Personnel  
**Hickson, Danita**, Bureau of Personnel, Recruitment  
**Joe, Rita B.**, Passport Services

**Lee, Carolyn Elaine**, Bureau of Personnel, Recruitment  
**Perkins, Yanna D.**, International Organization Affairs, Office of Executive Director  
**Vanderpool, Tamatha P.**, New York Passport Agency

### GS-8

**Marking, Victoria B.**, Office of Legal Adviser, Special Functional Problems  
**Scott, Barbara Weldon**, Passport Services

### GS-9

**Baldwin, Doan**, Bureau of Administration, Telecommunications Operations  
**Haynes, Susan**, Office of Chief Financial Officer, Fiscal Operations  
**Rogers, Gypsy L.**, Office of Chief Financial Officer, Fiscal Operations  
**Stanley, Dumar G.**, Bureau of Administration, Telecommunications Operations  
**Way, David L.**, Political-Military Affairs

### GS-11

**Barnes, Gracie L.**, Office of Chief Financial Officer, Payroll Systems  
**Capelli Jr., Stephen L.**, Bureau of Administration, Office of Information Services, Indexing Branch  
**Daley, Charles C.**, Bureau of Administration, Freedom of Information  
**Grimes-Barton, Veda H.**, Office of Chief Financial Officer, Payroll Systems  
**McGuire, Laura N.**, Bureau of Administration  
**McKenna, Patricia L.**, Office of Chief Financial Officer, Pre-Assignment Training  
**Mouzon, Jan E.**, Office of Foreign Buildings, Acquisitions  
**Nadeau, Carla T.**, Population, Refugees and Migration, Domestic Operations  
**Woodard, Jewel D.**, Bureau of Administration

### GS-12

**Blackwood, Ann S.**, International Organization Affairs, Office of Technical Specialized Agencies  
**Flores-Gonzales, Isabel**, Bureau of Personnel, Recruitment  
**Marshall, Brenda A.**, Bureau of Personnel, Administrative Division

**Soncrant, Lorelei H.**, Office of Legal Adviser, Office of Executive Director

**Stedman, Louise F.**, Office of Foreign Buildings, Administrative Management

**Williams, Cheryl F.**, Office of Chief Financial Officer, Domestic Functional Bureaus

### GS-13

**Dickie, Joseph R.**, International Organization Affairs, Office of Policy, Public and Congressional Affairs  
**Ingalls, Christopher M.**, Office of Chief Financial Officer, Accounting Requirements Division  
**O'Rourke, Beverly Ann**, Bureau of Administration  
**Payne-Miller, Valinda J.**, Office of Chief Financial Officer, Financial Policy Division  
**Ryerson, Jennifer Lynn**, Office of Chief Financial Officer, Accounting Requirements  
**Smith, Nora J.**, Office of Chief Financial Officer, Reimbursements  
**Thompson, Guy B.**, Bureau of Administration, Telecommunications Operations

### GS-14

**Breda, Jacqueline L.**, Languages Services, Translating Division  
**Regalo-Warren, Patricia**, Office of Foreign Buildings, Acquisitions  
**Siegel, Robert Marc**, Office of Chief Financial Officer, Central Financial Management Systems

### WG-4

**Marsh, Adrienne J.**, Office of Chief Financial Officer, Office of Executive Director

## Appointments

**Blankenship, James A.**, Bureau of Administration, General Services Division  
**Camello, Eileen**, Boston Passport Agency  
**Cannon, Graham M.**, Washington Office, Mission to the U.N.  
**Caskin, Barry R.**, Seattle Passport Agency  
**Castro, Mildred**, Bureau of International Affairs International Legal Affairs Washington Office, Mission

to the U.N.  
**Cole, Robert Kendall**, Office of Foreign Buildings, Cost Engineering  
**Dionisio, Wilfredo M.**, San Francisco Passport Agency  
**Frank, Yunkyoung H.**, Bureau of Administration, Office of Acquisitions, Information Systems Branch  
**Hernandez, Fatima A.**, Washington Office, Mission to the U.N.  
**Kim, Judy H.**, Los Angeles Passport Agency  
**Kinney, Patricia**, Bureau of Personnel, Office of Employee Relations  
**Laroya, Julie-Ann L.**, Honolulu Passport Agency  
**Martindale, Lynn**, International Organization Affairs, Personnel Section  
**Phu, Luong S.**, Los Angeles Passport Agency  
**Piergrossi, Joanne**, Seattle Passport Agency  
**Pool, Danielle C.**, Intelligence and Research, Atlantic and Central Europe Division  
**Ratliff, Charles M.**, Miami Passport Agency  
**Reid, Natalie P.**, Los Angeles Passport Agency  
**Rhoads, Philip S.**, Political-Military Affairs  
**Rider, Sally M.**, Office of Legal Adviser, International Claims and Investment Disputes  
**Seeley, Douglas A.**, Miami Passport Agency  
**Smith, Charles R.**, Seattle Passport Agency  
**Snyder, Charles R.**, African Affairs, Office of Regional Affairs  
**Tacorda, Joslyn M.**, Los Angeles Passport Agency  
**Welke, Charles R.**, Bureau of Administration, Domestic Fleet Management  
**White, Elizabeth Ann**, Population, Refugees and Migration, Office of Executive Director  
**White, Kim F.**, Office of Inspector General  
**Youhouse, Ronald A.**, San Francisco Passport Agency  
**Zielyk, Marta Natalia**, Languages Services, General Interpreting

## Reassignments

**Bernhardt, Lilibeth Cleto**, Foreign Service Institute to Bu-



reau of Administration, Office of Executive Director

**Clark, Randy R.**, Foreign Service Institute to Charleston Financial Service Center

**Foldvary, Frank C.**, Intelligence and Research to Bureau of Administration

**Godwin, Kimberly Ann**, Bureau of Administration, Information Management, Office of Applied Technology

**Briggs, Sally J.**, Intelligence and Research, Office of Intelligence Coordination

**Brinker, Kristin H.**, Bureau of Administration, Freedom of Information Review

**Brophy, Martine Maudet**, Stamford Passport Agency

**Canning, Michael Paul**, Inter-American Affairs, Office of Assistant Secretary

**Childs, Leah Alberta**, West African Affairs

**Goode-Flowers, Kimbolyn M.**, Bureau of Administration, Office of Information Services, Correspondence Control

**Rubinstein, Leigh J.**, Inter-American Affairs, Office of Assistant Secretary

**Steward, Bruce Stanley**, New Orleans Passport Agency

**Taylor, Theresa A.**, Miami Passport Agency

**Tremblay, Amy C.**, Boston Passport Agency

**West, P. Natalie**, Philadelphia Passport Agency

**Whyman, William Edward**, Intelligence and Research, Office of Economic Analysis

**Williams Jr., A. Joseph**, Bureau of Administration, Information Management, Strategic Planning

**Zuhl, Benjamin**, Foreign Service Institute, Information Management Training

**Ducay, Magdalena A.**, Seattle Passport Agency

**Harrington Jr., John M.**, Inter-American Affairs, Office of Assistant Secretary

**Hecklinger, Carol Pratt**, International Narcotics and Law Enforcement Affairs

**Higgs, Elmer R.**, Medical Services

**Kefauver, Barry J.**, Passport Services

**Kitchens, Allen H.**, Intelligence and Research, Office of Intelligence Liaison

**Koeneman, Charles F.**, Office of Chief Financial Officer, Overseas Financial Management

rorism and Narcotics Analysis to Office of Analysis for Russia and Eurasia

## Resignations

**Barr, Michael S.**, Policy Planning Staff

**Bhanot, Naresh K.**, Bureau of Administration, Information Management, Office of Applied Technology

**Briggs, Sally J.**, Intelligence and Research, Office of Intelligence Coordination

**Brinker, Kristin H.**, Bureau of Administration, Freedom of Information Review

**Brophy, Martine Maudet**, Stamford Passport Agency

**Canning, Michael Paul**, Inter-American Affairs, Office of Assistant Secretary

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West, P. Natalie, Philadelphia Passport Agency

Whyman, William Edward, Intelligence and Research, Office of Economic Analysis

Williams Jr., A. Joseph, Bureau of Administration, Information Management, Strategic Planning

Zuhl, Benjamin, Foreign Service Institute, Information Management Training

## Retirements

**Bibbs Jr., Stewart**, Consular Affairs, Office of Executive Director

**Blacker, Dorothy J.**, Bureau of Personnel, Retirement

**Cameron, Frederick R.**, Bureau of Administration, Building Management Operations

**Condon, Richard Stephen**, Intelligence and Research, Office of Executive Director

Ducay, Magdalena A., Seattle Passport Agency

Harrington Jr., John M., Inter-American Affairs, Office of Assistant Secretary

Hecklinger, Carol Pratt, International Narcotics and Law Enforcement Affairs

Higgs, Elmer R., Medical Services

Kefauver, Barry J., Passport Services

Kitchens, Allen H., Intelligence and Research, Office of Intelligence Liaison

Koeneman, Charles F., Office of Chief Financial Officer, Overseas Financial Management

McFeeters, Carol Lee, Bureau of Administration, Information Management, Office of Policy, Planning and Budget

Michalski, Michael P., Washington Office, Mission to the U.N.

Ouyang, Chuan, Foreign Service Institute, Asian and African Languages

Waters, Juanita A., Office of Foreign Buildings, Acquisitions ■



**EIGHTH FLOOR**—At swearing-in of new State Department Civil Service employees, April 6, first row

(seated), from left: Gary Brenner, Yunkyong H. Frank, Assistant Secretary Mary Ryan, Paul Burkhead, Philip Herron, Susan

Leibbrandt. Second row: course chairwoman Nan Nida, Dave Barr, Robert K. Cole, Bonnie Johnston, Gloria Langley,

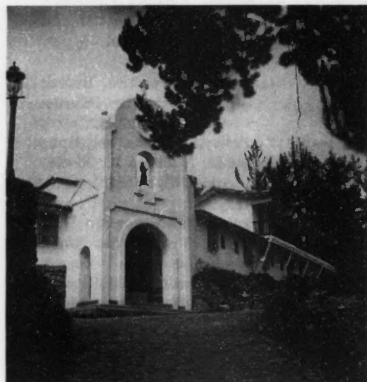
Ronald Prince, Vera Pauli-Widenhouse, Lee Feinstein, Terese Thomas, education specialist Shawn Descourouez.

# POST OF THE MONTH

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## CARACAS

This embassy is in the capital of Venezuela, on the north coast of South America, in a mountain valley with an average annual temperature of 71 degrees, hence known as "The City of Eternal Spring." U.S. Foreign Service people there are featured as part of STATE's continuing series.



Los Frailes Inn, in the Andes.



Site of the new embassy building.



The coast at Canaima.



Ambassador *Jeffrey Davidow* with a Carmelite nun.



The home of liberator *Simon Bolivar*.

*Maureen Tiernan*, daughter of political officer *Michael Tiernan*, in the mountains, two hours from the capital.



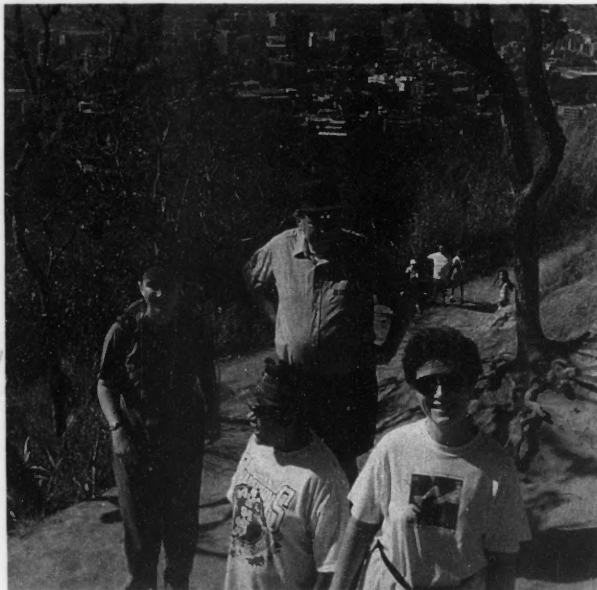
POST OF THE MONTH



Consular officer *Oscar Estrada* and wife *Asilis* at Angel Falls, the world's tallest.



At foot of Angel Falls, from left: *Asilis Estrada*; consular officer *Timothy Hanway*; *Oscar Estrada*; *Cheryl Hanway*; consular officer *Rebecca Gagen*.



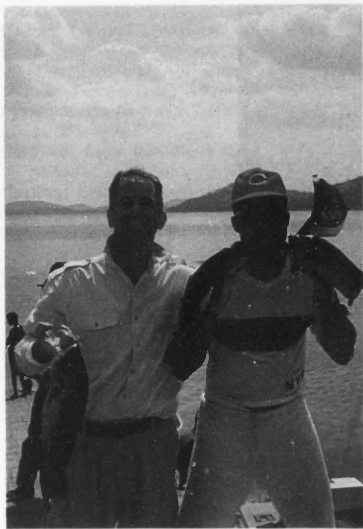
Hiking on Avila Mountain: economic counselor *Chuck Ahlgren* and daughter *Ingrid*; *Tina Renteria*, the ambassador's secretary; financial officer *Marilyn Ferdinand*.



Vice consul *Margaret Tams*, in the Andes.



Ambassador *Jeffrey Davidow*, right, presents award to baseball star *Andres Galarraga*, a goodwill ambassador between Venezuela and the United States.



Fishing for peacock bass at Lake Camatagua: regional security officer *Ed Napoliello*, left, and former community liaison officer *Robert Register*.



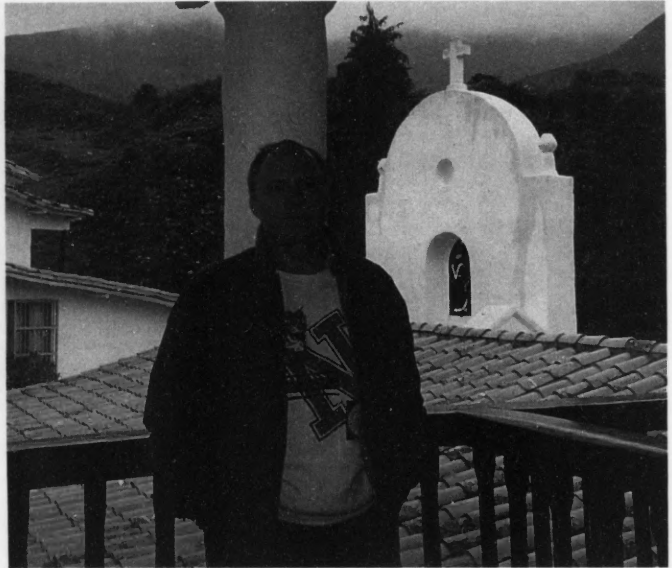
*Margaret Tams* in the mountains, two hours from the capital.

POST OF THE MONTH: CARACAS

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*Cheryl Hanway, wife of consular officer Tim Hanway, with a parrot.*



*Political officer Tom Tonkin at an inn in the mountains.*



*U.S.I.A. officer Wes Carrington, wife Janice Fair, an economic officer, and son Dylan at a guest house on a cattle farm. ■*

# FOREIGN SERVICE PERSONNEL

## Appointments

Finkelstein, Phyllis Ann, Near Eastern Affairs  
Simon, John Kirby, East Asian and Pacific Affairs

## Transfers

Ackerman, David A., Vladivostok to Almaty  
Adams III, John C., La Paz to Inter-American Affairs, Regional Center, Miami, Fla.  
Alexander, Kathleen J., Bangkok to Dhaka  
Amon, Jana A., Tel Aviv to Damascus  
Ashbery, Wayne B., Frankfurt to Ankara  
Bailey, Stephen M., Bangkok to Bureau of Administration, Information Management, Office of Technical Operations  
Bennett, James Calvin, Abidjan to Diplomatic Security, Office of Physical Security Programs  
Brito, Sandra Hamilton, Santo Domingo to Mexico City  
Brown, Gayleatha B., African Affairs to European Affairs  
Brown, Raymonde J., Paris to European Affairs  
Bryan, Angela Ann, Kuwait to Damascus  
Byergo, Laura C., Algiers to Economic and Business Affairs, Office of Agricultural and Textile Trade Affairs  
Byron, Kevin M., San Salvador to Managua  
Caldwell, Gary Lee, Paris to Riyadh  
Carlson, Eric, Pre-Assignment Training to San Salvador  
Copenhaver, Barry F., Mexico City to Monrovia  
Cunningham, Kathleen, Islamabad to Amman  
Derrick, Steven M., Guadalajara to Brussels  
Detar, Michael Ralph, New Delhi to Port-au-Prince  
Dougherty, Martin C., Diplomatic Security to Defense Department  
Duffy, Katherine O., Pre-Assignment Training to Georgetown  
Essex, Thomas Howard, Diplomatic Security to Algiers  
Farrell, Katherine, Seoul to Recife  
Fieser, Vianna Genell, Kuala Lumpur to Kingston

Florini, Marc A., Diplomatic Security, Phoenix Resident Office to Beirut  
Ford, Janelle M., Lagos to Paris  
Hambley, Mark G., Bureau of Public Affairs, Office of Historian to Oceans bureau, Office of Assistant Secretary  
Hamilton, Ralph A., Islamabad to San Salvador  
Hanna, Nabil I., Bureau of Administration, Information Management to Rabat  
Hefright, Brook E., Pre-Assignment Training to Yekaterinburg  
Hertz, David R., Shanghai to Beijing  
Hopkins, Alexander M., Ankara to Diplomatic Security, Office of Security Technology  
Humbel, Robert L., Madras to Copenhagen  
Hunter, James Joseph, Pre-Assignment Training to Conakry  
Jennings, Robert C., Santo Domingo to Sarajevo  
Jomeruck, John H., Frankfurt to Diplomatic Security, Office of Security Technology  
Jornlin, Phillip E., Language Training to Hanoi  
Kilgore, Hulya, Population, Refugees and Migration to Ankara  
Kowalchek, Kenneth C., African Affairs to Paris  
Kramer, John Stephen, Khartoum to Cairo  
Lambert, Lynne Foldessy, Pacific Island Affairs to European Affairs  
Lewis, Alton G., Kampala to Bureau of Personnel  
Limbaugh, Larry L., Inter-American Affairs, Regional Center, Miami, Fla. to Frankfurt  
Lively, Kathleen G., Specialist Intake to London

## Anapestic Assignments

BY EBP

*There was a person assigned to Togo who immediately wanted to know why for this post she had been selected, for which she previously had been rejected when she had first asked if she could go. □*

Lochner, David H., Bangkok to Foreign Affairs Data Processing Center  
Malpica, Joseph, Inter-American Affairs to Caracas  
Marcott, Lauren Hueber, European Affairs to Office of New Independent States  
Meale, David, Conakry to Hong Kong  
Moore, John M., Ulaanbaatar to Chengdu  
Morris, Lorraine F., Warsaw to Praia  
Naya, Mary C., Manila to Cairo  
Nicholas, Linda, Tegucigalpa to Kingston  
Pace, Robert, Bureau of Administration, Information Management to Bangkok  
Park, Joyce Ann, Near Eastern Affairs to Addis Ababa  
Pasowicz, Joel M., Nicosia to Vienna  
Paul, Christopher J., Tashkent to Diplomatic Security, Denver Resident Office  
Premo, Elmer R., Specialist Intake to Sofia  
Reams, Peter Robert, Intelligence and Research to Secretariat, Board of Examiners  
Reilly, Craig, Pre-Assignment Training to Monterrey  
Richardson, Karl S., Political-Military Affairs to Seoul, Language Training  
Romine, Sheila Anita, Kingston to Bucharest  
Root, Danny B., Athens to Guadalajara  
Root, Lance E., Diplomatic Security, Los Angeles Field Office to Guatemala  
Sanders, Roy E., Istanbul to European Affairs  
Scarlett, Earle St. Aubin, Bureau of Personnel to Assignment to Nongovernmental Organization  
Schlaefter, David Allen, Pre-Assignment Training to Rio de Janeiro  
Schmidt, John Richard, European Affairs to National Security Council  
Scott, Robert Kenneth, Pre-Assignment Training to Accra  
Shapiro, Charles S., Inter-American Affairs to Santiago  
Simmons, Barbara J., Damascus to Kuwait  
Simons Jr., Thomas W., Office of Coordinator Assistance to the New Independent States to Language Training

Specht, Craig W., Bureau of Administration, Information Management to Gaborone  
Sutherland, William Earl, Santiago to Caracas  
Swan, James C., Yaounde to Nairobi  
Teplitz, Alaina, Ulaanbaatar to Tirana  
Tepper, Lisa Lorraine, Krakow to Executive Secretariat  
Torres, Hector Federico, Brasilia to Beirut  
Turner, James J., Amman to Dubai  
Valdez, Eric A., Nairobi to La Paz  
Valente, Robert F., Beirut to Tashkent  
Walters, Wade V., Nicosia to Istanbul  
Warner, John E., Pre-Assignment Training to Santo Domingo  
Watson, Dorothy, International Organization Affairs to New York Passport Agency  
Wehner, Arlene V., Port Moresby to London  
Welch, C. David, Riyadh to Near Eastern Affairs  
Whitney, Colwell C., Manila to Bogota  
Withers, Elouise, Brussels to Bureau of Personnel  
Yoder, Michael L., Language Training to Political-Military Affairs  
Zimmermann, Robert E., Geneva to Bureau of Personnel

## Resignations

Broadway, Edwina L., Chengdu  
Brown, Dawn C., Gaborone  
Brown, Lanhua K., Beijing  
Brown, Lise A., Seoul  
Carpenter, Debra A., Havana  
Cofman, Oya R., Baku  
Contreras, Fred W., Lilongwe  
Crunk-Gabbard, Lisa M., Ulaanbaatar  
Curran-Kelley, Dawn, Niamey  
Dameron, Diana Montgomery, Bamako  
De La Pena, Irma L., Mexico City  
Dean, Jeanne L., Leave-without-pay status  
Dodge, Kathleen M., Brussels  
Doss, Rebecca V., Caracas  
Estell III, William H., Cairo  
Foley, Andrea R., Kuala Lumpur  
Frasher, Stephenie M., Cairo  
Harrell, Moses, Brussels  
Harrington, Naida Marie, Cairo

PERSONNEL: FOREIGN SERVICE

Healy, Damon, Moscow  
 Hell, Leila A., Gaborone  
 Hildebrand, Brian B., Mexico City  
 Hofmann, Barrie Freeman, Maseru  
 Howard, Anna M., Lusaka  
 Jebelle, Michelle G., Accra  
 Johnson, Patricia A., Beijing  
 Keck, Kimberly Ann, Rio de Janeiro  
 Kowalski, John M., Warsaw  
 Kramer, Cathy M., Niamey  
 Leaf, Karen, Moscow  
 Louthier, Jamie L., Shanghai  
 Martinek, Maureen A., Specialist Intake  
 McGuire-Alarid, Kelli A., Bamako  
 McGunnigle, Sarah A., Paris  
 Miller, Joyce A., Leave-without-

pay status  
 Monson, Nikki, Leave-without-pay status  
 Moore, Rosana G., Kathmandu  
 Morton, Mary Lou, Yerevan  
 Myers, Sandra Lee, Madras  
 Nance, Donna Marie, Libreville  
 Newman, Barbara E., Frankfurt  
 Nicholson-Skavdahl, D. Ann, Manila  
 Nolton, Patricia O., Leave-without-pay status  
 Petree, Cecilia O., Brussels  
 Reed, Rhonda J., Paris  
 Royer, Mary E., Hong Kong  
 Schmidt, Caryl L., Canberra  
 Sigei, R. Byron, Department of Commerce  
 Skaggs, Allen R., Colombo  
 Sterenberg, Antonius A., Beijing  
 Suvari, Elizabeth Charies,

London  
 Thomas, Patricia Diane, Kuala Lumpur  
 Tiernan, Sarah C., Caracas  
 Truax, Kristen A., Havana  
 Trueman, Rachel Dee, Nairobi  
 Willoughby Jr., Leon, Ulaanbaatar  
 Wilson, Christopher S., Language Training  
 Wong, Boon-Lan Assumta, Hong Kong

of Monetary Affairs  
 Bramante, A. Donald, Office of Inspector General  
 Dunbar, Richard C., Bureau of Administration, Foreign Affairs Data Processing Center  
 Fromowitz, Samuel C., Secretariat, Board of Examiners  
 Goldberg, Mina S., Inter-American Affairs, Office of Assistant Secretary  
 Gutensohn, Philip D., Manila  
 Jurecky, John P., Guadalajara  
 Maurel, Arthur A., Islamabad  
 Mosley, Fanny S., Foreign Service Grievance Board  
 Rope, William Frederick, Bureau of East Asian and Pacific Affairs  
 Wajda, Thomas J., Ottawa ■

Retirements

Babcock, Dwight C., Inter-American Affairs, Regional Center, Miami, Fla.  
 Balabanis, G. Paul, Economic and Business Affairs, Office



FOREIGN SERVICE INSTITUTE—Participants at the recent senior-level professional development seminar that was held for Foreign Service secre-

taries, left to right, front row: Jennifer Henderson, Deborah Paolini-Huff, Ann Key, Trudy Kozak, Louisa Abbott, Diana Elliott, Jennifer Cooper, Kathryn

McGowen. Middle row: Genny Brenner, Roberta Gase, Patricia Salazar, Beverly Schroeder, Patricia Limeri, Wilma Smith (instructor). Back row: Sylvia

Wood, Carolyn Holland, Linda Price, Patti Keller, Margaret Newman, Mary Ann Skelly, Ginny Taylor and Lawrence Taylor (faculty).



# 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.**

**AFRICA**  
Are the rumors true that there is a plan to charge patients for every visit to the embassy health unit?

**A.**

There is a proposal to operate embassy health units on a fee-for-service basis. The bottom line, however, is that, in this proposal, you would not be responsible for paying the bill or doing any paperwork related to the bill, with the exception of filling out an insurance form. The system would work as follows. The health-care provider fills out a superbill that indicates the diagnosis and treatment you have received in the health unit. You sign over the benefits associated with this bill to the Department. The superbills are collected and mailed to the Office of Medical Services, where they will be processed. Often, visits to the health unit occur because the medical problem is related to being overseas. Therefore, the proposal also recommends that the Department absorb the co-payment and deductible on all health-unit visits.

You will not be out of pocket, and the paperwork for you is minimal. The superbill is also a way to minimize paperwork for the health-care provider. Once the office of Medical Services receives the superbills, they will either be processed by

a budget section or by a private firm contracted to do the billing.

**Q.**

**ASIA**  
I've been fortunate to have a health unit at most of the posts where I've been assigned. It's worked out great. It has saved me and, I believe, the Department, considerable time, energy and money. Now I hear that there will be charges for the visits, which may ultimately increase my health insurance premiums. The current system has worked well for years. Why fix something that's not broken? Why not leave well enough alone?

**A.**

We need some method to bring in revenue to continue providing the services you now have. Overall post budgets are being reduced, and it is becoming more difficult to meet the daily operating expenses of the health unit. Just as an example: years ago childhood immunizations consisted of several "baby shots," then periodic shots through adulthood. Now the list of recommended and required immunizations for children and adults seems to increase yearly, and the costs can be staggering. Gone are the days when we could get by with inexpensive gamma globulin shots every six months.

The Department and you, the employee, are paying millions of dollars to health insurance companies, and yet neither is taking advantage of the entitled benefits. That is, the health insurance companies are not being billed for the visits you make to the embassy health unit. If we begin submitting claims for such visits, will our health insurance premiums increase? The Office of the Inspector General considered this possibility and has already met with representatives of Blue Cross and the American Foreign Service Protective Association. The representatives from Blue Cross did not believe that this practice would increase the employee's premium because the pool of subscribers is so large that the additional expense would not be significant. The American Foreign Service Protective Association did not make a statement. In answer to your question, yes, there could be an increase in the insurance premiums, but initial consultations with the insurance carriers indicate that it is unlikely.

**Q.**

**EASTERN EUROPE**  
One of the benefits I thought was sacred was the embassy health unit services. Is there any way I, and my fellow Foreign Service officers and families, can be involved in the decision-making process as it relates to health unit services?

**A.**

Thank you for asking this long-overdue question. American communities have responded similarly by taking more responsibility for their own medical care.

Clinicians have operated too long on the assumption that they alone knew what was best for the patient, and did not address the financial health of the system. Health coalitions emerged because people, like you, wanted to have more to say about their medical care. You are the recipient of the health unit services and should have a voice in the development of that service.

I suggest that the embassy community consider forming a community health board made up of representatives from different segments of the community, including an American Foreign Service Association representative. The purpose of the board would be to advise the health unit medical personnel, the regional medical officer, senior management and ultimately my office, as necessary, of the health concerns from the board's perspective. The board would plan health education programs, participate in decisions on how to use available resources, provide a report card on the quality of services given by local clinicians and participate in the development of the health care program desired by the community. This is one way you can definitely have input and make an impact.

I ask you and your colleagues to help guide the direction of the health care service at your post through the community health board. I ask the board not only to

—(Continued on Page 42)

## Sun and your skin

The Department health unit sponsored a presentation, "The Sun: Friend or Foe?" by Dr. Arnold C. Ratner, dermatologist, May 9, in Room 1912. He discussed premature aging of the skin and skin cancer. □

# EDUCATION & TRAINING

## Courses: National Foreign Affairs Training Center

Program	June	July	Aug.	Length
<b>AREA STUDIES: INTENSIVE COURSES</b>				
Canada (AR 129)	6	—	—	2½ days
Africa, sub-Sahara (AR 210)	—	—	7	2 weeks
East Asia (AR 220)	—	—	7	2 weeks
Inter-America studies (AR 239)	—	—	7	2 weeks
Near East/North Africa (AR 240)	—	—	7	2 weeks
South Asia (AR 260)	—	—	7	2 weeks
Southeast Asia (AR 270)	—	—	7	2 weeks
Successor states to the Soviet Union (AR 281)	—	—	7	2 weeks
Europe (AR 291)	—	—	7	2 weeks
<b>AREA STUDIES: ADVANCED COURSES</b>				
Andean (AR 533)	These courses are integrated with the corresponding languages and are scheduled weekly for three hours. Starting dates correspond with language starting dates.			
Albania (AR 563)				
Arabian Peninsula/Gulf (AR 541)				
Baltic states (AR 588)				
Benelux/European Union/Nato (AR 568)				
Brazil (AR 535)				
Bulgaria (AR 564)				
The Caribbean (AR 538)				
Central America (AR 539)				
Central Asia (AR 586)				
China (AR 521)				
East-Central Europe (AR 582)				
Eastern Africa (AR 511)				
Fertile Crescent (AR 542)				
Francophone Africa (AR 513)				
France (AR 567)				
German-speaking Europe (AR 593)				
Greece/Cyprus (AR 589)				
Haiti (AR 536)				
Iberia (AR 591)				
Insular Southeast Asia (AR 571)				
Italy (AR 594)				
Japan (AR 522)				
Korea (AR 523)				
Lusophone Africa (AR 514)				
Mexico (AR 531)				
Mongolia (AR 524)				
Northern Africa (AR 515)				
Poland (AR 587)				
Russia and Belarus (AR 566)				
Scandinavia (Nordic countries) (AR 596)				
South Asia (AR 560)				
South Caucasus (AR 585)				
Southern Cone (AR 534)				
Southern Africa (AR 512)				
Mainland Southeast Asia (AR 572)				
Turkey (AR 543)				
Ukraine (AR 565)				
<b>LANGUAGE AND ADVANCED AREA COURSES</b>				
Afrikaans (LAA 100)	—	—	21	23 weeks
Albanian (LAB 100)	—	—	21	23/44 weeks
Amharic (LAC 100)	—	—	21	23/44 weeks
Arabic (modern standard) (LAD 100)	—	—	21	23/44 weeks
Arabic (field school) (LAD 950)	—	—	7	44 weeks
Arabic (Egyptian) (LAE 100)	—	—	21	23/44 weeks
Arabic (North African) (LQW 100)	—	—	21	23/44 weeks
Armenian (LRE 100)	—	—	21	23/44 weeks

—(Continued on next page)

## 2 courses on the environment

The Foreign Service Institute, in conjunction with Johns Hopkins, will offer "Energy, the Environment and U.S. Economic Interests," at the Advanced School of International Studies, June 26-30. The course, for mid-level officers, will examine the scientific, economic and political factors faced by governments in developing environmental policies. For information, call John Bowen or Barbara Reioux, (703) 302-7256.

The institute, with the oceans bureau, will offer "Environment, Science and Technology Issues and American Foreign Policy," at the National Foreign Affairs Training Center, June 19-23 and September 18-22. The class will review developments in the field, Government activities related to Congress and the private sector and trade/craft. For information, call Sandra Pitts-Malone, (202) 647-3625. □

## Personal computer training schedule

The Foreign Service Institute is offering 11 word processing courses, through September:

—Introduction to Windows for office support personnel, July 7, August 2, September 6. Mouse skills and Windows environment.

—Introduction to Word for Windows, August 3-4, September 7-8. Creating, formatting, editing, printing documents. Prerequisite: Introduction to Windows, or knowledge of Windows environment.

—Introduction to WordPerfect for Windows, September 14-15. Creating, formatting, editing, printing. Prerequisite: Introduction to Windows, or knowledge of Windows environment.

—Designing and your word processor, September 18. Graphics, binder covers and spines, PowerPoint. Prerequisite: Introduction to Windows.

—Introduction to Excel for office support personnel, July 6, August 22. Spreadsheets for scheduling, planning; other office operations. Prerequisite: Word for Windows.

—Introduction to WordPerfect 5.1 for DOS, September 12-13. Creating, format-

ting, editing documents; managing files. Word processing experience required.

—Advanced WordPerfect 5.1 for DOS, August 14, September 28. Tables, mail merge, envelopes, labels, columns, macros, other features. Prerequisite: Introduction to WordPerfect 5.1 or knowledge of WordPerfect environment.

—Advanced WordPerfect for Windows, August 30-31, September 26-27. Mail merge, labels, envelopes, columns, master document, sort and macro functions. Prerequisite: Introduction to WordPerfect for Windows.

—Advanced Word for Windows, August 21-22. Style, merge, section layouts, macros, other features. Prerequisite: Introduction to Word for Windows.

—Tatel, July 11, September 5. Time and attendance on personal computers.

To apply send, DS-755 (request for training) to Registrar's office, SA-42, Room F2210. For information, call Kathy Bleyle, (703) 302-6926. □

## Economics courses are offered

The Foreign Service Institute is offering two economics courses:

—Lotus for economists, June 19, 21, 23, 27, 29, 9 a.m. to noon, a two-week course that covers spreadsheet software on Lotus 1-2-3. Topics include maintaining a database, performing calculations and graphing techniques.

—Country data analysis, July 17-28: analytical exercises designed to assist mid-level officers in developing briefings for U.S. business executives, building foreign assistance programs and serving as advocates for trade policy reform. Prerequisites: knowledge of open-economy macroeconomics and Lotus 1-2-3 or Excel.

For information, call (703) 302-7256. □

## Workers' rights

A two-day course on workers' rights, for labor reporting officers, will be offered at the National Foreign Affairs Training Center, June 1-2, July 31-August 1 and August 31-September 1. Topics include legislative and format requirements for reports and the role of domestic

—(Continued on next page)

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Program	June	July	Aug.	Length
Azerbaijani (LAZ 100)	—	—	21	23/44 weeks
Bengali (LBN 100)	—	—	21	23/44 weeks
Bulgarian (LBU 100)	—	—	21	23/44 weeks
Burmese (LBY 100)	—	—	21	23/44 weeks
Chinese (Cantonese) (LCC 100)	—	—	21	23/44 weeks
Chinese (standard) (LCM 100)	—	—	21	23/44 weeks
Chinese (field school) (LCM 200)	—	—	21	44 weeks
Czech (LCX 100)	—	—	21	23/44 weeks
Danish (LDA 100)	—	—	21	23 weeks
Dutch/Flemish (LDU 100)	—	—	21	23 weeks
Estonian (LES 100)	—	—	21	23/44 weeks
Finnish (LFJ 100)	—	—	21	23/44 weeks
French (LFR 100)	—	3	21	24 weeks
Georgian (LGG 100)	—	—	21	23/44 weeks
German (LGM 100)	—	—	21	24 weeks
Greek (LGR 100)	—	—	21	23/44 weeks
Hebrew (LHE 100)	—	—	21	23/44 weeks
Hindi (LHJ 100)	—	—	21	23/44 weeks
Hungarian (LHU 100)	—	—	21	23/44 weeks
Indonesian (LJN 100)	—	—	21	23/36 weeks
Italian (LJT 100)	—	—	21	24 weeks
Japanese (LJA 100)	—	—	21	23/44 weeks
Japanese (field school) (LJA 950)	—	—	7	44 weeks
Khmer (LCA 100)	—	—	21	23/44 weeks
Korean (LKP 100)	—	—	21	23/44 weeks
Korean (field school) (LKP 950)	—	—	21	44 weeks
Lao (LLC 100)	—	—	21	23/44 weeks
Latvian (LLE 100)	—	—	21	23/44 weeks
Lithuanian (LLT 100)	—	—	21	23 weeks
Malay (LML 100)	—	—	21	23/36 weeks
Mongolian (LMV 100)	—	—	21	23/44 weeks
Nepali/Nepalese (LNE 100)	—	—	21	23/44 weeks
Norwegian (LNR 100)	—	—	21	23 weeks
Persian/Dari (Afghan) (LPG 100)	—	—	21	23/44 weeks
Persian/Farsi (Iranian) (LPF 100)	—	—	21	23/44 weeks
Polish (LPL 100)	—	—	21	23/44 weeks
Portuguese (Brazilian) (LPY 100)	—	—	21	24 weeks
Portuguese (European) (LPY 101)	—	—	21	24 weeks
Romanian (LRQ 100)	—	—	21	23 weeks
Russian (LRU 100)	—	—	21	23/44 weeks
Russian (advanced) (LRU 101)	—	—	21	23/44 weeks
Singhalese (LSJ 100)	—	—	21	23/44 weeks
Slovak (LSK 100)	—	—	21	23/44 weeks
Spanish (LQB 100)	—	3	21	24 weeks
Swahili/Kiswahili (LSW 100)	—	—	21	23 weeks
Swedish (LSY 100)	—	—	21	23 weeks
Tagalog/Pilipino (LTA 100)	—	—	21	23/44 weeks
Tajik (LTB 100)	—	—	21	23/44 weeks
Thai (LTH 100)	—	—	21	23/44 weeks
Turkish (LTU 100)	—	—	21	23/44 weeks
Ukrainian (LUK 100)	—	—	21	23/44 weeks
Urdu (LUR 100)	—	—	21	23/44 weeks
Uzbek (LUX 100)	—	—	21	23/44 weeks
Vietnamese (LVS 100)	—	—	21	23/44 weeks
<b>FAMILIARIZATION AND SHORT-TERM (FAST) AND REFRESHER COURSES</b>				
Albanian (LAB 200)	—	3	21	7/8 weeks
Amharic (LAC 200)	—	3	21	7/8 weeks
Arabic (modern standard) (LAD 200)	—	3	21	7/8 weeks
Arabic (refresher) (LAD 201)	—	3	—	6 weeks
Arabic (Egyptian) (LAE 200)	—	3	21	7/8 weeks
Arabic (North African) (LQW 200)	—	3	21	7/8 weeks
Armenian (LRE 200)	—	—	21	8 weeks

Program	June	July	Aug.	Length
Azerbaijani (LAX 200)	—	3	21	7/8 weeks
Bengali (LBN 200)	—	3	21	7/8 weeks
Bulgarian (LBU 200)	—	3	21	7/8 weeks
Burmese (LBY 200)	—	3	21	7/8 weeks
Chinese (LCM 200)	—	3	21	7/8 weeks
Chinese (refresher) (LCM 201)	—	3	—	6 weeks
Czech (LCX 200)	—	3	21	7/8 weeks
Estonian (LES 200)	—	3	21	7/8 weeks
French (LFR 200)	—	3	21	7/8 weeks
Georgian (LGG 200)	—	—	21	8 weeks
German (LGM 200)	5	—	21	7/8 weeks
Greek (LGR 200)	—	3	—	7 weeks
Hebrew (LHE 200)	—	3	21	7/8 weeks
Hebrew (refresher) (LHE 201)	—	3	—	6 weeks
Hindi (LHJ 200)	—	3	21	7/8 weeks
Hungarian (LHU 200)	—	3	21	7/8 weeks
Indonesian (LJN 200)	—	3	21	7/8 weeks
Italian (LJT 200)	—	3	21	7/8 weeks
Japanese (LJA 200)	—	3	21	7/8 weeks
Japanese (refresher) (LJA 201)	—	3	—	6 weeks
Khmer (Cambodian) (LCA 200)	—	3	21	7/8 weeks
Korean (LKP 200)	—	3	21	7/8 weeks
Korean (refresher) (LKP 201)	—	3	—	6 weeks
Lao (LLC 200)	—	3	21	7/8 weeks
Latvian (LLE 200)	—	3	21	7/8 weeks
Lithuanian (LLT 200)	—	3	21	7/8 weeks
Malay (LNL 200)	—	3	21	7/8 weeks
Polish (LPL 200)	—	3	21	7/8 weeks
Portuguese (Brazilian) (LPY 200)	—	3	21	7/8 weeks
Romanian (LRQ 200)	—	3	21	7/8 weeks
Russian (LRU 200)	5	—	21	7/8 weeks
Russian (refresher) (LRU 201)	—	3	—	6 weeks
Slovak (LSK 200)	—	—	21	8 weeks
Spanish (LQB 200)	—	3	21	7/8 weeks
Thai (LTH 200)	—	3	21	7/8 weeks
Turkish (LTU 200)	—	3	21	7/8 weeks
Urdu (LUR 200)	—	3	21	7/8 weeks
Uzbek (LUX 200)	—	—	21	8 weeks
Vietnamese (LVS 200)	—	3	21	7/8 weeks
Vietnamese (refresher) (LVS 201)	—	3	—	6 weeks
<b>ADMINISTRATIVE TRAINING</b>				
Budget and financial management (PA 211)	—	3	14	6 weeks
C.O.R. training for equipment procurement (PA 126)	12	—	—	1 week
Customer service (PA 143)	1	—	—	2 days
F.S.N. classification and compensation (PA 232)	—	17	—	2 weeks
General services operations (PA 221)	12	10	7	12 weeks
	—	17	21	12 weeks
	—	24	—	12 weeks
	—	31	—	12 weeks
How F.A.A.S. works at overseas posts (PA 213)	14	—	2	3 days
How to be a certifying officer (PA 291)	Correspondence course			
How to be a contracting officer's representative (PA 130)	Correspondence course			
How to write a statement of work (PA 134)	Correspondence course			
Management controls workbook (PA 164)	Correspondence course			
Management control workshop (PA 137)	19	—	—	2 days
Orientation workshop for narcotics affairs officers (PA 202)	—	24	—	2 weeks

—(Continued on next page)

and international organizations. To apply, submit Form DS-755 (request for training) to the Office of the Registrar, State Annex 42. For information, call (703) 302-7184. □

## Aviation policy

The Foreign Service Institute will offer "Aviation Policy and Negotiation," July 17-19. Participants will study the terminology and legal structure of international civil aviation, the roles of U.S. and foreign players and methods of negotiating bilateral aviation conflicts. To register, call (703) 302-7256. For information, call (202) 647-7972. □

## 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 will remain open until 8:30 p.m. on Wednesday through September 20, and from 9 a.m.-5 p.m. on Saturdays through September 23. For information, call (703) 302-7277. ■

## Ask Dr. Rigamer

—(Continued from page 39)

consider primary care but, just as health maintenance organizations across the United States are doing, emphasize health issues and preventive care. Periodic pap smears and smoke-cessation classes affect your and your family's health status just as much, if not more, than the antibiotic for an infection.

**Q.** EASTERN EUROPE  
Please explain to me how the Office of Medical Services maintains the high standards of health care provided to personnel in the Department and at overseas posts.

**A.**  
The office incorporates into our health care delivery system continuous assessment and monitoring of the standard of care it

provides. This is accomplished in a variety of ways.

—We have established specific criteria for examining the credentials of health-care providers. Medical personnel are required to meet the established standards of employment for the Department, and the professional standards required by their state and speciality boards to practice their profession. Our credentialing committee monitors credentials of the medical staff to ensure that professional qualifications are maintained.

—The professional staff at health units in the field are monitored through personal visits and surveys. This provides an opportunity to review our health-care delivery system and make recommendations to improve patient care. We review the patient's medical records to determine the quality of the care provided by the practitioners.

—We ask for feedback from patients through patient satisfaction surveys conducted at post and in the office. From these survey comments we are able to recommend necessary changes where possible.

—We provide continuing medical education for the professional staff through teaching seminars and training courses for medical personnel in the field.

—Most important, the total quality management program within the office is being expanded to maintain the highest level of health care possible.

So you see that, for the foreign affairs community, our role is to facilitate access to quality health care and to monitor the delivery of this care throughout the world. We ascertain that the embassy health units' staff of Foreign Service regional medical officers, Foreign Service nurse practitioners, Foreign Service medical technologists, registered nurses hired at the post, medical advisers and referral physicians are qualified professionals. All these practices are combined to assist us in providing a high standard of care for our patients. ■

## Letters

—(Continued from inside front cover)

near their border—and was left with no speeding ticket to pay. I've managed to have something besides beef stew for breakfast in the mountains of eastern Czechoslovakia (when it was still called that) by marching into the kitchen, finding

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Program	June	July	Aug.	Length
Overseas cashier training (PA 293)	Correspondence course			
Overseas cashier's supervisor's training (PA 294)	Correspondence course			
Personnel course (PA 231)	26	—	28	7 weeks
Training for overseas voucher examiners (PA 200)	Correspondence course			
<b>CONSULAR TRAINING</b>				
Advanced consular course (PC 532)	—	10	—	3 weeks
ConGenRosslyn basic consular course (PC 530)	Continuous enrollment			26 days
Consular orientation program (PC 105)	Continuous enrollment			6 days
Immigration law and visa operations (PC 102)	Correspondence course			
Nationality law and consular procedures (PC 103)	Correspondence course			
Overseas citizens services (PC 104)	Correspondence course			
Passport examiners (PC 110)	Correspondence course			
<b>CURRICULUM AND STAFF DEVELOPMENT TRAINING</b>				
Basic facilitation and delivery workshop (PD 513)	—	5	—	3 days
Training design workshop (PD 512)	—	—	16	3 days
<b>ECONOMIC AND COMMERCIAL STUDIES TRAINING</b>				
Advanced economic review seminar (PE 501)	—	10	—	5 weeks
Applied economics for non-economic officers (PE 280)	—	10	—	6 weeks
Aviation policy and negotiations (PE 130)	—	17	—	3 days
Contry data analysis (PE 504)	—	17	—	2 weeks
Economic tradecraft (PE 124)	12	10	—	2 weeks
	—	31	—	2 weeks
Energy attaché course (PE 127) (offsite in Houston)	—	24	—	1 week
Energy, the environment and U.S. economic interests (PE 128)	26	—	—	1 week
Environment, science and technology issues and American foreign policy (PG 562)	19	—	—	1 week
Export promotion (PE 125)	26	10	14	1 week
	—	24	—	1 week
Political/economic tradecraft (PE 140)	5	—	—	4 weeks
Regional resource officer training (PE 103)	—	31	—	2 weeks
Senior commercial course (PE 290)	26	24	—	2 days
Telecommunications (PE 131)	—	30	—	2 days
<b>EXECUTIVE DEVELOPMENT</b>				
Deputy chiefs of mission (PT 102)	11	9	—	2 weeks
E.E.O./diversity awareness for managers and supervisors (PT 107)	—	13	—	2 days
Effective public speaking (PT 113)	—	—	2	1 day
Introduction to management skills (PT 207)	5	—	—	1 week
Washington tradecraft (PT 203)	—	10	14	2 weeks
<b>INFORMATION MANAGEMENT TRAINING</b>				
Advanced consular automation (PS 127)	27	—	1	4 days
Advanced Excel for Windows 4.0 (PS 128)	5	—	—	2 days
Advanced PC skills (PS 114)	—	—	9	2 days
Banyan Vines Administration (PS 260)	—	—	14	1 week
C-Lan end-user training (PS 223)	8	13	3	1 day
	15	20	10	1 day
	22	27	17	1 day
	29	—	31	1 day
Excel 5.0 for Windows (intermediate)				

Program	June	July	Aug.	Length
(PS 171)	—	17	—	2 days
Foreign affairs information systems end-user training (PS 219)	26	24	28	4 mornings
Foreign affairs information systems accelerated end-user training (PS 220)	26	24	28	2 afternoon
	28	26	30	2 afternoon
Information management seminar (PS 217)	—	17	—	4 weeks
Access D.B.M.S. (PS 150)	—	12	23	2 days
Excel 5.0 for Windows (PS 170)	5	10	7	2 days
	26	31	28	2 days
Introduction to Harvard Graphics for Windows (PS 142)	19	—	21	2 days
Introduction to Lotus for Windows (PS 143)	—	24	—	2 days
Introduction to Powerpoint for Windows (PS 140)	14	19	16	2 days
Introduction to Windows 3.1 (PS 123)	2	7	1	1 day
	6	11	4	1 day
	9	14	8	1 day
	13	18	11	1 day
	16	21	15	1 day
	19	24	18	1 day
	23	28	21	1 day
	27	—	25	1 day
	30	—	29	1 day
Introduction to WordPerfect 5.1 for DOS (PS 115)	13	11	1	2 days
	27	18	15	2 days
	—	—	29	2 days
Introduction to WordPerfect for Windows 6.0 (PS 130)	21	5	2	2 days
Managing information programs (PS 213)	19	—	17	4 weeks
PC survival skills (PS 112)	5	10	7	1 day
	12	17	14	1 day
	19	24	21	1 day
	26	31	28	1 day
Windows for workgroups user skills (PS 162)	14	12	9	1 day
	21	19	23	1 day
	26	26	28	1 day
Word 6.0 for Windows (PS 132)	7	5	2	2 days
	14	12	9	2 days
	21	19	16	2 days
	28	26	23	2 days
	—	—	30	2 days
Word 6.0 for Windows (intermediate) (PS 133)	12	17	14	2 days
Windows for workgroups administration (PS 262)	27	—	1	3 days
	—	—	29	3 days
<b>OFFICE MANAGEMENT COURSES</b>				
Advanced Word for Windows (PK 513)	—	—	21	2 days
Advanced WordPerfect for Windows (PK 512)	19	—	—	2 days
Better office English (written) (PK 225)	—	31	—	40 hours
Better office English (oral) (PK 226)	—	—	14	30 hours
C.S. secretarial training for entering personnel (PK 104)	—	14	—	2 weeks
Designing and your word processor (PK 180)	29	—	—	1 day
Drafting correspondence (PK 159)	5	—	—	1 week
Effective speaking and listening skills (PK 240)	—	31	—	18 hours

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the eggs and making the cook realize what I wanted to eat. I've trekked for six days in the mountains of northern Pakistan with a group of non-Americans to the base camp of the ninth-highest mountain in the world. I've even succeeded in convincing a group of Nepalese bearers not to fix lunch on the hillside overlooking the smoke of a cremating body afloat on the river, but to trudge on a bit further where at least the smell wasn't so pungent.

But back to the present, where I seem to have finally met my Waterloo. Iceland has one of the more difficult languages in the world. Most of the 263,000+ Icelanders also speak English, and thus not speaking Icelandic is no great problem at this small post, where I must also do protocol as the ambassador's secretary.

Several painful sessions with the Icelandic language teacher at the embassy eventually made it clearer to me at least how I should pronounce names. And yes, I've even managed to learn to type their unusual characters on my PC by using Alt and the number keyboard to the right, so at least my guest lists look Icelandic.

But frankly, folks, what good is it going to do to send me to learn a language to work in a country that has its own unique language, not used anywhere else in the world? Or to even learn a language, period? Wouldn't it be less of a waste of Government money just to take advantage of my secretarial and organizational skills, and my ability to laugh at myself and yet survive, and not try to make me over into something that I never pretended to be in the first place?

If you want secretaries who speak a foreign language, recruit those who do, and use them in the proper countries! But let us old-timers bumble through and be promoted on our other merits, until we are forced out to pasture at barely our ripest state of irascibility. If you need new requirements for secretaries, make sure we've served an assignment in an administrative section, as that is something that is really helpful in a front office!

Sincerely,  
PRUDIE L. HUDSON ■

## Panel is extended

The Department is renewing the Shipping Coordinating Committee to solicit the views of the public and agencies

on maritime policy issues, for the guidance of U.S. delegations to international meetings. The under secretary for management has determined that the committee is necessary and in the public interest. For information, contact Marie Murray or Stephen Miller, (202) 647-6961. □

## Jazz is airborne at noon recital

BY SHARON RICKS

*The reviewer is an information analyst in A.I.D.'s Executive Secretariat.*

The sounds of William (Count) Basie, W.C. Handy, Eubie Blake, Duke Ellington, Art Tatum and Scott Joplin filled the East Auditorium on April 19,



Ms. Ricks

produced by a stand-alone piano, piloted by jazz musician and composer Lawrence Carnegie, who was flying solo as part of the lunchtime "State of the Arts" recital series.

"Li'l Darling," "St. Louis Woman," "Memories of You" and "Satin Doll" were among his flight stops. The piano responded well to Mr. Carnegie's even tempo and light touch. But it seemed a little low on gas and could have used escorts from some melodious reed or brass instruments or a guitar. Mr. Carnegie glided on with a clean performance of Art Tatum's "My Ideal." As measured by the applause and the happy smiles, he achieved a smooth landing.

Next event in the series is a performance by the American International Touring Orchestra, conducted by Alphonso M. Pollard, at 12:15 p.m., June 7, in the Dean Acheson Auditorium. □

## For single parents

The Overseas Briefing Center is planning a workshop on the evening of August 23, on single parents in the Foreign Service. Those who would like to contribute to the program or are interested in attending should call (703) 302-7268. □

—(Continued from preceding page)

Program	June	July	Aug.	Length
Employee relations (PK 246)	—	11	—	2 days
Introduction to Excel for office support personnel (PK 181)	—	—	22	1 day
Introduction to Windows for office support personnel (PK 169)	2	7	2	1 day
Introduction to Word for Windows (PK 170)	26	—	3	1 day
Introduction to WordPerfect 5.1 for DOS (PK 510)	15	—	—	2 days
Introduction to WordPerfect for Windows (PK 171)	5	—	—	2 days
Mid-level professional development seminar for F.S. secretaries (PK 302)	5	—	—	2 weeks
Secretarial statecraft (FK 160)	19	—	—	2 weeks
Senior-level professional development seminar for F.S. secretaries (PK 301)	—	6	—	2 days
Supervisory studies seminar (PK 245)	—	10	14	3 weeks
T.A.T.E.L. (PK 140)	—	—	7	5 days
Writing effective letters and memos (PK 241)	—	11	—	1 day
	—	31	—	15 hours
<b>ORIENTATION TRAINING</b>				
Department officers (PN 105)	—	11	22	3 days
Designated posts (PN 112)	—	—	15	4 days
Foreign Service officers (PG 101)	5	—	14	9 weeks
Foreign Service specialists (PN 106)	1	—	—	17 days
Working in an embassy community (PN 113)	8	—	—	1 day
<b>OVERSEAS BRIEFING CENTER</b>				
American studies (MQ 115)	—	—	17	2 days
Deputy chief of mission principal officer spouses (MQ 110)	19	17	14	3 days
English-teaching seminar (MQ 107)	—	—	22	3 days
Going overseas (families, couples with children) (MQ 210)	10	—	—	3 hours
Going overseas (singles, couples without children) (MQ 200)	10	—	—	3 hours
Introduction to effective training skills for Foreign Service spouses (MQ 111)	26	—	—	1 week
Introduction to Foreign Service life (MQ 100)	—	—	7	1 week
Life after the Foreign Service (MQ 600)	—	6	—	2 days
Logistics of going overseas (children) (MQ 230)	10	—	—	3 hours
Logistics of going overseas (adults) (MQ 220)	10	—	—	3 hours
O.B.C. special evening (MQ 850)	14	12	23	2 hours
Protocol (MQ 116)	—	19	—	2 hours
Security overseas seminar (advanced) (MQ 912)	—	—	16	1 day
	13	18	1	1 day
	27	—	15	1 day
	—	—	29	1 day
Security overseas seminar (MQ 911)	5	10	7	2 days
	19	24	21	2 days
Super-Saturdays (MQ 800)	24	—	—	1 day
Understanding regulations, allowances and finances in the F.S. context (MQ 104)	7	—	—	3 days
<b>POLITICAL TRAINING</b>				
Executive-congressional relations (PP 204)	—	—	21	3 days
Labor officer functions (PL 103)	—	5	—	6 weeks
Multilateral diplomacy (PP 211)	—	—	7	3 days

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# BUREAU NOTES

## THE SEVENTH FLOOR

### Office of the Secretary

SECRETARY CHRISTOPHER traveled to New York, April 17-18, for the nonproliferation treaty review conference, and to attend bilateral meetings with Foreign Ministers at the United Nations. □

### Office of the Under Secretary of State for Global Affairs

TIMOTHY E. WIRTH, under secretary, traveled to New Delhi, India, April 9-19, to initiate a common agenda with that government ... He accompanied Ambassador FRANK WISNER to Bhutan to discuss environmental and human rights issues.

The under secretary presided at a special Earth Day event, "Beyond Earth Day—Past Achievements and Present Challenges," at the Department, April 24. A panel discussion,

**SEVENTH FLOOR**—Under Secretary Peter Tarnoff meets with Pakistani Prime Minister Benazir Bhutto in the Department.



**SEVENTH FLOOR**—The executive secretary of the Department, *Kenneth C. Brill*, presents Superior Honor Awards to *Kristie*

*A. Kenney*, deputy executive director, left, and *Gail C. Cleveland*, assistant general services officer.

sponsored jointly with the Secretary's Open Forum, discussed "Global Goals for 2000." This was followed by a reception in honor of U.S. Government and nongovernmental contributions to international Earth Day activities. The under secretary for management,

RICHARD MOOSE, outlined Department efforts to make U.S. embassies abroad and Main State energy and environmental models. An open house for foreign affairs personnel concluded the special event, with demonstrations and displays of diverse U.S. and non-





governmental organization environmental programs.

On April 13 GRACIA HILLMAN, senior coordinator for women's international issues, was a guest on "Close Up on C-Span." C-Span aired her address, to a group of high school students, on "The Status of Women: A Global Perspective." ... On April 25 she attended a meeting of leaders, program directors and young professionals who share a commitment to strengthening the participation of U.S. minorities in international affairs careers, at the Council on Foreign Relations, New York. □

## Policy Planning Staff

JAMES B. STEINBERG, director, of and member THOMAS PARKER participated in policy talks with Indian foreign ministry officials in New Delhi, led on the American side by the under secretary for political affairs, PETER TARNOFF, on April 3-6 ... Mr. Steinberg attended a meeting of the Transatlantic Policy Network, in Paris, April 7, and held talks with European officials in Brussels, April 10 ... He delivered a speech on "Dual Engagement: U.S. Policy Towards Russia and China" to the Trilateral Commission, in Copenhagen, and consulted with Danish foreign ministry officials, April 24.

Associate director STEPHEN J. FLANAGAN led the U.S. delegation to the Nato policy advisory group meeting, in Slovakia, April 2-4 ... He conducted planning discussions with the Slovak government and with the Organization on Security and Cooperation in Europe delegations, in Vienna, April 5-6.

Senior adviser LUIGI EINAUDI chaired the concluding panel at the annual strategy symposium on "Partners in Regional Peace and Security," cosponsored by National Defense University and U.S. Southern Command, in Miami, April 22-26. He then joined the Southern commander-in-chief, General BARRY McCAFFREY, in chairing a meeting of U.S. ambassadors to Ecuador and Peru to discuss next steps in mediating the Peru-Ecuador border conflict.

Senior member DESAIX ANDERSON conducted a seminar at the School of Advanced International Studies on Japan's relations with Southeast Asia, April 5, and delivered remarks on trade and business perspectives in East Asia at a conference, April 21, in Atlanta, sponsored by the Asia Society and the Southern Center for International Studies.

Member IAN LESSER participated in a luncheon and discussion with Turkish Prime Minister TANSU CILLER at the Council on Foreign Relations, New York, April 17. He spoke on "The Meghreb and Southern Europe: U.S. Interests and Perspectives," at a Luso-American Foundation conference in Lisbon, April 27-28.

Member CRYSTAL NIX spoke on accountability at a democracy, human rights and labor conference, "Human Rights Policy in the Post-Cold War Era," April 3 ... Ms. Nix attended a Foreign Service Institute conference on conflict resolution in Africa, sponsored by A.I.D., April 5-6 ... She and fellow member SUZANNE BUTCHER attended a forum on U.S. participation in peacekeeping, sponsored by the Council on Foreign Relations at the Brookings Institution, April 18 ... Ms. Nix was a participant at the Burundi policy forum at the School of Advanced International Studies, April 25.

Member GAIL MATTOX spoke at the U.S. Government and foreign policy workshop of the Foreign Student Service Council, to an audience of graduate students, on the non-proliferation treaty regime and review conference on "Issues in the Transatlantic Partnership," at Wilton Park, England, April 24-27.

Ms. Butcher participated in the senior interagency policy seminar at the Army War College, Carlisle, Pa., April 25-28.

Member PETER SCHOETTLE addressed a Brookings Institution seminar on the administration's foreign policy principles and priorities, and outlined budgetary issues facing the Department, April 12.

Members THOMAS PARKER and LISA WITT participated in an American Enterprise Institute seminar on the "Efficacy of Sanctions as a Tool of U.S. Foreign Policy," April 28.

*Secretary's Open Forum:* LAURA TYSON, the President's adviser for economic affairs, addressed the Forum on the state of the U.S. Economy, April 11 ... JOSEPH MONTVILLE, senior fellow at the Center for Strategic and International Studies and chairman of the Open Forum's working group on conflict resolution, delivered an address to the forum on "Preventive Diplomacy on Slovakia," on April 17.

On April 25 the forum, in cooperation with the Global Issues Family, hosted a breakfast session on "Beyond Earth Day—International Environmental Goals for the Year 2000." The session, moderated by the under secretary for global affairs, Mr. Wirth, featured THOMAS LOVEJOY, assistant secretary of external affairs at the Smithsonian Institution; JAN PIERCY, U.S. executive director of the World Bank, and BRIAN ROSBOROUGH, president of Earth Watch.

On April 28 JOHN MARKS, president of Search for Common Ground, and HAROLD H. SAUNDERS, director of international programs at the Charles A. Kettering Foundation, spoke to the forum on preventive diplomacy in Burundi, Macedonia and Tajikistan. □

## Protocol Office

During April, protocol chief MOLLY RAISER and the Protocol staff welcomed

heads of state from the United Kingdom, Egypt, Brazil, Turkey, Pakistan and Norway. In addition, they greeted the foreign ministers, of Egypt and Norway ... The chief of protocol and her staff assisted with the White House reception in honor of the diplomatic corps on April 10 ... Ms. Raiser traveled to Moscow to advance the President's trip ... She addressed the Women's Group of the Organization of American Historians, at the Washington-Hilton.

The president of Egypt, the prime minister of Pakistan and the president of Brazil were in residence at Blair House during their visits ... On April 12 the Truman Library Foundation sponsored a black-tie dinner to commemorate the 50th anniversary of Harry S. Truman's presidency, General manager BENEDICTE VALENTINER, assistant manager RANDELL BUMGARDNER and chef RUSSELL CRONKHITE conducted extensive research and selected a dinner menu featuring items that had been served while the Truman family was in residence at Blair House, 1948-51.

The staff assisted with the reception hosted by Ms. Raiser and the assistant secretary for diplomatic security, ANTHONY QUANTON, in honor of the law enforcement community ... The Blair House staff supported two luncheons and an all-day meeting and lunch held by the G-7 finance ministers.

The Ceremonials Division planned and organized the luncheons, receptions and dinners associated with the visiting foreign heads of state, involving the diplomatic corps, the Secretary and the deputy secretary ... APRIL GUICE, KIM TOWNSEND, DEE LILLY and RICK PAULUS coordinated the following events: a reception hosted by SECRETARY CHRISTOPHER in connection with the nuclear nonproliferation treaty conference; a dinner hosted by VICE PRESIDENT GORE in honor of the prime minister of India; the reception hosted by Ms. Raiser and Mr. Quanton; two luncheons hosted by Deputy Secretary STROBE TALBOTT; a dinner hosted by Secretary Christopher and the Secretary of Defense in honor of the foreign affairs and defense ministers of Australia; and a luncheon hosted by Vice President and Mrs. Gore in honor of the president of Brazil and his wife.

JOAN BALDRIDGE, DAPHNE MARTINEZ and CHERYL DONALDSON provided protocol assistance for the bilateral meetings during the Secretary's and Vice President's trip to the area for the nonproliferation treaty deliberations at the United Nations ... The New York office greeted the president of Brazil upon his arrival into the United States, before his state visit to Washington.

The Visits Division planned and organized 15 private visits by foreign dignitaries: 10 foreign ministers, 4 prime ministers (from Norway, Turkey, Paraguay and Zambia), and the private visit of U.N. secretary general BOUTROS BOUTROS-GHALI ... The division organized four announced visits, three official working visits and one state visit ...

The assistant chief for visits, MEL FRENCH, supervised the overall planning and implementation of the visits ... EVE WILKINS, CHRISTINE HATHAWAY, PATRICK DALY, TANYA TURNER, MARIA SOTIROPOULOS and CARLOS ELIZONDO coordinated these visits. The protocol officers were assisted by HILLARY LUCAS, JESSIE JOHNSON, DEAN LEWIS, MICHELLE SNYDER and gifts officer LAURA WILLS ... Ms. Wills traveled with HILLARY RODHAM CLINTON on her trip to South Asia.

Assistant chief LARRY DUNHAM addressed a meeting in Washington of Colombian consuls from throughout the United States and Canada ... ROBERT RICE of Administration traveled to the New York office to install a computer network ... BARBARA ADAMS and SHIRLEY STEWART, Administrative Division, assisted the Visits Division by advancing the luncheon hosted by Vice President and Mrs. Gore in honor of the President of Brazil. □

## ADMINISTRATION

### Office of the Procurement Executive

ROB LLOYD conducted two one-week small-purchase workshops in Bonn, Germany, March 27-April 7. The workshops were organized by JOHN HELM of the new-post support unit in Bonn. Foreign Service nationals from all the new independent states attended. □

BAKU, Azerbaijan—*Vagif Samosud, left, and Anjey Barancevich, right, are the winners of the second annual Competition in Contracting Award. With them is Ambassador Richard Kauzlarich.*



### Office of Operations

#### *Commissary and Recreation Affairs Staff:*

The office announced the selection of JOSEPH GOODWIN JR. of the American Employees Association in Accra, Ghana, as the 1995 "Employee Association Manager of the Year." IRVINA MALLORY of Santo Domingo was selected for second place. C. IAN DENNY of Rome and CATHY SULDO of Tel Aviv were in third place. Other nominees: RAYMOND HENKE (Brasilia), DELORES CLARDY (Cairo), JANNE HICKS (Damascus), ANN SJOSTROM (Stockholm), MICHELLE CALLISON (Dhaka), SUSAN MCGEE (Kiev), ERNST MARTINUSSEN (Oslo), SEAN BISHOP (Rio de Janeiro).

#### *Office of Facilities Management and Support Services:*

16 employees attended Labor Requirements of the Service Contract Act training ... TIM ARTHURS, CHARLES MAYS and DAVID STOTTLEMYER attended an international conference on energy and environmental technology, in San Francisco ... GEORGE KUCKENBAKER completed a course on indoor air quality and a course on applied communication in organizations ... CALVIN DUBOSE attended a class on reading blueprints ... JIM CHAPMAN and BIRGITTA STANGE completed contract-officer representative training ... Ms. Stange traveled to Port-au-Prince, Haiti, as part of the White House advance team, in support of PRESIDENT CLINTON's visit ... JOHN DOLAN completed training on low-end monitoring products ... DAVID GRAHAM and PAUL BOTTSE attended computer training ... LEE MARTINEZ completed the employee relations seminar ... ROYCE ROCK attended a Foreign Service Institute class on constructive conflict-resolution ... LARRY FOSS was reassigned to

the Office of Supply and Transportation ... State's 1995 Earth Day comprehensive recycling plan was introduced with the Earth Day exhibit, displayed in the Main State cafeteria, April 21. The display showed items that can be recycled under a new program, such as mixed office paper, corrugated material/cardboard and laser-printer toner cartridges. It also showcased photographs of the recycling coordinator and the recycling team as they conducted their recycling duties. Recycling videos, featuring how recycling has impact on the earth, were shown. Information packages were distributed, including pamphlets outlining the Department recycling program, information on how to recycle old eyeglasses, a list of Earth Day events in the area and hints about recycling and preserving natural resources. Earth Day balloons and bookmarks were given to many of the exhibit's visitors. The following were instrumental in preparation of the exhibit: TIJUANA THOMAS-JACKSON, CALVIN DUBOSE, GERTRUDE DEES, DEATRA POINTER, CURTIS BROWN, EMMA JONES, MARLENE HUNTER, ROZINIA CRAIG, ALFONZA DRUMMOND, ELLIOT COMFORT, CHARLIE MCKINNEY.

*Office of Language Services:* PETER AFANASENKO interpreted for the Secretary of Defense on a trip to Russia, Kazakhstan and Uzbekistan ... KYRILL BORISSOV assisted Deputy Secretary STROBE TALBOTT in Moscow, and remained there for talks on prisoners of war and missing-in-action issues ... GAMAL HELAL accompanied Middle East coordinator DENNIS ROSS on a visit to the region ... VIVIAN CHANG interpreted for the Washington visit of the vice foreign minister of China ... MARCEL BOUQUET assisted a Federal Highway Administration meeting in Boston ... French translator JACQUELINE BREA, with assistance from JIM FEENEY, responded to an urgent translation request from Virginia law enforcement authorities ... JOE MAZZA compared agreements with Portugal on the Lajes Air Force Base ... Mr. Mazza and DONNA SANDIN translated Spanish and Portuguese visa-related guidelines for consulates in Latin America and Portugal ... MARTA ZIELYK, the office's first Ukrainian interpreter, joined the staff on April 17 ... Director HARRY OBST, LILI NIGAGLIONI, WANDA TUCKER and ERICA GINSBERG attended the annual National Council of International Visitors conference in San Diego ... Mr. Obst, Ms. Chang and a Chinese contractor conducted several interpreter-training sessions for linguists from the National Security Agency ... DIMITRY ZARECHNAK attended a week-long management training course, and GUILLERMO BASERVA took several days of advanced computer courses ... Interpreting chief STEPHANIE VAN REIGERSBERG met with a representative of the European Union to discuss its computer program for assigning interpreters.

*Office of Overseas Schools:* CARL

BENTZ, regional education officer for East Asia, participated in a session of the Institute on Special Educational Needs, sponsored by the East Asia Regional Council of Overseas Schools, at the Taipei American School. The institute attracted 100 educators from 17 schools in the East Asia region. Discussions were on dyslexia, language disorders, learning disability, attention-deficit disorders and parenting of special-needs students in overseas schools. This was the first institute on special education in the region ... In its effort to increase the availability of advanced-placement courses in overseas schools, the office mailed information on programs, on institutes for teachers and on the advanced-placement international diploma ... Overseas-assisted schools were invited for the ninth year by the Mathcounts Foundation to participate in its 1995 National Mathcounts competition, in Washington, April 27-30. Participants were PRADYUMA SIDDARTHA and SIDDARTHA SEN, international school of Manila; STANLEY SONG, Taipei American school; and GABRIEL VERRET, American embassy school in New Delhi. The team's coach, ELIZABETH BENEFIEL, a graduate of the Foreign Affairs Spouses/Teachers Training Program, is now a teacher at the school in New Delhi.

**Office of Safety, Health, and Environmental Management:** Safety-training-for-overseas-posts visits were made for the first time to three Africa posts—Abidjan, Bamako, and Niamey ... DAVID NEEDHAM and EILEEN VERITY conducted a training seminar in Miami on hazardous materials management for Latin American posts and post safety officers ... KEN DOOLAN responded to the Federal Aviation Administration and the post's concerns over indoor air quality in Brussels ... REGINA McCLELLAND attended a training class on ergonomics and its application to office, as well as industrial, operations. □

## Foreign Buildings Operations

The deputy assistant secretary for foreign buildings operations, JEROME F. TOLSON JR., briefed ambassador-designate PETER TOMSEN, Armenia, on the status of the chancery project and post requests for improvements at the ambassador's residence ... He met with ambassador-designate ELIZABETH RESPOLIC, Gabon, to discuss plans to lease a new ambassador's residence ... He reviewed with Ambassador MARC GROSSMAN, Turkey, the status of projects for Ankara and Istanbul ... He traveled to visit projects in Singapore, Hong Kong and Tokyo ... The acting director of project execution, JOSEPH T. SIKES, discussed with ambassador-designate JENONNE WALKER, Czech Republic, the status of the proposed sale of the ambassador's residence and other property issues. □



## AFRICAN AFFAIRS

**Office of the Assistant Secretary:** Assistant Secretary GEORGE E. MOOSE gave the keynote address at a Howard University conference on ethnicity in world politics, April 7 ... He participated in a meeting between national security adviser ANTHONY LAKE and the Zambian president during the President's visit, April 9-10 ... He departed April 21 for Rwanda and Burundi, on his way to the African/African-American Conference in Dakar, Senegal.

Principal deputy assistant secretary EDWARD BRYNN spoke on U.S. policy toward Africa at the University of North Texas, April 7 ... He gave a speech at the Fletcher School



ANTANANARIVO, Madagascar—Henriette Ralalaharisoa is honored on her retirement by Ambassador Dennis P. Barrett. She is a former "Foreign Service National of the Year."

ANTANANARIVO, Madagascar—At presentation of "Marine Security Guard Detachment of the Year" award, left to right: Sebastian Kuncik, Paul Douville, David Vazquez, John Coggin, chargé Howard Perlow.

of Diplomacy, April 27, "Beyond Nation States: Liberia, Rwanda and Zaire as African Case Studies." ... Deputy assistant secretary PRUDENCE BUSHNELL traveled to Senegal, Guinea and Mauritania to meet with U.S. and government officials, April 4-17 ... Deputy assistant secretary REGINA BROWN met with the Senegalese commerce minister, April 11, and the Nigerian finance minister, April 26 ... She accompanied Mr. Moose to Senegal.

**Office of Central African Affairs:** Director ARLENE RENDER traveled to Burundi and Zaire, March 20-April 1. In the light of the crisis in Burundi, she curtailed her visit after having helped oversee the voluntary departure of dependents from Bujumbura ... On April 21 she traveled to New York for a meeting of the Rwanda operational support group ... Zaire desk officer TORENCE P. McCULLY accompanied Mr. Moose on a visit to Kenya, Rwanda, Burundi, Congo, the Central African Republic and Coté d'Ivoire.

**Office of the Executive Director:** The bureau had its award ceremony on April 13, hosted by Mr. Moose in the conference room. Outstanding and Excellent Performance Certificates were presented to ADA ADLER, MELANIE BIXBY, TONIE BRENT, VERLENE BROWN, ANNETTE BUSHELLE, JANIS COOK, MARGARET DECQUIR, THELMA DeVAUGHN, ROGER ERVIN, KENNETH FISHER, CHARLES GRECO, JANICE GROSS, LORI HART, KAREN JOYCE, LINDA LIPSCOMB, KATHLEEN MOODY, YANNA PERKINS, JOANN RICE, DWIGHT SAMUELS, NANCY SERPA, ROBIN SMITH, JUDITH SPROUSE, MARY SWANN, JEWELL THOMAS, MARY L. THOMAS, ELLEN TYDINGS and BEVERLY WILEY ... A Superior Honor Award went to KEVIN C. AISTON, with a meritorious step

increase for his performance during the Rwanda and Burundi tragedies in 1993-94 ... MARTIN G. BRENNAN received a Superior Honor Award for his formulation and execution of U.S. policy toward Angola, 1993-94; he was commended for the negotiation of the Lusaka protocol ... DENNIS B. HANKINS received a Superior Honor Award for his conception and conduct of the 1993-94 Angola peace negotiations ... MARY E. HAYES received a Superior Honor Award with a meritorious step increase for her diplomatic and consular achievements during the unrest in Lesotho. Beginning in January last year, the bureau said, she was a key participant in development of the U.S. diplomatic strategy to restore Basotho democracy, and she helped design and execute Embassy Maseru's plan to protect the American community. Her performance was under the pressure of incipient civil war ... JOYCE E. LEADER received a Superior Honor Award for promoting U.S. objectives in democratization and human rights, in addressing humanitarian crises, in quality analysis of political and social issues, and for bringing the American community out to safety ... DAN MOZENA received a Superior Honor Award for his contribution to U.S. security goals ... DAVID SHINN received a Superior Honor Award for his "stamina, personal courage and skill in mastering the details and providing the steady leadership required to put our Somali policy back on track, and in retaking high ground for America in alleviating human suffering and encouraging a negotiated, peaceful settlement after years of armed conflict." ... Length-of-service awards: SUSAN KEOGH-FISHER, TERRENCE P. McCULLEY, 10 years; JANIS D. COOK, PHILIP HUGHES EGGER, REED J. FENDRICK, 20 years; STEVENSON McILVAINE, 25 years; CHARLES S. GRECO, 30 years.

**Office of East African Affairs:** Director Shinn reviewed complex humanitarian emergencies, April 9-11, during "Emerald Express '95" at Camp Pendleton, Calif., hosted by the First Marine Expeditionary Force and the Bureau of Intelligence and Research ... Together with Somalia/Djibouti desk officer TED ANDREWS, he attended a lessons-learned conference on Somalia at Princeton, April 21-22 ... Mr. Shinn spoke about the Horn of Africa to 45 high school honor students representing the American Freedom Association of Greensboro, N.C., April 26 ... On April 7 he was awarded the "National Alumnus of the Year" award by the Community College International Scholastic Society Phi Theta Kappa, at its convention in Chicago ... Sudan desk officer JOE FISHBEIN spoke to a group from the Washington Seminar, April 7, on developments in Sudan ... STEVE SCHWARTZ, temporarily assigned to work on the Greater Horn of Africa Initiative, participated in a symposium on preventive diplomacy at Johns Hopkins School of Advanced International Studies, April 7-8. □

## CONSULAR AFFAIRS

**Front Office:** Assistant Secretary MARY A. RYAN, accompanied by KEN HUNTER and WILLIAM CAMP of Passport Services, visited the Philadelphia, New York and Stamford Passport Agencies, May 3-4.

**Overseas Citizens Services:** LESLIE ROWE, director, Office of Children's Issues, addressed a conference of the Joint Council on International Children's Services, April 18, at the Vista Hotel in Washington, on the topic of international adoption ... From April 19-23 BARBARA DeROSA, Office of Children's Issues, was in Leavenworth, Wash., to participate in the Northwest Coalition of Missing Children Investigators and Professionals' symposium.

**Visa Services:** Deputy assistant secretary DIANE DILLARD participated in a consular employees overseas workshop in Istanbul, Turkey, March 27-31, for Foreign Service nationals and, April 3-7, for Foreign Service officers. The workshop was organized by the Foreign Service Institute, for European and Near East Asian posts. Also participating from Consular Affairs was GEORGIA ROGERS, director of American citizens services; PAT BUTENIS, Visa Services; and PABLO BARREYRO, Fraud Prevention Programs ... Mr. Barreyro reviewed antifraud programs in Athens, Tel Aviv, Jerusalem and Cairo ... ANTOINETTE S. MARWITZ, director for field support and liaison, Visa Office, participated in the third round of Cuban migration review talks, in New York, April 18-19 ... While in New York, she lectured at an immigration law class at Fordham University Law School on the Department's role in immigration ... She conducted training for information officers from the Immigration and Naturalization Service, at the Federal Law Enforcement Training Center, Artesia, N.M.

**Fraud Prevention Programs:** SHELLEY JOHNSON provided antifraud training to inspectors from the Immigration and Naturalization Service, April 10-13, at the Federal Law Enforcement Training Center, Glynco, Ga. Similar training was provided by KEVIN OVERSTROM, April 26.

**Office of Public Affairs and Policy and Coordination:** RICHARD WILLIAMS has retired as director of the office after 30 years in the Foreign Service. □

## Money quiz

**Q—How safe are my U.S. savings bonds?**

**A—They're backed by the full faith and credit of the U.S. Government. If lost, stolen, mutilated or destroyed, they will be replaced free on request—and will bear the original issue dates.** □

## DEMOCRACY, HUMAN RIGHTS AND LABOR

On April 3 the bureau hosted a conference in the Dean Acheson Auditorium, "From Early Warning to Rebuilding: Human Rights Policy in the Post-Cold War Era." The conference was cosponsored by the Carnegie Corp., New York, and brought together governmental and nongovernmental participants, academics and journalists. SECRETARY CHRISTOPHER, Ambassador MADELEINE ALBRIGHT, A.I.D. administrator BRIAN ATWOOD, Under Secretary TIM WIRTH, deputy national security adviser SAMUEL BERGER, Assistant Secretary JOHN SHATTUCK and DAVID HAMBURG addressed the conference.

Mr. Shattuck traveled to Colombia, March 21-23, at the invitation of the Colombian minister of defense, to discuss and review programs to promote human rights in the military ... He visited Indonesia, April 11-20, to continue the human rights dialogue with Indonesia's National Human Rights Commission, begun by Secretary Christopher last November. He had discussions with government officials, private individuals, including human and worker rights activists, and representatives of nongovernmental agencies ... On April 24 he addressed the Senior Seminar on U.S. human rights policy ... On April 28 he gave presentations at Stanford and the University of California, Berkeley, on U.S. implementation of the international covenant on civil and political rights.

On March 30 principal deputy assistant secretary NANCY ELY-RAPHEL went to Europe for human rights consultations in The Hague and London ... On April 4 she represented the Department in the Woodrow Wilson Center panel discussion on human rights and international humanitarian law in Colombia ... On March 13 CATHARINE DALPINO attended a conference on civil-military relations and the consolidation of democracy ... On March 15 she spoke at an Overseas Development Council seminar on democratization and market reforms ... On March 24 she spoke at a workshop on "Constituencies for Reform," at the Key Bridge Marriott. On April 7 she spoke at an Army War College seminar.

ALDEN IRONS, acting director, Office of International Labor Affairs, traveled to Pakistan, March 5-10, representing the Department on a three-member interagency delegation for a generalized system of preferences subcommittee, to discuss worker rights issues with Pakistani government and private sector leaders ... On April 19 special adviser YEHUDAH MIRSKY spoke at American University Law School on U.S. policy and the international law of human rights. □

## DIPLOMATIC SECURITY

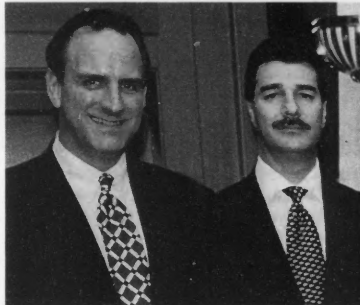
### Diplomatic Security Service

**Office of Protection:** Deputy chief MICHAEL WOODS, Protective Liaison Division, accompanied Deputy Secretary STROBE TALBOTT; the U.S. representative to the United Nations, MADELEINE ALBRIGHT; and a congressional delegation to Haiti during the President's recent visit. Additional security assistance was provided by Mobile Security Division special agents VIDA GECAS, KEITH JACOBSON, DANIEL MEEHAN and JAMES WILLIS.

**Office of Intelligence and Threat Analysis:** JIM DUNNE, BART RAILING, AL HICKSON, PEGGY BROWN and JACK SALATA met with the U.S. Global Strategy Council to discuss political Islam as a global threat, April 5 ... KATHY HENRY, Mr. Dunne and Mr. Salata attended a meeting with members of Pakistan's federal investigation agency and discussed the recent shooting of two U.S. employees in Karachi, as well as the overall threat situation in Pakistan, April 7 ... DENNIS PLUCHINSKY met with academicians from the Paris Institute for Criminology, to discuss terrorism and crime issues, April 7 ... JACKIE JONES attended the U.S./Canadian counterterrorism bilaterals in Ottawa, April 7-9. She briefed the participants on sharing threat-assessment information, as well as the Diplomatic Security role in providing information to the American private sector via electronic bulletin board ... RUSSELL ROSS briefed newly-appointed ambassadors on the composite threat list process, formulation of crime threat levels at posts, and worldwide terrorist and crime trends, at a Diplomatic Security Training Center seminar, April 11 ... He participated in a task force meeting on Russian organized crime, sponsored by the Center for Strategic and International Studies, April 27 ... Office director STEVE COX provided a world threat overview to 85 corporate security directors at the Overseas Security Advisory Council conference sponsored by the Los Angeles Field Office, April 11-14 ... He provided a terrorism briefing to 125 California state and local law enforcement officers at the Los Angeles police academy ... LARRY DANIELE worked at the F.B.I. Operations Center in conjunction with the investigation of the bombing of the Murrah Federal Building in Oklahoma City, April 19-20 ... Mr. Dunne addressed an analysts meeting on the Islamic movement in the Philippines, April 20 ... He met with counterparts from other agencies to discuss the prospects for chemical terrorism, April 21 ... ANDY CORSUN briefed 120 members of the Overseas Security Advisory Council, in New



BOSTON, Mass.—At 17th annual Asian organized crime conference, first row (left to right): Jim Hess (Immigration and Naturalization Service), Steve Iverson and Tom Cummings (Bureau of Diplomatic Security Boston Field Office), Mike Olson (Miami Field Office), Tony Bell (Boston Field Office). Back row: Kevin Overstrom (Consular Affairs), Scott Farquar (San Francisco Field Office), Bob Eckert (regional security officer, Taipei), Paul Peterson (regional security officer, Hong Kong), Phil Whitney (Boston Field Office).



MOSCOW, Russia—Regional security officer Robert Franks, right, receives award from American Chamber of Commerce's executive director Peter Charow for his efforts with the American business community.

York, on the security situation in Russia, May 1 ... He briefed 60 European members of the council, in London, on a worldwide threat assessment, May 2. □

### Executive Directorate

**Office of Professional Development:** Development and Training Division staff instructors JIMMY COOMBS, JOHN KONICKI, DAVE BENNETT, RICHARD INGRAM, LINDA KINCER, AL KOBYLANSKI, HAL ORBITS, CHRIS PHILLIPS and GEORGE HERITAGE presented the V.I.P. protection course to 18 law enforcement officers from Tunisia, March 27-April 14. The course was sponsored by the anti terrorism assistance program and is conducted at the Federal Law Enforcement Training Center, Glynco, Ga.

**Office of Administration:** PETER McNEIL, Administrative Services Division, attended the interagency motor equipment advisory conference in Ocean City, Md., April 18-20. □

## EAST ASIAN AND PACIFIC AFFAIRS

**Office of the Assistant Secretary:** Assistant Secretary WINSTON LORD and special assistant PATRICIA HANIGAN SCROGGS traveled to Moscow, Paris and London, April 2-7, to hold consultations with governments and the European Union "troika" on U.S. policies in the Asia-Pacific region ... On April 17-18 Mr. Lord accompanied the Secretary to New York for the nonproliferation treaty conference. During this period, SECRETARY CHRISTOPHER and Mr. Lord met with the Chinese and Japanese foreign ministers and representatives of the Association of South East Asian Nations. Office of Chinese Affairs director DON KEYSER and Office of Japanese Affairs director STEVE ECTON traveled to New York for the meetings ... On April 21 Mr. Lord delivered a speech at Pepperdine University and received a joint honorary doctorate with his wife.

The White House announced the President's decision to nominate principal deputy assistant secretary PETER TOMSEN as ambassador to Armenia. Prior to his departure, Mr. Tomsen addressed the Quad City World Affairs Council in Moline, Ill., on the Pacific community, March 24 ... THOMAS C. HUBBARD became principal deputy assistant secretary of



**BANGKOK, Thailand**—At workshop for administrative and budget and fiscal officers, left to right, first row: Larry Baer, Annie Carter, Lynn Lyons, Mary Martinez, Terry Daru, Jim Basso. Second row: Jose Cao-Garcia, Stan Jakubowski, Chris Runckel,

Warren Gardner, Harry Blanchette, Bob Pons. Thlrdr row: Howard Renman, Bart Flaherty, Robert Hively, Fred Krage, Stan Bigelow, Marshall Atkins. Fourth row: Steve White, Gerry Manderscheid, Bob MacCallum, Russ Morrow, Herb Schulz, Dennis Droney,

Ron Dailey, Landon Carter. Fifth row: Fred Cook, Jim Maher, Pat Hayes, Mike Boorstein, Lew Atherton, Frank Manganiello, Chuck Werderman, Bill Keppler, Dick Megica, Tim Roddy.



**CANBERRA, Australia**—Deputy Secretary Strobe Talbott presents “Foreign Serv-

ice National of the Year” award to Nancy Somlyay.

the bureau on April 3 ... On April 5 he traveled to Pittsburgh to participate in a town meeting sponsored by the Department and the World Affairs Council of Pittsburgh ... On April 7 he participated in trilateral meetings with Japanese and Korean officials in New

York, in preparation for talks in Berlin with North Korean officials ... He made the keynote speech, April 11, at a conference on Korean reunification, sponsored by the Korea Economic Institute and Georgetown University ... He addressed the Asia Society in Wash-

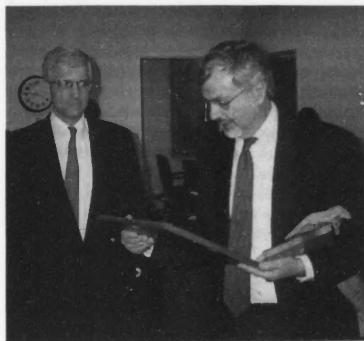
ington, April 13, on “Prospects for Progress in Burma.” ... SANDRA J. KRISTOFF, U.S. coordinator for Asia Pacific Economic Cooperation (Apec), traveled to Singapore for the organization forum’s special senior officials meeting, April 11-12 ... She then joined Secretary of Treasury ROBERT RUBIN for the Asia Pacific Economic Cooperation finance ministers meeting, April 15-16, in Bali.

**Office of Economic Policy:** L. STUART ALLAN, director, represented the United States at the task force meeting for the review of the Asia Pacific Economic Cooperation secretariat, March 6-7, and the organization’s budget and administrative committee’s first meeting, March 8-9, in Singapore ... JOSEPH E. HAYES, deputy director, gave a speech, March 7, to 150 students at the University of Idaho Law Center, on “Asia Pacific Economic Cooperation (Apec) and Its Impact on U.S. Trade in the East Asia-Pacific Region.” ... DUANE E. SAMS, trade and investment coordinator, traveled to Bangkok, Thailand, for the 50th session of the Economic and Social Committee for the Asia and Pacific, April 24-May 1.

**Office for Philippines, Indonesia, Malaysia, Brunei and Singapore:** Members of the office attended a number of business promotion-related events, including an April 25 workshop on doing business in Indonesia, cosponsored by the U.S.-Association of South East Asian Nations council and the General Electric Co. □

## ECONOMIC AND BUSINESS AFFAIRS

Assistant Secretary DANIEL K. TARULLO led the U.S. delegation to the Organization for Economic Cooperation and Development's executive committee in special session, May 9-10, in Paris. Joined by officials from the U.S. trade representative's office and the U.S. mission to the Paris-based organization of industrialized nations, he participated in preparatory work for the group's ministerial meeting. The economic bureau and the Bureau of European and Canadian Affairs pitched in



**OFFICE OF MONETARY AFFAIRS—** Director G. Paul Balabanis receives the John Jacob Rogers Award from deputy assistant secretary Alan P. Larson, on the occasion of his retirement after a 32-year career.

with pre-meeting staff work ... Secretary ARLYNE NELSON took a break from front-office routine to help out at the U.N. World Summit for Social Development, in Copenhagen, March 6-12. She worked on temporary assignment to International Organizations, as part of the support staff for the conference ... ALAN LARSON, deputy assistant secretary for finance and development, cochaired the second meeting on Middle East financing institutions, in Amman, Jordan, April 2. The meeting achieved progress toward the goal of establishing a bank for economic cooperation and development for the Middle East and North Africa.

BRIAN BLOOD, Office of Investment Affairs, traveled to Wellington, New Zealand, April 6-7, for a workshop on foreign direct investment ... He then participated (April 8-11) in Asia-Pacific Economic Cooperation (Apec) discussions in Singapore, on implementation of the Bogor leaders' declaration of common resolve ... BRIAN L. GOLDBECK, Office of Development Finance, served as State's representative on the Treasury-led delegation to the

International Development Association replenishment negotiations, April 24-25, and at the April 27 World Bank Development Committee meeting in Washington.

JAMES R. TARRANT, deputy assistant secretary for transportation affairs, chaired U.S.-British civil aviation negotiations in Washington, April 10-12. THOMAS H. MARTIN, director, Office of Aviation Negotiations, participated in the talks ... CARL C. CUNDIFF, special negotiator for transportation affairs, chaired civil aviation negotiations with the Czech Republic, in Washington, April 17-19 ... Mr. Martin led the U.S. delegation for air transport negotiations with Russia, in Washington, April 19-20, and with the Philippines, in Washington, April 25-28 ... JOHN J. HARTLEY, deputy director, Office of Aviation Negotiations, chaired negotiations on open-skies air-transport agreements with Denmark, Norway and Sweden, in Washington, April 24-26 ... JOAN GRAVATT, Office of Aviation Programs and Policy, participated as a delegate to the International Civil Aviation Organization's Facilitation Division meeting at Montreal, April 18-27, which updated the seven-year old Annex 9 to the (Chicago) convention on international civil aviation.

SURA JOHNSON, Office of Maritime Affairs, represented the Department at a meeting of the Maritime Security council in Berkeley, Calif., where she briefed the group on the Department's efforts to improve security at foreign ports ... STEPHEN M. MILLER, same office, was a member of the U.S. delegation to the World Trade Organization's negotiating group on maritime transport services, in Geneva on April 3-4.

GILBERT JOHNSON, Office of Bilateral Trade Affairs, attended the U.S.-Caribbean Community/Haiti Council on Trade and Investment conference in Bridgetown, Barbados, April 11-12 ... He participated in the U.S.-Korea trade subgroup talks in Washington, April 26-28 ... JONATHAN BEMIS, same office, took part in negotiations with Ukraine on a commercial space launch agreement, April 26-27, in Kiev ... WILLIAM KENDALL, Office of Commodities, as the Government representative, participated in the audit of the International Natural Rubber Organization's New York office, April 19-20 ... MARTA YOUTH, Textile-Trade Policy and Agreements Division took part in talks with India, in Geneva, April 18-19, during which the delegations discussed Indian handloom issues, notification of India's market-access agreement provisions to the World Trade Organization and potential new quotas.

VONYA McCANN, deputy assistant secretary and U.S. coordinator for international communications and information policy, and LESLIE PADILLA of her office joined the U.S. delegation to the second Latin American telecommunications summit in Santiago, Chile, March 27-31. Thirty-two U.S. companies and 10 Latin American countries sent representa-

tives. Ms. McCann spoke on the relationship between the information infrastructure, the Summit of the Americas and free trade and regional integration ... On April 26-27 TIMOTHY C. FINTON, counselor for telecommunications trade, international communications and information policy, attended the sixth meeting of the negotiating group on basic telecommunications of the World Trade Organization, in Geneva. During the week of the meeting, he participated in bilaterals with 25 participating and observing countries. □

## FOREIGN MISSIONS OFFICE

Deputy director HARRY W. PORTER III retired April 28. He was feted at a barbecue by coworkers and will be honored at a ceremony in the Treaty Room. His successor, TOM BURNS, arrived for orientation, April 24-28, and was assigned May 1.

Regional director SANDRA CECCHINI traveled to Boston to attend the monthly meeting of the consuls general, to recognize the relationship between consular missions and the New York Regional Office, May 3-4 ... MURRAY SMITH, New York Regional office, conducted a class on diplomatic motor vehicle licensing, registrations, insurance compliance and violations programs, for supervisory personnel at the Westchester County Policy Academy, April 17 ... BRENDA GOLD, New York Regional Office, traveled to Washington for consultations on property and diplomatic motor vehicles programs, March 29-30 ... The Los Angeles Regional Office hosted its second administrative seminar this year, April 26. Regional director BRENDAN HANNIFFY presided, assisted by TANYA McCAIN and ELLEN FROST, who gave presentations on tax issues. Guest speakers were GINGER BERNARD, deputy chief of protocol, County of Los Angeles, on property tax, and BRITTA TUBBS, Los Angeles County Sheriff's Department, on identification cards ... The San Francisco Regional Office hosted an administrative seminar for the consular community, May 3. Regional director PIERRE FOURNIER presided, assisted by MARY KIMURA BARRETO, in presenting the requirements of tax, customs and motor vehicle programs. Speakers included THOMAS O'BRIEN, U.S. Customs Service; LARRY HORN, San Francisco Office License Permit Bureau, JOHN NEWLIN, Department of Parking and Traffic, and DAVID STILL, Immigration and Naturalization Service ... Mr. Fournier was invited by consul general VLADIMIR GOLUBKOV of the Russian consulate in San Francisco, and consul general GEORGI VLASKIN of the Russian consulate in Seattle, to attend a luncheon April 30, with a

delegation from the State Duma of the State Assembly, headed by IVAN RYBKIN, during their visit of the San Francisco Bay area. In the delegation was VLADIMIR LUKIN, former Russian ambassador to the United States. The delegation planned an official visit to Washington.

**People:** CHRISTINA KOSTYK completed her orientation in Washington before being assigned to the Chicago Regional Office as a part-time receptionist, May 8 ... MOLLY PETERSON, tax program officer, New York Regional Office, departed April 28; her successor, ELLIE LIRIANO, arrived May 1 ... Persons receiving training included SHIRLEY DRUMMOND-EARLY and VICTOR SORIA, Windows Microsoft NT Server course, April 17-21; CYNTHIA KING-WHITMIRE and SHAMIRA MIKHAILOFF, Oracle Procedural Language, April 24-25; CAROLYN PARKER, domestic administrative officers seminar, March 20-24. □

## FOREIGN SERVICE INSTITUTE

**Area Studies:** On March 1 PETER BECHTOLD, chairman for Near East/North Africa, addressed the Civil Affairs Command (352nd) at Riverdale, Md., "The United States and the Middle East." ... On March 30, LANNON WALKER, chairman for African studies, spoke to the Rhode Island World Affairs Council, Providence, on post-cold war foreign policy ... GARY BRANA-SHUTE, deputy chairman of inter-American studies, attended the annual Caribbean security conference in Santo Domingo, Dominican Republic, March 21-23. It was sponsored by the U.S. Atlantic Command. Military and police officials from the region, Canada, the United Kingdom and the Netherlands attended. He went on to spend five days in Haiti consulting with the embassy and the Haitian community-at-large ... On March 31 he presented a paper at the National Defense University conference, "Security in the Post-Summit Americas." The paper was on "Security Issues and Indigenous Groups in the Guianas." ... On April 12 Mr. Bechtold addressed the Fifth Special Forces Group at Fort Campbell, Ky., on "The United States and the Middle East." ... At the end of April he participated in a roundtable at Meridian House, sponsored by the Bureau of Intelligence and Research, on Saudi Arabia ... Mr. Brana-Shute attended the "Cooperative Security in the

Caribbean" conference, jointly sponsored by the U.S. Atlantic Command and the National Defense University, in Miami, at the end of April. He presented a paper, "Democracy and Security in the Caribbean: Anglophone, Suriname, Dominican Republic and Haiti."

**Consular Training Division:** Director PENNY McMURTRY traveled to Istanbul, Turkey, to facilitate two consular training workshops at Embassy Istanbul. The Foreign Service national workshop was conducted March 27-31, and the Foreign Service officer workshop April 3-7. Twenty-one Near Eastern Affairs posts sent representatives.

**Overseas Briefing Center:** Orientations were conducted for the defense attaché spouse training class and the regional security officer class.... TERRI WILLIAMS, family training coordinator, led a panel on "Raising Bilingual Children," in one of the Wednesday evening presentations. Panelists included ALICE RASMUSSEN, HALA BUCK, JANINE BLAND, GLORIA-MARIA GRIMSLEY and JENNY HAMILTON.... CHRISTINE PHAN-EUF presented a Saturday workshop on "Adapting to Life Overseas" ... Preparations are in progress for the October "re-entry" workshop series.... The Overseas Briefing Center said farewell to its spring intern, LIBBY PARKER. □



**FOREIGN SERVICE INSTITUTE—**Participating at the presentation of Distinguished Visiting Lecturer Awards, front row, from left: Anne Imamura, Jonathan

Chaves, Ibrahim Kanja Bah, William Clark, Lincoln Bloomfield, Scott Davis, Oussama Romdhani. Second row: Richard L. Jackson, Peter Bechtold, Margaret Sarles, Richard

Nuccio, Edmond Mulet, Roderic Davison, institute director Lawrence Taylor, Herman Cohen, Frederic Hill, W. Kendall Myers, Hannah Baldwin.



## INSPECTOR GENERAL'S OFFICE

JACQUELYN L. WILLIAMS-BRIDGERS was sworn in as the new inspector general on April 7 ... Deputy inspector general HAROLD W. GEISEL; the assistant inspector general for inspections, CLYDE TAYLOR, and inspection team leaders DAVID SWARTZ and GORDON BROWN briefed the ambassadorial seminar, April 5.

Investigations Division director DENIS SPELMAN attended a meeting of the Federal Computer Investigations Committee in Milpitas, Calif. The committee brings together international law enforcement professionals who specialize in the investigation of crimes utilizing computers. During the meeting, members received presentations from software developers who are providing tools used in the field. Presentations were arranged at the Ames Research Center, Quantum Electronics and Stanford University ... On April 10, WILLIAM N. CRANE, director, Special Operations Division, attended the second meeting of the International Organization on Computer Evidence, hosted this year by the Federal Bureau of Investigation in Baltimore. Mr. Crane serves on the communication committee of the organization, which is supported by the international law enforcement community. Its mission is the development and adaptation of international standards on computer evidence analysis.

DIANE EICKMAN, special agent, Special Inquiries Branch, completed a two-week course on forensic accounting for investigators, at the Federal Law Enforcement Training Center, Glynco, Ga. ... Special agent DONALD HENRIQUE attended a two-week inspector general training course also at the center ... Auditor AMY FOOTE was a panel member for a session on "The Future of Cooperative Education as a Recruitment Tool for Federal Agencies." She spoke on the Office of Audits' experience with the cooperative education program, and the office's plans to use it in the future, at the 12th annual Federal Government Cooperative Education Conference, in Arlington, Va. ... Audit manager KENNIS COMER, Property Management and Procurement Division, spoke in April at the Foreign Service Institute's general services acquisitions course, on problems in contracting overseas.

Inspectors have returned from the winter cycle of inspections. Under the leadership of JOHN McCARTHY, inspectors traveled to Dakar, Bamako, Praia and Nouakchott. Mr. Swartz led a team to Tegucigalpa, San Salvador and Guatemala City. Mr. Brown's team reviewed Kingston, Belize City and Curacao. RICHARD MELTON headed the team to Antananarivo, Dar es Salaam and Kinshasa. DANIEL O'DONOHUE led the team

reviewing the office of the special adviser to the Secretary for the new independent states, and the office of the coordinator for U.S. assistance to the states. ROBERT BARBOUR's team, as a joint team of Inspections and Security oversight, examined Khartoum. A followup review was performed under MARCIA CURRAN's direction on Addis Ababa. □

## INTELLIGENCE AND RESEARCH

Assistant Secretary TOBY GATI took part in the House Permanent Select Committee on Intelligence offsite meeting, March 31-April 1. She joined intelligence community principals in discussions on the future of the community ... Ms. Gati met, with the deputy high commissioner for refugees, SERIGO VIEIRA DE MELLO, to discuss plans for a conference on displaced persons in the former Soviet Union, April 5 ... Along with Ambassador MADELEINE ALBRIGHT, Ms. Gati met with Senator OLYMPIA SNOWE, chairwoman of the Foreign Relations subcommittee on international operations, to discuss U.N. operations in Somalia, April 5 ... On April 7 she met with ambassador-designate ELIZABETH RASPOLIC (Gabon) before the ambassador's departure ... Ms. Gati participated in a discussion on analysis, production and dissemination of intelligence, with the Commission on Roles and Capabilities of the U.S. Intelligence Community, headed by LES ASPIN, April 7 ... She hosted, with the Marine Corps, a two-day conference at Camp Pendleton, April 9-11, on the role of the military in humanitarian crises. Ms. Albright presented the keynote address. Also in attendance were Geographer and Global Issues Office director WILLIAM WOOD and analysts DONALD KRUMM and LEE SCHWARTZ ... Ms. Gati met with Jamaican Ambassador RICHARD BERNAL, on improving peacekeeping and early-warning mechanisms, April 20.

**External Research Staff:** With the International Research and Exchanges Board and the Kennan Institute for Advanced Russian Studies, the staff sponsored a policy forum on ethnic relations in Kazakhstan and Ukraine, April 7, featuring MARTHA OLCOTT, Colgate University, and FRANK SYSYN, University of Alberta ... With regional analytical offices, the staff sponsored conferences on regional economic integration in southern Africa and Saudi Arabia, at the Meridian International Center, April 25 and 27, respectively, a seminar on Macedonia, April 27; a seminar on Algeria, April 28; and a seminar on Central Asia, May 2 ... The bureau sponsored with the American Foreign Service Association a conference, May 2, on "World Trade in Services: A New Agenda to Ensure Continuing Expansion." These seminars and conferences aim to facilitate the interchange of experience

and ideas between outside experts and U.S. officials. □

**Office of East Asia and the Pacific:** Korean analyst KEN QUINONES gave a presentation on North Korea to 300 participants at the annual convention of the United Methodist Church's global ministries, in New York, April 3 ... He presented a paper on North Korea at a workshop, April 13-15, sponsored by Claremont-McKenna College, Los Angeles ... On April 24 Australia analyst KATHERINE KERR attended a colloquium on new directions in Australian strategic and defense policy, sponsored by the Australia-New Zealand Studies Center, at Pennsylvania State University ... Japan analyst TOM STEELE attended the April 24 seminar on Japan's public policy process, at the Library of Congress' Japan Documentation Center ... Vietnam analyst DOROTHY AVERY participated in an April 25 symposium on the fall of Saigon and on Vietnam, hosted by the Discovery Channel ... Senator JOHN MCCAIN gave the luncheon address, on normalizing relations with Vietnam ... Intelligence operations specialist WILLIAM STEWART attended the April 25 Internet training demonstration in the Office of Information Services.

**Office of The Geographer and Global Issues:** LEO DILLON judged the Maryland state geography bee at Montgomery State College, April 7.

**Office of Analysis for the Near East and South Asia:** WAYNE WHITE, division chief for North Africa, the Arabian Peninsula, Iraq and Iran, visited Bahrain, Kuwait, Saudi Arabia, Oman and Yemen, March 23-April 11, for consultations ... GREGORY AFTANDILIAN, analyst, traveled to Emory University, Atlanta, where he spoke, March 30, on Egyptian politics to an undergraduate class on "Islam and Politics" ... He gave a lecture: "Where is Egypt Headed?"

**Office of Analysis for Inter-American Affairs:** Director ROBERT O. HOMME and the deputy assistant secretary for analysis, THOMAS FINGAR, visited Mexico City, Buenos Aires and Santiago, February 27-March 10, for consultations with posts, politicians, government officials, private-sector representatives and nongovernmental organizations ... Middle America-Caribbean Division chief DAVID G. SMITH attended a briefing at the Carnegie Endowment, March 8, on immigration legislation before Congress ... Mr. Smith organized the "Conference on Latin American Migration: The Foreign Policy Dimension," March 17, at Meridian House, featuring over 15 participants and nearly 100 attendees ... South America Division chief RICHARD HOWARD and analyst JOHN BREWER attended a March 27 panel at Georgetown University's Center for Latin American Studies, on "Future Prospects for Western Hemispheric Economic Integration." ... Analyst MONICA ADLER lectured the Andean area studies class at the National Foreign Affairs

Training Center, March 27, on political developments in Colombia and Venezuela ... She attended a conference, April 4, at the Wilson Center, on "Colombia: Human Rights and the Peace Process" ... Mr. Howard represented the Department at the spring meeting of Nato Latin America experts, in Brussels, April 4-5 ... Analyst CARLOS F. MEJIA JR. lectured at the National Foreign Affairs Training Center, April 20, on Argentina and Paraguay. □

## INTERNATIONAL ORGANIZATION AFFAIRS

**Front Office:** On April 12 Assistant Secretary DOUGLAS J. BENNET held a briefing on "The United Nations at 55," at the Foreign Press Center ... He participated in the Model U.N. of the Far West, in San Francisco, April 19-20. On April 24 he traveled to Geneva, Switzerland, for the Geneva Group consultative-level meetings ... Before returning to Washington, he stopped in Bonn, Germany, for consultations on U.N. issues ... Deputy assistant secretary MELINDA KIMBLE participated in a panel on "Empowering Women in the Global South: Toward Beijing," at American University, April 12 ... She attended the American Assembly program on "The United Nations System," in Harriman, N.Y., April 20-23.

**Office of Technical and Specialized Agencies:** NEIL A. BOYER, director for health and transportation programs, served on the U.S. delegation to meetings of the governing council of the International Agency for Research on Cancer, in Lyon, France, April 27-28, and the World Health Assembly, in Geneva, Switzerland, May 1-12 ... BETSY L. ANDERSON, director for industrial and communication programs, served on the U.S. delegation to the governing body of the International Labor Organization, in Geneva, March 20-April 7 ... HENRY F. WEBB served on the U.S. delegation to the session of the program and budget committee of the U.N. Industrial Development Organization, in Vienna, April 24-28.

**Office of U.N. Political Affairs:** Director JOSEPH SNYDER traveled to New Delhi to participate in U.S.-India policy consultations with Under Secretary PETER TARNOFF, April 3-4. He went to Vienna for consultations after that ... Deputy director ANN KORKY spoke on U.S. participation in U.N. peacekeeping, at the University of Indiana Southeast, March 27 ... NICHOLE TUCKER joined the office in early April.

**Office of Economic and Social Affairs:** JEFFREY DeLAURENTIS participated in the 50th annual session of the U.N. Economic Commission for Europe, in Geneva, April 3-7 ... Deputy director JOHN McGUINNESS participated as a member of the U.S. delegation

to the third annual meeting of the Commission on Sustainable Development, in New York, April 11-28 ... ALICE MOORE participated as a member of the U.S. delegation to the session of the Commission for Social Development, in New York, April 17-20 ... WARD BARMON participated in the 51st annual session of the Economic and Social Commission for Asia and the Pacific, in Bangkok, April 24-28.

**Office of International Development Assistance:** RALPH BRESLER, director, and CAROL FULLER, U.N. Children Funds desk officer, attended the second regular session of the Unicef executive board in New York, March 20-23 ... LISA BOBBIE SCHREIBER HUGHES, chief, Agricultural Development Division, attended the Food and Agriculture Organization's 13th session in Rome, March 27-31 ... Director Bresler and HELEN LA LIME, chief, Economic and Humanitarian Assistance Division, attended the U.N. Development Program/U.N. Fund for Population Activities executive board meeting (second regular session) in New York, April 3-7 ... WALTER MANGER, deputy director, attended the 15th session of the U.N. Commission on Human Settlements, in Nairobi, Kenya, April 24-May 5.

**Office of Policy, Public and Congressional Affairs:** JOSEPH DICKIE has joined the office staff. His primary responsibility is public affairs' outreach coordination. He also serves as the bureau's backup press officer ... TERESA M. WOOD has been accepted to participate in the Office of Personnel Management's new leader program. This is six months' training to develop leadership skills.

**Office of the Executive Director:** LA TRICIA A. BANNISTER transferred from the National Foreign Affairs Training Center to the office ... YANNA D. PERKINS transferred from the Bureau of African Affairs to the office.

**Global Conference Secretariat:** Deputy assistant secretary Kimble joined the U.S. delegation to the U.N. Commission on the Status of Women meeting in New York, March 15-April 7. This meeting also functioned as the preparatory committee meeting for the U.N. Fourth World Conference on Women, to be held in Beijing in September. The chairwoman of the U.S. delegation was Ambassador MADELEINE K. ALBRIGHT, and the deputy chairwoman and director of the delegation was MARJORIE MARGOLIES-MEZVINSKY. VICTOR MARRERO, U.S. representative to the U.N. Economic and Social Council, and BISA WILLIAMS-MANIGAUULT, U.S. mission to the United Nations participated in the meeting. Accompanying Ms. Kimble were Global Conference Secretariat director THERESA LOAR, staff members KATHLEEN HENDRIX, SHARON KOTOK, MARY CURTIN and JEFFREY MEER, and the officer-in-charge of social issues, Office of Economic and Social Affairs, MARGARET POLLACK. Staff assistant LYCIA SIBILLA and secretary REGINA RHEA joined the delegation.

**Office of Peacekeeping and Humanitarian Operations:** APRIL S. KANNE traveled to Bahrain, Kuwait, the United Arab Emirates, Saudi Arabia and Oman, March 8-15, as part of a technical briefing team on Iraq sanctions. She briefed Gulf government officials and posts on the diversion of Iraq sanctions-busting vessels in the Gulf, and informed them of U.N. sanctions committee procedures ... ANNE PFORZHEIMER joined an interagency mission to Georgia, to observe U.N. peacekeeping operations there, April 25-May 4. □

## LEGAL ADVISER'S OFFICE

CONRAD K. HARPER, the legal adviser, attended a meeting of the Permanent 5 legal advisers in London. He was accompanied by BRUCE C. RASHKOW, assistant legal adviser for U.N. Affairs ... Mr. Harper spoke at Georgetown University Law School, on international law and American foreign policy.

HALLEY D. COLLUMS, attorney-adviser, Office of Inter-American Affairs, traveled to New York for talks with Cuban officials on implementation of the September migration agreement ... RONALD J. BETTAUER, assistant legal adviser for international claims and investment disputes, and STEPHEN D. McREARY, attorney-adviser, same office, met with government officials in Bonn to discuss settlement of claims relating to Nazi persecution ... SEAN D. MURPHY, attorney-adviser, same office, was a member of the U.S. delegation that traveled to New York for the meeting of the North American Free Trade Association committee on alternative dispute resolution ... ROBIN J. FRANK, attorney-adviser, Office of Economic Business and Communications Affairs, served as the U.S. representative to the legal ad hoc working group meetings of the Organization of American States' Inter-American Telecommunication Commission.

VANESSA A. LAIRD, attorney-adviser, Office of Oceans, International Environmental and Scientific Affairs, attended the amendments group meeting for the London convention ... GILDA BRANCATO, attorney-adviser, Office of Special Functional Problems, presented legal demarches to government officials in Oslo, Helsinki and Tallinn, for full value-added-tax exemptions for U.S. embassies and personnel in those countries.

**People:** Joining the bureau was SALLY RIDER, attorney-adviser, Office of International Claims and Investment Disputes. □

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## LEGISLATIVE AFFAIRS

Deputy assistant secretary DEAN CURRAN accompanied House International Relations Committee chairman BEN GILMAN (R.-N.Y.) and 10 other House members on an April 18-29 factfinding mission to Ireland, Northern Ireland, Italy and Israel, and for semiannual meetings in Brussels with members of the European Parliament.

Senior legislative management officer WAYNE E. MIELE and DAN SHAPIRO, foreign affairs legislative assistant to Senator DIANNE FEINSTEIN (D.-Calif.), conducted a panel on April 12 for participants in the Foreign Service Institute executive-congressional relations seminar, on effective relations between the administration and the Congress.

PETER YEO has joined Legislative Affairs as a legislative management officer handling the Near Eastern and South Asian affairs portfolio ... JACKIE GREITZ has departed the bureau to join the Office of East African Affairs, Bureau of African Affairs. □

## NEAR EASTERN AFFAIRS

*Office of the Assistant Secretary:* Assistant Secretary ROBERT H. PELLETREAU spoke at the Washington Institute's 10th-

anniversary dinner and symposium, in the Department, April 4 ... He attended the April 5 meeting between PRESIDENT CLINTON and Egyptian President HOSNI MUBARAK ... On April 3 he participated in SECRETARY CHRISTOPHER's meeting with President Mubarak ... He attended the April 5 ribbon-cutting at the Sabbagh room at Georgetown University's Center for Christian-Muslim Understanding ... On April 6 he testified before the House International Relations Committee, on the Middle East ... He accompanied Secretary Christopher to New York, April 17-19, for the opening of the conference on the nuclear nonproliferation treaty review and extension ... He traveled to Boulder, Colo., April 26, to deliver a speech on U.S. Middle East diplomacy, to a conference on the Middle East sponsored by the International Research Center for Energy and Economic Development ... On April 27 he discussed U.S. policy on the Middle East with participants in a meeting of S.R.I. International's Washington International Corporate Circle ... Deputy assistant secretary TONI VERSTANDIG traveled to Paris, April 25-28, to attend a meeting of the ad hoc liaison committee on assistance to the Palestinians. .

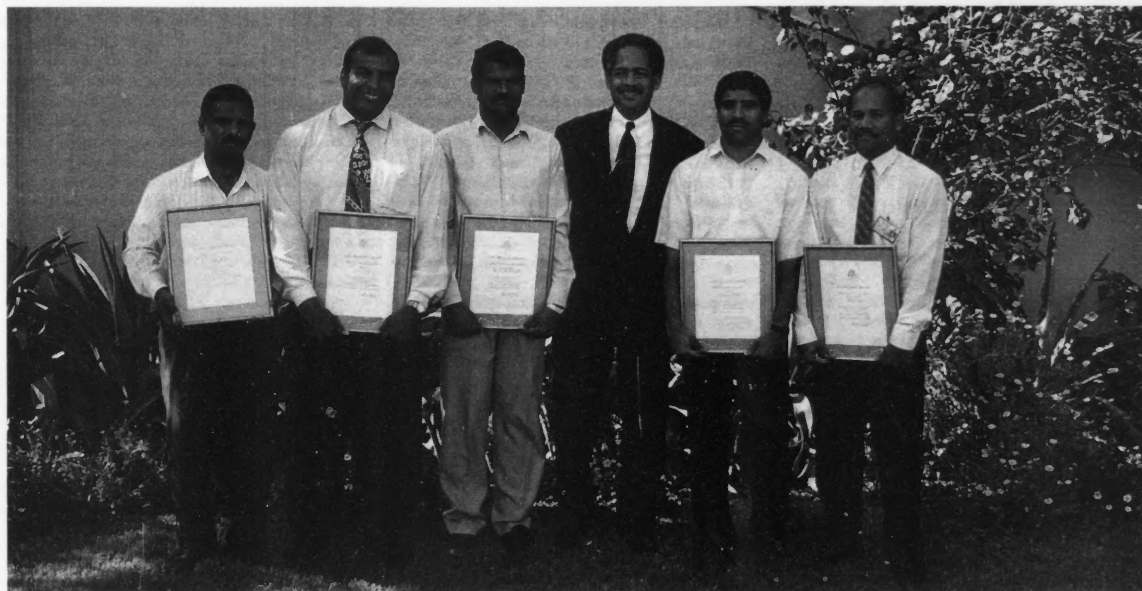
*Office of Arabian Peninsula Affairs:* Director MARGARET DEAN moderated a conference on Saudi Arabia, at Meridian International Center, April 27 ... On April 3 Kuwait desk officer ROBERT SILVERMAN

DOHA, Qatar—At safe-driving award ceremony (left to right): Sunny Tholath, Zaki Fouda, E.V. Moideen, Ambassador Kenton Keith, Mohammed Kutty, Abdulla Kutty.

spoke on U.S.-Gulf relations to graduate student fellows of the National Council on U.S.-Arab relations.

*Office of Egyptian Affairs:* Director RICHARD JONES and economic officer DAVID JENSEN attended the inaugural meeting of the U.S.-Egypt Presidents' Council, along with Under Secretary JOAN SPERO and Commerce Secretary RON BROWN. Afterward, the group gathered in the Roosevelt Room at the White House for a joint meeting with President Clinton and President Mubarak ... Deputy director FRANK URBANCIC participated in the foreign affairs leadership seminar ... Political officer PAUL MALIK traveled to Cairo for country familiarization.

*Office of Israel and Arab-Israeli Affairs:* On April 5 Director DONALD K. BANDLER briefed the chairman of the House International Relations Committee and other members traveling to Israel ... Mr. Bandler traveled to Germany, April 8-11, to address an international conference on the Middle East peace process, hosted by the Atlantik-Bruecke and the American Jewish Committee ... Deputy director RICHARD ROTH spoke to an April 11 meeting of the U.S.-Israel science and technology commission, on bilateral relations and the Middle East peace process ... Political officer KENNETH JARRETT spoke on U.S.-Israel relations and the peace process, April 5-6, to delegations from Hadassah ... Political-military officer JOHN FENNERTY discussed the political/military situation in the Middle East with the Zionist Organization of America, April 5 ... He addressed a delegation from Hadassah, April 26, on the subject ...



Economic officer ANNE BODINE traveled to Paris, April 25-28, to attend a meeting of the ad hoc liaison committee on assistance to the Palestinians.

**Office of Maghreb Affairs:** On April 13 director STEPHEN W. BUCK spoke to a National War College alumni conference, on the Algerian crisis and U.S. policy.

**Office of Northern Gulf Affairs:** Desk officer ANGELA DICKEY gave a presentation on Iraq to the Washington branch of the American Association of University Women ... She discussed Iraq with students from Miami University participating in a model Arab League summit.

**Office of Regional Affairs:** Director RICHARD LeBARON traveled to Bern and Brussels, April 19-21, to consult on the work of the steering group of the peace process' multilateral negotiations, and to carry out semiannual talks with the European Union "troika" Middle East working group ... Science and technology special assistant CHUCK LAWSON visited Israel, Gaza, the West Bank and Jordan, March 25-April 5, for consultations with Israeli, Palestinian and Jordanian officials on the multilateral water and environment working groups, and to project ideas for the Amman economic summit ... He attended the April 4 Jordan Rift Valley steering committee meeting in Amman, Jordan ... On April 12 he briefed a foreign policy class from American University on the work of the water and environment working groups ... The special adviser for nuclear affairs, LIBBY WARD, and political officer SCOTT MCGEHEE accompanied Mr. Pelletreau to New York, April 17-19, where they conducted consultations on the nuclear nonproliferation treaty review and extension, with Middle Eastern officials ... On April 5 the special assistant for the Middle East peace process, MARK J. HERZBERG, attended a planning meeting of the multilateral refugee working group in Paris ... The peace process special assistant, FREDERICK W. AXELGARD, led the U.S. delegation to the April 4-6 operational basket meeting of the multilateral arms control and regional security working group, in Antalya, Turkey. □

## OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS

The special representative to the U.N. Commission on Sustainable Development, MARK HAMBLEY, and ROBERT PRINGLE, director, Office of Ecology and Terrestrial



**BELIZE CITY, Belize—Rob Merrigan accepts Meritorious Honor Award for environmental reporting and special projects from Ambassador George Bruno.**

Conservation, led the working-level U.S. delegation to the third session of the U.N. Commission on Sustainable Development, in New York, April 10-28. The deputy assistant secretary for environment and development, RAFE POMERANCE, participated. They were assisted by STEPHANIE CASWELL, Office of Ecology and Terrestrial Conservation, and ROBERT FORD and GEORGE HERRFURTH, Office of Environment Policy, who participated as advisers on the U.S. delegation. Assistant Secretary ELINOR G. CONSTABLE attended the ministerial-level segment, which was led by A.I.D.'s BRIAN ATWOOD.

KAREN GALLEGOS, foreign affairs officer, Office of Global Change, attended the second conference of the parties to the Inter-American Institute on Global Change Research, in Rio de Janeiro, Brazil, April 26-28.

LARRY L. SNEAD, director, Office of Marine Conservation, led the U.S. delegation to the fifth session of the U.N. conference on straddling fish stocks and highly-migratory fish stocks, March 27-April 12, at U.N. headquarters in New York. He was accompanied and assisted by WILLIAM E. DILDAY, senior Pacific affairs officer, same office.

ANNE KEATLEY SOLOMON, deputy assistant secretary for science, technology and

health, led a multi-agency U.S. delegation to the biennial U.S.-Italy science and technology review in Rome, May 11-12. Participants discussed cooperative activities and joint projects in physics, biomedicine, information technologies and space exploration ... She led a multi-agency U.S. delegation to the annual U.S.-Finland science and technology review meeting, at the Smithsonian International Center, Washington, May 16. Participants discussed cooperative activities and joint projects in environmental issues, energy, Arctic cooperation, minerals and mining, agriculture and forestry. □

## PERSONNEL Medical Services

Personnel consulting in Medical Services included nurse practitioner ELAINE LEACH, who accompanied a patient from Seoul ... Regional medical officer ELWYN HASSE visited during home leave, prior to his assignment to the Miami Regional Center ... Physician assistant ART BROKSAS consulted, on home leave from Manila ... Nurse practi-

tioner EDNA (MICKEY) McGUIRE visited, on personal leave in Washington ... Former medical director EBEN (DUSTY) DUSTIN and his wife visited the staff ... Regional medical officer DWIGHT BABCOCK visited here prior to his retirement ... ESTHER ROBERTS, associate director of mental health services, consulted with staff at the London regional medical center. Dr. JOHN BEAHLER, Quality Improvement, performed a medical survey trip in Riyadh ... Regional medical technologist and former director of laboratory services JACK BRIGGS retired after 28 years of Government service ... Dr. Babcock retired after 25 years with the Department. □

## POLITICAL- MILITARY AFFAIRS

On April 18 deputy assistant secretary MARTHA C. HARRIS and MICHAEL DIXON participated in a roundtable on export controls, sponsored by the Presidential Advisory Board on Arms Proliferation Policy.

**Office of Defense Trade Control:** On April 17-18 Mr. Dixon, NANCY MEYER and TERRY DAVIS participated in a training seminar on export controls for government officials from Albania and Latvia.

**Office of Defense Relations and Security Assistance:** The Gulf States action officer, Captain RIC MAYNE, Navy, accompanied deputy assistant secretary FRANCES COOK to Qatar for political-military talks, April 20-24 ... JOE BOWAB traveled to Panama, April 2-7, for security assistance talks with the U.S. Southern Command ... He traveled to Germany, April 22-26, for talks with the U.S. European Command ... Latin America action officer BOB LUACES attended the annual strategy symposium hosted by National Defense University and the U.S. Southern Command, in Miami, April 24-26.

**Office of Chemical and Biological and Missile Nonproliferation:** A U.S. interagency delegation, led by Director VANN H. VAN DIEPEN, met with Russian officials in Washington, April 10 and 13, to discuss missile nonproliferation issues ... On April 24 and 28 Major TIM WILLIAMS spoke about the missile technology control regime to trainees in the ballistic missile technology proliferation course ... On April 27 EVANGELINE MONROE, Lieutenant SUE COLLINS, BLOSSOM PERRY, SHEILA BELEW and Mr. Williams, with KEN PEOPLES of the Defense Trade Control Office, simulated a missile technology export control group meeting for visiting Swedish export control officials, and discussed U.S. export control and missile technology control regime policies and initiatives ... On May 9 Lieutenant DEBRA KRICKORIAN was to speak at the Baltimore Council Foreign

Policy symposium for Secondary School Students, on nonproliferation and arms control as part of national security in a new world order ... Mr. Williams was to leave the office in May after a long tour of duty.

**Office of Arms Control Implementation:** Officers TOM McCUDDEN and ALVIN STREETER participated in the on-site inspection agency's start treaty orientation training course, April 10-14 ... Deputy director HARVEY LAMPERT retired at the end of April. □

## POPULATION, REFUGEES AND MIGRATION

PHYLLIS E. OAKLEY participated in a joint Department/Marine Corps exercise on humanitarian and peacekeeping operations, at Camp Pendleton, Calif. ... She addressed the Commission on Immigration Reform and chaired a meeting on reproductive health for refugees and displaced persons ... Senior deputy assistant secretary BRUNSON McKINLEY presented remarks on "Humanitarian Intervention," at the special operations and low-intensity conflict symposium hosted by the Department of Defense ... He hosted events for SERGIO VIEIRA DE MELLO, head of policy planning for the U.N. high commissioner for refugees, and HENRIK OLESEN, director, Intergovernmental Consultations on Migration, Geneva ... He addressed the Washington World Affairs Council on "Refugees as Immigrants." ... Deputy assistant secretary CHARLES L. SYKES attended a conference in Cambridge, Mass., hosted by the World Peace Foundation, on "Nongovernmental Organizations, Early Warning and Preventive Diplomacy."

Acting population coordinator ELLEN MARSHALL spoke at the American Association for the Advancement of Science meeting on human population, and at the Washington Women's Forum ... Special adviser JUDY MAYOTTE addressed the model U.N. conference in San Francisco ... DOUGLAS HUNTER, director, Policy Office, attended the "open society" meeting of the U.N. high commissioner for refugees' conference on migration in the former Soviet Union ... He and DEANNA ABDEEN attended international meetings and held consultations with international organizations in Geneva ... TERRY RUSCH, director of refugee admissions, visited Kenya and South Africa ... She participated in the U.S./Cuban migration talks in New York.

DON SHEMANSKI, program officer for the former Yugoslavia, and KATHERINE PERKINS, Policy Office, monitored refugee assistance projects in Croatia and briefed the U.S. mission in Geneva on their visit ... Ms. Perkins attended a meeting on administration

and finance ... CARLA NADEAU and JAN FINNEY monitored headquarters offices of World Relief, the Lutheran Immigration and Refugee Service, the Hebrew Immigrant Aid Society and the International Rescue Committee, in New York, and the Immigration and Refugee Services of America in Washington ... ANITA BOTTI, BETSY FITZGERALD and AMY NELSON visited New York to monitor Church World Service, the Domestic and Foreign Missionary Society and U.S. Catholic Conference headquarters offices ... Ms. Botti and Jan Finney monitored resettlement activities in Orange County, Calif. ... Ms. Fitzgerald and Ms. Nadeau monitored resettlement programs in Santa Barbara and Los Angeles. □

## PUBLIC AFFAIRS

**Office of Public Communication:** On April 13 public affairs officers N. STEPHEN KANE and ANITA STOCKMAN addressed the fourth annual Federal Depository Library Conference in Arlington, Va. They spoke about Department information resources, including the Department of State Foreign Affairs Network on InterNet. They received certificates of appreciation from the Government Printing Office, sponsor of the event.

The office released a brochure, "Conserving Energy and the Environment," for Earth Day activities on April 24. It reaffirms the Department's commitment to making the earth energy-efficient and environmentally sound. The brochure was drafted by public affairs officer DIANA WESTON, and edited, designed and produced by public affairs officer JUANITA ADAMS. ... Office secretary DOROTHY JACKSON traveled to New York, April 14-19, as part of the advance team for the Secretary's trip to the nonproliferation treaty ministerial ... The bureau welcomed student intern AMY WILDER from the University of Georgia, who is to receive a degree in public relations. She is splitting her internship between the Office of the Historian and the Office of Public Communication.

**Office of the Historian:** JAMES E. MILLER, historian in the General and European Division, participated in a three-day conference at the University of Connecticut on "Italy and America, 1934-1944." The conference, April 21-23, focused on the social and cultural significance of the liberation of southern Italy at the end of World War II ... The professional staff of the office held a meeting with the C.I.A. history staff and other members of the C.I.A.'s Center for the Study of Intelligence, April 13, at the center's office in Rosslyn. Steps toward closer cooperation were explored.

**Office of Press Relations:** The staff welcomed student intern LINDSEY HALL, a senior from the University of Minnesota in

Minneapolis. She is majoring in political science.

*Office of Intergovernmental Affairs:* JANICE SETTLE managed a program involving Sister Cities International, in the Department, March 31. She was assisted by staff member CAROLYN FLEMING. Attending were 80 guests from throughout the nation, including U.S. mayors representing the organization board, the advisory council and state coordinators. PETER SCHOETTLE (Policy Planning Staff member) opened the morning program with an overview of foreign affairs issues, including a defense of the foreign affairs budget. Sessions on trade and economic initiatives in the western hemisphere and Asia followed, with speakers CARMEN SUROBREDE (Bureau of Inter-American Affairs' senior adviser on trade) and L. STUART ALLAN (Bureau of East Asian and Pacific Affairs' Office of Economic Policy). A buffet luncheon in the Exhibit Hall concluded the group's visit to the Department.

DUSTY KREISBERG arranged for the assistant secretary for African affairs, GEORGE MOOSE, to meet with Colorado Mayor WELLINGTON WEBB in Denver ... She scheduled an appointment for the deputy assistant secretary for African affairs, REGINA BROWN, with San Francisco's director of international trade and development ... At Ms. Kreisberg's initiative, PETER KAESTNER, Office of Ecology and Terrestrial Conservation, who was in Minnesota on treaty negotiations with Canadian officials, met with St. Paul's director of economic development, and spoke at Macalester College about career possibilities at State for science students ... In ongoing outreach with the Office of the Coordinator for Business Affairs, Ms. Kreisberg created an opportunity for senior coordinator DAVID RUTH to meet National Association of State Development Agencies officers during their Washington conference. □

## SOUTH ASIAN AFFAIRS

*Office of the Assistant Secretary:* As April began, Assistant Secretary ROBIN L. RAPHEL was accompanying HILLARY RODHAM CLINTON on her March 24-April 6 South Asia trip ... While in Bangladesh, April 2-4, Mrs. Clinton and Ms. Raphael met with President ABDUR RAHMAN BISWAS and Prime Minister BEGUM KHALEDA ZIA. In Sri Lanka, April 4-5, Ms. Raphael accompanied Mrs. Clinton in her meetings with President CHANDRIKA BANDARANAIKE KUMARATUNGA and Prime Minister SIRIMAVO BANDARANAIKE ... During Pakistani Prime Minister BENAZIR BHUTTO's official visit to the United States, Ms. Raphael participated in the April 11 working lunch hosted by PRESIDENT CLIN-

TON, and attended the dinner that evening hosted by VICE PRESIDENT GORE ... She attended a ceremony at the National Building Museum at which numerous U.S.-Pakistani commercial agreements and a science-and-technology statement of intent were signed in the presence of Ms. Bhutto ... Ms. Raphael briefed Karachi evacuees in the Department, April 12 ... She traveled to the Central Command at MacDill Air Force Base, Tampa, for consultations with military officials, April 19 ... She attended a tea in honor of SONIA GANDHI at the White House, hosted by the first lady, April 21 ... She met with Sri Lankan presidential envoy GAMINI L. PEIRIS and accompanied him to his meeting with Under Secretary PETER TARNOFF, April 24 ... Ms. Raphael, accompanied by Afghanistan desk officer RONALD K. McMULLEN, traveled to New York, April 25, to discuss Afghan policy with U.N. officials and to detail the U.S. position on the nuclear nonproliferation treaty to South Asian permanent representatives ... On April 27 she met with a delegation from Afghanistan, including M. MASOUD KHALILI, A. WALI MASOUD and YAR MOHABBAT ... She delivered remarks that evening at the Asia Society's annual dinner ... She attended a lunch hosted by Indian Ambassador SIDDHARTHA SHANKAR RAY in honor of visiting Finance Minister MANMOHAN SINGH, April 28.

Deputy assistant secretary TIMOTHY M. CARNEY and Mr. McMullen briefed Congressman DANA ROHRBACHER and staffer PAUL BEHREND, who were on their way to Peshawar to look into the Afghanistan situation ... On April 5, as acting assistant secretary, Mr. Carney met visiting Pakistani Prime Minister BENAZIR BHUTTO on her arrival at Andrews Air Force base. He attended elements of her program in Washington over the following week ... Mr. Carney lunched separately with visiting U.N. High Commission for Refugees officials SERGIO VIERRA DE MELLO and JEAN-MARIE FAQOORI, to discuss refugee policy in South Asia ... He and his wife hosted Ambassador to Bangladesh DAVID MERRILL, who was home on consultations beginning April 29 ... Senior adviser STEPHEN A. RICKARD accompanied the under secretary for economic and agricultural affairs, JOAN E. SPERO, on her trip to India, April 6-13 ... Following the India portion of the trip, he met with government officials for consultations in Kathmandu and Colombo.

*Office of India, Nepal, Sri Lanka, Bhutan and Maldives Affairs:* Director RONALD D. LORTON conducted semiannual consultations on South Asia with the European Union "troika," in Paris, and consulted with the French government and Embassy Paris, April 3-4 ... He attended Pakistani Prime Minister Bhutto's April 8 speech at Princeton ... He and deputy director RONNIE D. WOODY helped brief Goodyear representatives at a meeting in the Department, April 11 ... He

participated in a roundtable addressed by the former Indian Army chief general, at the Carnegie Endowment for International Peace, April 20 ... He attended the inaugural dinner of the Rajiv Gandhi Foundation at the National Building Museum, April 21 ... Senior India desk officer BRADY KIESLING gave a talk on Indo-U.S. relations, to the U.S.A.-India Foundation and the Network of Indian Professionals, in New York, April 22 ... India desk officer ANDREW YOUNG accompanied Under Secretary Spero and Mr. Rickard to India as part of the delegation to relaunch the U.S.-Indian Economic/Commercial Subcommittee in New Delhi, April 10-13 ... Mr. Young helped coordinate Ms. Spero's debriefing of the India Interest Group, the National Association of Manufacturers and the U.S.-India Business Council, April 25.

*Office of Pakistan, Afghanistan and Bangladesh Affairs:* The U.S. ambassador to Pakistan, JOHN C. MONJO, and his wife were in the United States, April 2-15, in connection with Prime Minister Bhutto's April 5-14 visit to Washington, New York and Los Angeles ... Mr. Monjo spoke on U.S.-Pakistan relations at an April 4 breakfast hosted by the Asia Society. Pakistan desk officer KRISHNA R. URS attended ... He and Mrs. Monjo, office director LEE O. COLDREN, deputy director CHRISTOPHER W. WEBSTER, Pakistan/Afghanistan desk officer JOHN F. HOOVER and Mr. Urs attended the April 6 ceremony at which numerous U.S.-Pakistan commercial contracts and a statement of intent on science and technology cooperation were signed, as well as the reception that followed, hosted by Ms. Bhutto ... Mr. Hoover participated in the U.S.-Pakistan energy roundtable, April 10 ... Mr. Monjo attended Senator BARBARA A. MIKULSKI's breakfast for Ms. Bhutto, as well as the meeting with members of the House Appropriations and International Relations Committees ... He participated in the prime minister's meetings with the President, the Secretaries of Defense, Commerce and Energy, the U.S. trade representative and acting secretary PETER TARNOFF ... He and Mrs. Monjo attended the Vice President's April 11 dinner in honor of Prime Minister Bhutto ... Mr. Coldren and Mr. Urs briefed foreign diplomats, April 12, on the Bhutto visit ... Mr. McMullen spoke on Afghanistan to participants in the Foreign Service Institute's South Asia area studies course ... Mr. Coldren participated in the April 30 symposium hosted in Newport Beach, Calif., by the Committee for Peace in Afghanistan and International Orphan Care.

*Office of Regional Affairs:* From April 1-11 director MARK FITZPATRICK accompanied Under Secretary Tarnoff in his meetings with Indian officials in New Delhi; he also visited posts in India and Pakistan ... From March 20-April 14 MELVIN SPENCE served on the Strategic Management Initiative task force on overseas presence and representation. ■

# O B I T U A R I E S

**Patrick W. Brennan**, 61, a retired Foreign Service officer, died in Silverdale, Wash., on April 22.

Mr. Brennan joined the Service in 1960 and was assigned to Benghazi. In 1964 he became transportation officer in Athens. He was administrative officer in Aden City, 1965-67. Next, he was general services officer in Dublin, 1967-71, and Kinshasa, 1971-73. In 1973 he became consular officer in Sydney. He was posted to Johannesburg, 1978-81, and Tel Aviv, 1981-84. In 1984 he became passport affairs officer in Vancouver. He served as consular officer in Manila before retiring in 1990.

Mr. Brennan was born in Seattle on September 6, 1934. He attended Pasadena College. After State, he served as a senior intern in the Washington state legislature. His survivors include his wife, Jean, of Silverdale, a daughter, a son and a brother. □

**Elizabeth A. Carrier**, 75, a retired Foreign Service specialist, died in Clearwater, Fla., on April 6.

Ms. Carrier joined the Service as a secretary in 1964 and was posted to Santo Domingo. After an assignment as accounts assistant in Montevideo, she became disbursing officer in Quito in 1970. Next, she was a budget officer at the Foreign Service Institute, 1971-73. In the latter year she became budget and fiscal officer in Paris. She served as an administrative officer at the embassy there before her retirement in 1979. Her survivors include a daughter, Catherine, of Clearwater. □

**Angier Biddle Duke**, 79, an ambassador to four different countries who also served twice as chief of protocol, died in Southampton, N.Y., on April 29.



**Mr. Duke (1962)** joined the Foreign Service in 1949 and became second secretary and consul in Buenos Aires. He was a special assistant to the ambassador in Madrid, 1951-52. In the latter year he was appointed to his first ambassadorship, in San Salvador, at the age of 36. Mr. Duke served as president of the International Rescue Committee and as vice president of Care before returning to Government

service as chief of protocol in 1961. In that capacity, he assisted in the planning of President Kennedy's state funeral.

His duties also included protecting African diplomats from racial discrimination, and he was an early proponent of equal rights for minorities. He supported fair-housing measures in the District of Columbia and, in 1961, he resigned a 20-year membership in Washington's Metropolitan Club when the club refused to admit blacks. "It would be inconsistent with my duties, being the link between the diplomatic corps and the administration, to remain a member," he said. After a black diplomat from Sierra Leone was denied seating in a restaurant in Hagerstown, Md., later that year, the diplomat was invited back to the city as the mayor's guest, at Mr. Duke's insistence, and the restaurant was desegregated.

In 1965 Mr. Duke was appointed chief of mission in Madrid. After briefly serving as protocol chief again, he was named ambassador to Denmark in 1968. He was commissioner of civic affairs and public events for the city of New York, 1974-76, then chairman of the New York State Council on Ethnic Affairs, 1979. He held his final ambassadorship, as chief of mission in Rabat, 1979-81.

Mr. Duke was born in New York on November 30, 1915. He attended Yale. During World War II he served in the Army and the Air Force in North Africa and Europe. He leaves his wife of 33 years, Robin Chandler Lynn, a daughter, three sons, a stepson, a stepdaughter, a brother and five grandchildren. □

**Richard C. Dunbar**, 59, a retired Foreign Service officer, died of a heart attack in Annapolis on April 8, one week after his retirement. He was the husband



of former Foreign Service secretary Judy Dunbar, who had served as community liaison officer in Tel Aviv and Bangkok. Mr. Dunbar joined the Service in 1959 and was assigned to the Chicago Passport Office. Later that year he became a communications clerk in Jakarta. Next, he was an administrative assistant in Santiago de los Caballeros, 1962-64. After a posting to Ciudad Juarez,

he served as consular officer in Wellington, 1969-72, and Madras, 1972-74.

In 1974 Mr. Dunbar became passport and citizenship officer in Seoul. He was consular officer in Brisbane, 1976-79, then a systems analyst in the Department, 1979-81. In 1981 he became a division chief in the Visa Office. He was deputy director of visa affairs in Bangkok, 1984-86, then chief of the visa affairs unit in Tel Aviv, 1986-89. In the latter year he was assigned to the consular bureau's executive office. He had worked in the Office of Information Management since 1990, most recently as chief of the Combined Bureau Data Processing Center. He held two Meritorious Service Awards.

Mr. Dunbar was born in Tacoma on May 25, 1935. He attended Seattle University. During World War II he served in the Army airborne infantry in Germany. He was buried with military honors at Arlington Cemetery on April 19, at a service attended by his former coworkers. In addition to his wife of 33 years, he leaves two daughters, two sons, a sister and two brothers. The family suggests contributions to the Washington Library of the Blind or Physically Handicapped, 821 Lenora Street, Seattle, Wash. 98129. □

**Barbara Gomes**, 45, a secretary in the Office of Foreign Buildings Operations, died of a stroke at Alexandria Hospital in Virginia on April 10.



**Ms. Gomes** began her tenure in the Administrative Management Division in 1991. The following year she became a secretary in the Program Management Division, a position she held until her death. She had won a performance award for her work in the Department.

Ms. Gomes was born in Acushnet, Mass., on August 26, 1949. Before State, she worked as an administrative assistant for computer firms, as an activities director for the Fairfax County Department of Recreation and as a private investigator. She served as a volunteer for the Alexandria (Va.) Police Department's crime-solver program, and she won a community service award from the Alexandria Kiwanis.

Her survivors include her parents, Louise and Manuel Alphonse, of Fairhaven, Mass., and a brother. □

**Leo Wheatley Garvey**, 79, a retired Foreign Service officer, died at Suburban Hospital in Bethesda, Md., on April 28.

Mr. Garvey began his career in the Department in 1940 as an appointment clerk. In 1944 he became a recruitment and placement officer. After working as an administrative officer in Washington, he was posted to Tangier in 1951. He served in Tokyo, 1953-55. In the latter year he returned to the Department as an organization and methods examiner. Next, he was administrative attaché in Port-au-Prince, 1959-62. In 1963 he was posted to San Jose. After a final tour in Caracas, he retired in 1966.

Mr. Garvey was born in Alexandria, Va., on December 22, 1915. After State, he worked as a management technician at the Kennedy Space Center and later as a property manager for Weaver Bros. in Washington before retiring again in 1983. His survivors include his wife, Isabel, of Rockville, Md., a daughter, two sons, seven grandchildren and a great-grandson. □

**Miryam B. Hirsch**, 65, mother of Daniel M. Hirsch, administrative officer in Tashkent, died of heart disease and cancer at Sibley Memorial Hospital, Washington, on April 2.

Ms. Hirsch had accompanied Abraham M. Hirsch, her husband from whom she was later divorced, on postings to Sri Lanka, Afghanistan and Vietnam. After their divorce, she cofounded and chaired the group that became known as Displaced Foreign Service Spouses, which lobbied for 17 years for health, retirement and other benefits for divorced spouses of Foreign Service officers.

Ms. Hirsch was born in Bremen on July 5, 1929. The daughter of a German rabbi, she emigrated to the United States in 1939 after a group of American rabbis obtained the release of her father from the Nazis. In addition to her work with the spouses, she published articles and short stories, lectured on foreign affairs and Jewish issues and practiced as a literary agent, heading MBH Associates. She was co-author of the book "How to Write an Uncommonly Good Novel." In addition to Daniel, she leaves another son, a daughter and four grandchildren. Her

family suggests contributions to the American Cancer Society or to Hadassah. □

**Kyle B. Mitchell Jr.**, 85, a retired Civil Service employee and Foreign Service officer at State, died in Winter Park, Fla., on April 20.

Mr. Mitchell began his career in the Department as an administrative officer in 1947. The following year he became an executive officer in the Office of Information and Educational Exchanges. He held similar positions in the Facilities Management Division and the Bureau of Security and Consular Affairs, 1952-54. In 1955 he became administrative officer in Phnom Penh. Next, he served as assistant director for management at the Foreign Service Institute, 1960-62. In the latter year he became counselor for administrative affairs in Manila. He was a personnel officer in the Department, 1964-65. In 1965 he became executive director of the Bureau of East Asian and Pacific Affairs. He served as a Foreign Service inspector in Washington before his retirement in 1970.

Mr. Mitchell was born in Alabama on February 19, 1910. He served in the Army during World War II. Before State, he worked as an administrative assistant at the Department of Agriculture. His survivors include his wife, Sarah, of Winter Park. □

**Ravon Parker Jr.**, 49, a fraud program coordinator at the New York Passport Agency, died of a heart attack in New York on April 22.



Mr. Parker

Mr. Parker began his tenure at the passport office in 1984. He worked as a passport examiner there until 1991, when he was promoted to fraud coordinator. He held five performance awards for his work and a certificate of appreciation from the Drug Enforcement Administration.

Mr. Parker was born in New York on November 9, 1945. He received a bachelor's from Touro College. He served in the Army, 1964-66. Before State, he had worked as a community services aide for the New York Department of Health and as a caseworker at the Astor Home for

Children. A memorial service attended by Mr. Parker's coworkers was held at Epworth Methodist Church, New York, on April 27. His survivors include his wife, Rebecca, of New York, his parents, two brothers, a sister and three sons. Condolences may be sent to 773 Concourse Village East, Apartment 10A, Bronx, N.Y. 10452. □

**Betty Rex-Petersen**, 75, a retired Foreign Service specialist, died in Tucson on March 23.



Ms. Rex-Petersen

Ms. Rex-Petersen joined the Service in 1946 and became a telephone operator in Copenhagen. After working as a clerk-typist, she became a travel officer in Bonn in 1955. Later she was a general services assistant at the post. Next, she was administrative assistant in Nuevo Laredo, 1959-64. In the latter year she became procurement and supply officer in Buenos Aires. She served as general services officer in San Salvador before retiring in 1971.

Ms. Rex-Petersen was born in Pittsburgh on December 23, 1919. After State, she served on three committees that support the Tucson Symphony Orchestra, and on the board of the Arizona School of Music. She leaves no survivors. □

**Armando A. Salcedo**, 76, a passport examiner at the Miami Passport Agency, died of cancer in that city on March 31.

Mr. Salcedo joined the passport office in 1987 and worked there until his death. He earned a cash award for his performance.



Mr. Salcedo

Mr. Salcedo was a native of Cuba who received a bachelor's from the Georgia Institute of Technology. Before State, he worked as an electrical engineer in Saudi Arabia, Brazil, Puerto Rico and Cuba.

A mass attended by his coworkers was held at St. Patrick's Catholic Church,



Miami, on April 1. His survivors include his wife, Ursula, of Miami, two daughters and four sons. □

**John Kirby Simon**, 33, a Foreign Service officer at the American Institute in Taipei, died there of accidental carbon monoxide poisoning on April 14. Mr. Simon joined the Service in 1992. After training at the Foreign Service Institute, he performed consular work in Taipei until his death.



Mr. Simon

Mr. Simon was a native of New York. He earned a bachelor's from Yale. He also attended Harvard and the Sorbonne. Before State, he worked as an intern at the U.N. Educational, Scientific and Cultural Organization in Paris, as a legal assistant at a law firm in New York, as an English teacher in Barcelona and as a freelance journalist in Afghanistan and Pakistan.

His survivors include his parents, John and Claire Simon, of New Haven. □

**Carole S. Smith**, 53, who was a former Foreign Service "Secretary of the Year," died of lung cancer at George Washington University Hospital, Washington, on April 8.



Ms. Smith

Ms. Smith joined the Service in 1978 and was posted to Islamabad. After a tour in Yaounde, she became secretary to the deputy chief of mission in Nicosia in 1981. She was posted to Quebec, 1984-86, then

Brasilia, 1986-87. In the latter year she was assigned to the commercial section in Maputo.

Ms. Smith served in Kinshasa, 1991-93, where she earned the secretary's award for her efforts during a period of violent unrest in Zaire. Ambassador Melissa Wells said at the time: "Her workdays sometimes exceed 15 hours and, on many occasions, she slept and ate in the embassy. In 14 months she did not

take a single day of sick leave. What is even more remarkable is that after her work at the office she still had enough zest to boost the morale of her colleagues by organizing outings and dinners. She gave unreservedly of her goodwill, humor and friendship."

After her tour in Kinshasa, Ms. Smith worked as a secretarial rover in the Africa bureau from 1993 until her death. She was a native of Englewood, N.J., who attended El Camino and Los Angeles Junior Colleges. Before State, she worked as a secretary for the T.R.W. Corp. and as an administrative assistant for the Los Angeles Sheriff's Department and Criminal Justice Planning Board. In addition to the secretarial award, she held the Superior and Meritorious Honor Awards and an Award for Valor. Her survivors include her father, Harold Smith, of Englewood, and a sister. □

**Henry Taft Snowden**, 82, a retired aviation official at State, died at his home in Washington on April 29.

Mr. Snowden began his career at the Department in 1950 as a foreign affairs officer. Later that year he became assistant chief of the aviation policy staff. He was named chief of the Aviation Policy Division in 1964. In 1972 he became air attaché in London. He retired as a division

chief in 1976.

Mr. Snowden was born in Sewickley, Pa., on November 3, 1912. He earned a bachelor's from Yale. Before State, he worked as a manager for Pan American Airways in Portugal and Brazil. His survivors include his wife of 54 years, Nancy, of Washington, a daughter and a son. □

**Harry Raymond Zerbel**, 74, a retired Foreign Service officer, died in Fort Lauderdale, Fla., on February 8.

Mr. Zerbel joined the Service in 1946 and was assigned to Paris. After a posting to Ciudad Trujillo, he served as a personnel officer in the Department, 1952-55. The following year he became economic officer in Barcelona. In 1958 he was named principal officer and consul in Barranquilla. Next, he was economic and commercial officer in Mexico City, 1961-66. In the latter year he became commercial attaché in Santiago. After a final assignment in Washington, he retired in 1972.

Mr. Zerbel was born in Wisconsin on February 17, 1920. He received a bachelor's and master's from the University of Wisconsin. He served overseas in the Army during World War II. His survivors include his wife, Colette, of Fort Lauderdale, and two daughters. ■

—(Continued from Page 45)

Program	June	July	Aug.	Length
Negotiating art and skills (PP 501)	19	—	—	1 week
Political tradecraft (PP 202)	5	10	21	3 weeks
Politico-military affairs (PP 505)	—	—	21	3 days
Workers' rights reporting (PP 504)	1	31	31	2 days ■



BONN, Germany—Foreign Service nationals attend a small purchases/simplified acquisition workshop conducted by the Office of the Procurement Executive. Left to right: *Armen Nikoyan*, Yerevan; *Peter Simonov*, Tashkent; *Aurel Vieru*, Chisinau;

*Isken Sydykov*, Bishkek; *Larysa Potapenko*, Kiev; *Lindija Zemele*, Riga; *George Kahnashvili*, Tbilisi; *Josipa Deronja*, Zagreb; *Andre Bugayev*, Almaty; *Mitja Medic*, Ljubljana; *Eziz Erkeshtiyev*, Ashgabat; *Janna Yunusova*, Dushanbe.

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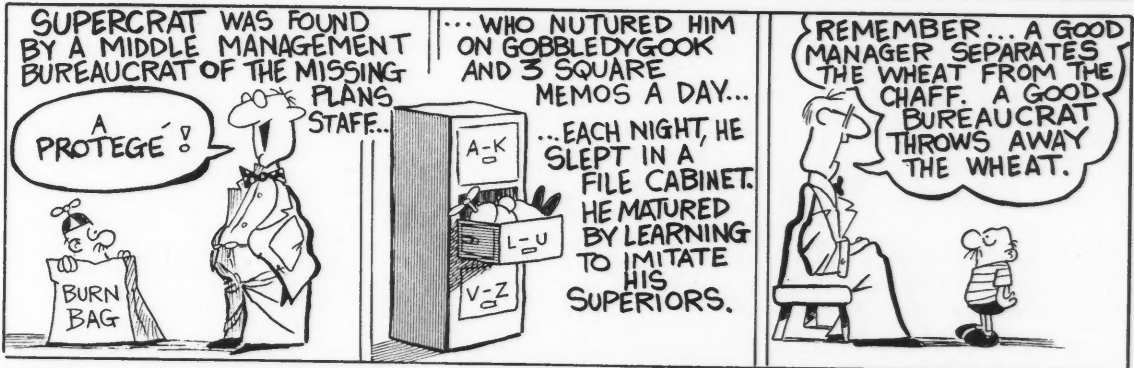
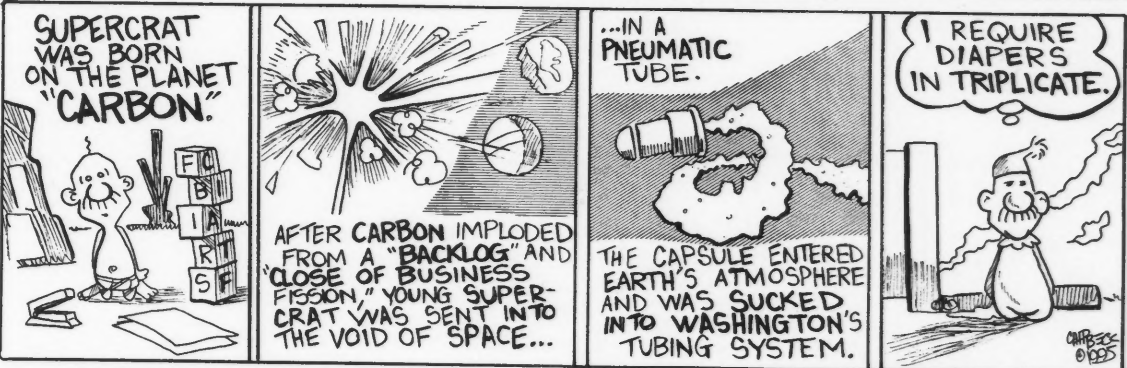
—COMPILED BY ELIANA PARIS HOLMES ■

**SUPERC RAT**

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"A Return to the Days of Yesteryear..."

Supercrat's saga began in 1979. For those not around then, or whose senility dimmed your memory, here is a look at his origins.



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