

State

UNITED STATES DEPARTMENT OF STATE JULY/AUG 1993



**'RE-INVENTING
GOVERNMENT'**



LETTERS

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



Vice President Gore in the Dean Acheson Auditorium. Story begins on Page 2. (White House photo by Callie Shell)

On consular work

WASHINGTON

DEAR EDITOR:

As part of the ongoing lawsuit concerning sex discrimination in the Foreign Service, the class of female Foreign Service officers recently asked the court to hold the Secretary of State in contempt for violating court-ordered injunctions against discrimination against female officers in potential ratings, Superior Honor Awards and consular out-of-cone assignments. The plaintiffs contend that the Department's ongoing discrimination against women in these areas prevent female officers from advancing to the upper ranks of the Foreign Service.

On June 20, the Washington Post ran a story about the plaintiff's recent motion for contempt which stated that I said that a consular job, in which women are more often placed than men, is "mostly administrative and considered less challenging" than political or economic jobs. As one of the attorneys for the class, I would like to make clear that I did not state, and do not believe, that consular jobs are less challenging than political or economic jobs. I believe instead that consular jobs, and the officers who serve in those jobs, are critical to the functioning of the Foreign Service. Consular jobs are certainly as important and serious as any other job in the Foreign Service.

Our concern in the lawsuit regarding the Department's placement of women in consular jobs at a much higher rate than men is that women officers are being stereotyped as more suited to consular work than to political or economic work. Just as women who wanted careers were in the past pushed into teaching or nursing, so are female officers being

pushed into consular assignments. And just as teaching and nursing, highly challenging and important careers, have long been considered "women's work" and thus been afforded less prestige than they deserve, so have consular jobs in the Foreign Service become "women's jobs." We contend simply that female officers should be provided with the same opportunity as male officers to serve in all fields of work.

Sincerely,
ELISABETH J. LYONS □

A plug for periods

KUWAIT

DEAR EDITOR:

"Hey! Where's that Hyphen?" by Gordon Jones (June issue) was a timely article. Although presented in a humorous fashion, let's hope this matter is taken seriously.

While we are trying to improve clarity in writing, particularly in all-caps

—(Continued on Page 57)

State

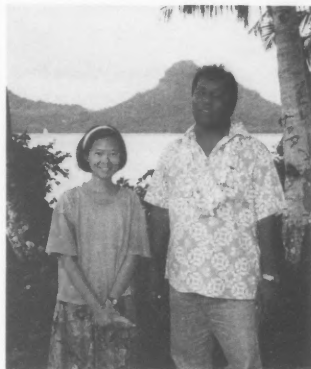
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DEPARTMENT OPERATIONS

Vice President, State employees trade suggestions on 'reinventing government'

Vice President Albert Gore brought his tour of federal agencies into the State Department on May 26, to solicit ideas from employees on "reinventing government." Entering the Dean Acheson Auditorium with Secretary Christopher, he found all the seats taken and employees lining the walls. He began his presentation from a corner of the stage (which was almost wholly occupied by still more employees seated in folding chairs), then moved with the Secretary to the front, where they kicked off a "town meeting"

The Vice President and the Secretary have an audience front and rear.

from two high stools that had been set up for them.

The exchanges between the Vice President and the audience that surrounded him were substantive, though the question-and-answer format wasn't intended to allow for deep probing there into suggestions that were made. Still, judging from the spontaneous laughter and frequent applause, both Mr. Gore and the employees appeared to enjoy the exchanges and to derive guidance from them. For the employees, the guidance came from being exposed to the thrust of Mr. Gore's thinking, and for the Vice President it came when he heard directly from the Foreign and Civil Service officers about their professional concerns.

In the audience were people from State, A.I.D., the Arms Control and Disarmament Agency and at least one person from U.S.I.A. (who prompted laughter by being the only one of that agency to raise a hand). But another U.S.I.A. person checked in with a comment from Lagos, relayed to the auditorium via a U.S.I.A. "Worldnet"

hookup that broadcast the program live to 160 Foreign Service posts, allowing participation by those tuning in from Cairo, Lima and the Los Angeles Passport Office, in addition to Lagos.

A theme frequently sounded by the Vice President was the need for a devolution of authority and responsibility from the upper reaches of the bureaucracy to the action officers down below. It had been only some weeks earlier in that auditorium where that same theme was heralded by Mr. Christopher, who then followed it up with a reorganizational directive that calls for abolishing many deputy assistant secretary and Seventh Floor job slots, to impart more clout to desk officers and those in similar positions.

"Do you feel there are too many layers of management in the State Department?" the Vice President bluntly asked at one point. One reply he got was from Sakae Hawley, the Los Angeles regional passport director. Speaking from there on the hookup, she said: "From micro-management, to the budget process alloca-



tions ... and particularly the F.T.E. (staffing) allocations, there is overcentralization. I think it would be very helpful for the field managers to have a lot more delegated authority in making these decisions. I would like to hear your comments about that."

Another reply: "My name is Buddy Silverman. I'm a civil servant in the State Department, and this is my ninth federal agency. I think the reason there are so many layers of government is because of the process of ranking by position rather than by ranking in person. When you rank by position, you have to create layers to justify a grade, and if you are in a position where you have a high grade, you have to build an empire to maintain your grade."

To Ms. Hawley, Mr. Gore said: "I agree with you, and I think that within the federal Government there is a culture that makes people deathly afraid that somebody beneath them in the hierarchy is going to make a mistake, and that the mistake is going to reflect on the people on up the hierarchy. And high-performing organizations in the private sector have pushed more decision-making authority to the people who are actually doing the work, with the certain knowledge that there will be some mistakes, but with the philosophy that tells them mistakes are an opportunity to learn and to adjust and to grow from the experience."

To Mr. Silverman, the Vice President replied: "Well, the current Civil Service system was created in 1883, and of course it has gone through many changes and evolutions since then. But this basic feature needs to be re-examined. I agree with you."

Chiming in on that same theme from Peru, Edith Houston of A.I.D. said: "Recognizing the importance of attracting and retaining highly qualified professionals in Government service, one of the demoralizing and frustrating aspects is the fact that we are trained to do a job but not allowed the flexibility to carry it out, assume the responsibility, and reap the rewards or be held accountable for our actions. There is little flexibility in the procurement and budgeting process. For example, if a post wants to purchase a P.C. off an existing contract, it must be cleared by three bureaus in Washington,



Vice President Gore greets employees outside the auditorium.

taking an average of seven months before the post receives the equipment."

To which Mr. Gore replied: "Well, thank you for your example. If you want to buy a personal computer, it has to be reviewed by three bureaus in Washington, with an average delay time of seven months? I mean, I must tell you that's better than what some Departments do. (Laughter.) I was at one department a few weeks ago where a procurement order had to pass through 23 separate people before it could be approved. That's nuts ... And people wonder why the American people lose confidence in Government's ability to do the job. Well, federal employees can tell you why. Federal employees can tell you what needs to be changed. And thank you for making that point."

In asking leading questions, the Vice President did not always get the answers he expected. At one point he inquired: "Has anybody here had an occasion near the end of a budget year ...?" He was interrupted by good-natured laughter. Then he added: "Go ahead and raise your hand then. You finish my question first and then tell me the answer."

A reply came from Julee Brand, who heads the Office of Employee Relations in the Bureau of Personnel. Helping the Vice President along, she said: "I think you're going to end your question by saying: 'towards the end of the fiscal year, spend, spend, spend, get rid of it if you've got it because you may not have it next year.'

Right?"

The Vice President asked: "Have you had that happen to you?" "Never!" said Ms. Brand.

This was followed by more laughter and applause.

Brent Schaefer of A.I.D. commented: "Well, I think one thing we can't do much about—maybe not even you in the White House. I would be much in favor of docking the Congress' salaries if they don't get our budgets passed by the end of September. You send up the budgets early in the year and they spend six or seven months working on them. And then the allocations don't get to us until March or April, and then we're supposed to do all our work in the last five or six months of the year. And it makes for terrible use of our personnel. They're sitting around being unproductive the first six months and then they're going into mental shock the last six months trying to get their work done."

And Foreign Service officer Amy Hyatt said: "One of the problems is not just unnecessary spending at the end of the year but some of the restrictions that we're under prevent us from getting the best kind of prices that we can get to purchase the things that are needed by the embassies. For example, embassies overseas are under a furniture freeze. They can't purchase furniture for most of the year until the very end of the fiscal year. At that point, the cheaper sources where we could get our furniture which is needed by the embassy are all closed out.

(White House photos by Callie Shell)



Vice President Gore and Secretary Christopher take more questions after the meeting.

So many of us are forced to buy locally, which if you're in Europe is very expensive. So we wind up buying less, more expensive, and often poorer quality because we can't use the sources—the regional procurement offices—which close out so that we can't use them when we have the money."

"Now, why do they close out?" the Vice President asked.

"Because they have to do their accounting work or whatever, and so there's a date after which they no longer will handle embassy orders."

"What is that date?"

"It's about a month and a half before the end of the fiscal year. But the freeze often doesn't lift until after that date or maybe the same day. And at that point it's too late for us to get our orders in to order from American sources, which are cheaper and better quality. So we're left out in the cold, and we waste more money trying to control the amount of money that these embassies spend overseas on things like furniture purchases."

"Well, thank you. That's a clear description of a problem that sounds to me as if it can be solved."

There were these other exchanges:

Mr. Gore: "Have any of you had problems with the fact that there are essentially two personnel systems here?"

Trudy Bagley, Office of Equal Employment Opportunity and Civil Rights: "What our problems run into is Foreign Service officers who are supervising Civil Service employees—and there's a very big difference between a Foreign Service officer supervising overseas and a Foreign Service officer supervising here in the Department—as well as a dichotomy between the two salaries."

Karen Colstrom, A.I.D.: "The whole federal system is kind of rigid. If you're slotted as a GS-5, 1105 series, and say 1102, which is a different series, comes open, you just can't jump, if you're qualified and talented, to it. The job has to be advertised and paneled. If you need a person in two weeks, from a supervisor's standpoint, there is a body, you can't pay them any more. You can't reward them. So I don't know if you can make a difference, but maybe make the federal G.S. structure a little bit more flexible."

Mr. Gore: "We're certainly trying to do that. One of the things we're finding is that the personnel system is way too rigid and stratified, hierarchical, inflexible, en-

cumbered with too many regulations, and it doesn't allow for the kind of creativity and freedom of movement that high-performing organizations are known for ... But most of our departments and agencies were created during the industrial era and over the years adopted a management structure that consciously mimicked the successful companies of the Industrial Age, which had typically a centralized bureaucracy, a hierarchy of management layers, regulations and procedures that were designed to carefully constrict the freedom of movement of employees, especially those at the bottom of the ladder.

"And, ironically, most large companies in the United States have over the last 10 or 20 years abandoned that kind of management structure and have left the Industrial Age for the what some call the Information Age. And the most successful companies now push decision-making authority down to the individuals who actually have an opportunity to see the changes in circumstances that they have to deal with from day to day, and then they're held accountable over time for results.

"But somehow that management revolution—and some called it the "quality revolution"—just almost com-

pletely bypassed the federal Government. And now it is time to bring those ideas into the government."

Consular officer Betty Swope, Cairo: "One thing I'd like to ask your National Performance Review to look at are the incredibly cumbersome restrictions on use of resources. The Department of State, as you probably know, collects fees for services to many foreign nationals, like immigration visas or notarial services. The Department should be able to retain those revenues, I believe, to reinvest in new technology, research and development, and for training required to provide more efficient service to the public. And this of course, as you just mentioned, is exactly what the private sector does."

Mr. Gore: "Thank you for your suggestion. I think that the idea of allowing offices to retain the fees that are collected as part of the budget for that office deserves consideration, so long as there is accountability for what is done and a careful accounting of all of it."

John Sander, Bureau of Finance and Management Policy: "We spend an awful lot of time arguing with the personnel bureau about the levels of F.T.E. (staffing) usage, and yet there is no consideration for the dollars. And a perfect example of that is, at least 18 months ago, we justified saving perhaps \$100,000-\$200,000 by hiring Government workers to do work that was being done by contractors.

"My first experience with this was at the Foreign Service Institute, when I was responsible for managing million-dollar contracts, and I found that the cost of a junior programmer, his hourly rate was equivalent to the head of the institute.

"Now, that did not make sense, and doesn't make sense today. So, if you want to save money, the President, I believe, could make a decision to abolish F.T.E. ceilings in the Government unilaterally, and we would save thousands of dollars simply because we would be able to manage our resources better."

Mr. Gore: "Do you think that those decisions need to be pushed more towards the offices that are actually doing the work?"

"Absolutely. I believe that at the lower levels is where the work gets done. It's where the people know what to do. And right here in the Department of State the largest resource we have are the



The exchanges prompt laughter—this happened more than once.

people. The cost of everyone's salary is not decentralized to the office or division or branch where it is managed. Therefore, there is no attachment of cost to the activities that people devote their time to. As long as we have centrally-managed salary budgets—and we could change that here in the Department, I'm confident of that—we will not get efficiency by allowing managers to make those decisions as to whether you hire a Civil Service person or you hire a contractor ... I think I speak for a lot of people in this room that they have seen dollars wasted. They have seen jobs done by contractors at two and three times the cost."

Secretary Christopher did not take part in these exchanges, but he had made clear in his introductory remarks his support of the Vice President's efforts, and he earlier issued a message to all State employees that said in part: "I have named a State team, headed by Senior Foreign Service officer W. Robert Pearson to work with the Vice President's task force. The team is to propose measures to accomplish the following: (a) improve how our citizens are treated by the Department and regard its work; (b) save money in Department operations and programs; (c) better the Department's

internal performance; (d) identify activities for which private enterprise competition standards would mean better service to the public; (e) create a framework for long-term and fundamental improvements in how the federal Government serves Americans.

"I have directed the State team to look for ways to decentralize authority and encourage wider participation in the rule-making and policy process. I have asked for recommendations on ways to transfer greater responsibility to mid-level managers in the Department and to ambassadors. The team will seek improved ways to measure individual, office and Department performance based on results accomplished as viewed by the end user ...

"The team will seek input from Department employees in Washington, field offices and posts around the world. Through 'town hall' meetings (including within the Department and at field offices and overseas posts), employee cluster groups and a 'hot' fax number, the team hopes to identify specific actions the Department can take to improve Department operations and reduce costs."

Members of the team, in addition to Mr. Pearson, are Rosalie Dangelo, Office of the Civil Service Ombudsman; Gary A. Grappo, Office of the Counselor; Maura Harty, Consular Affairs; Alphonse LaPorta, East Asian and Pacific Affairs; John D. Long, Bureau of Personnel; Beverly Lovelady, Office of the Inspector General; Kathleen A. Riley, Near Eastern Affairs; Max Robinson, Executive Secretariat; and Harry O. Thomas, Office of the Under Secretary for Political Affairs.

The team has in turn created five cluster groups, whose members are:

Consular operations: Ms. Riley, Nancy Soper, Jim Schwartz, Maura Harty, Wanda Nesbitt and Ed Betancourt.

Financial management: Ms. Lovelady, John Shearburn, Steve Smith, Michele Truitt, Mr. Grappo, Paula Lettice and Lynn Burgener.

Organization: Mr. La Porta, Pat Pattierno, Frederick Armand, Mr. Long, Michael Einik and Joanne Arzt.

People and personnel: Mr. Thomas, Lois Ceccarini, Marsha Taylor, Carol Wzorek, Ms. Dangelo, John Ford, Steven Taylor and Jeanne Sprott.

The fifth group, on business facilitation, was being organized. ■

Shoe-leather Management



Chargé Donald J. McConnell heads out on foot patrol.



Jim Mark makes the rounds on his administrative beat.

DEAR SECRETARY CHRISTOPHER:

Here's a good tip for you from a reporter on this magazine. Just listen:

The next time you hear what all your predecessors also kept hearing, which is that *good management* is what the State Department needs most, you can talk about our embassy in Brussels, Belgium. That'll be your strong suit.

I know this because I just got back from Brussels. And now I can give you some good talking points to use when the people in Congress, at the General Accounting Office, in the Office of Management and Budget—even in the news media—start harping again on this good management stuff.

You can tell them that things do click in Brussels and, by implication, that there are other such entities in the Department, and so maybe these critics ought to quit

generalizing about State and take a fresh look.

If they ask what makes you pick Brussels as such a great example, you can reply something like this: "Well, I've always said that the Department's greatest resource is its people, and it's our people in Brussels—from the chief of mission on top, down to the Foreign Service nationals—who are making that embassy a model that other U.S. Government agencies could well emulate."

I suppose I ought to tell you why I went to Brussels. Then I'll clue you in about the people there, naming names as a good reporter should do. I went because I got a news release from Sherman Funk, the Department's inspector general, which said that Embassy Brussels and Embassy Georgetown in Guyana, as well as the Near East bureau, were the "best managed" entities in the Department last year.

That intrigued me. Having listened over the years to all those jokes about us ("We're going to reorganize the Department." Second person, aside: "Don't we have to organize it first?"), I was curious about what had made Willard DePree's inspection team come to its conclusion about Brussels. I read the team's report, which gave me the substantive stuff and the bureaucratic picture. But there was nothing in there about the people at the post, and we all know that it's *people* who do the managing. What is their special *modus operandi* in Brussels? And how does it account for the finding by the inspectors?

Well, you'll be gratified to learn that the management style there echoes in part what you've been preaching since you returned here as the Secretary of State in January. You've been talking about pushing decision-making and authority downward from the Seventh Floor. In other words, delegating. Or putting it another way, reposing confidence in your troops and giving them the freedom to maneuver.

Here's what I found at Embassy Brussels: the delegating all right, but not only that. In addition, a manner of supervising that can best be characterized as "management by walking around." The chief of mission doesn't sequester himself in his office. Instead, he's almost as likely to be found in the office of someone who reports to him, directly or indirectly. He prowls the building, as time permits.

Two more things: first, the delegating cascades, rolling on from the top boss to the senior officers to the mid-level and junior officers to the Foreign Service nationals—each carving out a lot of bureaucratic space for the person underneath. Second, there's a long history of all this at Embassy Brussels, beginning at least with former Ambassadors Maynard Glit-

(Photos by John F. Boudry)



Ambassador Maynard Glitman.

man and Bruce Gelb (a political appointee) and carrying through to deputy chief of mission/chargé Donald J. McConnell (who has just departed) and to senior officers like Jim D. Mark, head of the joint administrative office, to cite one example.

I can say all this without embarrassment (a good reporter, as you know, starts out with detachment and skepticism) because I interviewed people of all ranks at the post, and from everyone I found myself getting essentially the same story—no exceptions.

Everybody I spoke to was happy to be working at the embassy (this has hardly been the case at other posts I've visited over the years). They spoke well of their supervisors and also of their subordinates—particularly the Foreign Service nationals. They said they were being treated professionally, that they had been given autonomy and broad discretionary authority and that they were exercising it. They added that they were also receiving decisive guidance from above. And, what I found most telling, most of them

said they weren't particularly surprised that the post had been singled out by the inspector general. Rather, it had been their impression all along that they were part of a "well-oiled operation" (a commonly-used phrase).

Here's what one of the political officers, Gillian A. Milovanovic, told me: "I send up a cable, and Don (McConnell) has some thoughts about it. But I don't just get it back with his scribbling on it. Rather, he comes down here to talk about it—which I regard as a deliberate act on his part to reduce the distance between me and the front office. In other words, I don't get his version of the cable disembodied from him and perhaps misunderstood by me. His coming to my office means that the cable is in the discussion mode, and I have an opportunity to state my views. The two of us are fellow professionals.

"It was a great deal the same with Ambassador Gelb. I'd go to his office to brief him, and the briefing would turn into a conversation. Something that I'd say would call to mind a related issue, and then he'd ask me my views on that. We'd get into the larger context, and I personally always found it interesting and helpful to hear



Ambassador Bruce Gelb.

what he had to say, I guess all the more so because he was showing respect for what I had to say."

From Ms. Milovanovic, cascade down. She told me about Teresa Miller, a junior secretary in the political section (now in language training at the Foreign Service Institute): "We were working on the mission program plan, and Teresa was asked to do the typing. In the process, acting on her own,



Teresa Miller, at the entrance to her apartment in Brussels.

she came up with a system that involved the creation of glossaries to simplify the preparation of the plan. We informed the Department about this new system, and now it's being replicated at other posts. The point I want to make is that Teresa, picking up on the general atmosphere here, felt confident about being given the leeway to innovate—that we'd be happy if she did. If she hadn't, we'd have muddled along and the next year we'd have had to reinvent the wheel again. But now we're in the third year of using the system worked out for us by Teresa."



Consular officer *Susan Kempe*, left, with economic officer *John Moran* and political officer *Gillian Milovanovic*.

his walking around. "I guess it's an old habit with me," he replied. "I started doing it when I was a junior staff assistant in the Near East bureau in 1967. My job was to push paper, but it occurred to me that, instead of putting a piece of paper in my out-box, I could walk it over to the person it was going to. I'd do that, and I got to know the bureau and the people in it real well. It turned out to be a productive use of my time.

"But there's nothing unique about that here. I use the stairway instead of the elevator, but so did Ambassador Glitman. You meet your officers and the Foreign Service nationals on the staircase, and you get an opportunity to pause and talk to them about what they're doing. Mike Glitman would say this wasn't just a matter of schmoozing—it had value for the mission. Incidentally, it was good exercise.

"And then came Ambassador Gelb, who also sort of walked a beat. His residence was behind the embassy, so on his way in each

morning he'd stop at various offices to see how things were going. Sometimes we'd have to go find him and pull him away so he could keep an appointment. But there was a message in what he did, which was that he was interested in what his officers and the secretaries were doing and they appreciated the personal attention he gave them. It made them feel important, which they are."

Mr. McConnell told me about a meeting he presided at every Friday morning at 10 (a carry-over from the Glitman days), where staff members of all sections and of whatever rank are welcome. Some 30 to 35 show up for about 45 minutes of information exchange. In addition, the chargé's office door was frequently open. "It's O.K. for someone to wander in," he said. "Of course, there are some who seem to come all the time and others who never do. I suppose they don't feel comfortable doing it. But then I make it a point to go see them when the opportunity arises."

The inspectors, in their report, made much of the fact that Mr. Gelb was but one of three American ambassadors in the Belgian capital. The two others head the U.S. missions to Nato and the

European Communities. Support for all three is provided by "Jazz," the joint administrative services operation headed by Mr. Mark, who works out of the embassy. Mr. Mark was given good marks for playing no favorites, for giving as much attention to the needs of officers at the two missions as at the embassy.

I sat in on his Monday morning staff meeting, which turned out to be a crisp affair lasting 19 minutes (much like Mr. McConnell's country team meeting that I attended afterward). I was struck by how matter-of-fact both proceedings were, with no time wasted on wry comments about personalities or on bashing the Department or Congress. When an announcement was made that still another congressional delegation was about to arrive, I looked around the conference table. There was no rolling of the eyes, no sardonic asides about the work that this would entail for the embassy. In a city with three important U.S. diplomatic missions, the stream of official visitors is a fact of life.

"I don't kid myself about all this," Mr. Mark told me. "I'm in Brussels with my staff because of the diplomatic work that has to be done here. If it weren't for the political, the economic, the consular sections and the two other missions, I wouldn't be here with all these people reporting to me. So our job—and I stress this with my staff—is to provide good service, and to spread it as evenly as we can."

"This tri-mission factor can be a pit of vipers in terms of keeping everybody happy," said personnel officer William F. Loskot. "I had one case recently where a senior officer at one mission was bereft of a servant on his official residence staff—somebody was sick. So he wanted to borrow a servant from another mission where the ambassadorship was vacant. My

difficulty with this was in the precedent that would be set, so I recommended otherwise to Jim Mark.

"What I appreciated is not so much that he backed me—he generally does give me a lot of leeway. It was that he was quick with his decision. That's extremely helpful because it leaves me with time to go on to the next problem. The worst alternative is not to get an answer from your boss, to be put on hold even though the situation itself is not on hold. The key is that Jim's always available. I'm in his office or he pops into mine. You get action that way."

"I see Jim going out the door," said his secretary, Wilma Jene Smith, "and I ask him where he's going. He says: 'I'm going to walk around for a while.' That means he's going to check with his officers on the progress they're making. But he takes a personal interest in them, too. I ought to know—he keeps track of the birthdays and I end up baking the rum cakes."

"That's apart from my job, though. I have plenty to do because Jim has made it clear that I can speak for him in certain situations. The inspection was an example. When the inspectors said they were coming and that we needed to pull together a lot of information for them, Jim said to me: 'You do it.' So I got in touch with everybody on the list and made sure they contributed their portion. It took quite a while to accomplish all this. But Jim never hounded me about it. He knew I was staying on top of what had to be done."

From Mr. Mark, cascade down to general services officer Janet G. Buechel—and beyond. She said: "The Foreign Service nationals are the backbone of this embassy. They're my colleagues, and I'll always ask for their opinions. It isn't productive just to impose



Foreign Service national *Michel Geuens*.

things on them because they'll still be here executing our orders long after we're gone, and they'll do a better job of it if what they're doing makes sense to them."

Michael Geuens, the maintenance manager—a Foreign Service national employee for 25 years—told me: "There was this swimming pool project at the Nato ambassador's residence, and the cost estimate we got from the outside contractor was horrendous. I said to Janet: 'Look, this guy's a crook. I can do the same job with my own staff for far less money.' She believed me—she didn't say: 'Let's go back to the contractor and talk some more.' She and Jim have always shown confidence in me, but the point isn't how I feel personally. I have a staff that needs a challenge every once in a while—some big project, something different. If they say: 'Yes, we'd

like to do it,' it doesn't matter how busy they are with other things. You should let them do it because it motivates them, they'll maintain their skills, they'll feel proud and they won't become bored. We did do the swimming pool, and we saved the United States a large sum of money."

Economic counselor John L. Moran has a different agenda, but he too finds himself dependent on the Foreign Service nationals. "I need someone," he said, "to go into the bowels of the bureaucracy of this ninth-largest trading country and to find me the person I have to speak to. At the same time, I realize that, expert as this sort of assistance is, the nationals can never become chiefs of a section themselves. A junior officer comes along and becomes their boss."

"All the more reason that we



Jim Mark, left, with members of his staff, from left: Janet Buechel, Peter Rice, Harry Blanchette, Wilma Smith, William Loskot, Brenda Schoonover, Harry Olton.

should be sensitive to their concerns. Ambassador Gelb understood this very well. Last summer, he gave a series of five sit-down luncheons at the residence for the entire staff, but including for the first time the nationals as well. The nationals were flabbergasted. When he left, there was one ambassador they genuinely were sorry to see go."

(Earlier, Ambassador Glitman too scored a first by inviting Foreign Service nationals, their spouses and their children to his Christmas parties.)

"I've asked myself," said community liaison officer Mette O. Beecroft, "why we made a hit with the inspectors, and I concluded that we could hardly take all the credit for this ourselves. To a great degree, the post mirrors the country and the quality of the Foreign Service nationals that the country provides to us. The nationals have a work ethic that's



An encounter on the staircase: protocol assistant Elizabeth Chotteau and chargé Donald J. McConnell.



Foreign Service nationals meet with Brenda Schoonover, center, deputy director of administrative services. Others, from left: Hugo Vanderspikken, Jane Parker, Ludovicus Robbroeckx, Michele De Sadeleer, Jean Debroeyer, Marina De Meire, Nenita Whitaker, Michel Geuens.

just superb—they're cheerful and always willing to go that extra mile. So good begets good. Once things start running well, the post develops a reputation and then it's in a position not only to *ask* Washington for good people but to get them."

Consular chief Ernest J. Fischer II put it this way: "Good management is the best insurance against panic." And he told about an incident that, at some other post, might have ended as a horror story. The foreign minister of Belgium, he said, needed a visa to come to the United States on official business. The consular section hadn't received much notice, and it had to act rapidly. With Mr.

Fischer away on other business, the task fell to consular officer Susan E. Kempe. To her dismay, the computer balked at the stage where it was making a name check on the foreign minister.

"That was ridiculous," said Mr. Fischer, "and obviously we had a situation that could have caused us great embarrassment. But when I got back I was told there had been no alarm in the front office. Susan had a task to do, she was a professional and there was confidence in her ability to work it out."

Ms. Kempe recalled the incident somewhat differently. "Of course there was no panic upstairs," she said. "They didn't even know about it, and I saw no need as yet to alert them. This was *my* problem. It was very clear to me that the foreign minister was leaving the next day and I was going to have to get him a visa. There was a glitch in the software but I was going to have

to make it work somehow, in one way or another. There was never any doubt in my mind that I could. Again, the Foreign Service nationals were very helpful. It took us a couple of hours or so, but we did get the computer to work and the visa was issued in time."

Don't misunderstand me, Mr. Secretary. It's not all hunky-dory at Embassy Brussels. There are indeed problems that strong determination such as that shown by Ms. Kempe and good management have not yet solved. The inspection report made findings concerning these, concluding with eight recommendations on how performance could be improved.

But I believe that you have people there who won't feel put upon to the extent that you ask them to do it.

Sincerely,
SANFORD (WHITEY) WATZMAN ■

NEWS HIGHLIGHTS

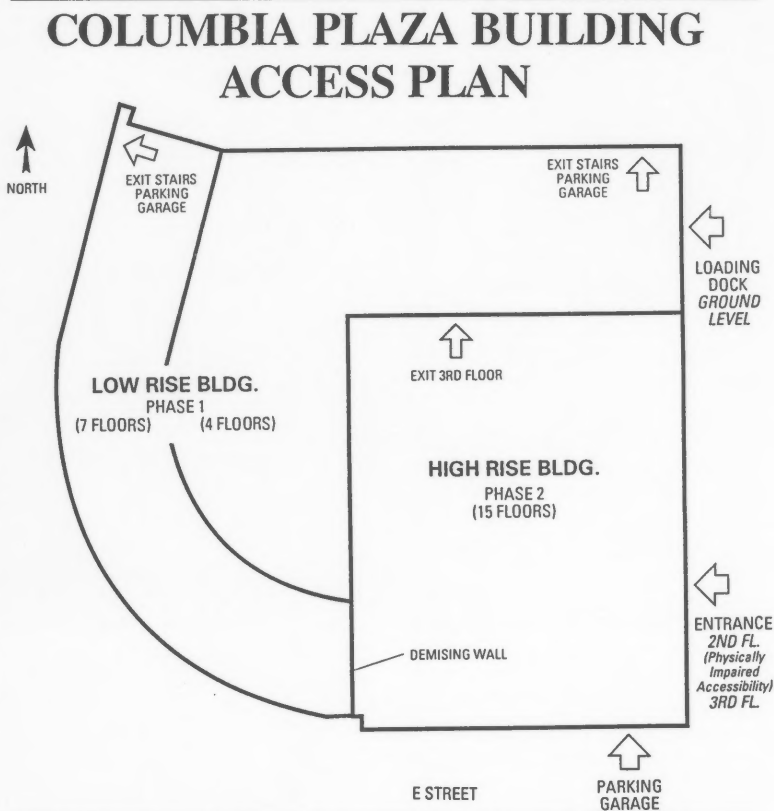
Renovation begins of annex offices in Columbia Plaza

The Department and the U.S. General Services Administration have received final congressional approval and have begun the long-awaited renovation of the Columbia Plaza office building, across the street from Main State, starting with the low-rise portion of the annex. After the renovation is completed, scheduled for early 1996, Columbia Plaza is to become the cornerstone of an overall plan to consolidate space occupied by the Department, A.I.D. and the Arms Control and Disarmament Agency.

Columbia Plaza, known as State Annex 1, comprises two connected buildings on the E Street side of the complex of commercial, residential and office facilities. The 15-story building presently occupied by State and A.I.D. is called the high-rise. The curved seven-story lower building, with a four-story connector wing behind, is the low-rise, presently unoccupied. Both of these buildings are in need of extensive renovations to comply with building codes, to upgrade building systems and to provide a good working environment.

Renovations are planned in two phases. The low-rise is to be completed in the spring of 1995. Elements of the Office of Domestic Security, the Bureau for Refugee Programs, the office of the Historian, and the Bureau of Consular Affairs will move there from the high-rise, and the office of Medical Services will move permanently from Main State to the low-rise. Along with the completion of the low-rise will come a new child care center accommodating 65 children on the first floor.

After the low-rise is completed and offices presently in the high-rise move there, renovation of the high-rise will begin. The scheduled start is in the spring of 1995, and is projected to be completed a year later. The lower five floors will be used for permanently relocating employee-related service functions, including the Employee Service Center (Foreign Service Lounge, the housing office, passport photos and applications, the American Express travel office, the State travel



office) and other centralized service functions. Floors 6 through 15 are planned as swing space for temporary housing of offices to be relocated during the Main State renovation, and ultimately as future permanent space for State, A.I.D. and the arms control agency.

During the renovations, ceilings and overhead lights will be removed and replaced to install new air-conditioning, heating and ventilation systems and electrical and telecommunications wiring. An additional stairway will be installed, along with improved elevators. With safety concerns being given high priority, sprinklers and new fire alarms will be installed.

The Bureau of Administration said: "One of our ultimate goals is to provide each employee with state-of-the-art working conditions. The utilization of systems furniture, integrated with telecommunica-

tions, will improve the office environment and offer the flexibility to inexpensively adapt to changing office needs."

Over the past two years, the bureau's Office of Operations has collected data from Department bureaus, which are being used to develop future office space. A ratio of 80% systems furniture and 20% private offices is being planned for Columbia Plaza. The systems furniture plan calls for state-of-the-art office configurations, with complimentary color schemes allocated by floor.

The administration bureau said: "Periodic Department Notices will be issued to all employees to keep them informed on developments of the project. Columbia Plaza is just part of a very complex long-range consolidation project that is complicated by the numerous moves and the need to keep functions of State, A.I.D. and Arms Control opera-

tional with minimal disruption. Although there will undoubtedly be some inconvenience during this period, the completed project will provide a more appropriate and efficient working environment." □

Read this: did you know you might be a fire warden?

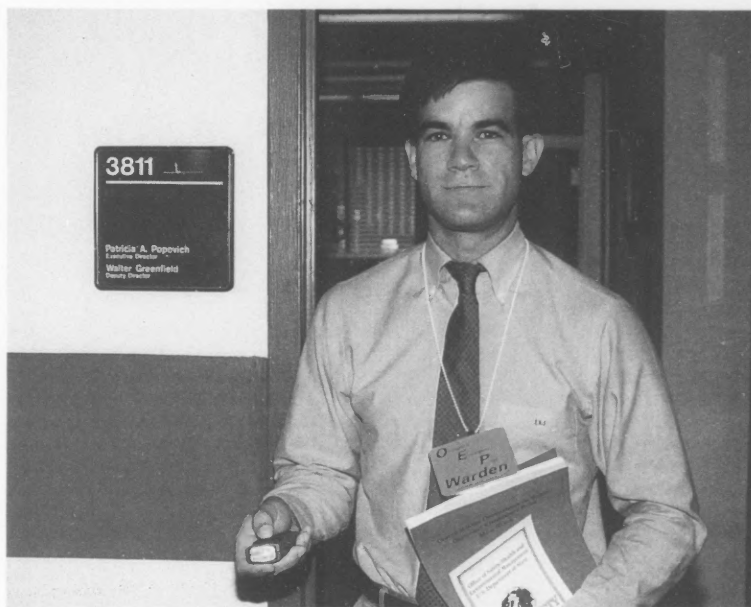
If you work in an office next to an elevator, exit or stairwell at Main State, you've just been given a new responsibility—assisting employees elsewhere in the building in an emergency.

Under a plan devised by the Safety Office, employees near the building exits will act as "wardens" who lead people outside during fires, other disasters or bomb scares. Offices near the exits have been designated "warden rooms," and a green stripe now appears beneath their doorplates. The stripe is intended to help building guards and State's fire watch officers (a team of building services employees trained to respond to alarms before firefighters arrive) find the wardens quickly, to enlist their aid in evacuating the building.

The plan calls for each warden room to assign one employee to lead evacuations and another to guide handicapped persons to safety. All employees in warden rooms are expected to serve as backups, according to Ken Strawberry, the Department's coordinator for emergency evacuation. Designated wardens received a training session from the safety staff on July 15, as well as kits containing emergency procedures and telephone numbers, warden badges, flashlights and batteries. The kits are on shelves which have been installed in the wardens' offices.

This system replaces the old evacuation plan, which depended on volunteer wardens. "That didn't work very well because the situation at State is very fluid," Mr. Strawberry says. "People in the Foreign Service move around frequently, and employees take leave and go on travel. So it was hard to keep track of wardens and to replace them.

"The warden room concept depends on offices instead of individuals. And everybody—from support staff to office directors—will be involved. Under the old



Earl Jewell, an assistant budget analyst in the Bureau of Personnel, who is one of the new wardens. (State Department photo by Shawn Moore)

system, we had about 150 wardens. We have at least three times that many now. And they're located where they're needed most, near exits, where they can assist people quickly."

The wardens will direct people to stairwells and exits and away from elevators, which are reserved in evacuations for fire personnel and handicapped persons. "Wardens are very important in the first 5 to 10 minutes of an emergency," Mr. Strawberry says. "People tend to become disoriented, especially if the lights go out. Wardens can act in a calm, responsible way to get people moving in an orderly fashion."

In the upgraded plan, all employees have responsibilities in emergencies, Mr. Strawberry says, explaining: "If you think you smell smoke, call the fire control center on extension 71814. It has an instant linkup with the Fire Department and to State's fire watch officers, who can often detect the source of a fire or put out a small fire quickly. Don't call 911 or the Fire Department yourself; let the professionals handle it. An unnecessary evacuation puts people at risk of injury, and it's costly in terms of lost labor.

"When the fire alarm rings, take it seriously. During a recent evacuation exercise, too many employees simply stayed on the phone and refused to leave the building. Had it been a real emergency, they would not only have endangered themselves, but the lives of others who might have tried to rescue them. When the bells sound, that's your signal to get out of the building." □

Politico-military bureau picks up additional units

The domain of the Bureau of Politico-Military Affairs has been enlarged, with a number of new offices reporting to it as part of a "first phase" reorganization that was announced on June 21.

The bureau now includes the Nuclear Risk Reduction Center, the Office of the Ambassador-at-large for Burdensharing and the Office of the Coordinator for Export Control Policy.

It has absorbed, in addition, from the Bureau of Oceans and International Environmental and Scientific Affairs, the Office of the Deputy Assistant Secretary for Nuclear Energy and Energy Technology Affairs, with its constituent Offices of Nonproliferation and Export Policy, of Export and Import Control and of Nuclear Technology and Safeguards—and from the Bureau of Economic and Business Affairs, the Office of the Deputy Assistant Secretary for International Trade Control and its Office of Cocom Affairs.

The Office of the Ambassador-at-large and Special Adviser to the Secretary on Nonproliferation Policy and Nuclear Energy has been abolished. □

Senator Lugar will address Open Forum

Richard Lugar (R.-Ind.), a member of the Senate Foreign Relations Committee, is scheduled to address the Secretary's Open Forum in the Department on August 2. Lieutenant General J. J. Sheehan, director of operations for the Joint Chiefs of Staff, is to follow him two days later, discussing the rules of engagement of U.S. military forces abroad.

Scheduled for July appearances were David Martin, University of Virginia, on asylum policy; Tim Wirth, counselor of the Department, on global issues; and Gene Dewey, former deputy to the UN high commissioner for refugees. The A.I.D. administrator, Brian Atwood, spoke on June 8. □

Foreign Service exam: Nov. 13

The 1993 Foreign Service written examination is scheduled to be given on November 13 at more than 200 locations in the United States and at all U.S. embassies and consulates. Registration materials may be obtained in the Department in the Foreign Service Lounge. People outside the Department may get a copy by sending a postcard to FSO Exam, U.S. Department, P.O. Box 12226,

Arlington, Va. 22219.

Completed applications must be received by October 8 for domestic test centers and October 1 for overseas test sites. □

Consular officer reports bribe; man is jailed

A man who tried to bribe a consular officer in Santo Domingo has been sentenced in Florida to 18 months in a federal prison. The defendant, David C. Milley, offered money to the officer in exchange for nonimmigrant visas.

With the officer reporting the attempt to regional security officer T.J. Mallory, an undercover operation was orchestrated by Diplomatic Security special agents Craig DeCampi and Beth Trittes, during which Mr. Milley paid the officer \$3,000 for 13 visas. Later, in Miami, Mr. Milley paid more money to undercover special

agent Earl Miller, and he was arrested. He pleaded guilty. □

Ambiance for all

The eighth-floor Martin Van Buren Dining Room, previously restricted to high-ranking Department officers, is now open for lunch to all State employees and their guests. Reservations are required for the noon and 1:15 p.m. seatings (call extension 73689). Access is via the elevators on the C Street side of the building, at Corridors 2 and 5. □

Small business

The Office of Small and Disadvantaged Business Utilization will sponsor an exhibit on August 18 in the Department's Exhibit Hall featuring manufacturers and distributors of recycled products and office supplies, equipment and furniture. It will be from 10 a.m. to 2 p.m. For information, call (703) 875-6824. ■



In the Department's cafeteria, Gail Miller of the Environmental Protection Agency and Nicholas Fotinos, State's recycling coor-

dinator, encourage employees to do the right thing.

HONORS & AWARDS

Japan's Sato is named the 'Foreign Service National of the Year'

Takafumi Sato, political and economic adviser in Fukuoka, Japan, has been named the "Foreign Service National of the Year." He was presented a check for \$5,000 and a certificate signed by Secretary Christopher, at a ceremony in the Benjamin Franklin Room on May 23. His name was inscribed too, on a plaque in the Foreign Service Lounge.

In addition to Mr. Sato, the winner in the East Asia and the Pacific area, there were five other regional "champions" who came to Washington to receive \$2,500 each and a certificate at the ceremony. The five were:

—*Africa*—Ricardo Filipe Cardiga, general services specialist, Luanda, Angola.

—*Europe*—Nikola Bodi, local guard force supervisor, Belgrade, Serbia-Montenegro.

—*Inter-America*—Lucia Soto, computer operations manager assistant, Quito, Ecuador.

—*Near East*—Mabrouk A. El-Alkamy, personnel clerk, Jeddah, Saudi Arabia.

—*South Asia*—Inu K.C., consular assistant, Kathmandu, Nepal.

The selection committee for the awards was chaired by Ruth Whiteside, deputy assistant secretary for personnel. Its members were Clarence E. Pegues Jr., director, Office of Foreign Service National Personnel, and the executive directors of the regional bureaus—Andrew J. Winter, Africa; John E. Clark, Inter-America; Bruce Clark, East Asia and Pacific; Douglas Langan, Europe; and Richard J. Shinnick, for both the Near East and South Asia.

At the award ceremony, director general Genta Hawkins Holmes thanked the winners for their contributions to U.S. diplomacy. Observing that nearly 10,000 nationals are now employed by State at overseas posts, she said: "They provide mission continuity and institutional memory, hold pivotal responsibilities in our quest for organizational goals and assure that a dialogue with host countries is



From left: regional champions Takafumi Sato, Fukuoka; Inu K.C., Kathmandu; Ricardo Filipe Cardiga, Luanda; Lucia Soto,

Quito; Nikola Bodi, Belgrade; Mabrouk A. El-Alkamy, Jeddah. (State Department photo by Ed Anderson)

maintained and forwarded. Their value cannot be overstated."

After the ceremony, the winners attended a reception in their honor in the delegates' lounge outside the Dean Acheson Auditorium. During their week-long visit to Washington, they toured the Department's Diplomatic Reception Rooms and the White House.

Sato: 'insightful'

Mr. Sato was nominated by Donald Yamamoto, principal officer in Fukuoka,

for furthering U.S. economic interests on the Japanese island of Kyushu. "His insightful telegrams on Kyushu's economic structure and construction projects under consideration not only clarified differences between conditions in Kyushu and Tokyo but also were the basis for advice to U.S. firms in developing innovative approaches to the Japanese market," Mr. Yamamoto wrote. "Recognizing the increasing importance of science and technology to the bilateral relationship, he expanded our reporting on such developments in Kyushu, one of Japan's most



Takafumi Sato, left, with Kato Atsuko, vice mayor of Fukuoka.

important research and development regions. His evaluations of the commercial applicability of new discoveries helped U.S. firms develop strategies to boost our trade effectiveness."

Mr. Sato was commended for increasing American companies' access to Kyushu's \$350-billion economy. "His skillful liaison helped achieve the selection of a U.S. firm to design Fukuoka Airport's \$72-million cargo terminal," Mr. Yamamoto said. "His negotiating ability also helped another U.S. firm win a multimillion-dollar railroad station and shopping complex project, and he is now guiding the company in its bid for a \$250-million redevelopment project. He helped Westinghouse break through the close-knit Japanese corporate system to sell \$1 million in nuclear plant equipment and cooling pumps to Kyushu Electric in 1989 and again in 1991—only the first and second direct sales by a foreign firm to that utility. He also helped Kyushu Electric open a foreign office, which resulted in over \$1 million in U.S. computers purchased, with another \$7 million in projected sales. He also helped Northwest Airlines by negotiating with major Japanese telecommunications companies, after Northwest's representatives failed. Now Northwest's Kyushu-Honolulu route is booming.

"Japan is the largest importer of U.S. agricultural products, but its prohibition on imports of foreign rice is causing the General Agreement on Tariffs and Trade negotiations to founder. Mr. Sato helped Cargill negotiate the opening of a fertil-

izer plant in Fukuoka, breaking the virtual monopoly of Japanese cooperatives and carving out the U.S. market share. Through his tireless efforts, he actually changed the attitudes of local farm leaders from hostile opposition to an understanding of why a successful General Tariffs and Trade Agreement is important to Japan and the world economy.

"He knows virtually every major politician in western Japan. Because of his superb contacts, we are well-attuned to the political pulse of the district. His election forecasts are uncannily accurate, and his exceptional analyses have shown clearly the potential impact of political reform in the region."

Region by region: nominees for the 'national' award

Here are the names of 45 other Foreign Service nationals nominated for the annual award:

Africa—Eliza D. Jarboe, personnel assistant, Monrovia; Yusuf Hameed, motor pool supervisor, Lagos; Ali Fannami Malloum, security investigator, N'Djamena; Charles M. Ndimbi, financial assistant, Nairobi; Gracie Jaasi Nyakake, political assistant, Kampala; Joseph Sanou, self-help fund specialist, Ouagadougou; Omar Traore, Foreign Service national local investigator, Abidjan; Elizabeth B. Vorster, shipping assistant, Pretoria.

East Asia and Pacific—Amornratana Jutimitta, political specialist, Bangkok; Selena Liew Sim Lan, consular assistant, Kuala Lumpur; Ronald J. (Tom) Steele, computer management specialist, Canberra.

Europe and Canada—Rumen Apostolov, maintenance supervisor, Sofia; Jeffrey Balestra, personnel specialist, Rome; Manuel Cardiga, security investigator, Lisbon; Anthoula Christodoulou, computer assistant, Nicosia; Claude Dowling, supervisory computer systems analyst, Regional Administrative Management Center, Paris; Michael Fillipidis, supervisory security investigator, Athens; Soeren Hansen, economic specialist, Copenhagen; Evelyn McWade, administra-

Cardiga: 'always there'

Mr. Cardiga was nominated by Jack M. Bryant, deputy executive director, Bureau of African Affairs, for his performance in war-torn Luanda. Mr. Bryant wrote: "Luanda is an extremely difficult, isolated post where the level of violent criminal activity is on the upswing and political violence is likely. The city is in ruins; Angola has been savaged by 30 years of warfare. In this environment, the executive office was compelled to open a 20-person post to assist the Africa bureau in bringing about democratization. As there was no American general services

financial assistant, Vatican City; Erich Hoesli, financial specialist, Bern; Yasmin Teja, passport and citizenship assistant, Vancouver; Ligia Daniela Todan, political assistant, Bucharest; Alessandra Vidotti, administrative assistant, Bonn; Stephen P. Wilkins, regional financial specialist, Brussels; Bernard Wojciechowski, security investigator, Warsaw.

Inter-America—Rosario Borges, personnel specialist, La Paz; Ivonne de Galo, personnel specialist, San Salvador; Humberto Ruben Lazaro, general services specialist, Buenos Aires; Eileen Madray, budget and fiscal assistant, Georgetown; Sonnia R. Pieter, financial assistant, Curacao; Julio Cesar Rodriguez, consular investigations assistant, Bogota; Jorge Mendoza Silva, Foreign Service national investigator, Lima; Marcio Antonio Spinelli da Silveira, consular assistant, Sao Paulo; Maria de los Angeles Suarez, Army/Air Force Post Office manager, San Jose; Trevor Wilson, maintenance supervisor, Kingston; Laura V. Zepeda, consular assistant, Mexico City.

Near East—Shaif H. Al-Hamdany, shipment assistant, Sanaa; Abdelhalim K. Artoli, political assistant, Muscat; Ingrid Barzel, American citizen services specialist, Tel Aviv; Ali Khairi Abdel Hamid, administrative specialist, Cairo; Mohamed B. Marrakchi, financial specialist, Rabat; Jamel-Eddine Ben Miled, commercial specialist, Tunis; George Saboura, political and economic specialist, Jerusalem.

South Asia—Kanway M. Abad, personnel specialist, Islamabad; Pawan Jaidka, deputy systems manager, New Delhi. □



Ricardo Filipe Cardiga, right, inspects water pumping equipment.

officer, Ricardo had to shoulder the burden.

"He built a section by taking the time to recruit, interview and train nine employees in procurement, shipping, supply, motor pool and expediting. He was instrumental in identifying office and warehouse space and in assisting the administrative officer in negotiating leases. His fluency in English and Portuguese was invaluable.

"Ricardo overcame disruptions of water and electricity by organizing water deliveries and maintaining generators. When supplies and equipment were delivered by air or ship, he was on top of all arrangements and was always there to supervise off-loading and placate cranky officials. To his credit, the liaison office never lost a shipment.

"His talents were especially taxed during 'Operation Provide Transition.' The post had 12 military aircraft arrivals, and in all cases, received less than 48 hours' notice to secure overflight clearances. Ricardo also obtained more than 100 short-notice airport visas for military personnel and made arrangements for fuel, expediting services and the movement of cargo and people. He arranged for the reservation and cleaning of the hangar and took care of all aspects of the military unit's requirements, including intervening when an Air Force bus was harassed by police. He received two letters of commendation, which credited his service in enabling the Air Force to transport over 9,000 troops and 260 tons of cargo."

Mr. Cardiga was lauded for bravery

during an outbreak of hostilities in Luanda last October. "Liaison office personnel took refuge on the compound just prior to the first shots, thanks to a radio warning from Ricardo," Mr. Bryant recalled. "He was in his house only 400 meters from the compound and had seen government forces moving into position. The fighting continued for 48 hours. During this period, the opposition forces took hostages from the expatriate population. On several occasions, they entered the compound to 'invite' American personnel to their headquarters.

"At one point, soldiers outside the gate insisted that Americans come out or they would 'ethnically cleanse' the compound. Ricardo tirelessly stayed on the radio and, with eloquence and ingenuity, acted as the liaison office's advocate. He quietly explained that liaison office personnel were helping the Angolan peace process and that any attempt to destroy the compound or endanger the Americans would be counterproductive to the opposition's goals. The troops backed off. His dedication and ability to communicate with Angolans of all political factions probably averted a very real threat."

Bodi: 'in tune ... astute'

Mr. Bodi was nominated by Robert Rackmales, chargé in Belgrade, for his service as guard supervisor at his post in the former Yugoslavia. Mr. Rackmales wrote: "Since the civil war, Belgrade has filled with returning soldiers, jobless refugees and other unemployed youths. More and more of these disenfranchised individuals are resorting to a life of crime in order to support themselves. Local police are nearly powerless to stop them. Often the response is: 'Let the Americans take care of themselves.'"

"Mr. Bodi responded by beefing up foot and vehicle patrols in our residential areas. The result was immediate. The rate of attempted crimes remained the same; however, those ending in success fell sharply. Several guards have had physical encounters with the assailants. To protect his guards from bodily harm, Mr. Bodi recommended training and new rules of engagement. Some of the anti-American incidents have taken on a sinister and dangerous character. In mid-summer 1992, two Molotov cocktails were thrown at the U.S. Information Service library. After



Nikola Bodi examines damage to the embassy's gate after a bomb explosion.

numerous diplomatic notes and repeated urgings, the police still did not respond with adequate 24-hour protection of the facility. Mr. Bodi immediately adjusted his guard force to provide added coverage at the center until the police accepted the responsibility.

"Mr. Bodi is in tune with what is happening in the city and, on numerous occasions, reported upcoming rallies, demonstrations and strikes which had not been known to the embassy. This astute knowledge of what is going on in the streets is invaluable. The security office can warn staff and dependents to remain clear of an area ..."

"The embassy recently installed a gas tank at the warehouse, and there was a theft of gas by an unknown person. Mr. Bodi was able to see the security flaw which allowed the theft. He informed the regional security officer and recommended alterations in the pumping system, which solved the problem and potentially saved the Government a substantial amount of money."

Mr. Bodi was also cited for working 65-hour weeks and aiding embassy staffers after hours. "Much of the overtime involves inspecting guard posts throughout the night," Mr. Rackmales said. "On several occasions he has assisted embassy personnel in their dealings with local hospitals and police in traffic accident investigations. Several employees have remarked that their dealings with the authorities were made less traumatic because of his assistance. Mr. Bodi was recently nominated for special

immigrant status; this honor is not undertaken lightly and reveals the regard in which the embassy holds him."

Soto: 'expertise'

Ms. Soto was nominated by Stephen Jasak, information systems manager in Quito, for computer innovations and cost savings in Ecuador. Mr. Jasak wrote: "When Lucia arrived a few years ago, we had just received a used minicomputer and funds for its installation. She spent well beyond 40 hours a week tearing down and rebuilding every printed circuit board, as well as the disk and tape drives. She saved the inter-America bureau thousands of dollars in installation charges. The savings continue today as the post and the Department's Office of Information Management develop maintenance strategies based on her suggestions. For instance, she recommended and installed a printer network for the administrative section at our consulate in Guayaquil. She then converted its information system to a base of personal computers. Information Management's calculation for annual maintenance savings was over \$7,000.

"Over the last six months, Lucia has installed five major computer applications from Washington. Working with contractors from Staisica and Price Waterhouse, she took the lead in analyzing both software and hardware problems and recommending solutions. One contractor said: 'Without her expertise, this installation would have been a failure.' These installations were in addition to her daily duties of backing up all computer systems and providing assistance to 117 customers. When you consider that she also managed 11 post-developed applications, 19 Department applications and 14 personal computer-based applications spread over 50 computers, her contribution becomes mind-boggling. The enormity of the task might be visualized when one realizes that most posts of this size have at least one American systems manager and a staff of three or four."

Ms. Soto was praised for managing computer systems that enabled the mission to communicate directly with the Ecuadorian government and for her use of computer graphics. "Her skills have produced visual aids for the counternarcotics program that the Bureau of International Narcotics Matters has recommended to



Lucia Soto attaches cables to a computer to set up a new work station.

other missions," Mr. Jasak said. "She also won rave reviews for computer-generated blueprints for the business assistance center, consular section and media center.

"Recognizing the priority of having training keep pace with the influx of equipment and new applications, and also recognizing her own time limitations, Lucia put together a comprehensive training program by using an outside contractor and charging users a minimal fee. This is the kind of creative problem-solving that everyone in this mission has come to rely on."

El-Alkamy: 'energy, tact'

Mr. El-Alkamy was nominated by Mark G. Hambley, consul general in Jeddah, for serving as a liaison between



Mabrouk A. El-Alkamy arrives for work.

the post and Saudi officials. "In a country with a bureaucracy as labyrinth and impenetrable as Saudi Arabia's, it would be impossible for a post to function without the assistance of at least one skilled Foreign Service national who is able to cut through the daunting red tape by getting in contact with the right person at the right time," Mr. Hambley said. "To do so requires enormous resourcefulness, energy, tact, patience and chutzpah.

"As the consulate's main liaison to the ministry of foreign affairs and other ministries, Mabrouk has proven himself adept at navigating bureaucratic straits which others find overwhelming. He has cultivated a business relationship with the personal secretary of the governor of the western province and, as a result, the consulate now has 24-hour, seven-day-a-week access to the governor's signature, which is critical to getting anything accomplished outside normal operations. This initiative on his part greatly aided the consulate's ability to achieve its goals.

"During last year's Hajj (Muslim pilgrimage), Mabrouk obtained access for the political officer to the Hajj airport terminal, where non-Muslims are officially excluded, enabling the officer to gather useful inside information. Similarly, he obtained press credentials for the branch public affairs officer at December's Organization of the Islamic Conference summit—a coup in a country notoriously restrictive to the foreign press. During the Gulf war, when the government expelled unsponsored Yemeni nationals, he overcame formidable obstacles in acquiring sponsorship for all the post's Yemeni nationals. Two months ago, he dealt with a potentially sticky problem engendered by the fatal auto accident of an American serviceman. He was able to secure the governor's signature on a weekend to release the remains in time for a special military flight. Only through his good relationship with the governor could this be achieved in a short period with no complications.

"After hours, Mabrouk cultivates his contacts by inviting them to private and official functions. He does so by sacrificing his own time, for which he is not compensated. His access to officials at the airport and to royal protocol enables him to facilitate travel and immigration formalities for consulate personnel and high-level visitors, such as the President, the Secretary and congressional delegations.

He has won the respect and affection of his peers and supervisors."

K.C.: 'uncanny ability'

Ms. K.C. was nominated by Julia Chang Bloch, ambassador to Nepal, for her consular efforts in Kathmandu. "Ms. K.C. works exceedingly well under pressure," the ambassador wrote. "During the violent, weeklong demonstrations in April 1992, she proved invaluable. With the consul away, she unhesitatingly took on an increased workload to assist the vice consul. She efficiently fielded numerous calls from worried Americans, providing information on curfew restrictions and areas to be avoided. She also identified key locations in Kathmandu for placing embassy news bulletins, helping to reach many Americans without phone service.

"Her mettle was again tested during two major air disasters in Nepal in 1992. At the time of the Thai International crash, only the vice consul was at post, and Ms. K.C.'s contributions were crucial to the crisis management effort. After both the Thai crash and the Pakistan International crash, she played a significant role in obtaining up-to-date information from well-placed contacts and in assisting the bereaved families of American victims.

"Ms. K.C. works closely with Nepalese authorities in American citizen services cases. One difficult case involved the disappearance of a former Peace Corps volunteer. Ms. K.C. accompanied the consul on several investigative field trips and helped establish contacts with



Inu K.C., right, explains passport procedures.



John G. Arriza, center, receives Information Systems Management Award from Patrick F. Kennedy, assistant secretary for administration, right, and Warren E. Littrel, deputy assistant secretary for information management.

key Nepalese officials. A week after returning from one arduous trip, which involved hiking over three 10,000-foot passes, she was asked to repeat the trek with the missing volunteer's sister. She performed a similar function in another recent missing-person case and was praised by the family for helping them gain an understanding of Nepalese ways.

"Ms. K.C. has been able to facilitate the embassy's timely response to numerous welfare-and-whereabouts queries from worried families through her contacts in the immigration department. Her contacts in the airlines have also been very useful; she has obtained accurate information during crises such as the April demonstrations and the religious strife in India.

"Ms. K.C. also plays an important role in combating visa fraud. Through her knowledge of the local community, recall of prior cases and uncanny ability to spot fraudulent documents, she has alerted the consular officer to possible fraud; frequently, her suspicions have been well-founded. She is a professional who blends good judgment and enthusiasm for her job with sensitivity and compassion." □

John G. Arriza of intelligence bureau wins information award

John G. Arriza, a senior intelligence analyst in the Bureau of Intelligence and Research, is this year's winner of the Assistant Secretary's Award for Excellence in Information Systems Management. He will receive \$5,000 and a plaque signed by Secretary Christopher.

Seventeen others were nominated: Michael A. Cesena, Port Louis; Janette M. Corsbie, Manila; James DePalma, Politico-Military Affairs; Leon G. Galanos Jr., Bogota; Michael K. Haftel, Panama City; Jerry D. Helmick, Bangkok; Stephen A. Jasek, Quito; Frank J. Ledahawsky, Madrid; William H. Moser, Paramaribo; Donald W. Newman, Athens; Evelyn U. Putnam, Geneva; Ronald J. Steele, Canberra; Barbara J. Sullivan, Jakarta; James L. Sundstrom, Karachi; Steven C. Taylor, Cairo; Susan M. Van Haften, Bonn; and Charles D. Wisecarver, Mexico City.

The award panel was chaired by Warren E. Littrel, deputy assistant secretary for information management, and included John E. Clark, Intelligence and Research; Barry J. Kefauver, Consular

Affairs; and Gary Bobbitt and Sidney H. Blakely, Bureau of Administration.

Mr. Arriza was nominated by Mark Steinitz, director of the intelligence bureau's Office of Terrorism and Narcotics Analysis, for developing "Tipoff," a computer program intended to prevent suspected terrorists from obtaining U.S. visas.

"Through Mr. Arriza's efforts, the Department has used sensitive intelligence to deny visas to 99 terrorists, and the Immigration and Naturalization Service has detected and detained 27 persons whose activities have included assassinations, hostage-holding and airline hijackings," Mr. Steinitz wrote. "Tipoff provides daily support to Consular Affairs' lookout and support system, Diplomatic Security's embassy protection program and the Immigration and Naturalization Service/Customs Service border inspection system.

"Before Mr. Arriza conceived Tipoff, there was no systematic means for the names of terrorists to be passed by the intelligence community to Consular Affairs for entry into the lookout system. Tipoff now has names of some 20,000 terrorists, most of which are available to posts throughout the world. Tipoff also will become one of the primary databases of a new counterterrorist system that will be used by 13 Government agencies.

"During the Gulf war, the National Security Council was concerned that pro-Iraqi terrorists would attempt to enter the United States. Mr. Arriza developed a proposal to restructure Tipoff so that data could be shared with the Immigration and Naturalization Service and Customs. His performance was a tour de force. He conducted a series of 19 briefings with the National Security Council, four congressional committees, the deputy director of the Federal Bureau of Investigation, commissioners of the Immigration and Naturalization Service and Customs, policymakers in the Department and at several intelligence agencies. Through eloquence, dogged persistence, bureaucratic infighting and sheer force of personality, he wore down resistance and persuaded reluctant security managers that Tipoff would fill a significant gap in U.S. counterterrorism defenses. After negotiating a memo of understanding, Mr. Arriza, working with only one assistant, provided data on over 5,000 terrorists for use at 350 border

points throughout the United States.

"The plan takes into account linguistic differences in various national groups; Arabic and Spanish names are of particular concern in the realm of counterterrorism, while Chinese names are important for counternarcotics. The new linguistic techniques will also be made available to Consular Affairs for use on personal computers at posts which do not have the ability to receive (the system) online."

Mr. Arriza was credited with convincing an interagency committee to support the upgrade with \$495,000 in grant funds, and with devising a method of protecting classified material on floppy disks and hard drives. "Encrypted laptops would remain secure until a key is inserted," Mr. Steinitz said. "This new technology will enable sensitive or classified information to be transported or stored as if it were unclassified, tremendously reducing the need for safes and other expensive security requirements. Agencies throughout the Government may benefit from this innovative process." □

Otto wins \$5,000 trade development award; Becker, Gnehm also cited

Stanley A. Otto, economic and commercial officer in Fukuoka, is the latest winner of the Charles E. Cobb Jr. Award for Initiative and Success in Trade Development. He will receive \$5,000 and a certificate signed by Secretary Christopher.

The two runners-up are: Robert W. (Todd) Becker, consul general in Leipzig, and Edward W. (Skip) Gnehm Jr., ambassador to Kuwait. Six others were nominated—Colin S. Helmer, Reykjavik; John H. Kelly, Helsinki; Hugo Llorens, Tegucigalpa; Richard A. Morford, Seoul; Edward B. O'Donnell Jr., Vienna; and Stephen H. Rogers, Mbabane.

The award panel was chaired by Joan Spero, under secretary for economic and agricultural affairs, and included Charles E. Cobb Jr., chairman, Cobb Partners; Frank Loy, president, German Marshall Fund; Edward J. Perkins, former ambassador to the United Nations; Senator John D. Rockefeller IV (D.-W.Va.); Susan Schwab, director general of the U.S. and Foreign Commercial Service; and Rufus Yerxa, deputy U.S. trade representative.

Otto: the 'hard-sell'

Mr. Otto was nominated by Michael H. Armacost, ambassador to Japan, for boosting U.S. business interests in Fukuoka. "Stan Otto turned a sleepy, two-person commercial operation into one of the most dynamic commercial trade offices in the world," the ambassador wrote. "Through hard-sell tactics, as well as an imaginative and innovative approach, he expanded the number of U.S. firms actively trading in western Japan from a handful to nearly 100 companies. He was involved in securing over \$36 million in contracts and projected sales in 1992 alone.

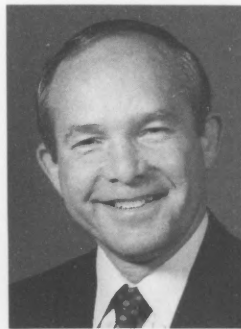
"He developed a major show displaying American electronic equipment, including 25 top U.S. firms, attracting over 3,000 buyers and government repre-



Mr. Otto



Mr. Becker



Mr. Gnehm

sentatives. The results were \$8 million in spot sales and \$18 million in after-show sales. A construction and design show originated by Mr. Otto has become a yearly institution in Fukuoka, attracting over a dozen major U.S. design firms to the region on each occasion. Other posts have copied the format, attesting to his expertise.

"Mr. Otto has been instrumental in increasing access to Kyushu's \$350 billion-plus economy, which is larger than Korea's and Taiwan's combined, and that of Australia. He served as an advocate for the Irwin Seating Co. in its bid to land a contract in Fukuoka's new 50,000-seat stadium, although originally told that the U.S. firm would not get the deal. He

Foreign Buildings' Chen is honored as an engineer

Chuan Yuan Chen, a senior engineer in the Office of Foreign Buildings Operations and State's nominee for the Government-wide "Federal Engineer of the Year Award," was one of 31 engineers honored at a ceremony sponsored by the National Society of Professional Engineers at the Department of Interior, May 4.



Mr. Chen

A group leader in the Building Design and Engineering Division, he was selected for his role in resolving building design problems at posts that included Bogota, Tunis, Manila and Ottawa.

He joined the Department in 1989 as the sole geotechnical engineer in Foreign Buildings Operations. Before State, he was a branch chief in the Office of Surface Mining at Interior and an engineering manager for a consulting firm in Beaver, Pa. He holds a doctorate from the University of Pittsburgh and has served as an adjunct professor at Beaver College and the University of the District of Columbia. He has published over 80 technical reports related to his work. □

played an important part in introducing the architectural firm, Hok, to contacts in the region; this led to selection to design the \$72-million Fukuoka airport cargo terminal. He helped the electronics firm, Itron, establish ties with Kyushu Electric; the outcome was a \$1-million deal for handheld computers, along with prospects for an additional \$8 million in sales. He also played a central role in helping Westinghouse break through Japan's trade barriers and sell over \$1 million in pumps and nuclear plant equipment to Kyushu Electric. And despite growing demands for his counseling services, he effectively managed his operations to enable him to advise even small entrepreneurs.

"What sets him apart has been his uncanny ability to find information and effectively analyze its potential for U.S. firms. He has been a one-man reporting unit, contributing timely reports critical to U.S. firms seeking trade opportunities in Japan. He helped the mission exceed its commercial goals in an extremely tough, high-profile market."

Mr. Becker was nominated by Robert M. Kimmitt, ambassador to Germany, for developing trade opportunities in the former East Germany. "Since opening the new consulate general in Leipzig in 1991, Mr. Becker has engaged in an active and unusually successful program to establish an American trading and investment presence," Mr. Kimmitt wrote. "He has devoted more than one-fifth of any given workweek in support of U.S. firms in Saxony and Thuringia.

Becker: 'he lobbied'

"His greatest success to date has been assisting a subsidiary of Northern States Power in breaking the monopoly on power generation and gaining exclusive negotiating rights to purchase a lignite mining and power company in Saxony. Successful conclusion of the negotiations would result in a \$3.5-billion deal, giving a U.S. firm access to the lucrative German power net for the next 20 to 30 years. He lobbied cabinet ministers and state secretaries to gain their approval, which, in turn, was carried to the national level."

Commending the consul general for efforts on behalf of ABC Television and Global Explorations, Inc., Mr. Kimmitt added: "These two companies were blocked by bureaucratic inertia and willful

stubbornness as they sought to carry out a \$30-million project to produce a film while attempting to locate art treasures which had disappeared at the end of World War II. When normal channels proved to be silted up, Mr. Becker met with the ministers of interior and culture, and after initial resistance, worked out a compromise which permitted the firms to carry out their project."

The consul general was also cited for aiding an American auto dealer who wanted to expand his business. "Owing to the introductions Mr. Becker arranged, the trader now has several ventures, not only in car dealerships but sales outlets for computers and electronics, Walt Disney products and other items in St. Petersburg, the Baltic states and Kiev," the nomination said.

Referring to a "systematic" plan to promote U.S. trade in the former communist state, Mr. Kimmitt wrote: "The program involved visits on a fortnightly basis to all cities and significant rural areas, during which Mr. Becker and his officers provided information for working through the Foreign Commercial Service to potential traders, developed information on local investment and trading contacts and produced a steady stream of telegrams to the embassy, the Department and Commerce on opportunities, bad risks and 'diamonds in the rough.' What he has accomplished can be summed-up as pioneer work—breaking trails in hitherto nonexistent markets."

Gnehm: 'he intervened'

Mr. Gnehm was nominated by Edward P. Derejian, assistant secretary for Near East and South Asian affairs, for increasing U.S. trade in Kuwait. "Before Kuwait had even been liberated from the Iraqis, Ambassador Gnehm was making a priority of developing future trade opportunities for U.S. business in that Arabian Gulf state," Mr. Derejian wrote. "Two years later the result of his ongoing efforts are clear: over 501 reconstruction contracts worth about \$5 billion, and from March 1990 to September 1992, U.S. exports over \$2.254 billion.

"Skip led a 10-month effort which culminated in the signing of a \$530-million contract by Kuwait Air for three Boeing 747s. This was paralleled by a yearlong effort that led to a letter of intent

'Alert Overseas Kids': winners

The A-OK (alert overseas kids) security program contest winners have been selected from over 100 drawings by winners of local contests. The winning drawings will be compiled into the first Alert Overseas Kids coloring book, to be distributed around the world. The winners and the rules they illustrated:

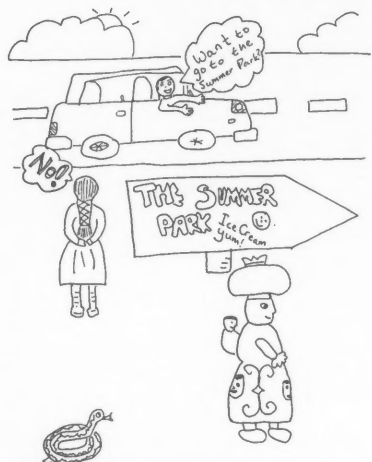
Caroline Abdel-Kader (London), "Never Go to Strangers"; Jessie Gaskell (Guatemala), "Always Know How to Reach Your Parents"; Austin Harvey (Upper Heyford), "Don't Monkey Around with Alcohol"; Olivia Hess (Conakry), "Drugs Are for Bugs"; Nicholas Howard (Lusaka), "Don't Swim Alone"; Julie Lunstead (Dhaka), "Never Give Info on the Phone If You Don't Know the Caller"; Danilo Mandic (Belgrade), "Never Tell Strangers You're Home Alone"; Victor Meadowcroft (Lisbon), "Wear Your Seatbelt"; Michael Payne (W. Ruislip), "Don't Play with Guns"; Ben Reilly (Belgium), "Don't Play Near Trees in a Storm"; Faith Sleeper (La Paz), "Don't Touch Animals You Don't Know"; Tim Wentworth (Prague), "Cross at the Crosswalk."



Look Both Ways
Shanta Cortez-Greig Madras

Two drawings were selected for the front and back covers of the book: those of Chanta Cortez-Greig (Madras), "Look Both Ways," and Jessica Engle (Lilongwe), "Don't Accept Rides from Strangers."

From prizes donated by corporate members of the Overseas Security Advisory Council, Chanta will receive a home computer and Jessica a TV/V.C.R.



Don't Accept Rides from Strangers
Jessica Engle Lilongwe

combination. All those whose drawings were selected for the coloring book will receive electronic games.

Winners of local contests will receive certificates.

Members of the judging panel were Karen Lundahl, Family Liaison Office; Keith Miller, Office of Overseas Schools; Russell Tagliareni, ITT Corp.; and Jacquelyn Serwer, Smithsonian Institution. □

from Shorouk Air for four Boeing 757s worth \$275 million. He intervened on behalf of General Dynamics, securing a contract for 256 tanks worth over \$2 billion, despite near-universal expectation that the contract would be awarded to the British. His other successes include a letter of acceptance for the purchase of Patriot missile batteries worth \$785 million, and the reconstruction of Kuwaiti airbases.

"In April 1991, with oil fires blazing and much of the country in ruins, Skip proposed a trade fair. Two months later, despite the skepticism of many, 'Direct from the U.S.A.' became the first fair to occur in liberated Kuwait. More than 388 U.S. firms participated, generating floor sales of \$49 million and an additional 2,000 leads.

"He kept the government firmly focused on a decision its council of ministers made in 1991 not to apply the Arab League's boycott of Israel to Ameri-

can firms. He also met repeatedly with the ministers of communication and finance and the investment authority chairman to eliminate a shipping regulation that discriminates against U.S. firms."

Mr. Gnehm was praised, too, for his role in resolving trade disputes, and for meeting regularly with executives from Fortune 500 and smaller firms. "He shares his perspectives on how to work the system successfully in Kuwait, giving American businessmen an invaluable edge over their competition," Mr. Derejian wrote. "In March 1992 he wrote an article for Business America on the embassy's role in guiding American firms to win Kuwaiti contracts. The article became a blueprint for embassy promotion programs worldwide." ■

RANGOON, Burma—Chargé Franklin P. Huddle Jr., presents commercial assistant Tin May Thein the Meritorious Honor Award.



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

Clinton names management boss, intelligence bureau head

President Clinton as of mid-July had announced his intention to nominate two more persons for high-ranking positions in the Department. The positions and the persons named are:

—*Under secretary for management*—Richard Menifee Moose, senior vice president for international and government affairs at the American Express Co., to succeed Brian Atwood. He would return to the position he held briefly in 1977, before it was elevated to an under secretaryship.

—*Assistant secretary for intelligence and research*—Toby Trister Gati, who was special assistant to the President for national security affairs and senior director for Russia, Ukraine and the Eurasian states on the staff of the National Security Council until recently.

Following are biographical sketches of the two.

Management

Richard Menifee Moose has been senior vice president for international and government affairs at the American Express Co. since 1988. He joined the Foreign Service in 1956 and was assigned to Mexico City the following year. He was posted to Yaounde, 1960-62. In 1962 he was assigned to the Executive Secretariat. After a stint as a congressional fellow at the American Political Science Association, he became special assistant to Walt W. Rostow at the National Security Council in 1966. He conducted a study of the national security decision-making process for the Ford Foundation, 1968, then served as staff secretary at the National Security Council, 1969.

Mr. Moose was senior staff member at the Senate Committee on Foreign Relations, 1969-74. In 1974 he became staff director of its subcommittee on foreign assistance.

At the outset of the Carter administration, in 1977, he was appointed deputy under secretary for management at State—



Mr. Moose

a position that was boosted to under secretary status shortly after Mr. Moose relinquished it later that same year to become assistant secretary for African affairs. He was senior adviser at Lehman Bros. Kuhn Loeb, New York, 1981-83, and senior adviser at Lehman Bros. Kuhn Loeb, London, 1983-85. He served as managing director of Shearson Lehman, 1985-88.

Mr. Moose was born in Little Rock on February 27, 1932. He earned a bachelor's from Hendrix College in Conway, Ark., and a master's from Columbia, which he attended on scholarship. He served in the Army, 1954-56. His foreign languages are French, Spanish and Portuguese. He holds a Blue Key Leadership Society Award from Hendrix College. He is a former board member of the International Human Rights Law Group, a board member of the National Association of Manufacturers, a member of the Council on Foreign Relations and an officer of Friends of the Institute for Democratic Alternatives for South Africa. He has written articles on foreign affairs in the New York Times, has co-authored Foreign Relations Committee reports and has edited two books on arms transfers and national security. He is married to Margaret Davis Moose; he has a daughter and a son.

Intelligence and research

Toby Trister Gati has been special assistant to the President for national security affairs and senior director for



Ms. Gati

Russia, Ukraine and the Eurasian states at the National Security Council since earlier this year. She held various positions at the United Nations Association of the United States of America, 1972-93, including research assistant, project director, deputy vice president, vice president and senior vice president. In addition, she was a consultant to "ABC World News Tonight," 1986, the Ford Foundation, 1987-89, and BDM International, 1989.

Ms. Gati was born in Brooklyn on July 27, 1946. She holds a bachelor's from Pennsylvania State and two master's from Columbia, where she was an international fellow and had a research associate fellowship. Her foreign languages are Russian and French. She is the author of numerous publications on the former Soviet Union. She is a member of the Harriman Institute Seminar on Communism at Columbia, the Council on Foreign Relations and the Citizen's Exchange

People at State

Richard W. Mueller has become chief of mission in Hong Kong ... Edward Brynn has been named principal deputy assistant secretary for African affairs, with Prudence Bushnell as deputy assistant secretary ... Frederick Brandt is assistant inspector general for security oversight ... Linda Olesen is the new support services officer in the Family Liaison Office. □

Council.

She is married to Charles Gati and has a daughter, a son, a stepdaughter and two stepsons. □

President names 22 to ambassadorships

President Clinton as of mid-July had announced his intention to nominate ambassadors to 22 more bilateral missions. The nominations would require Senate confirmation. The posts and the persons named are:

—*Australia*—Edward Joseph Perkins, U.S. ambassador to the United Nations and its Security Council until recently, to succeed Melvin F. Sembler.

—*Bulgaria*—William Dale Montgomery, executive assistant to the deputy secretary, to succeed H. Kenneth Hill.

—*Canada*—James J. Blanchard, a partner with the law firm of Verner, Liipfert, Bernhard, McPherson & Hand, to succeed Peter B. Teelley.

—*Croatia*—Peter W. Galbraith, senior professional staff member, Senate Committee on Foreign Relations. He would be the first U.S. ambassador to this country.

—*Cyprus*—Richard A. Boucher, spokesman for the Department and acting assistant secretary for public affairs until recently, to succeed Robert E. Lamb.

—*Eritrea*—Robert Gordon Houdek, deputy assistant secretary for African affairs until recently. He would be the first U.S. ambassador to this country.

—*Germany*—Richard Holbrooke, managing director of Lehman Bros., New York, to succeed Robert M. Kimmitt.

—*Greece*—Thomas Michael Tolliver Niles, assistant secretary for European and Canadian affairs, to succeed Michael G. Sotirhos.

—*The Holy See*—Raymond Leo Flynn, mayor of Boston, to succeed Thomas P. Melady.

—*Iceland*—Parker W. Borg, special adviser on international crime and justice, to succeed Sigmund A. Rogich.

—*Ireland*—Jean Kennedy Smith, sister of the late President Kennedy and founder of an organization which aids the disabled, to succeed William Henry G. Fitzgerald.

—*Italy*—Reginald Batholomew, U.S.

special envoy to the former Yugoslavia, to succeed Peter F. Secchia.

—*Japan*—Walter F. Mondale, the former Vice President, to succeed Michael H. Armacost.

—*Korea*—James T. Laney, president of Emory University, to succeed Donald P. Gregg.

—*Laos*—Victor L. Tomseth, diplomat-in-residence at the North Carolina Consortium for International/Intercultural Education until recently, to succeed Charles B. Salmon Jr.

—*Lebanon*—Mark Gregory Hambley, consul general in Jeddah, to succeed Ryan C. Crocker.

—*Mexico*—James Robert Jones, chairman and chief executive officer of the American Stock Exchange, to succeed John D. Negroponce.

—*Mongolia*—Donald C. Johnson, a career Foreign Service officer now in language training, to succeed Joseph E. Lake.

—*Suriname*—Roger F. Gamble, acting chief financial officer of the Department, to succeed John P. Leonard.

—*Uruguay*—Thomas J. Dodd, associate professor of history at Georgetown, to succeed Richard C. Brown.

—*Venezuela*—Jeffrey Davidow, principal deputy assistant secretary for African affairs, to succeed Michael M. Skol.

—*Zambia*—Roland Karl Kuchel, assistant to the director general of the Foreign Service, to succeed Gordon L. Streeb.

Following are biographical sketches of the persons named.

Australia

Edward Joseph Perkins was U.S. ambassador to the United Nations and the UN Security Council from 1992 until earlier this year.

He began his career in 1958 as chief of personnel at the Army and Air Force Exchange in Taipei. He was deputy chief, then chief of personnel and administration, at the Army and Air Force Exchange in Okinawa, 1962-66.

In 1967 he became an assistant general services officer in A.I.D.'s Far East bureau. Next, he was a management analyst, then deputy assistant director for management, at the U.S. operations mission in Thailand, 1969-72.

Frances Cook is Sudan coordinator

Frances D. Cook has been designated the Department's special coordinator for Sudan, to work with other Government agencies on Sudan-related issues and to support the UN special envoy for humanitarian affairs in that country. She will work out of the Office of East African Affairs.

The ambassador to Sudan, Donald K. Petterson, will retain responsibility for all U.S. activities inside the nation and for dealing with Sudanese rebel factions in the region. □

In 1972 Mr. Perkins became a staff assistant in the Office of the Director General. He was a personnel officer there, 1972-74. He was assigned to the Bureau of Near Eastern and South Asian Affairs, 1974-75, and the Office of Management Operations, 1975-78. In 1978 he became counselor for political affairs in Accra. He was named deputy chief of mission in Monrovia in 1981. He served as director of the Office of West African Affairs, 1983-85. In 1985 he was appointed ambassador to Liberia. He was chief of mission in Pretoria, 1986-88, and director general, 1989-92.

Mr. Perkins was born in Sterlington, La., on June 8, 1928. He earned a bachelor's from the University of Maryland and a master's and doctorate from the University of Southern California. He served three years in the Army and four years in the Marines. His foreign languages are French, Japanese and Thai. He has received Presidential Distinguished and Meritorious Service Awards, a Superior Honor Award, a Una Chapman Cox Foundation award, the University of Southern California's Distinguished Alumni Award, Southern University's Achievement Award, the Links, Inc., Living Legend Award and Kappa Alpha Psi's Award for Distinguished Service, the C. Rodger Wilson Leadership Conference Award and the Award for Outstanding Achievement in the Foreign Service.

Mr. Perkins is a member Phi Kappa Phi Honor Society, Epsilon Boule of Sigma Pi Phi fraternity, Kappa Alpha Psi

fraternity, the board of visitors at National Defense University, the National Academy of Public Administration, the Navy League, the American Consortium for International Public Administration, the Veterans of Foreign Wars, the American Foreign Service Association and the Council on Foreign Relations.

He has been awarded honorary degrees from Bowie State, Saint Augustine College, the National Academy of Public Administration, Winston-Salem State University, Beloit College, the University of Maryland, St. John's College and Lewis and Clark College. He has published a number of articles on foreign policy. He is married to Lucy Chien-mei Liu and has two daughters.

Bulgaria

William Dale Montgomery has been executive assistant to the deputy secretary at State since 1991. He joined the Foreign Service in 1974 and became economic and commercial officer in Belgrade the following year. He was commercial, then political officer, in Moscow, 1979-81. After serving as a line officer on the Secretariat Staff, he became executive assistant to the under secretary for political affairs in 1982.

In 1984 he was named deputy chief of mission in Dar es Salaam, Tanzania. He attended the National War College, 1986-87. He was deputy chief of mission in Sofia, the Bulgarian capital, 1988-91.

Mr. Montgomery was born in Carthage, Mo., on November 8, 1945. He earned a bachelor's from Bucknell and a master's from George Washington. His foreign languages are Bulgarian, Russian and Serbo-Croatian.

He served in the Army, 1967-70. He holds the State Department's Distinguished, Superior and Meritorious Honor Awards, an Army commendation award and a Bronze Star, and Bulgaria's Order of the Horseman of the Madara, for promoting democracy in that country. He is a member of the American Foreign Service Association. He is married to Lynne Germain Montgomery and has two daughters and a son.

Canada

James J. Blanchard has been an

attorney with the Washington law firm of Verner, Liipfert, Bernhard, McPherson & Hand since 1991. He began his career in 1968 as a legal adviser in the Michigan secretary of state's office. He was assistant attorney general, then assistant deputy attorney general, of the state of Michigan, 1969-74. He was a member of Congress, 1975-82. He served as governor of Michigan, 1983-90.

Mr. Blanchard was born in Detroit on August 8, 1942. He received a bachelor's and master's from Michigan State and a law degree from the University of Minnesota. He was named one of 10 "Out-



Mr. Perkins



Mr. Montgomery



Mr. Blanchard



Mr. Galbraith

standing Young Men in America" by the Jaycees in 1978, and he has received Inc. magazine's "Supporter of Entrepreneurship" award, the Jewish National Fund's "Tree of Life" award, the University of Minnesota's "Outstanding Achievement" award, Michigan State's "Distinguished Alumnus" award and the Helen W. and William G. Milliken "Freedom" award. He is a member of the National Institute of Former Governors, the Democratic Governors Association, the American Council on Germany and the state bar of Michigan. He is married to Janet Blanchard and has a son.

Croatia

Peter W. Galbraith has been senior professional staff member at the Senate Committee on Foreign Relations since 1979. He began his career in 1975 as an assistant professor of economics and international relations at Windham College, Putney, Vt. In 1976 he became a lecturer in political science and political economy at Keene State College in New Hampshire. He was a member of the faculty of the School for International Training, Brattleboro, Vt., 1977-78.

Mr. Galbraith was born in Boston on December 31, 1950. He earned a bachelor's magna cum laude from Harvard, a master's from Oxford and a law degree cum laude from Georgetown. He has written in Harvard magazine and the New Republic, and is the author of numerous Foreign Relations Committee reports, including "War in the Balkans" and "The Ethnic Cleansing of Bosnia-Herzegovina." His foreign languages are Russian, German and French. He holds awards from the president of Pakistan, the National Association for Foreign Student Affairs and Friends of the UN Environmental Program. He has a son, Eamon Andrew Galbraith.

Cyprus

Richard A. Boucher was spokesman for the Department and acting assistant secretary for public affairs from 1992 until recently. He began his career in 1973 as a Peace Corps volunteer in Senegal. He was a contract employee with A.I.D. in Conakry, 1975-76. In 1977 he joined the Foreign Service and was posted to Taipei. He was consular officer in Guangzhou, 1979-80. He was assigned to the Bureaus of Economic and Business Affairs, 1981-82, and East Asia and Pacific Affairs, 1982-84. In 1984 he became economic officer in Shanghai. He served as deputy director for political affairs in the Office of European Security and Political Affairs, 1987-89. He was deputy spokesman for the Department and deputy assistant secretary for public affairs, 1989-92.

Mr. Boucher was born in Bethesda, Md., on December 15, 1951. He received a bachelor's from Tufts and pursued graduate studies at George Washington.

He attended Oxford and the University of Neuchatel in Switzerland. His foreign languages are French, German and Chinese. He holds a Superior Honor Award and has figured in three group Superior Honor Awards. He is a member of the Capital PC Users Group. He is married to Carolyn Louise Brehm and has a daughter and a son.

Eritrea

Robert Gordon Houdek has been studying Italian at the Foreign Service Institute since earlier this year. He had served as deputy assistant secretary for African affairs since 1991.

Mr. Houdek entered the Foreign Service in 1962 and was assigned to Brussels the following year. He was political officer in Conakry, 1965-67. In 1967 he became a staff officer at the Executive Secretariat. He was a special assistant to the national security adviser at the National Security Council, 1969-71. After a stint as a mid-career fellow at Princeton, he became deputy chief of mission in Freetown in 1972.

Mr. Houdek went to Kingston as political counselor in 1974. Next, he was deputy director of the Office of West African Affairs, 1976-78, then director of the Office of Intra-African Affairs, 1978-80. In 1980 he was named deputy chief of mission in Nairobi. He was a member of the executive seminar on national affairs, 1984-85. In 1985 he became ambassador to Uganda. He served as permanent chargé in Addis Ababa, 1988-91.

Mr. Houdek was born in Chicago on February 26, 1940. He earned a bachelor's from Beloit College and a master's from the Fletcher School of Law and Diplomacy. In addition to Italian, his foreign languages are French and Swahili. He holds the President's Special Award for Exceptional Service and a presidential pay award. He is a member of the American Foreign Service Association. He is married to Mary Elizabeth Wood Houdek and has a daughter and a son.

Germany

Richard Holbrooke has been managing director of Lehman Bros. in New York since 1985. He entered the Foreign

Service in 1962, and went to Vietnam on loan to A.I.D. the following year. He was a staff assistant to the ambassador and a special assistant to the deputy chief of mission, 1965-66. In 1966 he was assigned to the Office of the Assistant to the President for Vietnam. Next, he was assigned to the Office of the Secretary of Defense, where he authored a volume of Vietnam task force papers in 1967. He served as an assistant to Under Secretaries Nicholas Katzenbach and Elliot Richardson and as a member of the U.S. delegation to the Paris peace talks on Vietnam, 1968-69.



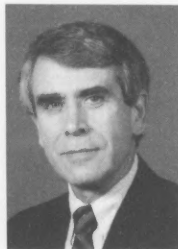
Mr. Boucher



Mr. Houdek



Mr. Holbrooke



Mr. Niles

After a stint as a visiting fellow at Princeton, Mr. Holbrooke became Peace Corps director in Morocco in 1970. He was managing editor of Foreign Policy magazine, 1972-76. He was director of publications for the Carnegie Endowment for International Peace, 1973-76, and senior consultant to the President's Commission on the Organization of the Government for the Conduct of Foreign Policy, 1974-75. He was a contributing editor to Newsweek, 1975-76, and national security affairs coordinator for the Carter-Mondale campaign, 1976. He served as assistant secretary for East

Asian and Pacific affairs, 1977-81. In 1981 he became vice president of Public Strategies, a Washington consulting firm. He was a member of the Carnegie Commission on America and a Changing World, and chairman and principal author of the bipartisan Commission on Government and Renewal, sponsored by Carnegie and the Institute for International Economics, in 1992.

Mr. Holbrooke was born in New York on April 24, 1941. He received a bachelor's from Brown. His foreign language is French. He is a member of the International Institute of Strategic Studies, the Citizens Committee for New York City, the Economic Club of New York; a member of the advisory board of C.E.O. Institutes; a member of the board of contributors to the Japan Daily Digest; and a member of the board of the Council on Foreign Relations, the America-China Society, the National Committee on U.S.-China Relations and the International Red Cross. He is co-author of "Counsel to the President" and "Challenges for the Tri-lateral Countries," as well as reports, articles and columns on foreign policy. He has two sons.

Greece

Thomas Michael Tolliver Niles has been assistant secretary for European and Canadian affairs since 1991. He joined the Foreign Service in 1962 and was assigned to Belgrade the following year. He was an economic officer in the Office of Soviet Affairs, 1965-67, and in Moscow, 1968-71. In 1971 he became political officer at the U.S. mission to Nato in Brussels.

Mr. Niles served as director of the Office of Commercial Affairs in Moscow, 1973-76. He attended the National War College, 1976-77. In 1977 he became deputy director of the Office of UN Political Affairs. He served as director of the Office of Central European Affairs, 1979-81. He was deputy assistant secretary for European and Canadian affairs, 1981-85. In 1985 he was named ambassador to Canada. He was U.S. representative to the European Communities, 1989-91.

Mr. Niles was born in Lexington, Ky., on September 22, 1939. He earned a bachelor's from Harvard and a master's from the University of Kentucky. His

foreign languages are German, French, Russian and Serbo-Croatian. He was a Harvard national scholar and holds two Superior Honor Awards. He is married to Carroll Ehringhaus and has a daughter and a son.

The Holy See

Raymond Leo Flynn has been mayor of Boston since 1984. He was national cochairman of the Clinton for President Committee last year, and president of the U.S. Conference of Mayors in 1991.

Mr. Flynn began his career in 1964 as a professional basketball player in Wilmington, Del. He was a substitute teacher in Somerville, Mass., 1965, and a probation officer in Suffolk County, Mass., 1965-71. He was also a baseball and basketball coach at Stonehill College, 1967-68. He served as a Massachusetts state representative, 1971-78. In 1978 he became a Boston city councillor. He was a fellow at Harvard's John F. Kennedy Institute of Politics, 1982-83.

Mr. Flynn was born in Boston on July 22, 1939. He received a bachelor's from Providence College and a master's from Harvard. He served in the Army, 1963-64. He holds honorary doctorates from Northeastern University, Curry College, Providence College, Suffolk University, Emmanuel College, the New England School of Law and Framington State College, and awards from the New England Irish American Labor Coalition, the National Association for the Advancement of Colored People, the National Invitational Tournament, the National Collegiate Athletic Association, the Boys Clubs of America and the Emerald Society. He has written articles on public policy in the Nation, the Boston Globe, the Philadelphia Inquirer and other publications. He is a member of the International Longshoremen's Union, the American Ireland Fund, the Ancient Order of Hibernians, Knights of Columbus, Boston's Museums of Fine Arts and Science and the National Commission on Children. He is married to Catherine Patricia Flynn and has four daughters and two sons.

Iceland

Parker W. Borg has been a special

adviser at State on international crime and justice since earlier this year. He began his career in 1961 as a Peace Corps volunteer in the Philippines, where he taught English. He joined the Foreign Service in 1965 and was assigned to Kuala Lumpur. He was detailed to A.I.D. in Vietnam, 1967-70. In 1970 he became a staff officer in the Executive Secretariat. Next, he was a special assistant to the director general, 1972-74, and to the Secretary, 1974-75.

In 1976 Mr. Borg became principal officer in Lubumbashi. He was a State Department fellow at the Council on Foreign Relations in New York, 1978-79.



Mr. Flynn



Mr. Borg



Ms. Smith



Mr. Bartholomew

In 1979 he became director of the Office of West African Affairs. He served as ambassador to Mali, 1981-84. He was deputy director of the Office for Counterterrorism, 1984-86. After a detail at the Center for Strategic and International Studies, he was deputy, then acting coordinator, of the Bureau of International Communications and Information Policy, 1987-89. In 1989 he became principal deputy assistant secretary for international narcotics matters. He studied Burmese as ambassador-designate to Burma, 1991-92.

Mr. Borg was born in Minneapolis on

May 25, 1939. He earned a bachelor's from Dartmouth and a master's from Cornell. In addition to Burmese, his foreign languages are French, Vietnamese and Malay. He has published articles on international communications and antiterrorism. He holds two Superior Honor Awards. He is married to Anna Maria Borg and has three daughters.

Ireland

Jean Kennedy Smith has served as founder, director and chairwoman of Very Special Arts since 1974. The organization, an educational affiliate of the Kennedy Center, provides opportunities for disabled persons in the arts. She is also a member of the board of trustees at the Kennedy Center and the Joseph P. Kennedy Jr. Foundation.

Ms. Smith was born in Brookline, Mass., on February 20, 1928. She earned a bachelor's from Manhattanville College. Her foreign language is French. She was the first recipient of the Department of Veterans Affairs' Secretary's Award, and she holds the Volunteer of the Year Award from the People-to-People Committee for the Handicapped, the Margaret Mead Humanitarian Award from the Council of Cerebral Palsy Auxiliaries, the Jefferson Award for Outstanding Public Service from the American Institute for Public Service, the Spirit of Achievement Award from Yeshiva University and the Humanitarian Award from the Capital Children's Museum. She has published articles on the disabled. She has two daughters and two sons.

Italy

Reginald Bartholomew has been U.S. special envoy for the former Yugoslavia since earlier this year. He was ambassador to Nato in Brussels, 1992-93.

Mr. Bartholomew began his career in 1960 as an adviser to the committee on international relations at the University of Chicago. He was a social sciences instructor at the university, 1961-62. In 1962 he became a research fellow at the Social Sciences Research Council in Paris. He returned to the University of Chicago in 1963, then taught government at Wesleyan, 1964-68. In 1968 he became an analyst on the Policy Planning Staff at the

Department of Defense. He served as deputy director of the staff, 1969-73. He was director for policy, plans and National Security Council affairs, then director of the Defense task force on mutual-and-balanced-force reductions, 1972-74.

Mr. Bartholomew began his tenure at State in 1974 as deputy director of the Policy Planning Staff. He served as deputy director of the Bureau of Politico-Military Affairs, 1977, before being detailed to the National Security Council later that year. He headed the politico-military bureau, 1979-81. He became U.S. special Cyprus coordinator in 1981. In 1982 he was named U.S. special negotiator for U.S.-Greek defense negotiations, with the personal rank of ambassador. He served as ambassador to Lebanon, 1983-86, and to Spain, 1986-89. He was under secretary for international security affairs, 1989-92.

Mr. Bartholomew was born in Portland, Me., on February 17, 1936. He earned a bachelor's from Dartmouth and a master's from the University of Chicago. His foreign languages are Italian, French, German and Spanish. He holds Presidential Distinguished and Meritorious Service Awards, the Distinguished, Superior and Meritorious Honor Awards, an outstanding performance award from the Department of Defense and honorary doctorates of law from Wesleyan and Hobart College. He is a member of the Council on Foreign Relations and the International Institute for Strategic Studies. He is married to Rose-Anne D. Bartholomew and has a daughter and three sons.

Japan

Walter F. Mondale has been a partner at the Minneapolis law firm of Dorsey & Whitney since 1987. He began his career in 1955 as a law clerk on the Minnesota Supreme Court. He was an attorney at Larson, Loevinger & Lindquist, 1956-58, and a partner at MacLaughlin & Mondale, 1958-60. In 1960 he became attorney general of Minnesota. He served as a U.S. senator from Minnesota, 1964-77. He was vice president of the United States under President Carter, 1977-81. He was a partner at Winston & Strawn, 1981-87, and a member of the National Commission on the Public Service, 1987-90.

In addition to his law practice, Mr.

Mondale is director of the Mayo Foundation, the Rand Corp., the Guthrie Theatre Foundation and the University of Minnesota Foundation. He is also a member of the university's Humphrey Institute of Public Affairs advisory committee, a member of the board of advisers at the Washington Institute for Near East Policy, a member of the Peace Prize Forum's executive committee and chairman of the National Democratic Institute for International Affairs.

Mr. Mondale was born in Ceylon, Minn., on January 5, 1928. He earned a



Mr. Mondale



Mr. Laney

bachelor's and a law degree from the University of Minnesota. He served in the Army, 1951-53. He has been a distinguished visiting professor at the University of St. Thomas and a distinguished university fellow in law and public affairs at the University of Minnesota.

He has received many honors, including awards from the University of Minnesota, the Minnesota Public Health Association, the National Conference of Christians and Jews, the American Bar Association, the Scandinavian-American Hall of Fame, the American Friends of Hebrew University, the National Conference on Social Welfare, the Minnesota Broadcasters Association and the American Academy of Pediatrics. He holds honorary degrees from Korea University, Bryant College, Providence College, William Mitchell College of Law, Ohio State University, St. Olaf College and Tuskegee Institute. He is the author of "The Accountability of Power: Toward a Responsible Presidency," and publications on domestic and foreign policy. He is married to Joan Adams Mondale and has a daughter and a son.

Korea

James T. Laney has been president of Emory University since 1977. He began his career in 1953 as a chaplain at Choate School. In 1955 he was ordained as a Methodist minister. He served as pastor of St. Paul's Methodist Church in Cincinnati, 1955-58. He was study secretary of the Korean Student Christian Council and an associate professor at Yonsei University in Seoul, 1959-65. Next, he was an assistant, then associate, professor of Christian ethics and director of Methodist studies at Vanderbilt Divinity School, 1966-69. He was a visiting professor at Harvard, 1974, and dean and professor of Christian ethics at Candler School of Theology at Emory, 1966-77.

Mr. Laney was born in Wilson, Ark., on December 24, 1927. He earned two bachelor's and a doctorate from Yale. He served in the Army, 1946-48. He is a member of the American Society of Christian Ethics, the Council on Foreign Relations, the Executive Committee of the University Council at Yale, the Centers for Disease Control advisory committee and the Carnegie Endowment National Commission on America and the New World. He holds Yale Divinity School's Distinguished Alumnus Award and Award of Distinction in Theological Scholarship and Education, the Kellogg Award for Leadership in Higher Education, an Emory Medal and honorary degrees from Florida Southern College, Southwestern at Memphis, Mercer University, DePauw University, Wofford College, Millsaps College, Austin College, West Virginia Wesleyan College and Yale. He has published articles on ethics and education. He is married to Berta Joan Radford Laney and has three daughters and two sons.

Laos

Victor L. Tomseth was diplomat-in-residence at the North Carolina Consortium for International/Intercultural Education from 1992 until recently. After serving as a Peace Corps volunteer, he joined the Foreign Service in 1966 and was assigned to Chiang Mai. He was politico-military officer in Bangkok, 1967-68, and vice consul in Udorn, Thailand, 1968-69. In 1969 he returned to

Bangkok as an assistant to the ambassador. He was political officer at the post, 1970-71. After an assignment to the Board of Examiners of the Foreign Service, he pursued Southeast Asian studies at Cornell, 1972-73.

In 1973 Mr. Tomseth became country officer for Thailand. He was principal officer in Shiraz, Iran, 1976-79. In 1979 he became counselor for political affairs in Tehran. He was detailed to the executive seminar in national and international affairs at the Foreign Service Institute, 1981-82. In 1982 he became country director for India, Nepal and Sri Lanka. He was named deputy chief of mission in Colombo in 1984. He was country director for Thailand and Burma, 1986-89, then deputy chief of mission in Bangkok, 1989-92.

Mr. Tomseth was born in Eugene, Ore., on April 14, 1941. He received a bachelor's from the University of Oregon and a master's from the University of Michigan. His foreign languages are French, Farsi, Thai and Nepali. He holds the Superior and Meritorious Honor Awards, a Presidential Meritorious Service Award, an Award for Valor, the Rivkin Award and five senior performance awards. He is a member of the Asia Society, the Oregon Winegrowers Association, the Senior Seminar Alumni Association and American Museum of Natural History. He is married to Wallapa Charoenrath Tomseth and has a daughter and a son.

Lebanon

Mark Gregory Hambley has been consul general in Jeddah since last year. He joined the Foreign Service in 1971 and was assigned to Saigon. After studying Arabic in Washington and Beirut, he became consular officer in Amman in 1973. He was consular, commercial, economic and political officer in Sanaa, 1973-76. After additional Arabic training in Tunis, he became political officer in Tripoli in 1978. Next, he was politico-military and political officer in Jeddah, 1978-81.

After serving as political officer in Cairo, Mr. Hambley became deputy director of the Office of Arabian Peninsula Affairs in 1983. He received a sabbatical fellowship from the Una Chapman Cox

Foundation in 1985. In 1986 he was named consul general in Alexandria. He served as ambassador to Qatar, 1989-92.

Mr. Hambley was born in Boise, Id., on February 12, 1948. He earned a bachelor's from American and a master's from Columbia. He attended the University of California and the American University of Beirut. In addition to Arabic, he speaks French. He holds the Director General's Reporting Award, two Meritorious Honor Awards, the Navy's Superior Public Service Award and Qatar's Sash of Merit. He is married to Patricia Hambley.



Mr. Tomseth



Mr. Hambley



Mr. Jones



Mr. Johnson

Mexico

James Robert Jones has been chairman and chief executive officer of the American Stock Exchange since 1989. He began his career in 1961 as a legislative assistant to Congressman Ed Edmondson (D-Okla.). He was a deputy special assistant, then special assistant and appointments secretary, to President Johnson, 1965-69. He practiced law and worked as a business development consultant in Tulsa, 1969-73.

Mr. Jones was a member of Congress

from Oklahoma, 1973-87. He was chairman of the House Budget Committee, 1981-85; the Ways and Means Social Security subcommittee, 1985-87; and the U.S.-Japan trade task force, 1977-80. He was a member of the Ways and Means Committee, 1975-87, and deputy majority whip, 1975-77. He was a partner in the Washington law firm of Dickstein, Shapiro & Morin, 1987-89.

In addition to heading the stock exchange, Mr. Jones is chairman of the American Business Conference and a director of organizations that include the American Red Cross, Regional Plan Association, Overseas Development Council, Maxwell School at Syracuse University, the New American Schools Development Corp., Committee for a Responsible Budget, U.S.-Japan Leadership Council, the Japan Society, Committee for Economic Development, American Council for Capital Formation, Bryce Harlow Foundation and Alberta Northeast. He is a member of the Trilateral Commission and the Council on Foreign Relations.

Mr. Jones was born in Muskogee, Okla., on May 5, 1939. He received a bachelor's from the University of Oklahoma and a law degree from Georgetown. He was an Army captain, 1964-66. His foreign language is Spanish. He was named one of 10 "Outstanding Young Men in America" by the Jaycees in 1968, and holds a Steiger Award for his contributions to tax and fiscal policy, as well as an American Heritage Award from the Anti-Defamation League. He has written articles on trade and economic issues in the New York Times, the Washington Post and other publications. He is married to Olivia Barclay and has two sons.

Mongolia

Donald C. Johnson has been in Mongolian language training since earlier this year. He was a Una Chapman Cox sabbatical fellow, 1991-92.

Mr. Johnson joined the Foreign Service in 1974 and was assigned to Guatemala City. He was desk officer for Costa Rica, 1976-78, and assistant general services officer, then political officer in Moscow, 1979-81. After language studies, he became political officer in Beijing in 1983. Next, he was political officer in

Madrid, 1986-87, then political counselor in Tegucigalpa, 1987-90. He served as director of Latin American affairs at the National Security Council, 1990-91.

Mr. Johnson was born in Richmond, Calif., on June 26, 1949. He earned a bachelor's and law degree from Lewis and Clark College. He also holds master's degrees from George Washington and the University of Oklahoma. In addition to Mongolian, his foreign languages are Spanish, Russian and Chinese. He served in the Army, 1971-73. He has received two Superior Honor Awards and two performance pay awards. He is a member of the Mongolia Society, the American Foreign Service Association and several bar associations. He has published articles on foreign policy and environmental law. He is married to Nelda Sabillon Johnson and has two sons.

Suriname

Roger R. Gamble has been acting chief financial officer of the Department since earlier this year. He joined the Foreign Service in 1964 and was assigned to San Jose. He became vice consul in Cebu in 1966. He served as assistant labor attaché in Mexico City, 1969-70, then labor attaché in La Paz, 1970-73, and Buenos Aires, 1973-76.

In 1976 Mr. Gamble became director of the Operations Center. After attending the National War College, he went to Quito as political counselor in 1979. He was deputy chief of mission in Managua, 1981-84, and Guatemala City, 1984-87. In 1987 he was named deputy chief of mission in Mexico City. Next, he was a delegate to the 44th UN General Assembly in New York, 1989, then chargé in St. Johns, Antigua and Barbuda, 1990. He was associate comptroller for management policy in the finance bureau from 1990 until earlier this year.

Mr. Gamble was born in Deer River, Minn., on December 11, 1932. He earned a bachelor's from Bemidji State College in Minnesota and a master's from Eastern New Mexico University. He served in the U.S. Air Force, 1950-54. His foreign language is Spanish. He holds a Presidential Meritorious Honor Award, five senior performance pay awards and Ecuador's National Order of Merit. He is a member of the Americas Society and the American Legion. He is married to Jera Gamble and

has a daughter and three sons.

Uruguay

Thomas J. Dodd has been an associate professor of history at Georgetown's School of Foreign Service since 1974. He began his career at the university as an assistant professor in 1966. He served as director of Latin American studies, 1969-73. He has been in a number of other academic roles, including faculty adviser to the Central American Institute for Labor Studies, 1969; consultant to the



Mr. Gamble



Mr. Dodd



Mr. Davidow



Mr. Kuchel

Secretary's policy and coordination staff, 1970-72; lecturer at National Defense University, 1971-80, and the Smithsonian, 1982 and 1985; and chairman of the Foreign Service Institute's advanced seminar on Central America and the Spanish Caribbean, 1981-86.

Mr. Dodd was born in Washington on March 29, 1935. He earned a bachelor's from Georgetown and a master's and doctorate from George Washington. He attended Johns Hopkins School for Advanced International Studies. He served in the Army, 1958-61. His foreign language is Spanish. His memberships include U.S.I.A.'s Iberia Academic Review Panel,

the American Historical Association, the Latin American Studies Association, the New York City Caribbean Studies Association, the Brookings Institution's Latin American discussion group, the Washington Area Modern Latin American Historians Forum, the Inter-American Council of Latin Americanists, Delta Phi Epsilon and the World Affairs Council. He is the author of publications on Latin America. He has two daughters and a son.

Venezuela

Jeffrey Davidow has been principal deputy assistant secretary for African affairs since 1990. He entered the Foreign Service in 1969 and became a junior officer in Guatemala City the following year. He was political officer in Santiago, 1972-74, and Cape Town, 1974-76. Next, he was desk officer for South Africa, 1976-78. After a stint as a congressional fellow, he became head of the U.S. liaison office in Harare in 1979. He later served as deputy chief of mission at the post.

Mr. Davidow was a fellow at Harvard's Center for International Affairs, 1982-83. In 1983 he became director of the Africa bureau's Office of Regional Affairs. He served as director of the Office of Southern African Affairs, 1985-86. In 1986 he became deputy chief of mission in Caracas. He served as ambassador to Zambia, 1988-90.

Mr. Davidow was born in Boston on January 26, 1944. He received a bachelor's from the University of Massachusetts and a master's from the University of Minnesota. His foreign language is Spanish. He holds a Presidential Distinguished Honor Award and the Distinguished, Superior and Meritorious Honor Awards. He is the author of publications on U.S. policy on Africa and Latin America. He is a member of the American Foreign Service Association. He is married to Joan Labuzoski Davidow and has two daughters.

Zambia

Roland Karl Kuchel has been assistant to the director general since last year. He joined the Foreign Service in 1961. After an assignment in the Bureau of African Affairs, he became a consular officer in Asmara in 1964. He was

economic officer in Lagos, 1966-70, and political officer in Bucharest, 1970-73. He was a research officer for Poland, Hungary and Romania in the Bureau of Intelligence and Research, 1973-74.

Mr. Kuchel was deputy director, then director, of the Operations Center, 1974-76. In 1976 he became deputy chief of the political section in Rome. He was named deputy chief of mission in Budapest in 1980. Next, he was deputy director, then director, of the Office of East European and Yugoslav Affairs, 1983-86. In 1986 he became deputy chief of mission in Stockholm. He served as chief of the Senior Officer Division in the Office of Career Development and Assignments, 1990-91.

Mr. Kuchel was born in Salem, Mass., on March 5, 1939. He earned a bachelor's from Princeton. His foreign languages are French, Italian and Romanian. He holds four senior performance pay awards. He is married to Marianne Ingrid Kuchel and has two daughters and a son. □

Veteran press aide is State spokesman

Secretary Christopher has named Michael D. McCurry, a veteran press secretary, as spokesman for the Department and principal deputy assistant secretary for public affairs. He reports to Thomas E. Donilon, the assistant secretary for public affairs.



Mr. McCurry was senior vice president in the Washington office of the public affairs consulting firm of Robinson, Lake, Lerer & Montgomery from 1990 until April. He began his career in 1976 as press secretary to the Senate Committee on Labor and Human Resources and to the committee's chairman, Senator Harrison A. Williams Jr. In 1981 he became press secretary to Senator Daniel Patrick Moynihan, who was then vice chairman of the Senate Select Committee on Intelligence.

Stempel: educator

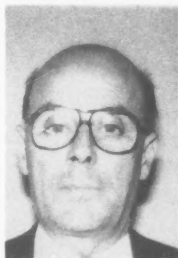
John D. Stempel, a 23-year career veteran of the Foreign Service, has been appointed director of the Patterson School of Diplomacy and International Commerce at the University of Kentucky. □

Mr. McCurry ran press and communications operations at the 1988 Democratic national convention. He was national press secretary in the vice presidential campaign of Senator Lloyd Bensten in 1988, and spokesman and political strategist in the Democratic presidential primary campaigns of Senator John Glenn, 1984, Governor Bruce Babbitt, 1988, and Senator Bob Kerry, 1992. He served as director of communications for the Democratic National Committee, 1990-92.

Mr. McCurry received a bachelor's from Princeton's Woodrow Wilson School of Public and International Affairs and a master's from Georgetown. He is married to Debra McCurry and has a daughter and a son. □

Gosende gets envoy rank for Somalia

President Clinton on June 30 accorded the personal rank of ambassador to Robert Rosalino Gosende in his capacity as special envoy for Somalia.



Mr. Gosende joined the Foreign Service with U.S.I.A. in 1967. After an assignment in Tripoli, he was posted to Mogadishu, 1968-70, and Pretoria, 1970-71. In 1971 he became branch public affairs officer in Cape Town. He was cultural affairs officer in Warsaw, 1974-78. After assignments at Harvard and in Washington, he returned to Pretoria

as counselor for public affairs in 1983. He served as deputy, then acting associate director, of U.S.I.A.'s Bureau of Educational and Cultural Affairs, 1986-89.

In 1989 he became director of the agency's Office of African Affairs. He was a diplomat-in-residence at Georgetown's Institute for the Study of Diplomacy from 1992 until recently. □

Montgomery heads Department's family office

Kendall Bailey Montgomery has become the new director of the Family Liaison Office, succeeding Maryann Minutillo. She had been deputy director since 1991.



Ms. Montgomery began her career in 1976 as a teacher at the international school in Prague. She was community liaison officer in Ottawa, 1985-87, then residential security coordinator for Canada and Bermuda, 1988-89. She served as a recruitment officer in the Bureau of Administration, 1989-90.

Ms. Montgomery was born in New York in 1941. She earned a bachelor's from Wellesley. She accompanied her husband, the late Robert Montgomery, on postings to Mexico City, Canberra, Ottawa and Prague. She has figured in a group Superior Honor Award. She has two daughters and a son. ■

Pet rock peril

When sightseeing in Jordan, please proceed with extreme caution concerning objects found in the desert and even in the parks outside of Amman. Some of the old cannon balls look like nice stones but will explode when moved or kicked. So if you do not recognize an item, it would be better left untouched.—From the post newsletter, the Amman Sun. □

EDUCATION & TRAINING

Schedule of courses at the Foreign Service Institute

Program	July	Aug.	Sept.	Length
AREA STUDIES: INTENSIVE COURSES				
Africa, sub-Saharan (AR 210)	—	9	—	2 weeks
East Asia (AR 220)	—	9	—	2 weeks
Latin America/Caribbean (AR 230)	—	9	—	2 weeks
Near East/North Africa (AR 240)	—	9	—	2 weeks
South Asia (AR 260)	—	9	—	2 weeks
Southeast Asia (AR 270)	—	9	—	2 weeks
Central-East Europe/successor states to the Soviet Union (AR 280)	—	9	—	2 weeks
Western Europe (AR 290)	—	9	—	2 weeks

AREA STUDIES: ADVANCED COURSES

Andean (AR 533)
Arabian Peninsula/Gulf (AR 541)
Balkans (AR 583)
Baltic states (AR 584)
Benelux (Netherlands) (AR 595)
Brazil (AR 535)
The Caribbean (AR 538)
Central America (AR 539)
Central Asia (AR 586)
China (AR 521)
Eastern Africa (AR 511)
Fertile Crescent (AR 542)
Francophone Africa (AR 513)
French-speaking Europe (AR 592)
German-speaking Europe (AR 593)
Greece/Cyprus (AR 589)
Haiti (AR 536)
Hungary, Czechoslovakia (AR 582)
Iberia (AR 591)
Indonesia (AR 571)
Italy (AR 594)
Japan (AR 522)
Korea (AR 523)
Lusophone Africa (AR 514)
Malaysia (AR 575)
Mexico (AR 531)
Mongolia (AR 524)
Netherlands (AR 595)
Northern Africa (AR 515)
The Philippines (AR 574)
Poland (AR 587)
Russia, Ukraine, and Belarus (AR 581)
Scandinavia (Nordic countries) (AR 596)
South Asia (AR 560)
South Caucasus (AR 585)
Southern Cone (AR 534)
Southern Africa (AR 512)
Thailand, Burma, Laos (AR 572)
Turkey (AR 543)
Vietnam/Cambodia (AR 573)

These courses are integrated with the corresponding languages and are scheduled weekly for three hours. Starting dates correspond with language starting dates.

'Bargain' courses offered at State by Defense Intelligence

BY ART LAFLAMME

If you've seen men and women studying in the cafeteria or on benches in the courtyard, they may not be summer interns. They may be Department employees studying here at the new satellite campus of the Defense Intelligence College.

Those in the program are working part-time towards a master's in strategic intelligence. The postgraduate intelligence program at Defense Intelligence College requires students to complete 14 classes (seven core and seven elective), as well as a thesis. State has facilitated this by



In the Defense Intelligence College class summer class on "Africa: Issues and Concepts," left to right, seated: Art Laflamme (author), Paul James. Standing: Randy Phillips, Claire Barrett, Mimi Hughes, Bob Kovac, Kristin Brinker, Susan Snyder, Joe Warner, Larry Williamson (instructor), Charity Dennis, Eric Brown.

offering seven classes per academic year—two classes per 10-week quarter except during the summer. Classes meet once a week for three-hour seminars, which begin at 5 p.m. to avoid conflict

—(Continued on next page)

with the workday.

Started in the spring of 1992, the program has slowly grown. Now in its sixth quarter, the classes have attracted over 70 State employees and a core group of approximately 20. Several students have also taken other evening or early-morning classes at the main college campus.

Fully accredited, the college requires transcripts and graduate record examination scores from applicants, as well as an essay for formal admission. State employees are allowed and encouraged to take several classes before applying for admission to the college as part-time students. There is, however, no application fee and no tuition. Even the textbooks are provided.

Though the number of students formally accepted into the program is relatively low, 11 have completed 7 or more classes. In addition, some have begun to work on their thesis projects in anticipation of completing the program next year.

The program at State is a bit different than that offered at the college itself. The core classes remain the same, taught by regular Defense college professors. The electives, though, have taken on a different flavor. The college offers several fields of concentration at its main campus, but the program at State tends to offer more general, foreign policy and foreign affairs-related electives.

The State program has also begun using adjunct professors, often senior State personnel, to teach some of the elective classes. By drawing upon State's own experts, the program attempts to offer the students a more realistic exposure to intelligence and foreign policy. "Europe After the Revolutions," as an example, addressed western European security issues and political organizations in the post-Soviet era, and was taught by Bob Smolik, deputy director, Office of Western European Affairs.

The range of students shows a slightly higher participation by those in the Civil Service, though not by much. Mimi Hughes, a Foreign Service officer working in the Bureau of Personnel, feels that working towards a master's was an opportunity she could not let pass. "After eight years of overseas service, I was eager to come home and get a fresh perspective," she told me. "The Defense

—(Continued on next page)

—(Continued from preceding page)

Program	July	Aug.	Sept.	Length
Arabic (western) (LQW 100)	—	23	—	23/44 weeks
Armenian (LRE 100)	—	23	—	23/44 weeks
Azerbaijani (LAX 100)	—	23	—	23/44 weeks
Bengali (LBN 100)	—	23	—	23/44 weeks
Bulgarian (LBU 100)	—	23	—	23/44 weeks
Burmese (LBY 100)	—	23	—	23/44 weeks
Byelorussian (LBL 100)	—	23	—	23/44 weeks
Chinese (Cantonese) (LCC 100)	—	23	—	23/44 weeks
Chinese (standard) (LCM 100)	—	23	—	23/44 weeks
Chinese (field school) (LCM 100)	—	9	—	44 weeks
Czech (LCX 100)	—	23	—	23/44 weeks
Danish (LDA 100)	—	23	—	23 weeks
Dutch/Flemish (LDU 100)	—	23	—	23 weeks
Estonian (LES 100)	—	23	—	23/44 weeks
Finnish (LFJ 100)	—	23	—	23/44 weeks
French (LFR 100)	6	23	20	24 weeks
Georgian (LGG 100)	—	23	—	23/44 weeks
German (LGM 100)	—	23	—	24 weeks
Greek (LGR 100)	—	23	—	23/44 weeks
Hebrew (LHE 100)	—	23	—	23/44 weeks
Hindi (LHJ 100)	—	23	—	23/44 weeks
Hungarian (LHU 100)	—	23	—	23/44 weeks
Icelandic (LJC 100)	—	23	—	23/44 weeks
Indonesian (LJN 100)	—	23	—	23/36 weeks
Italian (LJT 100)	—	23	—	24 weeks
Japanese (LJA 100)	—	23	—	23/44 weeks
Japanese (field school) (LJA 100)	—	9	—	44 weeks
Khmer (Cambodian) (LCA 100)	—	23	—	23/44 weeks
Korean (LKP 100)	—	23	—	23/44 weeks
Korean (field school) (LKP 100)	—	9	—	44 weeks
Lao (LLC 100)	—	23	—	23/44 weeks
Latvian (LLE 100)	—	23	—	23/44 weeks
Lithuanian (LLT 100)	—	23	—	23/44 weeks
Malay (LML 100)	—	23	—	23/36 weeks
Mongolian (LMV 100)	—	23	—	23/44 weeks
Nepali/Nepalese (LNE 100)	—	23	—	23/44 weeks
Norwegian (LNR 100)	—	23	—	23 weeks
Persian/Dari (Afghan) (LPG 100)	—	23	—	23/44 weeks
Persian/Farsi (Iranian) (LPF 100)	—	23	—	23/44 weeks
Polish (LPL 100)	—	23	—	23/44 weeks
Portuguese (LPY 100)	—	23	—	24 weeks
Portuguese (European) (LPY 101)	—	23	—	24 weeks
Romanian (LRQ 100)	—	23	—	23 weeks
Russian (LRU 100)	—	23	—	23/44 weeks
Russian (advanced) (LRU 101)	—	23	—	23/44 weeks
Serbo-Croatian (LSC 100)	—	23	—	23/44 weeks
Singhalese (LSJ 100)	—	23	—	23/44 weeks
Slovak (LSK 100)	—	23	—	23/44 weeks
Spanish (LQB 100)	6	23	20	24 weeks
Swahili/Kiswahili (LSW 100)	—	23	—	23 weeks
Swedish (LSY 100)	—	23	—	23 weeks
Tagalog/Philipino (LTA 100)	—	23	—	23/44 weeks
Thai (LTH 100)	—	23	—	23/44 weeks
Turkish (LTU 100)	—	23	—	23/44 weeks
Ukrainian (LUK 100)	—	23	—	23/44 weeks
Urdu (LUR 100)	—	23	—	23/44 weeks
Uzbek (LUX 100)	—	23	—	23/44 weeks
Vietnamese (LVS 100)	—	23	—	23/44 weeks
FAMILIARIZATION AND SHORT-TERM (FAST) COURSES				
Albanian (LAB 200)	—	23	—	8 weeks
Arabic (modern standard) (LAD 200)	6*	23	—	8 weeks

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Program	July	Aug.	Sept.	Length
Arabic (Egyptian) (LAE 200)	6*	23	—	8 weeks
Arabic (North African) (LQW 200)	6*	23	—	8 weeks
Armenian (LRE 200)	6*	23	—	8 weeks
Azerbaijani (LAX 200)	6*	—	—	7 weeks
Bengali (LBN 200)	6*	—	—	7 weeks
Bulgarian (LBU 200)	—	23	—	8 weeks
Burmese (LBY 200)	6	—	—	7 weeks
Byelorussian (LBL 200)	6	—	—	7 weeks
Chinese (standard) (LCM 200)	6	—	—	7 weeks
Czech (LCX 200)	6	—	—	7 weeks
Estonian (LES 200)	6	—	—	7 weeks
Finnish (LFJ 200)	6	—	—	7 weeks
French (LFR 200)	—	23	—	8 weeks
Georgian (LGG 200)	6	—	—	7 weeks
German (LGM 200)	—	23	—	8 weeks
Hebrew (LHE 200)	6	—	—	7 weeks
Hungarian (LHU 200)	—	23	—	8 weeks
Icelandic (LJC 200)	—	23	—	6 weeks
Indonesian (LJN 200)	6	23	—	7 weeks
Italian (LJT 200)	—	23	—	8 weeks
Japanese (LJA 200)	6	—	—	7 weeks
Kazakh (LKE 200)	6	—	—	7 weeks
Khmer (Cambodian) (LCA 200)	6	—	—	7 weeks
Korean (LKP 200)	6	—	—	7 weeks
Kyrgyz (LKM 200)	6	—	—	7 weeks
Latvian (LLE 200)	6	—	—	7 weeks
Lithuanian (LLT 200)	6	—	—	7 weeks
Malay (LML 200)	6	23	—	7 weeks
Polish (LPL 200)	—	23	—	8 weeks
Romanian (LRQ 200)	—	23	—	8 weeks
Russian (LRU 200)	—	23	—	8 weeks
Russian (refresher) (LRU 201)	6	—	—	6 weeks
Slovak (LSK 200)	—	23	—	8 weeks
Spanish (LQB 200)	—	23	—	8 weeks
Tajik (LTB 200)	6	—	—	7 weeks
Thai (LTH 200)	6	—	—	7 weeks
Turkish (LTU 200)	6	—	—	7 weeks
Turkmen (LUB 200)	6	—	—	7 weeks
Urdu (LUR 200)	6*	23	—	8 weeks
Uzbek (LUX 200)	6	—	—	7 weeks

*Seven weeks only for this date

ADMINISTRATIVE TRAINING

Advanced disbursing officers (PA 251)	—	—	7	4 weeks
Budget and financial management (PA 211)	5	16	—	6 weeks
C.F.M.S. budget execution (PA 151) (prerequisite PA 150)	22	—	—	2 days
C.F.M.S. financial planning (PA 152) (prerequisite PA 150)	28	—	—	1 day
C.F.M.S. miscellaneous obligations (PA 154) (prerequisite PA 150)	26	—	—	2 days
C.F.M.S. requisition documents (PA 153) (prerequisite PA 150)	20	—	—	2 days
C.F.M.S. system overview and orientation (PA 150)	14	—	—	1 day
	19	—	—	1 day
C.F.M.S. travel orders (PA 155) (prerequisite PA 150)	15	—	—	2 days
Customer service (PA 143)	—	—	9	2 days
F.S.N. classification, compensation (PA 232)	19	—	13	2 weeks
	26	—	—	2 weeks

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Intelligence College has presented a fantastic opportunity to elevate my sights. Furthermore, nothing beats the price."

Others see the program as a chance to help their careers. Susan Snyder, from the Bureau of International Narcotics Matters, sees her participation in the program as an investment. "Oh, sure," she said, "there have been some sunny afternoons when I'd rather have gone outside than headed off to a seminar. It's a little sacrifice now, but it will pay off in the end."

Claire Barrett, a clerk in Information Management, has delayed graduate school so she can work for the Department and participate in the program. "I still plan to pursue an advanced degree in economics," she said, "but I have deferred my admission until the fall of 1994." She cited the emerging emphasis on economic intelligence as a factor in this decision.

The first students to complete the program should do so early next year. Those interested should contact Carol Johansen at 647-7306. □

Senior Secretarial Seminar scheduled

The Foreign Service Institute will offer a three-day Senior Secretarial Seminar at the Woods Resort in Hedgesville, W. Va., August 25-27. The course is designed to help secretaries develop interpersonal skills, manage time and stress and to network with Civil and Foreign Service colleagues. The participants were nominated by their supervisors and notified of their acceptance last month. For information on the next seminar, call (703) 875-7277. □

On giving a briefing in a foreign language

*With periphrasis, hums and a pause,
We speak through a layer of gauze.*

Then come up with a word,

In an order absurd,

While breaking syntactical laws.

—MICHAEL MATES □

Word processing: 6 courses

The Foreign Service Institute is providing six word processing courses this month and next month:

—Basic word processing, August 2-3 and September 1-2. Creating, editing and printing documents, for persons with no word processing experience. Copying, moving and replacing text and other basic functions.

—Basic word processing +, August 19-20, September 7-8 and 20-21. Basic skills of word processing + software, including creating, editing and printing documents. The copy, move, replace, search and format line functions are also covered.

—Word processing + transition, August 9, 25, September 9 and 13. Basic features of word processing + software, for persons with prior experience.

—Advanced word processing +, August 23-24 and September 27-28. Merge, word-wrap, block editing, sorting columns, and the mark and name functions.

—Glossary, August 12 and September 22. Prerequisite: basic word processing. Creating, sorting and retrieving glossaries.

—Wang office, August 30 and September 23. Electronic mail, scheduling on the calendar feature and the correspondence log.

For information, call (703) 875-7277. To register, call (703) 875-5370. □

Language notice

New incentive languages are Armenian, Azerbaijani, Georgian, Kazakh, Kyrgyz, Tajik, Turkmen and Uzbek, according to a Department Notice of May 13. □

Multilateral work

The Foreign Service Institute will offer a three-day workshop in multilateral diplomacy, for Foreign and Civil Service employees, August 9-11. It will include exercises and case studies. For information, call the political training office, (703) 875-5140. □

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Program	July	Aug.	Sept.	Length
General services operations (PA 221)	6	9	6	12 weeks
	12	16	20	12 weeks
	—	23	27	12 weeks
	—	30	—	12 weeks
How F.A.A.S. works at overseas posts (PA 213)	21	25	15	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			
Nepa training, domestic operations (PA 129)	—	30	—	1 week
Orientation workshop for narcotics affairs officers (PA 202)	—	2	—	2 weeks
Overseas administrative officers (PA 242)	—	2	—	2 weeks
Overseas cashier's training (PA 293)	Correspondence course			
Overseas cashier's supervisor's training (PA 294)	Correspondence course			
Personnel course (PA 231)	—	—23	—	7 weeks
Property management for custodial officers (PA 135)	—	—	9	2 days
CONSULAR TRAINING				
Advanced consular course (PC 532)	12	—	—	3 weeks
ConGenRossllyn basic consular course (PC 530)	Continuous enrollment			
Consular orientation program (PC 105)	Continuous enrollment			
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			
CURRICULUM AND STAFF DEVELOPMENT TRAINING				
Basic facilitation and delivery workshop (PD 513)	—	—	15	3 days
ECONOMIC TRAINING				
Advanced economic review seminar (PE 501)	12	—	—	5 weeks
Applied economics for non-economic officers (PE 280)	6	—	—	6 weeks
Country data analysis (PE 504)	12	—	—	2 weeks
Economic tradecraft (PE 124)	26	—	—	2 weeks
Export promotion (PE 125)	12	9	—	1 week
	26	—	—	1 week
Foreign Service economic and commercial studies (PE 250)	—	—	13	36 weeks
Regional resource officer training (PE 103)	12	—	—	2 weeks
Science, technology and foreign policy (PG 562)	—	—	13	1 week
EXECUTIVE DEVELOPMENT				
Deputy chiefs of mission (PT 102)	11	—	—	2.2 weeks
E.E.O. awareness for managers (PT 107)	—	—	16	2 days
Inspectors' management training (PT 104)	—	—	14	4 days
Introduction to management skills (PT 207)	—	—	13	4 days
Washington tradecraft (PT 203)	12	16	20	2 weeks
INFORMATION MANAGEMENT TRAINING				
Advanced PC course (PS 114)	—	30	—	2 days
Information systems management program (PS 212)	—	—	7	23 weeks
Information systems training (PS 108)	12	—	—	4 weeks

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Program	July	Aug.	Sept.	Length
Introduction to Lotus 1-2-3 (PS 118)	—	19	—	2 days
Introduction to PC and MS-DOS (PS 111)	—	16	—	3 days
OFFICE MANAGEMENT COURSES				
Advanced WP+ (PK 154)	—	23	27	2 days
Basic WP (PK 129)	1	2	1	2 days
Basic WP+ (PK 155)	—	19	7	2 days
	19	—	20	2 days
Better office English (oral) (PK 226)	—	—	13	30 hours
Better office English (written) (PK 225)	—	—	27	40 hours
Civil Service secretarial training for entering personnel (PK 104)	—	30	27	2 weeks
Decision-processing (PK 152)	28	—	—	1 day
Drafting correspondence (PK 159)	6	—	—	1 week
Effective speaking and listening skills (PK 240)	—	16	—	18 hours
Employee relations (PK 246)	28	30	—	2 days
Glossary (PK 151)	—	12	22	1 day
Level 2 F.S. secretarial training (PK 301)	12	—	13	2 weeks
Level 3 F.S. secretarial training (PK 302)	—	2	—	2 weeks
Proofreading (PK 143)	—	—	1	2 days
Senior secretarial seminar (PK 111)	—	25	—	3 days
Supervisory studies seminar (PK 245)	26	—	27	4 days
T.A.T.E.L. (PK 140)	9	13	3	1 day
	15	27	10	1 day
	16	31	16	1 day
	23	—	17	1 day
	29	—	24	1 day
	30	—	30	1 day
Wang office (PK 161)	22	30	23	1 day
WP+ transition (PK 153)	—	9	9	1 day
	21	25	13	1 day
Writing effective letters and memos (PK 241)	—	2	—	1 week
OVERSEAS BRIEFING CENTER				
American studies (MQ 115)	—	—	30	2 days
Introduction to Foreign Service life (MQ 100)	—	—	20	1 week
Life after the Foreign Service (MQ 600)	7	—	—	2 days
Security overseas seminar (MQ 911)	12	2	13	2 days
	19	9	27	2 days
	26	16	—	2 days
	—	23	—	2 days
	—	30	—	2 days
Protocol (MQ 116)	—	—	29	2 days
Transition to Washington for adults (MQ 300)	—	—	18	1 day
Transition to Washington for teens (MQ 301)	—	—	18	1 day
Understanding regulations, allowances and finances in the F.S. context (MQ 104)	28	—	15	3 days
POLITICAL TRAINING				
Foreign Affairs interdepartment seminar (PP 101)	—	—	7	2 weeks
Human rights in the foreign policy process (PP 507)	—	23	20	1 day
Human rights reporting (PP 506)	19	—	7	1 day
Intelligence and foreign policy (PP 212)	—	—	13	3 days
Labor officer functions (PL 103)	6	—	—	6 weeks
Multilateral diplomacy (PP 211)	—	9	—	3 days
Negotiating art and skills (PP 501)	—	—	28	1 week
Political tradecraft (PP 202)	6	23	—	3 weeks
Politico-military affairs (PP 505)	—	16	—	3 days
U.S.U.N. orientation (PP 213)	—	—	15	2 days
Workers' rights reporting (PP 504)	6	9	—	2 days ■



FOREIGN SERVICE INSTITUTE—
Anne E. Imamura, chairwoman of Asian studies, presents certificate to Professor James Reardon-Anderson designating him a distinguished visiting professor.

Remote control

The Foreign Service Institute's Overseas Briefing Center presented a lunchtime workshop on managing rental property from overseas, on June 29. For information on the next class, contact Terri Williams, (703) 875-5342. □

Politico-military

A three-day course for politico-military officers is scheduled at the Foreign Service Institute, August 16-18. Topics include the Department of Defense as it relates to State, the organization of State's politico-military bureau and arms control and security assistance. ■

State-ing the facts

BY BARBARA QUIRK

—The temperature sometimes reaches 150 degrees at which post?

—What is the most commonly reported on-the-job accident at State?

—Which post is near the "Mountains of the Moon," where glaciers can be found on the equator?

(Answers on Page 57) □

CIVIL SERVICE P E R S O N N E L

Promotions (June)

AF-BB

Frederick, Peter, Paris

GG-05

Bolyard, Jeffrey A., International Joint Commission

GG-6

Campos, Fay, Athens

GG-13

Zaiback, Abdelnour, Foreign Service Institute, Asian and African Languages

GM-13

Aguilar, Max L., Office of Inspector General

Jones, Anthony Q., Office of Inspector General

Lewis, Sandra J., Office of Inspector General

Rufenacht, Christina M., Office of the Deputy Secretary

GM-14

Brown, Norman C., Office of Chief Financial Officer, Office of Executive Director

Clements, Janice Singleton, Bureau of Personnel

Langer, Zerrin U., Department Office of Acquisitions

Saboe, Cynthia Mae, Office of Inspector General

GM-15

Massey, Richard C., Office of Foreign Missions

Tsukayama, Robert A., Consular Fraud Prevention Program

GS-1

Frederick, Peter, Paris

GS-3

Burton, Karen A., Passport Services

GS-4

Granberg, Dianne Kimberley, Seattle Passport Agency

Thornton, Christine, Washington Passport Agency

GS-5

Johnson, Thelma A., Foreign Service Institute, Area Studies

Jones, Cornelius D., Visa Services

McKnight, Vickie, Intelligence

and Research, Office of Intelligence Liaison

Merchant, Diana Marie, Office of Foreign Buildings, Real Estate Division

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

Reid, Viviann D., Visa Services

Roop, Christine D., Pre-Assignment Training

White, Queen E., Visa Services

GS-6

Amores, Anna E., Office of Foreign Buildings, Acquisitions Division, Contracts Branch West

Burke Jr., Francis D., Office of Chief Financial Officer, Payroll Operations

Coleman, Charmaine Denise, Refugee Programs

Ivey, Christine D., Consular Affairs, Personnel Management

Titus, Penny R., Houston Passport Agency

GS-7

Adkins, Linda M., Bureau of Administration, Unclassified Pouch and Mail Branch

Banks, Wanda P., Bureau of Administration, Communications Information Branch

Beck, Margaret M., Prague

Boykins, William A., Bureau of Administration Office of Information, Personnel Management

Brophy, Martine Maudet, Stamford Passport Agency

Comegys, Lisa R., Bureau of Administration

Conran, Irene G., San Francisco Passport Agency

Evans Scalzo, Patricia L., International Narcotics Matters

Friend, Barbara H., Bureau of Administration, Unclassified Pouch and Mail Branch

Harmon, Sharon Arcaro, Bureau of Administration, Office of Freedom of Information

Harrington, Stephanie S., Office of Foreign Buildings, Engineering Support Branch

Jackson, Jeanette N., Bureau of Administration, Unclassified Pouch and Mail Branch

Layman, Michelle Marie, Northeast Passport Processing Center

Malvaso, Matthew P., Executive

Secretariat, Systems Management Division

Middleton, Adrienne R., U.S. Mission to Organization of American States

Olewnik, Ryszard S., Bureau of Personnel

Semakis, Florence M., Office of Foreign Missions, Travel Division

Svejda, Andrea F., International Communications and Information Policy

Wood, William Randolph, Passport Services

Wright, Norma A., Passport Services

GS-8

Avery, Terri L., Office of Counter-Terrorism

Littlefield, Timothy R., Bureau of Administration, Unclassified Pouch and Mail Branch

Mills, Delores A., International Organization Affairs, International Development Assistance

Mills, Delores A., International Organization Affairs, International Development Assistance

GS-9

Bollinger, Carolyn Finas, New Orleans Passport Agency

Brazee, Kathryn Louise, Seattle Passport Agency

Brooks, Angela Michelle, Bureau of Administration, Systems Operations Branch

Kirsch, David E., Intelligence and Research Office of Executive Director

McGill, Susie D., Diplomatic Security, Financial Management

Mothershed, Victoria, Houston Passport Agency

Ostrowski, Lawrence Paul, Office of Foreign Buildings, Engineering Support Branch

Renison, Brent William, Seattle Passport Agency

Shah, Shilpa S., Office of the Inspector General

Thian, Anthony A., Passport Services

Underwood, Yolanda, Houston Passport Agency

Underwood, Yolanda, Houston Passport Agency

Underwood, Yolanda, Houston Passport Agency

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Underwood, Yolanda, Houston Passport Agency

Underwood, Yolanda, Houston Passport Agency

GS-11

Beatty, Michael David, Overseas Citizens Services

Brand, Sarah A., Department Office of Allowances

Carper, Mary Henley, Diplomatic Security, Personnel Management

Davis, Rosalind, Bureau of Administration, Systems Operations Branch

Littlejohn, Kaye W., Legislative Affairs

Martin, Janice, Office of Legal Adviser, Office of Ethics and Personnel

McCormick, Lawrence, Bureau of Administration, Systems Operations

McCoy, Janet L., Bureau of Administration, Systems Operations

Nakian, Elizabeth A., Intelligence and Research, Office of Executive Director

Phaneuf, Christine Marie, Bureau of Administration, Office of Freedom of Information

Portell, Sherman D., Houston Passport Agency

Warzywak, Esther Janie M., Passport Services

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Warzywak, Esther Janie M., Passport Services

PERSONNEL: CIVIL SERVICE

- Davis, Cynthia O.**, Bureau of Personnel, Post Assignment Travel Section
- Erazo-Beauchamp, Joaquin**, Office of Chief Financial Officer, Fiscal Operations, Central Allotment Section
- Fredell, Eric Anders**, Mexican Affairs
- Fredlund, Norma R.**, Office of Chief Financial Officer, Fiscal Operations, Central Allotment Section
- Gogerty, Edward R.**, Office of Chief Financial Officer, Office of Domestic Financial Management and Oversight
- Gross, Marjorie S.**, Office of Equal Employment Opportunity and Civil Rights
- Hansen, Sonja M.**, Office of Chief Financial Officer, Office of Budget and Program Formulation
- Herring, Elizabeth J.**, Office of Chief Financial Officer, Fiscal Operations, Central Allotment Section
- Hourigan, Brendan P.**, Office of Chief Financial Officer, Fiscal Operations, Regional and Functional Allotment Section
- Lester, Raymond**, Intelligence and Research, Office of Geographer
- Lynch, Chauncey R.**, Office of Chief Financial Officer, General Ledger Branch
- Martin, Charles Ernest**, Inter-American Affairs, Office of Policy Planning and Coordination
- Motley, Cynthia J.**, Executive Secretariat
- Payne-Miller, Valinda J.**, Office of Chief Financial Officer, Fiscal Operations, Report Preparation Section
- Van Dorn, Joan Stanley**, Consular Affairs, Personnel Management
- Voshell, Gayle L.**, Office of Inspector General
- Williams, Clifton Tyrone**, Bureau of Administration, Office of Information, Financial Management
- GS-13**
- Jones, Alan Randolph**, Office of Inspector General
- Aaron, David L.**, European Affairs, Office of Assistant Secretary
- Abrams, Crystal S.**, Bureau of Administration, Office of Freedom of Information
- Adams, Latrese Monique**, Inter-American Affairs, Office of Executive Director
- Ahuja, Kiran A.**, Summer College Intern Program
- Anderson, Andre M.**, Bureau of Administration, Office of Freedom of Information
- Anderson, Anita Lynnette**, Stamford Passport Agency
- Anderson, Beverley L.**, Bureau of Administration, Office of Information, Administrative Services
- Anderson, Cornelius**, Summer College Intern Program
- Anderson, Marquis**, Consular Affairs, Office of Executive Director
- Angevine, Charles E.**, Economic and Business Affairs, Office of Assistant Secretary
- Arias-Tamayo, Diego M.**, Foreign Service Institute, Romance Languages
- Armstead, Angela L.**, African Affairs, Office of Executive Director
- Atkins, Matthew D.**, Politico-Military Affairs
- Ayachi, Nejib**, Foreign Service Institute, Romance Languages
- Barnes, Lynetta Rose**, Bureau of Administration, Office of Freedom of Information
- Barr, Brady Garland**, Bureau of Administration, Office of Freedom of Information
- Bellomo, Thane A.**, Visa Services
- Berkley, Laura**, Bureau of Administration, Office of Small and Disadvantaged Business Utilization
- Bernhart, Brady Scott**, Office of Foreign Missions, Administrative Office
- Bies, Gun Marie**, Bureau of Administration, Office Automation Division
- Bilezikian, Monique A.**, Foreign Service Institute, Romance Languages
- Borum, Charles S.**, Bureau of Administration
- Brayman, Thomas R.**, Office of Chief Financial Officer, Office of Budget and Program Formulation
- Brisbon, Kecia D.**, Office of Legal Adviser, Office of Executive Director
- Bulawka, Larissa Nataalka**, Inter-American Affairs, Office of Executive Director
- Burt, Alisha**, Passport Services
- Butler, Monica S.**, Office of Foreign Buildings, Acquisitions and Planning Office
- Caballero, Thomas Edward**, Diplomatic Security, Personnel Management
- Cabanayan, Nicolas Banaga**, Office of Foreign Buildings, Administrative Management
- Cantor, Joshua Seth**, Politico-Military Affairs
- Chen, Patricia**, Office of Foreign Buildings, Building Design and Engineering
- Cheng, Barry Y.**, Office of Chief Financial Officer, Office of Budget and Program Formulation
- Clark III, Robert E.**, Bureau of Administration, Information Management
- Clark, Elizabeth A.**, Summer Clerical Program
- Clark, John Tyler**, Executive Secretariat
- Clemons, Lenwood Ray**, Bureau of Administration
- Clinton, Cheri**, Passport Services
- Coffey, Erika R.**, Executive Secretariat
- Collica, Jennifer A.**, Bureau of Administration, Information Management
- Corr, Shannon Eileen**, Refugee Programs
- Cox Jr., Cody L.**, Summer College Intern Program
- Crowley, Jenny E.**, Bureau of Administration, Office of Freedom of Information
- Cruzvergara, James**, Bureau of Administration, Information Management
- Danckaert, Daniel B.**, Bureau of Administration, Cryptographic Systems Branch
- Davidow, Gwen M.**, Politico-Military Affairs
- Davis, Carla A.**, Executive Secretariat
- De Kleine, Christina M.**, Foreign Service Institute, North and East European Languages
- Dearing, Shanna J.**, Passport Services
- Demianczuk, Yolanda M.**, Overseas Citizens Services
- Deni, John R.**, Bureau of Administration, Information Management
- Diallo, Ndeye S.**, Foreign Service Institute, Romance Languages
- Dunlop, Thomas P. H.**, Bureau of Administration, Office of Freedom of Information
- Durst, Jennifer Anne**, Visa Services
- Duval, Frederick Price**, Office of Protocol
- Dyson, Lionel A.**, Summer College Intern Program
- Engel, Matthew A.**, International Narcotics Matters
- Entzel, Paella P.**, Washington Passport Agency
- Estes, Lisa M.**, Summer Clerical Program
- Farrell, Ubon**, Caracas
- Feierstein, Mark Barry**, U.S. Mission to Organization of American States
- Files, Karen E.**, Bureau of Administration, Information Management
- Freeman, Peter G.**, Bureau of Public Affairs, Office of Executive Director
- Fura, Jason W.**, Bureau of Administration, Office of Freedom of Information
- Fura, Ryan Bradley**, Office of Inspector General
- Ghion, Christopher R.**, Bureau of Administration
- Gibbey, Jon M.**, Intelligence and Research, Office of Intelligence Liaison
- Ginsberg, Marc C.**, Office of the Secretary
- Gonatas, Marina R.**, Office of Legal Adviser, Office of Executive Director
- Gonzalez, Rene' A.**, Bureau of Administration, Information Management
- Gorham, Shaonna D. L.**, Office of Chief Financial Officer, Office of Executive Director
- Gossett, Asie**, African Affairs, Office of Executive Director
- Greco, Valerie**, African Affairs, Office of Executive Director
- Gronborg, Tor**, Overseas Citizens Services
- Hainsey, Gail V.**, Office of Foreign Buildings, Financial Management
- Hanni, Robin A.**, Tijuana
- Harriman, Pamela C.**, Paris
- Harris Jr., James S.**, Information Management, Office of Technical Operations
- Henry, Stephen G.**, International

Appointments
(June)

- Boundary Commission, United States and Canada
- Henyon, Heather M.**, African Affairs, Office of Executive Director
- Holmes, Wanda Y.**, Office of Foreign Buildings, Administrative Management
- Hughes, Lisa T.**, Passport Services
- Humphrey, Robin C.**, Information Management, Networking Systems Software Branch
- Hynes, Amy S.**, Bureau of Administration
- Jackson, Antoinette M.**, Foreign Service Institute, Personnel Office
- Jackson, Sheri G.**, Information Management, Management Information Systems
- Jacobs, Wendy A.**, Office of Legal Adviser, Office of International Claims and Investment Disputes
- Jeter, Ericka M.**, Bureau of Administration, Information Management
- Jin, Maia H.**, Office of Foreign Buildings, Interior Design
- Johnson, Ngina A.**, Executive Secretariat
- Joiner, Patricia L.**, Bureau of Administration, Office of Freedom of Information
- Kaufman, Stephen E.**, Politico-Military Affairs
- Kim, Christine H.**, Diplomatic Security, Personnel Management
- Kim, Jina**, Bureau of Administration, Office of Freedom of Information
- Kim, Judy**, Medical Services
- King, Chanda Patrice**, Bureau of Administration, Information Management
- Kish, Kathleen C.**, Politico-Military Affairs, Office of Assistant Secretary
- Kleis, Suzanne Elizabeth**, Languages Services
- Knight, Susan L.**, Office of Inspector General
- Kurth, Timothy**, African Affairs, Office of Executive Director
- Kuser, Suzanne**, Bureau of Administration, Office of Freedom of Information
- Larkin, Barbara Mills**, Legislative Affairs
- Larson, Dawn R.**, Information Management, Personnel Management
- Larson, Gerald E.**, International Boundary Commission, United States and Canada
- Lawson, Brian L.**, Information Management, Strategic Planning Division
- Lee, Carlos L.**, Information Management, Management Information Systems Branch
- Lee, Timothy A.**, Information Management, Corporate Systems Division
- Liebermann, Marc Daniel**, Diplomatic Security, Personnel Management
- Liserio, David J.**, Overseas Citizens Services
- Lohmann, Christine M.**, Refugee Programs
- Luttwak, Edward N.**, Near Eastern and South Asian Affairs, Office of Assistant Secretary
- Lycett, Stephen E.**, Diplomatic Security, Personnel Management
- MacAdam, Andrew C.**, Bureau of Administration, Information Management
- Mack, Jennifer L.**, Diplomatic Security, Employee/Contractor Investigations Section
- Maggioncalda, Linda**, Belgrade
- Malatesta, Matthew J.**, Information Management, User Training Division
- Malkin, Deborah J.**, European Affairs, Office of Executive Director
- Manning, Valerie Ann**, Office of Overseas Schools
- Martin, Kelly**, Passport Services
- Martinage, Robert C.**, Politico-Military Affairs
- Marvin, Gary B.**, Diplomatic Security, Overseas Operations
- Mass, Craig**, Diplomatic Security, Personnel Management
- Massie, Brian D.**, Economic and Business Affairs, Office of Executive Director
- Matousek, Jody L.**, Department Office of Allowances
- McGarity, Suzanne E.**, Politico-Military Affairs
- McCreary, Stephen D.**, Office of Legal Adviser, Office of International Claims and Investment Disputes
- McCullough, Steve R.**, Visa Services
- McNulty, Keith J.**, Legislative Affairs
- Miller, Graca De Sousa**, Foreign Service Institute, Romance Languages
- Mims, Valerie Ann**, Legislative Affairs
- Moose, Richard M.**, Office of the Secretary, Transition Team
- Morgan, Judy R.**, Office of Chief Financial Officer, Accounting Requirements Division
- Morgan, Michele C.**, Economic and Business Affairs, Office of Executive Director
- Murphy, Rhea L.**, Summer College Intern Program
- Myrow, Stephan A.**, Diplomatic Security, Personnel Management
- Norton, Julia Claire**, Legislative Affairs
- O'Herron, Sarah J.**, Bureau of Public Affairs, Office of Executive Director
- Oliver, Andrea N.**, Summer College Intern Program
- Oosthoek, Hebriena C.**, Overseas Citizens Services
- Ortiz, Bryan M.**, Bureau of Personnel Recruitment
- Perry, Marlon D.**, Office of Chief Financial Officer, Office of Executive Director
- Perry, Valery Lyn**, Visa Services
- Peterson, Kevin V.**, Information Management, Beltsville Communications Center
- Pickens, Mark William**, Politico-Military Affairs
- Pilundhananond, Methawee**, Foreign Service Institute, Asian and African Languages
- Pittman, Marcia N.**, Summer Clerical Program
- Popovich, Marc Douglas**, Office of Overseas Schools
- Prather, Jacqueline N.**, Information Management, Domestic Operations
- Price, Kelly Elizabeth**, Summer Clerical Program
- Prince, Lashawn A.**, Summer Clerical Program
- Queen, Jennifer Suzanne**, Diplomatic Security, Personnel Management
- Quilter, Peter Anthony**, U.S. Mission to Organization of American States
- Raspberry, Mark J.**, African Affairs, Office of Executive Director
- Rawles, Eric B.**, Bureau of Administration, Information Management
- Read, Nathan W.**, Bureau of Administration, Office of Freedom of Information
- Reams, Lora**, Bureau of Administration
- Reeder, Yusef K.**, Passport Services
- Reimer, John D.**, International Boundary Commission, United States and Canada
- Revis, Megan Elizabeth**, Diplomatic Security, Office of Security Administration
- Roark, Michael W.**, International Boundary Commission, United States and Canada
- Robinson, Karla A.**, Information Management, Financial Management Division
- Rubin, James P.**, International Organization Affairs, Press and Public Affairs
- Scaglione, Tina Louise**, Politico-Military Affairs
- Scales, Latoya D.**, African Affairs, Office of Executive Director
- Schacknies, Melanie**, European Affairs, Office of Executive Director
- Schepp, Steven P.**, International Boundary Commission, United States and Canada
- Schwing, Mel A.**, Office of Foreign Buildings, Facilities and Maintenance Division
- Scott, Donald D.**, International Boundary Commission, United States and Canada
- Sedlock, Meghan L.**, Bureau of Administration, Office of Freedom of Information
- Sherrin, Andrea J.**, International Organization Affairs, Administrative Services
- Sheldrick, Heather C.**, Bureau of Administration, Information Management
- Shelton, Cole C.**, Diplomatic Security, Personnel Management
- Smith, Elizabeth Ann**, Office of Inspector General
- Smith, Valerie L.**, Office of Inspector General
- Smyser, William R.**, Bureau of Administration, Office of Freedom of Information
- Sponn, Daniel Charles**, Office of Foreign Buildings, Planning and Programming Division
- Spruell, Delicia Annette**, Foreign Service Institute, Personnel Office

Stevens, Genevieve, Office of Foreign Buildings, Administrative Management
Stottlemeyer, David P., Department Building Management Operations
Streets, Theodore M., Bureau of Administration, Information Management
Swanson, Wayne E., International Boundary Commission, United States and Canada
Szabo, Eva, Foreign Service Institute, North and East European Languages
Talbot, Geneva G., Information Management, Foreign Operations
Tate, Belinda, Office of Foreign Buildings, Art in Embassies
Thies, Jon N., Information Management, Systems Standards Division
Thomas, Duane A., Summer Clerical Program
Torrence, Torre, Summer Clerical Program
Trapasso, Joseph Sliney, Legislative Affairs
Turkel, David Andrew, Political-Military Affairs
Tuten, Jeremy S., Information Management, Logistics Division
Vanbrocklin, John Robert, Bureau of Administration, Personnel Management
Vasquez, Diane Lynn, Kingston
Velte, Daniel L., Human Rights and Humanitarian Affairs
Verstandig, Toni G., Near Eastern and South Asian Affairs, Office of Assistant Secretary
Weidner, Andrea L., Information Management, Personnel Management
Williams, Angela C., European Affairs, Office of Executive Director
Williams, John A., Information Management, Corporate Systems Division
Williams, Ruth E., Office of Legal Adviser, Office of Executive Director
Williams, Timothy S., African Affairs, Office of Executive Director
Witeck, Jennifer L., International Organization Affairs, Administrative Services
Yahaya, Kaba, Foreign Service Institute, Romance Languages
Yatzeck, James D., International Organization Administrative

Services
Young, Lori A., Bureau of Administration, Office of Freedom of Information
Yuzon, Florencio J., Summer College Intern Program

Reassignments (June)

Bell, Jean S., Office of Under Secretary for Political Affairs to Office of Ecology, Health and Conservation
Booth, Sherry L., Office of Under Secretary for Economic Affairs to Economic and Business Affairs, Office of Investment Affairs
Gee, Kathryn, Consular Affairs, Office of Executive Director to Passport Services
Gibson, Gregg John, Bureau of Personnel to Executive Secretariat
Hill, Pauline E., Pre-Assignment Training to Near Eastern and South Asian Affairs, Office of Public Affairs
Jackon, Mary Y., Pre-Assignment Training to Executive Secretariat
Martin, Suzanne, Pre-Assignment Training to Office of Inspector General
Parker, Yvonne Leola, Office of Chief Financial Officer to Diplomatic Security, Employee/Contractor Clearance Section
Rothstein, Danny, Pre-Assignment Training to International Narcotics Matters
Smith, Elizabeth A., Pre-Assignment Training to Inter-American Affairs

Resignations (June)

Alexander, Sarah E., Office of Under Secretary for Economic Affairs
Berman, Judith D., Medical Services
Blackwell, J. Kenneth, International Organization Affairs, Office of Human Rights and Women's Affairs
Coffee, Michael Seth, Oceans bureau
Das, Anthony Anand, Bureau of Public Affairs, Office of Public Communications
Duncan, Teresa, Language Services, Translating

Freeman, Lillian J., Chicago Passport Agency
Grainger, Charles A., Bureau of Administration, Information Management
Hof, Frederic C., Office of the Deputy Secretary
Holt, Marilyn P., Foreign Service Institute, Office Management Training
Jackson, George, Passport Services
Johnson, Barbara Jean, Los Angeles Passport Agency
Johnson, Gayle V., Karachi
Justice, Floyd B., Office of Inspector General
Kalavritinos, Michael S., Boston Passport Agency
Kimmel, Brooke A., Bureau of Administration
Kuehn, Bettie A., Executive Secretariat
Latham, Gary Crawford, Diplomatic Security, Information Systems Security
Lohmann, Christine M., Refugee Programs
Mack, Jennifer L., Diplomatic Security, Passport Fraud Branch
McCarthy, Willemieke S., Foreign Service Institute, North and East European Languages
McCormick, Deana K., Intelligence and Research, Office of Executive Director
Pederson, Troy E., Visa Services
Pipan, Cynthia Krucelyak, Consular Affairs, Personnel Management
Rondez, Alice M., Los Angeles Passport Agency
Sohn, Christina E., Politico-Military Affairs
Thomas, Hillary E., African Affairs, Office of Regional Affairs
Thompson, Karyne E., Seattle Passport Agency
Tomasi, Marie D., Foreign Service Institute, Country and Regional Training
Turrentine, Gayle Elaine, Ottawa
Weinmann, John G., Office of Protocol

Retirements (June)

Brannigan, Margaret, Office of Under Secretary for International Security Affairs

Hawkins, Edith I., Bureau of Personnel, Recruitment
Noring, Nina J., Office of Historian
Oosthoek, Hebriena C., Overseas Citizens Services
Penny, Bernard, Foreign Service Institute, Asian and African Languages
Roberts, Elizabeth R., Bureau of Administration, Office of Executive Director
Roy, Minati Basu, Foreign Service Institute, Asian and African Languages
Thorne, Carlton E., Oceans bureau
Townsend, Annie Delores, Visa Services □

Promotions (May)

GG-7
Herdes, Jacqueline, Bureau of International Organization Affairs, General Services
GG-12
Chadran, Jijis M., Foreign Service Institute, Asian and African Languages
GG-13
Allen, Harry Michael, International Organization Affairs, Host Country Relations
Lissauer, Liesl G., International Organization Affairs, International Legal Affairs
Traystman, David A., Bureau of International Organization Affairs, International Legal Affairs

GM-13
Burton, Pamela A., European Affairs, Office of Executive Director
Evenski, Brenda M., East Asian and Pacific Affairs, Office of Executive Director
Taylor, Mark Blair, Intelligence and Research, Office of Terrorism and Narcotics Analysis
Tillett, Anita M., Executive Secretariat

GM-14
Adams, Janice Eastman, Bureau of Public Affairs, Office of Public Communications
Grodzki, Tadeo A., Office of

Foreign Buildings, Planning and Programming Division
Sgroi, Thomas J., Bureau of Administration

GM-15

Montgomery, Faith Kendall, Family Liaison Office

GS-4

Boothby, Kimberly Paige, Seattle

Passport Agency

Dickson, Margaret Ann, Consular

Affairs, Passport Field Coordination Staff

GS-5

Hatchett, Patrick O., Department General Services Division

Roots, Lashan Marie, Economic and Business Affairs, Special Trade Activities Division

Shine, Elizabeth Marie, Western European Affairs

Viksne, Diane, Department Office of Acquisitions, Small Purchasing Branch

GS-6

Cherry, Comelia Regina, International Organization Affairs

Heneberry, Margaret Clare, Foreign Service Institute, Country and Regional Training Programs

Price, Glendora O., Office of Chief Financial Officer, Payroll Operations

GS-7

Casebeer, Jeffery J., San Francisco Passport Agency

Davis, Tracy, Bureau of Administration

Elder, Christopher R., Politico-Military Affairs

Francischelli, Joan Marie, Consular Affairs, Passport Field Coordination Staff

Graham, Dionne M., Ottawa

Green, Angela, European Affairs, Office of Executive Director

Henderson, Tracy E., San Francisco Passport Agency

Hopes, Cynthia K., Office of Inspector General

Ibrisimovic, Janet L., Office of Chief Financial Officer, Consolidated American Payroll Division

Malone, W. David, Office of Chief Financial Officer, Consolidated American Payroll Division

Mitchell, Roslyn Y., Executive Secretariat Systems Management

Nesbit, Shirley A., Refugee Programs

Oliver, Margaret A., Washington Passport Agency

Riddle, Timothy S., Bureau of Administration

Shields, Kara D., Diplomatic Security, Counterterrorism Assistance

Simek, Zoltan, Paris

Sowell, Joyce E., Passport Services

Thomas III, George Alvin, Bureau of Administration, Information Management

GS-8

Bradley, Wanda Faye, Office of the Secretary, Office of Controller/Executive Director

Fautroy, Jo Ann, Bureau of Personnel, Africa Assignments

Phoenix, Henrietta E., Politico-Military Affairs

GS-9

Baker, Carolyn Patricia, Bureau of Administration

Blackwood, Ann S., International Organization Affairs, Office of Technical Specialized Agencies

Bryant, Bilha, Eastern European Affairs

Capozzi, Michael J., Office of Inspector General

Comfort, Mary M., Bureau of Administration

Curry, Michael R., Nuclear Risk Reduction Center

Etchison, Mary Ann, Refugee Programs

Faltz, Deborah Ann, Bureau of Public Affairs

Germano, Maria Lynn, European Affairs

Hwang, Stephanie A., Office of Inspector General

Meterko, Lisa M., Office of Under Secretary for Management

Mouzon, Jan E., Office of Foreign Buildings, Acquisitions Division

Nguyen, Maily Luong, Seattle Passport Agency

Wood, Antoinette, San Francisco Passport Agency

GS-10

Kurtz, Allen, Bureau of Administration, Beltsville Communications Center

GS-11

Dodge, Simon Parish, Intelligence and Research, Office of Executive Director

Donald, Kenneth J., Economic and Business Affairs

Howery-Ford, Virginia, Office of Foreign Buildings, Residential Design Branch

Levitch, Mark Jason, Intelligence and Research, Office of Executive Director

Lopatkiewicz, Viktoria M., Citizens Consular Services, Inter-America Division

Shorter, Elenita, Office of Foreign Service National Personnel

Wilks, Christopher E., Office of Foreign Service National Personnel

GS-12

Bennett, Gina M., Intelligence and Research, Office of Terrorism and Narcotics Analysis

Buster, Wilhelmina E., Bureau of Administration

Clark, Susan M., Politico-Military Affairs

Hyland, Leslie, Office of Chief Financial Officer, Fiscal Requirements Division

Jones, Nadine S., Diplomatic Security, Training Support Division

Loynd, Jennifer Ann, Office of Foreign Buildings, Interior Design and Furnishings

Plant, Sue Ann, Politico-Military Affairs

Rubendall, Brian D., Office of Inspector General

Schlaeppli, Bart Jason, Office of Chief Financial Officer, Domestic Financial Management

Thomas, Barry D., Bureau of Administration

Valus, Kim M., Economic and Business Affairs, Office of Monetary Affairs

Williams, Ronald M., Bureau of Personnel, Junior Officer Division

GS-13

Robinson, Mary H., Diplomatic Security, Computer Systems

Spiewak, Donna Mae, Office of Inspector General

GS-14

Hall, Stanley Nelson, Office of Foreign Buildings, Building

Design and Engineering

GS-15

Zarechnak, Dimitry, Language Services, General Interpreting Branch

Appointments (May)

Adams, Katharine O., Office of Chief Financial Officer, Pre-Assignment Training

Addison, Eugenia T., Bureau of Administration, Information Management, Personnel Management Division

Alejandro Jr., Aureo, Miami Passport Agency

Alford III, Knox D., Diplomatic Security, Personnel Management

Amos, Tonya Lee, Visa Services

Angel, Anna, Consular Fraud Prevention Programs

Archie, Cynthia N., Office of Chief Financial Officer, Pre-Assignment Training

Atwood, Richard B., Miami Passport Agency

Bailey, Denise Mechalle, Diplomatic Security, Personnel Management

Ballard, April K., Bureau of Administration, Information Management

Banks, Angela E., Summer Intern Program

Barker, John P., Office of the Secretary, Transition Team

Barnozki, Katherine A., Summer Clerical Program

Barrett, Fay O., Refugee Programs

Belsches, Kathy D., Bureau of Administration, Information Management

Bilal, Kamau A., Passport Services

Birge, Jane E., Office of Legal Adviser, Office of Executive Director

Bond, Hannah H., Office of Under Secretary for Management

Braddock Jr., Keith J., Summer Student Aid Program

Bragg, Brendan C., Bureau of Administration, Information Management

Brewer, Regina Ann, Office of Foreign Buildings, Financial Management

Bridgeman, Reginald S., Bureau of Administration, Information

PERSONNEL: CIVIL SERVICE

- Management
Brooks, Troy Spencer, Bureau of Administration, Information Management
Bushrod, Karen L., Medical Services
Caldwell, Britt E., Diplomatic Security, Personnel Management
Chang, Felix K., Citizens Consular Services
Clar, Lavetta R., Consular Affairs, Personnel Management
Clark, Joette, Office of Foreign Buildings, Resource Management Office
Clutch, Florence M., Summer Clerical Program
Coleman, Sereta, Office of Foreign Buildings, Resource Management Office
Condon, Kenneth C., International Boundary Commission, United States and Canada
Cox, Randy B., Washington Passport Agency
Cusack, Thomas E., Diplomatic Courier Service
Cyhn, Jin W., Washington Passport Agency
Danvers, William C., Office of New Independent States
Davis, Chauletta Anne, Consular Affairs, Personnel Management
Davis, Yolanda J., Bureau of Administration, Information Management Review
Destler, I. M., Office of the Secretary, Accountability Review Board
Devergie, Alain C., Office of Foreign Buildings, Building Design and Engineering
Dinoia, Peter Anthony, Bureau of Diplomatic Security, Personnel Management
Dixon, Marc I., Bureau of Administration, Information Management
Dooley, Pamela Annette, Summer Clerical Program
Doty, James B., Office of Inspector General
Duncan, Catherine Ann, Politico-Military Affairs
Emery, Chad T., Diplomatic Security, Personnel Management
Engel, Matthew, International Narcotics Matters
Ferebee, Karin L., Diplomatic Security, Personnel Management
Fluet, Andrew W., Bureau of Administration, Information Management
Garcia, Leticia Barbara, Oceans bureau, Office of Assistant Secretary
Garrett, Tracie D., Summer Clerical Program
Gibson, Kathryn Lezah, Office of Foreign Buildings, Resource Management Office
Gillcrist, Michelle B., Visa Services
Guyer, John E., Washington Passport Agency
Hall Jr., Leland Kimani, Office of Foreign Buildings, Resource Management Office
Hall, Sheree Hsueh Li, Oceans bureau, Office of Executive Director
Hall, Sydnee Hsyeh-Ni, Diplomatic Security, Personnel Management
Hamlin, Risha, Consular Fraud Prevention Programs
Heijkoop, Corentine M., Foreign Service Institute, North and East European Languages
Henry, Todd Andrew, Inter-American Affairs
Hillman, Analcherie Olivia, Diplomatic Security, Personnel Management
Hobbs, Jerilyn Assane, Passport Services
Hoover, Christopher A., Bureau of Administration, Information Management
Hotchner, Rose A., Bureau of Administration, Information Management
Huff, Michelle L., Summer College Student Intern Program
Husain, Dilnaz, Office of Chief Financial Officer, Pre-Assignment Training
Jackson, Cesar M., Bureau of Administration, Information Management
Jackson, Keith J., Diplomatic Security, Personnel Management
Jackson, Rochelle E., Diplomatic Security, Personnel Management
Jefferson, Gregory Lamont, Passport Services
Jenkins, Susan Stotler, Maputo
Johnson, Horace, Office of Chief Financial Officer, Office of Executive Director
Jones, Chiquita I., Summer Clerical Program
Jones, Dayna S., Bureau of Administration, Information Management
Jones, Necha Monique, New Orleans Passport Agency
Jones, Ronda L., Consular Affairs, Personnel Management
Jordan, Rachel Leigh, Consular Affairs, Personnel Management
Khdair, Nihad, U.S. Mission to Organization of American States
King, Adrienne J., Summer College Student Intern Program
Klepczynski, Jean Marie, Medical Services
Kocvara, Jan, Foreign Service Institute, North and East European Languages
Koerner, Andrew Scott, Oceans bureau, Office of Executive Director
Kohlenbush, Gretchen A., Summer Clerical Program
Kusrow, Daniel C., Bureau of Administration, Information Management
Lancaster, Carol J., Office of the Secretary, Accountability Review Board
Lauderman, Oscar, Office of Chief Financial Officer, Pre-Assignment Training
Lee, James William, Foreign Service Institute, Audio-Visual Facility
Lewis, Roderick L., Diplomatic Security, Personnel Management
Lewis, Scott C., Bureau of Administration, Information Management
Long, Christopher, Diplomatic Security, Personnel Management
Lynn, Bradley R., Diplomatic Security, Personnel Management
Maggioncalda, Linda, Belgrade
Marinos, Eleni H., Foreign Service Institute, North and East European Languages
Martino, Justin, Office of Foreign Buildings, Building Design and Engineering
Mathur, Kamini, Office of Chief Financial Officer, Pre-Assignment Training
Mattis, Christopher G., Bureau of Administration, Information Management
Mayo, Gerrod Alan, Politico-Military Affairs
Mazer, Tamara A., Diplomatic Security, Personnel Management
McCarthy, Iris R., Consular Affairs, Personnel Management
McCleod, Donald, Summer College Student Intern Program
McCullar, Alisa A., Bureau of Personnel, Recruitment
McCullen, Tiffany C., Summer College Student Intern Program
McGarry, Rebecca Sue, Medical Services
McKenna, Patricia L., Office of Assignment Training
McKoy, Hilda M., Summer College Student Intern Program
Medley, Megan L., Bureau of Administration, Information Management
Melton, Sorenthia D., Bureau of Administration, Information Management, Foreign Operations
Miller, Pamela Denise, Bureau of Administration, Information Management
Mitchell, Bernice D., Bureau of Administration, Information Management
Mizelle, Hope L., Foreign Service Institute, School of Language Studies
Mobley, Tyra Andrea, Diplomatic Security, Personnel Management
Monroe, Donita G., Bureau of Administration, Personnel Management
Moore, Christian D., Bureau of Administration, Information Management, Office of Applied Technology
Moore, Kemberly D., Diplomatic Security, Personnel Management
Morgan, Alisha W., Diplomatic Security, Personnel Management
Moyer, Alicia M., Summer Clerical Program
Mullan, Erin Lee, Office of the Secretary, Transition Team
Murphy, Richard W., Office of the Secretary, Accountability Review Board
Nell, Sheryl N., Bureau of Administration, Information Management
Nguyen, Michelle C., Summer Clerical Program

- O'Bryant, Kimberly M.**, Bureau of Administration, Information Management
- Oliphant, Eric B.**, Bureau of Administration, Information Management
- Orton, Tanja M.**, Refugee Programs
- Osborne, Janet J.**, Washington Passport Agency
- Patterson, Crishana L.**, Bureau of Administration, Information Management
- Paylor, Robin L.**, Bureau of Administration
- Perrin, Charles R.**, Office of Deputy Secretary
- Perusse, Roland Irving**, Panamanian Affairs
- Phillips, James A.**, Politico-Military Affairs
- Piper, Bernard F.**, Bureau of Administration, Office of Procurement Executive
- Pizza, Gregory E.**, National Passport Center, N.H.
- Pomerance Jr., Ralph**, Oceans bureau, Office of Assistant Secretary
- Ponomarev, Viktor**, Foreign Service Institute, North and East European Languages
- Powell, Octavia D.**, Passport Services
- Quijano, Antonio Asombrado**, Los Angeles Passport Agency
- Reed, Marjorie E.**, Intelligence and Research, Office of Executive Director
- Rich, Michael D.**, Bureau of Administration, Information Management
- Richards, Nicole Marie**, Politico-Military Affairs
- Robertson, Renee R.**, Bureau of Administration, Information Management
- Robinson, Keith Gerald**, Summer Clerical Program
- Rodriguez, Robert C.**, Summer Clerical Program
- Romagnoli, Nicole M.**, Summer Clerical Program
- Roots, Michael V.**, Visa Services
- Rubinstein, Leigh J.**, Inter-American Affairs
- Russell-Staton, Shawnte L.**, International Communications and Information Policy
- Sartori, Kathryn M.**, Office of the Secretary, Transition Team
- Schwartz, Patrick S.**, Inter-American Affairs
- Shaffer, Carolyn Jean**, Office of Foreign Buildings, Resource Management Office
- Shaw, Carla N.**, Consular Affairs, Personnel Management
- Simerton, Charmaine L.**, Diplomatic Security, Personnel Management
- Skinner, Tasha**, Inter-American Affairs, Office of Executive Director
- Slade, Celena T.**, African Affairs, Office of Executive Director
- Smith, Meghan L.**, Office of Foreign Buildings, Resource Management Office
- Smith, Stephen William**, Diplomatic Security, Personnel Management
- Snyder, Paul E.**, African Affairs, Office Executive Director
- Solem, Shayne L.**, International Boundary Commission, United States and Canada
- Stephens, Holly L.**, Pre-Assignment Training
- Steward, Bruce Stanley**, New Orleans Passport Agency
- Stewart, Yolanda Y.**, Bureau of Administration, Information Management
- Stickels, Richard W.**, Foreign Service Institute, School of Language Studies
- Swennes, Ellen F.**, Office of Inspector General
- Sykes, Rashida A.**, Summer College Student Intern Program
- Taglialatela, Linda Swartz**, Bureau of Personnel, Office of Resource Management and Organization Analysis
- Talley, Vinay D.**, African Affairs, Office of Executive Director
- Tarullo, Daniel K.**, Office of the Secretary, Transition Team
- Taylor, Joni D.**, Cairo
- Thomas, Damon L.**, Politico-Military Affairs
- Thompson, Dionne**, Bureau of Administration, Information Management
- Tonus, Valerie V.**, Bureau of Administration, Information Management
- Tretola, Mary Faye**, Near Eastern and South Asian Affairs, Office of Executive Director
- Urman, Michelle**, Consular Fraud Prevention Programs
- Valentine II, Thomas L.**, Foreign Service Institute, School of Language Studies
- Vest, George S.**, Office of the Secretary, Accountability Review Board
- Waler, Tessa Y.**, Consular Affairs, Personnel Management
- Weden, Alexandra A.**, Medical Services
- Williams, Howard F.**, African Affairs, Office of Executive Director
- Williams, Nikisha A.**, Passport Services
- Windham, Cheryl L.**, Bureau of Public Affairs, Office of Executive Director
- Winslett, Lisa Renee**, Diplomatic Security, Personnel Management
- Wong, Mei Mei**, Foreign Service Institute, Asian and African Languages
- Woods, Paula Denise**, Passport Services
- Wright, Christian C.**, Bureau of Administration, Information Management
- Young, Arica N.**, Summer College Student Intern Program
- Affairs**
- May, Virginia V.**, Politico-Military Affairs
- McRae, Ellen Marie**, Diplomatic Security, Computer Security Branch
- Mofson, Phyllis**, Intelligence and Research
- Ratner, Steven R.**, Office of Legal Adviser, Economic, Business and Communications Affairs
- Rink, Regina M.**, Office of Inspector General
- Sarhan, Margaret A.**, Bureau of Administration
- Scott, Catherine Sarah F.**, Office of Legal Adviser
- Stickels, Richard W.**, Foreign Service Institute, School of Language Studies
- Stroot, Francine M.**, Office of Under Secretary for Management
- Thompson, Amy**, Legislative Affairs
- Turner, Joyce A.**, Visa Services
- Volpe, Suzanne Marie**, Bureau of Public Affairs
- Whitridge III, John C.**, Bureau of Administration, Information Management
- Windham, Cheryl L.**, Bureau of Public Affairs, Office of Executive Director
- Winslow, Matthew W.**, Legislative Affairs
- Witeck, Jennifer L.**, Bureau of International Organization Affairs, Administrative Services
- Woods, Paula Denise**, Passport Services

Resignations (May)

- Adams, Mae M.**, Los Angeles Passport Agency
- Armijo, Marguerite T.**, Pre-Assignment Training
- Atwood, J. Brian**, Under Secretary for Management
- Bruggeman, Michael E.**, Office of Foreign Buildings, Real Estate Division
- Buttross, Jay Marie**, Politico-Military Affairs
- Cain, Maria T.**, San Francisco Passport Agency
- Collins, Philicia B.**, Bureau of International Organization Affairs, Administrative Services
- Davis, Rochelle Renae**, Foreign Service Institute, Romance Languages
- Dennis, Jason R.**, Office of Inspector General
- Eisner, Eleonora M.**, Foreign Service Institute, Romance Languages
- Hagee, John V.**, Bureau of Administration, Information Management
- Hannah, John P.**, Policy Planning Staff
- Harben, Jo L.**, Diplomatic Security, Security Awareness Staff
- Hols, William P.**, Honolulu Passport Agency
- Jordan II, Charles Thomas**, European Affairs, Office of Public Affairs Adviser
- Levy, Richard**, Politico-Military Affairs

Retirements (May)

- Carson, Carolyn V.**, International Organization Affairs, Personnel Section
- Fields, Bernice T.**, Bureau of Administration, Information Management
- Leonard, Daniel B.**, Bureau of Administration, Information Management ■

Q—What about U.S. savings bonds held less than five years?

A—They earn interest at a fixed, graduated rate based on the time a bond has been held. Bonds may be redeemed at any time after being held six months.

POST OF THE MONTH

KOLONIA

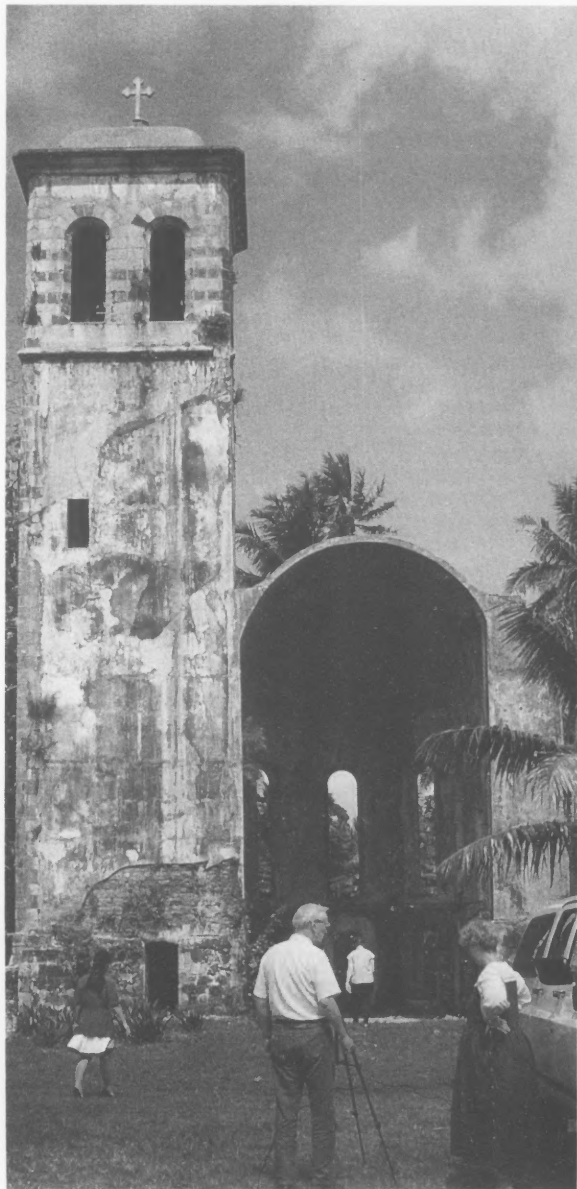
This new embassy is in the capital of Micronesia, the nation of 607 islands stretched over 1 million square miles in the Pacific Ocean, north of Papua New Guinea and east of the Philippines. The post is in Pohnpei, the largest of the islands. U.S. Foreign Service people there are featured as part of STATE's continuing series.



Ambassador *Aurelia Brazeal* with regional administrative officer *E. Charles Ash*.



The Congress Building in Palikir.



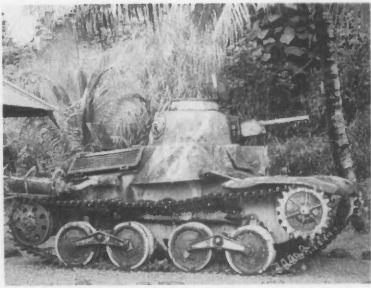
Remains of a church bombed by the Japanese in World War II.



Political/economic officer *Donald Ahern* with the Air Force's *David Burgess*.



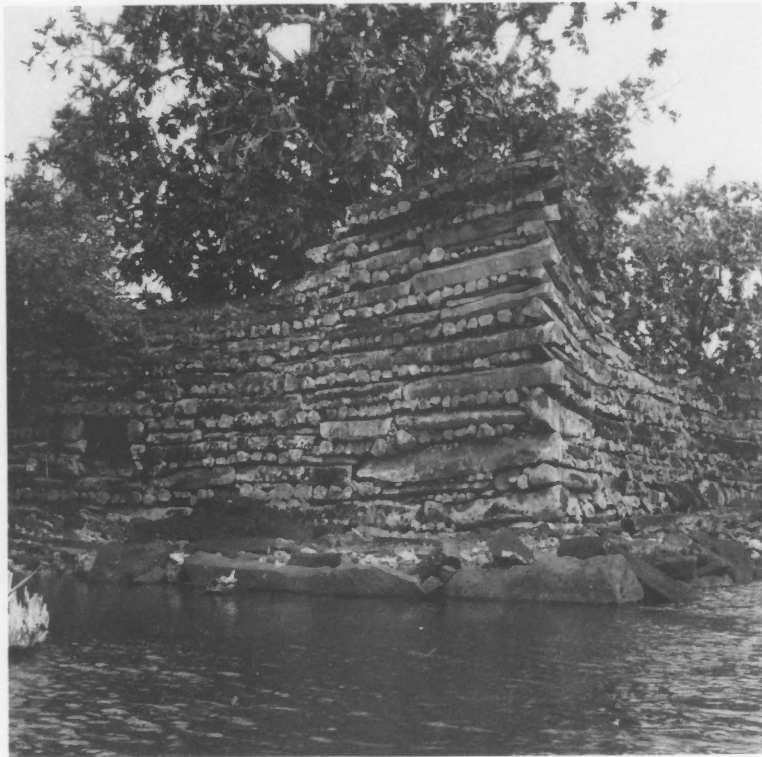
A boat toppled by a typhoon at *Sokeh's Rock*.



A Japanese tank from World War II, on Pohnpei.



Ambassador Aurelia Brazeal (back row, center) with senior citizens from Kosrae.



Prehistoric ruins at Pohnpei.



At Sokehs Bay, from left: chauffeur *Pelsiano Saimon*, general services assistants *Dick Sigmund* and *John Sproat*, secretaries *Janet Sigmund* and *Melina Fermil*, administrative assistant *Marialice Eperiam*, communications and protocol assistant *Lynne Pangelinan*, political/economic officer *Donald Ahern*.



Peace Corps staffers *Marilyn Tseng* and *Domingo Asor*.



Embassy guard opens a coconut.



Emerald Eperiam, son of administrative assistant *Marialice Eperiam*, with the "catch of the day."



Gardener Hetro Julius.

At prehistoric ruins in Nan Madol, from left: *Bill Barkell*, deputy director, Office of Freely Associated State Affairs, general services assistant *Dick Sigmund* and his wife, *Janet*, the ambassador's secretary.



Yapse dancers outside Micronesia's capital building ■.

FOREIGN SERVICE PERSONNEL

Appointments (June)

Anderson, Reagan B., Vancouver
 Anderson, Scott L., Kolonia
 Anderson, Shaun Patrick, Vancouver
 Baer, Laura M., Paris
 Baker, David Maximilian, Mbabane
 Baker, Lorraine, Sao Paulo
 Beauregard, Debbie Jo, Quito
 Bishop, Timothy L., Praia
 Blackstone, Devon Payne, Lagos
 Brandenburg, Norma J., Kampala
 Brown, William A., Tel Aviv
 Bruce, Gelma Anna, Caracas
 Christy, Rebecca S., Ashgabat
 Clay, Stacy M., Addis Ababa
 Cloud, Angela H., Abidjan
 Crunk-Gabbard, Lisa M., Ulaanbaatar
 Cummings, Ryan C., Islamabad
 Dickson, Sharon K., Bern
 Drew, Pearl Garcia, Maseru
 Duncan, Teresa, Santiago
 Featherstone, Edward M., Tokyo
 Fenty, Linda Dent, Buenos Aires
 Frahm, Narcisa, Mexico City
 Frye, Patricia P., Cairo
 Garcia, Loyda, Manila
 Geis, Carmen Herrera, Asuncion
 Gillett, Amy Rachel, Prague
 Gills, Edith V., Panama
 Goodson, Cynthia L., Rabat
 Graves, Jackie M., Rabat
 Gridley Robles, Carmen D., Santo Domingo
 Guadalupe, Jose D., Santo Domingo
 Guerra, Amy Cheryl, Mexico City
 Hall, Leda M., Santo Domingo
 Hanni, Robin A., Tijuana
 Harriman, Pamela C., Paris
 Hayner, Krista, Moscow
 Hernandez-Rodriguez, Anita, Santo Domingo
 Herring, Toni Ann, Quito
 Higgins, Richard E., Lagos
 Higgins, Wendy D., Lagos
 Hoover, Emmie B., Seoul
 Howard, Janet A., Paris
 Kachmar, Sheila L., Johannesburg
 Kete, Ann, Paris
 Kimbrough, Karin J., Bureau of Personnel, Summer Intern
 Labat, Me'Lani P., Bureau of Personnel, Summer Intern
 Lester, Uyen Thao Terri, Abidjan
 Leybovich, Sherry, Moscow
 Leyda, M. Garcia, Rio de Janeiro
 Li, Ling-Feng, Bureau of Personnel, Summer Intern
 Lissit, Daniel J., Conakry
 Loomis, Gaston P., Berlin
 Luehrs, Anne M., Rangoon
 McCormack-Blassou, Maureen, Contonou
 Meaux, Wilda Marie, Tegucigalpa
 Metzger, Michael J., Manila
 Mickens, Paula M., Bureau of Personnel, Summer Intern
 Mostley, Colleen B., Lusaka
 Muli, Barbara Elaine, Nairobi
 Neuser, Pamela Ann, Frankfurt
 Niessen, Peter William, Cotonou
 Ninckley, Mayola, Maputo
 Noble, Karen P., Frankfurt
 Norman, Roderic E., Bureau of Personnel, Summer Intern
 Noziglia, Sheryl, Wellington
 Olivieri, Andrea R., Milan
 Olivo, Luisa M., Tijuana
 Ostroff, David Robert, Bureau of Personnel
 Owen, Christopher L., Nairobi
 Pepin, Scott, Moscow
 Percival, Ann C., Stockholm
 Perkins, Mary Anne L., Caracas
 Ramirez, Olga N., Panama
 Regester, Robert Lorenzo, Caracas
 Rhea, Nalini, Lusaka
 Richards, Zahra E. Cox, Ouagadougou
 Ruffin, Denese C., Frankfurt
 Rusch-Dominguez, Judith, Bangkok
 Sasahara, Karen Hideko, Near Eastern and South Asian Affairs
 Schaffrath, Beatrice M., Bureau of Personnel, Summer Intern
 Schmiedeler, Bryan S., Lagos
 Schuh, Joyce A., Casablanca
 Seif, Jennifer Ann, Yaounde
 Shaul, Barry C., Bureau of Personnel, Summer Intern
 Simmons, Mari D., Kathmandu
 Snyder, Maritza, Mexico City
 Soyeye, Miriam Odessia, Lagos
 Sprang, Thomas, Kampala
 Stefano, Donna A., Gaborone
 Stewart, Mary P., Manila
 Stiffler, Julie A., Seoul
 Stolp, Lori Ann, Manila
 Szepesy, Carmen, La Paz
 Tenorio, Roweena D., Sanaa
 Vroman-Garcia, Paula L., Quito
 Wenrich, Saadia, Addis Ababa
 Wheaton, Virginia M., La Paz

Wheeler, William M., Tegucigalpa
 Wilkins, Rickey, Lome
 Willoughby Jr., Leon, Ulaanbaatar
 Witchard, Charlene W., Yaounde
 Womack, Jeannine Leclerc, La Paz
 Ziegler, Janet D., Bordeaux
 Zupan, Nicole B., Khartoum

Transfers (June)

Ames, Nancie Ellen, Ulaanbaatar to East Asian and Pacific Affairs
 Antweiler, Phillip Lee, Foreign Service Institute, Language Training to Jakarta
 Barnes, Marsha E., National Defense University to Secretariat, Board of Examiners
 Beavers, Alicia Saucedo, Bureau of Personnel, Junior Officer Division to Near Eastern Affairs
 Bellegarde, Daniel P., Foreign Service Institute, Economic-Commercial Training to Inter-American Affairs
 Berg, Paul Sidney, Rome to Bureau of Personnel, Office of Performance Evaluation
 Berry, Douglas M., Krakow to Consular Fraud Prevention Program
 Birsner, Edward P., Ponta Delgada to Madras
 Bolton, Deborah Anne, Armed Forces Staff College to Politico-Military Affairs
 Boone, Hazel Robinson, Bureau of Administration, Information Management to Visa Services
 Booth, Edward D., Economic and Business Affairs to Intelligence and Research
 Bozilov, Lois L., Ankara to Kuala Lumpur
 Brims, John S., European Affairs to International Organization Affairs
 Brittan, Robert M., Office of Chief Financial Officer to Diplomatic Security, Physical Security Division
 Brownfield, William R., National Defense University to Inter-American Affairs
 Camp III, William J., Bureau of Administration, Information Management to Bangkok
 Caulfield, Carroll A., Secretariat, Board of Examiners to Foreign Service Institute, Administrative Training
 Cristina, Stephen Alan, Foreign Service Institute, Economic-Commercial Training to Office of Aviation Negotiations
 Dawson, Susana C., Near Eastern Affairs to Politico-Military Affairs
 Deutsch, Robert Sidney, Foreign Service Institute, Functional Training to Economic and Business Affairs, International Trade Controls
 Duffy, Carol Ann, Bureau of Personnel to Foreign Service Institute, Language Training
 Edelman, Scott, Warsaw to Nassau
 Eklund, Jon E., Khartoum to Nairobi
 Ellsworth, Matt Allen, Mexico City to Foreign Service Institute, Language Training
 Emmons, Kathleen J., Bureau of Administration, Information Management to London
 Faux-Gable, Laura P., A.I.D. to Office of UN Social and Refugee Affairs
 Fichte, Royce J., Consular Affairs to Lima
 Fogarty, John Francis, Nuclear Risk Reduction Center to Economic and Business Affairs, Office of Bilateral Trade Affairs
 Forden, Robert W., Economic and Business Affairs to East Asian and Pacific Affairs, Office of Assistant Secretary
 Forsythe, Rosemarie C., Yerevan to National Security Council
 Gardner, Julie M., Human Rights and Humanitarian Affairs to Foreign Service Institute, Language Training
 Garriga, Jose Gustavo, Buenos Aires to Shanghai
 Gilstrap, Lewis G., Office of Chief Financial Officer to Inter-American Affairs Regional Center, Miami
 Graham Jr., Thomas Edward, Office of Counselor of the Department to Policy Planning Staff
 Griffin, Christa Ute, Doha to Bujumbura
 Gullins, Marva L., Bureau of Personnel to Islamabad
 Hall, James Henry, Office of

Anapestic Assignments

By EBP

*There once was a person assigned to Izmir,
Whereupon she wiped away a gentle tear—
(an expression of happiness, you see,
For her country of choice was Turkey).
She said: "I'll be very pleased to go, you hear!"* □

Coordinator for Refugee Affairs to East Asian and Pacific Affairs

Harms, Ronald A., Panama to Yerevan

Hayes, James L., Istanbul to Bureau of Administration, Unclassified Pouch and Mail Branch

Hays, Dennis K., National Defense University to Cuban Affairs

Hinckley, Damien D., Melbourne to Maputo

Hirn, Clyde M., Bureau of Administration, Beltsville Communications Center to Inter-American Affairs, Regional Center, Miami

Hollingsworth, Louis R., Diplomatic Security, Office of Security Technology to New Delhi

Holshey, Michael W., African Affairs to Pretoria

Hoover, John F., Foreign Service Institute, Economic-Commercial Training to South Asian Affairs

Hortoland, Elka Haubold, Libreville to Bandar Seri Begawan

Hotchner, Frederick M., European Affairs to Madrid

Hudson, Helen C., Foreign Service Institute, Economic-Commercial Training to Economic and Business Affairs, Office of Investment Affairs

Jarvis, Richard Michael, Near Eastern Affairs to Foreign Service Institute, Language Training

Jensen, David E. T., Foreign Service Institute, Language Training to International Or-

ganization Affairs, International Institutions Policy Staff

Jones, Elizabeth A., Bonn to Office of Executive Assistant to the Secretary

Kaplan, Philip S., Intelligence and Research to Policy Planning Staff

Kelley, John E., Intelligence and Research to Executive Secretariat, Office of Executive Secretary

Kendall-Johnston, William, Foreign Service Institute, Economic-Commercial Training to Economic and Business Affairs, Office of International Commodities

Kennedy, Patrick Francis, Cairo to Assistant Secretary for Administration

Kenney, Kristie Anne, National Security Council to Bureau of Personnel, Examination Division

Kepler, Robert W., Dhahran to Office of Chief Financial Officer

Kluba, Donald J., Office of UN Political Affairs to European Affairs

Kludt, Ramona Q., Bucharest to Casablanca

Lee, Mary E., African Affairs to Bureau of Personnel, Junior Officer Division

Lorton, Ronald Dean, Foreign Service Institute, Functional Training to South Asian Affairs

Love, Ruth, Bureau of Personnel to Diplomatic Security

Madden, James H., European Affairs to Arms Control and Disarmament Agency

Maher, Peter Francis, Foreign Service Institute, Functional Training to Seoul

Mann, Andrew Cooper, Politico-Military Affairs to Eastern European Affairs

Mathis, Christopher W., Specialist Intake to Bangkok

McCall, Jean L., Foreign Service Institute, Language Training to European Affairs

McCoubrey, Mary Jean, Warsaw to International Narcotics Matters

McKeever, Matthew, Paris to Operations Center

McKenna, John B., Diplomatic Security to Intelligence and Research, Office of Law Enforcement and Counter-



PANAMA CITY, Panama—Ambassador Deane R. Hinton hoists an engraved clock commemorating his 50 years of U.S. Government service.

Intelligence

McNeal, Douglas B., Oceans Bureau to Foreign Service Institute, Language Training

McWilliams Jr., Edmund F., Managua to Dushanbe

Nakasone, Wayne K., Osaka Kobe to Tokyo

Natoli, Jolene C., Nuclear Risk Reduction Center to Bureau of Personnel

Nelson-Douvelis, Patricia, Economic and Business Affairs, Office of Development Finance to Office of the Deputy Secretary, Office of Eurasian Assistance

Parker, Maurice S., National Defense University to Intelligence and Research, Office of Intelligence Coordination

Paschyn, Bohdan Y., European Affairs to Bureau of Administration

Perry, Blossom N., Policy Planning Staff to Politico-Military Affairs

Petersen, Wendy McConnell, African Affairs to Nairobi

Pritchett, James R., Operations Center to Inter-American Affairs

Puccetti, Michael Dean, Executive Secretariat to Bureau of Personnel, Assignment Division

Putt, James R., Bombay to Near Eastern and South Asian Affairs

Roberto, Ricardo Antonio, Inter-American Affairs, Office of Assistant Secretary to Foreign Service Institute, Language Training

Robinson, Jack D., Foreign Service Institute, University Training, Economics to New Delhi

Rodley, Carol, Intelligence and Research to Operations Center

Rogus, David Francis, National Defense University to International Narcotics Matters

Rope, William Frederick, Foreign Service Institute, Language Training to Policy Planning Staff

Sackett, Kenneth F., Manila to San Jose

Salazar, Edward V., Bureau of Administration, Information Management to St. Petersburg

Sanders, Richard Milton, Foreign Service Institute, Economic-Commercial Training to Santiago

Schall, Mark D., Abu Dhabi to Phnom Penh

Schonander, Carl E., Foreign Service Institute, Economic-Commercial Training to Inter-American Affairs

Schwartz, Todd P., Economic and Business Affairs to Foreign Service Institute, Language Training

Sherwood, Nicholas A., Bureau of Personnel, Assignments Division to Consular Affairs

Sibert, Alonzo, Dakar to Economic and Business Affairs, Office of Bilateral Trade Affairs

Sigel, R. Byron, Foreign Service Institute, Economic-Commercial Training to Economic and Business Affairs, Office of Bilateral Trade Affairs

Silkworth, William R., Foreign Service Institute, Economic-Commercial Training to Near Eastern Affairs

Smith, Pamela Nakahata, Economic and Business Affairs, Textiles Division to East Asian and Pacific Affairs, Office of Assistant Secretary

Smith, Thomas, Brasilia to Inter-American Affairs

Snider, Raymond R., Armed Forces Staff College to Vienna

Snow Jr., James F., Bureau of Administration, Information Management to Bombay

Sorrell III, Willis C., Foreign Service Institute, Functional Training to Riyadh

Stanley, Kenneth L., Foreign Service Institute, National Security Training to Diplomatic Security, Office of Security Technology

Steakley, Mark J., Bucharest to Canberra

Stevens, Mark, National Defense University to Diplomatic Security, Office of Security Technology

Swan, James C., Managua to Yaounde

Thomas, Bruce E., African Affairs to Office of Under Secretary for Political Affairs

Thompson, Joanne M., Office of Inspector General to Foreign Service Institute, Language Training

Turak, Jonathan S., Foreign Service Institute, Language Training to Nuclear Risk Reduction Center

Voiles, Karl C., Specialist Intake to Lisbon

Volker, Kurt D., Office of Counselor of the Department to Office of Special Envoy for Bosnia

Vonnegut, Helene A., Bureau of Personnel to Inter-American Affairs, Office of Assistant Secretary

Ward, Jennifer C., Niamey to National Security Council

Wilson, Charles F., Peshawar to Islamabad

Wilson, Jane S., Pre-Assignment Training to Karachi

Winn, Julie B., Operations Center to Consular Affairs

Woodley, Harold, Pre-Assignment Training to Port-of-Spain

Yellman, Donald J., Defense Department to Politico-Military Affairs

Young, Eugene S., Foreign Service Institute, Economic-Commercial Training to African Affairs, Economic Policy Staff

Atkins, Vera J., Conakry

Bailey, Michael A., Mexico-City

Barbour, Gaylen S., Oslo

Barnes, Connie, Nairobi

Beeding, Bernadette A., Bamako

Benjaminson, Paula Jean, Beijing

Bentley, Marilyn J., Dar es Salaam

Bloch, Julia Chang, Kathmandu

Busbey, Frances G., Islamabad

Calhoun, Nancy H., Kampala

Chandler, Joan R., Manila

Cox, Clovia R., Mbabane

Di Primo, Rosemary Victori, Santo Domingo

Farrell, Ubon, Tegucigalpa

Freeman, Sheila D., Hong Kong

Furr, D'Andra Sue Danner, Abidjan

Glasser, Bernadette A., Tunis

Graham, Pamela D., Karachi

Haasnoot, Barbara, Kingston

Harwell, Xenia Srebrianski, St. Petersburg

Haverkamp, Wilda C., Kuala Lumpur

Hegstrom, Mary, Moscow

Hollenbeck, Bernice E., Khartoum

Huber, Janet Marie, Helsinki

Killea, Ruth Cardoso, Maputo

Killea, Anne K., Kathmandu

Kim, Jin Hee, Seoul

Krueger, Diane E., Tokyo

Lamb, Tracy Dianne, Lagos

Le Tang, Janet E., Diplomatic Security, Washington Field Office

Lewis, Cynthia Steele, Cebu

Lilley, Carmen L., Panama

Linchangco, Artemio L., Mexico City

Lowell, Maria Jose T., Rio de Janeiro

Lundy, Ronald J., Tirana

Mallory, Irvina A., Santo Domingo

Mancus, Nicholas Anthony, Cotonou

Maschoff, Joy P., Lusaka

Menke, Timothy J., Diplomatic Security, Chicago Field Office

Mower, Joan, Pre-Assignment Training

O'Brien, James H., Paris

Palmer, Ann S., Leave-without-pay status

Parlin, Anne L., Geneva

Pascua, Parker Sillaway, Montevideo

Pavin, Joseph M., Saudi Arabia

Perkins, Mary Anne L., Caracas

Raezer, Thomas Charles, Refugee Programs

Rands, Janine Mae, Niamey

Robertson, Antoinette S., Budapest

Resignations (June)

Akahloun, Ahmed, Montevideo

Allen, Deborah R., Lusaka

Sessoms, Allen Lee, Mexico City

Siddiqi, Raja L., Khartoum

Sigmund, Richard D., Kolonia

Silva, Maria C., La Paz

Smith, Kathleen Anne, Doha

Smith, Linda P., Nairobi

Valdivieso, Maria Del C., Caracas

Wales, Jackie Cyril, Bureau of Administration, Information Management

Wallace, Jewell C., Bureau of Administration, Information Management

Watts, Pearl Regina, Colombo

Enriquez, J. David, Summer Intern Program

Ernyey, Alexander, Ankara

Felter, Leslie A., Ankara

Ferdinand, Marilyn Claire, Caracas

Findlay, Barbara Cape, Bureau of Personnel, Counseling, Secretarial

Fiveash, Sharon L., Berlin

Foltz, Camilla Megan, Berlin

Fortney, Madeline A., Nicosia

Galen Wallack, Hallie Sue, Santo Domingo

Galvin, Mary E., Maputo

Gladding, Karen M., Antananarivo

Goetz, Anne H., Rome

Gough, Carolyn, Lima

Granados, Lynn Thi, Nairobi

Griffis, Sandra J., Dakar

Harley, Joyce E., Tel Aviv

Hartline, Francoise J., Brussels

Hegstrom, Christopher, Nouakchott

Herbert, David, Lagos

Holland, Thanh N., Lagos

Horn, P. Evelia, Santiago

Huff Jr., Curtis A., Specialist Intake

Huth, Vanja S., European Affairs, Post Management

Jenkins, James K., Bonn

Johnson, Julia Schlatter, La Paz

Johnston, Helen D., Nouakchott

Jordan, Catherine A., Monrovia

Kiskowski, Maria F., Paris

Klobuchar, Debra K., Oslo

Knowlin, Thomas E., Bangkok

Kuhns, Katherine M., St. Petersburg

Lindquist, Troy A., Frankfurt

Lipstreuer, Marilyn E., Mexico City

Lopez, Wilma I., St. Petersburg

Maginnis, Darlene H., Madrid

Markle, Toni C., Bucharest

McNaughton, Betty Louise, Near Eastern and South Asian Affairs, Multinational Force and Observer Affairs

McNeal, Suzanne M., Montreal

McPherson, Glennys, Rome

Pellet, Robert, Moscow

Polimine, Shirley Anne, Bogota

Poplick, Heidii D., Oslo

Qazi, Lorna Paine, Lilongwe

Quackenbush, Nicholas B., Warsaw

Radford, Mari Wildt, Nairobi

Rasmussen, Jeffrey Karl, Lome

Rico, Neil, Madrid

Rodriguez-Hall, Claudia M., European Affairs, Post Management

Scott, Maimouna Rukan, Banjul

Retirements (June)

Bash, Richard M., Jakarta

Bullock, Margaret J., Diplomatic Security

Clopp, Noland A., Lagos

Dunlop, Thomas P. H., Bureau of Personnel Office of Retirement and Career Transition

Gibney, Jon M., Intelligence and Research

Guerra, Manuel R., Bureau Secretariat, Board of Examiners

Janus, E. Eileen, Bureau of Administration

L'Heureux, David E., Bureau of Administration

Slezak, Lester P., Inter-American Affairs □

Appointments (May)

Abels, Theresa Lynn, Athens

Aiken-Wisniewski, Sharon A., Bonn

Ball, Jacqueline, Ljubljana

Boone Jr., Walter R., Summer Intern Program

Bowers, Maureen K., Port-au-Prince

Bunce, Patricia R., Istanbul

Carey, Jan E., Madrid

Cazier, Dale P., Frankfurt

Clark, Michael G., Washington Regional Diplomatic Courier Division

Clinton, John Joseph, Manila

Compello, Gerda, Bonn

Conder, Clara L., Kampala

Conkievich, Elaine M., Berlin

Crudginton, Olivia P., Paris

Delare, Deborah Ann, Milan

Devine, Stewart T., Cairo

Dowling, Barbra Lynn, Nairobi

Duane Jr., Paul A., Kuala Lumpur

Dunn, Wanda K., Bonn

Elliott, Catherine J., Belgrade

Siegwald, Peter A., Rio de Janeiro
Silva-Castellanos, Martha, Bogota
Silverman, Marie E., Mexico City
Singer, Robert, Algiers
Staras, Rachel, Moscow
Suehowicz, Cynthia R., Helsinki
Tavernier, Penelope, Port-of-Spain
Taylor, Anna Maria, Sao Paulo
Taylor, Merle E., Maputo
Tinsley, Melanie B., Ankara
Towns, Douglas E., Manila
Trevino, Rebecca, La Paz
Tuntland, Stephen E., New Delhi
Van Der Vaart, Janet R., Rome
Ward, Elsy C., Malabo
Wasylo, Carol A., Kiev
Wood, Kevin M., Rome
Woodward, Christine, Moscow
Worthington, Sherie R., Algiers
Zartler, Malissa Ann, Bogota

Transfers (May)

Amis, Sharron M., Bamako to Operations Center
Ball, Susan M., Krakow to European Affairs, Office of European Security and Political Affairs
Beall, David Russell, Panama to Mexico City
Bebeau, Rene L., Krakow to Politico-Military Affairs
Benton, John Michael, Bureau of Administration, Information Management to Georgetown
Binner, Lawrence N., Rio de Janeiro to Diplomatic Security, Office of Security Technology
Borg, Anna Anderson Lehel, Near Eastern and South Asian Affairs to Office of Deputy Secretary
Brynn, Edward, Ouagadougou to African Affairs
Cohen, Jonathan Raphael, Executive Secretariat to European Affairs
Derse, Anne E., Seoul to Office of Under Secretary for Economic Affairs
Dewire, Evan Leigh, Office of Inspector General to Foreign Service Institute, Language Training
Donoghue, Daniel John, Bureau of Administration, Telecom-

munications Branch to Bureau of Personnel
Fennerty, John J., Islamabad to Near Eastern & South Asian Affairs
Hernandez, John A., Bureau of Administration to Tegucigalpa
Hoffer, Richard A., Bureau of Administration, Information Management to Bureau of Personnel
Hunter, Kenan H., Monrovia to Niamey
Jablon, Brian A., Canberra to Diplomatic Security, Office of Security Technology
Jesseman, Marialisa, Athens to European Affairs
Johnson, Steven D., Belgrade to Athens
Kam, Geraldine L., European Affairs to Operations Center
Kayatin, Kenneth W., Diplomatic Security, Passport Fraud Branch to El Paso Resident Office
Loftus, Helen R., Bureau of Personnel to Office of Protocol
Marchant, Monte R., Manama to Bureau of Administration, Beltsville Communications Center
Mastrangelo, Michael J., Osaka Kobe to Tokyo
McArthur, William T., Bombay to Office of UN Political Affairs
McCudden, Thomas B., Buenos Aires to Intelligence and Research
Mooney, Diane, East Asian and Pacific Affairs to Bureau of Personnel
Moore, Roderick W., Operations Center to European Affairs
Moss, James C., San Salvador to Diplomatic Security, Washington Field Office
Nissen, Harold Peter, Moscow to Warsaw
Perez, Carol Zelis, Near Eastern and South Asian Affairs to Office of Under Secretary for Management
Ramee, Mark S., U.S. Delegation, Open Skies Conference, to International Narcotics Matters
Rice, Diane B., Operations Center to Bureau of Personnel, Senior Officer Division
Robertson, James E., Office of Foreign Buildings to Diplomatic Security, Office of Se-

curity Administration
Schell, Barbara L., N'Djamena to Alexandria
Shea, Terence J., Office of Inspector General to Bureau of Personnel
Van Doren-Shulkin, Rebecca, European Affairs to Oceans bureau
Vautrain, Michele Ann, Cape Town to African Affairs
Walker, Lannon, Office of Under Secretary for Management to Policy Planning Staff
Webster, Jessica, Nassau to Mexico City
Wiedemann, Kent M., Tel Aviv to National Security Council
Williams, Phyliss D., Near Eastern and South Asian Affairs, Office of Northern Gulf Affairs to Brussels, Nato

Army and Navy Club welcomes Foreign Service members

The Army and Navy Club at 17th and I streets N.W., founded in 1885 by seven military officers, is welcoming to membership commissioned Foreign Service officers for whom the entrance fee would be \$250, or \$100 less if the officer is under age 36.

Also, effective May 1 for six months, retired or separated Foreign Service commissioned officers may apply for membership and would pay the same \$250 entrance fee.

For information, contact Jacques Paul Klein, Bureau of Personnel, Room 2807 New State, telephone (202) 647-3308. □

Resignations (May)

Aho, Dolores A., Frankfurt
Alicea, Laura L., Quito
Allegra, Anita K., Karachi
Armstrong, Sonia Ruiz, Manila
Bell, Amelia R., Lagos
Bookman, Jo Elyn, Kampala
Bright, Susan L., Brussels, Nato
Chavera, Gilda M., Rabat
Clary, Christine L., Maseru
Coor, Lawrence Witten, Riyadh
Dinda, Mary M., Casablanca
El Alquani, Rachida, Leave-without-pay status
English, Kersten G., Pusan
French, Sandra A., Caracas
Goff, Karen L., Rabat
Hanchett, Mary Teresa, Abidjan
Hauslohner, Peter A., Moscow
Holgate, Felicia M., Rabat
Holmes, Linda M., European Affairs
Hostler, Charles Warren, Manama
Jones, Patricia P., Santo Domingo
Keller, James R., Kathmandu
Keys, Roberta P., Khartoum
Lipstreuer, Marilyn E., Monterey
Major, Allison Jo, Bogota
Martin Jr., Samuel D., Office of Foreign Buildings, Construction Security Management Division
McCarty, Linda L., Mexico City
Parsons, Maria M., Panama
Polimine, Shirley Anne, Bogota

Ray, Eve M., Leave-without-pay status
Reynard, Christine O., Leave-without-pay status
Rollins, Kathryn D., Rangoon
Smith, Alice Sein Nyunt, Leave-without-pay status
Sotirhos, Michael, Athens
Spearman, Leonard H.O., Maseru
Taylor, Merle E., Bonn
Thiessen, Jacob Gregg, Santo Domingo
Thompson, Marjorie R., Manila
Valenzuela, Esther T., Lima
Vassar-Bush, Vanessa, Caracas
Wells, Melissa F., Kinshasa

Retirements (May)

Berges, Beverly Jean, Mexico City
Bortle, Bruce L., Kampala
Brown, William B., Medical Services
Clark, Bruce W., Secretariat, Board of Examiners
Cusack, Thomas E., Washington Regional Diplomatic Courier Division
Emerine, Franklin D., Antananarivo
Frayne, Warren Henry, International Organization Affairs
Gibson, Wilbur Guy, Department Office of Acquisitions

Griff, Arlene E., Office of Deputy Secretary, Eurasian Assistance

Huddle, Edith Q., Information Management

Landis, Marlene M., Office of Under Secretary for Management

Marvin, Gary B., Port-au-Prince

Matteson, Lois Jean, Kingston

Murray, James J., Caracas

Petrosky, Anita, Lisbon

Phillips, James A., Politico-Military Affairs

Pugh, Robert L., Bureau of Personnel

Tagliatalata, Linda Swartz, Bureau of Personnel, Office of Resource Management

Torres, Joseph B., Santo Domingo □

Foreign Service nominations

The following nominations have been confirmed by the Senate:

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

Ralph Stephen Kwong

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

Ian Gibson Brownlee

John David Burley

Stephen John Carrig II

Jeffrey R. Cellars

Matthew Stephen Cook

Susan P. Cronin

Rowena Racheael Cross-Najafi

Stuart Anderson Dwyer

Kenneth Arthur Forder

Carlos Garcia

Perry Lee Holloway

Jerrold L. Mallory

Susan Lee Pazina

Mark A. Pekala

Thomas David Perkins

Richard Kent Pruett

Timothy Martin Scherer

Joseph E. Seman

Debra J. Towry

Edward S. Verona

Consular officers and/or secretaries:

Bruce Randall Atkinson

Patricia Ann Brandmaier

Thomas R. Brewster

Robert A. Butts

Class reunion

The 137th A-100 class of the Foreign Service is planning a 15-year picnic reunion September 11-12 for alumni and their children. Call Keith or Donna Loken, (202) 647-5115, or Ann Yancey Syrett, (202) 647-3066, for information. □

Priscilla L. Cadena

Jeffrey J. Carnes

Hilda A. Casey

Kandace Lee Compton

Gary C. Conary

Diane Ericson

Laura K. Forest

Ruben Baltazar Garcia

Lydia A. Gelenter

Patricia A. Gray

Marcia Hackett

Daniel S. Harris

Molly A. Harris

Mark W. Huff

Andrea L. Hutchison

Joseph F. Jakub III

Kevin J. Kellenberger

Michael John Kilway

Henry K. Kim

Sunghyun Kim

Stephen James Kirkwood

Edmund J. Knaysi

James Koloditch

Veronica S. L'Allier

Brian P. Larson

Cheri J. Leberknight

Kitty J. Lin

Karen Beck Lopez

Ronald Allen Luehrs

Terence D. Lyon

Myra Martin

Jeffrey D. Mauro

Karen Jean Mayberry

Mark A. Minnehan

Marianne Moore

Rusty D. Needs

Stuart J. Oliver

Kimberly V. Price

John C. Quinlan

Onix Rivera

Barry G. Royden

Robert A. Schmelzlen

Matthew J. Smith

Kay F. Stapler

John Michael Sullens

Thomas J. Van Helmond

James Vega

Jennifer T. Velling

Joseph J. Velling

James M. Wiggins

Michael A. Wright

Edward L. Yagi-Steiner □

Specialist tenuring

The Specialist Tenuring Board has completed its review of the files of candidates at its December session. Granted career status:

Amis, Sharron M.

Andrews, Joan L.

Baloun, David B.

Barker, Brent A.

Barnhart, Jack L.

Begin, Alfred F.

Bendt, David C.

Bires, Francis M.

Bopp, Steven D.

Bray Jr., Francis J.

Brooks, Christine M.

Brown, Jeffrey T.

Cammel, Lloyd E.

Carltrider, Amy L.

Carlson, Peter M.

Chader, Eric D.

Cifarelli, Michael J.

Click, Steven R.

Cook, Brian K.

Copher, Everett A.

Cox, Paul C.

Davis, Mark J.

Dinsmoor, Katherine L.

Dombi, Harry

Dougherty, Marcia W.

Droge, Martha J.

Ebert, Kathleen M.

Edwards, Carlos

Eimert, Frederick K.

Ellison, Ollie

Flynn, Jeffrey C.

Foster, James J.

Gauntlett, Joan M.

Gibbons, Peter G.

Gillespie, Stephanie A.

Graham, Patrick O.

Graves, Earl J.

Green IV, Wesley

Gullion, Guthrie

Haney, Barry L.

Harley, Timothy W.

Harms, Glenn E.

Hayes, Patricia G.

Hayward, Lavonya M.

Hicks, Howard A.

Hively, Robert A.

Hodak, Andrea R.

Hodak, Robert M.

Hodgson, Mark A.

Hollingsworth, Louis R.

Hornbeck, Robert R.

Jennings, Robert C.

Julian, Wayne E.

Kay, Gregory W.

Khant, Eric

Kidd, Leigh A.

Knapper, Thomas W.

Lanos, William

Lee, Won Yong

Lew, Anthony P.

Lipscomb, Doris

Long, Aila K.

Ludeke, Marc A.

Lutter, Stella C.

Lynn Jr., Robert

Magnone, Patricia A.

Malone, David T.

Marshall, Carol D.

Mason, Lee Y.

Meawad, Halim M.

Mellott, William I.

Miles, Donna R.

Miles, James W.

Miller, Ritchie

Mims, John Anthony

Moos, John F.

Nickel, Karen L.

Nunnally, David M.

Olfus, Maurice

Paravonian, James W.

Perreault, Robert R.

Piekarz, Emil M.

Proctor, Thomas C.

Quinn, Celestine B.

Rakoff, Tracy A.

Reed, Wayne A.

Reyes, Norma V.

Rochelle, David N.

Rhoades, Patricia Ann

Rivers, Harry M.

Robinson, Melissa C.

Rodriguez, Deborah A.

Saltzgeber, James A.

Schacknies, Rosina

Slavinsky, Michael

Smith, Glenn A.

Smith Jr., Nicholas A.

Steurer, William

Stewart, Joseph M.

Stuckart, Matthew W.

Suarez, Jaime

Suty, Sandra K.

Toney, Sebron

Trudeau, Jerald C.

Urli, Pirkko Elina

Vaughn, Debbie M.

Weinz, Joanna R.

Williams, Vivian J.

Word, George

Wood, Linda L. ■

Many employees believe that Government telephone service is free; they're wrong. Government long-distance service isn't covered by a flat rate. Calls are billed as if to a home phone. So use of office phones for personal long-distance calls adds to State's phone bills. □

A S K D R. K E M P



This column by LaRae Kemp, 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. Kemp directly. In either case, your privacy will be respected; your post will not be identified. □

Q.

FOGGY BOTTOM
You are to be commended for instituting a smoking ban at all Department buildings, as reported in the June issue of STATE. As a nonsmoker, my only concern now is that building entrances will become engulfed by smokers who will subject us to even a higher concentration of secondhand smoke. What can be done about this?

A.

Please remember that smoking is an addiction. 90% of the smokers you may see assembled at an exterior door or in the courtyard want to quit but can't. In addition to the physical addiction of nicotine, there's an important behavioral component. Many experts feel that the principal reason smokers find it so hard to quit is that smoking has been socially acceptable. Restricting opportunities to smoke during the workday has been shown to help smokers kick a deadly habit. In this decade, nonsmokers are in the majority and public attitudes now favor smoking regulation.

Thoughtfulness, consideration and cooperation of both smokers and nonsmokers will help with the transition to a smoke-free workplace, underway since August 1, and will help sort out any snags that may develop. While I hope our smoking colleagues will attend our smoking cessa-

tion classes and will eventually stop smoking, I know, realistically, that some employees will continue to smoke. All of us will need to work within this reality. We're banning smoking because we can't control the degree of air circulation in the building and the quality of the air flow. The policy doesn't affect the outdoors, where smoke is dispersed.

Q.

WASHINGTON
I am going to be a kidney donor to my brother next month. What are the actual numbers on kidney transplants in the United States and how successful are they?

A.

About 20,000 Americans are presently waiting to receive kidney transplants, but fewer than half that number will become available during the next year. Many people on waiting lists have to wait up to two years before undergoing a transplant. The success rates are quite remarkable. When a compatible relative donates (such as a brother or sister, as in your situation), the success rates are at 96%. For nonrelated donors, the rate is about 93% with the new immunosuppressive drugs that minimize the risk of organ rejection. As for cadaver transplants to recipients who are genetically compatible, about 90% work out well. You should ask your transplant team for more specific details.

I do know there are never enough living donors. I commend you on wanting to give a part of yourself in order for your brother to have a normal life. My husband is a donor for his brother, and he found the act of sharing part of himself was far more rewarding than he could have imagined. I encourage our readers to carefully read and sign the back of their driver's licenses to authorize organ donation for transplants. Also, clearly discuss your desire to donate your organs with close family members.

Q.

SOUTHERN ASIA
We have a new plastic pool for our year-old little girl. It holds 119 gallons of water. How much household bleach must be added to make the pool safe for her?

A.

Our environmental health experts advise that the formula for wading pool disinfection is as follows: use 1/8 cup of household bleach per 100 gallons of new water. Mix the required amount of bleach (such as Clorox, a readily-available commercial product) with two gallons of water and scatter over the surface of the pool. Mix it uniformly with pool water. Between fillings of the pool, add one tablespoon of bleach per 100 gallons of water each day. Empty small pools daily. Don't worry: household bleach will not harm plastic pools.

A note of caution: be sure your toddler's pool is placed in the shade, and minimize your baby's sun exposure by allowing her to paddle around in her pool in the late afternoon or early mornings, not during the peak hours of sun, 10 a.m. to 3 p.m. And, of course, don't forget to use sunscreen on your baby.

Q.

NORTHERN VIRGINIA
We have two small children and are concerned about their lead exposure while we were living abroad, where leaded gas was sold. Should they be checked?

A.

Absolutely! My environmental health staff advises that lead in gasoline can be a source of direct exposure if you inhale air which might be contaminated. In the United States, and I believe abroad as well, lead-based paint and house dust contaminated by lead contribute to the majority of lead exposures for small children. A generally minor source of exposure for them, but often of great concern to parents, occurs when they consume food grown in soil secondarily contaminated by lead in the air.

Lead exposure remains a global problem. Children with elevated blood-lead levels may not necessarily appear sick or exhibit symptoms or warning signs. Normal lead levels are now defined as 10 micrograms per deciliter or more. It's been estimated that 15% of preschool children in the United States have elevated blood lead levels. Since the

beginning of the Department of State blood-lead screening program in 1991, approximately 15% of the samples drawn from children less than six years of age have been elevated. Nearly all of these have been between 10 to 14 micrograms per deciliter—mildly elevated.

I highly recommend annual blood-lead level testing for children less than six years old, as the best way to determine whether they have an unacceptable level of lead in their blood. I further recommend that all blood-lead level testing be performed by our laboratory, to ensure consistency in analysis and to enable us to compare more readily subsequent test results. If you're interested in having this test performed, you should contact the health unit or regional medical officer at post, or our examination clinic if the blood lead level is being conducted as part of a medical clearance examination or, in your situation, the environmental health office here in the Department, at 647-5354.

Q.

THE AMERICAS
I am writing to address an area in your office that I feel needs attention. I trust you will protect the confidentiality of my post. I'm always amazed by the amount of talk at social gatherings that centers around health care, the providers of the same, and the spirit in which the care is provided. Unfortunately, if one negative incident occurs, it is discussed in detail, more often than the other times when health care is given in a caring, effective manner.

I've noted this phenomenon at several posts where I have been assigned. This type of discussion goes beyond casual negative conversation or gossip. I feel very uneasy when I hear such comments because it seems to me to destroy the trust that must be present in the doctor/patient relationship. It appears to me that it does a great disservice to the doctors and nurse practitioners who serve us worldwide. I've met many of them in the past eight years, and resent the malicious criticism I hear from people I would call malcontents.

Is there a mechanism in your office to promptly address a patient's concern about the care they have received? If they are dissatisfied with a particular



LILONGWE, Malawi—Nurse practitioner Jeri L. Lockman receives the Meritorious Honor Award and a step increase

from Ambassador Michael Pistor at the inauguration of the new health unit in this East African country.

person, is there an avenue for them other than continuing to grumble at post about the person in question?

A.

Thank you for your cogently-written, thoughtful letter of sincere concern. I too am distressed by casual social talk about people's medical problems, encounters with health unit staff members, and talk about endless details of their illnesses and discussions with physicians and nurse practitioners. Relevant details are often lost in the retelling of anecdotes from one person to another, and ultimately biases and misjudgments can be inadvertently perpetuated. My office does have a system by which patients with specific concerns about an incident or situation with a health-care provider can have them clarified. The first and probably the most important step in addressing patients' concerns is to maintain an open line of communication between them and their health care providers. In most instances, miscommunication and/or misperceptions can best be discussed and clarified between the individuals involved. This should occur as soon as possible after the encounter.

In the rare instance when this is not

possible, the quality improvement unit within my office would be assigned the task of reviewing the circumstances surrounding the concerns of a patient and his or her health care provider. Our quality improvement program continuously reviews and evaluates the manner in which care is delivered, the effectiveness of the care delivered, the procedures used to deliver quality care and the actions that are needed to improve the system, if necessary.

In addition to this program, I have always had an open door policy for those times when a patient feels he or she must speak personally with me. The importance of open communication between patients and health-care providers is valued by my professional staff, both in Washington and overseas. As a result, most perceived problems can be identified, reviewed, clarified and acted upon as needed. I thank you for taking the time to let me know your thoughts. I'll take this opportunity and forum to remind our patients and staff that I am personally concerned when a patient has a specific issue that he or she feels needs to be addressed. I also would like all our patients to be aware of the quality improvement section of my office, where your thoughts and suggestions are always welcome. Communication

from you in the field may be forwarded to me or directly to the Quality Improvement Office, Room 3245, Main State, Washington, D.C. 20520-2256.

Q. **OUTSIDE THE BELTWAY**
We're traveling to Moscow late in the summer after being here for five years. I recall that traveling eastward is always more difficult than traveling west, since you have to shorten your day by adding an hour for each time zone you traverse. Is there anything "new" on avoiding jet lag?

A.
 Since your last transoceanic flight, there has been nothing "new" except for less emphasis on assorted diets of varying complexity. You're correct—most travelers have their body rhythm disrupted to a greater degree by "losing" hours traveling eastward.

'Die laughing' and stay alive

(The following article in the Foreign Service Medical Bulletin was taken from NP News.)

And in the most dire of times, there is always room for hope, a touch of human kindness, a smile, and, yes, perhaps even laughter. Laugh at yourself with objectivity, and share laughter with others ... Laugh at life's contradictions. Laugh with others, not at them. Do things that elicit laughter.

Bringing a little plain ol' fun in one's life, even or especially in one who is suffering from physical or emotional pain is caring in its fullest sense. Laughter is relaxing and cleansing; it produces endorphins, those wonderful natural painkillers.

Benefits of laughter for the person in pain are the distraction from focusing on physical stimuli and the reduction of bodily tension. Other physiological effects of laughter include increased cardiopulmonary function, with resultant increased oxygenation of tissues and increased skeletal muscle activity. □

Here are some suggestions to assist you and your family in minimizing the effects of jet lag on your forthcoming trip. Start the journey well-rested. Organize your final days so your last-minute shopping, packing and other errands are finished and you're able to get a good night's sleep.

When you board the plane, set your watch to the destination time and follow the activity/rest cycles of your destination. Avoid alcohol during the journey. However, to avoid dehydration during the long flight, drink extra amounts of water, juice or club sodas. Do stay away from caffeinated soft drinks!

Eat lightly. Enjoy the salad and vegetables, and do be sure to ask for decaffeinated coffee after your meal. When you reach your final destination, I suggest you synchronize your circadian clock as quickly as possible with local time cues in your new time zone. Exposure to light is important to reset your clock, so don't take a mid-morning nap. Get as much sunlight as you can when you reach your destination. It seems a mid-day walk in the sun is more important than anything else you might try. Also, upon arrival, eat the correct meals at the correct times. End your day with a bedtime appropriate to your destination city.

Current researchers believe the use of medications (tranquilizers, sleeping pills) to relieve transient insomnia associated with jet-lag is unwise because of the side effects, subtle and otherwise. Good luck on your assignment to Moscow. I hope you'll find your tour there to be as fascinating as mine was.

Q. **FAIRFAX COUNTY**
Some of my colleagues look and act so much older than their age. Others seem to have found the fountain of youth! I saw TV clips recently of elderly nursing home residents involved in exercise programs. What can we do now to slow down the aging process?

A.
 The aging process, of course, is inevitable, but some physiological aspects can be reversed. Most people are now aware of the importance of aerobic exercise in

increasing cardiovascular efficiency and enhancing fitness. In addition, weight-bearing and weight-training exercises are necessary to improve the muscles and skeletal system. Weight-bearing exercises are those in which you carry your own body weight, such as when walking or running. Weight-training involves working against some type of resistance such as pressure or actual weights.

Decreased muscular strength is one of the predictable aspects of aging. Thus, reversing this process by increasing muscular strength seems logical. Recent studies with nursing home residents document that modest exercise programs help them increase their muscle strength and walking speed, as well as decrease their susceptibility to falling. Since bones are living tissues, without enough exercise the balance between bone breakdown and renewal can be upset.

A caution. Before embarking on any exercise program, don't forget to: check with your doctor first; warm up and stretch; exercise with a partner; make exercise fun; make exercise convenient; and, afterwards, cool down, stretch, and replace lost fluids. ■



Dr. Arnold C. Ratner, left, a dermatologist who addressed Department employees June 29 in the Dean Acheson Auditorium, on ways to recognize the signs of skin cancer and on protection for damaging rays of the sun. With him is Dr. John Keyes, director of the Department's health unit. (State Department photo)

—(Continued from inside front cover)

cables, could we please put the periods back in U.S. to distinguish it from "us"?

Sincerely,
KELLY TAYLOR □

Nettlesome niacts

WASHINGTON, D.C.

DEAR EDITOR:

I retired in 1981, having battled the misuse of "niact" (nightaction) and "immediate" precedence on Department telegrams since 1950 at Kabul, my first post. I was surprised to read in *STATE* in May, in Jerry Mallory's excellent letter, that the old foe of embassy duty officers and communicators remains a problem.

The misuse of niact will continue so long as drafting officers fail to consult world time zones before they use the handling instruction for transmission to posts. In the past, I always suspected many Department drafting officers resided in northern Virginia or Maryland. The Operations Center, which now polices niact, must also have individuals who

Here are the facts

(See Page 36)

- Dhahran, Saudi Arabia.
- Falling. On stairs, in slippery hallways, over extension cords and poorly placed rugs.
- Kampala, Uganda. □

have not served in the field as deputy officer or communicator.

In 1949, Warren Spurr, now retired, drafted the airgram which addressed niact. Airgrams, like the dispatch, are no longer used to communicate instructions or reports to and from the field.

Meanwhile, Mr. Mallory, keep up the battle because the communicators will be on your side!

I almost forgot that local holidays should be taken into consideration when sending a niact because the foreign office will be closed!

Sincerely
GRAHAM R. LOBB □

Piqued over plaque-I

ABBOTSFORD, AUSTRALIA

DEAR EDITOR:

Further to Dennis Kux (Letters, March) and Felix Dorough's comments (Letters, May) about retirement disappointments, let me add my tale of woe.

Like Mr. Dorough, I too received a plain-brown-paper-wrapped package several months after my retirement in 1990. However, my name was misspelled on the plaque. In March or April of 1991, the plaque was returned to the Department with the request that it be redone. Not only have I received nothing since, but a follow-up telegram sent by the consulate general in January of this year has not been acknowledged. And still no plaque.

Any suggestions on how to get some action?

Sincerely,
CARMAN CUNNINGHAM

The Retirement Division replies: We sincerely regret the unfortunate error in the spelling of your name on your retirement plaque as well as the subsequent delay in getting it corrected, and a new plaque has been ordered and will be sent to you immediately upon receipt. Anyone who encounters a delay in getting a retirement plaque, or has his or her name misspelled, is encouraged to contact Dan Webber, chief of the Retirement Division, to get a new one. □

Piqued over plaque-II

PRETORIA, SOUTH AFRICA

DEAR EDITOR:

I am in full agreement with the letter by Felix Dorough in your May issue concerning retirees from the Foreign Service. Having retired on February 28, 1986, I too received efficient and professional assistance from the Retirement Division.

I also received my "final award" for 27 years of service and dedication to the Government of the United States through international mail channels some months later.

Having worked as a communications officer for 10 years prior to retirement, I had reluctantly come to the conclusion that, in spite of their valuable contribution, the treatment and promotion of communicators left little to be desired. At



the very least this "final award" should be presented to the retiree by the ambassador at an overseas post, or by his deputy.

Sincerely,
HUGH FRANK MARKETTE □

Piqued over plaque—III

MASERU, LESOTHO

DEAR EDITOR:

I am a retired Foreign Service secretary living in Cape Town, South Africa, but until July 30 am working temporarily at the American embassy here.

The other day I received my copy of the May issue. What has prompted me to write this is the letter of Felix Dorough in this issue entitled "Plain Brown Wrapper." I know exactly how he feels. When I retired and received my bronze plaque with words to the effect "for 33 years of dedicated service," etc., there was no letter with it. It was just sent through the pouch to the American consulate in Cape Town, which, in turn, handed it to me.

I had a horrible letdown feeling, the same as Mr. Dorough's. I made a trip back to Washington, which I paid for myself, about eight months before actual retirement, while I was stationed at the U.S. mission in Vienna, specifically to talk to the Retirement Division. They gave me first-class service and attention. But, as mentioned above, no one else in the Department could have cared less. If it weren't for ambassador Michael Newlin's (who was ambassador at the time at the U.S. mission in Vienna, where I was stationed right prior to my retirement) having a lovely farewell retirement party in his office on the day before I retired, nothing—but nothing—would have been done, or was done for that matter.

This is the first time I have ever had occasion to write a letter to the editor and, unfortunately, it has to be on a bit of a sour note.

Sincerely,
LENORE JOSEPHSON □

Not piqued

DUCK, N.C.

DEAR EDITOR:

We are surprised to read (Letters, May) that some other retirees feel short-

changed. We retired from the Foreign Service last year in Bangkok. Prior to departing post, we were given a boat party on the Chao Pryha River, luncheons, dinners, cocktail parties and even a breakfast. At a country team meeting, the ambassador read a laudatory telegram from the director of the Courier Service.

Since arriving home, we were "honored guest" at an impressive retirees' reception hosted by the Secretary. We have received beautiful plaques, lapel pins and certificates of service. The Bureau of Diplomatic Security had my courier badge and credentials framed and forwarded to our home.

Our retirement counselor, Rhonda Slye, has been consistently pleasant and responsive.

Sincerely,
DICK AND JOANNE MARX □

'Cumbersome' name

FALLS CHURCH, VA.

DEAR EDITOR:

The new National Foreign Affairs Training Center is indeed an impressive milestone at State, as chronicled in the May issue. Now all it needs is a decent appellation to befit its status. Five words are extremely cumbersome for both speech and writing. The words national and foreign are awkward in juxtaposition. The stated objectives deserve a better word than training in the title.

The acronym is terrible. I can hear it now: "I've got to catch the NAF-ATTACK shuttle bus in five minutes!" Surely State's many vaunted wordsmiths can do much better. I would suggest something of few but meaningful words that carry tradition and prestige, would be easily recognized around the world and would be easy to use in speech and writing. For example: "Foreign Service Institute."

Sincerely,
FRED DONNER
Former Foreign Service officer □

Nostalgia

MANASSAS, VA.

DEAR EDITOR:

Lawrence Taylor's mention of the World War II history of Arlington Hall

Station (new training center, May) evokes a day in 1945. On our battalion bulletin board at the hall appeared a notice from the Department of State saying that applications to take a written examination for appointment as a Foreign Service officer would be accepted from members of the armed forces. Two application forms were appended.

I took the first, someone soon took the other, and then the Department had to send over several hundred more. Those "highly-skilled interceptors of international coded communications" leaped to accept the invitation. There were so many of us that the Army provided our transportation, billeting and messing at Fort Meade, where the examination was given. It was a two-day affair, and included a sudden-death language test.

Many of those Signal Corpsmen passed the examination; how many went on to be appointed I have no idea. Some may even now be readers of STATE.

Foreign Service officers appointed in 1946 were given four whole weeks of training before being sent to the field. At the conclusion of a lecture at the Department of Commerce, a budding officer asked the speaker to explain what he meant by "St. Joan of Arc products." Puzzled glances ricocheted around the room until a voice in the back growled: "*Cinchona bark* products!" Hysteria.

Sincerely,
RICHARD M. HUGHES
Foreign Service information
officer (retired) □

Home sweet home

WASHINGTON

DEAR EDITOR:

I read the article on the new Foreign Service Institute campus in your May edition with double-barreled interest.

I served in the Training and Liaison Division of the Bureau of Personnel, 1984-86, and met regularly with the institute's staff members in their current cramped quarters. I also remember being shown a model in the conference room of what they all hoped would one day be the new campus. And some years earlier, I recall studying Vietnamese in the Arlington Towers garage, an even less glamorous setting.

However, my connection with the

institute's new location goes back to 1958-60, when my father was assigned to the Army Security Agency and we lived in one of the two houses described in your article as "... Sears Roebuck prefabricated houses of the 1930s ..." I am pleased that they won't be torn down, and look forward to being present when the plaque commemorating a nascent officer's many evening R&Rs in the large rec room is dedicated.

Thanks for the memories.

Sincerely yours,
THOMAS TIMBERMAN
Citizens Consular Services □

Money for higher-ups

WASHINGTON

DEAR EDITOR:

I am puzzled by the answer to Gordon Bruegl's letter to the editor (May issue) requesting that you publish the total annual amounts paid out as monetary awards to employees over the past five years. If my calculations are correct, \$742,000 was paid out for presidential awards in 1991, as reported in your magazine (December 1991, page 7), and a minimum amount of some \$300,000 paid out in 1992, as reported in your January 1993 issue. You must admit that this is considerably more than the \$85,000 budgeted according to the Office of Performance Evaluation.

Although I have always favored rewarding employees for jobs well done, it has always bothered me that so much money can be found for senior employees who are, in effect, performing well at levels where superior performance is expected, but that the Department has never seen fit to give any distinguished awards to spouses who have done so much to advance the interests of the U.S. Government abroad.

Sincerely,
CHRISTINE SHURTLEFF
President, Association of American
Foreign Service Women

The Office of Performance Evaluation replies: The \$85,000 a year for large monetary awards of as much as \$5,000 each and the \$3,480 for the Suggestion Awards Program were not cited as totals for all the awards that the Department pays out each year but, rather, as the totals for the kinds of awards that Mr.

Bruegl appeared to be referring to in his letter. □

Retire and save, he says

BRUSSELS, BELGIUM

DEAR EDITOR:

In view of the stated intention of the Department to reduce the number of personnel by 1,040, it would be helpful to publicize in *STATE* magazine information about retirement, including an analysis of the savings of expenses and taxes an employee would realize upon retirement.

I have observed that, when considering retirement, most Foreign Service personnel focus on what their pay is prior to retirement, and what their annuity will be after retirement. They seldom factor in the expenses and taxes that will cease or be reduced with retirement.

Considering this, I recommend that the suggested article provide a financial analysis of what a potential retiree might actually receive, and the likely savings of expenses and taxes. If, for example, our potential retiree should retire at age 50, with 25 years of service and a "high-three" salary of \$70,000, the following savings would be realized:

—Current ("high-three") base salary before retirement: \$70,000.

—Annuity for 25 years' service: 50% of the "high-three" (\$70,000 X .50): \$35,000.

Once retired, a retiree would *not* pay the following expenses and taxes (annually):

—7% Foreign Service retirement deduction: \$4,900.

—1.45% medicare tax: \$1,015.

—Federal income tax on the \$35,000 reduction in base pay which was taxed at 28% (\$35,000 X .28): \$9,800.

—State income tax on the \$35,000 reduction in base pay which was taxed at approximately 5% (\$35,000 X .05): \$1,750.

—Approximate commute-to-work costs: \$1,500.

—Approximate miscellaneous costs of working (lunches, new clothes, dry cleaning, union membership, professional societies, office parties, Combined Federal Campaign, etc.): \$2,000.

—Total annual savings of expenses and taxes: \$20,965.

Based on the above calculations, a Foreign Service retiree would have a

reduction of only \$14,035 in net income, not the expected \$35,000—an amount that is easily compensated for by either moving to a less expensive area or taking a post-federal Government job.

When one considers the reductions in taxes and expenses that come with retirement from the Foreign Service, retirement seems a lot less financially painful than it might have appeared, and many may find themselves ahead financially.

Sincerely yours,
R. PETER RICE

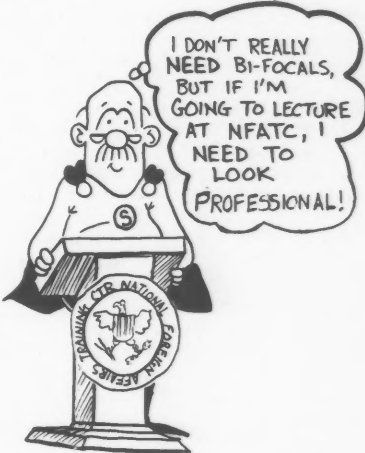
The Retirement Division replies: The Department has been developing software for calculating annuity benefits, and this project should be completed by the end of the summer. It will enable every employee to receive a statement of his or her potential annuity benefits. □

Buck stops with secretary

ATLANTA, GA.

DEAR EDITOR:

In Chip Beck's cartoon on Page 8 of the May *STATE*, why is Supercrat wearing granny glasses, which are specifically



designed for persons who do *not* need bifocals?

Sincerely,
GEORGE L. KELLY

Supercrat replies: As usual, you can blame it on my secretary, Miss Behaven. She handed me the wrong glasses. ■

BUREAU NOTES



THE SEVENTH FLOOR—*Marc Grossman*, executive secretary of the Department, center, presents certificates of appreciation

to Combined Federal Campaign keyworkers, from left: *Alden Irons, Marcella Hembry, Shirley Gillmore, Lianne Robinson, Marjorie*

Soltis, Trudy Bagley, Jan Denny, Dana Leavitt, Madeline Morrison, Joyce McDaniels, Alice Goodall.

THE SEVENTH FLOOR

Office of the Secretary

SECRETARY CHRISTOPHER traveled to San Francisco to accompany PRESIDENT CLINTON in greeting former Peace Corp volunteers; to Tokyo, Japan, to attend the Group of Seven (G-7) ministerial meeting; and to meet with Korean government officials and U.S. business and military leaders in Seoul, Korea, July 5-12. Accompanying the Secretary and serving as his advance team were executive assistant A. ELIZABETH JONES and her secretary, SUSAN EDWARDS; LIZ LINEBERRY, personal assistant to the Secretary; the deputy executive secretary of the Executive Secretariat, ROSS WILSON; the executive director of the Executive Secretariat, LYWOOD M. DENT JR.; Secretariat Staff officer KEVIN O'REILLY and line assistant JUDITH WEAVER (advance team); the ambassador-at-large for the new independent states, STROBE TALBOTT, and his special assistant, VICTORIA NULAND; computer specialist LYNN SWEENEY; DANIEL SPECKHARD, director of policy and resources; the under secretary for political affairs, PETER TARNOFF; the assistant secretary for public affairs, THOMAS DONILON, with his deputy, MIKE McCURRY, and special assistants MARY ELLEN GLYNN and JUDY WEBSTER; the under secretary for economic and agricultural affairs, JOAN SPERO, and her executive assistant ERIC MELBY; the assistant secretary for European and Canadian affairs, STEPHEN

OXMAN; the assistant secretary for East Asian and Pacific affairs, WINSTON LORD; and protocol officer CONNIE DIERMAN.

Secretary Christopher traveled to New York, May 12, to meet with the UN secretary general and to meet with Ambassador MADELINE ALBRIGHT. Accompanying him were executive assistant ELIZABETH JONES; Ms. Lineberry; Mr. Dent; Mr. Donilon and Ms. Glynn; and the special envoy to Haiti, LAWRENCE PEZZULLO.

From June 8-14 Mr. Christopher traveled to Luxembourg, to consult with European Community colleagues; to Athens, to attend the ministerial meeting of Nato's North Atlantic Council and the North Atlantic Cooperation Council; to Ankara and Istanbul, to consult with Turkish officials; and to Vienna, to attend the World Human Rights Conference. Accompanying the Secretary were Ms. Jones and her staff assistant, SUSAN EDWARDS; special assistant CARLENE ACKERMAN and personal assistant Lineberry; the deputy executive secretary of the Executive Secretariat, MAX ROBINSON; Mr. Dent; Secretariat Staff officer STUART JONES and line assistant PATTY GILLESPIE; computer systems specialist CINDY TRODDEN; the special envoy to the former Yugoslavia, REGINALD BARTHOLOMEW; Mr. Donilon and his deputies, BENNETT FREEMAN, Mr. McCurry, Ms. Glynn and JUDY WEBSTER; Mr. Oxman, accompanied by members of his staff, DAVID RONSOM, JAMES CUNNINGHAM and JANET BOGUE; the assistant secretary for Near Eastern affairs, EDWARD DJEREJIAN; National Security Council staff member JENONNE WALKER and MICHAEL RYAN from the Joint Chiefs of Staff. □

Office of the Deputy Secretary

Deputy Secretary CLIFTON WHARTON traveled to Japan, Thailand, Cambodia, Malaysia, Singapore, Indonesia, Brunei and the Philippines, June 17-July 1, to hold bilateral meetings with the Association of South East Asian Nations and Cambodian government officials. Accompanying him were executive assistant WILLIAM WHARTON; special assistant KATHRYN SARTORI; staff assistant MARJORIE SOLTIS; and secretary WYNETTA KELLY; Secretariat Staff officer STUART JONES; Executive Secretariat trip officer JAMES WILLIAMS; computer specialist Sweeney; the deputy assistant secretary for East Asian and Pacific affairs, KENNETH QUINN, and JAMES HALL; the deputy assistant secretary for the economic bureau, RICHARD HECKLINGER; the deputy to the counselor, JESSICA MATHEWS; GEORGE BEASLEY of U.S.I.A., GEOGE LADATO of A.I.D.; and National Security Council staff member KENT WIEDMAN.

Mr. Wharton traveled to Managua, Nicaragua, to attend the Organization of American States meeting, and to Guatemala for a bilateral meeting with the president and to meet with embassy staff, June 5-8. Accompanying him were special assistant JAMES WARLICK and personal assistants BUNNY KELLY and DORIS EAGLIN; Secretariat Staff officer MICHAEL PUCETTI; Executive Secretariat trip officer Williams; computer systems specialists Sweeney and JUNE KIM; the ambassador to the Organization of American States, HARRIET C. BABBITT; Mr. Pezzullo; the

principal deputy assistant secretary for inter-American affairs, ROBERT GELBARD, and deputy assistant secretary PHIL McLEAN, accompanied by office directors MIKE KOZAK, ANNE PATTERSON, JOE BECELIA and JOHN HAMILTON; the assistant legal adviser for inter-American affairs, MICHAEL PEAY; National Security Council staff member RICHARD FEINBERG; WILLIAM RHODES of A.I.D., DAN CENTO of U.S.I.A., and staff from the Organization of American States: SARAH HORSEY-BARR, DOUGLAS WATSON, BARBARA BOWIE-WHITMAN, DENNIS SKOCZ, RICHARD DOUGLAS, OWEN LEE, MARGARITA RIVA-GEOGHEGAN, PAMELA SPATLEN, JANET EDMUNSON, JAMES TODD, MAUREEN BADER, VICKI SHAW, ALESIA THOMPSON, PETER QUILTER and MARK FEIERSTEIN □

Office of the Under Secretary for Political Affairs

Under Secretary PETER TARNOFF traveled to Hong Kong and Japan, June 21-26, to attend the Group of Seven nations (G-7) political directors meeting in Tokyo, and to hold bilateral meetings with Hong Kong governor CHRISTOPHER PATTEN. Accompanying Mr. Tarnoff was his special assistant, KATHLEEN ALLEN.

Mr. Tarnoff welcomed ESTHER BRIMMER to his staff as a special assistant. Also joining the staff was ROBERT GRENIER, who replaced ROBERT O. BLAKE JR., as special assistant for Near East and South Asian affairs. Mr. Blake has been assigned as political counselor in Algeria. Employees departing included special assistant EILEEN MALLOY, who assumed new duties as director of the

Secretariat Staff, and secretary JEAN BELL, to the Bureau of Oceans and International Environmental and Scientific Affairs. □

Office of the Under Secretary for International Security Affairs

LYNN E. DAVIS was sworn in as under secretary on April 1. On May 12 she testified before the Senate Appropriations Committee subcommittee on foreign operations, to present the fiscal year 1994 international affairs budget for security assistance programs ... She addressed a number of industry groups; the Aerospace Industries Association; the American League for Exports and Security Assistance; the Electronic Industries Association and the Washington Business Council. □

Nuclear Risk Reduction Center

The center said farewell to another group of Foreign Service officers, each of whom received a Certificate of Appreciation. They were ANN EVANS, A.D. MILLER, RICHARD BEER, ALEXANDER FEATHERSTONE, DAVID MARKS, MARK TAUBER, KEVIN AISTON, JOHN FOGARTY and PAUL MARTIN. □

Protocol Office

Assistant chief of protocol LAWRENCE DUNHAM traveled to San Diego and Los Angeles to explain the principles of diplomatic immunity, at training seminars sponsored by

the Bureau of Diplomatic Security for local law enforcement officials. □

ADMINISTRATION

Front Office

Assistant Secretary PATRICK F. KENNEDY traveled to Cyprus to participate in the dedication of the new embassy in Nicosia, July 4 ... WARREN E. LITTREL has departed as deputy assistant secretary for information management for an overseas assignment as administrative counselor in Cairo ... SHARON LUDAN joined the staff as special assistant, after a previous tour of duty in the Office of Foreign Buildings Operations. She replaced CECILIA ELIZONDO, now post management officer in the Bureau of European and Canadian Affairs ... The week of July 6, Ms. Elizondo participated in a recruitment effort on college campuses in Texas. □

Executive Office

BETTY ROBERTS retired after 38 years of service to the Department, May 28. On June 24 family, friends and coworkers, past and present, attended a retirement cruise aboard the Spirit of Washington to bid her farewell. She received the John Jacob Rogers Award ... CATHIE ROBERTS, personnel management team leader, conducted a two-hour seminar for members of the bureau staff and operations offices. The seminar covered two topics: (1) regulations and procedures of the Department's performance management review system and (2) sexual harassment, including a definition of harassment in the workplace, the complaints process and what can be done to promote a professional working environment. □



BUREAU OF ADMINISTRATION—Recipients of the first "Milestone Award" for employees outside the bureau who "go that extra mile in aiding the executive

office," from left: Ron Reams, Bureau of Diplomatic Security; Steven Taylor, Foreign Service Institute; Eileen Gower, Bureau of Finance and Management Policy; Lisa

Robinson, Foreign Service Institute; bureau executive director Jack Jenkins; Jo Ann Wright, Finance and Management Policy; Ron Robinson, Bureau of Personnel.



LIMA, Peru—In front of the future main entrance of the new embassy building, from left: Johnny Jones, construction official; Charles H. Brayshaw, chargé; David A. Roberts, acting deputy chief of mission.

FOREIGN BUILDINGS OPERATIONS—Communicator Daniel Fisher sends cable from the communications center in State Annex 6, the first message center which can send as well as receive. With him, from left: Assistant Secretary Patrick F. Kennedy and Foreign Buildings' Jerome Tolson Jr., George Wilcox, Larry Emery, Brian Wilson, Joseph Sikes.

Foreign Buildings Operations

The deputy assistant secretary for foreign buildings operations, JEROME F. TOLSON JR., met with Ambassador JANE BECKER, U.S. mission to the international organizations in Vienna, to discuss her relocation to a U.S. Government-owned residence from a short-term leased property ... A meeting was held with Ambassador ROBERT C. FRASURE, Tallinn, to discuss progress and issues of concern in the chancery renovation project ... Ambassador SALLY G. COWAL, Trinidad and Tobago, met to discuss the administration annex project and the lease for the Marine security guard quarters. It was agreed that the office would support the recommendation to demolish the dilapidated annex building and construct a new annex ... Ambassador ROBERT L. BARRY, Jakarta, met to review progress of the chancery renovation project and the development of a master plan for U.S. Government property

holdings. Asset management prospects for residential housing were also discussed ... A meeting was held with Ambassador JOHN MANJO, Islamabad, to discuss the special maintenance and repair projects at post. The ambassador said he was pleased with the facade repair project at the chancery, which was completed last December, the office reported ... Ambassador MARY PEN-DLETON, Chisinau, met to review progress of the chancery rehabilitation project and the development of modular housing, to include an ambassador's residence. Renovation plans for the chancery annex buildings were also reviewed.

The director for acquisition and planning, JOSEPH T. SIKES, accompanied Ambassador ROGER McQUIRE, Bissau, to the Kullman Industries factory in Woodbridge, N.J., to observe modular construction of the 6,000 square-foot chancery destined for Bissau. The 17 modules will be shipped in mid-September, and the building is expected to be ready for occupancy by January ... Mr. Sikes met with Ambassador EDWARD W. GNEHM JR., Kuwait, to review progress on the design of the new office building, now at the 30% level ... The director for program execution, RALPH N. WHEELER, made trips to posts in the former Soviet Union to observe on-site progress and to coordinate construction efforts with the Corps of Engineers and the principal contractor.

The director for operations and post support, PATRICK R. HAYES, met with DAVID AARON, ambassador-designate to the U.S. mission to the Organization for Economic Cooperation and Development, Paris, to provide an overview of the U.S. Government property holdings for this mission. The U.S. Government-owned ambassador's residence and deputy chief of mission's residence were described as being in excellent condition and the short-term office space as adequate and functional ... Mr. Hayes met with Ambassador GEORGE F. JONES, Georgetown, to review prospects of acquiring an ambassador's residence. The ambassador related that the search continues to locate an affordable site for possible construction of a more suitable residence ... A briefing for ambassador-designate ALLAN WENDT, Ljubljana, provided a status report on the continuing search for an office building and ambassador's residence. A potential ambassador's residence has been located and lease negotiations are in progress ... A meeting was held with Ambassador JOSEPH C. WILSON IV, Libreville, to develop strategies for the appraisal and sale of the present ambassador's residence and acquisition of a more secure replacement residence. □

Information Management

Systems Operations: ROBERT A. MASON visited Wang Laboratories, Lowell, Mass., to evaluate the Wang training course ...

RON LAY and DAN KELLY attended classes at the Warrenton Training Center ... Telephone installations were accomplished by WALTER MIKULSKI, Panama; ANDY HARVEY, Guadalajara; and ROBERT PACE, Ottawa and Calgary ... JOHN DIXON completed the telephone replacement survey of the Embassy Paris telephone switch ... JOSEPH ACQUAVELLA, SIDNEY REEVES, STEVE LOWE and JOHN VARNER traveled to Moscow for host government discussions ... ROBERT SURPRISE reviewed Information Management programs in Rome, Geneva, Paris, London, Athens, Istanbul, Ankara and Bonn ... SHEILA STEWART, CHARMAINE IVERSEN and CAROL OWENS graduated from the yearlong Womens' Executive Leadership Program, March 21 ... GLEN COCKERILL conducted a regional orientation trip to Tunis, Cairo, Alexandria, Amman, Tel Aviv, Jerusalem, Islamabad and Kathmandu.

Information Services: SUE LI attended the Federal Asian Pacific American Council congressional seminar and training conference ... WILLIE GEE and VICTORIA COFFINEAU visited Cairo, Tel Aviv and Jerusalem for records management reviews.

Planning and Development: KAY MONTE-WHITE attended the Gartner Group Information Systems presentation in Dallas ... ALAN OSCLICK and JOE WILLIAMS attended a federal acquisition procurement conference ... FRAN SUTHERLAND attended a five-day course on data modeling ... BOB NODZON attended a data administration management and association symposium at the National Institute of Standards and Technology. □

Office of Operations

Office of Allowances: As of June, the average worldwide foreign travel per diem allowance is \$143.40. This represents a 0.6% increase over the May average and a 1.1% decrease over the past 12 months ... AUDREY THURMAN, systems manager/cost-of-living allowance analyst, and LUCIA SARABIA, living quarters allowance analyst, traveled to Reykjavik and Keflavik, Iceland, and Ottawa, Canada, June 6-17, for on-site reviews of allowances and differentials. They answered questions from personnel at posts concerning allowances and benefits under the Standardized Regulations ... On June 25 the office bid its director, RUTH L. WILLOW, farewell in retirement.

Office of Facilities Management and Support Services: PENNY PRICE, STACEY TOUCH, AL WHITING, ART YOUNG, TOM O'ROURKE, AL COLEMAN, KELVIN ARINGTON, EDWARD ANDERSON, SHIRLEY BEARD, ELIZABETH ELLIOTT KIMMEL, BIRGITTA STANGE, LISA RENWICK, MAUREEN RUPPERT, TINA HENNIP, ANNETTE JURKONIE, JOHN SILVA, WILLIAM DAVIS and WILEVA JOHNSTON



provided administrative and logistical support for VICE PRESIDENT GORE's visit to Main State in May, for the Mexico binational event on June 21, and the latest rounds of the Middle East peace talks ... Ms. Kimmel attended a two-week executive management training course in Lancaster, Pa.

Office of Language Services: DIMITRI ARENSBURGER, LAWRENCE BURRELL and HELEN FIELDS supported the 14th session of the Special Verification Commission, in Geneva, June 7-25 ... CAROL WOLTER, GISELA MARCUSE, PETER AFANASENKO and SIM SMILEY-COPP interpreted for SECRETARY CHRISTOPHER on his European visit for consultations on Bosnia ... Ms. Wolter accompanied a delegation to Haiti ... Mr. Afanassenko interpreted for Treasury Secretary LLOYD BENTSEN in Moscow, and proceeded to Garmisch to assist Defense Secretary LES ASPIN ... PATSY ARIZU and MARCEL BOUQUET assisted Deputy Secretary CLIFTON WHARTON at the general assembly of the Organization of American States in Managua ... GALINA TUNIK was in Moscow for hotline talks ... LILLIAN NIGAGLIONI traveled to Missouri for a military exchange meeting ... Ms. Smiley-Copp interpreted for the visit to the United States by the Italian army chief of staff ... ZAKI ASLAN and GAMAL HELAL transcribed Arabic tapes for a federal court case and assisted with the Middle East peace talks ... On June 1, after receiving a master-of-arts degree in Spanish interpretation and translation from the Monterey Institute of International Studies, SUZANNE KLEIS joined the Romance section of the Translating Division as a summer intern ... Weeklong training courses for Ukrainian and Russian contractors were conducted by members of the Interpreting Division ... HARRY OBST, PAUL KOVENOCK and other staff members and contractors participated in a daylong seminar on escort interpreting, at U.S.I.A. ... BRIGITTE LENT attended a course at the Foreign Service Institute on the Commonwealth of Independent States ... On June 17 and 28 CATHIE ROBERTS, Executive Office, made presentations to employees on sexual harassment and work performance standards.

BUREAU OF ADMINISTRATION—
Lulu Buhl Chaudry, center, of Lahore, Pakistan, is awarded the "Employee Association Manager of the Year" award. With her are Laurie Johnston, counsel general, and Jeff Olesen, administrative officer.

Office of Commissary and Recreation Affairs: LULU BUHL CHAUDRY, employee association general manager in Lahore, Pakistan, received the employee association "Manager of the Year" award, given to honor managerial performance and contributions to an employee association. Ms. Chaudry was commended for skills in human resource management and business, as well as innovation and dedication to improving post morale. Along with the award, she received \$1,000.

Office of Safety/Health Environmental Management: DAVID NEEDHAM attended the Interagency Committee on Indoor Air Quality meeting, which focused on recently-introduced indoor air quality legislation ... EILEEN VERITY conducted a safety/occupational health awareness class for new Civil Service employees, and presented a lunchtime session on electrical safety. The office has established a Safety Assistance Program for posts in the Bureau of Inter-American Affairs. The first visit under this program was made recently to La Paz. Future trips will be to Brasilia, Panama City and Mexico City.

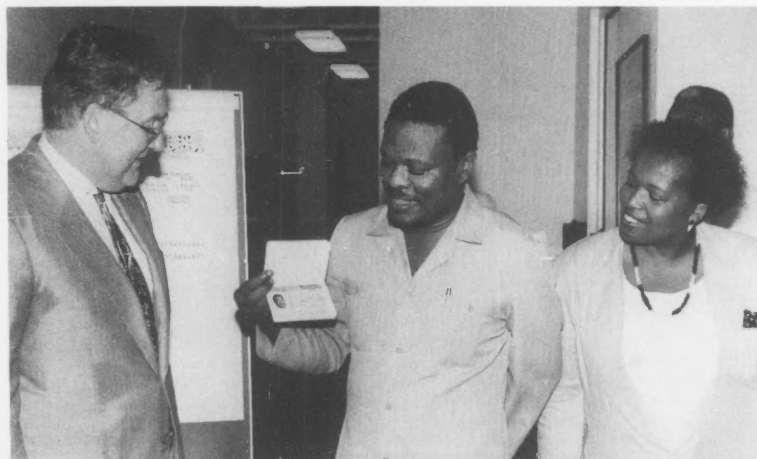
Office of Acquisition/General Acquisition Division: ROBERT POWELL and CARRIE DAVISON, Overseas Acquisition Branch, traveled to Moscow and St. Petersburg, June 22-30, to provide support for the humanitarian aid program ... MILLICENT PUGLIESE and RUBY GREEN, Small Purchase Branch, participated in a federal procurement fair and conference at the Convention Center in Washington, June 3 ... STEVEN RODRIGUEZ and CAMILLE BATTLE attended the acquisition research symposium hosted by the Defense Systems Management College and the National Contract Management Association ... ELAINE OVERGAARD, General Acquisition Division, traveled to Paris with representatives of the Office of Information Management to provide acquisition support to the post ... TOM

HENSON was on a temporary assignment, assisting the regional procurement support office in Tokyo with procurement related to the economic summit of industrialized nations. □

CONSULAR AFFAIRS

Front Office: On June 7 SECRETARY CHRISTOPHER presided over the swearing-in of MARY A. RYAN as the new assistant secretary. Several hundred guests attended the ceremony in the Benjamin Franklin Room ... Ms. Ryan visited the Portsmouth passport facility and the passport agencies in Boston, Philadelphia and New York ... From June 24-26 she attended a crisis management workshop in Vienna with representatives of several European posts ... Principal deputy assistant secretary JAMES L. WARD has left his position for an assignment as consul general in Paris. Before leaving, he participated in the Hague convention on international child abduction meeting in the Netherlands ... He attended an immigration lawyers conference in Toronto the week of June 14. Also participating were JOHN ADAMS, deputy assistant secretary for visa services; CORNELIUS D. SCULLY, director, Office of Legislation, Regulations and Advisory Opinions; STEPHEN K. FISCHER, chief, Legislation and Regulations Division; ED ODOM, chief, Advisory Opinions Division; and CARMEN DIPLACIDO, director, Citizens Consular Services ... DAVID L. HOBBS has assumed the title of principal deputy assistant

GEORGETOWN, Guyana—The first machine-readable visa is issued to Prime Minister Samuel Hinds by Ambassador George F. Jones, left. Consul Maria Ifill Philip is with them.



secretary, in addition to his duties as deputy assistant secretary for overseas citizens services ... NICK SHERWOOD has assumed duties as the bureau's special assistant. He replaces MAURA HARTY, who will be director of the Citizens Emergency Center.

Visa Services: GEORGE LANNON, director, Office of Field Support Liaison, participated in a crisis management workshop in Vienna, May 24-26 ... On July 7-8 he was in Havana for a meeting on bilateral immigration issues ... STEPHEN K. FISCHER, chief, Legislation and Regulations Division, was in Ottawa, June 9-11, representing the Department on the "temporary entry working group" for the U.S.-Canada free trade agreement ... From May 17-28 JEFFREY GORSKY, Advisory Opinions Division, participated in a consular overseas workshop in Singapore ... MARGERY LEMB, Post Liaison Division, participated in a regional consular workshop in Nassau, Bahamas, May 3-14 ... ROSETTE DAMUS, Telephone Inquiries Branch, was on temporary duty in Lima, Peru, May 10-June 12, to assist the nonimmigrant visa section during a staffing gap ... The office welcomed MICHAEL L. HANCOCK as the new associate director, and TEDDY B. TAYLOR as the special assistant to the deputy assistant secretary ... Summer interns in the Visa Office include TANYA AMOS, THANE BELLOMO, JENNIFER DURST, MICHELL GILCHRIST, STEVE McCULLOUGH and VALERY PERRY ... The Visa Office said farewell to DAVID BLOCH, director of the Public and Diplomatic Liaison Division; MARGARET HIGGINS, special assistant; BRIAN McNAMARA and TROY PEDERSON, Coordination Division; and HAROLD BAUM and ELIZABETH MONTAGNE, Post Liaison Division.

Overseas Citizens Services: EDWARD BETANCOURT, chief, East Asia and Pacific Services Division, Citizens Consular Services,

was interviewed on the Cable News Network, June 23, on laws concerning the renunciation of U.S. citizenship ... BETH COOPER, attorney-adviser, Citizens Consular Services, served on the U.S. delegation to the Hague convention on private international law, which agreed on May 29 in the Netherlands on the text of a convention on international adoptions.

Passport Services: BARRY KEFAUVER, formerly the bureau's executive director, has assumed duties as deputy assistant secretary for passport services ... WILLIAM CAMP has returned to his position as director of passport offices ... The Washington Passport Agency held its third annual awards ceremony, June 2. The top award was presented to JOYCE LESTER for her performance in detecting passport fraud while at the Washington agency. She has since transferred to the Houston Passport Agency as a supervisor in the adjudication section ... Other fraud prevention awards were presented to ANTHONY STEWART, BATTIE STEWART, SAUNDRA MILES, TIM MARTIN, PAULA WILLIAMS, MARIONETTE PLEASANT, ILONA FLYNN, DARRELL KAEDING, REGINA GREENE, ANTHONY THIAN, THELMA ROSS, KEVIN SPRIGGS, BERNARD COLE and KEVIN HALL ... DON CHARLSON of the Washington Field Office of Diplomatic Security received an award for his fraud prevention assistance to the Washington agency ... Other awards were given to TOMMYE GRANT, TRELEATHA ROBERTSON, ALICE ROBINSON, KEVIN YOUNG, DENDRA JOHNSON, BARBARA SCOTLAND and LINDA FLETCHER for their performances ... C. PAM HOLLIDAY, regional director at the Washington agency, hosted a tour of passport processing operations at the agency for a 14-member delegation of Russian migration officers ... She visited the New York Passport Agency at Rockefeller Center to meet with WILLIAM COLLINS, regional director, New York agency, on the passport appointments system ... She and BARBARA CHESMAN, chief, Special Issuances Division, were presented certificates of appreciation by the D.C. Public Schools for support and service to the student internship program ... The agency welcomed as interns SHANA DEARING, ALISHA BURT, JOHN GUYER, MARQUIS ANDERSON, GINA DiBARTOLO and PAMELA ENTZEL ... Washington agency staff attended Customs training sessions at the Washington agency and at the U.S. Customs pavillion at Dulles International Airport ... In June, KEVIN SPRIGGS, senior passport examiner at the Washington agency, represented Passport Services on Capitol Hill for Public Service Day ... SAKAE M. HAWLEY, regional director, and TIMOTHY WIESNET, assistant regional director at the Los Angeles agency, represented Passport Services at the seventh annual memorial service in memory of Federal Bureau of Investigation special agents killed in the line of duty ... BARBARA

BROPHY, acceptance agents coordinator at the Los Angeles agency, conducted a training class in passport acceptance procedures for new passport acceptance agents at the Worldway Postal Center in Los Angeles, May 20, and another training class, May 27, at the main post office in Los Angeles ... DONALD TREMBLAY, senior passport examiner at the Los Angeles agency, provided information to students at a workshop on international relations for Long Beach's Poly High School's career day.

Fraud Prevention Programs: Director DONALD E. WELLS departed the office, June 24, for a new position as watch officer in the Bureau of Intelligence and Research ... KIRK KOTULA has retired from the Department ... BRIAN OBERLE departed from the office, July 1, to take a consular position in Colombo, Sri Lanka ... MARY ALICE NOYES traveled to San Antonio, May 24-27, to address the annual meeting of the Association for Vital Records and Health Statistics ... KEVIN OVERSTROM traveled to Artesia, N.M., to conduct training for 48 Immigration and Naturalization Service inspectors at the Federal Law Enforcement Center, June 10 ... The week of June 14, Mr. Overstrom visited the Honolulu agency to assess the antifraud program and conduct training ... He consulted with officials from the Hawaii State Bureau of Vital Statistics, the State Department of Motor Vehicles and the State Identification Office, as well as the Diplomatic Security resident agent in Honolulu ... He conducted training and viewed operations at the Immigration and Naturalization Service's facility at Honolulu International Airport ... On June 23, MARC GORELICK gave a presentation at a multi-agency seminar at the Federal Bureau of Investigation's academy at Quantico, Va.

Office of the Executive Director: MICHELE TRUITT has assumed duties as the executive director ... DONNA J. HAMILTON, deputy executive director, is working on VICE PRESIDENT GORE's task force on "reinventing government," looking at policy issues at the Department of the Interior ... From June 7-10 ALICE MOORE, management analyst, traveled to Port-au-Prince, Haiti, with a Foreign Buildings Office team to assess the consular section's space needs ... From July 5-9 TIM MERCHANT attended a meeting in Montreal of the technical advisory group of the International Civil Aviation Organization, to discuss travel document standards.

Public Affairs: From May 11-17 the office organized briefings for congressional staff and caseworkers and international student advisers in Los Angeles, San Francisco and Seattle. Former principal deputy assistant secretary JAMES WARD led the briefing team. Also participating were GARY SHEAFFER, the bureau's press officer, and PATRICIA FORAN, Post Liaison Division, Visa Services. The passport regional directors and their acceptance agents coordinators assisted in

organizing the briefings in each city. Those participating included Ms. Hawley, Los Angeles; HANS HANSEN, San Francisco; and RENATE KAMINSKI, Seattle, as well as members of their staffs. □

DIPLOMATIC SECURITY

Diplomatic Security Service: RONALD REAMS, director, Office of Investigations, attended the International Association of Chiefs of Police's committee on terrorism conference, in Virginia Beach ... He attended the "Law Enforcement Torch Run" for the D.C. Special Olympics V.I.P. reception and its opening ceremony, in the Dirksen Senate Office Building ... BILL GASKILL, chief, Special Investigations Branch, attended a regional medical conference in Frankfurt to brief medical staff on child abuse reporting requirements ... SALLY MACIAS has left her position in the Criminal Investigations Division for an assignment in Vancouver ... Special agent JOHN STEIN became the chief of the Washington Field Office's criminal unit in May ... Special agent DAVE MARSHALL became the supervisor of the Washington Field Office's contract investigator unit, June 1 ... Special agent JERRY DUMAS assumed the position of section chief of the Washington Field Office's

contract investigators, June 28.

On June 1 special agents RON MAZER (special agent-in-charge of the Secretary's Protective Detail) and DARYL RASHKIN conducted a seminar at the Washington Field Office regarding onward assignments to the Secretary's Detail and the responsibilities of an agent on a temporary assignment to the detail ... Special agent DON CHARLSON, supervisor of the Washington Field Office's criminal unit, conducted passport fraud seminars with police departments from Baltimore-Washington International Airport, Baltimore, the Maryland state police, and Fairfax County police. He explained the role of the Diplomatic Security Service in criminal investigations, and how police departments and the service could cooperate ... Mr. Charlson received the Director's Award from the Washington Passport Agency, June 2.

Special agents ANTHONY RICHARDS and DAVE TANNER met with BILL EVANS and DON BLAKE of the Domestic Facilities Division to discuss the Diplomatic Security Uniformed Division's response procedures at the Washington Field Office in the event of an emergency ... Special agents Richards, WILLIAM REISER, KENT TROGDON, JEFF HORKEY and OLLIE ELLISON attended the three-day self-defense course at the Diplomatic Security Training Center ... Special agent WILLIAM LEVERETT participated in a Career Day program sponsored by Suitland High School ... The Diplomatic Security Special



DIPLOMATIC SECURITY—Displaying facsimile of a \$7,000 check that the Special Agents Association raised for the Make-A-Wish Foundation, which aids sick chil-

dren, from left: Dennis L. Williams, association president; Mike Considine, chairman of the golf tournament that generated the donations; Ralph A. Nappi of the foundation.



DIPLOMATIC SECURITY—Rudy G. Hall, right, chief of administrative services, who helped capture three armed stickup

men in Annandale, Va., after a foot pursuit, is given an award by Fairfax County Police chief Michael W. Young.

Agents Association held its third annual golf tournament at the Goose Creek Golf Club in Leesburg, May 19. The event raised over \$7,000 for the Make-A-Wish Foundation. The tournament was organized by special agents MIKE CONSIDINE, LOU POSSANZA, KIM GALLANT, PAT DURKIN and TOM SCANLON.

Countermeasures and Counterintelligence: Deputy assistant secretary WILLIAM CLARKE attended a Federal Bureau of Investigation briefing on economic intelligence, June 16 ... A delegation of Diplomatic Security officers attended a change-of-command ceremony for the new commander of the U.S. Marine Security Guard Battalion in Quantico, Va. Officials attending the ceremony included DENNIS L. WILLIAMS (director, Physical Security Programs), GEORGE GOODRICH (chief, Marine Security Guard Branch), JIM BERMINGHAM (director, Office of Counterintelligence Programs), JEFF BOWERS (director, Office of Professional Development), MEL HARRISON (regional director, Office of Overseas Operations), ED GAFFNEY (chief, Facilities Protection Division), and TI KEMP, FONTELLA WORTHINGTON and DICK SCHLEICHER (Marine Security Guard Branch) ... Colonel JAMES R. BENSON assumed command of the battalion from Colonel THOMAS G. HARKINS.

Special agents WILLIARD MARSDEN

JR., JAMES LEMARIE and former special agent LYNNDIA TIBBETTS, Office of Counterintelligence Programs, has worked with the Federal Bureau of Investigation on an espionage investigation since February. It resulted in the arrest and conviction of a State Department communications officer who admitted spying for the Greek government for seven years ... Special agent DARWIN CADOGAN, Office of Counterintelligence Programs, spoke to audiences at the National Security Agency's Security Day event and at the National Operations Security Conference ... Special agents PETE VAN LAANAN, GEORGE RODMAN and ROBERT GOODRICH were awarded meritorious step increases for their work in the Office of Counterintelligence Programs ... Mr. Rodman will leave the Office of Counterintelligence Programs to attend the Air Command and Staff College at Maxwell Air Force Base in Alabama. He will be the first Diplomatic Security special agent to attend this facility as a student ... MARK STEVENS became the director for security technology. He replaces KEN CROSHER, who has been assigned as the science and technology officer at the embassy in Seoul ... Lieutenant RICHARD S. SCHNABEL is the new officer-in-charge of Diplomatic Security's naval support unit. He replaced Lieutenant Commander FRANCIS LUTTAZI.

WALTER M.K. MILLER became the

director of the Diplomatic Courier Service, June 14. He replaces JERRY LAFLEUR, who has been reassigned to Frankfurt as chief of the Frankfurt Regional Diplomatic Courier Division ... JACQUE KINKADE became the deputy director of the Diplomatic Courier Service, June 25 ... Seven new couriers graduated from the Diplomatic Courier School at the Diplomatic Security Training Center, June 4. Graduates DALE P. CAZIER and TROY A. LINDQUIST were assigned to Frankfurt, MICHELE KAMINSKI and MICHAEL CLARK to Washington and FRED BLAKE, THOMAS KNOWLIN and AUBREY POWERS to Bangkok.

Resource Management: Staff instructors CHARLES CHASE (program manager), JIMMY COOMBS, MIKE FOSTER, AL KOBYLANSKY, GEORGE LAMBERT, DENISE MONTGOMERY, ED NAPOLIELLO, WILLIAM TRITES, JOHN BRAY, ED GUARD, TIM HALEY and DENNIS REYNOLDS presented the V.I.P. protection course to 18 law enforcement officials from Ecuador, April 27-May 12, at the Federal Law Enforcement Training Center, near Marana, Ariz. The course is sponsored by the Department's Antiterrorism Assistance Program. □

ECONOMIC AND BUSINESS AFFAIRS

WES SCHOLZ, Office of International Commodities, led a delegation to Tokyo for meetings of the United States, United Kingdom, Germany, France and Russia for discussions of the upcoming round of the UN secretary general's informal consultations on reform of the seabed mining regime of the law of the sea convention ... SHIRLIE PINKHAM, Office of Development Finance, attended a meeting of the Inter-American Development Bank in Punta del Este, Uruguay, June 24-25. The meeting focused on issues relating to replenishment of the bank ... STEVEN PRUETT, Office of Intellectual Property and Competition, participated in copyright law enforcement talks with the Greek government in Athens, June 4, and in intellectual property rights consultations with Turkey, in Ankara, June 7-8.

G. PAUL BALABANIS, director, Office of Monetary Affairs, led the U.S. delegation to the meeting of the Paris Club on international debt matters, June 21-24, in Paris, France. During that meeting, creditor countries negotiated agreements with representatives of Benin and Costa Rica on terms for rescheduling payments on their official debts ... RAYMOND G. McGRATH, Office of Investment Affairs, attended the meeting of the Organization for Economic Cooperation and Development's committee on capital movements and

invisible transactions, in Paris, June 14-15 ... He led the U.S. delegation to meetings of the organization's working group on investment policy and the guidelines, June 16-17 ... He led the U.S. delegation to the UN Conference on Trade and Development's working group on investment and financial flows, in Geneva, June 28-July 2.

SIGRID EMRICH, Developed Country Trade Division, participated in the first meeting of the U.S./Australia Trade and Investment Council, June 10-11, in Washington ... Another Division officer, ED KASKA, went to Geneva, June 29-July 3, for a working party examination of Taiwan's application for General Agreement on Tariffs and Trade accession, and for bilateral discussions with Russian officials on that country's recent application to the Gatt ... JAMES R. TARRANT, deputy assistant secretary for transportation affairs, chaired the civil aviation talks with Germany, in Washington, June 2 ... PATRICK SYRING, Office of Aviation Negotiations, participated ... The deputy director for aviation negotiations, SAMUEL V. SMITH, chaired civil aviation negotiations with Chile, May 27-28, in Washington ... The director for aviation negotiations, THOMAS H. MARTIN, chaired a civil aviation working group with the British in London, June 2-4 ... Mr. Tarrant chaired the civil aviation talks with the United Kingdom in Washington, June 16-17 ... Mr. Martin and STEPHEN CRISTINA, Office of Aviation Negotiations, participated ... Mr. Tarrant testified before a House Merchant Marine subcommittee at the oversight hearings on compliance with cargo preference laws. STEPHEN MILLER, Office of Maritime and Land Transport, attended the hearings with Mr. Tarrant ... Mr. Tarrant traveled to Ottawa, Canada, with CARL CUNDIFF, special negotiator, transpor-

tation affairs, for government-to-government talks, June 30.

Mr. Miller headed the U.S. delegation to the meeting of the maritime transport committee of the Organization for Economic Cooperation and Development, and informal consultations hosted by the committee with shipping officials from the former Soviet Union and eastern Europe, in Paris, May 25-27.

PAUL SCHLAMM, acting director, Office of Aviation Programs and Policy, participated in the meeting of the senior officials of the Asia-Pacific Economic Cooperation Organization, in Seattle, June 21-July 1 ... JOAN GRAVATT, same office, was to participate as an adviser at the annual meeting of the International Civil Aviation Organization's avi-

ation security panel, at Montreal, July 5-9.

Recent arrivals were those of THERESA SIMMINGTON, Executive Staff; Mr. Cristina, Office of Aviation Negotiations; R. BYRON SIGEL, Developed Country Trade Division; WILLIAM M. KENDALL-JOHNSTON, Office of International Commodities; ROBERT S. DEUTSCH, Office of East-West Trade; GEORGE PAIK and LUCY TAMLYN, Special Trade Activities Division; CLARKE N. ELLIS, Commercial, Legislative and Public Affairs; HELEN HUDSON, LISA CARLE and SHERRY L. BOOTH, Office of Investment Affairs; and MARGARET HAWLEY-YOUNG, Office of Food Policy.

In June, the Textile Division began to use the new electronic federal bulletin board



BUDAPEST, Hungary—Assistant commercial attaché Patrick Hughes receives the Department of Commerce's Certificate of Achievement from Ambassador Charles Thomas, left, in this former Communist

country in eastern Europe. From right are deputy chief of mission Richard Baltimore and senior commercial officer Gary Gallagher. Mr. Hughes was recognized for his reporting on privatization issues in Hungary.



SANTO DOMINGO, Dominican Republic—At a commercial training conference for Foreign Service national employees, in this Caribbean country adjoining

Haiti on the large island east of Cuba. From left: Bertha Josephs, Port-au-Prince; Isolda Frias, Santo Domingo; J. Laurence Eisenberg, regional commercial counselor;

Maria Elena Portorrel, Santo Domingo; Anne Marie Cooper, Nassau, Isis Lopez, Santo Domingo; Wendy Soulette, Port-of-Spain; George Farris, Kingston.

service of the Government Printing Office, to provide on-line bilateral textile agreements, visa arrangements and other textile information. This will allow the Department to make available on a timely basis these international agreements to business consultants and the general public, the bureau said. The Department, through the Bureau of Public Affairs, was one of the first of three agencies to participate in the service when it began in September. Through it, the Department provides Dispatch, country Background Notes, daily press briefings and special reports (such as the 1992 human rights report, "National Action Plan for Global Climate Change"), and travel-related publications. Those with a modem who want access, should phone (202) 512-1387. Bureaus that are interested in providing information electronically to the public through the service should contact Anita Stockman, (202) 647-6681. □

EUROPEAN AND CANADIAN AFFAIRS

Office of the Assistant Secretary: Assistant Secretary STEPHEN A. OXMAN accompanied SECRETARY CHRISTOPHER to the White House, June 15, to participate in PRESIDENT CLINTON's bilateral with French Prime Minister EDOUARD BALLADUR ... On June 17 Mr. Oxman briefed House and Senate members on Macedonia, and briefed House members again on June 30 on the former Yugoslavia ... He testified before the Senate Armed Services Committee on Nato and the future of collective security, June 18 ... He participated in the Secretary's bilateral talks with Lithuanian Prime Minister ADOLFAS

SLEZEVICIUS, June 22 ... On June 24 he chaired a meeting of the U.S.-European Community political directors and, on June 29, gave remarks to visiting parliamentarians ... ALEXANER VERSHBOW has joined the bureau as principal deputy assistant secretary, with primary responsibility for eastern and southern Europe ... THOMAS WESTON has joined the bureau as deputy assistant secretary, with responsibility for the European Community, Nato, the Conference on Security and Cooperation in Europe and other multilateral affairs ... At an awards ceremony on June 23, Mr. Oxman presented Superior Honor Awards to RICHARD FIGUEROA, formerly of the Office of Independent States and Commonwealth Affairs, and DONA TARPEY, Office of Southern European Affairs, and a group Superior Honor Award shared by JOSEF RUTH, formerly of the Office of Central European Affairs, and BRUCE TURNER of the U.S. mission to Nato. A 50-year length-of-service award went to ERIC REHFELD, Office of European Security and Political Affairs, and a Meritorious Honor Award to DAVID SCHAFFER, Office of the Executive Director.

Office of Eastern European Affairs: TERRY SNELL has joined the office as director. In June he traveled to Geneva for consultations with the American delegation to the ex-Yugoslav peace talks ... MICHAEL HABIB left as director to become minister-counselor for political affairs in London ... Northern tier deputy director TOM GERTH traveled to Stockholm in May, where he represented the United States at a meeting of the "Friends of the Baltics," and consulted with Swedish officials on Baltic developments ... JANET BOGUE, primary desk officer for the former Yugoslavia, traveled with Secretary Christopher on his May visit to European capitals to discuss policy options on ex-Yugoslavia ... She assisted with the visit of the

British, French, Spanish and Russian foreign ministers that resulted in the "Joint Action Program" for Bosnia ... Regional and security affairs officer ERIC RUBIN addressed the Cumberland Valley Foreign Policy Association and briefed students from Ljubljana University and the Brearley School, on developments in eastern Europe ... Bulgaria desk officer SCOTT THOMPSON was among the speakers at the Southeastern World Affairs Institute's conference at Black Mountain, N.C., July 23-25 ... Albania desk officer JONATHAN BENTON participated in the June 9-19 visit to the United States of the Albanian minister of defense, SAFET ZHULALI ... Southern tier economic officer ALEC MALLY took part in a trip to Vienna, Macedonia, Bulgaria and Romania to discuss implementation of sanctions against Serbia/Montenegro ... The office welcomed STEVE WALKER (Croatia), RICK DRISCOLL (economic affairs) and LAURITA DENNY (ex-Yugoslav affairs).

Office of European Community and Regional Affairs: Director SHAUN DONNELLY attended a breakfast meeting, May 14, at the Carnegie Endowment honoring Irish President MARY ROBINSON ... On May 26-June 2 Mr. Donnelly led Department experts in UN legal questions in negotiations with a European Community team on the issue of its participation in the UN Commission on Sustainable Development ... On June 16 Mr. Donnelly addressed 3M Corp. executives at their Washington headquarters, on economic

ATHENS, Greece—At award ceremony, front row, left to right: Mary Vorilla, Sophia Gitakou, chargé James A. Williams, Mary Duvall, Constantinos Abatzidis, Kevin Flanagan. Back row: Nota Hantzaras, Joseph Noon, Alexandra Kouyentaki, Mark Kellinger, John Lizardos.



and political developments in Europe ... He and political officer REID BAUMAN joined Assistant Secretary Oxman, principal deputy assistant secretary Vershbow and deputy assistant secretary Weston, June 24, in the semi-annual U.S.-European Community political directors talks, in the Department ... On June 29 Mr. Oxman briefed 30 visiting members from the European Parliament; Mr. Donnelly and Mr. Bauman participated ... Deputy director-designate LAWRENCE BUTLER represented the bureau at conferences at the U.S. mission to the European Communities in Brussels, on European Community enlargement and the community presidency, June 3-4 ... In early May, SUE BREMNER joined a delegation to European Community capitals, headed by LEON FUERTH of the National Security Council staff, to discuss enforcement sanctions against Serbia ... WILLIAM BELLIS, officer-in-charge of environmental issues, participated in the talks ... Deputy DAVID PEASHOCK accompanied Mr. Weston to the June 2-3 Organization for Economic Cooperation and Development ministerial in Paris, as part of the delegation headed by Treasury Secretary LOYD BENTSEN.

Office of Central European Affairs: DANIEL WEYGANDT, economics officer, participated in U.S.-German bilateral aviation negotiations in Bonn, April 27-29, and traveled to Frankfurt, Vienna, Bern and Zurich on consultations ... CONRAD TRIBBLE, political-military officer for Germany, attended a three-week seminar at the German armed forces staff college in Hamburg, in April, and continued on to consultations in Bonn, Stuttgart, Frankfurt, Heidelberg and Berlin ... MARK JACKSON (Austro-Swiss desk) and JOSEF RUTH (German desk) departed in May for onward assignments to Jeddah and Paris, respectively ... SCOTT HANCOCK joined the office as an economics officer.

Office of Northern European Affairs: Director JOHN TEFFT headed U.S. delegations to bilateral consultations, June 8-14, in Reykjavik, Stockholm and Helsinki. He was accompanied by Sweden-Finland country officer CAROLYN JOHNSON and representatives from the Office of the Secretary of Defense.

Office of the Special Cyprus Coordinator: Coordinator JOHN J. MARESCA; the U.S. ambassador to Cyprus, ROBERT LAMB; and Cyprus desk officer TOM WUKITSCH finished their latest sojourn at the UN-sponsored Cyprus talks in New York, on June 1 ... During the first year of New York negotiations, the U.S. team, which has also included Office of Southern European Affairs director DAVID RANSOM, have attended five sessions of proximity and face-to-face talks, aimed at a federal solution to the long-standing intercommunal dispute.

Office of Western European Affairs: Special negotiator JOHN HAWES and Portuguese desk officer NAIM AHMED traveled to Lisbon, June 24-25, for the seventh round of

negotiation of a new charter on defense and cooperation, at Lajes military base. ... French desk officer CRAIG KELLY left May 10 for a two-month rotation at the National Security Council ... Assistant Spanish desk officer MIKE HAMMER traveled to Tokyo, June 25, to assist with preparation for the G-7 summit, July 6-10 ... Junior officer DANIEL ROSS was in the office, June 6-July 9, in preparation for assignment to Bilbao, Spain.

Office of the Executive Director: Representatives of the office and the new post support unit at Embassy Bonn met on June 21 in Washington to review support for the new embassies in the former Soviet Union. The meeting was chaired by JEANINE JACKSON and TERRY LEECH. Discussing new post issues were post management officers JOHN LAMSON, HELEN REED-ROWE and DAVID SCHAFER with incoming post management staff, including new supervisory post management officer WOODY IQBAL, new deputy supervisory post management officer JOANNE ARZT and new post management officer CECILIA ELIZONDO. Bonn's post support unit director CLIFF TIGHE attended. Representatives from Office of Foreign Service National Personnel, Information Management and the Office of Foreign Buildings Operations participated in the daylong meeting ... JOHN M. RIDER, budget section chief, and CHARLIE GROVER, also of the budget section, visited the post support unit in Bonn, June 13-19, to discuss support and financial management issues ... Mr. Rider then visited Embassy Tirana with Rome financial management officer RICH SIMPSON, to discuss issues related to the memorandum of agreement, the new reimbursement system developed by the bureau with the Bureau of Finance and Management Policy. □

FINANCE AND MANAGEMENT POLICY

On May 3 acting chief financial officer ROGER GAMBLE opened the fourth bureau working session on the integrated financial management system. Attendees included the regional administrative management center directors FRED COOK, KEN FRENCH and DICK PLAMONDON, migration center staff and representatives from the Bureaus of Administration and Personnel.

On April 21-23 ALBERT FAIRCCHILD, acting director of management analysis and program planning, served as briefing coordinator and principal briefer for a visiting management team from the French ministry. The visit was part of a larger French effort involving studies of the German, British and American foreign affairs establishments, and is focused on management improvements and cost



ANTANANARIVO, Madagascar—Franklin D. Emerine, left, with Ambassador Dennis P. Barrett, on his retirement following a 34-year career as a financial management officer in the Foreign Service.

savings.

During May, STEWART KERSHNER and SCOTT GROVES, financial management analysts, Office of International Financial Operations, traveled to the financial management centers in London and Athens to assist those posts in reconciling their budget clearing accounts. This effort was a result of the Department of Treasury's requirement to clear these accounts prior to allowing State to close the U.S. disbursing officer symbol at those posts. □

FOREIGN MISSIONS OFFICE

ERIC J. BOSWELL assumed the position of director of the office, May 13 ... The regional directors conference in Washington, June 15-17, was attended by Chicago regional director DENISE DUCLON, San Francisco regional director PIERRE FOURNIER, Los Angeles regional director BEE LAVERY and New York regional director ELOISE SHOUSE. They participated in internal briefings as well as briefings by other Department offices ... Executive assistant MIKE McQUADE and Diplomatic Motor Vehicle Program director JOSEPH WARNER participated, May 25-27, in law enforcement seminars in San Diego and

Los Angeles, sponsored by the Bureau of Diplomatic Security ... Mr. Boswell presented Director's Awards for Excellence to members of the Diplomatic Motor Vehicle Office for its initiation of the decals program, and to the Miami task force, which improved compliance by Florida consulates. He presented 30-year federal service certificates and pins to deputy director HARRY W. PORTER III and to CAROL TRUESDALE and SAHON WOOD, senior secretaries in the office. A 20-year federal service certificate and pin was presented to DAVID BUSS, director of the tax and customs program.

On June 25 the Chicago Regional Office moved from 230 South Dearborn Street to 77 West Jackson Street. The telephone numbers remain unchanged ... DAVID STEWART is newly-arrived in the Diplomatic Motor Vehicle office, and DANIEL ORENGE has departed the Development Staff of the Administrative Office. □

FOREIGN SERVICE INSTITUTE

MARK C. LISSFELT, dean, School of Language Studies, with CANDICE HUNT, director of external programs, and NAZIH DAHER, chairman of the Asian and African Languages Department, traveled to Tunisia in late April for consultations and meetings with the faculty and students of the Foreign Service Institute's Arabic field school, as well as the ambassador and members of the Embassy



FOREIGN SERVICE INSTITUTE— Staff members of the Overseas Briefing Center, a division of the institute, receive a Meritorious Honor Award from institute director Lawrence Taylor, left. Others, from left: Lee Lacy, Tuula Toney, M. Regina Gutherlet, Ray S. Leki, Irene Smith, E. Susan Parsons.



FOREIGN SERVICE INSTITUTE— Students who participated in the domestic administrative officer seminar, from left, standing: Virginia Ruddy, Mildred Carter, Albert Ishkanian, James Barron, Virginia Ashley, Peter Capo, Joseph Donohue, Robert Standley, Vladimir Lehovich, Barbara Chesman, Donna Michaels, Deborah Rush, Wilna Ray, Nadine Jones, Marlene Baxter, Sarah See. Seated: Peggy Piasecki, Barbara Boller, Virginia Keener, Edward Harkness, Gregory Holobaugh, Verona King.

Tunis staff ... On his way back to Washington, Mr. Lissfelt met with junior officers, Foreign Service Institute alumni, post language program officer SCOTT McGEHEE and other staff members of Embassy Paris ... JOE WHITE, language training supervisor, Department of North and East European Languages, was invited to participate in a panel on careers, at the annual meeting of the Society for the Advancement of Scandinavian Study, Austin, Tex., in April ... Also in April, LIMIN ZHENG, an instructor in the Mandarin Chinese section, presented a paper at the annual meeting of the Chicago Linguistics Society ... During the week of May 17-21, the Schools of Language Studies and of Area Studies hosted, for the second year, staff members from the Atlanta University Center Institutions. The visitors included members from Spelman College, Atlanta University and Morehouse College. The focus of their visit was to learn about the design and implementation of area programs and proficiency-based language instruction at the Foreign Service Institute, which they intend to apply to their own undergraduate area and language programs.

The School of Area Studies has inaugurated a new award to recognize outstanding guest lecturers. Beginning this year, the "Distinguished Visiting Lecturer at the Foreign Service Institute Award" is being given to academics, journalists, U.S. Government employees and others who make significant contributions over the years to the teaching programs of the school.

The institute draws on the expertise of a broad circle of distinguished scholars of the history, politics and culture of foreign countries, as well as other practitioners in the field of foreign affairs, to train Foreign Service officers and other Government employees preparing for service abroad. Many of the guest speakers at Area Studies are internationally-recognized leaders in their field.

This year, some 28 awards are being given. The director of the institute, LARRY TAYLOR, presided over a ceremony in his office on June 11 at which 16 of this year's awardees were honored. Future awards will be presented annually at the National Foreign Affairs Training Center, following the institute's move to its new facility later this year.

ANNE E. IMAMURA, chairwoman of Asian studies, School of Area Studies, gave a distinguished alumna lecture at Ohio Dominican College, Columbus, O., on June 26, on "Classic Models and Contemporary Lines: The Changing Role of Japanese Women."

Thirty-one Foreign Service nationals from the successor states of the Soviet Union and from Vladivostok attended all or part of a consular basic training workshop in Bonn, April 19-30. Sponsored by the Institute, the executive office of the Europe bureau and Embassy Bonn, the course provided training in citizens services, passports and nationality, federal benefits, visas and fraud. □

HUMAN RIGHTS AND HUMANITARIAN AFFAIRS

A U.S. delegation led by the counselor of the Department, TIMOTHY WIRTH, attended the World Conference on Human Rights, held under the auspices of the United Nations in Vienna, Austria, June 14-25. SECRETARY CHRISTOPHER delivered the U.S. statement on the opening day of the conference. Bureau participants on the delegation were Assistant Secretary JOHN SHATTUCK; deputy assistant secretary NANCY ELY-RAPHEL; the deputy director of the Office of Multilateral Affairs, KAREN KRUEGER; MARGARET WILLINGHAM, Office of Multilateral Affairs; and CAROLINE CROFT of the bureau. The first of its kind since 1968, the conference was intended to bring the nations of the world together to assess progress made in human rights and to discuss improvements.

Principal deputy assistant secretary JAMES K. BISHOP welcomed 20 Russian legal officials attending a jury trial seminar in Washington, jointly sponsored by the bureau, the Federal Judicial Center, A.I.D., U.S.I.A. and other judicial agencies. The seminar results from a pledge PRESIDENT CLINTON made in April at the Vancouver summit to support President BORIS YELTSIN's jury initiative. Participants included a regional governor, two Russian Federation Supreme Court justices, and nine judges, prosecutors and lawyers from the regions of Stavropol, Ryazan and Ivanovo.

Ms. Ely-Raphel addressed several hundred representatives of nongovernmental organizations interested in women's issues, May 14, in the Loy Henderson Conference Room. She discussed the World Conference on Human Rights, focusing on women's issues. She then attended the U.S.-European Community trioka consultations on human rights, in Brussels, Belgium, May 19 ... She attended the meeting of the European Commission for Democracy through Law, in Warsaw, Poland, May 20-22 ... She then led the U.S. delegation to the Conference on Security and Cooperation in Europe seminar on national minorities, in Warsaw, May 24-27.

Senior policy adviser GEORGE LISTER discussed U.S. human rights policy at a May 3 seminar organized by the Close-Up Foundation, attended by 200 American high school students from various states ... At a June 16 meeting in the Dean Acheson Auditorium, he spoke on U.S. human rights policy to several hundred high school students visiting Washington under the auspices of the Congressional Youth Leadership Council.

The director of the Office of Bilateral Human Rights Affairs, YVONNE THAYER,

led a seminar on human rights for the Drug Enforcement Administration attaché's course, May 12 ... She spoke to a group from the American Association for the Advancement of Science, May 21, on State Department reorganization and human rights/democracy policy, and to a group from the University of South Dakota, May 25 ... On May 24 the director of the Office of Asylum Affairs, ROGER DANKERT, addressed the immigration judges conference in Scottsdale, Ariz., "Changing Country Conditions." ... JUDITH KAUFMANN, in her role as deputy director, Office of Bilateral Affairs, participated in a Carter Center meeting on "Election Monitoring and Democratization in Africa," in Atlanta, May 7-8 ... She attended a meeting on election observation programs and domestic monitoring efforts at the National Democratic Institute, May 21 ... Ms. Kaufmann, formerly deputy director of the Office of Bilateral Affairs and regional officer for West Africa, has now assumed duties as Assistant Secretary Shattuck's special assistant.

The special programs assistant for the new independent states, NICHOLAS KLISSAS, Office of Legislation, Policy and Programs, accompanied a delegation of five American legal officials visiting Moscow, Ryazan and Stavropol, Russia, to work with counterparts reintroducing adversarial jury trials ... From May 28-June 12, Judges DANNY BOGGS, JUDITH CHIRLIN and JOSEPH HUDLESTON and federal prosecutor ROBERT CHESNUT and public defender BETTY HUNTER conducted mock jury trials and held seminars on the American adversarial system for Russian judges, prosecutors, defense lawyers and law students.

On June 4 special programs assistant THOMAS PLOFCHAN, Office of Legislation, Policy and Programs, was moderator for a panel on Cambodia, at a conference on anarchy in the Third World sponsored by the American Bar Association's standing committee on law and national security ... Mr. Plofchan attended

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the "Train the Trainers" course sponsored by the Navy Justice School, June 16-18 ... He attended the administration of justice roundtable conference sponsored by A.I.D. in Williamsburg, Va., June 20-23. The conference was attended by many of the senior legal representatives in Latin America ... In June he paid two visits to the Defense Institute of Security Assistance Management at Wright-Patterson Air Force Base, Dayton, O., where he presented two courses on U.S. human rights policy to students in both the international class and the overseas class ... LYNDA WALKER-JOHNSON was recognized with a cash award. □

INSPECTOR GENERAL'S OFFICE

Inspector general SHERMAN M. FUNK and the assistant inspector general for security oversight, FRED BRANDT, traveled to Moscow to participate in a security inspection. Their visit focused on the use of existing and, possibly, additional facilities on the embassy compound, including potential use of the new embassy building. The inspection team, headed by Security Inspections Division director DENNIS O'HARE, conducted the inspection in Moscow, St. Petersburg and Vladivostok, June 10-July 19 ... Mr. Funk appeared in June before a closed joint meeting of the subcommittee on international operations and the subcommittee on international security, international organizations and human rights of the House Committee on Foreign Affairs, to brief the subcommittees on circumstances surrounding issuance of visas to Sheik OMAR ALI AHMED ABDEL RAHMAN ... Also in June, Mr. Funk addressed the Association of Government Accountants' 42nd annual professional development conference, in Orlando, Fla. The inspector general spoke on "The Challenge of Tying Together the Budget and the Accounting

System." Attending the conference from the Office of Audits were MICHAEL KOPECKY, MARY SIATIS, BASIL TEMCHATIN and WILLIAM URBANSKI.

In July the assistant inspector general for audits, JOHN C. PAYNE, appeared on behalf of the inspector general before the legislation and national security subcommittee of the House Committee on Government Operations, to testify on the Department's management of U.S. embassies overseas ... The assistant inspector general for policy, planning and management, BEVERLY C. LOVELADY, is on the Department's "Reinventing Government" team; she chaired the team's financial management cluster group. She and the Plans, Reports, and Analysis Division director, IRIS ROSENFELD, attended the Association of Government Accountants' conference in Orlando.

JERRY WILSON led an Office of Security Oversight team on an inspection of Embassy Bogota and Consulate Barranquilla ... An entrance conference on the audit of computer mainframe security was held with officials from the Bureaus of Administration, Diplomatic Security, and Finance and Management Policy ... The Office of Security Oversight's Audit Division issued a report on a proposed cooperative agreement between the antiterrorism assistance program and the International Association of Chiefs of Police ... Auditor KEITH SUTTON received a Meritorious Honor Award for the work he performed on the audit of communications security ... MICHELLE STEFANICK received a Superior Honor Award for the work she performed on the audit of Foreign Service national compensation. She has been selected for a two-year excursion tour as the regional budget and fiscal officer in Yaounde, Cameroon.

Special Operations Division director WILLIAM N. CRANE, Office of Investigations, attended the 10th annual European Policing Executive Conference in Basel, Switzerland, in May. The conference was organized by the International Association of Chiefs of Police and was hosted by the Swiss

police. Police executives from western Europe and the United States attended, as did, for the first time, police executives from former Iron Curtain countries.

The Office of Inspector General held its second annual awards ceremony on May 14 in the East Auditorium. Length-of-service, general schedule performance, special service, Superior Honor, Meritorious Honor and incentive awards were presented. Certificates of appreciation were presented to recognize the contribution of Inspector General staff members to the success of this year's Combined Federal Campaign.

Four special agents from the Office of Investigations were honored on May 6 at the 13th annual law enforcement awards ceremony sponsored by the U.S. Department of Justice. Special agents DENIS SPELMAN, MONICA RENAUD, DIANE EICKMAN and TRAVIS MORAN received awards for "meritorious service to the citizens of the District of Columbia and adherence to the highest standards of professional law enforcement in the pursuit of justice in the United States of America." Presentation of the awards was made by J. RAMSEY JOHNSON, U.S. attorney. Inspector general Funk was present to congratulate the award recipients. □

INTELLIGENCE AND RESEARCH

The bureau conducted a training seminar for its 40 secretaries at Potowmack Landing, Alexandria, Va., in two one-day sessions, May 10-11. It was developed in cooperation with the

INTELLIGENCE AND RESEARCH—Participants in the secretarial seminar, from left: acting assistant secretary Philip C. Wilcox Jr., Beverly LaPrince, Irish Butler, Bonnie Maxwell, Vickie McKnight, Patricia Jackson, Kim Harrison, Virginia Hogan, Cecil Grandy, Carrol Hicks, Shari Foster, Vivian Montgomery, Patricia Bartee, Renee Saunders, Jannis Starks, Joann Oldenburg, Renee Cherry, executive director Robert Deason.



Foreign Service Institute's Office Management Training Division, and the Office of Career Development and Assignments' Career Mobility Program Division. The training was designed to address professional development as well as office issues. The bureau's acting assistant secretary, PHILIP C. WILCOX Jr., and executive director ROBERT DEASON opened each training session and discussed the importance of the secretary's role in the bureau and the efforts of the bureau to improve the efficiency and effectiveness of the workplace, and its efforts to develop a training and career development program for the secretaries. Some of the topics included team-building, performance, characteristics of successful secretaries and career development and training. There was a panel of senior secretaries who addressed "What Worked for Me," as they discussed their careers and answered questions from their colleagues.

CAROL JOHANSEN from the Career Mobility Program served as program facilitator for the pilot training program. Joining her in individual presentations were VIRGINIA TAYLOR, director, Office Management Training, Foreign Service Institute; CAROL SHAW, Training and Career Development Office, Bureau of the Census; DORIS MINNEMAN, Career Development Center; and panelists EVA HENDERSON, SANTA PARKER and SANDRA ULMER. KATHRYN KLEIMAN, secretarial coordinator for policy, Office of the Director General, was an observer. The seminar was organized by SANDRA SHAW, the bureau's deputy executive director.

Participants' responses to the sessions were positive and enthusiastic, the bureau said. It reported that one senior secretary wrote: "I have attended many seminars such as this one during my tenure here in the Department, and none of them compares to this one." The facilitator's findings from the segment on office issues was said to have provided a thoughtful and beneficial list of office practices to "start, continue and stop." On July 20 the bureau was to conduct a complementary training session for its managers, which will also address office issues from the managers' viewpoint. The findings from both the secretaries' and supervisors' sessions will be shared with both groups, and will form the basis for addressing office issues, in the hope of instituting more effective communications and improving office operations.

Bureaus interested in conducting a similar program may obtain information from Mr. Deason or Ms. Shaw in the bureau's executive office.

Office of Analysis for the Commonwealth and East Europe: MARTHA MAUTNER, acting director, spoke on the dissolution of the Soviet Union at Coppin State College, Baltimore, April 27, and on the same topic at the Young Presidents Organization convention in Philadelphia, May 21 ... She addressed the annual convention of the National Houseware

Export Council, in Chicago, on developments in the former Soviet empire, June 25 ... EUGENE FISHEL, analyst, spoke at Fairfax School, Fairfax, Va., on the political situation in the former Soviet Union, April 21; to the students at the Army John Fitzgerald Kennedy Special Warfare School, Fort Bragg, N.C., on the Ukraine, April 23; and to the Hadassah discussion group of Silver Spring, on the history of Ukrainian-Russian relations, April 25.

Office of the Geographer: BRADFORD THOMAS, chief of the Cartography Division, presented a paper, May 10, on "The Spratly Island Dispute," to a seminar on island and maritime disputes in Southeast Asia, given by the Geopolitics and International Boundary Research Centre of the School of Oriental and African Studies of the University of London ... RAY LESTER, analyst, Global Issues Division, was honored at Oakton Community College, Des Plaines, Ill., May 20, with the 1993 Distinguished Alumni Award.

Office of Politico-Military Analysis: CHARLES JEFFERSON, director, lectured foreign officers attending a Defense intelligence analysis course, May 20 ... He spoke with a group from Dunn School, on the intelligence community, May 12 ... GARY CROCKER, chief, Theater Military Forces Division, lectured a countrywide group of college students, who were participating in the Fund for American Studies program, on the history of the Yugoslav conflict, June 17 ... He spoke with New York women leaders, on the former Yugoslavia, at a seminar, May 12, at the Rayburn House Office Building. He was accompanied by PAULA PICKERING and KATHY SCHWERING ... STEPHEN WEIGERT, sub-Sharan African analyst, traveled to California to participate in the Defense academic research support program, June 7-10 ... FRANK JANNUZI, East Asia analyst, traveled to Cambodia to serve as a member of the U.S. contingent of international polling station officers, May 10-28.

Office of Research: SUSAN NELSON arranged seminars for Ambassadors-designate THOMAS PICKERING, Russia, on May 13, and PETER GALBRAITH, Croatia, June 7 ... She organized, with THOMAS ZAMOSTNY, a conference on democracy-building in the former Soviet Union, at Meridian International Center, May 21. As part of the expert series on the former Soviet Union, she arranged a seminar on central Asia, June 15 ... She worked with ANNE JOHNSON, Office of Analysis for the Commonwealth and Eastern Europe, to organize a "Conference on Russian-Ukrainian Relations: Coexistence or Confrontation," July 2.

SUSAN BARNES organized, with ANNE REID, Office of Analysis for Africa, two conferences on Africa, "Political Islam in Black Africa," May 5, and "Managing Ethnicity in Democratizing African States," June 7 ... She organized with RICK DeVIL-

LAFRANCA, Office of Analysis for East Asia and Pacific, a conference on "Japan and Northeast Asia in the 1990s," May 17; and with CAROL HAMRIN, also of that office, a workshop on "Perspectives on Generational Change in China," June 11.

MICHAEL EGAN organized, with the Office of Terrorism and Narcotics Analysis, two conferences on the international narcotics trade and American counternarcotics policies: "South Asian Drug Trade," June 17, and "The Future of Colombia's Counternarcotics Effort," June 28. □

INTERNATIONAL COMMUNICATIONS AND INFORMATION POLICY

RICHARD C. BEAIRD, acting U.S. coordinator and director, was the counselor at the International Telecommunications Union administrative council meeting in Geneva. During the meeting the United States was successful in approving the union's budget and establishing working groups to study matters related to (1) financial and regulatory issues, (2) working methods of the council and (3) strategic planning and a report to the next council ... Mr. Beaird delivered the keynote address at the Pan-Asian Telecommunications Forum, in Hong Kong, June 29. The forum was organized by the Institute for International Research. Members of national telecom administrations, international financial institutions, consulting firms and private industry participated in the event.

Deputy U.S. coordinator MICHAEL T.N. FITCH participated in the Asia Satellite Communications Forum, in Tokyo, June 3. He represented the Asia Pacific Economic Cooperation Council on discussions regarding satellite broadcasting and communications. Representatives of Australia, China, Hong Kong, Indonesia, Korea, Thailand and Japan, as well as regional organizations, participated ... WARREN CLARK held talks in Budapest, Ljubljana, Prague and Warsaw, May 25-June 4, concerning ongoing and prospective programs to help the Government develop new laws and regulations for a commercialized market for telecommunications equipment and services ... DANIEL GOODSPEED led the U.S. delegation to the sixth and final meeting of International Maritime Satellite Organization's intersectoral working group, June 2-4, in London. The final report developed by it will serve as a primary input document for the assembly of parties in October ... HERMAN ROSSI, director for Latin American development, departed the bureau July 2, at the end of his tour, for a course at the Foreign Service Institute. □

INTERNATIONAL NARCOTICS MATTERS

Assistant Secretary MELVYN LEVITSKY testified before the subcommittee on international security, international organizations and human rights, House Foreign Affairs Committee, May 11, on U.S. efforts to combat the international narcotics trade and the threat that it poses to the national security of U.S. friends and allies.

The special adviser on crime issues, PARKER W. BORG, headed the U.S. delegation to the second session of the UN Commission on Crime Prevention and Criminal Justice, in Vienna, Austria, April 13-23. Alternate delegation heads were Ambassador JANE E. BECKER, from the U.S. mission to international organizations in Vienna, and DREW ARENA, Office of International Programs, Department of Justice ... LLOYD KELLY, White House fellow assigned to Department counselor TIM WIRTH to work on crime issues, and TOM JOHNSON of the Legal Adviser's Office participated as members of the delegation. Among the issues considered were criminal justice and the environment, money-laundering (based on the work of the financial action task force), and the outline of work for the ninth Crime Congress in 1995, which will take place in Cairo or Tunis.

Mr. Levitsky opened the May 10-21 bureau/U.S.I.A. drug workshop for foreign media. At the group's request, he returned a second day for further discussion of international narcotics issues. The journalists from 27 countries met in Washington and New York with government officials, including Attorney General JANET RENO, as well as with academics, neighborhood antidrug groups and other private organizations ... Principal deputy assistant secretary R. GRANT SMITH participated, June 21, in the legal affairs and antinarcotics working group session of the U.S./Mexico Binational Commission, at the Department, cochaired by Ms. Reno and Mexican Attorney General JORGE CARPIZO MCGREGOR.

Senior policy adviser RAYBURN A. HESSE was re-elected chairman of working group III (external affairs) of the financial action task force at its plenary meeting, June 28-29, in Paris. Mr. Hesse reported to the 26-nation group on the progress of financial action task force programs in Asia, eastern Europe, the Middle East and the Caribbean. The group approved a plan of external activities for the fifth round, commencing July 1 ... On May 7 Mr. Hesse addressed a special meeting of senior officers of the European Bank for Reconstruction and Development, in London ... On May 14 he was the keynote speaker at an international conference on money-laundering,

in Miami, which drew an audience from a dozen countries ... Financial action task force president TOM SHERMAN was hosted by the Department in early June; he met with senior officials from State, Justice and Treasury.

Program Office Division director PAUL L. SMITH and Transnational Issues Office program analyst LLOYD ARMSTEAD visited the El Paso Intelligence Center in Texas and the Costa Rican Joint Anti-Drug Intelligence Center in San Jose, June 14-17, to coordinate cooperative training activities ... The Office of Transnational Issues said farewell to DENNIS LINSKEY, who headed the Global Support Division since its inception in 1990. Other early-summer departures included those of Colonel TERRY BRANHAM, who served as the deputy Air Wing chief at Patrick Air Force Base, and Lieutenant Colonel GERALD DAVID, Air Wing liaison division chief, both of whom are retiring from the Army ... The bureau welcomed DAVID ROGUS, who replaces Mr. Linskey and who was graduated from the National War College; Colonel JOHN BINKLEY, who replaces Mr. Branham; Lieutenant Colonel ROGERS WOOLFOLK, who replaces Mr. David; and Major MIKE CASTELLI, who joins the Air Wing program in Bolivia after three years as a professor at West Point.

Customs liaison officer ARTHUR MUIRHEAD and program analyst KATHLEEN WILKINSON traveled, April 24-May 7, to the central Asian republics to assess their counternarcotics training programs and to evaluate their counternarcotics policies ... ED MOWREY, Air Wing logistics officer, visited Peru, April 28-May 3, to conduct a joint Department of State/contractor annual inventory ... From May 4-14 office director DAVID LYON and GARY MESSANO, Air Wing operations officer, traveled to Peru and Bolivia to review Air Wing operations and global support matters. They were accompanied by DAN STRASSER, South American Division chief, Office of Program Management, who reviewed overall bureau programs in those countries ... Mr. Branham and Mr. Binkley traveled to Guatemala and Bolivia to review Air Wing operations ... Air Wing Division

chief JOHN McLAUGHLIN traveled to Panama, May 12-14 and July 21-25, to conduct evaluations of the first-ever aerial coca eradication effort ... HELENE KAUFMAN spoke at the UN Drug Control Program private sector conference, May 13-20, and attended a one-day "Partnership for a Drug-Free America" meeting, in New York, June 21 ... DAN STRASSER, South America Division chief of the Office of Program Management, headed a U.S. interagency technical delegation (including LLOYD ARMSTEAD, program officer, Office of Transnational Issues, and ERIC ROSENQUIST) to the UN International Drug Control Program's technical consultation on illicit opium cultivation in Latin America, May 26-28, in Bogota.

ROBERT PERRY, director of programs, headed the U.S. delegation to the June 22-25 regional/technical meeting of the Dublin Group in Brussels, to coordinate counternarcotics policy. He was joined by FRANK ALBERT, International Narcotics Matters' European narcotics officer based in Brussels; Mr. Rogus; and BRIAN FURNESS, consultant.

Recent arrivals in the bureau were those of DANNY ROTHSTEIN, secretary; MATHEW ENGL, summer intern; ROBERT RZEMENIEWSKI, Coast Guard. Recent departures were those of MARY JO ROBERTSON, JOSEPH ZADAREKY, LUIS MORENO, BEN CASSIDY, PETER BOYNTON, Mr. Linskey and Mr. David. □

INTERNATIONAL ORGANIZATION AFFAIRS

On June 3-4 Assistant Secretary DOUGLAS J. BENNETT attended a seminar on "Public Engagement in U.S. Foreign Policy

INTERNATIONAL ORGANIZATION AFFAIRS—Douglas J. Bennet, left, is sworn in as assistant secretary by Clyde G. Nora of the Protocol Office. With them is daughter Holly Bennet.





GENEVA, Switzerland—Attending a reception for all the secretaries at the U.S. mission in this key Alpine country, from left, first row: Diane Topper, chargé d'affaires H.

Clark Rodgers. Second row, from left: Adela Gonzalez, Angela Micucci-Agustoni, Marilyn Wigle, Texanna Papworth, Joellen Ritchie, Renee Pfaeffli, Maryann Orchowski, Lillian

Johnson-Izzet, Fiona Bowden-Smith, Patricia Casey. Third row: Yvette Rushby, Linda Swafford, Barbara Rodgers.

After the Cold War," sponsored by The American Assembly of Columbia University at Arden House, Harriman, N.Y.... On June 10 he participated in a panel of the assembly's seminar at the Carnegie Endowment for International Peace ... He addressed the Henry L. Stimson Center's working group on UN peacekeeping, June 23, on Capitol Hill.

Deputy assistant secretary MELINDA L. KIMBLE attended the Food and Agriculture Conference in Rome, June 12-26 ... She attended the Economic and Social Conference in Geneva, June 28-July 2 ... Office of Multilateral Policy director DOUGLAS KINNEY addressed 1,200 students in the University of Wisconsin's foreign affairs seminar, on "The Future of the United Nations" and "War, Peace and Values." ... The office's interns undertook several policy-linked projects in June: TIFFANY McCULLEN (UN Voting and Analysis) is developing a new approach to African development; ERICA COSGROVE (Policy Coordination) is working on Rwanda peacekeeping; AMY KROLOFF (Policy Coordination) is looking into UN relief options for Sudan; LAUREN BERGNER (Research) prepared a study of the South Africa observer mission, in support of the bureau's new Office of Peacekeeping and Humanitarian Operations; ADRIENNE LAWSON completed a study of democratization and the non-aligned movement.

Ms. Kimble and CHARLOTTE E. ROE, Office of International Development Assistance, attended the I03rd council session of the Food and Agriculture Organization, in Rome, June 14-25 ... GERALD J. MONROE, director, Office of International Development Assistance, plus MARGARET J. POLLACK and JAYNE L. KOBLISKA of that office, participated in the 40th regular session of the governing council of the UN Development

Program, at the United Nations in New York, June 1-18.

OLGA MURPHY and DOUGLAS PARADIS, Office of International Conferences, provided administrative support to the World Human Rights Conference in Vienna, June 14-25 ... The office hosted the Asia-Pacific Economic Cooperation senior officials meeting in Seattle, June 28-July 2 ... RICHARD BIENVENUE served as administrative officer, COOKIE CLARK as documents officer and CLARENCE WINDER as documents assistant ... JEROME COLTON served as administrative officer to the international whaling conference in Kyoto, Japan, May 10-14.

ANN BLACKWOOD, Office of Technical Specialized Agencies, traveled to Vienna as a member of the U.S. delegation to the annual meeting of the UN Commission on Narcotic Drugs, March 29-April 9 ... CHRIS ENGLISH of the office traveled to London as head of the U.S. delegation to the 70th council session of the International Maritime Organization, June 14-18 ... ROBERT FEATHERSTONE traveled to Geneva as an adviser to the U.S. permanent representative at the 45th session of the executive council of the World Meteorological Organization, June 7-18 ... TRACY C. BROWN traveled to Vienna as a member of the U.S. delegation to the International Atomic Energy Agency board of governors meeting, June 7-11 ... JOHN MCGUINNESS attended the 17th session of the governing council of the UN Environment Program, in Nairobi, May 10-21. He participated in the first session of the new UN Commission on Sustainable Development, in New York, June 14-25 ... NEIL A. BOYER, director for health and transportation programs, was a member of the U.S. delegation to the meeting of the executive committee of the Pan-American Health Organization, in Washington, June 28-July 2, and was

an observer/delegate to the meeting of the World Health Organization's program committee in Geneva, July 5-9 ... JOEL S. SPIRO, director of the office, traveled to Vienna as a member of the U.S. delegation to the UN Industrial Development Organization's 11th session of the industrial development board, June 28-July 2.

People: Transfers: PAIGE T. FORD from the Bureau of Inter-American Affairs to the Office of U.S. Budgetary Presentation and Payments; APRIL S. KANNE from Port Louise to the Office of the Assistant Secretary; WALTER H. MANGER from the Bureau of International Communications and Information Policy to the Office of International Development Assistance; WILLIAM H. WOODWARD from the U.S. Senate Foreign Relations Committee to the Office of the Assistant Secretary; JOHN CAMPBELL from the Office of UN Political Affairs to Pretoria; THOMAS F. MURPHY from the Office of International Development Assistance to the Foreign Service Institute; LOUISE A. SCOTT from the Office of International Conferences to the Job Search Program; LEON WEINTRAUB from the Office of UN Political Affairs to the Foreign Service Institute; JOHN S. BRIMS from the Bureau of European and Canadian Affairs to the Office of the Principal Deputy Assistant Secretary; KATHLEEN J. KLEIN from the Bureau of European and Canadian Affairs to the Washington office of the U.S. permanent representative to the United Nations; RAY WIBLIN from the Bureau of Personnel to the Office of Administrative Services. **Entered on duty:** JANMARI HALLAHAN and ELAINE K. SCHOCAS in the Office of Administrative Services; NICHOLE H. TUCKER in the Office of Administrative Services. **Resignations:** PHILICIA B. COLLINS from the Office of Administrative Services. □

LEGAL ADVISER'S OFFICE

CONRAD K. HARPER, legal adviser, traveled to Oxford, England, to participate in the Ditchley Foundation conference, and to London to meet European counterparts ... He traveled to The Hague to discuss Iran claims matters. Accompanying him at The Hague were MICHAEL J. MATHESON, principal deputy legal adviser, and RONALD J. BETTAUER, assistant legal adviser for international claims and investment disputes ... PETER H. PFUND, assistant legal adviser for private international law, traveled to Vienna ... SAMUEL WITTEN, director of the Heathrow aviation arbitration, traveled to Philadelphia to attend a meeting at the University of Pennsylvania's Wharton Business School regarding the arbitration ... MIRIAM SAPIRO, attorney-adviser, Office of European and Canadian Affairs, traveled to Brussels to attend a seminar on "East European Security and the Role of International Institutions," at the invitation of the Atlantic Council.

KENNETH PROPP, attorney-adviser, Office of Ethics and Personnel, traveled to Brussels and Budapest to participate in the sixth round of negotiations on a U.S.-Hungary business and economic treaty, and to offer an ethics lecture at the American embassy in Budapest ... MARY BETH WEST, formerly attorney-adviser in the Office of International Claims and Investment Disputes, traveled to Tirana, Albania, for the first round of negotiations concerning claims. She met with representatives of the foreign and finance ministries. She also headed the U.S. delegation, which included representatives from the Department of Treasury and the Foreign Claims Settlement Commission, Department of Justice ... Ms. West has been selected as the assistant legal adviser for legislation and management ... ROBERT K. HARRIS, assistant legal adviser for law enforcement and intelligence, traveled to Mexico City to attend a meeting with the Department of Justice and the government of Mexico on Binational Commission matters ... HOLLY T. MOORE, attorney-adviser, same office, traveled to Santiago on extradition and legal assistance consultations with the government of Chile ... EVAN T. BLOOM, attorney-adviser, same office, traveled to Hong Kong, Kuala Lumpur and Singapore for a third round of extradition treaty negotiations with the government of Malaysia.

VANESSA LAIRD, attorney-adviser, Office of Consular Affairs, traveled to The Hague to attend the final negotiation session for the Hague convention on inter-country adoption, and met with delegates from over 60 countries ... JAMES O'BRIEN, attorney-adviser, Office of Politico-Military Affairs, traveled to New York to meet with the UN War Crimes Commission ... MARGARET S. PICKERING, attorney-adviser, Office of Economic, Business

and Communications Affairs, traveled to Paris to attend an informal meeting to promote the U.S. initiative on measures to prohibit bribery of foreign officials in international commercial transactions ... ROCHELLE E. STERN, attorney-adviser for international claims and investment disputes, traveled to The Hague to participate in settlement talks with the Iranians over Case A/15(I) ... RANDALL J. SNYDER, the law librarian, traveled to Cambridge to attend training with the American Associates of Law Libraries, on international organizations, and to attend the annual meeting.

People: Joining the bureau were DAVID NEWMAN, attorney-adviser, Office of Buildings and Acquisitions; NIGEL PURVIS, attorney-adviser; and legal interns VERONIQUE SANCHEZ, ANUJ DESAI and RICHARD LAPIN ... Leaving the bureau were MICHAEL SCHARF and KELLY CARLSON. □

LEGISLATIVE AFFAIRS

WENDY R. SHERMAN was sworn in as assistant secretary on May 12 ... On June 30 the director of legislative operations, JEFFREY WHITE, addressed Capitol Hill interns from Marquette University on the relationship between the Department and Congress ... ROXANNE REED, congressional relations specialist, participated in the 103rd Congress Constituent Resource Exposition, on Capitol

Hill, June 14.

Newly arrived in the bureau are BARBARA LARKIN, deputy assistant secretary for the Senate; VALERIE MIMS, deputy assistant secretary for the House; JODY TRAPASSO, legislative management officer; JULIE NORTON, chief of legislative reference; KEITH McNULTY, correspondence officer; and interns MARGARET SCICLUNA and CASEY COTTER ... Departing were legislative management officers STEVE KISH and TOM ROGAN and JANE GODSHALK, secretary. □

NEAR EASTERN AFFAIRS

Office of the Assistant Secretary: Assistant Secretary EDWARD P. DJEREJIAN testified on U.S. policy on North Africa before the House Foreign Affairs Committee's subcommittee on Africa, May 12 ... He gave a speech in the Department on the Middle East and the peace talks, on Foreign Service Day, May 7 ... He met with Moroccan Foreign Minister ABDELLATIF FILALI, May 12, and Tunisian Foreign Minister HABIB BEN YAHIA, May 28 ... On May 21 he participated in SECRETARY CHRISTOPHER's meeting with Algerian Foreign Minister REDNA MALEK and, on May 24, in the Secretary's meeting with Omani Foreign Minister YUSUF BIN ALAWI.

Mr. Djerejian and the members of the American peace team, including deputy assistant secretary DANIEL C. KURTZER, joined Mr. Christopher in a meeting with heads of the



KUWAIT CITY, Kuwait—Motorpool supervisor Ali Mansour, right, receives Superior Honor Award from Ambassador Edward W. Gnehm Jr.

Arab, Israeli and Palestinian delegations to the Middle East peace talks, April 27. The American peace team met daily with the parties during the ninth round of bilateral negotiations, which opened in Washington April 27. The negotiations, held at the Department, continued until May 13 ... On May 13 Mr. Djerejian briefed journalists on the progress made during the negotiating session ... On May 20 he met with Arab and Israeli journalists to discuss the peace talks.

Deputy assistant secretary DAVID L. MACK traveled to Saudi Arabia, Bahrain and Yemen in early May ... In Saudi Arabia Mr. Mack was a member of Commerce Secretary RON BROWN's delegation ... Mr. Mack gave a press conference for the Saudi media covering regional issues ... He visited Manama for meetings with the amir, Sheikh ISA BIN SULMAN AL-KHALIFA, and other Bahraini officials. His visit to Yemen was for the purpose of conveying to President ALI ABDALLAH SALEH and other Yemeni officials the congratulations of PRESIDENT CLINTON on the historic elections of members in the Yemeni parliament. While there, in addition to his official meetings, Mr. Mack met with Yemeni citizens and was interviewed by the Yemeni media.

Office of the Public Affairs Adviser: Public affairs adviser WENDY CHAMBERLIN has left the bureau to begin language training in preparation for her assignment as deputy chief of mission in Kuala Lumpur ... U.S.I.A. officer KATHLEEN HILL joined the office for a two-week stint prior to her assignment in Cairo for Arabic language training.

Office of Arabian Peninsula Affairs: Deputy director JERRY FEIERSTEIN spoke on the Middle East to the Public Members Association of the Foreign Service, May 6 ... On May 19 he was one of the State Department hosts at a working luncheon for the World Economic Forum in the Benjamin Franklin Room. He briefed Forum members on Middle East issues ... On May 19 Kuwait desk officer ETHAN GOLDRICH briefed members of the National Council on U.S.-Arab Relations' Malone Faculty Fellows Program, prior to the group's travel to Kuwait and Syria.

Office of Egyptian Affairs: Deputy director TED FEIFER traveled to Tokyo, May 24-25, to take part in the Middle East peace talks' multilateral working group on the environment ... EDMUND HULL, recently assigned to Cairo as deputy chief of mission, spent the latter part of May and early June at the desk on consultations.

Office of Israel and Arab-Israeli Affairs: Director TOM MILLER led the U.S. delegation to the multilateral peace talks on the environment, in Tokyo, May 21-26 ... He briefed senior Israeli officials on U.S.-Israeli relations, May 12. The group was in Washington for their annual media and communications seminar ... Mr. Miller met with a group of international visitors sponsored by Meridian

House, May 19, to discuss the peace talks ... He met with members of the Jewish Federation of Metropolitan Chicago to discuss the peace talks and U.S.-Israeli relations, May 19 ... He discussed U.S.-Israeli relations with members of the National Council of Young Israel, in the Department, May 4 ... He and political-military officer HELENE KESSLER attended the joint political military group meetings in Annapolis, May 13-14 ... Deputy director JOE LIMP-RECHT briefed United Jewish Appeal visitors from Orange County, Calif., on U.S.-Israeli relations, May 4 ... On May 12 he spoke to members of the Orthodox Jewish Union from New York, on U.S.-Israeli relations ... On May 25 Mr. Limprecht briefed Representative HARRY JOHNSTON and his staff on U.S.-Israeli relations ... Ms. Kessler met with United Jewish Appeal visitors from Tidewater, Va., May 5, to discuss U.S.-Israeli relations ... Economic officer JAKE WALLEES attended two multilateral meetings of the Middle East peace talks: the working group on economic development, in Rome, May 4-5, and the working group on refugees, in Oslo, May 10-12 ... On May 20 he briefed a group from the Jewish Federation of Greater Philadelphia on U.S.-Israeli relations and the peace talks ... Political officer MARC SIEVERS participated in a panel discussion on the peace talks, organized by Congressman ALBERT WYNN of Maryland for his constituents, May 24 ... JOHN FENNERTY has returned from Islamabad to join the office as the political-military officer.

Office of Northern Gulf Affairs: Director RONALD NEUMANN spoke to the Foreign Service Institute's Senior Seminar, May 25, on Iran and central Asia ... He participated in a panel on U.S.-Iranian relations, at the National War College, May 5 ... On May 10 he spoke to incoming junior officers on what deputy chiefs of mission expect from junior officers ... He met with a group of international visitors sponsored by Meridian House, May 19, to discuss U.S. policy towards Iran and Iraq ... On May 20 he, along with representatives from A.I.D.'s Office of Foreign Disaster Assistance and the Department of Defense, briefed members of the Senate Foreign Relations Committee and the House Foreign Affairs Committee on relief operations in Iraq.

Peace Process Office: The special assistant for the peace talks, PAUL SUTPHIN, met with a group from the American Council of Young Political Leaders, May 28, to discuss the talks. The group was in Washington for briefings prior to visiting Egypt, Israel and the occupied territories.

Office of Regional Affairs: Director ALLEN L. KEISWETTER and the special assistant for science and technology, CHARLES A. LAWSON, attended the third meeting of the Middle East multilateral working group on water resources, in Geneva, April 27-29. The group is one of the five multilateral working groups set up to support the bilateral Middle

East peace talks. Mr. Keiswetter, as head of the US delegation, is the gavel-holder for the water working group. □

OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS

Assistant Secretary ELINOR G. CONSTABLE led the U.S. delegation to the first annual session of the UN Commission on Sustainable Development, in New York, June 14-25. The delegation also included RAFFAELLA POMERANCE, deputy assistant secretary for environment, health and conservation, and STEPHANIE SMITH KINNEY and GEORGE HERFRURTH, Office of Environmental Protection ... A high-level session of the Commission, on June 23-24, was led by the Department's counselor, TIMOTHY WIRTH, and Environmental Protection Agency administrator CAROL BROWNER. The commission is responsible for reviewing implementation of the comprehensive "Agenda 21 action plan" on sustainable development that was adopted at the "earth summit" in Rio de Janeiro in June 1992.

The deputy assistant secretary for science and technology affairs, JOHN P. BORIGHT, led the U.S. delegation to the "II Space Conference of the Americas," in Santiago, Chile, April 25-30 ... ARNOLD SCHIFFER-



SANTIAGO, Chile—Chile's minister of interior, Enrique Krauss (left), presents award to Embassy Santiago science officer Norman Banks for his work in evaluating the hazards posed by the eruption of a volcano in southern Chile in 1991.

DECKER, director, Office of Environmental Protection, accompanied Ms. Browner to the "Environment for Europe" conference of European/North American environment ministers, April 28-30, in Lucerne, Switzerland. The ministers endorsed an environmental action program of assistance to central and eastern European countries.

Ms. Kinney organized and helped lead informal consultations preparatory to the first substantive meeting of the UN Commission on Sustainable Development ... MAUREEN WALKER, chief, Division of Marine Law and Policy, led the U.S. delegation to the first organizational meeting of the global conference on the sustainable development of small island developing states, April 15-16, at the United Nations in New York ... Later in the month, she represented the bureau on the U.S. delegation to the 10th round of informal consultations on the law of the sea, conducted by the UN secretary general.

The bureau welcomed the addition of two summer clericals, SHEREE HALL and ROBYN JACKSON, and four summer interns, RICHARD ACKER, LETICIA GARCIA, ADAM PARIS and STEVE VAVRIK. □

PERSONNEL

The Recruitment Division presented a workshop at the 18th annual conference of the National Association for Equal Opportunity in Higher Education. With MARSHA FROST,

director of recruitment, as moderator, director general GENTA HAWKINS HOLMES led a panel on "Global Missions and Career Opportunities." Panelists included deputy assistant secretary KENNETH HUNTER; OLLIE ANDERSON, deputy director, Office of West African Affairs; and Foreign Service political officer GINA ABERCROMBIE-WINSTANLEY. □



BUREAU OF PERSONNEL—William C. Ramsay, left, ambassador-designate to the Congo was the 5,000th participant in the Department's retirement planning seminar. He receives a T-shirt commemorating that fact from senior deputy assistant secretary A. Peter Burleigh. Like many others attending the seminar, Mr. Ramsay has no immediate retirement plans.

Family Liaison Office

In May the office said farewell to MARYANN MINUTILLO, who had served as director for five years. It welcomed KENDALL MONTGOMERY as the new director. Ms. Montgomery had been deputy director since 1990. New to the staff is LINDA OLESEN, support services officer, who has recently returned from Lahore, where she worked in the consular section and was community liaison office coordinator in Abu Dhabi.

Community Liaison Office Coordinators visiting the office in May and June included FAYE BARNES (Mexico City), BARBARA BERGER (The Hague), NORIE FLOWERS (Bucharest), SHARON JAMES (Seoul), TOM KANSAS (Frankfurt), THOMAS NOOTBAR (Buenos Aires), JUDITH THORN (Cairo) and MARIBEL MERENQUELI-WRIGHT (Kampala).

Employment program coordinator DAVID BALL met with representatives from the Romanian embassy to discuss possible implementation of a bilateral work agreement ... He met with Working Partners, an organization under the United Nations associations group attempting to develop a network for spouses interested in international development employment overseas ... He and employment program assistant ERIN ROONEY presented portions of three one-day modular workshops on employment for family members, at the Overseas Briefing Center ... Education counselor KAY



BUREAU OF PERSONNEL—At graduation of the ninth class of the Functional Specialization Program from left: Jeanne R.

Sprott, chief, Career Development Branch; Leila Price, Barbara Theodore, Linda Adams, Linda Rhodes, director general Genta

Hawkins Holmes, Karen Emmerson, Christine Stockman, Joy Salpini.



CAIRO, Egypt—At community liaison office coordinators conference, standing, left to right: Jackie Graves (Rabat), Louise Carlson (Abidjan), Arlene Bolton (Freetown), Francine Kemp (Tel Aviv), Maribel Merenqueli-Wright (Kampala), Ambassador Robert Pelletreau, Kendall Montgomery, Judith Thorn (Cairo), Sandy Peterson (Nouakchott), Virginia Chandler, Natalia Meister (Yaounde). Seated: Naveed Khan (Accra), Amy Stubbs (Cairo), Zahra Richards (Ouagadougou), Karen Flaherty (Damascus), Sossi Mahoney (Sanaa), Hazel Bland Thomas (Lagos), Mercy Williams (Abu Dhabi).



FAMILY LIAISON OFFICE—Jo-Anne Vaughn, support services officer, on leaving to accompany her husband on an assignment to Jakarta. She was cited for her assistance to families in over 50 evacuations, efforts to obtain equity for spouses in divorce proceedings, and her work with families experiencing other crises.

EAKIN and Ms. Montgomery attended the Overseas Schools Advisory Committee meeting ... American family member associates coordinator KAREN LUNDAHL organized a lunch-time program for Washington-based members to meet with bureau part-time, intermittent, temporary (pit) coordinators.

Staff members briefed a number of groups and individuals including the annual spring meeting of the Federation of Independent Schools; staffers on the House Post Office and Civil Service Committee; participants in the summer series of security overseas seminars; spouses of regional security officers about to go overseas; Department inspectors for Bogota and Baranquilla; the regulations, allowances and finances seminar at the Overseas Briefing Center; participants in the Marine security guard spouse training program; A.I.D. executive officers; the ambassadors seminar; the 67th A-100 class; the Drug Enforcement Administration's training class; and career development officers in the Bureau of Personnel. □

Medical Services

Medical Services colleagues welcomed the visit of regional medical officer AUSTIN MOEDE, upon his visit on June 1 while in Washington on personal leave ... Foreign Service nurse practitioner MARY AYLWARD, head nurse of the examination clinic, recruited for Foreign Service nurse practitioners at the American Academy of Nurse practitioners conference in San Antonio, June 10-13 ... Dr. LARAE KEMP traveled to Bridgetown, June 9-14, for medical evaluation and consultations ... Attending the National Institute of Mental Health conference on June 11 were Dr.

CHRISTINE BIENIEK and ANNE WEISS, L.C.S.W. Obsessive compulsive disorder was the topic of discussion ... Continuing nursing education was organized and presented by Foreign Service nurse practitioner MICHAEL PATE to 30 contract nurses from the region, June 8-11, in Hong Kong. Also presenting topics were regional medical officer JOHN ALDIS (Beijing), nurse practitioners CHERYL WAGNER (Manila) and SUSAN SUMMERS (Tokyo); BARBARA BROCK, R.N.-C.S., M.S.N.; Dr. ROSE ONG, (Hong Kong); THERESA KWONG, R.N., B.S.N., (Hong Kong); and MARY BETH BROWN, R.N.-C.S., M.N. (Guangzhou).

Effective June 1, nurse practitioner KAREN MCGUIRE-RUGH resigned from the Foreign Service after years of service in Africa and Washington ... Having served in the Foreign Service since 1979, clinical laboratory scientist/regional medical technologist PAULINE TURNER retired July 1. She was posted in Moscow, Kabul, Jakarta, Kinshasa and Washington, prior to her last tour in New Delhi ... Nurse practitioner EDNA FARRINGTON began her retirement from the Foreign Service the end of July. She completed her eighth and final tour in Maputo, having also served in Monrovia, Kuwait, Colombo, Tokyo, Nouakchott, Rabat, and having participated in continuing medical education ... Nurse practitioner RITA DANIELS transferred from Medical Services to the Bureau of Personnel following her tour in San Salvador in July. Her personnel training will last one year; then she will be assigned to Yaounde ... JUDY BERMAN CARLISLE resigned from her position as health education coordinator in mid-June. She had been instrumental for many years in promoting, writing, instructing and

consulting regarding the Department's smoking cessation program, among other health educational tasks ... Because of her husband's transfer to Washington, CYRILLA ROHRER, medevac coordinator in Frankfurt, resigned on June 25. Resigning at the end of her tour in Mexico City next month will be nurse practitioner PAULINE MARTIN. She joined the Foreign Service in 1986 and also served in N'Djamena.

Following completion of his tour in Khartoum, Dr. JOHN KEYES began his new assignment as director of the health units in the Department and U.S.I.A., June 1 ... Regional medical officer LARRY HILL briefed Foreign Programs colleagues regarding Malian medical issues, the end of May; then, in preparation for his next posting in Dhaka, he attended South Asian area studies and monitored the alcohol and drug treatment program at the Caron Institute ... En route to Tegucigalpa from his former tour in Sanaa, regional medical officer JOHN CHRISTENSEN consulted in Medical Services, June 4-8 ... Nurse practitioner EDITH GIDLEY consulted in Medical Services June 1, after departure from Dakar. Following her two months of Bulgarian language studies, she and her family look forward to their next tour in Sofia.

Nurse practitioner COLLEEN WARD-LAW departed Moscow prior to continuing medical education in Germany. She attended area studies, consulted in Medical Services, then visited in her home state of Wyoming, before traveling to Rabat to begin her new tour ... Medical Services' laboratory witnessed a change-over, with three clinical laboratory scientists/regional medical technologists leaving Washington ... Regional medical technologist JOYCE CAROL packed out prior to continuing medical education in Honolulu and proceeded to her new posting in Cairo, the end of May ... Regional medical technologist MARVA GULLINS completed her assignment in Washington June 1, then traveled to Islamabad, her new post ... At the end of June, regional

medical technologist MARILYN KENNEDY left Washington to begin her next tour in Jakarta ... Having departed from Jakarta, regional medical technologist TOM BAUR attended area studies the end of May, then consulted in Medical Services June 1, prior to home leave. His onward assignment is New Delhi ... Regional medical technologist MARY AWANTANG completed her four-year tour in Cairo in mid-June and, following home leave, was to proceed to her fourth African post, Lagos.

Regional medical officer/psychiatrist DOUGLAS HOBSON consulted in the Department the week of June 7, and looked forward to his second two year-tour in Vienna ... Engaging in French language studies while continuing with early-morning mental health consultations was Dr. HAL RINIER, director of Mental Health Services. He is preparing for his August posting to Paris ... The week of June 14, regional medical officer BRUCE MULLER consulted in Medical Services regarding his previous post, Santo Domingo, then began home leave. In August he planned to return to Washington to attend area studies in preparation for his Athens assignment ... Nurse practitioner REBECCA MILLER consulted in the Department at the end of June, en route to her next post, San Salvador. Having just left Colombo, she briefed colleagues on issues there, then traveled on home leave to Georgia ... Also consulting in Washington the week of June 21 was nurse practitioner CHARLENE BURNS, during home leave between tours in New Delhi. She was planning to attend the Caron Foundation Alcohol and Drug Treatment Program as a medical monitor in August. ... Consulting in the Department the week of June 21 was regional medical officer TERRY MERKIN, prior to leave in California. He will return to Mexico City for his second tour there.

Upon completing his first posting in the Foreign Service in Dhaka, regional medical officer THOMAS YUN traveled to Washington for consultations and area studies, the end of

June. After home leave, he will begin his next tour in Beijing ... Upon completion of a master's in health care management from Harvard, Dr. ELMORE RIGAMER returned to the Department. In mid-June he became special assistant to the medical director, with focus on special projects ... Regional medical officer PAUL BROADBENT reported in Medical Services during the third week of June, on home leave/transfer from Rangoon, en route to Jakarta ... Following the second post evacuation (Kinshasa in 1991 and now Brazzaville) during his first tour as a Foreign Service employee, regional medical officer CEDRIC DUMONT briefed and debriefed in the Department, beginning the week of June 28. In August he will travel back to Africa to his next posting in Bamako ... Nurse practitioner BARBARA MAHONEY debriefed in Medical Services regarding medical issues in Bucharest, her last post, and consulted in the Department, the end of June. At the beginning of July, she began French language studies in preparation for her fall assignment to Dakar ... Dr. LAURENCE BROWN, deputy medical director, served on the Foreign Service selection boards, on the panel to review files of specialist in Classes FE-OC and FS-01 ... Dr. CHRISTINE BIENIEK, Mental Health Services, also participated on the selection boards,

HONG KONG—At regional nurses conference, standing, from left: *Carl Fields, Jan Elliott, Elizabeth McIntyre, Dr. John Aldis, Michael Pate, Sarah Russell, Dr. Marianne Moore, Tracy Kutsenkow, Chelsea Johnson, Dr. Bronwyn Holland, Terry White, Cathy Butler, Susan Summers, Sally Drown, Hope Oliver, Deborah Reams, Carol Balint, Virginia Lorenz, Susan Garrow-Sloan, Cheryl Wagner, Diane Saunders, Ronnie Morris, Susie Krage, Bonnie Gregg, Annette Stensrod, Theresa Kwong.* Seated: *Rose Ong, Dolly Navarette, Angela Mo, Marilyn Lavache, Barbara Brock, Mary Brown.*



on the panel to review the files of specialists in Classes FS-2/4, in the administrative subfunctions ... SUSIE KRAGE, R.N., contract nurse at the American Institute in Taiwan, consulted in Medical Services' Foreign Programs, July 2, while in the United States on rest and relaxation ... Beginning his home leave on July 2 was Dr. NICHOLAS REINHARDT. Following his consultations in the Department, he will return to Abidjan.

Attending the International Tropical Medicine Conference in Paris at the end of April with Dr. MARTIN WOLFE, Medical Services' infectious disease specialist, were Dr. JOHN BEAHLER, director of quality improvement, and retired regional medical officer HENRY WILDE ... Following continuing medical education in Germany, Dr. Kemp and Dr. LAWRENCE BIRO consulted with staff of The American Hospital in Paris regarding services provided to U.S. patients ... Dr. Kemp, Dr. Keary and Dr. Biro participated in an interagency meeting with the Veterans Administration, the U.S. Public Health Service and the Department of Defense, on "Coordinating Federal Health Care," May 19-21. Managed care and processing of patient information were two foci ... Attending the American Psychiatric Association conference in San Francisco the week of May 24 was Dr. Rinier. He also recruited for candidates to enter the Foreign Service ... Dr. WALTER BARQUIST and Dr. EDWARD HIATT were honored in a group Superior Honor Award, in recognition of assistance provided by Embassy Abidjan to American citizens who were evacuated from Monrovia in late 1992 ... Prior to continuing medical education for Foreign Service medical technologists in Honolulu the week of May 17, JACK BRIGGS, chief medical technologist, attended the laboratory management conference for laboratory directors, sponsored by the American Association of Bioanalysts in San Antonio ... Dr. LARRY HILL briefed Foreign Programs colleagues upon his return to Washington at the beginning of his home leave. He attended South Asian area studies course the end of May ... NANCY CALHOUN, contract nurse in Kampala, was recognized for her performance with a Certificate of Appreciation from the medical director. With a major outbreak of malaria in Kampala last year, she not only coordinated the medical care of the community, but was also instrumental in providing data for a major published study regarding the epidemiology of this outbreak and future prophylaxis of malaria, Medical Services reported.

From the first of April through the summer, the medical clearance Foreign Service nurse practitioner position was being filled by nurse practitioner MARJORIE HARWOOD and retired Foreign Service nurse B.J. HARRICK ... Regional medical officer GRETCHEN MCCOY flew into Washington and consulted in Medical Services, upon accompanying a patient from Lagos ... The director

of Foreign Service nurse practitioners and the nursing program, KUMIKO CROSS, addressed graduating nursing students at Howard University, April 12, regarding nurse practitioner graduate programs and potential employment with the Department. Then, prior to continuing medical education in Honolulu, she interviewed prospective candidates in Seattle, at the University of Washington nurse practitioner program, for nurse practitioner intern program ... Health systems administrator LARRY BIRO, Ph.D., stopped in Seattle while en route to Honolulu. He worked with hospitals that may be used for medevaced patients ... Consulting in Medical Services, April 14-15, was regional medical officer BURNETT PIXLEY, en route to continuing medical education in Honolulu from his posting in London ... Nurse practitioner JERI LOCKMAN consulted in Medical Services, April 26, before her return to Jakarta following a medical assignment ... Dr. Wolfe, the infectious disease consultant, attended the International Tropical Medicine Conference in Paris the week of April 26. Then he planned to address tropical medicine issues with Medical Services physicians and nurse practitioners at their continuing medical education conference in Frankfurt in May.

"Malaria Among U.S. Embassy Personnel—Kampala, Uganda, 1992," an article researched and written by Dr. Wolfe and nurse practitioner KAREN MCGUIRE-RUGH, was published in the April 23 Centers for Disease Control's Morbidity and Mortality Weekly Report. □

POLITICO-MILITARY AFFAIRS

Principal deputy assistant secretary-designate TED McNAMARA visited Los Alamos, Sandia and Lawrence Livermore National Laboratories, and the Nevada test site, for discussions of nuclear testing policy considerations, May 16-21 ... Deputy assistant secretary-designate JOCK COVEY, ROBERT MAGGI and Colonel TOM SCHOEGLER attended the 11th annual U.S. Central Command security assistance conference, in Tampa Bay, Fla., May 17-19. Mr. Covey was the keynote speaker, presenting "The Function of Security Assistance in Achieving Foreign Policy Goals."

Office of Arms Control Policy for Compliance and Implementation: ERIC W. RUNNING represented the Department at the 14th session of the special verification commission for the treaty between the United States and the Soviet Union on the elimination of their intermediate-range and shorter-range missiles, in Geneva, Switzerland. The session was devoted to promoting implementation of the treaty in its new, multilateral form following

the breakup of the former Soviet Union ... ROBERT E. McCREIGHT has joined the office on a management intern cycle, serving as the action officer for the threshold test ban treaty. He served previously as a program officer in two other offices within the bureau, and as a staff officer in the Bureau of Intelligence and Research.

Office of Defense Trade Controls: Deputy director MICHAEL T. DIXON, licensing officer KEN PEOPLES, compliance specialist MARY SWEENEY, and attorney/adviser JULIE HAUGH WOCHE from the Office of the Legal Adviser, visited Japan, May 11-19, to conduct an audit of Japan Aviation Electronics Industry, Ltd., a firm that was convicted of violations of the Arms Export Control Act. Mr. Dixon and his group gave presentations on U.S. States export control laws and regulations to Japanese government officials and industry representatives ... On May 20 the team traveled to Korea to give the same presentation to Korean government and industry officials ... CHARLES RAY, special assistant to the director, attended the security assistance executive course at the Defense Institute for Security Assistance Management, Wright-Patterson Air Force Base, O., May 3-7 ... EVA O. TYLER, compliance specialist in the Compliance Analysis Division, represented the office at the missile technology advisory group meeting in Washington, May 13 ... Aerospace and Ordnance Branch chief MAL ZERDEN, with licensing officers MARTIN MAIER, TERRY HUNTER and CAROL BASDEN, conducted a seminar on defense export licensing for employees of Textron in Washington, May 12.

Office of Nuclear Weapons Proliferation: Acting director GARY SAMORE traveled to the United Nations several times during May to participate in preparations for UN action on the North Korean nuclear resolution, as well as to prepare for the high-level meeting between United States and North Korean officials ... Deputy director JOE MARTY participated in a panel on new initiatives at the counterproliferation workshop in the Department, given by the Armed Forces Communications and Electronic Association ... FRED AXELGARD organized a meeting on arms control and regional stability, which brought together officials from Middle East and other countries to discuss confidence-building in the region.

Office of International Security Operations: Colonel JOHN PLAZZA, director, attended a May 24-28 nuclear contingency planning course at Nellis Air Force Base, Las Vegas, Nev ... The deputy director, Lieutenant Colonel FRANK RAY, participated as exercise controller in a U.S. Central Command exercise at MacDill Air Force Base, Tampa ... ALEXANDER MARGULIES was serving as acting deputy director since the departure in April of BARBRO KIRKPATRICK to the National Security Council ... In conjunction with his duties on the ex-Yugoslavia sanctions task force, Commander HOWARD SIDMAN at-

tended an April 27-28 conference in London on Diego-Garcia, in conjunction with the U.S.-United Kingdom political-military talks ... Commander STEVE INGALSBEER and KATHRYN SOLON attended a May 26-27 conference held by A.I.D.'s Office of Foreign Disaster Assistance ... DAVID GOWDEY represented the Department at a world conference on landmines, in London, May 24-26, as an expert on demining. Some 60 nongovernmental organizations were involved.... MARTIN BARILLAS assisted Mr. Gowdey in the preparation and editing of a global assessment of landmines, to be presented to the President ... The office said farewell to Lieutenant EDWARD PIERSON, who was active in crisis management and on task forces.

Office of Defense Relations and Security Assistance: During May, the staff managed bilateral talks with Israel, represented the State Department at the Central Command security assistance conference and taught classes at the Department of Defense's training institute for security assistance ... BILL WHITLOW and BETHANY SCHWARTZ coordinated the bilateral political-military talks with Israel, hosted by Assistant Secretary ROBERT GALLUCCI in Annapolis, May 13-14 ... TOM SCHOEGLER and TURK MAGGI represented State in working groups at the security assistance conference in Tampa, May 17-19 ... TURK MAGGI, PETER SCHMELK and JOSEPH BOWAB each gave lectures on the role of the Department and of foreign policy in security assistance, in May, at the Defense Security Management Assistance Institute, Wright-Patterson Air Force Base, O.

Office of Weapons Proliferation Policy: Director VANN H. VAN DIEPEN received the Arthur S. Flemming Award, presented by the Junior Chamber of Commerce to outstanding U.S. Government employees under 40 years of age ... Major TIM WILLIAMS (Air Force) gave two briefings to intelligence community staff on missile issues.

Office of Defense Trade Policy: KRISTINE L. PELZ joined the office as deputy director ... DAVID SHAPIRO addressed the International Trade Facilitation Council on licensing matters and country and regional policy issues, May 13.

Office of Nonproliferation Export Policy: BOB BOYNTON, JEAN PRESTON and STEVE SLATIN traveled to Los Alamos National Laboratory and the Nevada test site, June 21-25, to participate in a workshop on political and technical aspects of nuclear nonproliferation.

The bureau is the prototype bureau in the Department to go live on the new telegram electronic distribution system, known as "TeDS". It provides electronic secondary distribution of Department of State telegrams. Distribution is based on profiles contained within the TeDS system. The profiles use distribution symbols to match telegrams with end users. □

REFUGEE PROGRAMS

The bureau held a refugee coordinators workshop in Washington to review refugee, migration and population priorities, policies and strategies; conduct sessions on refugee officer functions; and hear from representatives of the administration and outside organizations. Participants also examined the role of the refugee coordinator, exchanged information, received briefings from the bureau director on current and future policy and programs, and learned about the projected new bureau for population, refugees and migration affairs and the role of the under secretary for global affairs, a new position that would be established.

During her visit to the United States, SADAKO OGATA, UN high commissioner for refugees, met with the Vice President, the Secretary of State, the Secretary of Defense, the Attorney General, members of Congress, and had a working lunch with WARREN ZIMMERMANN, bureau director, to discuss regional refugee problems, as well as the developing relationship between the humanitarian efforts of the United Nations and its peace-keeping responsibilities ... Mr. Zimmermann met with CATHERINE BERTINI, executive director, World Food Program, to discuss coordination on refugee food issues. Participants at this meeting included PAULA R. LYNCH, deputy director, Office of Multilateral Organizations and Migration Policy; and MARGARET J. MCKELVEY, director, Office of African Refugee Assistance ... Mr. Zimmermann met with the new coordinator of the informal consultations on asylum, refugee and migration policies, HENRIK OLESEN, to review the work of the consultations; and commissioner general ILTER TURKMEN of the UN Relief and Works Agency, on Palestine Refugees in the Near East ... Mr. Zimmermann and ALBERT A. THIBAUT JR., director, Office of European, Near East and Latin American Refugee Assistance, visited Europe to meet with the European Community on humanitarian needs in the former Yugoslavia. He was interviewed by the British Broadcast Corp. on the resettlement of the Montagnards in North Carolina. (The Montagnards are an ethnic minority from the highlands of Vietnam who fought against the Communist advance and suffered great losses during the Vietnam war. Many Montagnards fought with U.S. troops, including the Special Forces.)

PRISCILLA A. CLAPP, senior deputy assistant secretary; DOUGLAS R. HUNTER, director, Office of Multilateral Organizations and Migration Policy; THERESA L. RUSCH, director, Office of Refugee Admissions and Processing, and MICHELE I. KLEIN-SOLOMON, Legal Adviser's Office, attended the third round of the U.S.-Canada-Mexico

trilateral consultations on asylum and refugee issues, in Montebello, Quebec ... BRUNSON MCKINLEY, deputy assistant secretary for management, attended the meeting of the executive committee and council of the International Organization for Migration, where an American, JAMES N. PURCELL JR., was re-elected as director general of the organization ... Mr. McKinley met with BRENDA MCSWEENEY of United Nations Volunteers and DENNIS DEJONG, a Dutch civil servant seconded to the European Community to work on migration issues.

Mr. Hunter participated in a meeting of the informal consultations on refugees asylum and migration in Geneva, attended the Organization for Economic Cooperation and Development migration working party meeting in Paris, and consulted with the European Community on refugee and migration issues in Brussels ... Ms. Lynch attended the semiannual meetings of the Committee on Food Aid and the Subcommittee on Projects in Rome; the UN refugee informal executive committee meeting in Geneva; a briefing for donors given by the UN Development Program and the Department of Humanitarian Affairs on their joint disaster management training program in New York ... ANN T. KENNELLY, program officer, Office of Multilateral Organizations and Migration Policy, participated in migration negotiations for the International Conference on Population and Development in New York ... KELLY T. CLEMENTS, program officer, Office of Multilateral Organizations and Migration Policy, participated in a joint meeting of the UN refugee subcommittee of the whole on international protection and the subcommittee on administrative and financial matters, in Geneva, on issues regarding refugee women ... Ms. Clements participated in a conference on "Gender Issues and Refugees: Implications for Development," on the campus of York University ... She participated on the U.S. delegation to the Economic and Social Committee of the United Nations, for discussions on strengthening UN humanitarian coordination.

JUDITH J. CHAVCHAVADZE, deputy director, Office of European, Near East and Latin American Refugee Assistance, attended the Middle East refugee working group meeting in Oslo, Norway ... BETSY A. LIPPMAN, program officer, traveled to the new independent states of the former Soviet Union to assess refugee matters ... AMY B. NELSON, program officer, Office of African Refugee Assistance, attended offsite situation assessment and needs analysis training in Orkney Springs, Va ... PAUL D. BIRDSALL, program officer, monitored the refugee situation and consulted with southern African officials ... KENNETH L. FOSTER, program officer, Office of Refugee Admissions and Processing, was in Thailand and Cambodia as a UN election observer.

A Russian delegation visited Washington at the bureau's initiative. The group included the head of the Federal Migration Service, the

head of the Presidential Commission on Citizenship, and the chairman of the parliamentary subcommittee on refugees. The purpose of their visit was to attend a two-day seminar at the Carnegie Endowment on citizenship and immigration.

Visiting the bureau were Ambassadors RICHARD C. BARKLEY (Turkey), EDMUND T. DeJARNETTE (Angola), DONALD K. PETERSEN (Sudan); WILLIAM P. TWADDELL (Liberia) and RICHARD MUELLER (consul general, Hong Kong); refugee coordinators SALLY M. GOBER (Abidjan), JOHN EGAN McATEER (Addis Ababa), EDWARD H. WILKINSON (Bangkok), ALLAN G. JURY (Geneva), CARYL M. COURTNEY and DAVID DONAHUE (Islamabad), PATRICIA JOHNSON and ERIC P. WHITAKER (Khartoum), LOUIS MAZEL (Kuala Lumpur), PAUL ISAACSON (Lilongwe), LYNN W. CURTAIN (Manila), CATHERINE DRUCKER (Nairobi), DENNIS HANKINS (Port-au-Prince); PAUL W. HILBURN (political officer, Brussels), JOSEPH M. BRACKEN (consular officer, Montreal), ABELARDO ANTONIO ARIAS (consular officer, Moscow), KIRK RESSLER (UN mission, New York), and ROBERT GERSONY (A.I.D. consultant, Managua). □

SOUTH ASIAN AFFAIRS

Interim director JOHN MALOTT traveled to New York, June 3, for meetings at the United Nations ... On June 9 and 10 he addressed sessions of the Asia Society's symposium on U.S.-India relations ... On June 15 he addressed a symposium on Pakistan, sponsored jointly by the National Institute for Strategic Studies and National Defense University ... On June 16 he addressed the U.S./India

Business Council ... On June 21 he addressed the Indo-U.S. Business Promotion Seminar ... Staff assistant CYNTHIA WHITTLESEY departed June 25 ... THOMAS E. WILLIAMS JR. had joined the bureau as her replacement, June 21.

Office of India, Nepal, Sri Lanka and the Maldives: RONALD D. LORTON arrived June 21 to assume duties as country director, replacing GEORGE G.B. GRIFFIN ... Assistant India desk officer CLAIRE OXLEY left June 24 to work on the Middle East peace talks. Her successor, ANDREW YOUNG, arrived June 30 ... The ambassador to Sri Lanka, TERESITA SCHAFFER, was in the Department on consultations, June 14-21.

Acting interim director GEORGE GRIFFIN provided a roundup of the situation in South Asia on Foreign Service Day, May 7. Along with Senator BILL BRADLEY of New Jersey, Mr. Griffin addressed a dinner session of the National Advisory Commission on South Asian Affairs, May 13. He addressed senior international students of the Air War College, May 21 ... VYJAYANTI THARMARATHAM joined the office as an intern on May 27 ... The ambassador to Nepal, JULIA CHANG BLOCH, finished her assignment and left Kathmandu, May 29.

Office of Pakistan, Afghanistan, and Bangladesh: At a June 17 awards ceremony, senior secretary RUSSEL STORMONT received a certificate of outstanding performance for his work during 1992, and BEVERLY WILLIAMS and CATHY BING, the office's two other secretaries, received certificates of excellent performance ... JOHN HOOVER arrived June 21 to take over responsibility for Afghan and Pakistani economic issues ... The ambassador to Pakistan, JOHN MONJO, was in the Department for consultations, June 14-24.

Director JOHN HOLZMAN participated May 6 in a panel discussion on Afghanistan sponsored by the Open Forum. Mr. Holzman



SOUTH ASIAN AFFAIRS—Interim director John Malott, right, presents Superior Honor Award to Richard Hoagland for his work in support of the special envoy to the Afghan resistance, Peter Tomsen, left.

spoke about Afghanistan's future ... Deputy director CHRISTOPHER WEBSTER visited posts in Pakistan, Bangladesh and New Delhi for orientation, April 22-May 15.

Office of Regional Affairs: Director MICHAEL LEMMON led a roundtable discussion, May 13, at the Henry L. Stimson Center, on the President's report to Congress on progress toward regional nonproliferation in South Asia, and briefed members of the South Asia Advisory Council, May 14 ... On May 1 Mr. Lemmon attended the Woodrow Wilson Center discussion on French views on nonproliferation and a comprehensive test ban treaty ... On May 25 he participated in a U.S.I.A. electronic dialogue on regional security and nonproliferation, with Indian experts in New Delhi. ■



COLOMBO, Sri Lanka—At awards ceremony, from left: Raymond J. Pepper, Wick-

remasinge G. Malaviarachchi, P. Thambirajah, Ambassador Teresita C. Schaffer,

Letitia De Silva, Beverly De Mel, K. Nimal De Silva.

O B I T U A R I E S

James H. Bahti (Obituaries, June) served as consul general in Dhahran, 1972-75, not Tehran. He was in the Army during World War II. He leaves his wife, Anita B. Bahti of McLean, Va., two sons, a sister and two grandchildren. □

Melvin N. Blum, 78, a former chief of the Publications Division at State, died of cancer at Holy Cross Hospital in Silver Spring, Md., on May 27.



Mr. Blum began his career in 1950 as a clerk at the Office of Foreign Liquidations in Paris. He became an information specialist in Washington the following year. After working as a writer-editor, he was named division chief in 1965, a position he held until his retirement in 1973. He earned a commendable service award for his work at State, and the Blue Pencil Award for publications.

Mr. Blum was born in the Bronx on November 8, 1914. He received a bachelor's and master's from City College of New York. He served in the Army in Europe during World War II. He leaves his wife of 46 years, Madeleine Blum of Rockville, Md., and four sons. □

Ruth L. Brooks, 71, a retired Foreign Service officer, died in Washington on June 4.

Ms. Brooks joined the Service in 1965 and became consular officer in Toronto the following year. She was assigned to the Visa Office, 1966-74. In 1974 she became consular officer in Nassau. She served as consular officer in Lagos, 1976-79. She was assigned to the Office of Overseas Citizens Services, 1979-80. In 1980 she became consular officer in Manila. After a final posting to Nairobi, she retired in 1985.

Ms. Brooks was born in Atlanta on May 6, 1922. She received a bachelor's



from Wayne State in Michigan. After retirement, she worked as a volunteer for the American Association of Retired Persons and the Center for Political Studies in Washington. She leaves a sister, Toni Nowell, of Silver Spring, Md., three other sisters and a brother. □

Martin S. Bowe Jr., 76, a retired Foreign Service officer, died in McLean, Va., on April 26.

Mr. Bowe joined the Service in 1949 and was assigned to Prague. He was passport control officer in Munich, 1951-52, and migration and general services officer in Berlin, 1952-53. In 1953 he went to Moscow. Next, he was posted to Frankfurt, 1957-60, and Brazzaville, 1961-64. He was a public information specialist in the Department, 1964-65. In 1965 he became administrative officer in Bujumbura. He served as general services officer in Saigon, 1967-68. After a final assignment as a foreign buildings officer in Washington, he retired in 1972.

Mr. Bowe was born in Massachusetts on April 15, 1917. His survivors include his wife, Joan W. Bowe of McLean. □

Julia E. Mowrer Byrd, 69, wife of Pratt Byrd, a retired Foreign Service officer assigned temporarily to the Bureau of Administration, died of cancer at her home in Washington on May 24.

Ms. Byrd had accompanied her husband on postings to Germany, Afghanistan, Hungary, Indonesia and Great Britain. She was a native of Lancaster, Pa., who earned a bachelor's from Oberlin and a master's from George Washington. Before accompanying her husband overseas, she was a writer and editor at the Lancaster Sunday News. She later wrote articles about her travels in Reader's Digest, PNG and other publications. She was a member of the Y.W.C.A. board in Washington. In addition to her husband of 42 years, she leaves three sons and a daughter, a brother, a sister and five grandchildren. □

Florence F. W. Coey, 79, a retired Foreign Service secretary, died in Sarasota, Fla., on April 10.

Ms. Coey joined the Service in 1945 and went to London as a clerk-stenographer later that year. After an assignment in the Department, she was posted to Ankara in 1954. She served in

Rome, 1958-62. In 1962 she became a protocol assistant in Tokyo. Next, she was a secretarial archivist in Moscow, 1962-66. After a final assignment in Washington, she retired in 1968.

Ms. Coey was born in Brookline, Mass., on June 24, 1913. She received a bachelor's from Wellesley. After State, she worked for the Center for Advanced International Studies at the University of Miami. She leaves a sister, Hildegard W. Reed, of Penn Valley, Calif. □

Sara Virginia Crawford, 37, wife of Nace Crawford, assistant regional security officer in Moscow, died in London on April 7 after suffering a cerebral hemorrhage in Moscow the day before.

She was an assistant community liaison officer and worked in the personnel office at the embassy. She earned a bachelor's in international relations from the University of the Americas and had worked as a Spanish, French and English translator at the Turkish embassy in Mexico City and at the U.S. Catholic Conference in Washington.

Her family has established a memorial fund in her name, to aid a children's neurological center in Mexico. Donations may be sent to 6547 Lake Charlene Drive, Pensacola, Fla. 32506. □

Everett F. Drumright, 86, a former ambassador to the Chinese Nationalists in Taiwan, died in Poway, Calif., on April 24.

Mr. Drumright joined the Foreign Service in 1930 and was assigned to Juarez. He was posted to Hankow in 1931, followed by consular assignments in Beijing, Shanghai, Shantou, Nanjing and Cong-king. In 1945 he

returned to Washington to head the Division of Chinese Affairs. Next, he was first secretary in London, 1946-47, and Tokyo, 1947-48. In 1948 he became counselor in Seoul. After a tour as political officer in New Delhi, he became principal officer in Bombay in 1952. He was named deputy assistant secretary for Far Eastern affairs in 1953. He served as consul general in Hong

Mr. Drumright (1958)

Kong and Macao, 1954-58.

In 1958 Mr. Drumright was named ambassador to the Nationalists. This was a time of crisis during which the mainland Communist government tried to take over two islands off China's coast, Quemoy and Matsu, which were held by the Nationalists. Mr. Drumright helped to sustain for the time being the Nationalists' claim to the permanent Chinese seat on the UN Security Council. He retired in 1962.

Mr. Drumright was born in Cushing, Okla., on September 15, 1906. He was graduated from the University of Oklahoma. After State, he lectured at colleges and universities and was active in the China Foundation of Taipei. He leaves his wife of 38 years, Florence Teets Drumright of Poway, and a brother. □

J. Harold Darby, 78, a retired division chief in the Bureau of Politico-Military Affairs, died in Bethesda, Md., on April 30.

Mr. Darby began his career at State as an assistant messenger in 1939. He was a clerk in the Passport Division, 1941-42. After Army service in World War II, he became a licensing specialist in the Office of Munitions Control in 1946. He became a branch chief there in 1952. After serving as a supervisory foreign affairs officer, he was named chief of the Political Intelligence Division in 1963. He headed the Arms Traffic Division before retiring in 1980.

Mr. Darby was born in New York on October 19, 1914. He received a bachelor's from Fordham and a master's and law degree from Georgetown. He leaves his wife of 42 years, Mary Virginia Darby of Bethesda, three daughters, a son, three brothers, a sister and seven grandchildren. □

Marjory J. Fiebig, 69, a retired Foreign Service officer, died of cancer in San Clemente, Calif., on May 18.

Ms. Fiebig joined the Service as a clerk-stenographer in 1954. She became a secretary in Tokyo the following year. She was administrative assistant in Helsinki, 1957-59, and general services assistant in Ankara, 1959-60. After serving as a personnel assistant in Leopoldville, she was promoted to personnel officer there in 1962. Next, she was a personnel staffing specialist in the Bureau of Administration,

1964-66. In 1967 she became personnel officer in Paris. She had a similar position in London, 1970-74. She was assigned to the Bureau of Personnel, 1974-76, then the Bureau of Consular Affairs, 1976-78. After a final posting to Mexico City, she retired in 1983. She held the Meritorious Honor Award.

Ms. Fiebig was born in Cedar Rapids, Io., on November 20, 1923. She attended Coe and Mount Mercy Colleges in Iowa. She leaves two sisters, Eugenia Miller and Mary Kay Houghton of Sedona, Ariz. □

John L. Hill, 84, a retired Foreign Service officer and Civil Service employee at State, died in Tucson on April 3.

Mr. Hill began his career in the Department as a clerk in 1929. He became an associate division assistant in the Visa Office in 1941. After service in the Navy, he became a foreign affairs specialist in the Aviation Division in 1948. In 1955 he joined the Foreign Service. He was consul and commercial officer, then economic officer, in Toronto, 1956-59. He served as economic officer in Pretoria before retiring in 1962.

Mr. Hill was born in Tomah, Wisc., on September 5, 1908. He earned a bachelor's and law degree from George Washington. His survivors include his wife, Ruth C. Hill of Tucson. □

Emery Richard (Mike) Kiraly, 78, a retired Foreign Service officer, died in Winter Springs, Fla., on April 13.

Mr. Kiraly began his career at the Department as a procurement specialist in 1945. In 1947 he joined the Foreign Service and was assigned to Budapest. After serving as assistant administrative officer in Havana, he became administrative officer in Bogota in 1950. He was personnel officer in Santiago, 1952-54.

Next, he was assigned to the Bureau of Personnel, then the Bureau of International Organization Affairs, 1954-57. In 1958 he became administrative officer in Pretoria. After serving as a supervisory administrative officer in Washington, he

became administrative counselor in Seoul in 1963. He was deputy executive director of the Bureau of Educational and Cultural Affairs before retiring in 1968.

Mr. Kiraly was born in Hungary on October 18, 1914. He received a bachelor's from Franklin and Marshall College. Before State, he was chief of administrative services at the National War Labor Board. He leaves his wife, Jean A. Kiraly of Winter Springs, two sons, a daughter, three sisters and five grandchildren. □

Violet E. L. (Valerie) Lewallen, 82, a retired Foreign Service officer, died in Kensington, Calif., on April 14.

Ms. Lewallen joined the Service as a secretary in 1950. After an assignment in London, she became a visa assistant in Tijuana in 1954. She later served as a communications clerk at the post. In 1963 she went to Lisbon as a consular assistant. She was named vice consul at the post in 1965, a position she held until her retirement in 1970.

Ms. Lewallen was born on August 27, 1910. After State, she worked at the Chula Vista (Calif.) Public Library. She leaves a nephew, Keith Olsen of French Polynesia. □

Lynndy Meakin, 46, a computer systems analyst in the Office of Information Management, died of cancer at the Hospice of Northern Virginia in Arlington, Va., on July 3.



Ms. Meakin joined the Foreign Service in 1990. She was assigned to Information Management's Office of User Services, where she worked until her death. Before entering the Service, she was a part-time, temporary employee at several embassies. She began her overseas career in 1983 as a secretary at the U.S. mission to Nato in Brussels. She was also a temporary travel assistant at the post, where she earned a Superior Honor Award. In 1985 she became an executive assistant at the U.S. mission to the Organization for Economic Cooperation and Development in Paris. After a stint as

a temporary secretary in Nouakchott, she became a computer systems manager there in 1988. She figured in a group Superior Honor Award and was a runner-up for the Assistant Secretary's Award for Excellence in Systems Management.

Ms. Meakin was born in Nottingham, England, on July 7, 1946. She attended Clarendon College in Nottingham and Prince of Wales College in London. Before State, she worked as a secretary for private organizations in London and Brussels, and later for the World Bank. A memorial service attended by her coworkers was held at St. George's Episcopal Church in Arlington on July 7. She leaves her husband, Mounir Bouzguenda of Arlington, two daughters, her parents and a sister. □

Herbert Thomas Mitchell, 64, a Foreign Service officer who retired in 1991, died of complications from emphysema in Washington on June 8.



Mr. Mitchell joined the Service in 1957 and became vice consul in Kingston later that year. He was posted to Montevideo, 1960-62. After an assignment as an intelligence research specialist in the Department, he went to Guatemala as an executive assistant in 1964. In 1967 he became political officer in Panama City. After an assignment in Washington, he served as director in the Honolulu Reception Center, 1970-73.

In 1973 Mr. Mitchell became a special assistant in Bogota. He was assigned to the Bureau of Inter-American Affairs, 1974, and International Organization Affairs, 1974-77. He was chief of the political section in San Salvador, 1977-79. He was an aide to the ambassador in Bangkok, 1979-80. Next, he was assigned to Fort Smith, Ark., 1980-81, where he assisted in the settlement of Haitian refugees. Then Mr. Mitchell joined the Office of International Conferences, 1981-82. In 1982 he was posted to Santo Domingo. He returned to International Conferences in 1984. He served as acting consul general in Hamilton, 1987-89. After a final assignment in Washington,

he retired. He held the Superior and Meritorious Honor Awards.

Mr. Mitchell was born in Burlington, N.C., on May 18, 1929. He earned a bachelor's and a juris doctor degree from the University of North Carolina. He served in the Marines during the Korean war and received a Bronze Star and a Purple Heart. After State, he worked as a legal counsel for the House Committee on Administration. He leaves his wife, Kathleen White Mitchell of Washington and two sons. □

Maxwell L. McCullough, 89, a retired Foreign Service officer, died in Washington on May 8.

Mr. McCullough began his career at State in 1948 as deputy director of the Unesco Relations Staff. He was a foreign affairs officer in Washington, 1950-56. In 1956 he joined the Foreign Service. After an assignment in the Department, he became principal officer and consul general in Glasgow in 1959. He served as deputy assistant secretary for cultural affairs before retiring in 1964.

Mr. McCullough was born in Wylie, Tex., on February 1, 1904. He attended Baylor and Columbia. After State, he worked on an international committee to save Nubian monuments in Egypt, and wrote from Washington for a chain of Texas newspapers. He was the author of "A Stake in the Prairie," a history of Mesquite, Tex. He leaves his wife of 52 years, Frances Blair McCullough of Washington, a daughter, two sons and two grandchildren. □

Mary Frances Murray, 53, who was a secretary in the Office of Foreign Buildings Operations, died of cancer at a hospice in Washington on June 6.



Ms. Murray had worked in the Facilities Maintenance Division since 1988. She earned a performance award, two cash awards and figured in two group Meritorious Honor Awards. She had been a secretary for 20 years at the National Labor Relations Board.

Ms. Murray was born in Washington

on April 16, 1940. She attended Atlantic Business College and George Washington University. A service attended by her coworkers was held at the Johnson & Jenkins funeral home in Washington on June 12. She leaves a daughter, Sharon Laughton of Washington, two other daughters and a son. □

James Frances O'Connor Jr., 74, a retired Foreign Service officer, died in Silver Spring, Md., on May 25.

Mr. O'Connor joined the Service in 1946 and was assigned to Santiago as administrative officer later that year. He was consular officer in Maracaibo, 1949-51. After an assignment in Washington, he became political officer in Buenos Aires in 1955. Next, he was an international relations officer in the Department, 1958-59, then officer-in-charge of Argentina, 1959-61. He was political officer in Jakarta, 1961-64. In 1964 he returned to Santiago. He retired in 1970 after a final posting to Asuncion.

Mr. O'Connor was born in New York on December 11, 1918. He received a bachelor's from Columbia. He served as a captain in the Army, 1941-46. His survivors include his wife, Neusa P. O'Connor of Silver Spring. □

Mary C. Ornes, 70, a retired Foreign Service secretary, died in Georgetown, O., on February 25.

Ms. Ornes joined the Service in 1955 and was assigned to Geneva. She was posted to Istanbul, 1958-60, and Paris, 1960-66. In 1966 she became an administrative assistant in St. Johns. She served in Ottawa before retiring in 1973.

Ms. Ornes was born in Cincinnati on December 19, 1922. She attended the University of Cincinnati's Teachers College. Her survivors include a sister, Marjorie Brown, of Hamilton, O. □

John W. Ott, 76, a retired Foreign Service officer, died in Albuquerque on April 26.

Mr. Ott joined the Service in 1966. He was a building maintenance engineer, then supervisory general services officer in Monrovia, 1966-69. He served as general services officer in Tripoli, 1969-70, and Rabat, 1970-75. He became administrative officer and consul in Sydney before retiring in 1976. He held the Meritorious Honor Award.

Mr. Ott was born in Michigan on February 20, 1917. Before State, he was a mechanical engineer in the Air Force, the Civil Aeronautics Administration and the Army Corps of Engineers. He leaves his wife, Marie K. Ott of Albuquerque, and three sons. □

Helen M. Oxford, 74, a retired Foreign Service secretary, died in Springdale, Ark., on April 23.

Ms. Oxford joined the Service in 1950 and was assigned to Colombo as a clerk-stenographer. She was a security assistant in Bonn, 1957-59. In 1959 she became a secretary in Pretoria. After an assignment as a secretarial assistant in the Bureau of European and Canadian Affairs, she was posted to Sofia in 1969. She had a final assignment in the bureau before retiring in 1974.

Ms. Oxford was born in Springdale on October 23, 1918. Before State, she had been a stenographer at the Arkansas House of Representatives and a claims examiner at the Veterans Administration. She leaves a sister, Virginia Shockley of Springdale, two other sisters, two brothers, two stepsisters and two stepbrothers. □

Sandra Berry Scott, 51, wife of retired Foreign Service officer Leslie Andrew Scott, died of cancer at Fairfax Hospital in Falls Church, Va., on May 2. She had accompanied her husband on postings to the Philippines, Dominican Republic, El Salvador, Burma and Peru. She worked as a clerk in the Department's Operations Center, 1961-62.

Ms. Scott was a native of Plover, Wisc., who attended George Washington University and the Philippine Women's University of Manila. In addition to her husband, she leaves her mother, Virginia Berry of Springfield, Va., two brothers, a sister and a son. □

Lawrence A. Phillips, 89, a retired Foreign Service officer, died at George Washington University Hospital in Washington on April 29.

Mr. Phillips joined the Service in 1950 and was assigned to Frankfurt. After serving as special assistant in Bonn, he became administrative officer in Havana in 1952. He held similar posts in Bangkok, 1955-57, and Bogota, 1957-60. He was administrative officer and consul in Singapore, 1961-63. He served as a

management analyst in the Bureau of Administration before retiring in 1964.

Mr. Phillips was born in Washington on April 7, 1904. He earned a bachelor's and law degree from George Washington. During World War II he served in the Coast Guard. Before State, he worked for the Federal Bureau of Investigation, the Veterans Administration and the Social Security Administration. Afterward, he worked as a consultant to State and to the Navy Department until 1980. He leaves his wife, Barbara P. Phillips of Washington, a daughter and a grandson. □

Mary Fanning Stanley, 80, a former chief of the Presidential Appointments Staff, died of Alzheimer's disease at Suburban Hospital in Bethesda, Md., on April 29. She was the wife of Mitchell K. Stanley, a retired branch chief in the Bureau of Intelligence and Research.



Ms. Stanley

Ms. Stanley began her career at State as an auditor in 1945. She was assigned to the Office of Economic Warfare during World War II and served in Paris after the war as a section chief in the foreign assets liquidation branch. She worked as an administrative officer and special assistant in the Bureau of Personnel before she was named head of the appointments staff in the 1960s. She retired in 1980.

Ms. Stanley was born in Washington on February 12, 1913. She received a bachelor's from Georgetown's School of Foreign Service. In addition to her husband of Chevy Chase, Md., she leaves a daughter, a son and three grandchildren. □

Constance V. Stuck, 70, a retired Foreign Service officer, died in Tucson on March 26.

Ms. Stuck joined the Service in 1949 and was assigned to Rome as an accounting clerk. She was posted to Jakarta in 1951. After an assignment in Washington, she became assistant disbursing officer in Moscow in 1955. Next, she was disbursing officer in Montevideo, 1958-60, and Belgrade, 1960-65. In 1965 she became an educational and cultural exchange officer

in Washington. After a final posting to Brussels, she retired in 1972.

Ms. Stuck was born in Arkansas in September 25, 1922. She earned a bachelor's from the University of Arkansas. Before State, she worked as an editor at a newspaper publishing company. Her survivors include a sister, Genevieve Gray of Tucson. □

Lucy C. Tom, 46, a Foreign Service secretary assigned to the Bureau of European and Canadian Affairs, died of cancer at her home in South Glens Falls, N.Y., on May 5.



Ms. Tom

Ms. Tom joined the Service in 1971 and was assigned to Amman. In 1973 she was posted to Pretoria. She was secretary to the ambassador in Manama, 1975-76, and the consul general in Istanbul, 1976-78. After an assignment in Washington, she left the Service in 1980. She returned in 1986 and was posted to Belgrade. She was senior secretary in the political section at The Hague from 1988 until last year. She had earned two Meritorious Honor Awards.

Ms. Tom was born in Troy, N.Y., on November 21, 1946. She studied special education and business management at Arizona State. She leaves her mother, Louise Tom of South Glens Falls; her fiancé, Frank Jones of Sacramento; two sisters, a brother, two nieces and a nephew. Her family suggests contributions to the American Cancer Society, Gilbert Street, Cambridge, N.Y. 12816, or to Hospice of Saratoga, West High Street, Ballston Spa, N.Y. 12020. ■

Money quiz

Q—Is there a tax break still remaining in the new tax legislation for U.S. savings bond owners?

A—Yes. First, you never pay state or local income taxes on savings bonds. In addition, by waiting to report the interest until you cash your bonds, or until they reach final maturity, you will be earning interest on principal, plus the full untaxed interest previously earned. □

LIBRARY BOOKLIST

Democracy: selected new books

General background

- ARAT, ZEHRA. *Democracy and Human Rights in Developing Countries*. Boulder, CO, L. Rienner, 1991. 219 p. [on order]
- Democracy and the Mass Media: a Collection of Essays*. Edited by J. Lichtenberg. New York, Cambridge University Press, 1990. 410 p. PN4735.D46
- Democracy in Developing Countries*. Edited by L. Diamond, J. Linz & S. Lipset. Boulder, Colo., L. Rienner, < 1988 - > LR has v.2 (Africa) & v. 3 (Asia) D883.D45
- FULLER, GRAHAM E. *The Democracy Trap: the Perils of the Post-Cold War World*. New York, Dutton, c1991. 285 p. D860.F85
- HUNTINGTON, SAMUEL P. *The Third Wave: Democratization in the Late Twentieth Century*. Norman, Okla., University of Oklahoma Press, 1991. 366 p. JC421.H86
- The Global Resurgence of Democracy*. Edited by L. Diamond & M. Plattner. Baltimore, MD, Johns Hopkins University Press, 1993. 368 p. [on order]
- JOWITT, KENNETH. *The New World Disorder: the Leninist Extinction*. Berkeley, Calif., University of California Press, c1992. 342 p. JC474.J69
- Journal of Democracy*. Washington, DC, National Endowment for Democracy & J. Hopkins University Press, <1990 - >. Bound: JF1051; unbound: J693.6 (quarterly)
- MCLEAN, IAIN. *Democracy and New Technology*. Cambridge, Mass., Blackwell, c1989. 220 p. JC423.M385
- NINCIC, MIROSLAV. *Democracy and Foreign Policy: the Fallacy of Political Realism*. New York, Columbia University Press, 1992. 200 p. E840.N55
- PANGLE, THOMAS L. *The Ennobling of Democracy: the Challenge of the Postmodern Era*. Baltimore, Johns Hopkins University Press, 1992. 227 p. JC423.P25
- REVEL, JEAN FRANCOIS. *Democracy Against Itself: the Future of Democratic Impulse*. Translated from the French by Roger Kaplan. New York, Free Press, c1993. 408 p. JC423.R45313 [Le Regain Democratique, original French version, c1992. JC421.R48]
- The Shape of the New Europe*. Edited by Gregory F. Treverton. New York, Council on Foreign Relations Press, c1992. 232 p. HC241.S515
- TURNER, STANSFIELD. *Terrorism and Democracy*. Boston, Houghton, Mifflin, 1991. 274 p. DS274.2.U5T87
- ZOLO, DANILO. *Democracy and Complexity: a*

Realist Approach. Translated from the Italian by D. McKie. University Park, Pa., Pennsylvania State University Press, 1992. 202 p. JC423.Z6713

Democracies: governments, politics

- BIBO, ISTVAN. *Democracy, Revolution, Self-Determination: Selected Writings*. Edited by K. Nagu; translated by A. Boros-Kazai. Boulder, Colo., Social Science Monographs, 1991. 578 p. JN2066.B53213 (Hungary)
- BROOK, TIMOTHY. *Quelling the People: the Military Suppression of Beijing Democracy Movement*. New York, Oxford University Press, c1992. 265 p. DS779.32.B76
- Democracy in the Caribbean: Political, Economic, and Social Perspectives*. Edited by J. Domingues, R. Pastor & R. Worrel. Baltimore, Johns Hopkins University Press, c1993. 312 p. JL599.5.A91D46
- Democratic Liberalism in South Africa: its History and Prospect*. Edited by J. Butler, R. Elphick & D. Welsh. Middletown, Conn., Wesleyan University Press, 1987. 409 p. DT770.D46
- Encouraging Democracy: the International Context of Regime Transition in Southern Europe*. Edited by G. Pridham. New York, St. Martin's Press, 1991. 250 p. JN94.E53
- Exporting Democracy: the United States and Latin America*. Edited by A. Lowenthal. Baltimore, Johns Hopkins University Press, c1991. 422 p. F1418.89
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- NATHAN, ANDREW J. *China's Crisis: Dilemmas of Reform and Prospects for Democracy*. New York, Columbia University Press, 1990. 256 p. [on order]
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- PUTNAM, ROBERT D., R. LEONARDI & R. NANETTI. *Making Democracy Work: Civic Traditions in Modern Italy*. Princeton, N.J., Princeton University Press, c1993. 258 p. JN477.R35P8666
- The Struggle for Democracy in Chile, 1982-1990*. Edited by P. Drake & I. Jaksic. Lincoln, Neb., University of Nebraska Press, c1991. 321 p. F3100.S86
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Economic development

- Beyond Structural Adjustment in Africa: the Political Economy of Sustainable & Democratic Development*. Edited by J. Nyang'oro & T. Shaw. Westport, Conn., Praeger, 1992. 190 p. HC800.B5
- Democracy and Development in East Asia: Taiwan, South Korea, and the Philippines*. Edited by T. Robinson. Washington, D.C., AEI Press, 1991. 321 p. JQ1528.D46
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- GLASSMAN, RONALD M. *China in Transition: Communism, Capitalism, and Democracy*. Westport, Conn., Praeger, c1992. 288 p. [on order]
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- LABOTZ, DAN. *Mask of Democracy: Labor Suppression in Mexico Today*. Boston, South End Press, c1992. 233 p. HD8116.5.L3
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- TURNER, LOWELL. *Democracy at Work: Changing World Markets and the Future of Labor Unions*. Ithaca, N.Y., Cornell University Press, 1991. 279 p. [on order]

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INTO NORTHERN VIRGINIA,
A BOLT OF CRIMSON AND NAVY BLUE
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CLIMBING EVER HIGHER AND HIGHER . . .



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TO CLEAR THE USA TODAY BUILDING

AS LONG AS I'M
HERE, HOW ABOUT
A NEWSPAPER?



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